



**CITY COUNCIL
AGENDA
KANNAPOLIS CITY HALL
401 LAUREATE WAY, KANNAPOLIS, NC
JULY 13, 2026
6:00 PM**

Please Turn off Cell Phones or Place on Silent Mode.

APPROVED MINUTES

A. July 13, 2026 (Pam Scaggs, City Clerk)

CALL TO ORDER AND WELCOME

PLEDGE OF ALLEGIANCE

ADOPTION OF AGENDA - Motion to Adopt Agenda or make revisions

PROCLAMATIONS AND RECOGNITIONS

A. **PROCLAMATION** - Recognizing the retirement of Tina Cline (Jeanne Dixon, Council Member)

SPEAKERS FROM THE FLOOR

CONSENT AGENDA - Motion to Adopt Consent Agenda or make revisions

- A. **APPROVAL** - FY27 Position Classification Plan (updated) **UNANIMOUSLY APPROVED** (Heather James, Human Resources Director)
- B. **ORDINANCE** - Budget Amendment #27-01 for the State Transportation Improvement Project **UNANIMOUSLY APPROVED** (Elizabeth Hassenfritz, Director of Engineering)
- C. **ORDINANCE** - Budget Amendment #27-02 Appropriating Funding for the Construction of the Fire Training Tower Replacement at Fire Station #1. **UNANIMOUSLY APPROVED** (Kristin Jones, Assistant City Manager)
- D. **ORDINANCE** - Budget Amendment #27-03 Appropriating Funding for the Construction and Equipment Purchase of the Western Communications Tower **UNANIMOUSLY APPROVED** (Kristin Jones, Assistant City Manager)
- E. **MINUTES**: May 20, 2026 (Special Meeting); June 8, 2026 and June 22, 2026 **UNANIMOUSLY APPROVED** (Pam Scaggs, City Clerk)

BUSINESS AGENDA

- A. **POLICY** - Amendment to the Policy of the Kannapolis City Council **APPROVED 6 to 1 with Council Member Dixon dissenting.** (Andrew Kelly, City Attorney)
- B. **PUBLIC HEARING** - General Obligation (GO) BOND **UNANIMOUSLY APPROVED** (Tina Cline, Assistant City Manager, Gary Mills, Parks & Recreation Director)
- C. **APPOINTMENTS** - Board of Adjustment (BOA) **APPROVED 5 to 2 with Council Members Berry and Dixon dissenting** (Richard Smith, Planning Director)
- D. **APPOINTMENTS** - Community Improvement Commission (CIC) **UNANIMOUSLY APPROVED** (Sherry Gordon, Community Development Program Administrator)
- E. **APPOINTMENTS** - Parks and Recreation Commission **UNANIMOUSLY APPROVED** (Gary Mills, Parks & Recreation Director)
- F. **APPOINTMENTS** - Planning and Zoning Commission **UNANIMOUSLY APPROVED** (Richard Smith, Planning Director)
- G. **APPOINTMENTS** - Rowan-Kannapolis ABC Board **UNANIMOUSLY APPROVED** (Wilmer Melton, City Manager)

CITY MANAGER REPORT

CITY COUNCIL COMMENTS

MOTION TO ADJOURN

ADA Notice

In accordance with Title II of the Americans with Disabilities Act (ADA), any person requiring an accommodation to participate in a function or program of the City of Kannapolis should contact Daniel Jenkins, Assistant Human Resources Director & ADA Coordinator by phone at 704-920-4312, email adacoordinator@kannapolisnc.gov, or in person at Kannapolis City Hall as soon as possible, but not later than forty-eight (48) hours prior.

**CITY OF KANNAPOLIS
CITY COUNCIL MEETING MINUTES
July 13, 2026**

A meeting of the Kannapolis City Council was held on Monday, July 13, 2026, at 6:03 PM, Kannapolis City Hall located at 401 Laureate Way, Kannapolis, NC.

CITY COUNCIL MEMBERS PRESENT:

Council Members: Doug Wilson, Mayor
Ryan Dayvault, Mayor Pro Tem
Darrell Jackson
Dianne Berry
Isaiah Payne
Jeanne Dixon
Naomi Hatchell

Council Members Absent: None

City Manager: Wilmer Melton

Deputy City Manager: Eddie Smith

Assistant City Manager: Tina Cline

City Attorney: Andrew Kelly

Staff Present:	Richard Smith	Brian Roberts
	Beth Hassenfritz	Gerald Faulkner
	Tracy Winecoff	Carson Purvis
	Michael Rattler	Annette Privette-Keller
	Tony Cline	Sherry Gordon

Visitors Present:	Phil Goodman	Jamie Richardson
	Holden Sides	Cole Sides
	Sara Newell	Pam Smith
	Johanna Bocko	Joe Hatley
	Justin Lewter	Zach Erwin
	Sophia Wilkerson	Alicia Amling
	Pam Lambert	Greg Lambert
	Robert Mack	Rebecca Putter
	Deborah Johnston	Darrell Hinnant
	Mary Hinnant	Keshia Sandidge

CALL TO ORDER AND WELCOME

Mayor Wilson called the meeting to order and welcomed all in attendance.

PLEDGE OF ALLEGIANCE

Mayor Pro Tem Dayvault led the Pledge of Allegiance.

1 **ADOPTION OF AGENDA**

2 Mayor Wilson called for a motion regarding the Agenda. Council Member Jackson made the motion
3 to approve, second by Mayor Pro Tem Dayvault and unanimously approved.
4

5 **RECOGNITION AND PROCLAMATIONS**

6 Council Member Dixon presented a Proclamation recognizing the retirement of Assistant City
7 Manager, Tina Cline.
8

9 **SPEAKERS FROM THE FLOOR**

10 Cole Thomas addressed Council about the Board reappointment process, advocating for Board of
11 Adjustment member Holden Sides. He suggested that out of 28 applicants, only Mr. Sides, despite a
12 recommendation from Planning Director Richard Smith, was rejected for reappointment. This
13 rejection occurred even though nine sitting board members applied for reappointment and eight were
14 successfully reappointed. Mr. Thomas argued that Mr. Sides met eligibility requirements under the
15 city's proposed term limits since his initial term filled an unexpired position. He urged Council to
16 delay the appointment vote to review what he saw as potential disparate treatment and political
17 retaliation. Additionally, he submitted documentation listing all applicants that submitted applications
18 for appointment to a board or commission.
19

20 Holden Sides addressed Council directly regarding his non-reappointment to the Board of
21 Adjustment, on which he had served since 2021, most recently as vice chair. He provided brief context
22 on the board's quasi-judicial function and its obligation to decide cases strictly on presented evidence
23 without personal bias. Mr. Sides stated that he had been caught off guard by the removal of his name
24 from the appointment agenda and expressed that he was simply seeking clarity and transparency
25 regarding the reasoning behind the decision to not reappoint him to the board.
26

27 Deborah Johnston addressed Council about Eastside Park's development. She noted that back in
28 February 2024, the City presented a plan that promised a dog park, playground, walking trails, paddle
29 boats, a splash pad, and shelters. However, so far, only a road has been graded. She voiced concerns
30 for residents, particularly the elderly and a veteran, who are forced to walk along Midland Avenue
31 due to the lack of safe pedestrian paths. Ms. Johnston urged Council to restart construction and fulfill
32 their promises to the east side community.
33

34 Darrell Hinnant also spoke in support of Eastside Park development. He presented revised financial
35 projections, correcting a previous estimate he had offered to the Council, noting that parks are
36 typically financed over 20-year periods rather than the 10-year term he had previously used. He
37 calculated that borrowing \$5,000,000 at 5% interest over 20 years would result in annual payments
38 of approximately \$401,211, and at 4% interest, approximately \$367,907—figures he argued were
39 manageable within the city's projected \$8.2 million in new revenues without a tax increase. He also
40 expressed concern that a proposed General Obligation bond, if put to voters, would impose an
41 estimated 4.5-cent tax increase on all Kannapolis property owners, and urged the Council to be
42 transparent with east side residents about the distinction between that approach and direct financing.
43

44 Justin Lewter returned to the issue of a vendor at the Juneteenth celebration. He noted Council's
45 response was initially well-received but highlighted new contradictory claims by the vendor that the
46 city was aware of their participation. Mr. Lewter urged city officials involved in the event's

1 organization to clarify the city's role at a future meeting and called for responsibility from those who
2 approved the vendor's involvement.

3
4 Keshia Sandidge addressed Council regarding the broader impact of the board reappointment
5 decisions, specifically not reappointing Holden Sides to the Board of Adjustment. She emphasized
6 volunteers should trust that their service is evaluated based on merit, not political agreement. Ms.
7 Sandidge warned that if continued service appears politically motivated, the boards' integrity could
8 be compromised. Noting that the Council's composition may shift over time, she urged members to
9 reflect on how current precedents might be viewed under a different political landscape, and she
10 suggested delaying the Board of Adjustment appointment vote.

11
12 Johanna Bocko spoke in support of the reappointment of Holden Sides to the Board of Adjustment,
13 citing her personal knowledge of his commitment, work ethic, and the fact that Planning Director
14 Richard Smith had recommended him to continue serving. She requested that each Council member
15 state on the record their individual reasons for not reappointing Mr. Sides, so that the matter would
16 be clearly documented in the minutes. She indicated that she would pray for wisdom and discernment
17 to do the right thing.

18
19 Zach Erwin addressed Council regarding Senate Bill 876, noting that the bill initially did not affect
20 Kannapolis elections when introduced by Senator Carl Ford in April. However, by June 25th,
21 Kannapolis was added in the committee phase, shifting city council elections to be partisan and
22 moving them to even-numbered years. Mr. Erwin claimed that several city council members were
23 allegedly consulted during the amendment process. He expressed concerns that the change could
24 detract from voter focus on local issues, encourage straight-ticket voting, and questioned if saving
25 money justified reduced visibility of local elections.

26
27 Alicia Amiling addressed Council on behalf of the ownership group of the Kannapolis Cannon Ballers
28 baseball club and their downtown development partners at LMG. She affirmed the group's ongoing
29 commitment to downtown Kannapolis, including their pursuit of hotel development with a renewed
30 commitment from Marriott, acknowledging that financing and construction cost challenges had
31 delayed a groundbreaking timeline. She noted that Stadium Lofts was occupied and that LMG had
32 committed approximately \$150 million to downtown development, with 200 Main nearing
33 completion. She expressed the intention to appear before the Council more regularly and indicated
34 that further conversations about the hotel project's needs may be forthcoming.

35 36 **CONSENT AGENDA**

37 Mayor Wilson called for a motion regarding the Consent Agenda. Mayor Pro Tem Dayvault made the
38 motion to approve, second by Council Member Payne and the motion carried unanimously.

39
40 APPROVAL – FY 2027 Position Classification Plan (updated) (Heather James, Human
41 Resources Director) (Copy included as Agenda Item F.A.)

42
43 ORDINANCE- Budget Amendment #27-01 for the State Transportation Improvement Project
44 (Elizabeth Hassenfritz, Director of Engineering, Kristin Jones, Assistant City Manager) (Copy
45 included as Agenda Item. F.B.)
46

1 ORDINANCE - Budget Amendment #27-02 appropriating funding for the construction of the fire
2 training tower replacement at Station 1 (Kristin Jones, Assistant City Manager (Copy included as
3 Agenda Item F.C.)
4

5 ORDINANCE - Budget Amendment #27-03 appropriating funding for the construction and
6 equipment purchase of the western communications tower (Kristin Jones, Assistant City
7 Manager) (Copy included as Agenda Item F.D.)
8

9 MINUTES – May 20, 2026 (Special Meeting); June 8, 2026 and June 22, 2026 (Pam Scaggs, City
10 Clerk) (Draft copies included)
11

12 **BUSINESS AGENDA**

13 **POLICY – Amendment to the Policy of the Kannapolis City Council (Andrew Kelly, City** 14 **Attorney) (Copy included as Agenda Item G.A.)**

15 City Manager Wilmer Melton stated that the Board and Commission Policy had not been updated
16 since July 23, 2012, and that the proposed amendments modernize the policy and clarify that boards
17 are appointed by the City Council.
18

19 City Attorney Andrew Kelly reviewed the proposed revisions, explaining that the policy would
20 establish a maximum of 12 years of service on any one board, regardless of whether the service is
21 consecutive, eliminating the previous provision that allowed members to reset the clock after a one-
22 year break. He also said the policy clarifies attendance expectations by requiring at least 75 percent
23 attendance, or no more than three unexcused absences during the fiscal year, with absences considered
24 excused if communicated to the staff liaison. Mr. Kelly reiterated that the primary changes involve
25 term limits, attendance requirements, and the addition of a code of conduct.
26

27 During Council discussion, Council Member Dixon questioned whether the maximum term should
28 be reduced from 12 years to nine years to create more opportunities for new citizens to serve. Council
29 Member Hatchell expressed support for encouraging broader participation but noted that the proposed
30 policy's lifetime 12-year limit on any single board differs from the previous system by preventing
31 members from restarting their eligibility after a one-year absence.
32

33 Mayor Wilson asked how the proposed policy would affect members currently serving. Mr. Kelly
34 explained that the amendments would not impact current appointees, including those already serving
35 a fourth term. He noted that the proposal eliminates the previous provision allowing a one-year break
36 to restart the consecutive service clock and instead establishes a lifetime maximum of 12 years on
37 any one board. He added that City Council has always retained discretion regarding board
38 appointments. Council Member Hatchell asked for confirmation that the proposed changes would
39 apply only to future appointments, and Mr. Kelly confirmed.
40

41 Council Member Jackson made the motion to approve the policy. Prior to further action, Mayor Pro
42 Tem Dayvault, the only current council member serving when the policy was adopted in 2012,
43 recalled that its original intent was to encourage new applicants and prevent indefinite service on
44 boards and commissions. Mayor Wilson added that, prior to the 2012 policy, no term limits existed.
45

1 Mr. Melton requested clarification of Council Member Jackson's motion who confirmed that his
2 motion was to approve the amended policy as presented. The motion was seconded by Council
3 Member Hatchell and approved by a 6-1 vote, with Council Member Dixon dissenting.
4

5 **PUBLIC HEARING – General Obligation (GO) Bond (Tina Cline, Assistant City Manager;**
6 **Gary Mils, Parks & Recreation Director) (Copy included as Agenda Item G.B.)**

7 Mrs. Cline presented the General Obligation Bond item and noted that at its June 22 meeting, City
8 Council unanimously established a maximum bond authorization of \$40 million, introduced the bond
9 order, and scheduled the required public hearing for July 13, 2026. Following the hearing, Council
10 would consider adopting the Bond Order as well as a Resolution calling for a special bond referendum
11 in November.
12

13 Mrs. Cline stated that the proposed \$40 million represents the maximum amount the City would be
14 authorized to borrow over a 10-year period, not an immediate expenditure. She also explained that
15 approval of the bond would not automatically result in a property tax increase, as any tax impact
16 would depend on the amount borrowed and the timing of future projects. Any increase would be
17 proportional to the amount of debt issued.
18

19 Mr. Mills added that issuing the full \$40 million at one time would increase the tax bill for the average
20 household by approximately \$11.49 per month, or about \$137 annually. By comparison, borrowing
21 \$10 million, an amount he said could fund Eastside Park and one greenway project, would result in
22 an estimated increase of about \$2.87 per month for the average household.
23

24 There being no further questions or comments from Council, Mayor Wilson opened the public hearing
25 which was closed without comment. He then called for a motion regarding the Bond Order. Council
26 Member Payne made the motion to approve, second by Mayor Pro Tem Dayvault and the motion was
27 unanimously approved.
28

29 Mayor Wilson called for a motion regarding the Resolution Setting a Special Bond Referendum.
30 Motion to approve was made by Council Member Jackson, second by Council Member Dixon and
31 the motion was unanimously approved.
32

33 **APPOINTMENTS – Board of Adjustment (Richard Smith, Planning Director) (Copy included**
34 **as Agenda Item G.C.)**

35 Mr. Smith stated that the Board of Adjustment has four regular positions open for appointments as
36 well as one Extraterritorial Jurisdiction (ETJ) position which is transitioning to a regular position now
37 that the City's ETJ is being dissolved. He recommended the reappointment Wilfred Bailey and Chris
38 Duggins, to new three-year terms; the appointment of Ronald Flanders from an alternate member to
39 a regular member and new three-year term; the appointments of Susan Irvine and Michelle Steeley to
40 new three-year terms; and the appointment Jeffrey Gray as an alternate member
41

42 There being no questions or comments from Council, Mayor Wilson called for a motion. Council
43 Member Payne made the motion to approve all appointments subject to acceptance and execution of
44 the amended policy, second by Council Member Hatchell and the motion was approved 5 to 2 with
45 Council Members Dixon and Berry dissenting.
46

1 **APPOINTMENTS – Community Improvement Commission (Sherry Gordon, Community**
2 **Development Program Administrator) (Copy included as Agenda Item G.D.)**

3 Ms. Gordon stated that the Community Improvement Commission (CIC) has three member openings,
4 two due to the expiring terms of Amos McClorey and Spencer Swain, and one due to the term
5 expiration of Jacqueline Anthony. She recommended the reappointment of Mr. McClorey and Mr.
6 Swain to new three-year terms and the appointment of Mitchell Johnson to a new three-year term.
7

8 There being no questions or comments from Council, Mayor Wilson called for a motion. Council
9 Member Payne made the motion to approve all appointments subject to acceptance and execution of
10 the amended policy, second by Council Member Dixon and the motion was unanimously approved
11

12 **APPOINTMENTS – Parks and Recreation Commission (Gary Mills, Parks and Recreation**
13 **Director) (Copy included as Agenda Item G.E.)**

14 Mr. Mills stated that the Parks and Rec Commission has four vacancies, including one unexpired
15 term. He recommended the reappointment of Buddy Amerson to a new three-year term; the
16 appointment of Justin Knoll and Daniel Helms to new three-year terms; and the appointment of
17 Kenneth Matthews to fill the one-year unexpired term vacated by Jeff Ashbaugh.
18

19 There being no questions or comments from Council, Mayor Wilson called for a motion. Council
20 Member Dixon made the motion to approve all appointments subject to acceptance and execution of
21 the amended policy, second by Council Member Payne and the motion was unanimously approved.
22

23 **APPOINTMENTS – Planning and Zoning Commission (Richard Smith, Planning Director)**
24 **(Copy included as Agenda Item G.F.)**

25 Mr. Smith stated that the Planning and Zoning Commission has three open positions for appointment
26 as well as one vacancy due to the dissolution of the ETJ. He recommended the reappointment of Chris
27 Puckett, Daisy Malit and Shelly Stein to new three-year terms and the appointment of Erin Haynie to
28 a new three-year term
29

30 There being no questions or comments from Council, Mayor Wilson called for a motion. Council
31 Member Payne made the motion to approve all appointments subject to acceptance and execution of
32 the amended policy, second by Council Member Hatchell and the motion was unanimously approved.
33

34 **APPOINTMENTS – Rowan-Kannapolis ABC Board (Wilmer Melton, City Manager) (Copy**
35 **included as Agenda Item G.G.)**

36 Mr. Melton stated that staff recommends the reappointment of Ken Geathers to a new three-year term
37 on the Rowan-Kannapolis ABC Board.
38

39 There being no questions or comments from Council, Mayor Wilson called for a motion. Mayor Pro
40 Tem Dayvault made the motion to approve, second by Council Member Payne and the motion was
41 unanimously approved.
42

43 **CITY MANAGER REPORT**

44 N/A
45

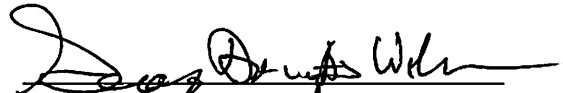
46 **CITY COUNCIL COMMENTS**

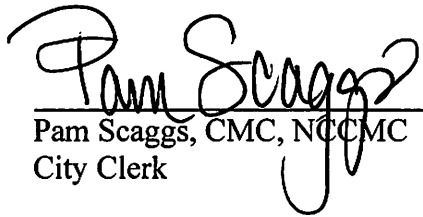
47 N/A

1 **MOTION TO ADJOURN**

2 There being no further business, Mayor Pro Tem Dayvault made the motion to adjourn, second by
3 Council Member Payne, and the motion was unanimously approved.
4

5 The meeting adjourned at 7:01 P.M. on Monday, July 13, 2026.
6
7
8
9

10 
11 George Douglas Wilson, Mayor
12 City of Kannapolis
13

11 
12 Pam Scaggs, CMC, NCCMC
13 City Clerk
14
15



Office of the Mayor
KANNAPOLIS, NORTH CAROLINA
P R O C L A M A T I O N
“RECOGNIZING TINA CLINE”

WHEREAS, Tina Cline has faithfully served the City of Kannapolis since 1995, dedicating more than thirty-one years of exceptional leadership, professionalism, and commitment to public service; and

WHEREAS, throughout her distinguished career, Tina played a pivotal role in developing and strengthening the City’s Human Resources department, earning recognition as a 2022 *Best in Human Resources* finalist and the respect of colleagues as a trusted advisor, mentor and advocate for employees across all City departments and in municipalities across the state of North Carolina; and

WHEREAS, Tina’s leadership, vision, and steadfast service led to her promotion in 2023 to Assistant City Manager, where she continued to provide thoughtful guidance and strategic direction for the City of Kannapolis; and

WHEREAS, a proud native of Rowan County, Tina is a graduate of Pfeiffer College and further strengthened her expertise through the UNC School of Government’s Municipal and County Administration program; and

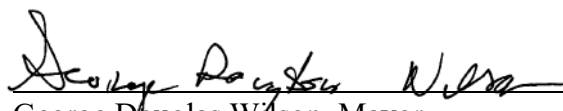
WHEREAS, Tina has extended her commitment to serving others beyond her professional responsibilities through volunteer service with Rowan Helping Ministries, United Way, and other community organizations, exemplifying her deep commitment to improving the lives of others; and

WHEREAS, the City of Kannapolis is honored to recognize and express its sincere appreciation for Tina’s decades of dedicated service, exemplary leadership, and lasting contributions that have strengthened the City and supported its employees and residents.

NOW, THEREFORE, the City Council of the City of Kannapolis, North Carolina does hereby recognize and honor **Tina Cline** for her outstanding 31 years of dedicated service to the City of Kannapolis and extend its heartfelt gratitude, congratulations and best wishes for a rewarding and fulfilling retirement.

IN WITNESS WHEREOF, I, Mayor George Douglas Wilson, on behalf of the Kannapolis City Council, has caused the Great Seal of the City of Kannapolis to be affixed this 7th day of July 2026.




George Douglas Wilson, Mayor
City of Kannapolis



Kannapolis City Council

City Council Agenda Staff Report

July 13, 2026

To: Mayor and City Council
From: Heather James, Human Resources Director
Subject: **APPROVAL** - FY27 Position Classification Plan (updated) **UNANIMOUSLY APPROVED**

Recommended Action Requested by City Council

Approval

Required Votes to Pass Required Action

Majority Present at Meeting

Background

Personnel Policy 400.01 notes that "City Council shall approve a salary range for a class of positions based on the recommendation of the City Manager."

- Job class 1931 - Event Specialist, grade 69 has been added to the position classification plan.
- Job class 1931 - Recreation Program Assistant (FT), grade 68 has been removed from the position classification plan.
- Job class 1915 - Parks Operations Specialist, grade 63 has been retitled to Operations Specialist as this job class will be shared among Parks and Recreation Department and Facilities Maintenance Department.
- Job class 1345 - Revenue Collection Specialist, grade 67 has been removed from the position classification plan.
- Job class 1345 - Revenue Collection Data Specialist, grade 69 has been added to the position classification plan.

Fiscal Implications

No fiscal impact

Alternate Courses of Action

Attachments

1. FY27 Pay Plan_Proposed Updated 2026_07_06

Job Class Code	Job Class Description	Base Pay Type	Base Pay Desc	Grade	Min Salary	Mid Salary	Max Salary	Min Hourly	Mid Hourly	Max Hourly
1900	CONCESSION WORKER	120	PART TIME	59	\$ 30,371	\$ 38,724	\$ 47,076	\$ 14.60	\$ 18.62	\$ 22.63
1901	HOSPITALITY ASSISTANT	120	PART TIME	60	\$ 31,889	\$ 40,660	\$ 49,430	\$ 15.33	\$ 19.55	\$ 23.76
1905	PARK ATTENDANT	120	PART TIME	61	\$ 33,484	\$ 42,693	\$ 51,901	\$ 16.10	\$ 20.53	\$ 24.95
1918	HOSPITALITY SPECIALIST	120	PART TIME	62	\$ 35,158	\$ 44,828	\$ 54,496	\$ 16.90	\$ 21.55	\$ 26.20
1915	OPERATIONS SPECIALIST	120	PART TIME	63	\$ 36,916	\$ 47,069	\$ 57,221	\$ 17.75	\$ 22.63	\$ 27.51
1300	CUSTOMER SERVICE ADVOCATE	110	REGULAR PAY HOURLY	64	\$ 38,762	\$ 49,423	\$ 60,082	\$ 18.64	\$ 23.76	\$ 28.89
1910	PARK MAINTENANCE TECHNICIAN I	120	PART TIME	65	\$ 40,700	\$ 51,894	\$ 63,086	\$ 19.57	\$ 24.95	\$ 30.33
1330	CUSTOMER CARE REPRESENTATIVE	110	REGULAR PAY HOURLY	66	\$ 42,735	\$ 54,489	\$ 66,240	\$ 20.55	\$ 26.20	\$ 31.85
1920	PARK MAINTENANCE TECHNICIAN II	110	REGULAR PAY HOURLY	66	\$ 42,735	\$ 54,489	\$ 66,240	\$ 20.55	\$ 26.20	\$ 31.85
1405	CONSTRUCTION MAINTENANCE WORKER	110	REGULAR PAY HOURLY	67	\$ 44,871	\$ 57,213	\$ 69,552	\$ 21.57	\$ 27.51	\$ 33.44
5050	FACILITIES MAINTENANCE WORKER	110	REGULAR PAY HOURLY	67	\$ 44,871	\$ 57,213	\$ 69,552	\$ 21.57	\$ 27.51	\$ 33.44
1445	METER SERVICE TECHNICIAN	110	REGULAR PAY HOURLY	67	\$ 44,871	\$ 57,213	\$ 69,552	\$ 21.57	\$ 27.51	\$ 33.44
1925	PARK MAINTENANCE TECHNICIAN III	110	REGULAR PAY HOURLY	67	\$ 44,871	\$ 57,213	\$ 69,552	\$ 21.57	\$ 27.51	\$ 33.44
1818	PARK RANGER	110	REGULAR PAY HOURLY	67	\$ 44,871	\$ 57,213	\$ 69,552	\$ 21.57	\$ 27.51	\$ 33.44
1800	RECORDS SPECIALIST	110	REGULAR PAY HOURLY	67	\$ 44,871	\$ 57,213	\$ 69,552	\$ 21.57	\$ 27.51	\$ 33.44
1210	ACCOUNTING TECHNICIAN I	110	REGULAR PAY HOURLY	68	\$ 47,115	\$ 60,074	\$ 73,030	\$ 22.65	\$ 28.88	\$ 35.11
1708	FIREFIGHTER TRAINEE	120	PART TIME	68	\$ 47,115	\$ 60,074	\$ 73,030	\$ 22.65	\$ 28.88	\$ 35.11
1926	PARK MAINTENANCE TECHNICIAN IV	110	REGULAR PAY HOURLY	68	\$ 47,115	\$ 60,074	\$ 73,030	\$ 22.65	\$ 28.88	\$ 35.11
1930	RECREATION PROGRAM ASSISTANT - PT	120	PART TIME	68	\$ 47,115	\$ 60,074	\$ 73,030	\$ 22.65	\$ 28.88	\$ 35.11
1320	UTILITY BILLING SPECIALIST	110	REGULAR PAY HOURLY	68	\$ 47,115	\$ 60,074	\$ 73,030	\$ 22.65	\$ 28.88	\$ 35.11
1450	WAREHOUSE ASSISTANT	110	REGULAR PAY HOURLY	68	\$ 47,115	\$ 60,074	\$ 73,030	\$ 22.65	\$ 28.88	\$ 35.11
1460	WATER QUALITY TECHNICIAN	110	REGULAR PAY HOURLY	68	\$ 47,115	\$ 60,074	\$ 73,030	\$ 22.65	\$ 28.88	\$ 35.11
1470	WATER TREATMENT PLANT OPERATOR I	110	REGULAR PAY HOURLY	68	\$ 47,115	\$ 60,074	\$ 73,030	\$ 22.65	\$ 28.88	\$ 35.11
1471	WATER TREATMENT PLANT OPERATOR I - PT	120	PART TIME	68	\$ 47,115	\$ 60,074	\$ 73,030	\$ 22.65	\$ 28.88	\$ 35.11
1952	ASSISTANT COORDINATOR	110	REGULAR PAY HOURLY	69	\$ 49,471	\$ 63,077	\$ 76,681	\$ 23.78	\$ 30.33	\$ 36.87
1934	CONCESSIONS MANAGER	110	REGULAR PAY HOURLY	69	\$ 49,471	\$ 63,077	\$ 76,681	\$ 23.78	\$ 30.33	\$ 36.87
1422	CONSTRUCTION MAINTENANCE TECHNICIAN	110	REGULAR PAY HOURLY	69	\$ 49,471	\$ 63,077	\$ 76,681	\$ 23.78	\$ 30.33	\$ 36.87
1931	EVENT SPECIALIST	110	REGULAR PAY HOURLY	69	\$ 49,471	\$ 63,077	\$ 76,681	\$ 23.78	\$ 30.33	\$ 36.87
5040	FACILITIES MAINTENANCE TECHNICIAN	110	REGULAR PAY HOURLY	69	\$ 49,471	\$ 63,077	\$ 76,681	\$ 23.78	\$ 30.33	\$ 36.87
1798	FIREFIGHTER RECRUIT	115	REGULAR FIRE	69	\$ 49,471	\$ 63,077	\$ 76,681	\$ 23.78	\$ 30.33	\$ 36.87
1345	REVENUE COLLECTION DATA SPECIALIST	110	REGULAR PAY HOURLY	69	\$ 49,471	\$ 63,077	\$ 76,681	\$ 23.78	\$ 30.33	\$ 36.87
1810	TELECOMMUNICATOR	110	REGULAR PAY HOURLY	69	\$ 49,471	\$ 63,077	\$ 76,681	\$ 23.78	\$ 30.33	\$ 36.87
1465	WATER TREATMENT PLANT MAINTENANCE WORKER	110	REGULAR PAY HOURLY	69	\$ 49,471	\$ 63,077	\$ 76,681	\$ 23.78	\$ 30.33	\$ 36.87
1020	ADMINISTRATIVE ASSISTANT	110	REGULAR PAY HOURLY	70	\$ 51,944	\$ 66,231	\$ 80,515	\$ 24.97	\$ 31.84	\$ 38.71
1409	EQUIPMENT OPERATOR	110	REGULAR PAY HOURLY	70	\$ 51,944	\$ 66,231	\$ 80,515	\$ 24.97	\$ 31.84	\$ 38.71
1423	LOCATOR	110	REGULAR PAY HOURLY	70	\$ 51,944	\$ 66,231	\$ 80,515	\$ 24.97	\$ 31.84	\$ 38.71
1715	OPERATIONS SUPPORT SPECIALIST	120	PART TIME	70	\$ 51,944	\$ 66,231	\$ 80,515	\$ 24.97	\$ 31.84	\$ 38.71
4025	PLANNING TECHNICIAN	110	REGULAR PAY HOURLY	70	\$ 51,944	\$ 66,231	\$ 80,515	\$ 24.97	\$ 31.84	\$ 38.71
1813	TELECOMMUNICATOR II	110	REGULAR PAY HOURLY	70	\$ 51,944	\$ 66,231	\$ 80,515	\$ 24.97	\$ 31.84	\$ 38.71
1475	WATER TREATMENT PLANT OPERATOR II	110	REGULAR PAY HOURLY	70	\$ 51,944	\$ 66,231	\$ 80,515	\$ 24.97	\$ 31.84	\$ 38.71
1349	BILLING & COLLECTIONS MANAGER	110	REGULAR PAY HOURLY	71	\$ 54,542	\$ 69,543	\$ 84,541	\$ 26.22	\$ 33.43	\$ 40.64
4030	CODE ENFORCEMENT OFFICER	110	REGULAR PAY HOURLY	71	\$ 54,542	\$ 69,543	\$ 84,541	\$ 26.22	\$ 33.43	\$ 40.64
1348	CUSTOMER SERVICE MANAGER	110	REGULAR PAY HOURLY	71	\$ 54,542	\$ 69,543	\$ 84,541	\$ 26.22	\$ 33.43	\$ 40.64
1705	FIRE FIGHTER I	115	REGULAR FIRE	71	\$ 54,542	\$ 69,543	\$ 84,541	\$ 19.79	\$ 25.23	\$ 30.68
1461	WATER TREATMENT PLANT LAB ANALYST	110	REGULAR PAY HOURLY	71	\$ 54,542	\$ 69,543	\$ 84,541	\$ 26.22	\$ 33.43	\$ 40.64
1814	MASTER TELECOMMUNICATOR	110	REGULAR PAY HOURLY	71	\$ 54,542	\$ 69,543	\$ 84,541	\$ 26.22	\$ 33.43	\$ 40.64
1825	POLICE OFFICER RECRUIT	113	REGULAR POLICE	71	\$ 54,542	\$ 69,543	\$ 84,541	\$ 26.22	\$ 33.43	\$ 40.64
1805	RECORDS CLERK SUPERVISOR	110	REGULAR PAY HOURLY	71	\$ 54,542	\$ 69,543	\$ 84,541	\$ 26.22	\$ 33.43	\$ 40.64
1050	SENIOR ADMINISTRATIVE ASSISTANT	110	REGULAR PAY HOURLY	71	\$ 54,542	\$ 69,543	\$ 84,541	\$ 26.22	\$ 33.43	\$ 40.64
1455	WAREHOUSE MANAGER	100	REGULAR PAY SALARIED	71	\$ 54,542	\$ 69,543	\$ 84,541	\$ 26.22	\$ 33.43	\$ 40.64
1467	WATER TREATMENT PLANT CHIEF OPERATOR	110	REGULAR PAY HOURLY	71	\$ 54,542	\$ 69,543	\$ 84,541	\$ 26.22	\$ 33.43	\$ 40.64
1425	CREW CHIEF	110	REGULAR PAY HOURLY	72	\$ 57,269	\$ 73,020	\$ 88,768	\$ 27.53	\$ 35.11	\$ 42.68
5030	FACILITIES MAINTENANCE CREW CHIEF	110	REGULAR PAY HOURLY	72	\$ 57,269	\$ 73,020	\$ 88,768	\$ 27.53	\$ 35.11	\$ 42.68
1707	FIRE FIGHTER II	115	REGULAR FIRE	72	\$ 57,269	\$ 73,020	\$ 88,768	\$ 20.78	\$ 26.49	\$ 32.21
1168	PARALEGAL	110	REGULAR PAY HOURLY	72	\$ 57,269	\$ 73,020	\$ 88,768	\$ 27.53	\$ 35.11	\$ 42.68
1815	TELECOMMUNICATIONS SHIFT SUPERVISOR	110	REGULAR PAY HOURLY	72	\$ 57,269	\$ 73,020	\$ 88,768	\$ 27.53	\$ 35.11	\$ 42.68
1230	ACCOUNTANT I	110	REGULAR PAY HOURLY	73	\$ 60,132	\$ 76,671	\$ 93,207	\$ 28.91	\$ 36.86	\$ 44.81

1490	ENGINEERING TECHNICIAN	110 REGULAR PAY HOURLY	73	\$	60,132	\$	76,671	\$	93,207	\$	28.91	\$	36.86	\$	44.81
1720	FIRE ENGINEER	115 REGULAR FIRE	73	\$	60,132	\$	76,671	\$	93,207	\$	21.82	\$	27.82	\$	33.82
1350	OFFICE MANAGER	110 REGULAR PAY HOURLY	73	\$	60,132	\$	76,671	\$	93,207	\$	28.91	\$	36.86	\$	44.81
1940	PARK MANAGER	110 REGULAR PAY HOURLY	73	\$	60,132	\$	76,671	\$	93,207	\$	28.91	\$	36.86	\$	44.81
1255	PAYROLL ADMINISTRATOR	110 REGULAR PAY HOURLY	73	\$	60,132	\$	76,671	\$	93,207	\$	28.91	\$	36.86	\$	44.81
4020	PLANNER	110 REGULAR PAY HOURLY	73	\$	60,132	\$	76,671	\$	93,207	\$	28.91	\$	36.86	\$	44.81
1820	POLICE OFFICER	113 REGULAR POLICE	73	\$	60,132	\$	76,671	\$	93,207	\$	27.53	\$	35.11	\$	42.68
1816	POLICE ACCREDITATION MANAGER	110 REGULAR PAY HOURLY	73	\$	60,132	\$	76,671	\$	93,207	\$	28.91	\$	36.86	\$	44.81
1712	SENIOR FIRE FIGHTER	115 REGULAR FIRE	73	\$	60,132	\$	76,671	\$	93,207	\$	21.82	\$	27.82	\$	33.82
1840	POLICE SCHOOL RESOURCE OFFICER	113 REGULAR POLICE	73	\$	60,132	\$	76,671	\$	93,207	\$	27.53	\$	35.11	\$	42.68
1950	RECREATION COORDINATOR	110 REGULAR PAY HOURLY	74	\$	63,139	\$	80,504	\$	97,867	\$	30.36	\$	38.70	\$	47.05
1430	CREW SUPERVISOR	110 REGULAR PAY HOURLY	74	\$	63,139	\$	80,504	\$	97,867	\$	30.36	\$	38.70	\$	47.05
1489	ENVIRONMENTAL COMPLIANCE COORDINATOR	110 REGULAR PAY HOURLY	74	\$	63,139	\$	80,504	\$	97,867	\$	30.36	\$	38.70	\$	47.05
5020	FACILITIES MAINTENANCE CREW SUPERVISOR	110 REGULAR PAY HOURLY	74	\$	63,139	\$	80,504	\$	97,867	\$	30.36	\$	38.70	\$	47.05
4015	GIS SPECIALIST	110 REGULAR PAY HOURLY	74	\$	63,139	\$	80,504	\$	97,867	\$	30.36	\$	38.70	\$	47.05
1610	HUMAN RESOURCES ANALYST I	110 REGULAR PAY HOURLY	74	\$	63,139	\$	80,504	\$	97,867	\$	30.36	\$	38.70	\$	47.05
1822	POLICE OFFICER II	113 REGULAR POLICE	74	\$	63,139	\$	80,504	\$	97,867	\$	28.91	\$	36.86	\$	44.81
4031	SENIOR CODE ENFORCEMENT OFFICER	110 REGULAR PAY HOURLY	74	\$	63,139	\$	80,504	\$	97,867	\$	30.36	\$	38.70	\$	47.05
1721	SENIOR FIRE ENGINEER	115 REGULAR FIRE	74	\$	63,139	\$	80,504	\$	97,867	\$	22.91	\$	29.21	\$	35.51
1154	COMMUNITY ENGAGEMENT SPECIALIST	110 REGULAR PAY HOURLY	75	\$	66,296	\$	84,530	\$	102,760	\$	31.87	\$	40.64	\$	49.40
1730	COMMUNITY ENGAGEMENT SPECIALIST - FIRE	110 REGULAR PAY HOURLY	75	\$	66,296	\$	84,530	\$	102,760	\$	31.87	\$	40.64	\$	49.40
1882	CRIME ANALYST/VIDEO SPECIALIST	110 REGULAR PAY HOURLY	75	\$	66,296	\$	84,530	\$	102,760	\$	31.87	\$	40.64	\$	49.40
1498	ENGINEERING TECHNICIAN II	110 REGULAR PAY HOURLY	75	\$	66,296	\$	84,530	\$	102,760	\$	31.87	\$	40.64	\$	49.40
1725	FIRE INSPECTOR	110 REGULAR PAY HOURLY	75	\$	66,296	\$	84,530	\$	102,760	\$	31.87	\$	40.64	\$	49.40
1824	MASTER POLICE OFFICER	113 REGULAR POLICE	75	\$	66,296	\$	84,530	\$	102,760	\$	30.36	\$	38.70	\$	47.05
1881	POLICE TECHNOLOGY SUPPORT SPECIALIST	110 REGULAR PAY HOURLY	75	\$	66,296	\$	84,530	\$	102,760	\$	31.87	\$	40.64	\$	49.40
1245	PURCHASING SPECIALIST	120 PART TIME	75	\$	66,296	\$	84,530	\$	102,760	\$	31.87	\$	40.64	\$	49.40
6005	TECHNICAL SUPPORT SPECIALIST	110 REGULAR PAY HOURLY	75	\$	66,296	\$	84,530	\$	102,760	\$	31.87	\$	40.64	\$	49.40
1480	WATER TREATMENT PLANT SUPERVISOR	110 REGULAR PAY HOURLY	75	\$	66,296	\$	84,530	\$	102,760	\$	31.87	\$	40.64	\$	49.40
1120	CITY CLERK	110 REGULAR PAY HOURLY	76	\$	69,610	\$	88,756	\$	107,898	\$	33.47	\$	42.67	\$	51.87
1491	CIVIL ENGINEER I	100 REGULAR PAY SALARIED	76	\$	69,610	\$	88,756	\$	107,898	\$	33.47	\$	42.67	\$	51.87
1731	FIRE VEHICLE MECHANIC	110 REGULAR PAY HOURLY	76	\$	69,610	\$	88,756	\$	107,898	\$	33.47	\$	42.67	\$	51.87
1630	HUMAN RESOURCES ANALYST II	110 REGULAR PAY HOURLY	76	\$	69,610	\$	88,756	\$	107,898	\$	33.47	\$	42.67	\$	51.87
1614	RISK AND SAFETY COORDINATOR	110 REGULAR PAY HOURLY	76	\$	69,610	\$	88,756	\$	107,898	\$	33.47	\$	42.67	\$	51.87
1260	SENIOR ACCOUNTANT	110 REGULAR PAY HOURLY	76	\$	69,610	\$	88,756	\$	107,898	\$	33.47	\$	42.67	\$	51.87
1729	ASSISTANT FIRE MARSHAL	110 REGULAR PAY HOURLY	77	\$	73,091	\$	93,194	\$	113,293	\$	35.14	\$	44.80	\$	54.47
1735	FIRE CAPTAIN	115 REGULAR FIRE	77	\$	73,091	\$	93,194	\$	113,293	\$	26.52	\$	33.81	\$	41.11
1739	SAFETY & LOGISTICS OFFICER	115 REGULAR FIRE	77	\$	73,091	\$	93,194	\$	113,293	\$	26.52	\$	33.81	\$	41.11
4010	SENIOR PLANNER	110 REGULAR PAY HOURLY	77	\$	73,091	\$	93,194	\$	113,293	\$	35.14	\$	44.80	\$	54.47
1860	POLICE SERGEANT	113 REGULAR POLICE	77	\$	73,091	\$	93,194	\$	113,293	\$	33.47	\$	42.67	\$	51.87
6004	SOFTWARE SUPPORT SPECIALIST	100 REGULAR PAY SALARIED	77	\$	73,091	\$	93,194	\$	113,293	\$	35.14	\$	44.80	\$	54.47
1275	ACCOUNTING OPERATIONS MANAGER	110 REGULAR PAY HOURLY	78	\$	76,745	\$	97,854	\$	118,958	\$	36.90	\$	47.05	\$	57.19
1130	COMMUNITY DEVELOPMENT PROGRAM ADMINISTRATOR	100 REGULAR PAY SALARIED	78	\$	76,745	\$	97,854	\$	118,958	\$	36.90	\$	47.05	\$	57.19
1494	ENGINEERING TECHNICIAN MANAGER	100 REGULAR PAY SALARIED	78	\$	76,745	\$	97,854	\$	118,958	\$	36.90	\$	47.05	\$	57.19
6003	IT ANALYST	100 REGULAR PAY SALARIED	78	\$	76,745	\$	97,854	\$	118,958	\$	36.90	\$	47.05	\$	57.19
1235	PURCHASING MANAGER	100 REGULAR PAY SALARIED	78	\$	76,745	\$	97,854	\$	118,958	\$	36.90	\$	47.05	\$	57.19
1615	RISK MANAGER	110 REGULAR PAY HOURLY	78	\$	76,745	\$	97,854	\$	118,958	\$	36.90	\$	47.05	\$	57.19
1713	SENIOR FIRE CAPTAIN	115 REGULAR FIRE	78	\$	76,745	\$	97,854	\$	118,958	\$	27.85	\$	35.51	\$	43.16
1485	WATER TREATMENT PLANT MANAGER	100 REGULAR PAY SALARIED	78	\$	76,745	\$	97,854	\$	118,958	\$	36.90	\$	47.05	\$	57.19
1740	BATTALION CHIEF - EMERGENCY OPERATIONS	115 REGULAR FIRE	79	\$	80,583	\$	102,746	\$	124,906	\$	29.24	\$	37.28	\$	45.32
1740	BATTALION CHIEF - TRAINING/SAFETY	110 REGULAR PAY HOURLY	79	\$	80,583	\$	102,746	\$	124,906	\$	38.74	\$	49.40	\$	60.05
1728	FIRE MARSHAL	110 REGULAR PAY HOURLY	79	\$	80,583	\$	102,746	\$	124,906	\$	38.74	\$	49.40	\$	60.05
1738	HEALTH & WELLNESS MANAGER	110 REGULAR PAY HOURLY	79	\$	80,583	\$	102,746	\$	124,906	\$	38.74	\$	49.40	\$	60.05
1495	OPERATIONS MANAGER	100 REGULAR PAY SALARIED	79	\$	80,583	\$	102,746	\$	124,906	\$	38.74	\$	49.40	\$	60.05
1870	POLICE LIEUTENANT	113 REGULAR POLICE	80	\$	84,612	\$	107,884	\$	131,151	\$	38.74	\$	49.40	\$	60.05
6002	NETWORK ADMINISTRATOR II	100 REGULAR PAY SALARIED	80	\$	84,612	\$	107,884	\$	131,151	\$	40.68	\$	51.87	\$	63.05
1811	TELECOMMUNICATIONS CENTER MANAGER	110 REGULAR PAY HOURLY	80	\$	84,612	\$	107,884	\$	131,151	\$	40.68	\$	51.87	\$	63.05
1140	DIRECTOR OF CUSTOMER SERVICE	100 REGULAR PAY SALARIED	82	\$	93,284	\$	118,942	\$	144,594	\$	44.85	\$	57.18	\$	69.52

1488	CIVIL ENGINEER II	100 REGULAR PAY SALARIED	82	\$	93,284	\$	118,942	\$	144,594	\$	44.85	\$	57.18	\$	69.52
1155	DIRECTOR OF COMMUNICATIONS	100 REGULAR PAY SALARIED	82	\$	93,284	\$	118,942	\$	144,594	\$	44.85	\$	57.18	\$	69.52
4005	ASSISTANT DIRECTOR OF PLANNING	100 REGULAR PAY SALARIED	82	\$	93,284	\$	118,942	\$	144,594	\$	44.85	\$	57.18	\$	69.52
1270	DEPUTY DIRECTOR OF FINANCE	100 REGULAR PAY SALARIED	83	\$	97,949	\$	124,889	\$	151,824	\$	47.09	\$	60.04	\$	72.99
1754	ASSISTANT FIRE CHIEF	100 REGULAR PAY SALARIED	83	\$	97,949	\$	124,889	\$	151,824	\$	47.09	\$	60.04	\$	72.99
1619	ASSISTANT DIRECTOR OF HUMAN RESOURCES	100 REGULAR PAY SALARIED	83	\$	97,949	\$	124,889	\$	151,824	\$	47.09	\$	60.04	\$	72.99
1956	ASSISTANT DIRECTOR OF PARKS & RECREATION	100 REGULAR PAY SALARIED	83	\$	97,949	\$	124,889	\$	151,824	\$	47.09	\$	60.04	\$	72.99
1510	ASSISTANT DIRECTOR OF WATER RESOURCES	100 REGULAR PAY SALARIED	83	\$	97,949	\$	124,889	\$	151,824	\$	47.09	\$	60.04	\$	72.99
1161	DIRECTOR OF BUDGET AND STRATEGY	100 REGULAR PAY SALARIED	83	\$	97,949	\$	124,889	\$	151,824	\$	47.09	\$	60.04	\$	72.99
6001	NETWORK ADMINISTRATOR III	100 REGULAR PAY SALARIED	83	\$	97,949	\$	124,889	\$	151,824	\$	47.09	\$	60.04	\$	72.99
1880	POLICE CAPTAIN	100 REGULAR PAY SALARIED	83	\$	97,949	\$	124,889	\$	151,824	\$	47.09	\$	60.04	\$	72.99
5000	DIRECTOR OF FACILITIES MAINTENANCE	100 REGULAR PAY SALARIED	84	\$	102,846	\$	131,133	\$	159,415	\$	49.45	\$	63.04	\$	76.64
1497	ASSISTANT DIRECTOR OF ENGINEERING	100 REGULAR PAY SALARIED	85	\$	107,988	\$	137,690	\$	167,386	\$	51.92	\$	66.20	\$	80.47
1885	DEPUTY CHIEF OF POLICE	100 REGULAR PAY SALARIED	85	\$	107,988	\$	137,690	\$	167,386	\$	51.92	\$	66.20	\$	80.47
1755	DEPUTY FIRE CHIEF	100 REGULAR PAY SALARIED	85	\$	107,988	\$	137,690	\$	167,386	\$	51.92	\$	66.20	\$	80.47
1501	DIRECTOR OF TRANSPORTATION & ENVIRONMENTAL SERVICES	100 REGULAR PAY SALARIED	86	\$	113,388	\$	144,574	\$	175,755	\$	54.51	\$	69.51	\$	84.50
1955	DIRECTOR OF PARKS & RECREATION	100 REGULAR PAY SALARIED	86	\$	113,388	\$	144,574	\$	175,755	\$	54.51	\$	69.51	\$	84.50
4000	DIRECTOR OF PLANNING	100 REGULAR PAY SALARIED	86	\$	113,388	\$	144,574	\$	175,755	\$	54.51	\$	69.51	\$	84.50
1150	DIRECTOR OF ECONOMIC & COMMUNITY DEVELOPMENT	100 REGULAR PAY SALARIED	87	\$	119,057	\$	151,803	\$	184,543	\$	57.24	\$	72.98	\$	88.72
1502	DIRECTOR OF WATER RESOURCES	100 REGULAR PAY SALARIED	87	\$	119,057	\$	151,803	\$	184,543	\$	57.24	\$	72.98	\$	88.72
1496	DIRECTOR OF ENGINEERING	100 REGULAR PAY SALARIED	88	\$	125,010	\$	159,393	\$	193,770	\$	60.10	\$	76.63	\$	93.16
1280	DIRECTOR OF FINANCE	100 REGULAR PAY SALARIED	88	\$	125,010	\$	159,393	\$	193,770	\$	60.10	\$	76.63	\$	93.16
1620	DIRECTOR OF HUMAN RESOURCES	100 REGULAR PAY SALARIED	88	\$	125,010	\$	159,393	\$	193,770	\$	60.10	\$	76.63	\$	93.16
6000	DIRECTOR OF INFORMATION TECHNOLOGY	100 REGULAR PAY SALARIED	88	\$	125,010	\$	159,393	\$	193,770	\$	60.10	\$	76.63	\$	93.16
1890	CHIEF OF POLICE	100 REGULAR PAY SALARIED	90	\$	137,824	\$	175,731	\$	213,632	\$	66.26	\$	84.49	\$	102.71
1760	FIRE CHIEF	100 REGULAR PAY SALARIED	90	\$	137,824	\$	175,731	\$	213,632	\$	66.26	\$	84.49	\$	102.71
1162	ASSISTANT CITY MANAGER	100 REGULAR PAY SALARIED	91	\$	144,715	\$	184,518	\$	224,313	\$	69.57	\$	88.71	\$	107.84
1160	DEPUTY CITY MANAGER	100 REGULAR PAY SALARIED	94	\$	167,526	\$	213,602	\$	259,670	\$	80.54	\$	102.69	\$	124.84
1153	COMMUNICATIONS INTERN	120 PART TIME								\$	12.00	\$	15.25	\$	18.50
1167	LEGAL INTERN	120 PART TIME								\$	20.00	\$	20.00	\$	20.00
1960	RECREATION INTERN	120 PART TIME								\$	16.50	\$	16.50	\$	16.50
1830	RESERVE POLICE OFFICER	120 PART TIME								\$	30.00	\$	30.00	\$	30.00
1970	SANTA CLAUSE	120 PART TIME								\$	45.00	\$	45.00	\$	45.00



Kannapolis City Council

City Council Agenda Staff Report
July 13, 2026

To: Mayor and City Council
From: Elizabeth Hassenfritz, Director of Engineering
Subject: **ORDINANCE** - Budget Amendment #27-01 for the State Transportation Improvement Project **UNANIMOUSLY APPROVED**

Recommended Action Requested by City Council

Motion to approve budget amendment #27-01, which appropriates funds as described in the Agreement between the City of Kannapolis and the North Carolina Department of Transportation (NCDOT) for the State Transportation Improvement Project (STIP) BL-0178 and authorize the City Manager to execute the Agreement.

Required Votes to Pass Required Action

Majority Present at Meeting

Background

The North Carolina Department of Transportation (NCDOT) has prepared an Agreement for STIP Project BL-0178 to document funding toward the construction of a sidewalk connection on Midlake Avenue between Brantley Road and Centergrove Road.

By execution of this Agreement, the City agrees to the requirements set forth by NCDOT as stated in the Agreement.

The City is responsible for completing the Project within five (5) years of the authorization of Federal funds for the initial phase of work.

Fiscal Implications

Total project funding is presented in the funding table below:

Fund Source	Federal Funds Amount	Reimbursement Rate	Non-Federal Match \$	Non-Federal Match Rate
STP-DA	\$4,659,200	80%	\$1,164,800	20%
Total Available Funding		\$5,824,000		

The federal participation in this Project is 80% of the Project cost up to a total federal amount of \$4,659,200.

The non-federal participation in this Project is 20% of the Project cost up to a total non-federal amount of \$1,164,800. In addition, the City is responsible for any overruns as the maximum federal participation is limited to \$4,659,200.

Alternate Courses of Action

1. Table action to a future meeting

2. Take no action

Attachments

1. 2026-1-20_LMPOAgreement_-_BL-0178_Kannapolis - Midlake Avenue Sidewalk
2. 2026-33 Ordinance #27-01 Midlake Ave Sidewalk Project

Executive Summary

The Executive Summary is a summation of this agreement and is not intended to be used as the agreement between the Department (North Carolina Department of Transportation) and the Party (Entity).

Entity: City of Kannapolis

County: Cabarrus

TIP: BL-0178

Project: Midlake Avenue Sidewalk

Scope: Construct sidewalk along Midlake Avenue from Centergrove Road to Brantley Road.

Eligible Activities:

PE	52067.1.1	Design
		Environmental
ROW	52067.2.1	ROW Acquisition
UTIL	52067.2.2	Utility
CON	52067.3.1	Construction
OTHER	_____	
FEDERAL-AID	5206701	

Fund Source	Federal Funds Amount	Reimbursement Rate	Non-Federal Match \$	Non-Federal Match Rate
STP-DA	\$4,659,200	80 %	\$1,164,800	20 %
Total Available Funding		\$5,824,000		

Responsibility: The City of Kannapolis shall be responsible for all aspects of the project.

NORTH CAROLINA

**LOCALLY ADMINISTERED PROJECT -
FEDERAL**

CABARRUS COUNTY

DATE: 1/19/2026

NORTH CAROLINA DEPARTMENT OF
TRANSPORTATION

TIP #: BL-0178

AND

WBS Elements: PE 52067.1.1

ROW 52067.2.1

UTIL 52067.2.2

CON 52067.3.1

CITY OF KANNAPOLIS

OTHER FUNDING: _____

FEDERAL-AID NUMBER: 5206701

CFDA #: 20.287

Total Funds [NCDOT Participation] \$4,659,200

THIS AGREEMENT is made and entered into on the last date executed below, by and between the North Carolina Department of Transportation, an agency of the State of North Carolina, hereinafter referred to as the "Department" and the City of Kannapolis, hereinafter referred to as the "Municipality".

WITNESSETH:

WHEREAS, the Infrastructure Investment and Jobs Act (IIJA) allows for the allocation of federal funds to be available for certain specified transportation activities; and,

WHEREAS, the Municipality has requested federal funding for Midlake Avenue Sidewalk, hereinafter referred to as the Project, in Cabarrus County, North Carolina; and,

WHEREAS, subject to the availability of federal funds, the Municipality has been designated as a recipient to receive funds allocated to the Department by the Federal Highway Administration (FHWA) up to and not to exceed the maximum award amount of \$4,659,200 for the Project; and,

WHEREAS, the Department has agreed to administer the disbursement of said funds on behalf of FHWA to the Municipality for the Project in accordance with the Project scope of work and in accordance with the provisions set out in this Agreement; and,

WHEREAS, the Department has programmed funding in the approved State Transportation Improvement Program (STIP) for the Project; and,

WHEREAS, the governing board of the Municipality has agreed to participate in certain costs and to assume certain responsibilities in the manner and to the extent as hereinafter set out; and,

WHEREAS, this Agreement is made under the authority granted to the Department by the North Carolina General Assembly including, but not limited to, the following applicable legislation: General Statutes of North Carolina (NCGS) Section 136-66.1, Section 136-71.6, Section 160A-296 and 297, Section 136-18, Section 136-41.3 and Section 20-169, to participate in the planning, construction and/or implementation of the Project approved by the Board of Transportation.

NOW, THEREFORE, this Agreement states the promises and undertakings of each party as herein provided, and the parties do hereby covenant and agree, each with the other, as follows:

1. GENERAL PROVISIONS

FEDERAL FUNDING ACCOUNTABILITY AND TRANSPARENCY ACT

All parties to this Agreement, including contractors, subcontractors, and subsequent workforces, associated with any work under the terms of this Agreement shall provide reports as required by the Federal Funding Accountability and Transparency Act (FFATA) for this Project.

AGREEMENT MODIFICATIONS

Any modification to scope, funding, responsibilities, or time frame will be agreed upon by all parties by means of a Supplemental Agreement.

LOCAL PUBLIC AGENCY TO PERFORM ALL WORK

The Municipality shall be responsible for administering all work performed and for certifying to the Department that all terms set forth in this Agreement are met and adhered to by the Municipality and/or its contractors and agents. The Department will provide technical oversight to guide the Municipality. The Department must approve any assignment or transfer of the responsibilities of the Municipality set forth in this Agreement to other parties or entities.

PERSON IN RESPONSIBLE CHARGE

The Municipality shall designate a person or persons to be in responsible charge of the Project, in accordance with Title 23 of the Code of Federal Regulations, Part 635.105. The person, or persons, shall be expected to:

- Administer governmental project activities, including those dealing with cost, time, adherence to contract requirements, construction quality and scope of Federal-aid projects;
- Maintain knowledge of day to day project operations and safety issues;
- Make or participate in decisions about changed conditions or scope changes that require change orders or supplemental agreements;
- Visit and review the project in accordance with the project scope and scale;
- Review financial processes, transactions and documentation to reduce the likelihood of fraud, waste, and abuse;
- Direct project staff, agency or consultant, to carry out project administration and contract oversight, including proper documentation; and
- Be aware of the qualifications, assignments and on-the-job performance of the agency and consultant staff at all stages of the project.

The person in responsible charge must be a full-time employee of the Municipality, but the duties may be split among several employees, if necessary.

COMPLIANCE WITH STATE/FEDERAL POLICY

The Municipality, and/or its agent, including all contractors, subcontractors, or sub-recipients shall comply with all applicable Federal and State policies and procedures, stated both in this Agreement and in the Department's guidelines and procedures, including the *Local Programs Management Handbook*.

FAILURE TO COMPLY - CONSEQUENCES

Failure on the part of the Municipality to comply with any of the provisions of this Agreement will be grounds for the Department to terminate participation in the costs of the Project and, if applicable, seek repayment of any reimbursed funds.

2. SCOPE OF PROJECT

The Project consists of Construct sidewalk along Midlake Avenue from Centergrove Road to Brantley Road.

The Department's funding participation in the Project shall be restricted to the following eligible items:

- Design
- Environmental Documentation
- ROW Acquisition
- Utility Relocation
- Construction

as further set forth in this Agreement.

3. FUNDING

PROGRAMMING AND AUTHORIZATION OF FEDERAL FUNDS

The funding currently programmed for the project in the State Transportation Improvement Program (STIP) is STP-DA. The funding source may be modified with the coordination and approval of the respective Metropolitan Planning Organization (MPO) and/or the Department prior to authorization of funds. The Department will authorize and reimburse federal funding based on the type of federal funding that is programmed in the STIP at the time of the authorization request. The Department will notify the Municipality of the type of federal funds authorized by issuing a Technical Amendment – Funds Authorization letter. A modification in the source of funds will have no effect on project responsibilities outlined in this agreement.

REIMBURSEMENT FOR ELIGIBLE ACTIVITIES

Subject to compliance by the Municipality with the provisions set forth in this Agreement and the availability of federal funds, the Department shall reimburse 80% of eligible expenses incurred by the Municipality up to a maximum amount of Four Million Six Hundred Fifty Nine Thousand Two Hundred Dollars (\$4,659,200), as detailed below. The Municipality shall provide the non-federal match, as detailed in the FUNDING TABLE below, and all costs that exceed the total available funding.

FUNDING TABLE

Fund Source	Federal Funds Amount	Reimbursement Rate	Non-Federal Match \$	Non-Federal Match Rate
STP-DA	\$4,659,200	80%	\$1,164,800	20%
Total Available Funding		\$5,824,000		

WORK PERFORMED BY NCDOT

All work performed by the Department on this Project, including, but not limited to, reviews, inspections, and Project oversight, during any phase of the delivery of the Project, shall reduce the funding available to the Municipality under this Agreement. The Department will set aside, but is not limited to, ten percent (10%) of the total available funding, or \$582,400, to use towards the costs related to review and oversight of this Project. These costs may include but are not limited to: review and approval of plans, environmental documents, contract proposals, and engineering estimates; performance of any phase of work, for example, contract administration or construction engineering and inspection; oversight of any phases; or any other items as needed to ensure the Municipality's appropriate compliance with state and federal regulations.

In the event that the Department does not utilize all the set-aside funding, then those remaining funds will be available for reimbursement to the Municipality at the above reimbursement rate. For all costs of work performed on the Project, whether incurred by the Municipality or by the Department, the Municipality shall provide the non-federal match. The Department will bill the Municipality for the non-federal match of any costs that the Department incurs on the Project and for any costs that exceed the total available funding.

4. PERIOD OF PERFORMANCE

COMPLETION DATE

The Municipality has five (5) years to complete all work outlined in the Agreement from the date of authorization of Federal funds for the initial phase of work. Completion for this Agreement is defined as completion of all construction activities or implementation activities, acceptance of the project, and submission of a final reimbursement package to the Department.

MILESTONE DATES AND REVISIONS

The Municipality is responsible for regularly updating project milestones throughout the life of the project. If project milestones are near (or have passed without completion) and have not been updated to a realistic schedule by the Municipality, the Department reserves the right to revise the

milestones accordingly. Revisions by the Department could lead to milestones being pushed into another fiscal year resulting in a change to the STIP. The Department is not responsible for project delays caused by these milestone revisions.

EXTENDING COMPLETION DATE

If additional time is needed to complete the Project, then a supplemental agreement must be executed. The Department may allow up to three additional months for submission of final reimbursement package by the Municipality, without entering into a supplemental agreement. The Department and/or FHWA reserves the right to revoke the funds awarded if the Municipality is unable to meet milestone dates included herein.

5. PRELIMINARY ENGINEERING AUTHORIZATION

If Preliminary Engineering is an eligible expense, then upon receipt of an executed agreement, the Department will authorize Preliminary Engineering funds and shall notify the Municipality, in writing, once funds have been authorized and can be expended. The Municipality shall not initiate any work, nor solicit for any professional services prior to receipt of written authorization from the Department to proceed. Any work performed, or contracts executed, prior to receipt of written authorization to proceed will be ineligible for reimbursement.

6. PROFESSIONAL AND ENGINEERING SERVICES

The Municipality shall comply with the policies and procedures of this provision if the Municipality is requesting reimbursement for the Preliminary Engineering contract or the Construction Contract Administration / Construction Engineering and Inspection contract.

PROCUREMENT POLICY

When procuring professional services, the Municipality must adhere to Title 2 Code of Federal Regulations Part 200; Title 23 of the Code of Federal Regulations, Part 172; Title 40 United States Code, Chapter 11, Section 1101-1104; NCGS 143-64.31; and the Department's *Policies and Procedures for Major Professional or Specialized Services Contracts*. Said policies and standards are incorporated in this Agreement by reference at www.fhwa.dot.gov/legregs/legislat.html and www.ncleg.net/gascripts/Statutes/Statutes.asp.

- The Municipality shall ensure that a qualified firm is obtained through an equitable selection process, and that prescribed work is properly accomplished in a timely manner and at a just and reasonable cost.
- All Professional Services Firms shall be pre-qualified by the Department in the Work Codes advertised.
- A pre-negotiation audit will be conducted by the Department's External Audit Branch. The Municipality shall not execute a consultant contract until the Department's review has been completed.

SMALL PROFESSIONAL AND ENGINEERING SERVICES FIRMS REQUIREMENTS

Any contract entered into with another party to perform work associated with the requirements of this Agreement shall contain appropriate provisions regarding the utilization of Small Professional Services Firms (SPSF). This policy conforms with the SPSF Guidelines as approved by the North Carolina Board of Transportation.

- The Municipality shall not advertise nor enter into a contract for services performed as part of this Agreement, unless the Department provides written approval of the advertisement or the contents of the contract.
- If the Municipality fails to comply with these requirements, the Department will withhold funding until these requirements are met.

WORK BY ENTITY

If the Design, Planning, Contract Administration and/or Construction Engineering and Inspection required for this project will be undertaken by the Municipality, and the Municipality requests reimbursement, then the Municipality must submit a request and supporting documentation to the Department for review and approval, prior to any work being initiated by the Municipality.

7. PLANNING / ENVIRONMENTAL DOCUMENTATION

The Municipality shall prepare the environmental and/or planning document, including any environmental permits, needed to construct the Project, in accordance with the National Environmental Policy Act (NEPA) and all other appropriate environmental laws and regulations. All work shall be performed in accordance with Departmental procedures and guidelines. Said documentation shall be submitted to the Department for review and approval.

- The Municipality shall be responsible for preparing and filing with all proper agencies the appropriate planning documents, including notices and applications required to apply for those permits necessary for the construction of the desired improvements. Copies of approved permits should be forwarded to the Department.
- The Municipality shall advertise and conduct any required public hearings.
- If any permit issued requires that action be taken to mitigate impacts associated with the improvements, the Municipality shall design and implement a mitigation plan. The Department will determine if any mitigation costs are eligible for reimbursement. The Municipality shall bear all costs associated with penalties for violations and claims due to delays.
- The Municipality shall be responsible for designing an erosion control plan if required by the North Carolina Sedimentation Pollution Control Act of 1973, NCGS 113A, Article 4, incorporated in this Agreement by reference at <https://www.ncleg.gov/Laws/GeneralStatutes> and obtaining those permits required thereby in order to construct the Project. During the construction of the improvements, the Municipality, and its contractors and agents, shall be solely responsible for compliance with the provisions of said Act and the plan adopted in compliance therewith.

8. DESIGN

CONTENT OF PLAN PACKAGE

The Municipality, and/or its agent, shall prepare the Project's plans, specifications, and a professional estimate of costs (PS&E package), in accordance with the Department's guidelines and procedures, and applicable Federal and State standards. All work shall be submitted to the Department for review and approval. The plans shall be completed to show the design, site plans, landscaping, drainage, easements, and utility conflicts.

9. RIGHT OF WAY / UTILITY AUTHORIZATION

If the costs of right of way acquisition or utility relocation are an eligible expense, the Municipality shall submit a letter of request to the Department to authorize and set up right of way and/or utility funding. The acquisition for right of way, construction easements, and/or utility relocation may be undertaken only after the Municipality receives written authorization from the Department to proceed.

10.PROJECT LIMITS AND RIGHT OF WAY (ROW)

The Municipality shall comply with the policies and procedures of this provision regardless of whether the Municipality is requesting reimbursement for the Right of Way phase of the Project.

SPONSOR PROVIDES ROW

The Municipality, at no liability whatsoever to the Department, shall be responsible for providing and/or acquiring any required ROW and/or easements for the Project.

ROW GUIDANCE

The Municipality shall accomplish all ROW activities, including acquisition and relocation, in accordance with the following: Title 23 of the Code of Federal Regulations, Part 710, Subpart B and Title 49 of the Code of Federal Regulations, Part 24, [Uniform Act] incorporated by reference at www.fhwa.dot.gov/legsregs/directives/fapgtoc.htm; NCGS, Chapter 133, Article 2, Sections 133-5 through 133-18, Relocation Assistance, incorporated by reference at <https://www.ncleg.gov/Laws/GeneralStatutes> ; and the North Carolina Department of Transportation Right of Way Manual.

APPRAISAL

The Municipality shall submit the appraisal to the Department for review and approval in accordance with Departmental policies and procedures.

CLEARANCE OF PROJECT LIMITS / ROW

The Municipality shall remove and dispose of all obstructions and encroachments of any kind or character (including hazardous and contaminated materials) from said ROW, with the exception that the Municipality shall secure an encroachment agreement for any utilities (which shall remain or are) to be installed within the Department's ROW, or follow other applicable approval process, for utilities within the Municipality's ROW. The Municipality shall indemnify and save harmless the Department, Federal Highway Administration, and the State of North Carolina, from any and all damages and claims for damages that might arise on account of said right of way acquisition, drainage, and construction easements for the construction of said Project. The Municipality shall be solely responsible for any damages caused by the existence of said material now and at any time in the future and will save the Department harmless from any legal actions arising as a result

of this contaminated and/or hazardous material and shall provide the Department with documentation proving the proper disposal of said material.

RELOCATION ASSISTANCE

The Municipality shall provide relocation assistance services and payments for families, businesses, and non-profit organizations being displaced by the Project in full accordance with the Federal relocation requirements of Title 49 Code of Federal Regulations, Part 24 [Uniform Act], as amended. Relocation assistance services and payments may be accomplished by contract with any other municipal corporation, or State or Federal agency, rendering such services upon approval by the Department and Federal Highway Administration.

11. UTILITIES

The Municipality, and/or its agent, at no liability to the Department, shall relocate, adjust, relay, change or repair all utilities in conflict with the Project, regardless of ownership. All utility work shall be performed in a manner satisfactory to and in conformance with State and Federal rules and regulations, prior to Municipality beginning construction of the project. This Agreement does not modify or supersede any existing Utility Encroachment Agreements that may be in place.

12. RIGHT OF WAY / UTILITY / RAILROAD CERTIFICATION

The Municipality, upon acquisition of all right of way/property necessary for the Project, relocation of utilities, and coordination with the railroad shall provide the Department all required documentation (deeds/leases/easement/plans/agreements) to secure certification. Certification is only issued after all ROW is in public ownership or property is publicly accessible by a legal document; utilities in conflict with the project are relocated, or a plan for their relocation during construction has been approved; and coordination with the railroad (if applicable) has occurred and been documented.

13. CONTRACT PROPOSAL AND ENGINEER'S ESTIMATE

CONTRACT PROPOSAL

The Municipality shall develop a contract proposal that will be advertised for bids. The proposal shall comply with NCDOT Specifications and Standard Drawings as applicable to the Project. The proposal shall also contain provisions, as applicable, per Title 23 Code of Federal Regulations 633 and 635 to include, but not be limited to: FHWA 1273, Buy America, Davis-

Bacon Wage Rates, Non-discrimination, DBE Assurances, Contractor Certification regarding suspension and debarment, and other provisions as required by the Department.

ENGINEER'S ESTIMATE

The Municipality shall develop an itemized engineer's estimate to show items referenced to the NCDOT Standard Specifications, if applicable, along with units and unit price. The engineer's estimate will be used as the basis for comparing bids received.

14. CONSTRUCTION AUTHORIZATION

The Municipality shall submit the required environmental and/or planning document, ROW certification, final construction plans, total contract proposal, and an estimate of Project costs (final PS&E package) to the Department for review and approval.

- After approval of all documentation, the Department will request construction authorization from the Federal Highway Administration.
- The Municipality shall not advertise for bids prior to receiving written construction authorization from the Department.

15. CONTRACTOR PROCUREMENT

ADVERTISE FOR BIDS

Upon receipt of written construction authorization from the Department, the Municipality may advertise the Project. The Municipality shall follow applicable Federal and/or State procedures pertaining to the advertisement of the Project, bid opening, and award of the contract, according to Title 2 of the Code of Federal Regulations, Part 200 and Title 23 of the Code of Federal Regulations, Part 633 and Part 635, incorporated by reference at www.fhwa.dot.gov/legregs/directives/fapgtoc.htm; and NCGS, Chapter 143, Article 8 (Public Contracts), incorporated by reference at <https://www.ncleg.gov/Laws/GeneralStatutes>.

CONSTRUCTION CONTRACTOR REQUIREMENTS

All Contractors submitting bids on the project shall be pre-qualified by the Department. All proposed subcontractors must be pre-qualified before construction work begins. Any subcontractors who are proposed to meet the Disadvantaged Business Enterprise goal must be certified by the Department.

CONSTRUCTION SUBCONTRACTOR REQUIREMENTS

Any contract entered into with another party to perform work associated with the requirements of this Agreement shall contain appropriate provisions regarding the utilization of Disadvantaged Business Enterprises (DBEs), or as required and defined in Title 49 of the Code of Federal Regulations, Part 26 and the North Carolina Administrative Code. These provisions are incorporated into this Agreement by reference

<https://connect.ncdot.gov/resources/Specifications/Pages/2024-Specifications-and-Special-Provisions.aspx>.

- The Municipality shall not advertise nor enter into a contract for services performed as part of this Agreement, unless the Department provides written approval of the advertisement or the contents of the contract.
- If the Municipality fails to comply with these requirements, the Department will withhold funding until these requirements are met.

AWARDING CONTRACT

After the advertisement of the Project for construction bids, the Municipality shall request concurrence from the Department to award the construction contract by submitting a letter along with tabulated bids received depicting Disadvantaged Business Enterprises (DBE) goals, and a resolution recommending award of the Project to the lowest responsible, responsive bidder. The Department will review the submitted information and provide written approval to the Municipality prior to the contract being awarded by the Municipality.

DELAY IN PROCUREMENT

In the event the Project has not been let to contract within six (6) months after receiving construction authorization from the Department, the Municipality shall be responsible for documenting to the Department justification for project delay and that the Project remains in compliance with the terms of this Agreement, the approved plans and specifications, and current codes.

FORCE ACCOUNT

Force account work is only allowed when there is a finding of cost effectiveness for the work to be performed by some method other than a contract awarded by a competitive bidding process, or there is an emergency. Written approval from the Department is required prior to the use of force

account by the Municipality. Federal Highway Administration regulations governing Force Account are contained in Title 23 Code of Federal Regulations, Part 635.201, Subpart B; said policy being incorporated in this Agreement by reference

www.fhwa.dot.gov/legregs/directives/cfr23toc.htm. North Carolina General Statutes governing the use of Force Account, Chapter 143, Article 8 (Public Contracts) can be found at www.ncleg.net/gascripts/Statutes/Statutes.asp.

16. CONSTRUCTION

The Municipality, and/or its agents shall construct the Project in accordance with the plans and specifications of the Project as filed with, and approved by, the Department. During the construction of the Project, the procedures set out below shall be followed:

CONSTRUCTION CONTRACT ADMINISTRATION

The Municipality shall comply with the NCDOT Construction Manual as referenced at <http://www.ncdot.org/doh/operations/dp%5Fchief%5Feng/constructionunit/formsmanuals/construction/>, which outlines the procedures for records and reports that must be adhered to in order to obtain uniformity of contract administration and documentation. This includes, but is not limited to, inspection reports, material test reports, materials certification, documentation of quantities, project diaries, and pay records. The Municipality, and/or its agent, shall perform the construction engineering, sampling and testing required during construction of the Project, in accordance with Departmental procedures, including the Department's Guide for Process Control and Acceptance Sampling and Testing. The Municipality shall document that said compliance was accomplished in accordance with State and Federal procedures, guidelines, standards and specifications.

RETAINAGE

The Municipality shall not retain any portion of a payment due the contractor.

SIGNAGE

The Municipality shall provide and maintain adequate signage and other warning devices for the protection of the public in accordance with the approved traffic control plans for the Project and the current edition of the Manual on Uniform Traffic Control Devices (MUTCD) for Streets and Highways, or any subsequent revision of the same, published by the Federal Highway Administration and effective at the time of award of the contract.

SITE LAYOUT

The Municipality shall be responsible for ensuring that all site layout, construction work, and Project documentation are in compliance with applicable city, state and federal permits, guidelines, and regulations, including American Association of State Highway and Transportation Officials (AASHTO) guidelines and Americans with Disabilities Act (ADA) Standards for Accessible Design (www.usdoj.gov/crt/ada/stdspdf.htm).

RIGHT TO INSPECT

The Department and representatives of the Federal Highway Administration shall have the right to inspect, sample or test, and approve or reject, any portion of the work being performed by the Municipality or the Municipality's contractor to ensure compliance with the provisions of this Agreement. Prior to any payment by the Department, any deficiencies inconsistent with approved plans and specifications found during an inspection must be corrected.

CONTRACTOR COMPLIANCE

The Municipality will be responsible for ensuring that the contractor complies with all of the terms of the contract and any instructions issued by the Department or FHWA as a result of any review or inspection made by said representatives.

CHANGE ORDERS

If any changes in the Project plans are necessary, the Department must approve such changes prior to the work being performed.

SHOP DRAWINGS

Shop Drawings shall be submitted in accordance with the approved plans and specifications and may require review by the Designer.

17. CLOSE-OUT

Upon completion of the Project, the Municipality shall be responsible for the following:

FINAL INSPECTION

The Municipality shall arrange for a final inspection by the Department. Any deficiencies determined during the final field inspection must be corrected prior to final payment being made by the Department to the Municipality. Additional inspection by other entities may be necessary in accordance with the Department's guidelines and procedures. The Municipality shall provide the Department with written evidence of approval of completed project prior to requesting final reimbursement.

FINAL PROJECT CERTIFICATION

The Municipality will provide a certification to the Department that all work performed for this Project is in accordance with all applicable standards, guidelines, and regulations.

18. MAINTENANCE

The Municipality, at no expense or liability to the Department, shall assume all maintenance responsibilities for the Midlake Avenue Sidewalk, or as required by an executed encroachment agreement.

19. REIMBURSEMENT

SCOPE OF REIMBURSEMENT

Activities eligible for funding reimbursement for this Project shall include:

- Design
- Environmental Documentation
- ROW Acquisition
- Utility Relocation
- Construction

REIMBURSEMENT GUIDANCE

The Municipality shall adhere to applicable administrative requirements of Title 2 Code of Federal Regulations, Part 200 (www.fhwa.dot.gov/legsregs/directives/fapgtoc.htm) "Uniform

Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards.” Reimbursement to the Municipality shall be subject to the policies and procedures contained in Title 23 Code of Federal Regulations, Part 140 and Part 172, which is being incorporated into this Agreement by reference at www.fhwa.dot.gov/legsregs/directives/fapgtoc.htm. Reimbursement to the Municipality shall be subject to the guidance contained in Title 2 Code of Federal Regulations, Part 170 (<http://edocket.access.gpo.gov/2010/pdf/2010-22705.pdf>) and Office of Management and Budget (OMB) “Federal Funding Accountability and Transparency Act” (FFATA). Said reimbursement shall also be subject to the Department being reimbursed by the Federal Highway Administration and subject to compliance by the Municipality with all applicable federal policy and procedures.

REIMBURSEMENT LIMITS

▪ WORK PERFORMED BEFORE NOTIFICATION

Any costs incurred by the Municipality prior to written notification by the Department to proceed with the work shall not be eligible for reimbursement.

▪ NO REIMBURSEMENT IN EXCESS OF APPROVED FUNDING

At no time shall the Department reimburse the Municipality costs that exceed the total funding per this Agreement and any Supplemental Agreements.

▪ UNSUBSTANTIATED COSTS

The Municipality agrees that it shall bear all costs for which it is unable to substantiate actual costs or any costs that have been deemed unallowable by the Federal Highway Administration and/or the Department’s Financial Management Division.

▪ WORK PERFORMED BY NCDOT

All work performed by the Department on this Project, including, but not limited to, reviews, inspections, and Project oversight, shall reduce the maximum award amount of \$4,659,200 available to the Municipality under this Agreement. The Department will bill the Municipality for the non-federal match of any costs that the Department incurs on the Project and for any costs that exceed the total available funding.

▪ CONSTRUCTION ADMINISTRATION

Reimbursement for construction contract administration will be made as governed by Departmental policy that limits reimbursement for construction contract administration to

no more than fifteen (15%) percent of the actual construction contract of the Project. These costs will also include any cost overruns and charges to the Project by the Department during the Construction Phase.

- **CONSTRUCTION CONTRACT UNIT PRICES**

Reimbursement for construction contract work will be made on the basis of contract unit prices in the construction contract and any approved change orders.

- **RIGHT OF WAY**

Reimbursement will be limited to the value as approved by the Department. Eligible costs for reimbursement of Right of Way Acquisition include: realty appraisals, surveys, closing costs, and the agreed upon just compensation for the property, at the reimbursement rate as shown in the FUNDING TABLE.

- **FORCE ACCOUNT**

Invoices for force account work shall show a summary of labor, labor additives, equipment, materials and other qualifying costs in conformance with the standards for allowable costs set forth in 2 CFR 200 "Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards." Reimbursement shall be based on actual eligible costs incurred with the exception of equipment owned by the Municipality or its Project partners. Reimbursement rates for equipment owned by the Municipality or its Project partners cannot exceed the Department's rates in effect for the time period in which the work is performed.

BILLING THE DEPARTMENT

- **PROCEDURE**

The Municipality may bill the Department for eligible Project costs in accordance with the Department's guidelines and procedures. Proper supporting documentation shall accompany each invoice as may be required by the Department. By submittal of each invoice, the Municipality certifies that it has adhered to all applicable state and federal laws and regulations as set forth in this Agreement.

Along with each invoice, the Municipality is responsible for submitting the FFATA Subrecipient Information Form, which is available at <https://connect.ncdot.gov/municipalities/Funding/Pages/default.aspx>.

- **INTERNAL APPROVALS**

Reimbursement to the Municipality shall be made upon approval of the invoice by the Department's Financial Management Division.

- **TIMELY SUBMITTAL OF INVOICES**

The Municipality may invoice the Department monthly for work accomplished, but no less than once every six (6) months to keep the Project funds active and available. If the Municipality is unable to invoice the Department, then they must provide an explanation. Failure to submit invoices or explanation may result in de-obligation of funds.

- **FINAL INVOICE**

All invoices associated with the Project must be submitted within six (6) months of the completion of construction and acceptance of the Project to be eligible for reimbursement by the Department. Any invoices submitted after this time will not be eligible for reimbursement.

20. REPORTING REQUIREMENTS AND RECORDS RETENTION

PROJECT EVALUATION REPORTS

The Municipality is responsible for submitting quarterly Project evaluation reports, in accordance with the Department's guidelines and procedures, that detail the progress achieved to date for the Project.

PROJECT RECORDS

The Municipality and its agents shall maintain all books, documents, papers, accounting records, Project records and such other evidence as may be appropriate to substantiate costs incurred under this Agreement. Further, the Municipality shall make such materials available at its office and shall require its agent to make such materials available at its office at all reasonable times during the contract period, and for five (5) years from the date of payment of the final voucher by the Federal Highway Administration, for inspection and audit by the Department's Financial Management Section, the Federal Highway Administration, or any authorized representatives of the Federal Government.

21. OTHER PROVISIONS

REFERENCES

It will be the responsibility of the Municipality to follow the current and/or most recent edition of references, websites, specifications, standards, guidelines, recommendations, regulations and/or general statutes, as stated in this Agreement.

INDEMNIFICATION OF DEPARTMENT

The Municipality will indemnify and hold harmless the FHWA (if applicable), the Department and the State of North Carolina, their respective officers, directors, principals, employees, agents, successors, and assigns from and against any and all claims for damage and/or liability, including those that may be initiated by third parties, in connection with the Project activities performed pursuant to this Agreement including construction of the Project, except for those claims arising out of the errors, omissions, or negligence of the Department, its respective officers, directors, principals, employees, agents, successors, and assigns.

DEBARMENT POLICY

It is the policy of the Department not to enter into any agreement with parties that have been debarred by any government agency (Federal or State). By execution of this agreement, the Municipality certifies that neither it nor its agents or contractors are presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from participation in this transaction by any Federal or State Agency or Department and that it will not enter into agreements with any entity that is debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from participation in this transaction.

TITLE VI - CIVIL RIGHTS ACT OF 1964

The Municipality shall comply with Title VI of the Civil Rights Act of 1964, (Title 49 CFR, Subtitle A, Part 21). Title VI prohibits discrimination on the basis of race, color, national origin, disability, gender, and age in all programs or activities of any recipient of Federal assistance.

OTHER AGREEMENTS

The Municipality is solely responsible for all agreements, contracts, and work orders entered into or issued by the Municipality for this Project. The Department is not responsible for any

expenses or obligations incurred for the Project except those specifically eligible for the funds and obligations as approved by the Department under the terms of this Agreement.

AVAILABILITY OF FUNDS

All terms and conditions of this Agreement are dependent upon, and, subject to the allocation of funds for the purpose set forth in the Agreement and the Agreement shall automatically terminate if funds cease to be available.

IMPROPER USE OF FUNDS

Where either the Department or the FHWA determines that the funds paid to the Municipality for this Project are not used in accordance with the terms of this Agreement, the Department will bill the Municipality.

TERMINATION OF PROJECT

If the Municipality decides to terminate the Project without the concurrence of the Department, the Municipality shall reimburse the Department one hundred percent (100%) of all costs expended by the Department and associated with the Project.

AUDITS

In accordance with 2 CFR 200 "Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards," Subpart F – Audit Requirements, and the Federal Single Audit Act Amendments of 1996, the Municipality shall arrange for an annual independent financial and compliance audit of its fiscal operations. The Municipality shall furnish the Department with a copy of the annual independent audit report within thirty (30) days of completion of the report, but not later than nine (9) months after the Municipality's fiscal year ends.

REIMBURSEMENT BY MUNICIPALITY

For all monies due the Department as referenced in this Agreement, reimbursement shall be made by the Municipality to the Department within sixty (60) days of receiving an invoice. A late payment penalty and interest shall be charged on any unpaid balance due in accordance with NCGS 147-86.23.

USE OF POWELL BILL FUNDS

If the other party to this agreement is a Municipality and fails for any reason to reimburse the Department in accordance with the provisions for payment hereinabove provided, NCGS 136-41.3 authorizes the Department to withhold so much of the Municipality's share of funds allocated to Municipality by NCGS 136-41.1, until such time as the Department has received payment in full.

ENTIRE AGREEMENT

This Agreement contains the entire agreement between the parties and there are no understandings or agreements, verbal or otherwise, regarding this Agreement except as expressly set forth herein.

AUTHORIZATION TO EXECUTE

The parties hereby acknowledge that the individual executing the Agreement on their behalf is authorized to execute this Agreement on their behalf and to bind the respective entities to the terms contained herein and that he has read this Agreement, conferred with his attorney, and fully understands its contents.

COUNTERPARTS AND ELECTRONIC SIGNATURES

- This Agreement, and other documents to be delivered pursuant to this Agreement, may be executed in one or more counterparts, each of which will be deemed to be an original copy and all of which, when taken together, will be deemed to constitute one and the same agreement or document and will be effective when counterparts have been signed by each of the Parties. An image of a manual signature on this Agreement, or other documents to be delivered pursuant to this Agreement, will constitute an original signature for all purposes. The delivery of copies of this Agreement or other documents to be delivered pursuant to this Agreement, including executed signature pages where required, by electronic transmission will constitute effective delivery of this Agreement or such other document for all purposes.
- The Parties hereto further acknowledge and agree that this Agreement may be signed and/or transmitted by email or a PDF document or using electronic signature technology (e.g. DocuSign, Adobe Sign, or other electronic signature technology), and that such signed record shall be valid and as effective to bind the Party so signing as a paper copy bearing such Party's handwritten signature. By selecting "I Agree", "I Accept", or other

similar item, button, or icon via use of a keypad, mouse, or other device, as part of the electronic signature technology, the Parties consent to be legally bound by the terms and conditions of Agreement and that such act constitutes a signature as if actually signed in writing. The Parties also agree that no certification authority or other third-party verification is necessary to validate its electronic signature and that the lack of such certification or third-party verification will not in any way affect the enforceability of its electronic signature. The Parties acknowledge and agree that delivery of a copy of this Agreement or any other document contemplated hereby through the electronic signature technology, will have the same effect as physical delivery of the paper document bearing an original written signature.

GIFT BAN

By Executive Order 24, issued by Governor Perdue, and NCGS 133-32, it is unlawful for any vendor or contractor (i.e. architect, bidder, contractor, construction manager, design professional, engineer, landlord, offeror, seller, subcontractor, supplier, or vendor), to make gifts or to give favors to any State employee of the Governor's Cabinet Agencies (i.e. Administration, Commerce, Environmental Quality, Health and Human Services, Information Technology, Military and Veterans Affairs, Natural and Cultural Resources, Public Safety, Revenue, Transportation, and the Office of the Governor).

22. SUNSET PROVISION

All terms and conditions of this Agreement are dependent upon, and subject to, the allocation of funds for the purpose set forth in the Agreement and the Agreement shall automatically terminate if funds cease to be available.

IT IS UNDERSTOOD AND AGREED that the approval of the Project by the Department is subject to the conditions of this Agreement, and that no expenditures of funds on the part of the Department will be made until the terms of this Agreement have been complied with on the part of the Municipality.

IN WITNESS WHEREOF, this Agreement has been executed, in duplicate, the day and year heretofore set out, on the part of the Department and the Municipality by authority duly given.

L.S. ATTEST:

CITY OF KANNAPOLIS

BY: _____

BY: _____

TITLE: _____

TITLE: _____

DATE: _____

NCGS 133-32 and Executive Order 24 prohibit the offer to, or acceptance by, any State Employee of any gift from anyone with a contract with the State, or from any person seeking to do business with the State. By execution of any response in this procurement, you attest, for your entire organization and its employees or agents, that you are not aware that any such gift has been offered, accepted, or promised by any employees of your organization.

This Agreement has been pre-audited in the manner required by the Local Government Budget and Fiscal Control Act.

(SEAL)

(FINANCE OFFICER)

Federal Tax Identification Number

City of Kannapolis

Remittance Address:

DEPARTMENT OF TRANSPORTATION

BY: _____
(CHIEF ENGINEER)

DATE: _____

APPROVED BY BOARD OF TRANSPORTATION ITEM O: _____ (Date)

**ORDINANCE FOR BUDGET AMENDMENT FOR
MIDLAKE AVENUE SIDEWALK PROJECT
BA #27-01**

BE IT ORDAINED by the City Council of the City of Kannapolis, North Carolina that, pursuant to Section 13.2 of Chapter 159 of the General Statutes of North Carolina, the following Grant Project Budget Ordinance is hereby adopted:

Section 1. The project consists of the construction of a sidewalk on Midlake Avenue Sidewalk.

Section 2. The City Manager is hereby directed to proceed with the Project with the North Carolina General Statutes, the terms of the Grant document(s) and the budget contained herein.

GENERAL FUND

Revenue:	Increase: Fund Balance Appropriates Revenue: 19900-39900	\$1,164,800
Expenditure:	Increase: Transfer to Capital Projects Expenditure: 19000-57200	\$1,164,800

MIDLAKE AVENUE SIDEWALK

Section 3. The following revenues are expected to be available to complete this project:

Increase	27000-33000: Federal Grant	\$4,659,200
Increase:	27090-39200: Transfers from General Fund	\$1,164,800
Total Revenues:		\$5,824,000

Section 4. The following amount is appropriated for the project:

Increase:	27000-59600: Capital Infrastructure	\$5,824,000
Total Expenditures:		\$5,824,000

Section 5. The Finance Officer is hereby directed to maintain within the Capital Project Fund sufficient specific detailed accounting records to provide for accounting to the City Council grantor agency required by the Grant Agreement(s) and federal and state regulations.

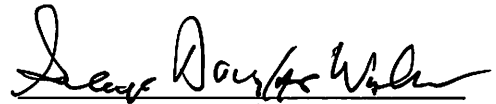
Section 6. The Finance Officer is directed to report quarterly on the financial status of each project element in Section 4 and on total project revenues received or claimed.

Section 7. The Finance Officer is directed to include a detailed analysis of past and future costs and revenues on this project in every budget submission presented to City Council.

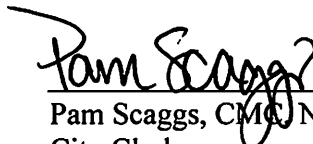
Section 8. The City Manager is hereby authorized to transfer funds from one line item to another line item without further approval by the City Council.

Section 9. Copies of this Capital Project Budget Ordinance shall be made available to the Finance Officer for direction in carrying out this project.

This Ordinance is approved and adopted this 13th day of July.


George Douglas Wilson, Mayor
City of Kannapolis

ATTEST:


Pam Scaggs, CMC NCCMC
City Clerk



Kannapolis City Council

City Council Agenda Staff Report

July 13, 2026

To: Mayor and City Council

From: Kristin Jones, Assistant City Manager

Subject: **ORDINANCE** - Budget Amendment #27-02 Appropriating Funding for the Construction of the Fire Training Tower Replacement at Fire Station #1. **UNANIMOUSLY APPROVED**

Recommended Action Requested by City Council

1. Motion to adopt reimbursement resolution.
2. Motion to adopt Ordinance - Budget Amendment #27-02 Appropriating Funding for the Construction of the Fire Training Tower.
3. Motion to authorize the City Manager to enter into a design-build contract with D.R. Reynolds Company Inc (firm was selected via RFQ process).

Required Votes to Pass Required Action

Majority Present at Meeting

Background

This project was presented at the most recent City Council retreat and was approved to proceed. This project will replace the previous (now demolished) training tower which was constructed in 1996 and was determined to no longer be safe or efficient for training purposes. The new tower will be used for training related to hose advancement, search and rescue, ropes, and live fire maneuvers. It will be constructed at Fire Station #1.

This will be a design-build-bid project with the cost anticipated not to exceed \$1.5 million. A request for proposals were issued. Three different companies (DR Reynolds, Forge Fire, WHP) that specialize in these forms of training towers have been interviewed by the Fire Department. A preferred company (DR Reynolds) to design and construct the structure has been selected, and this item will authorize the City Manager to execute the contract now that the funding is in place.

The following are the tasks to complete this project:

- Task 1 (May 2026): Make financing decision. Funding via cash
- Task 2 (July 2026): Execute contract with selected design-build firm. This will require cash outlay for these early costs.
- Task 3 (December 2026): Complete design and begin construction. This should coincide with the debt proceeds being received.

Bond counsel prepared a reimbursement resolution for this project in case we decide to issue debt for the project. In the interim, this is a cash-funded project paid from fund balance because it is one-time in nature.

Fiscal Implications

A budget amendment is needed to fund the replacement costs for this fire training tower to be used at Fire Station #1 for training purposes.

Alternate Courses of Action

1. Table action to a future meeting.
2. Take no action.

Attachments

1. 2026-34 Ordinance #27-02 for Fire Training Tower Project
2. 2026-31 Resolution Declaring Intent to Reimburse for Fire Training Tower Replacement at FS1
3. 25-24 DR Reynolds RFQ (2)

**ORDINANCE FOR BUDGET AMENDMENT
FIRE TRAINING TOWER PROJECT
BA #27-02**

BE IT ORDAINED by the City Council of the City of Kannapolis, North Carolina that, pursuant to Section 13.2 of Chapter 159 of the General Statutes of North Carolina, the following Project Budget Ordinance is hereby adopted:

Section 1. The project consists of the construction of a Fire Training Tower at Fire Station 1.

Section 2. The City Manager is hereby directed to proceed with the Project with the North Carolina General Statutes and the budget contained herein.

GENERAL FUND

Revenue:	Increase: Fund Balance Appropriates Revenue: 19900-39900	\$1,500,000
Expenditure:	Increase: Transfer to Capital Projects Expenditure: 19000-57200	\$1,500,000

FIRE TRAINING TOWER

Section 3. The following revenues are expected to be available to complete this project:

Increase	18500-39200-FDTWR: Transfer from GF	\$1,500,000
Total Revenues:		\$1,500,000

Section 4. The following amount is appropriated for the project:

Increase:	18500-59400-FDTWR: Capital Improvements	\$1,500,000
Total Expenditures:		\$1,500,000

Section 5. The Finance Officer is hereby directed to maintain within the Capital Project Fund sufficient specific detailed accounting records to provide for accounting to the City Council grantor agency required by the Grant Agreement(s) and federal and state regulations.

Section 6. The Finance Officer is directed to report quarterly on the financial status of each project element in Section 4 and on total project revenues received or claimed.

Section 7. The Finance Officer is directed to include a detailed analysis of past and future costs

and revenues on this project in every budget submission presented to City Council.

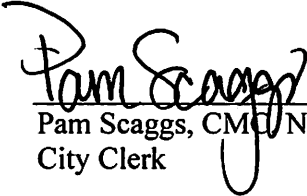
Section 8. The City Manager is hereby authorized to transfer funds from one line item to another line item without further approval by the City Council.

Section 9. Copies of this Capital Project Budget Ordinance shall be made available to the Finance Officer for direction in carrying out this project.

This Ordinance is approved and adopted this 13th day of July.


George Douglas Wilson, Mayor
City of Kannapolis

ATTEST:


Pam Scaggs, CMC NCCMC
City Clerk

**RESOLUTION OF KANNAPOLIS, NORTH CAROLINA DECLARING THE
INTENT TO REIMBURSE ITSELF FOR GENERAL FUND CAPITAL
EXPENDITURES FROM THE PROCEEDS OF CERTAIN TAX-EXEMPT
OBLIGATIONS RELATED TO FIRE TRAINING TOWER REPLACEMENT**

WHEREAS, the City Council of the City of Kannapolis, North Carolina (“City”) has determined that it is in the best interests of City to finance the construction and equipping of a new multi-story fire training tower at Fire Station #1 (the “Project”);

WHEREAS, the City presently intends, at one time or from time to time, to finance a portion of the costs of the Project with proceeds of tax-exempt obligations and reasonably expects to cause to be executed and delivered tax-exempt obligations (the “Obligations”) to finance, or to reimburse itself for, costs of the Project; and

WHEREAS, the City desires to proceed with the Project and will incur and pay certain expenditures in connection with the Project prior to the date of execution and delivery of the Obligations (the “Original Expenditures”), such Original Expenditures to be paid for originally from a source other than the proceeds of the Obligations, and the City intends, and reasonably expects, to be reimbursed for such Original Expenditures from a portion of the proceeds of the Obligations to be executed and delivered from time-to-time at a date or dates occurring after the dates of such Original Expenditures;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Kannapolis, North Carolina as follows:

Section 1. **Official Declaration of Intent.** The City presently intends, and reasonably expects, to reimburse itself for the Original Expenditures incurred and paid by the City on or after the date occurring 60 days prior to the date of adoption of this Resolution from a portion of the proceeds of the Obligations. The City reasonably expects to execute and deliver the Obligations to finance a portion of the costs of the Project and the maximum principal amount of Obligations expected to be executed and delivered by City to pay for all or a portion of the costs of the Project is approximately \$1,500,000.

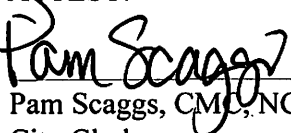
Section 2. **Compliance with Regulations.** The City adopts this Resolution as a declaration of official intent under Section 1.150-2 of the Treasury Regulations promulgated under Section 103 of the Internal Revenue Code of 1986, as amended, to evidence the City’s intent to reimburse itself for the Original Expenditures from proceeds of the Obligations.

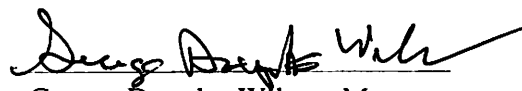
Section 3. **Itemization of Capital Expenditures.** The Finance Director of the City, with advice from bond counsel, is hereby authorized, directed and designated to act on behalf of the City in determining and itemizing all of the Original Expenditures incurred and paid by the City in connection with the Project during the period commencing on the date occurring 60 days prior to the date of adoption of this Resolution and ending on the date of execution and delivery of the Obligations.

Section 4. **Effective Date.** This Resolution shall become effective immediately upon the date of its adoption.

Adopted July 13, 2026

ATTEST:


Pam Scaggs, CMC, NCCMC
City Clerk

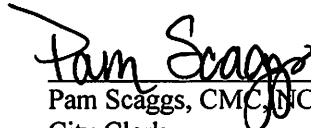

George Douglas Wilson, Mayor
City of Kannapolis

STATE OF NORTH CAROLINA)
) SS:
CITY OF KANNAPOLIS)

I, PAM SCAGGS, City Clerk of the City of Kannapolis, North Carolina, ***DO HEREBY CERTIFY*** that the foregoing is a true and exact copy of the extract of minutes for the adoption of a resolution entitled “**RESOLUTION OF THE CITY OF KANNAPOLIS, NORTH CAROLINA DECLARING THE INTENT TO REIMBURSE ITSELF FOR GENERAL FUND CAPITAL EXPENDITURES FROM THE PROCEEDS OF CERTAIN TAX-EXEMPT OBLIGATIONS**” by the City Council of the City of Kannapolis, North Carolina, at a meeting held on the 13th day of July, 2026.

WITNESS my hand and the corporate seal of the City of Kannapolis, North Carolina, this the **13** day of July, 2026.

[SEAL]



Pam Scaggs, CMC, NCCMC
City Clerk
City of Kannapolis, North Carolina



D. R. Reynolds Company, Inc.

910.428.1360

708 Griffin Farm Rd., Star, NC 27356

Licensed General Contractor in NC, SC, GA, VA, and WV

September 11, 2025

City of Kannapolis
401 Laureate Way
Kannapolis, NC 28081

Attn: Renee Butler

Re: Commitment to Provide Required Documentation Upon Selection

Dear Renee Butler,

On behalf of D. R. Reynolds Company, Inc., I am writing to formally confirm our ability and readiness to comply with all documentation requirements outlined by the City of Kannapolis. Upon selection, our company will promptly provide the following completed forms and affidavits:

Non-Collusion Affidavit of Prime Bidder
E-Verify Affidavit
Minority Business Program Documentation
Identification of Minority Business Participation
Affidavit A - Listing of Good Faith Efforts
Affidavit B - Intent to Perform Contract with Own Workforce
Affidavit C - Portion of the Work to be Performed by Minority Firms
Affidavit D - Good Faith Efforts

D. R. Reynolds Company, Inc. is committed to adhering to all statutory and program requirements set forth by the city and the State of North Carolina. We take pride in conducting our work with integrity, transparency, and accountability, and we will ensure all required documentation is accurate, complete, and submitted in a timely manner.

We appreciate the opportunity to work with the City of Kannapolis and look forward to the possibility of contributing to this project. Please feel free to contact us should you need any further information prior to the selection process.

Sincerely,

Danny Reynolds

President/Officer
D. R. Reynolds Company, Inc.



Statement of Qualifications for City of Kannapolis Fire Training



D. R. REYNOLDS COMPANY, INC.



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D. R. REYNOLDS COMPANY, INC.

D. R. Reynolds Company, Inc.
708 Griffin Farm Rd. Star, NC 27356
Licensed General Contractor in NC, SC, GA, VA, and WV

September 11, 2025

Renee Butler
City of Kannapolis

Subject: Statement of Qualifications for City of Kannapolis Fire Training

Introduction to Firm:

D. R. Reynolds Company has been in business for nearly 4 decades. From a 4-person company, starting in 1987, D. R. Reynolds Company now employs over seventy hard working men and women for the construction workforce. Being versed in a multitude of construction divisions, including commercial buildings, Fire and emergency facilities, specialized concrete, and industrial equipment installation, D. R. Reynolds Company maintains a broad reach over the construction industry that gives flexibility and sustainability as markets turn. The highly trained team at D. R. Reynolds Company consists of one full-time safety manager, eight project managers, eight superintendents, crew foremen, and crew members. The owner and president of the company, Danny Reynolds, is also incredibly involved in all the projects that are being worked on, while his sons, Jared and Christopher Reynolds, take on the roles of Chief Financial Officer and Vice President respectively.

Summary of Qualifications:

Since D. R. Reynolds Company inception in 1987, we have supplied superior construction services and solutions to the emergency services sector, such as fire, police, and EMS. It is our obligation to deliver a fire training facility designed specifically to meet the unique training needs of your station, ensuring your personnel are fully prepared for real-world response scenarios. It is our promise to build a state-of-the-art fire training facility that best serves your community.

D. R. Reynolds Company will ensure that the City of Kannapolis will have a training facility capable of simulating realistic fire conditions, allowing firefighters to safely practice skills such as fire suppression, ventilation, and controlled burns. We understand to make this successful, the project will require careful planning, patience, commitment and buy-in from all involved. We believe our reputation and experience will lend a hand to the City of Kannapolis by using what we learned from building 40 fire and emergency service facilities and 4 fire training facilities in the Southeast, we will:

- Use combined data to help make decisions that will benefit the town and their community
- Detail creative ways to cut costs based on other projects

- Use resources already available within the community and enhance our working relationships
- Communicate clearly and often about the process, with the City of Kannapolis personnel and the community

As detailed throughout this Statement of Qualifications, you will see clearly that D. R. Reynolds Company has the capability to provide you with a first-class fire training facility through our reputation, service capabilities and quality management. Beyond that is our ability to commit our best personnel, dedication of time and assurance of quality on this project. We believe strongly that our resources provide us with the necessary knowledge to ensure a superior building, but it is our company culture that makes us the clearcut best choice. The City of Kannapolis will have a well-respected building partner; your community will gain a company willing to go the extra mile for your fire training needs and it will all be made as cost effective as possible.

D. R. Reynolds Company understands that a fire training facility is a vital part of any fire department, serving as a hub for emergency response training and safety. We look forward to the opportunity to partner with the City of Kannapolis. We are prepared to begin at once and will work diligently to fulfill all the project's requirements.

Description of Subcontractors:

D. R. Reynolds Company has a proven history of successful Design-Build projects with various clients and has collaborated with multiple high-profile engineers, designers, and contractors throughout the southeast to supply quality end results. Below is a list of Contractors whom D. R. Reynolds Company will work closely alongside to ensure that your project is a successful one, from initial design to completion of the entire project. The following consultants have been selected based upon their demonstrated competence and qualifications.

Architect - D. R. Reynolds Company, Inc.

Structural Engineer - Andrew Eller

Electrical Engineer - GAR Engineering (a Ferguson Company)

Firms Expectations of the City of Kannapolis:

A successful project is contingent upon the design team and the client communicating openly and honestly. Our team will depend on the City of Kannapolis's involvement throughout the project, and we will be available to answer any questions and provide help. We strongly encourage meeting biweekly throughout the design phase on a consistent schedule. This, in our view, enhances communication between the owner of the property and the facility's end users. By having frequent meetings, everyone may participate and get engaged in the project's development, resulting in a more comprehensive and collaborative effort.

Past Litigation:

In its 37 years of existence, D. R. Reynolds has not been involved in any lawsuit or arbitration with the owner of a comparable project.

We appreciate your interest in our business, and please do not hesitate to contact D. R. Reynolds Company if you have any questions or need more information.

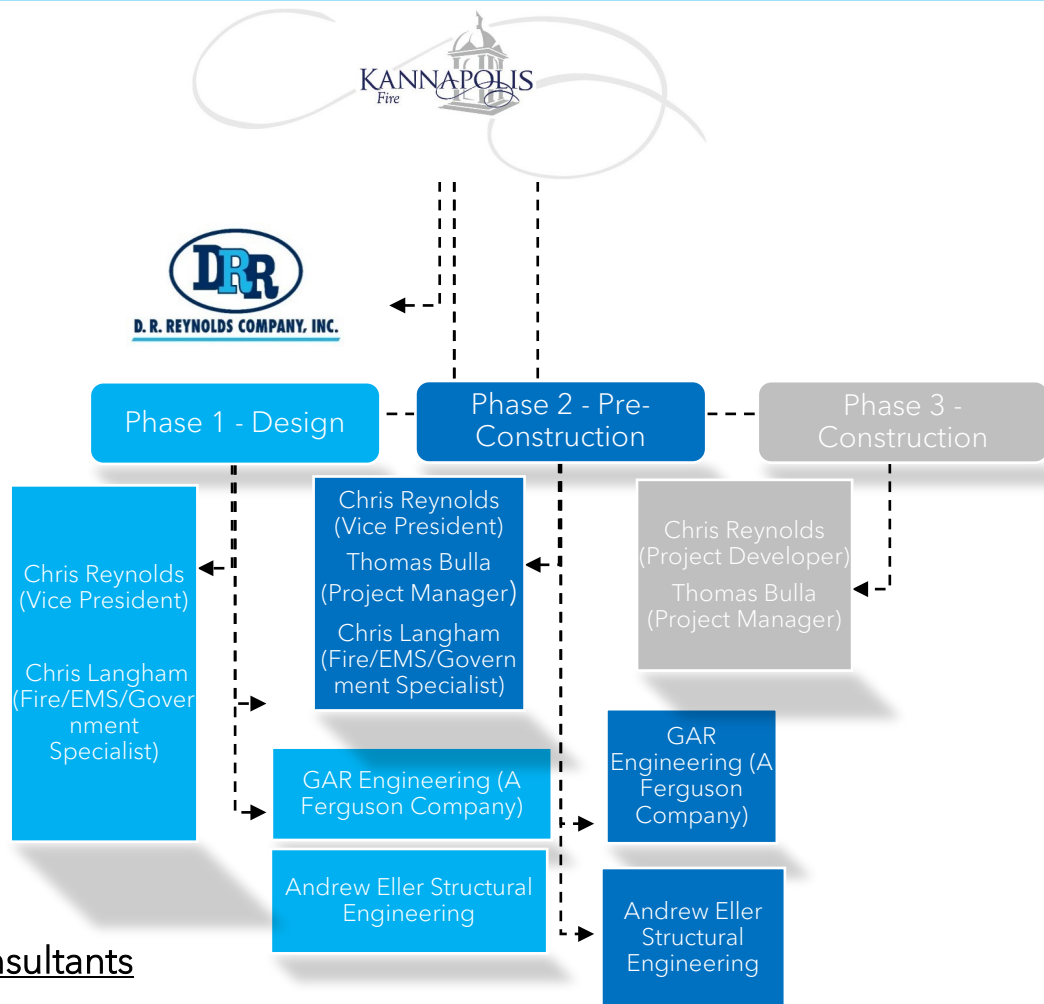
Sincerely,

Danny Reynolds

A handwritten signature in black ink, appearing to read "Danny Reynolds", written in a cursive style.

President/Officer
D. R. Reynolds Company, Inc.

Key Personnel Organizational Chart



Proposed Subconsultants

D. R. Reynolds Company, Inc. has a strong record of delivering successful Design-Build projects across the Southeast. We select team members and consultants based solely on their qualifications and expertise, ensuring a smooth process and high-quality results from start to finish. For your project, we've assembled a trusted group of experienced professionals known for their collaborative approach and proven performance in the Design-Build environment.

Below is a list of contractors and consultants who will partner with D. R. Reynolds Company, Inc. to support your project through every phase.

Firm	Location	License # Certificate #	Years Experience	Contact
D. R. Reynolds Company, Inc.	Star, NC 27356	41127	37+	Thomas Bulla 910.974.0689
GAR Engineering (a Ferguson Company)	Concord, NC 28027	16396	15+	Ryan W. Holzmeyer 980.780.0002
Andrew Eller	Salisbury, NC 28144	23459	27	Andrew Eller 704.633.6124

Key Firm Profiles



Location:

708 Griffin Farm Road
Star, NC 27356
Tel: 910.428.1360



Primary Contact:

Thomas Bulla
Email: tbulla@drreynolds.com
Tel: 910.974.0689



Established in 1987 as a corporation. 37 Years of Business
Employees: 75 Employees



D. R. REYNOLDS COMPANY, INC.

CURRENT LICENSES

- North Carolina #41127
- Georgia #GCQA005496
- South Carolina #G100191
- Virginia #2705 050919A
- West Virginia #036324

D. R. Reynolds Company, Inc. services and areas of expertise include the following:

- Design/Build General Contractor
- Turnkey Project Management
- Machinery Installation
- Pre-engineered Metal Buildings
- Custom Fabrication
- Concrete Specialist
- Crane and Hauling Services
- Live Burn Fire Trainers

40

Quality Fire Departments
Built Since 2009

4

Quality Fire Trainers Built
Since 2023

D. R. Reynolds Company, Inc. would like to express its gratitude for your consideration. We value your trust in us and look forward to working with you to accomplish your objectives. To learn more about our approach and skills, please do not hesitate to contact us.

Key Firm Profiles



Location:
Salisbury, NC 28144
NC License: 23459

Andrew Eller Engineering



Primary Contact:
Andrew Eller
Tel: 704.633.6124

SERVICES

Specializing in design/build structural design/engineering of all aspects of commercial & industrial construction, including concrete, hot rolled



No legal problem, major or minor, nor technical problems.
Staff Size: 1 PE

Notable Project Experience:

- Family Dollar distribution center, Maquoketa, Iowa, 900,000 Sq. ft.- Steel/Precast
- Trinity VFD, Statesville, NC 19,000 Sq. ft.- Masonry/Steel
- Steinman Veterinary Clinic, China Grove, NC 12,000 Sq. ft. - Masonry/Wood
- Waco VFD, Waco, NC 14,000 Sq. ft. Concrete foundation
- Lexington City Center remodel, Lexington, NC - Light gauge steel
- St Paul's Lutheran Church Addition/remodel, Salisbury, NC - Masonry/wood
- Rowan County Animal Shelter, Salisbury, NC - 8100 Sq. ft. Masonry/Light gauge steel

Fire Training Facility Project Experience with D. R. Reynolds Company, Inc.:

- Cool Springs Fire Training Facility, Statesville, NC
- Alamance Fire Training Facility, Greensboro, NC
- Oak Ridge Fire Training Facility, Oak Ridge, NC
- Puppy Creek Fire Training Facility, Raeford, NC
- Guilford Tech Community College (GTCC) Fire Training Facility, Jamestown, NC
- Newdale Fire Training Facility, Burnsville, NC

Key Firm Profiles



Location:
Concord, NC 28027
NC License: 16396



Primary Contact:
Ryan W. Holzmeyer
Tel: 980.780.0002



No legal problem, major or minor, nor technical problems.
Staff Size: 2 PE's, 4 Designers and 1 Admin



GAR Engineering

SERVICES

Provider of fire protection engineering services intended to serve the NC region. The company offers plumbing, mechanical electrical design, fire suppression, environmental controls, alarm designs and evacuation planning services.

Notable Project Experience:

- 2020 - Little Construction BOA Tower \$26,740.00
- 2021 - Stihl - \$152,000.00
- 2022 - Terracon - \$76,370.00
- 2023 - Siebelco - \$108,000.00

Fire Training Facility Project Experience with D. R. Reynolds Company, Inc.:

- Cool Springs Fire Training Facility, Statesville, NC
- Alamance Fire Training Facility, Greensboro, NC
- Oak Ridge Fire Training Facility, Oak Ridge, NC
- Puppy Creek Fire Training Facility, Raeford, NC
- Guilford Tech Community College (GTCC) Fire Training Facility, Jamestown, NC
- Newdale Fire Training Facility, Burnsville, NC

Key Personnel - Resumes



Danny Reynolds - Owner/President

Mr. Danny Reynolds, owner of D. R. Reynolds Company, has over 50 years of experience in the construction industry. In that time, he has grown D. R. Reynolds Company into one of the finest General Contractors in the Southeast. Danny's responsibilities include project oversight and corporate strategy. Danny will directly oversee all team members and work to ensure quality compliance and customer satisfaction.

Experience:

50+ Years

License:

NC 41127

Office Location:

Star, NC



Chris Reynolds - Vice President

As a 31-year employee of D. R. Reynolds Company, Chris has helped to grow the company by directing our Industrial division. With his expertise in directing field operations, he is instrumental in the schedule management of each project. With Chris's oversight, each project stays on track to ensure timely and successful delivery. Chris leads the Fire Trainer design and development team, overseeing every detail from concept to completion to ensure each unit meets the highest standards of safety and performance.

Education:

Sandhills Community
College

Experience:

31 Years

Office Location:

Star, NC



Jared Reynolds, CFO

Jared is the CFO of D.R. Reynolds Company and oversees all financial decisions and staff. With his time spent in public accounting, Jared brings expertise to the company through risk management and superior accounting practices. Jared works with clients, employees, and vendors to guarantee project success and build successful business relationships.

Education:

BS/MS
Accounting
Appalachian State

Experience:

10 Years of
Construction
Experience

Certifications:

Licensed CPA

Office Location:

Star, NC





[Bob Rawson, Business Developer, Pre-Construction Director](#)

Bob will oversee ensuring that the team's aims and objectives are fulfilled and translated into a buildable design. ensuring that the design is comprehensive, communicated across team members, and approved promptly Bob has been collaborating with customers for 30 years, fifteen of which have been spent at D.R. Reynolds Company. Bob has worked on projects ranging from \$150,000.00 to more than \$40,000,000.00 for clients across the Southeast.

Education:

Bachelor of Arts
The Citadel

Experience:

33 Years of Construction
Experience

Office
Location:
Star, NC



[Christopher Langham, Fire/EMS Government Relations Specialist](#)

Chris has 35+ years of Fire and Emergency Services experience. Chris has held all ranks in the fire service from Firefighter to Fire Chief. Chris understands budgetary restraints, managing both municipal and non-profit budgets. Chris has lived in and aided in the design of fire stations, Emergency Operations Centers, and training facilities. He has served as Health and Safety Officer giving him a strong understanding of the NFPA standards and OSHA requirements that agencies must meet. Chris is the Past-President of the NC Association of Fire Chiefs and the Piedmont NC Firefighters Association.

Education:

Master of Public Admin.
Jacksonville St. University
BA Management & Ethics
John Wesley College
AAS Fire Protection GTCC

Experience:
35 Years

Office:
Star, NC



[Thomas Bulla, Project Manager](#)

As a project manager for D. R. Reynolds, Thomas Bulla is responsible for overseeing the planning, execution, and completion of construction projects. His duties include managing project timelines, budgets, and resources to ensure projects are delivered on schedule and within scope. He coordinates with clients, contractors, and team members to maintain clear communication and ensure all project requirements are met. Additionally, Thomas ensures compliance with safety regulations and quality standards while addressing any challenges that arise during construction. His leadership and attention to detail play a crucial role in the successful delivery of each project.

Education:

BS Public
Relations/Marketing

Experience:
18 Years in
Construction

Office:
Star, NC



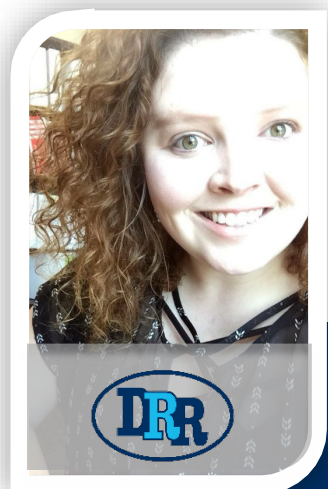


Larry Reynolds, Lead Superintendent

Larry oversees all onsite management and supervision, as well as technical management, scheduling, subcontractor coordination, daily work force direction, and maintaining worksite efficiency. Larry is also in charge of ensuring that federal and state OSHA laws are followed on the worksite, as well as enforcing jobsite safety protocols in line with the safety coordinator's instructions and corporate policy.

Experience:
40 Years of
Construction
Experience

Office Location:
Star, NC

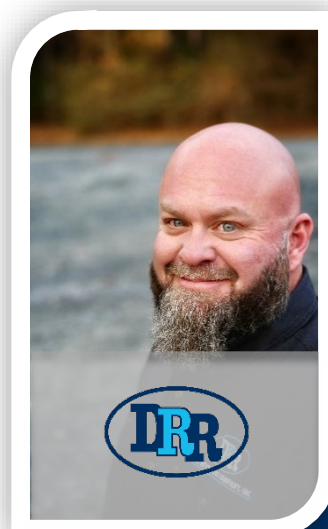


Danielle Reynolds, MPH, Director of Marketing

Danielle is the Marketing Director at D. R. Reynolds Company, Inc. She holds a bachelor's degree from Appalachian State University and a master's in Public Health Epidemiology from the University of Colorado. Raised in a construction family, Danielle brings both industry insight and marketing expertise to the team.

Education:
Appalachian State
University, University of
Colorado

Office Location:
Star, NC
Remote (Banner
Elk)



Roger Stewart, EHS Director

Roger has 20 years in emergency services as an EMT/Paramedic, Fire Fighter and Rescue Technician. He has a total of 15 years in Residential and commercial construction with the last 6 being dedicated to safety. Roger is an OSHA outreach and MSHA instructor. He is very proactive in his approach to safety and training. Being proactive keeps you from being reactive when it's too late. He believes in building strong relationships with our employees and subcontractors which in turn lets them know that their well-being is his main concern.

Certifications:
OSHA Outreach
MSHA Instructor

Experience:
15 Years in
Construction

Office
Star, NC





[Ryan W. Holzmeyer - GAR Engineering \(a Ferguson Company\)](#)

Ryan W. Holzmeyer is an engineer with GAR Engineering, a Ferguson Company, serving the NC region. Ryan collaborates on projects involving plumbing, mechanical, electrical design, and environmental controls, delivering comprehensive engineering services to meet client needs with precision and reliability.

Main Office:
Concord, NC

Experience:
15+ Years

License:
16396



[Andrew Eller, P.E. - Andrew Eller Structural Engineering](#)

Andrew Eller is a structural engineer, established in 1998 in Charlotte, NC. After gaining experience in the competitive Mecklenburg County market working with architects on traditional design-bid-build projects, he returned to his hometown of Salisbury, NC, in 2001, where he continues to operate the business independently. Specializing in design/build and structural design/engineering, Andrew brings expertise in all aspects of commercial and industrial construction, including concrete, hot-rolled steel, cold-formed steel, aluminum, timber, and masonry design.

Main Office:
Salisbury, NC

Experience:
27 Years of Experience

License:
23459



Examples of Experience

The projects listed next represent examples of fire trainer projects, each reflecting the technical complexity, rigorous safety requirements, and hands-on functionality needed for successful fire service training facilities. These projects were all completed through the collaborative efforts of multiple firms, including licensed contractors, design professionals, and specialized subcontractors, demonstrating our ability to coordinate effectively across all phases design, pre-construction, and construction. While these examples highlight our expertise specifically with fire trainers, our firm has accumulated extensive design-build experience across a wide variety of project types over the years, including municipal and commercial facilities. This depth of experience allows us to apply proven processes, quality control measures, and innovative solutions to each new project. We can provide additional examples of design-build fire department projects upon request, showcasing both our technical proficiency and ability to successfully manage collaborative, integrated project delivery.

Examples of Similar Scope and Collaboration of Teams



Cool Springs Live Burn Training Facility | Statesville, NC | 7 Box Trainer

Total Cost:
\$730,258.00

Project Size:
7 Box Unit

Project Timeline:
Project Start 7/5/24
Project Complete 12/27/24

Client Contact:
Chief Andy Webster
Statesville, NC
704.874.3221
awebster@coolspringsvfd.org

The Cool Springs Live Burn Training Facility is a custom-built structure constructed from seven Conex boxes, designed to deliver safe, realistic, and hands-on fire training. This advanced facility includes patent-pending burn rooms on both levels, search rooms, a Denver window, breach door, and cable-operated vents with cleanouts, all built to support diverse training scenarios. Additional specialized features such as a multi-connection rappel tree with a slip-resistant wall, a rebar breaching station, and a custom hydraulic-powered "mobile" vent prop provide fire service professionals with a versatile, high-impact training environment. To ensure departments receive the maximum value and confidence in their new facility, a retired fire chief instructs and conducts the first live burn, bringing real-world expertise and guidance to the inaugural training.



Oak Ridge Live Burn Training Facility | Oak Ridge, NC | 7 Box Trainer

Total Cost:
\$682,600.00

Project Size:
7 Box Unit

Project Timeline:
Project Start 8/18/23
Project Complete 2/16/24

Client Contact:
Chief Ken Gibson
Oak Ridge, NC
336.202.2363
kgibson@oakridgencfire.com

The Oak Ridge Live Burn Training Facility is a cutting-edge fire training structure built from Conex boxes and engineered for real-world scenario-based training. It includes live burn rooms, forcible entry features, search spaces, and ventilation training props, all designed to help firefighters build confidence and master critical skills in a safe, controlled environment.

"This facility more than meets our expectations." – Chief Ken Gibson, Oak Ridge Fire Department



Alamance Live Burn Training Facility | Greensboro, NC | 2 Box Trainer

Total Cost:
\$185,000.00

Project Size:
2 Box Unit

Project Timeline:
(1st Unit Constructed)
Project Start 5/5/23
Project Complete 11/10/23

Client Contact:
Chief Chris Meyers
Greensboro, NC
336.740.0041
meyersc@alamancefd.com

The Alamance Fire Trainer, completed in 2023, was the very first live burn training facility built by D. R. Reynolds Company, Inc. This two-box unit was designed to provide realistic and repeatable fire training and features our patent-pending burn room, a hydraulic-powered mobile vent prop, a cable-operated vent system, and integrated cleanouts for safe and efficient operation. As our first fire trainer project, Alamance set the foundation for our ongoing success in this specialized field. Since its completion, we have continued to learn, adapt, and refine our approach, applying the lessons gained from Alamance to design and construct increasingly advanced and customized fire trainers for departments across the region.



Puppy Creek Live Burn Training Facility | Oak Ridge, NC | 2 Box Trainer

Total Cost:
\$181,800.00

Project Size:
2 Box Unit

Project Timeline:
(Installation Delayed to Site
access and availability outside
of DRR control)
Project Start 3/8/24
Project Complete 7/12/24

Client Contact:
Chief Frank Whiteside
Raeford, NC
910.818.1243
admin@puppycreekfd.com

The Puppy Creek Live Burn Trainer is a custom-built structure designed to provide safe, realistic, and repeatable fire training for the department's personnel. Built from Conex boxes, the facility features a patent-pending burn room engineered to deliver consistent and controlled live-fire conditions for a wide range of training evolutions. This trainer gives firefighters the opportunity to sharpen essential skills in a durable and practical environment tailored to their operational needs. Looking ahead, the Puppy Creek Fire Department has plans to expand the facility by adding additional Conex boxes and incorporating new training props, creating an even larger, more versatile complex to support advanced training scenarios and multi-company operations.

Examples of Design-Build Projects



Concord Fire Department #12 | Concord, NC | 17,330 SF

Delivery Method:

Design-Build

Project Cost:

Initial Cost: \$6,000,000.00

Final Cost: \$5,538,259.00

Completion Year:

2022

Project Size:

17,330 SF

Client Contact:

Jake Williams

Concord, NC

704.920.5516

williamsj@concordnc.gov

Concord Fire Station #12 is 17,330SF and includes a 1,229SF. community room. The Community Room is a space for community groups and organizations to use in the southeast area of the city. The station features bifold apparatus doors that aid in reaction time reduction and long-term maintenance cost savings. Additionally, there are cutting-edge technological systems for emergency notifications and department-wide communications, a training window in the equipment bay for enhanced skill development, and an exercise facility to encourage firefighter health and wellness. The station includes decon equipment for thoroughly cleaning firefighter equipment and minimizing occupational carcinogen exposures, as well as sleeping, office, and communal areas for Battalion 3, Engine 12, and future Ladder 12.



D.R. REYNOLDS COMPANY, INC.



Fairview Fire and Rescue | Monroe, NC | 16,169 SF

Delivery Method:
Design-Build

Project Cost:
Initial Cost: \$5,500,000.00
Final Cost: \$5,512,240.70

Completion Year:
2024

Project Size:
16,169 SF

Client Contact:
Andy Williams
Monroe, NC
704.280.4017
firemanang@gmail.com

D. R. Reynolds Company, Inc. is proud to construct the 16,169SF Fairview Fire & Rescue Station, designed for efficiency, durability, and firefighter readiness. This state-of-the-art facility features an 8,826SF apparatus bay with reinforced concrete flooring, an advanced HVAC and exhaust system for air quality and safety, and an NFPA 13-compliant sprinkler system. Built with high-durability masonry and metal roofing with long-term warranties, the station also includes modern living and office spaces with premium finishes and a state-of-the-art security and access control system. Designed to the highest standards, this station ensures safety, functionality, and longevity for first responders.



Cool Springs Volunteer Fire Department | Statesville, NC | 22,482 SF

Delivery Method:
Design-Build

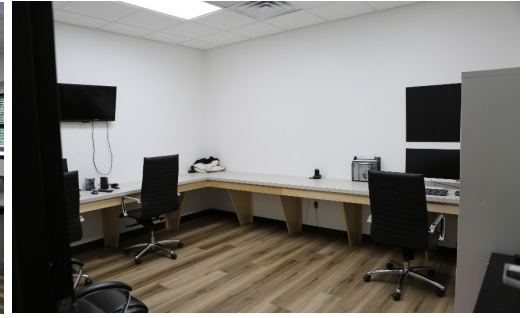
Project Cost:
Initial Cost: \$3,750,000.00
Final Cost: \$3,679,855.00

Completion Year:
2017

Project Size:
22,482 SF

Client Contact:
Chief Andy Webster
Statesville, NC
704.874.3221
awebster@coolspringsvfd.org

Aside from serving as headquarters for the local fire department, the Cool Springs Volunteer Fire Department (22,482SF) also serves as the local emergency medical services (EMS) and police department's administrative offices. A number of distinguishing and ecologically beneficial features are included, such as full-height block and brick construction with R-19-insulated metal stud walls and roof drains to prevent the soil from eroding. Due to the presence of fire department-owned land, the building's shape was compromised, necessitating the use of bar joists to support the weight and span the width of the structure. They're hidden away in the office, but they're clearly apparent at the truck loading areas. It was important to the team that the office space included a commercial-sized kitchen, 10 bedrooms, an exercise room, a dayroom with riser seating, offices for all fire department ranking officers, a locker room for ample storage of personal equipment, and an oversized training room that will be used for public events.



Boiling Spring Lakes Fire Department | Southport, NC | 12,205 SF

Delivery Method:
Design-Build

Project Cost:
Initial Cost: \$4,000,000.00
Final Cost: \$3,973,758.34

Completion Year:
2024

Project Size:
12,205 SF

Client Contact:
Theresa Tickle
Southport, NC
910.845.2818
ttickle@gmail.com

This 12,205 SF state-of-the-art facility was designed to meet the specific needs of the Boiling Spring Lakes area. It incorporates advanced firefighting technology and infrastructure, with ample space for six fire apparatus and dedicated gear storage. The project also integrates sustainable building practices, energy-efficient systems, and strict adherence to all applicable safety standards and regulations. In addition, comprehensive erosion control measures were implemented to protect the surrounding environment.

Reference

Cool Springs Volunteer Fire Department

672 Mocksville Highway Statesville, NC 28625



August 25thth, 2025

When I decided to pursue building a training facility for our department the first name that came to my mind was D.R. Reynolds. In 2017 D.R. Reynolds completed building our new firehouse. You could say our dream house. In doing this they demonstrated their dedication, knowledge and expertise and made the whole experience enjoyable.

I contacted my friend Bob Rawson with D.R. Reynolds and told him what I had in mind. In short order I was meeting with the whole crew from D.R. Reynolds, even the man himself, Danny Reynolds. We visited some training facilities in the piedmont of North Carolina. There we were able to start putting a design together that would meet our department's needs.

Now I had hoped to be the first department to have a D.R. Reynolds designed training facility but as we all know, I had to get the funding first. That took a little longer than I planned. But once we had our funding secured my staff and I met with Chris Langham and Chris Reynolds and the final plans for our project came together. From that point on we received updates in the process as the shipping containers arrived in Star and the skilled craftsman from D.R. Reynolds started to work their magic. Our group was able to visit D.R. Reynolds facility, see the progress and even make some changes along the way. Chris Reynolds took our ideas and made them a reality.

With the concrete pad and steel contact plate in place, the containers arrived, and assembly started. In two days, we had the structure in place. From there the detailed work progressed quickly and in short order we had our firefighter training facility ready to go. Chris Langham trained our folks on the burn plan that

Cool Springs Volunteer Fire Department

672 Mocksville Highway Statesville, NC 28625

he had developed for the facility. This was a true turn-key job. From concept to the training of its use, every step of the way D.R. Reynolds was there.

Our firefighters now enjoy having the opportunity to train at any time of the day, any day of the year. We have seen a marked improvement in our firefighters' skills and confidence. It has been the best investment our department has made. I know it will pay for itself many times over in training our current staff as well as those in the future who want to become firefighters and serve not only the Cool Spring Community but those surrounding us.

If your department is considering making the same investment, I would encourage you to reach out to the professionals at D.R. Reynolds. If you would like to tour The Mill, don't hesitate to contact me and set up a time to visit. If you have any questions my number is 828-381-0882. Bring your crew and gear, we always like to train with our brothers and sisters in the fire service.

Andy Webster; Fire Chief

Email: awebster@coolspringsvfd.org

Examples of Estimating Project Cost

These examples represent a range of design-build fire department projects that demonstrate our firm's ability to deliver high-quality facilities on time and within budget. Each project reflects close collaboration between our design team, the client, and construction partners to achieve cost-effective solutions while meeting the specific operational needs of the department. Notably, all projects were completed with final costs at or near the initial contract value, showcasing careful planning, accurate estimating, and effective project management.

Examples of completed design-build projects:

Concord Station 12 (2022): Initial Estimate \$6,000,000 – Final Cost \$5,538,259

Cleveland Fire Department (2020): Initial Estimate \$4,500,000 – Final Cost \$3,932,887

Cypress Pointe Fire Department (2023): Initial Estimate \$1,800,000 – Final Cost \$1,823,648

Boiling Spring Lakes Fire Department (2023): Initial Estimate \$4,000,000 – Final Cost \$3,973,758

Cool Spring Volunteer Fire Department (2017): Initial Estimate \$3,750,000 – Final Cost \$3,679,855

Fairview Fire and Rescue (2024): Initial Estimate \$5,500,000 – Final Cost \$5,512,241

While these examples focus on fire department facilities, our firm has extensive experience with a wide range of design-build projects. We can provide additional examples upon request.

Examples of Adhering to Project Schedules

Our team has consistently adhered to all project schedules for the fire training facilities D. R. Reynolds Company, Inc. has constructed, completing each project either on time or ahead of the proposed timeline. This demonstrates our commitment to efficient project management, careful planning, and delivering fully operational training facilities when promised.

All projects below were delivered on time and as originally priced without penalty or excessive change orders:

- Cool Springs Fire Training Facility, Statesville, NC
- Alamance Fire Training Facility, Greensboro, NC
- Oak Ridge Fire Training Facility, Oak Ridge, NC
- Puppy Creek Fire Training Facility, Raeford, NC

All Design-Build projects listed below were delivered on time (see under examples):

- Concord Fire Department #12, Concord, NC (Completed 2022)
- Fairview Fire & Rescue, Monroe, NC (Completed 2024)
- Boiling Spring Lakes, Southport, NC (Completed 2024)
- Cool Spring Volunteer Fire Department, Statesville, NC (Completed 2017)

Understanding Project Location

Our team has extensive experience working in and around this region, giving us a deep understanding of the project location, its logistical considerations, and the expectations of local stakeholders. We have successfully delivered projects for fire departments, municipalities, and community colleges within this geographic area, which has allowed us to establish trusted relationships with both local subcontractors and regulatory agencies. In addition, our office and field teams are located in close proximity to the project site, ensuring responsive communication, efficient coordination, and on-the-ground support throughout the duration of the work. This combination of proven regional experience and physical presence positions us to deliver a smooth, cost-effective, and successful project outcome.

Current Workload & Available Resources

D. R. Reynolds Company, Inc. is committed to delivering fire training facility projects on schedule by strategically managing workloads and optimizing available resources. With deep experience in municipal construction, the company understands the critical importance of timely delivery for public safety infrastructure. Each project begins with a detailed schedule that aligns design, permitting, procurement, and construction phases to ensure efficient progression from start to finish.

D. R. Reynolds leverages its skilled crews and trusted subcontractors to balance multiple workloads while maintaining high standards of quality and safety. Their project managers actively monitor timelines, coordinate closely with stakeholders, and make real-time adjustments to mitigate delays. By using proven scheduling tools and a proactive communication approach, D. R. Reynolds keeps fire training facility projects moving forward ensuring readiness for operation on or ahead of deadline. D. R. Reynolds Company currently has two fire station projects either in the construction phase

Current Project Examples



Guilford Tech Community College (GTCC) | Jamestown, NC | 12 Box Trainer

Total Cost:
\$1,788,250.00

Project Size:
12 Box Unit

Project Timeline:
Project Start 3/21/25 Project is
Ongoing. 95% Complete.

Project Team:
Project Manager: Thomas Bulla

The Guilford Technical Community College Fire Trainer, now under construction, is a cutting-edge, conex-based training facility designed to deliver safe, realistic, and repeatable evolutions for both students and fire service professionals. This trainer is equipped with patent-pending burn rooms for controlled live-fire conditions, a custom breach door for forcible entry training, a hydraulic-powered mobile vent prop, a Multi-Connection Rappel Tree, functional standpipe system, Denver window, cable-operated vent system, and integrated cleanouts for quick resets and safe maintenance. Unique to this facility is the addition of a Vent Over Prop—the only one currently in production in North Carolina—providing advanced vertical ventilation training capabilities not available anywhere else in the state. Together, these specialized features make Guilford Tech's trainer one of the most advanced and versatile fire training structures in the region, supporting everything from foundational skills to complex, multi-company scenarios.



Newdale Fire Trainer | Burnsville, NC | 6 Box Trainer

Total Cost:
\$599,400.00

Project Size:
6 Box Unit

Project Timeline:
Project Start 6/20/25 Project is
Ongoing. 75% Complete.

Project Team:
Project Manager: Thomas Bulla

The Newdale Fire Trainer, currently under construction in Yancey County, NC, is a state-of-the-art, conex-based training facility designed to provide firefighters with realistic, repeatable, and safe training scenarios. The trainer features a Multi-Connection Rappel Tree for rope operations, patent-pending burn rooms engineered for consistent fire behavior, a custom breach door for forcible entry, and a hydraulic-powered mobile vent prop that allows flexible roof ventilation training. Additional elements include a functional standpipe, Denver window, cable-operated vent system, and integrated cleanouts for efficient maintenance and quick resets. Together, these custom-built components create a versatile environment that supports both fundamental skills and advanced multi-company drills, ensuring Yancey County firefighters have the tools and resources needed to train effectively and safely.

Project Approach

Design and Pre-Construction



Project Process and Procedures

During the design process, D. R. Reynolds Company is sure that all design issues relating to the project's budget, cost-effective building materials, and high-quality construction will be fully addressed. D. R. Reynolds Company will work together to improve the procurement process for subcontractor research, evaluation, and buy-out. Our team will collaborate to ensure that all subcontractor resumes are screened and satisfy the quality control standards of D. R. Reynolds Company and this project.

In all, D. R. Reynolds Company has 75 dedicated workers. Members of these groups include teams that construct concrete and metal structures. D. R. Reynolds Company may use their own teams to keep construction on schedule and delays to a minimum due to the timeframes involved with the construction process.

After obtaining the Notice to Proceed, our first focus will be to complete contracts and get to know the individuals we'll be working with, such as the employees of the municipality and the engineers.



Site Analysis

Site analysis, site design, and master planning are vital to the success of most projects. They serve as the foundation for everything else. There are a number of important problems that need to be addressed prior to construction design, such as utilities, off-site road upgrades, geography, and subsurface conditions. Site analysis and master planning are CESI's specialties when it comes to Public Works, Public Services, and Municipal projects.



Backup and Support Personnel, Specialty Experts, and Other Resources

D. R. Reynolds Company maintains a strong network of backup and support personnel, ensuring that the project can move forward without interruption even if unexpected challenges arise. In addition to a skilled core team of project managers and superintendents, the company has access to a range of specialty experts who can be brought in as needed, whether for structural engineering, fire safety systems, electrical work, or other specialized areas. These experts are located in strategic regions, allowing for quick mobilization and support wherever the project is located. D. R. Reynolds Company's extensive network of subcontractors and suppliers ensures that the right resources and personnel are available at every stage, minimizing delays and ensuring that the highest standards of expertise are applied to every facet of the construction



Establish Goals and Objectives

When establishing project goals and objectives, the design-build team will consult with the owner organization. We'll discuss the project's overall character, purpose, aesthetics, and systems, and establish goals for each. Before any building can begin, the various stakeholders involved must operate as a team. All parties must communicate, be flexible, and responsive to ensure the project's success. The design-build team must work closely with Owners to identify key data categories and create a robust data collecting strategy. Meetings with plan examiners and building inspectors will help us establish the project's parameters. Preparation should also involve studying comparable facilities. Touring various facilities with the design team, end users, and the contractor is a great way to assess what works. Communication will be lot simpler now that everyone on the construction crew understands their new training facility. The design-build team will be able to provide suggestions on how the



project should continue based on the Owner's representatives' goals and a thorough data analysis. These early-stage activities must be given sufficient attention to guarantee a smooth project flow.



Preliminary design

Early design data is utilized to create a preliminary site plan, floor layout, and elevation. D. R. Reynolds Company will use Predesign data to generate architectural schematics using this data. The facility's basic layout and shared resource components will be considered. Price will drive many future design choices.



Constructability Study

The D. R. Reynolds Team will play a critical role in the preconstruction phase of the project by conducting a constructability study. The Project Manager will oversee these evaluations, but all members of the preconstruction and construction teams will have an important role to play. As early as the design process, we look for constructability issues that need to be addressed before the project goes to build. We do this by considering regulations for development, codes, construction processes, and strategies. As we go through the project, we'll uncover more constructability issues and bring them to the team's notice.



Document Management

The Project Manager oversees making sure all our construction papers are in sync. All contract papers including specifications, bulletins, addenda, and other related information are reviewed comprehensively to find any discrepancies during the preconstruction phase before they become problems during construction (i.e., errors, omissions, etc.).



Documentation and specifications that are comprehensive, well-coordinated, and provide accurate and thorough cost estimates may help you avoid delays and costly change orders.



Estimating

Each estimate phase will utilize subcontractor pricing input. Our preconstruction services team will estimate each trade in the project scope. As the design develops, cost estimates will be compared. It contains allowances and assumptions for the most probable bid package structure.

Scheduling and Construction



Scheduling

Construction considers the timetable of civil construction, foundations, building structure, interiors, plumbing, mechanical, electrical, fire alarm, sprinkler, external concrete and final clean for owner use. A more precise timetable and schedule will be created when additional information is available and a clearer understanding of the intended scope of work is established. It is expected that our Project Manager will convene open meetings with all parties involved to review the current work schedule and convey any future requirements. To make certain that all work is completed on time and correctly, weekly meetings will be conducted.



Quality Control Management

It's not enough for D. R. Reynolds Company that we adhere strictly to the fine print of our contracts. We aim to prepare and carry out all aspects of our work in accordance with the approved plans. As a result, we maintain open communication with all stakeholders, including clients, subcontractors, and employees, including those in the decision-making process. Team performance will be evaluated by how effectively the schedule is performed based on our core values of quality, innovation, trust, and safety.

Subcontractors

The D. R. Reynolds Company has built a solid reputation for delivering high-quality structures on time and on budget. When it comes to making sure our projects are completed on time and to

our standards, we make sure our subcontractors and suppliers are meeting their job performance and qualification criteria. To become a subcontractor, a candidate must pass a stringent screening procedure. Providing a quality budget is dependent on all D. R. Reynolds Company project subcontractors and suppliers being evaluated as a top priority in our business.



Commitment to MBE/SBE

D. R. Reynolds Company is committed to serving the diversity needs of our communities. Supporting our diverse business community helps to strengthen and contribute to the overall economic growth and expansion of the markets we serve. Our procurement process underscores the vital role diverse suppliers have in our continued success.

In choosing the products and services we use; we look for the “best value.” It is a unique combination of quality, service, timing, price, and delivery that provides the greatest overall value to D. R. Reynolds Company, our employees, and our clients.

In accordance with the Mini Brooks Act, which prioritizes the selection of professional services based on qualifications rather than price, our team members were chosen for their expertise, experience, and proven ability to meet the project requirements. This ensures the highest level of professional service and successful project outcomes, with cost considerations addressed only after qualifications have been fully evaluated.

D. R. Reynolds Company’s opportunities for subcontracting are constantly under review. As subcontracting needs are assessed, calls are made to registered businesses from the sources, bids are requested and reviewed, and upon acceptance, contracts are awarded. Specific

information is requested of the small minority business on each bid to help us assess the business concern’s capabilities.



HUB Participation Statement

D. R. Reynolds Company, Inc. is committed to promoting diversity and inclusion within the construction industry and fully supports the goals set forth by NCGS 143-128.2 to encourage the participation of Historically Underutilized Businesses (HUBs) in public construction projects.

To meet or exceed these goals, D.R. Reynolds has developed and implemented a comprehensive HUB outreach and engagement program, which includes:

- Actively identifying and soliciting bids from certified HUB firms during the pre-bid phase of all projects.
- Maintaining an internal database of HUB contractors and suppliers, updated regularly to ensure inclusion of the latest certified businesses.
- Partnering with local and regional HUB offices, trade organizations, and small business networks to promote opportunities and share bid invitations.
- Breaking down larger scopes of work into smaller, more manageable packages to encourage participation from smaller HUB firms.
- Providing support and guidance to HUB firms throughout the bidding and construction process to foster long-term relationships and successful partnerships.

Over the past three (3) years, D.R. Reynolds Company has consistently achieved meaningful HUB participation across both public and private sector construction projects. Documentation of past HUB involvement—including firm names, project scopes, contract values, and certification types—can be provided upon request to demonstrate our ongoing commitment to supplier diversity and inclusive project delivery.



Conflicts of Interest

D. R. Reynolds has no conflicts of interest with the City of Kannapolis.



Meeting Schedules and Budgets

D. R. Reynolds Company has a proven track record of completing projects on time and within budget. Through effective resource management, detailed planning, and continuous monitoring, the company ensures that project milestones are met according to the agreed-upon schedule. Advanced scheduling software is used to allocate tasks, anticipate bottlenecks, and optimize workflow, while cost-tracking systems monitor expenditures and prevent budget overruns. The company also emphasizes open communication with clients, ensuring that any changes or unforeseen circumstances are handled transparently and efficiently, without impacting the overall timeline or cost.



Safety and OSHA Violations

D. R. Reynolds Company, Inc. is proud to maintain a clean OSHA record in our building division, with no violations in the past five years. Our industrial division has had only one OSHA violation, which occurred three years ago, underscoring our continued commitment to safety across all operations.



Quality of Services

When it comes to construction work, the factors of quality and experience far outweigh the considerations of price and location. D. R. Reynolds Company knows cost and convenience are undeniably important, but they are often short-term concerns that can lead to long-term issues if not balanced against the crucial elements of craftsmanship and expertise. Construction projects, whether small or large, require precision, attention to detail, and a deep understanding of both design and safety standards. Cutting corners to save on cost or selecting a nearby contractor for convenience often results in compromised work that may lead to costly repairs, maintenance, or even safety hazards in the future.

Experience in construction translates into a track record of overcoming challenges, understanding the nuances of different materials, and navigating complex building codes. A seasoned construction team can anticipate problems before they arise, offering proactive solutions that save time and money in the long run. This depth of knowledge cannot be replaced by a lower price point or proximity. Experienced builders are more likely to deliver projects on time and within budget because they know how to streamline processes, manage subcontractors, and mitigate risks effectively. They also bring industry connections that can secure better quality materials at competitive prices.

Furthermore, quality workmanship is the foundation of a successful and lasting construction project. The durability, safety, and functionality of a building depend on high standards being upheld from start to finish. A builder who prioritizes quality will ensure that every phase of the project, from planning to execution, meets or exceeds industry standards. This is especially important in projects like fire training facilities, where

safety and performance are non-negotiable. In contrast, prioritizing price over quality can lead to structural deficiencies, subpar finishes, and potentially dangerous outcomes.



Commitment to Excellence

D. R. Reynolds is committed to providing the best services to the City of Kannapolis. The selection of services is based on qualifications and experience rather than price and location.



D. R. Reynolds Expectations

A successful project is contingent upon the design team and the client communicating openly and honestly. Our team will depend on the City of Kannapolis's involvement throughout the project, and we will be available to answer any questions and provide help. We strongly encourage meeting biweekly throughout the design phase on a consistent schedule. This, in our view, enhances communication between the owner of the property and the facility's end users. By having frequent meetings, everyone may participate and get engaged in the project's development, resulting in a more comprehensive and collaborative effort.



Local Presence and Community Impact

D. R. Reynolds Company is honored to bring our positive local presence and community-focused values to the City of Kannapolis through the upcoming fire trainer project. Once completed, this facility will serve as a vital resource for preparing local firefighters, strengthening emergency response capabilities, and enhancing the overall safety of the community. In addition to advancing training opportunities, the project is expected to contribute to the local economy, support regional growth, and reflect our dedication to investing in the communities where we work. We look forward to the lasting impact this fire trainer will have on Kannapolis and the surrounding areas for years to come.



Availability for Timely Repairs and Support

The D. R. Reynolds Company team recognizes that uninterrupted training is essential for fire departments, and we are committed to providing dependable support long after project completion. Our team offers timely repairs and responsive service for all of our fire trainers, ensuring that any issues are addressed quickly and effectively. By maintaining close communication with your department, we are able to provide guidance, troubleshooting, and solutions that minimize downtime and keep your facility operating at full capacity. Because we are located near the project site, our team can be available at any time to meet needs as they arise, providing added assurance of timely support. We take pride in standing behind our work and providing ongoing support, giving you the confidence that your fire trainer will remain safe, reliable, and ready to meet the rigorous demands of your training programs.

Article 8 of Chapter 143 of the North Carolina General Statutes

D. R. Reynolds Company fully adheres to the provisions of Article 8 of Chapter 143 of the North Carolina General Statutes, which establishes the framework for public contract bidding and procurement within the state. We understand the importance of these statutes in promoting transparency, fairness, and accountability in the construction process, and we are committed to upholding both the letter and spirit of the law.

Our approach to every project is guided by strict compliance with competitive bidding requirements, non-collusion standards, and all statutory obligations intended to safeguard public funds and ensure ethical business practices. We recognize that these measures are essential not only for legal compliance, but also for maintaining the trust of the public entities and communities we serve.

By operating with integrity and accountability, D. R. Reynolds Company demonstrates its longstanding commitment to ethical contracting and professional excellence. Our clients can have confidence that all work performed under our direction will fully comply with state law and reflect our dedication to delivering projects with fairness, transparency, and respect for the public interest.

Our approach is rooted in transparency and fairness, ensuring the identification of the most qualified and responsive partners. All subcontractor opportunities will be publicly advertised and openly solicited through multiple platforms to encourage broad participation from licensed and prequalified firms.

While maintaining a qualifications-based focus, we make a concerted effort to engage high-quality local subcontractors whenever possible. We believe that using qualified professionals from the surrounding area not only supports the local economy but also strengthens project collaboration, responsiveness, and long-term value.

Firm	Location	License # Certificate #	Years Experience	Contact
D. R. Reynolds Company, Inc.	Star, NC 27356	41127	37+	Thomas Bulla 910.974.0689
GAR Engineering (a Ferguson Company)	Concord, NC 28027	16396	15+	Ryan W. Holzmeyer 980.780.0002
Andrew Eller	Salisbury, NC 28144	23459	27	Andrew Eller 704.633.6124

Certifications

400 Bellemeade Street
Suite 201
Greensboro, NC 27401
Tel (336) 273-6599
Fax (336) 273-5915



Lynchburg
Richmond
Roanoke
Charlotte
Greensboro
Greenville
Raleigh
Knoxville
Nashville

August 28, 2025

D. R. Reynolds Company, Inc.
708 Griffin Farm Road
Star, NC 27356

Re: D. R. Reynolds Company, Inc.

To Whom It May Concern:

The Travelers Casualty and Surety Company of America (A++), through Scott Insurance, has the privilege of providing the surety bonds for D. R. Reynolds Company, Inc. Currently rated A++ (Superior) by A.M. Best Company, The Travelers Casualty and Surety Company of America is listed on U.S. Treasury's list of Approved Sureties (Circular 570) to conduct business in all 50 states.

The Travelers Casualty and Surety Company of America has conducted a careful underwriting review to establish surety credit parameters for D. R. Reynolds Company, Inc. We have structured a surety program that supports single bond requests of \$20,000,000 with a corresponding aggregate program of \$40,000,000 to facilitate routine bonding needs. If successful bidder on the contract, we are willing to consider the required bonds at the request of D. R. Reynolds Company, Inc. As would be the case for any contract, final approval of the bonds would be subject to the surety's normal underwriting review based on the facts at the time of the request. We assume no liability to third parties or you if for any reason we don't execute said bond.

We consider D. R. Reynolds Company, Inc. to be one of the finest companies in their field. Please feel free to call me to discuss any additional information you need to give them your favorable consideration.

Best regards,

**Brooke
Gagne**

Digitally signed by Brooke Gagne
DN: c=US, ou=Bonds, o=Scott
Insurance, cn=Brooke Gagne,
email=bgagne@scottins.com
Reason: I am approving this
document with my legally binding
signature
Location: your signing location here
Date: 2025.08.28 09:54:59-04'00'
Foxit PhantomPDF Version: 10.1.7

Brooke Gagne
Attorney-in-Fact
Travelers Casualty and Surety Company of America



D.R. REYNOLDS COMPANY, INC.



Travelers Casualty and Surety Company of America
Travelers Casualty and Surety Company
St. Paul Fire and Marine Insurance Company

POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS: That Travelers Casualty and Surety Company of America, Travelers Casualty and Surety Company, and St. Paul Fire and Marine Insurance Company are corporations duly organized under the laws of the State of Connecticut (herein collectively called the "Companies"), and that the Companies do hereby make, constitute and appoint **Brooke Gagne** of **GREENSBORO**, **North Carolina**, their true and lawful Attorney(s)-in-Fact to sign, execute, seal and acknowledge any and all bonds, recognizances, conditional undertakings and other writings obligatory in the nature thereof on behalf of the Companies in their business of guaranteeing the fidelity of persons, guaranteeing the performance of contracts and executing or guaranteeing bonds and undertakings required or permitted in any actions or proceedings allowed by law.

IN WITNESS WHEREOF, the Companies have caused this instrument to be signed, and their corporate seals to be hereto affixed, this **21st** day of **April**, 2021.



State of Connecticut

City of Hartford ss,

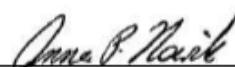
By: 
Robert L. Raney, Senior Vice President

On this the **21st** day of **April**, 2021, before me personally appeared **Robert L. Raney**, who acknowledged himself to be the Senior Vice President of each of the Companies, and that he, as such, being authorized so to do, executed the foregoing instrument for the purposes therein contained by signing on behalf of said Companies by himself as a duly authorized officer.

IN WITNESS WHEREOF, I hereunto set my hand and official seal.

My Commission expires the **30th** day of **June**, 2026




Anna P. Nowik, Notary Public

This Power of Attorney is granted under and by the authority of the following resolutions adopted by the Boards of Directors of each of the Companies, which resolutions are now in full force and effect, reading as follows:

RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President, any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary may appoint Attorneys-in-Fact and Agents to act for and on behalf of the Company and may give such appointee such authority as his or her certificate of authority may prescribe to sign with the Company's name and seal with the Company's seal bonds, recognizances, contracts of indemnity, and other writings obligatory in the nature of a bond, recognizance, or conditional undertaking, and any of said officers or the Board of Directors at any time may remove any such appointee and revoke the power given him or her; and it is

FURTHER RESOLVED, that the Chairman, the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President may delegate all or any part of the foregoing authority to one or more officers or employees of this Company, provided that each such delegation is in writing and a copy thereof is filed in the office of the Secretary; and it is

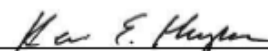
FURTHER RESOLVED, that any bond, recognizance, contract of indemnity, or writing obligatory in the nature of a bond, recognizance, or conditional undertaking shall be valid and binding upon the Company when (a) signed by the President, any Vice Chairman, any Executive Vice President, any Senior Vice President or any Vice President, any Second Vice President, the Treasurer, any Assistant Treasurer, the Corporate Secretary or any Assistant Secretary and duly attested and sealed with the Company's seal by a Secretary or Assistant Secretary; or (b) duly executed (under seal, if required) by one or more Attorneys-in-Fact and Agents pursuant to the power prescribed in his or her certificate or their certificates of authority or by one or more Company officers pursuant to a written delegation of authority; and it is

FURTHER RESOLVED, that the signature of each of the following officers: President, any Executive Vice President, any Senior Vice President, any Vice President, any Assistant Vice President, any Secretary, any Assistant Secretary, and the seal of the Company may be affixed by facsimile to any Power of Attorney or to any certificate relating thereto appointing Resident Vice Presidents, Resident Assistant Secretaries or Attorneys-in-Fact for purposes only of executing and attesting bonds and undertakings and other writings obligatory in the nature thereof, and any such Power of Attorney or certificate bearing such facsimile signature or facsimile seal shall be valid and binding upon the Company and any such power so executed and certified by such facsimile signature and facsimile seal shall be valid and binding on the Company in the future with respect to any bond or understanding to which it is attached.

I, **Kevin E. Hughes**, the undersigned, Assistant Secretary of each of the Companies, do hereby certify that the above and foregoing is a true and correct copy of the Power of Attorney executed by said Companies, which remains in full force and effect.

Dated this **28th** day of **August**, 2025.




Kevin E. Hughes, Assistant Secretary

To verify the authenticity of this Power of Attorney, please call us at 1-800-421-3880.

Please refer to the above-named Attorney(s)-in-Fact and the details of the bond to which this Power of Attorney is attached.





CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
8/27/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Scott Insurance - Greensboro 400 Bellemeade Street Suite 201 Greensboro NC 27401		CONTACT NAME: Rae Finlayson PHONE (A/C No. Ext): 704-644-7907 E-MAIL: rfinlayson@scottins.com ADDRESS: rfinlayson@scottins.com		
INSURED D. R. Reynolds Co., Inc. 708 Griffin Farm Rd. Star NC 27356		INSURER(S) AFFORDING COVERAGE		NAIC #
		INSURER A: Travelers Property Casualty Company of America (A+)		25674
		INSURER B: THE CINCINNATI INS CO (A+)		10677
		INSURER C: Evanston Insurance Company (A)		35378
		INSURER D: The Charter Oak Fire Insurance Company (A++)		25615
		INSURER E: Travelers Casualty and Surety Company (A++)		19038
		INSURER F:		

COVERAGES

CERTIFICATE NUMBER: 1157538544

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR VWD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
D	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☒ POLICY ☐ PRO-JECT ☐ LOC ☐ OTHER:			DT-CO-3L951031-COF-24	10/1/2024	10/1/2025	EACH OCCURRENCE \$1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$300,000 MED EXP (Any one person) \$5,000 PERSONAL & ADV INJURY \$1,000,000 GENERAL AGGREGATE \$2,000,000 PRODUCTS - COM/PROP AGG \$2,000,000 BI & PD Deductible \$2,500
D	☒ AUTOMOBILE LIABILITY ☒ ANY AUTO ☒ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☒ HIRED AUTOS ONLY ☐ NON-OWNED AUTOS ONLY			810-3L730758-18-26-G	10/1/2024	10/1/2025	COMBINED SINGLE LIMIT (Ea accident) \$1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	☒ UMBRELLA LIAB ☒ EXCESS LIAB ☐ DED ☒ RETENTION \$10,000			CUP-3L962611-24-26	10/1/2024	10/1/2025	EACH OCCURRENCE \$5,000,000 AGGREGATE \$5,000,000 \$
E	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N ☒ Y ☐ N	N/A	UB-4R297518-24-G	10/1/2024	10/1/2025	☒ PER STATUTE ☐ OTH-ER E.L. EACH ACCIDENT \$1,000,000 E.L. DISEASE - EA EMPLOYEE \$1,000,000 E.L. DISEASE - POLICY LIMIT \$1,000,000
B C D	Excess Liability Excess Liability Riggins Liability			EXS0653048 MCGX10193300 QT-830-2P647403-COF-24	10/1/2024 10/1/2024 10/1/2024	10/1/2025 10/1/2025 10/1/2025	\$5,000,000 each \$5,000,000 each \$1,000,000 \$5,000,000 agg \$5,000,000 agg \$25K Deductible

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Leased and Rented Equipment: \$500,000 Limit / \$1,000 Deductible

Policy# QT-830-2P647403-COF-24

Carrier - The Charter Oak Fire Insurance Company (A++)

Effective - 10/1/2024-10/1/2025

Pollution & Professional Liability: \$1,000,000 Per Occurrence/ \$1,000,000 Aggregate / \$10,000 Retention

Policy# ZCE-51N85318-24-SK

Carrier - St. Paul Surplus Lines Insurance Company (A++)

Effective - 10/1/2024-10/1/2025

CERTIFICATE HOLDER

CANCELLATION

Sample

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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ACORD 25 (2016/03)

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D.R. REYNOLDS COMPANY, INC.

Statement of Firm's Ability to Provide Performance and Payment Bonds:

D. R. Reynolds Company, Inc. has financial strength and established relationships with reputable surety providers to furnish all required performance and payment bonds for public and private construction projects. We have a proven track record of successfully securing and maintaining these bonds in accordance with state and local requirements, and we are fully prepared to do so for this project.

Statement of Firm's Ability to Meet the Insurance Requirements:

D. R. Reynolds Company, Inc. maintains comprehensive insurance coverage that meets or exceeds standard requirements. Our policies include general liability, workers' compensation, automobile liability, and umbrella coverage, and we are fully capable of providing the Town with all necessary certificates of insurance and endorsements as required.

Thank You for Your Consideration!

*For more information, please contact Chris Langham.
Phone: 336-462-7634
Email: clangham@drreynolds.com*



Kannapolis City Council

City Council Agenda Staff Report

July 13, 2026

To: Mayor and City Council

From: Kristin Jones, Assistant City Manager

Subject: **ORDINANCE** - Budget Amendment #27-03 Appropriating Funding for the Construction and Equipment Purchase of the Western Communications Tower **UNANIMOUSLY APPROVED**

Recommended Action Requested by City Council

1. Motion to adopt the reimbursement resolution.
2. Motion to adopt ordinance - Budget Amendment #27-03 Appropriating Funding for the Construction and Equipment Purchase of the Western Communications Tower.

Required Votes to Pass Required Action

Majority Present at Meeting

Background

It has been established that law enforcement, fire personnel and EMS first responders currently have limited (sometimes absent) radio communication when responding to emergency calls for service in northwest Cabarrus County. The lack of reliable communication creates delays and confusion for police, fire, and EMS personnel in the area. A federal grant of \$963,000 has been secured and will be used to reduce the local costs for this project. Cabarrus County has also agreed to appropriate \$250,000 towards this effort and Rep. Grant Campbell has allocated \$83,000 towards this effort. \$200,000 has been previously appropriated from fund balance for planning, design and bidding. \$30,000 of these funds have been spent to date.

The total project cost for a new tower has grown to approximately \$3.2 million which would require about \$1.7 million in local funding from cash or debt funded. Attached is a reimbursement resolution, should the decision be made to issue debt for this project and reimburse the expenses. For the time being, this project is being funded from one-time cash reserves.

Fiscal Implications

A budget amendment is needed to appropriate the outside funding sources and local funding for the construction and equipment purchases related to this tower.

Alternate Courses of Action

1. Table action to a future meeting.
2. Take no action.

Attachments

1. 2026-35 Ordinance for BA #27-03 Construction and Equipment for Western Comm Tower
2. 2026-32 Resolution Declaring Intent to Reimburse for Construction and Equipment Purchase of Western Communications Tower

**ORDINANCE FOR BUDGET AMENDMENT
CONSTRUCTION AND EQUIPMENT FOR WESTERN COMMUNICATIONS TOWER
BA #27-03**

BE IT ORDAINED by the City Council of the City of Kannapolis, North Carolina that, pursuant to Section 13.2 of Chapter 159 of the General Statutes of North Carolina, the following Project Budget Ordinance is hereby adopted:

Section 1. The project consists of the construction of a Western Communication Tower.

Section 2. The City Manager is hereby directed to proceed with the Project with the North Carolina General Statutes and the budget contained herein.

GENERAL FUND

Revenue:	Increase: Fund Balance Appropriates Revenue: 19900-39900	\$1,704,000
Expenditure:	Increase: Transfer to Capital Projects Expenditure: 19000-57200	\$1,704,000

WESTERN COMMUNICATION TOWER

Section 3. The following revenues are expected to be available to complete this project:

Increase	18500-39200-WCTWR: Transfer from GF	\$1,704,000
Increase	18500-33000-WCTWR: Federal Grant	\$963,000
Increase	18500-34000-WCTWR: State Grant	\$83,000
Increase	18500-35100-WCTWR: Cabarrus Contributions	\$250,000

Total Revenues:	\$3,000,000
------------------------	--------------------

Section 4. The following amount is appropriated for the project:

Increase:	18500-59400-WCTWR: Capital Improvements	\$3,000,000
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Total Expenditures:	\$3,000,000
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Section 5. The Finance Officer is hereby directed to maintain within the Capital Project Fund sufficient specific detailed accounting records to provide for accounting to the City Council grantor agency required by the Grant Agreement(s) and federal and state regulations.

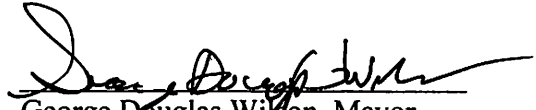
Section 6. The Finance Officer is directed to report quarterly on the financial status of each project element in Section 4 and on total project revenues received or claimed.

Section 7. The Finance Officer is directed to include a detailed analysis of past and future costs and revenues on this project in every budget submission presented to City Council.

Section 8. The City Manager is hereby authorized to transfer funds from one line item to another line item without further approval by the City Council.

Section 9. Copies of this Capital Project Budget Ordinance shall be made available to the Finance Officer for direction in carrying out this project.

This Ordinance is approved and adopted this 13th day of July.


George Douglas Wilson, Mayor
City of Kannapolis

ATTEST:


Pam Scaggs, CMC/NCCMC
City Clerk

RESOLUTION OF KANNAPOLIS, NORTH CAROLINA DECLARING THE INTENT TO REIMBURSE ITSELF FOR GENERAL FUND CAPITAL EXPENDITURES FROM THE PROCEEDS OF CERTAIN TAX-EXEMPT OBLIGATIONS RELATED TO CONSTRUCTION AND EQUIPMENT PURCHASE OF WESTERN COMMUNICATION TOWER

WHEREAS, the City Council of the City of Kannapolis, North Carolina ("**City**") has determined that it is in the best interests of City to finance the construction of a new public safety communications tower (the "**Project**");

WHEREAS, the City presently intends, at one time or from time to time, to finance a portion of the costs of the Project with proceeds of tax-exempt obligations and reasonably expects to cause to be executed and delivered tax-exempt obligations (the "**Obligations**") to finance, or to reimburse itself for, costs of the Project; and

WHEREAS, the City desires to proceed with the Project and will incur and pay certain expenditures in connection with the Project prior to the date of execution and delivery of the Obligations (the "**Original Expenditures**"), such Original Expenditures to be paid for originally from a source other than the proceeds of the Obligations, and the City intends, and reasonably expects, to be reimbursed for such Original Expenditures from a portion of the proceeds of the Obligations to be executed and delivered from time-to-time at a date or dates occurring after the dates of such Original Expenditures;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Kannapolis, North Carolina as follows:

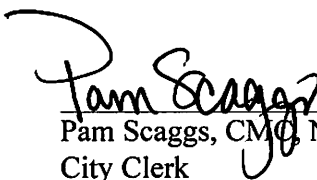
Section 1. **Official Declaration of Intent.** The City presently intends, and reasonably expects, to reimburse itself for the Original Expenditures incurred and paid by the City on or after the date occurring 60 days prior to the date of adoption of this Resolution from a portion of the proceeds of the Obligations. The City reasonably expects to execute and deliver the Obligations to finance a portion of the costs of the Project and the maximum principal amount of Obligations expected to be executed and delivered by City to pay for all or a portion of the costs of the Project is approximately \$3,200,000.

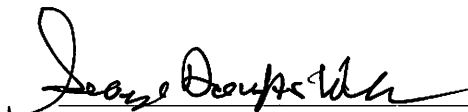
Section 2. **Compliance with Regulations.** The City adopts this Resolution as a declaration of official intent under Section 1.150-2 of the Treasury Regulations promulgated under Section 103 of the Internal Revenue Code of 1986, as amended, to evidence the City's intent to reimburse itself for the Original Expenditures from proceeds of the Obligations.

Section 3. **Itemization of Capital Expenditures.** The Finance Director of the City, with advice from bond counsel, is hereby authorized, directed and designated to act on behalf of the City in determining and itemizing all of the Original Expenditures incurred and paid by the City in connection with the Project during the period commencing on the date occurring 60 days prior to the date of adoption of this Resolution and ending on the date of execution and delivery of the Obligations.

Section 4. **Effective Date.** This Resolution shall become effective immediately upon the date of its adoption.

Adopted July 13, 2026


Pam Scaggs, CMC, NCCMC
City Clerk

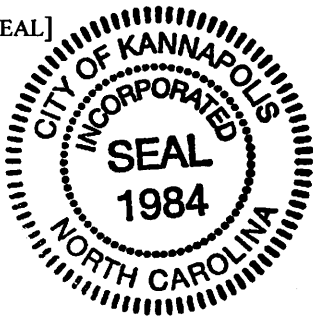

George Douglas Wilson, Mayor
City of Kannapolis

STATE OF NORTH CAROLINA)
)
CITY OF KANNAPOLIS) SS:

I, PAM SCAGGS, City Clerk of the City of Kannapolis, North Carolina, ***DO HEREBY CERTIFY*** that the foregoing is a true and exact copy of the extract of minutes for the adoption of a resolution entitled “**RESOLUTION OF THE CITY OF KANNAPOLIS, NORTH CAROLINA DECLARING THE INTENT TO REIMBURSE ITSELF FOR GENERAL FUND CAPITAL EXPENDITURES FROM THE PROCEEDS OF CERTAIN TAX-EXEMPT OBLIGATIONS**” by the City Council of the City of Kannapolis, North Carolina, at a meeting held on the 13th day of July, 2026.

WITNESS my hand and the corporate seal of the City of Kannapolis, North Carolina, this the 13 day of July, 2026.

[SEAL]





Pam Scaggs, CMC, WCCMC
City Clerk
City of Kannapolis, North Carolina



Kannapolis City Council

City Council Agenda Staff Report

July 13, 2026

To: Mayor and City Council
From: Pam Scaggs, City Clerk
Subject: **MINUTES:** May 20, 2026 (Special Meeting); June 8, 2026 and June 22, 2026 **UNANIMOUSLY APPROVED**

Recommended Action Requested by City Council

Motion to approve

Required Votes to Pass Required Action

Majority Present at Meeting

Background

Fiscal Implications

Alternate Courses of Action

Attachments

1. 2026.05.20 Council Meeting Draft
2. 2026.06.08 Council Meeting Draft
3. 2026.06.22 Council Meeting Draft

**CITY OF KANNAPOLIS
CITY COUNCIL SPECIAL MEETING MINUTES
May 20, 2026**

A special meeting of the Kannapolis City Council was held on Monday, May 20, 2026, at 6:04 PM, Kannapolis City Hall located at 401 Laureate Way, Kannapolis, NC.

CITY COUNCIL MEMBERS PRESENT:

Council Members: Doug Wilson, Mayor
Darrell Jackson
Dianne Berry
Isaiah Payne
Jeanne Dixon
Naomi Hatchell

Council Members Absent: Ryan Dayvault, Mayor Pro Tem

City Manager: Wilmer Melton

Deputy City Manager: Eddie Smith

Assistant City Manager: Tina Cline

Assistant City Manager: Kristin Jones

City Attorney: Andrew Kelly

Staff Present:	Tony Eury	David Jordan
	Betsy Barnette	Becky Tolle
	Brett Mann	Suzanne
	Brian Roberts	Carson Purvis
	Suzanne Burgess	Terry Spry
	Kirk Beard	Alex Anderson
	Gerald Faulkner	Richard Smith
	Jenny Johnson	Michael Rattler
	Gary Mills	Irene Wong

Visitors Present:	Sophia Wilkerson	Flora Allison
	Nancy Anthony	Melinda Richardson
	Mechel Johnson	Johnsie Tucker
	Leonard Jarvis	Justin Lewter
	Mark Spitzer	Zach Erwin
	Connie Rheinecker	Ingrid Nurse
	Rhonda Barber	Tracy Caldwell

CALL TO ORDER AND WELCOME

Mayor Wilson called the meeting to order and welcomed all in attendance.

1 **PLEDGE OF ALLEGIANCE**

2 Mayor Pro Tem Dayvault led the Pledge of Allegiance.

3
4 **ADOPTION OF AGENDA**

5 Mayor Wilson called for a motion regarding the Agenda. Council Member Dixon made the motion
6 to approve, second by Council Member Berry and unanimously approved.

7
8 **BUSINESS AGENDA**

9 **Presentation – Recommended FY 2026-2027 Budget (Wilmer Melton, City Manager; Kristin**
10 **Jones, Assistant City Manager and Brian Roberts, Finance Director) (Copy included as Agenda**
11 **Item A.A.)**

12 Mr. Melton thanked staff for helping prepare the budget. He, along with Assistant City Manager
13 Kristin Jones and Finance Director, Brian Roberts provided a presentation that framed the budget
14 around three core priorities: supporting employees as the City's most valuable asset, maintaining fiscal
15 responsibility through rate adjustments and reduced discretionary spending, and reinvesting in core
16 services including public safety, infrastructure, and capital equipment replacement. Mr. Melton noted
17 that some city vehicles are more than 20 years old and in urgent need of replacement.

18
19 Ms. Jones added that the proposed budget includes a 5 percent total performance pay increase for all
20 employees, structured as a 3 percent merit increase combined with a 2 percent cost of living increase.
21 Workers' compensation costs are projected to increase by 20 percent, which is higher than the typical
22 10–15 percent budgeted in prior years, and driven by observed claims trends. Mr. Roberts noted that
23 the City is self-insured for workers' compensation, with plan administration handled by the North
24 Carolina League of Municipalities.

25
26 Ms. Jones stated that no change to the property tax rate is recommended. Property tax collections are
27 projected to increase by approximately 3.5 percent, reflecting estimated growth in property
28 valuations. She noted that prior years had seen 5–8 percent natural growth, and the revised estimate
29 realigns projections with more conservative, realistic expectations. Sales tax revenues are projected
30 to increase, and franchise tax revenue is estimated to increase by approximately 9 percent. Ballpark
31 revenue is estimated at \$600,000.

32
33 Mr. Melton stated that rate adjustments are proposed for water and sewer services with the largest
34 driver being the increased cost of wastewater treatment associated with the Rocky River Wastewater
35 Treatment Plant expansion operated by the Water and Sewer Authority of Cabarrus County
36 (WSACC). The proposed sewer rate increases include a \$4.80 increase on the base bill and a \$1.08
37 per-thousand-gallon increase on the volumetric charge. Water rate increases include a \$1.45 base bill
38 increase and a 0.53 cent increase volumetric water charge. Mr. Melton explained that the rate structure
39 was deliberately split between base and volumetric charges to give customers an opportunity to
40 manage their bills through conservation. He also noted that if anticipated grant funding for sewer
41 treatment needs is secured, Council would have the option to revisit and reduce consumer rates. The
42 overall water and sewer fund reflects a 14.35 percent change from the prior fiscal year. Stormwater
43 rates reflect a recommended increase of at least one dollar per tier, with an overall fund change of
44 approximately 7.98 percent. An additional \$1.2 million increase in wastewater treatment costs from
45 FY 2025 results were noted as already incorporated into the projections.

1 Ms. Jones stated that the general fund reflects a 4.4 percent change from the prior fiscal year with
2 public safety, police and fire, representing approximately 39 percent of the general fund budget.
3 General government accounts for 16 percent, debt service 15 percent, parks 11 percent, and operations
4 and other departments the remainder. Capital outlay includes \$6 million in debt service for vehicle
5 and equipment replacement. An Adaptive Response Vehicle (ARV) unit has already been purchased
6 and was noted as ready for service. Streets and sidewalk replacement received an additional \$900,000
7 allocation.

8
9 Mr. Melton stated that with emergency response designated as a priority, a new fire station in the
10 western part of the City is being actively pursued, with a planning meeting scheduled for the following
11 day. In the interim, a contract with the O'Dell Fire Department is in place to provide mutual aid
12 coverage for the area, at a cost of \$200,000 until a permanent facility is established. He added that
13 the budget proposes a \$175,000 reduction from the previously projected \$575,000 cost for the summer
14 concert series, resulting in a total allocation of \$400,000.00,

15
16 Considerable discussion was devoted to the financial performance and long-term sustainability of the
17 City's entertainment venue, the Swanee. Mrs. Jones noted that the FY 2027 budget had included a
18 general fund subsidy of \$469,983 for the venue, reflecting budgeted revenues of \$360,000 against
19 expenses of \$829,983. The proposed budget reduces projected expenses with staff acknowledging
20 that revenue projections have been right-sized downward to more accurately reflect actual
21 performance, as prior budgets had overstated anticipated revenues. Current-year actuals show
22 expenses of approximately \$583,446 against revenues of \$303,000, yielding a subsidy of roughly
23 \$280,000, an improvement over the budgeted figure.

24
25 Council Member Hatchell expressed concern that the subsidy level, even as reduced, remains an
26 undue burden on City residents and taxpayers. She stated a preference for a model in which the facility
27 is rented to outside promoters and event organizers rather than the City directly producing
28 programming, arguing this would dramatically reduce the City's financial exposure while still
29 activating the venue. Council Member Hatchell noted that while the facility brings visitors to
30 Kannapolis and generates some sales tax revenue, that revenue likely does not offset the level of
31 subsidy being provided. She emphasized that her position was not to eliminate the venue, but to
32 restructure its operating model so the City is not absorbing losses of that magnitude.

33
34 Council Member Jackson acknowledged Council Member Hatchell's concerns but noted that a
35 significant amount of taxpayer money has already been invested into the facility, arguing that it would
36 be imprudent to simply write it off. He suggested that a defined timeframe, potentially 24 months, to
37 aggressively market the venue, lower rental rates to attract outside promoters, and pursue wedding
38 and private event business, noting that the venue faces no real competition in that market segment.
39 He also pointed out that the City's fiscal year structure, ending and beginning in June, creates a
40 structural disadvantage because the most lucrative entertainment business typically occurs in the
41 fourth quarter of the calendar year.

42
43 Mayor Wilson agreed that further reducing rental rates could make the venue more attractive to
44 outside promoters. Mr. Melton responded that rental rates had already been lowered as part of the
45 business plan but agreed with Council Member Jackson that a more aggressive marketing strategy is
46 needed to increase bookings. Council Member Hatchell questioned whether the proposed \$20,000
47 communications and advertising budget would be sufficient to achieve that goal. Mr. Melton replied

1 that the venue currently operates under a three-year marketing plan but acknowledged that marketing
2 efforts could be expanded and made more aggressive.

3
4 Mayor Pro Tem Dayvault agreed that the current expenditure level is too high given the broader
5 budget pressures and trade-offs being made elsewhere. He proposed that savings achieved by
6 reducing the venue's subsidy be specifically earmarked for microtransit service, framing this as a
7 more direct and effective investment in residents who depend on public transportation. He also noted
8 that a \$20,000 advertising budget for the venue is unlikely to be impactful if the intent is to drive
9 meaningful revenue growth.

10
11 Council discussion then shifted to transit services, focusing on pre-pandemic ridership data and how
12 ridership is reported. Council Member Hatchell noted that ridership totals count each individual
13 boarding, meaning a person transferring between two buses during a single trip is recorded as two
14 rides. She questioned the frequently cited figure of 430,000 annual riders, noting that it represents a
15 2019 peak that has not been matched since. Given Cabarrus County's population, she argued that the
16 number could create the misleading impression of near-universal bus usage. She also questioned the
17 validity of a survey indicating that 72 percent of riders use the system daily, noting that it was
18 conducted at the transit center in 2022, included fewer than 200 respondents, and therefore did not
19 represent a statistically representative cross-section of Kannapolis residents or overall system
20 performance.

21
22 Generally, Council agreed that public transit remains essential for a segment of the community but
23 expressed the view that the existing fixed-route bus system is an outdated model that is not well suited
24 to Kannapolis's size, development pattern, or travel demand. Several members stated that the current
25 system is neither an efficient use of resources nor the most effective way to serve riders.

26
27 Several Council members advocated transitioning to a microtransit model, noting that communities
28 including High Point, Davidson, Salisbury, Gastonia, Wilson, and parts of Charlotte have adopted
29 similar approaches in response to low fixed-route ridership relative to operating costs. Mayor Pro
30 Tem Dayvault commented that microtransit was discussed at a national conference in 2019, identified
31 as a future direction in the CPMT's 2020 transit plan, and raised again by community groups in
32 Concord in 2024. He characterized the current proposal as the continuation of a long-recognized
33 strategy rather than a new initiative and expressed frustration that the concept had not been
34 implemented despite years of planning and discussion. Council Member Berry added that paratransit
35 services through CK Rider and the Cabarrus County Community Transportation System (CCTS) is
36 an available alternative and continues to provide lower-cost or no-cost transportation options for
37 eligible residents, including older adults and individuals with mobility impairments who may be
38 unable to access fixed-route bus stops. Council Member Dixon cautioned that eligibility requirements
39 limit access to the CCTS and noted that implementing a microtransit program would also involve
40 significant costs. Mayor Pro Tem Dayvault acknowledged that microtransit is an expensive service
41 model but stated that he would support the additional investment if it delivers transportation more
42 efficiently and effectively than the existing fixed-route system.

43
44 Mr. Melton stated that staff is actively working with Cabarrus County and regional partners to develop
45 a microtransit program, and Council expressed support for formally allocating funding to that effort
46 once service parameters and implementation details are established.

1 Council Member Hatchell requested that the City's current transit plan, including anticipated route
2 changes and implementation timelines, be posted online to ensure residents are informed before
3 service changes take effect.
4

5 Mayor Pro Tem Dayvault requested that a Capital project list be made available on the City's website.
6 Mr. Melton agreed and added that it would be updated as the projects progress.
7

8 **MOTION TO ADJOURN**

9 There being no further business, Council Member Dixon made the motion to adjourn, second by
10 Mayor Pro Tem Dayvault, and the motion was unanimously approved.
11

12 The meeting adjourned at 7:24 P.M. on Monday, May 20, 2026.
13
14
15
16

17 _____
18 George Douglas Wilson, Mayor
19 City of Kannapolis
20

21 _____
22 Pam Scaggs, CMC, NCCMC
City Clerk

**CITY OF KANNAPOLIS
CITY COUNCIL MEETING MINUTES
Work Session
June 8, 2026**

A meeting of the Kannapolis City Council was held on Monday, June 8, 2026, at 6:02 PM, Kannapolis City Hall located at 401 Laureate Way, Kannapolis, NC.

CITY COUNCIL MEMBERS PRESENT:

Council Members: Doug Wilson, Mayor
Darrell Jackson
Dianne Berry
Isaiah Payne
Naomi Hatchell

Council Members Absent: Ryan Dayvault, Mayor Pro Tem
Jeanne Dixon

City Manager: Wilmer Melton

Deputy City Manager: Eddie Smith

Assistant City Manager: Kristin Jones

City Attorney: Andrew Kelly

Staff Present:	Tony Eury	David Jordan
	Gary Mills	Elizabeth McCarty
	Terry Spry	Tracy Winecoff
	Suzanne Burgess	Brian Roberts
	Alex Anderson	Annette Privette-Keller
	Michael Rattler	

Visitors Present:	Tricia Douglas	Shelly McBride
	Brad Spry	Phil Goodman
	Mike McLain	Gary Walter
	Betty Walter	Michael Cole
	Pam Smith	Sam Merchak
	Steve Robinson	Tim Jung
	Sophia Wilkerson	Mark Spitzer
	Larry Penaloza	Willie Rash
	James Gaily	Elizabeth Tilley
	Jacqueline Anthony	Dr. Ruby Anthony-White
	Bill Hallman	Deborah Johnston
	Darrell Hinnant	Tricia Douglas
	Justin Lewter	Anita Massey
	Zach Erwin	Demitri Grigley

CALL TO ORDER AND WELCOME

Mayor Wilson called the meeting to order and welcomed all in attendance.

1 **PLEDGE OF ALLEGIANCE**

2 Council Member Payne led the Pledge of Allegiance.

3
4 **ADOPTION OF AGENDA**

5 Mayor Wilson called for a motion regarding the Agenda. Council Member Jackson made the motion to
6 approve, second by Council Member Payne and unanimously approved.

7
8 **RECOGNITION AND PROCLAMATIONS**

9 A Proclamation recognizing Juneteenth National Independence Day was read and presented to Demetri
10 Grigley by City Clerk Pam Scaggs.

11
12 **SPEAKERS FROM THE FLOOR**

13 Shelly McBride spoke in support of establishing a welcome center and history museum in Kannapolis.
14 She reflected on the city's rich heritage and the contributions of figures such as Charles Cannon, noting
15 his donation of the polio serum and his support of the YMCA. She argued that a museum would preserve
16 community memories through photographs, artifacts, and personal stories; attract visitors who would
17 support local businesses; and serve as a resource for researchers, students, and civic groups.

18
19 Mike McLain a former Kannapolis resident who worked in the research and development and public
20 relations departments of Cannon Mills in the late 1960s and early 1970s, expressed strong support for the
21 proposed welcome center and history museum. He described the significance of locating the facility near
22 the Gem Theater and noted that historical artifacts from Cannon Mills are currently scattered and would
23 benefit from being consolidated and better preserved in one location.

24
25 Gary Walter offered a broad case for the civic and economic value of visitor centers and museums. He
26 described them as strategic assets for community engagement, tourism development, and urban vitality,
27 noting their role as anchors for urban revitalization, generators of foot traffic for local businesses, and
28 civic laboratories for education and community dialogue. He emphasized that modern museums must tell
29 complete, multi-perspective histories to remain relevant.

30
31 Dr. Ruby Anthony-White thanked God, former Mayor Darrell Hinnant, former City Manager Mike Legg,
32 and the former City Council for supporting the formation of KAA-MaCC (Kannapolis African-American
33 Museum and Cultural Center). She also thanked Mayor Wilson, City Manager Wilmer Melton and the
34 current City Council for continuing to move the project forward. She noted that KAA-MaCC operated for
35 13 years without a permanent location. Jacqueline Anthony thanked the City for providing the former
36 Wells Fargo building as a future location of KAA-MaCC, stating it would help preserve and share the
37 community's stories. Together, they emphasized that the museum is intended to be more than a historical
38 exhibit, it is a place to learn, connect, and preserve a complete and inclusive history through continued
39 partnership with the City and community stakeholders.

40
41 Deborah Johnston spoke on behalf of residents near Midlake Road who were promised a park that has not
42 been developed. She described residents having to walk in a gully due to the lack of a sidewalk connection
43 to the proposed park site and stated that gravel had been laid but no further progress had been made. She
44 urged Council to reconsider canceling the park project, citing the benefits for older residents, young
45 people, and those in need of outdoor space and mental health respite.

46
47 Phil Goodman argued for the importance of establishing a downtown history museum. He outlined the
48 city's unique heritage spanning its transformation from farmland to textile industry to a research
49 community and noted that the city had previously operated a visitor center with artifact displays from

1 1974 to 2005. He clarified that funds identified several years ago by City Council for a future history
2 museum would not be drawn from East Side Park or CK Rider program funds and characterized the
3 current Council as the first in many years to be focused on addressing longstanding neglected issues. He
4 urged Council to provide Kannapolis with a welcome center and museum.

5
6 Bill Hallman, a historian and genealogist with family roots in the Kannapolis area, spoke in support of the
7 history museum. He highlighted the area's deep historical significance, noting that the Great Wagon Road
8 passed within close proximity to the current Main Street and that President George Washington traveled
9 through the region approximately 240 years ago. He referenced a 1770 Collett map to illustrate the
10 historical importance of the area and encouraged Council to approve funding for the history museum.

11 12 **CONSENT AGENDA**

13 Mayor Wilson called for a motion regarding the Consent Agenda. Council Member Payne made the
14 motion to approve, second by Council Member Berry and the motion carried unanimously.

15
16 Voluntary Annexation – (A-2026-05) 0.288 +/- acres of unaddressed contiguous property located on South
17 Chapel Street (Elizabeth McCarty, Assistant Planning Director) (Copy included as Agenda Item F.A)

18
19 Voluntary Annexation – (A-2026-06) 18.7 +/- acres of contiguous property located at 6758 Davidson
20 Highway and an Unaddressed Parcel on Davidson Highway (Elizabeth McCarty, Assistant Planning
21 Director) (Copy included as Agenda Item F.B.)

22
23 First Reading TA-2026-02 – Kannapolis Development Ordinance (KDO) Text Amendment to several
24 sections (Elizabeth McCarty, Assistant Planning Director) (Copy included as Agenda Item F.C.)

25
26 Minutes – April 27, 2026 (Open & Closed); April 30, 2026 Special Meeting and May 11, 2026 (Pam
27 Scaggs, City Clerk) (Copies attached for reference)

28 29 **BUSINESS AGENDA**

30 **Public Hearing – Proposed Budget for FY 2026-2027 (City Manager, Wilmer Melton) (Copy** 31 **included as Agenda Item G.A.)**

32 City Manager Wilmer Melton deferred to Assistant City Manager Kristin Jones to provide an overview
33 of budget changes. Mrs. Jones presented proposed modifications to the FY 2026–2027 General Fund
34 budget since its initial presentation in early May. She explained that changes were driven by the
35 availability of an additional month of actual revenue and expenditure data, which allowed for more refined
36 projections.

37
38 The key proposed changes were as follows:

- 39 • **Swanee Theater Subsidy Reduction:** The general fund subsidy to the Swanee Theater was
40 proposed to be reduced from \$469,983 to \$200,000—a reduction of \$269,000. The stated goal
41 was to move the theater toward financially sustainable operations within 18 months by increasing
42 rental and event revenue and expanding cost-effective passive recreation programming. Total
43 Swanee revenues were proposed at \$310,000 against total expenses of \$510,000. Staff noted that
44 while revenue-generating efforts were underway, a conservative revenue forecast was
45 recommended for FY 2027.
- 46 • **Sales Tax Revenue Increase:** Based on March sales tax collection data showing approximately
47 8.75% year-over-year growth, projected sales tax revenues were revised upward by \$101,496,

1 bringing the FY 2027 sales tax estimate to \$18,540,000—the city's second-largest revenue stream
2 at approximately 20% of general fund revenues.

- 3 • Odell Volunteer Fire Department Contract Reduction: The contract paid to the Odell Volunteer
4 Fire Department was reduced by \$168,000 under a newly negotiated agreement rate-locked at
5 \$500,000 per year for three years.
- 6 • Special Expenses Increase: Special expenses were increased by \$520,000 to set aside funds for
7 debt service related to fire protection and a satellite police location in the western part of the city.
8

9 The overall net change to the General Fund was an increase of \$51,496, bringing the proposed General
10 Fund budget from approximately \$89.7 million to \$89.8 million.
11

12 There being no questions or comments from Council, Mayor Wilson opened the Public Hearing.
13

14 Brad Spry opposed eliminating the brown bus route and weekend service. He speculated the cuts were
15 driven not by low ridership but by a 33% first-year cost increase in the new fixed-route bus contract, as
16 documented in the March 17, 2026 Cabarrus-Rowan Transit Commission minutes. He noted that when
17 the transit contract was competitively bid, the only on-demand provider, Wave Rideshare, was deemed
18 nonresponsive, showing the private market could not reliably provide microtransit. Citing a February 2024
19 Rider Transit analysis showing microtransit costs more than a fixed-route service, he urged Council to
20 restore full CK Rider funding and consider reallocating dollars from the entertainment budget.
21

22 Darrell Hinnant provided a broad critique of the proposed \$134 million budget, calling it the worst budget
23 he had seen during his time with the City. He noted it increased spending by approximately \$8.2 million
24 over the current year, potentially the largest year-over-year increase in Kannapolis history outside the
25 COVID funding years. He questioned reductions in transit funding, including the elimination of weekend
26 bus service after July 1, and the cancellation of the East Side Park project. He also expressed concern
27 about accelerating the Swanee Theater's path to financial self-sufficiency from three years to 18 months,
28 the limited size of the proposed museum for its intended uses, the lack of additional investment in public
29 safety, and the loss of a downtown hotel developer, whom he said shifted investment to another city due
30 to a lack of trust.
31

32 Tricia Douglas spoke about her reliance on paratransit, which requires fixed-route bus stops to operate.
33 After contacting the city, she was directed to county transit, discovering it only covers medical trips, not
34 grocery or downtown access. She urged Council to consider public transit-dependent residents.
35

36 Michael Cole spoke as a parent and educator. His 20-year-old son Jacob, who has autism and ADHD,
37 relies on the brown route daily for independent travel to his job downtown. He emphasized that the route
38 is crucial for his son's development of independence, enabling access to work, medical appointments, and
39 grocery shopping, and asked Council to reconsider eliminating the route.
40

41 Larry Penaloza expressed his mother's reliance on the brown route, causing anxiety about losing her sole
42 transportation for work and appointments. He stated removing the route would undermine future
43 generations' opportunities and weaken community support. He voiced frustration over the inability to fund
44 the service despite an \$8,000,000 budget increase.
45

1 Justin Lewter expressed concern that budget cuts disproportionately affect the city's most vulnerable
2 residents. He emphasized the need for a robust public transportation system and suggested focusing on
3 marketing and service improvements to increase ridership instead of cutting services.

4
5 Anita Massey, a Kannapolis City Schools employee and bus driver, emphasized that students and parents
6 depend on the CK Rider brown route for school access and meetings, and Rowan-Cabarrus Community
7 College students rely on it for education access. She urged Council to keep the brown route.

8
9 Zach Erwin reflected on the moral dimensions of the budget, quoting Hubert H. Humphrey: "The moral
10 test of government is how it treats children, the elderly, and the disadvantaged." He urged Council to
11 consider if the budget met this standard and highlighted the two-week window for revisions before
12 adoption.

13
14 Willie Rash described the 47% decrease in transit funding as alarming and burdensome for the least
15 fortunate. He highlighted increased emergency housing needs due to loss of transit to jobs. He urged
16 Council to cut entertainment spending rather than transit, noting the lack of a clear on-demand transit plan.

17
18 Mark Spitzer stated his strong support for reinstating funding for the transit system, including the brown
19 route, and asked that Council restore those funds.

20
21 Louise Carter, a non-Kannapolis resident, noted that she and members of her community rely on the brown
22 route and asked Council to reconsider its elimination

23
24 **CITY MANAGER REPORT**

25 Mr. Melton stated that he had nothing to report.

26
27 **CITY COUNCIL COMMENTS**

28 No comments from Council

29
30 **MOTION TO ADJOURN**

31 There being no further business, Council Member Berry made the motion to adjourn, second by Council
32 Member Hatchell, and the motion was unanimously approved.

33
34 The meeting adjourned at 7:15 P.M. on Monday, June 8, 2026.

35
36
37
38
39 _____
40 George Douglas Wilson, Mayor
41 City of Kannapolis

42
43 _____
44 Pam Scaggs, CMC, NCCMC
City Clerk

**CITY OF KANNAPOLIS
CITY COUNCIL MEETING MINUTES
Work Session
June 22, 2026**

A meeting of the Kannapolis City Council was held on Monday, June 8, 2026, at 6:01 PM, Kannapolis City Hall located at 401 Laureate Way, Kannapolis, NC.

CITY COUNCIL MEMBERS PRESENT:

Council Members: Doug Wilson, Mayor
Ryan Dayvault, Mayor Pro Tem
Darrell Jackson
Dianne Berry
Isaiah Payne
Jeanne Dixon
Naomi Hatchell

Council Members Absent: None

City Manager: Wilmer Melton

Assistant City Manager: Tina Cline

Assistant City Manager: Kristin Jones

City Attorney: Andrew Kelly

Staff Present:	Tony Eury	David Jordan
	Alex Anderson	Michael Dodge
	Brett Mann	Annette Privette-Keller
	Betsy Barnette	Suzanne Burgess
	Brian Roberts	Richard Smith
	Kirk Beard	Terry Spry
	Chris Hill	Tracy Winecoff
	Gary Mills	

Visitors Present:	Tricia Douglas	Sara Newell
	Jamie Richardson	Joe Hatley
	Pam Smith	Darrell Hinnant
	Justin Lewter	Kim Lewter
	Rhonda Barber	Tim Jung
	Demetra Grigley	Trenten Grigley
	Jackson Haire	Halle Dennis
	Boyd Bishop	Willie Rash
	Gary Walter	LeChisa Bailey
	Phil Goodman	Greg Lambert
	Pam Lambert	Adam Demon
	Donell Aikens	Gloria Talbert
	Jailene Lopez	Jamie Simons

Justin Knoll	Molly Eberle
Nick Eberle	Pamela Phifer
Ronald Flanders	Stephanie Forman
Susan Price	Christopher R
Leikela R	Beth Goodman
Dan Redding	Tracy Caldwell
MorAthi Howie	

CALL TO ORDER AND WELCOME

Mayor Wilson called the meeting to order and welcomed all in attendance.

PLEDGE OF ALLEGIANCE

Council Member Berry led the Pledge of Allegiance.

ADOPTION OF AGENDA

Mayor Wilson called for a motion regarding the Agenda. Council Member Dixon made the motion to approve, second by Council Member Berry and unanimously approved.

Mayor Wilson recognized City Manager Wilmer Melton, who reported that he had received a letter from Peter Flotz, managing partner of LMG (Lansing Melbourne Group), the developer proposing a downtown hotel project. Mr. Melton advised that copies of the letter had been provided to Council and explained that its purpose was to clarify miscommunication from the previous meeting. Reading excerpts, the letter emphasized that LMG's ongoing financing efforts should not be interpreted as a lack of confidence in the City, City Council, or City staff. Rather, the company reaffirmed its strong commitment to the project and its partnership with the City.

RECOGNITION AND PROCLAMATIONS

Police Chief Terry Spry announced the completion of the Police Department's 11th Citizens Academy and introduced Deputy Police Chief Chris Hill, who provided an overview of the program. Deputy Chief Hill explained that the Academy is designed to foster meaningful relationships between the Police Department and the community by promoting transparency and providing participants with an inside look at police operations.

Chief Spry and Deputy Chief Hill then presented certificates of completion to the following graduates: Adam Demon, Christopher R., Demetra Grigley, Donell Aikens, Gloria Talbert, Jackson Haire, Jailene Lopez, Jamie Simons, Justin Knoll, Leikela R., Molly Eberle, Nick Eberle, Pamela Phifer, Ronald Flanders, Stephanie Forman and Susan Price.

Proclamations recognizing the 250th anniversary of the United States of America and the month of July as Parks and Recreation Month were read and presented by Council Members Hatchell and Dixon (respectively).

SPEAKERS FROM THE FLOOR

Mayor Wilson acknowledged those who had signed up to speak on the transit matter, stating that that the City had reached a solution that would allow transit service to continue for another year without any reduction in routes or services. He expressed appreciation to Mr. Melton for his assistance in working through the issue and noted that the matter had been successfully resolved. He acknowledged Mr. Melton for comments regarding a separate issue.

1
2 Mr. Melton expressed appreciation to everyone who attended the Juneteenth Festival at Veterans
3 Park, noting that the event was a successful and meaningful celebration made possible by the
4 community's participation. He addressed confusion regarding a separate event held nearby,
5 explaining that the area known as the "horseshoe" was rented for a private event organized by
6 Southern Bikes and Nights, a food and entertainment event held from Friday through Sunday. The
7 event was separate from the Juneteenth Festival and had no affiliation with it. Mr. Melton added that
8 the City was not aware that one of the vendors at the private event would be selling and demonstrating
9 the use of whips. He noted that the private organizer confirmed there was no intent to offend or create
10 any association with Juneteenth. He apologized that the situation resulted in a negative connection to
11 an otherwise positive and significant community celebration and reaffirmed the City's commitment
12 to providing quality, family-friendly events for the entire community.
13

14 Beth Goodman speaking on behalf of Keisha Sandage, described the experience of attending the
15 Juneteenth celebration and encountering whip sales and cracking demonstrations at the adjacent
16 private event. She raised concerns about the historical symbolism of whips as instruments of slavery-
17 era violence and asked Council to review how the event was approved, who authorized the activity,
18 and what safeguards would be put in place to prevent similar incidents in the future.
19

20 Justin Lewter thanked Council for addressing the transit issue and expressed appreciation for Mr.
21 Melton's remarks on the Juneteenth incident. As a descendant of enslaved Africans connected to a
22 North Carolina plantation, Mr. Lewter expressed personal impact from the incident and urged Council
23 to collaborate with the community to prevent future incidents.
24

25 Kim Lewter spoke as a community member, mother, educator, and organizer of the Juneteenth
26 celebration. She acknowledged Mr. Melton's comments but emphasized the importance of hearing
27 directly from those most impacted. She described witnessing children being invited to crack whips in
28 close proximity to the Juneteenth celebration, calling it a failure of historical awareness and cultural
29 sensitivity. She pressed Council on what steps would be taken to ensure it would not happen again.
30

31 Darrell Hinnant thanked Council for maintaining the full transit system for another year,
32 characterizing it as a wise decision that gives the community time to develop better alternatives. He
33 also urged Council to move forward immediately with construction of Eastside Park, presenting a
34 financial analysis suggesting that borrowing \$5 million at 5% interest over 10 years would result in
35 an annual payment of approximately \$650,000, an amount he argued is easily absorbable within the
36 current budget without a tax increase. He questioned the necessity of a \$40 million bond referendum
37 when the park could be funded without asking citizens to vote for a tax increase.
38

39 Dan Redding, a Cabarrus County Commissioner, commended Council for choosing to maintain
40 transit routes. He acknowledged the attendance of Council members and Mr. Melton at a recent transit
41 summit and emphasized that for 93% of CKR riders, households earning under \$40,000 per year, bus
42 service is not optional. He called on local governments to collaborate on expanding and improving
43 transit as the region grows.
44

45 Willie Rash thanked Council for their transit decision and affirmed that transit access is essential for
46 many residents who cannot afford alternatives. He offered words of encouragement to the Council.
47

1 Gary Walter advocated for a downtown visitor center and history museum. He described the original
2 vision for downtown Kannapolis as requiring anchor institutions and argued that museums and visitor
3 centers function as community hubs, economic drivers, and tourism assets. He noted that cities of all
4 sizes across North Carolina operate such facilities and that a well-placed museum would support the
5 downtown destination vision.
6

7 Tracy Caldwell thanked Kannapolis City for allowing open civic participation. He reflected on the
8 City's growth and investment, noting that while major development had occurred downtown and at
9 the research campus, residents across all parts of the city, particularly lower-income areas, deserve
10 equitable investment. He referenced the City's budget and CDBG funds, urging Council to ensure
11 resources reach those most in need
12

13 MorAthi Howie described personally witnessing the whip demonstration at the event adjacent to the
14 Juneteenth festival and expressed alarm as both a parent and experienced event coordinator. He noted
15 that his young son had been invited by the vendor to crack a whip, which he found deeply troubling.
16 He called on Council to consider requiring a public apology from the private event organizer.
17

18 LeChisa Bailey raised concern about the reputational damage caused to both the Juneteenth festival
19 and the vendor, whose business, the James River Show, primarily serves the equestrian industry, due
20 to the lack of separation and contextual awareness between the two simultaneous events. She asked
21 Council what processes would be implemented to protect both community events and participating
22 businesses from unforeseeable reputational harm arising from poorly coordinated co-located events.
23

24 Phil Goodman advocated for a downtown visitor center and history museum, noting that cities across
25 North Carolina support such facilities. He clarified that funds previously set aside for a museum are
26 designated for that purpose and would not be drawn from parks, sidewalks, or transit. He also
27 commended Council for its professionalism and cohesion over a difficult several months, and noted
28 that the Eastside Park had been postponed, not canceled.
29

30 **CONSENT AGENDA**

31 Mayor Wilson called for a motion regarding the Consent Agenda. Mayor Pro Tem Dayvault made the
32 motion to approve, second by Council Member Hatchell and the motion carried unanimously.
33

34 Resolution - Acceptance of Streets for Powell Bill Allocations Fiscal Year 2026-2027 (Elizabeth
35 Hassenfritz, Director of Engineering) (Copy included as Agenda Item F.A.)
36

37 Ordinance - Budget Amendment #26-37 appropriating funding for Bethpage Road Sidewalk Project
38 (Elizabeth Hassenfritz, Director of Engineering, Kristin Jones, Assistant City Manager) (Copy included as
39 Agenda Item F.B.)
40

41 Ordinance - Budget Amendment #26-38 to fund year-end adjustments to the Insurance and Risk Fund.
42 (Kristin Jones, Assistant City Manager) (Copy included as Agenda Item F.C.)

43 Ordinance - Budget Amendment #26-39 appropriating CDBG program income (Kristin Jones, Assistant
44 City Manager, Sherry Gordon, Community Development Program Administrator) (Copy included as
45 Agenda Item F.D.)
46

47 Agreements - Parks GO Bond (Public Education, Financial Advisors and Bond Counsel) (Kristin Jones,
48 Assistant City Manager, Annette Privette Keller, Director of Communications) (Copy included as Agenda
49 Item F.E.)
50

1 Bid Award - Curb Ramp Installation and Modifications Project (Michael Rattler, Director of
2 Transportation & Environmental Services) (Copy included as Agenda Item F.F.)
3

4 Lease Extension - Vietnam Veterans Park (Tina Cline, Assistant City Manager) (Copy included as Agenda
5 Item F.G.)
6

7 Report - Monthly Wastewater Allocations Report (Alex Anderson, Director of Water Resources, Gerald
8 Faulkner, Water Treatment Manager, Irene Wong, Economic & Community Development Director) (Copy
9 included as Agenda Item F.H.)
10

11 **BUSINESS AGENDA**

12 **Ordinance –FY 2026-2027 Budget (City Manager, Wilmer Melton) (Copy included as Agenda** 13 **Item G.A.)**

14 Mr. Melton presented the FY 2026-2027 budget adoption process, noting that Council is being asked
15 to take three actions: adoption of the fee schedule, adoption of the budget ordinance itself, and
16 approval of the FY2027 position classification schedule. He noted that the fee schedule establishes
17 the corporate agency component of the budget and must be adopted first, as it underpins all subsequent
18 budget actions. He confirmed that council-requested modifications throughout the budget process had
19 been incorporated into the document.
20

21 Council Member Jackson made motion to approve the proposed fee schedule, second by Council
22 Member Payne and the motion was unanimously approved.
23

24 Mr. Melton stated that the general fund budget, originally proposed at \$89.8 million, has increased to
25 \$90 million due to stronger-than-anticipated sales tax revenues, which increased projected General
26 Fund revenues by approximately \$200,000. He reiterated that transit service changes had been
27 discussed extensively, and that a solution had been reached to maintain all existing routes for another
28 year, providing time to evaluate and improve the system. He noted that the ordinance establishes the
29 appropriations and spending authority for all seven of the City's annual operating funds and
30 incorporates the approved revisions to both the General Fund and Transit Fund budgets
31

32 Council Member Dixon made the motion to approve the Budget Ordinance, second by Mayor Pro
33 Tem Dayvault and the motion was unanimously approved.
34

35 Mr. Melton presented the final budget action item, the adoption of the FY 2027 Position Classification
36 Plan. In accordance with the City's personnel policy, City Council is required to approve the salary
37 ranges for all position classifications. He noted that the Position Classification Plan is included as part
38 of the FY 2027 budget.
39

40 Mayor Pro Tem Dayvault made the motion to approve the FY2027 position classification schedule,
41 second by Council Member Payne and the motion was unanimously approved.
42

43 **Resolution – Second Amendment to Joint Interlocal Agreement with City of Concord (Wilmer** 44 **Melton, City Manager) (Copy included as Agenda Item G.B.)**

45 Mr. Melton presented the amended Interlocal Agreement with the City of Concord regarding the
46 transit system. He noted that the agreement extends to June 30, 2027 for \$1,200,000 and restores all
47 routes and weekend services. The year extension will allow both municipalities time to review and
48 improve the system.
49

1 Mayor Pro Tem Dayvault acknowledged and thanked Mayor Wilson and Mr. Melton for their time
2 and work to renegotiate the terms with Concord. He then made the motion to approve the amendment,
3 second by Council Member Dixon, and the motion was unanimously approved.
4

5 **Public Hearing – (A-2026-05) 0.288 +/- acres of unaddressed contiguous property located on**
6 **South Chapel Street (Rowan County Parcel Identification Number 156 084) (Richard Smith,**
7 **Planning Director) (Copy included as Agenda Item G.C.)**

8 Planning Director Richard Smith presented a voluntary annexation request submitted by Eric Troyer
9 for a single unaddressed parcel of approximately 0.288 acres located on the corner of 31st Street and
10 South Chapel Street. The parcel is contiguous with the existing city boundary, lies within the city's
11 future growth area, and is intended for residential use. Mr. Smith noted that the parcel has access to
12 city water but not city sewer, limiting development potential to no more than two homes.
13

14 There being no questions or comments for staff, Mayor Wilson opened the public hearing which was
15 then closed without comment. He then called for a motion regarding the Ordinance to extend the
16 City's corporate limits to the subject property. Motion to approve the Ordinance was made by Council
17 Member Payne, second by Council Member Berry and the motion was unanimously approved.
18

19 **Public Hearing – (A-2026-06) 20.05 +/- acres of contiguous property located at 6758 Davidson**
20 **Highway and an Unaddressed Parcel on Davidson Highway (Richard Smith, Planning Director)**
21 **(Copy included as Agenda Item G.D.)**

22 Mr. Smith presented a second voluntary annexation for approximately 20.05 acres located adjacent
23 to and abutting the Amazon facility on Highway 73 (Davidson Highway). He added that the request
24 was submitted by Trackhouse Entertainment Group, LLC.
25

26 There being no questions or comments for staff, Mayor Wilson opened the public hearing which was
27 then closed without comment. He then called for a motion regarding the Ordinance to extend the
28 City's corporate limits to the subject property. Motion to approve the Ordinance was made by Council
29 Member Payne, second by Mayor Pro Tem Dayvault and the motion was unanimously approved.
30

31 **Public Hearing - Text Amendment (TA-2026-02) to several sections of the Kannapolis**
32 **Development Ordinance (KDO) related to the Extra Territorial Jurisdiction (ETJ) (Richard**
33 **Smith, Planning Director) (Copy included as Agenda Item G.E.)**

34 Mr. Smith directed Council's attention to the proposed amendments noting that all amendments are
35 related to relinquishment of the ETJ and references to the same in the KDO. He added that Rowan
36 County will assume the ETJ on June 30, 2026, with a 60-day transition period.
37

38 Mayor Pro Tem Dayvault commented that the ETJ has been an unfair burden to Rowan County
39 residents not represented by Council and that he is happy with removal of the ETJ.
40

41 There being no further questions or comments, Mayor Wilson opened the public hearing which was
42 then closed without comment.
43

44 Mayor Wilson called for a motion regarding the Statement of Consistency. Council Member Jackson
45 made the motion to approve, second by Council Member Dixon and the motion unanimously
46 approved.
47

1 Mayor Wilson called for a motion regarding the Ordinance to amend the KDO. Motion to approve
2 the Ordinance was made by Council Member Payne, second by Council Member Berry and the
3 motion unanimously approved.
4

5 **Go Bond Introduction and Resolution (Tina Cline, Assistant City Manager and Gary Mills,**
6 **Parks & Recreation Director) (Copy included as Agenda Item G.F.)**

7 Mrs. Cline stated that there are two more actions required by Council before the Bond process can
8 move forward but wanted to provide an opportunity to discuss a possible reduction in the bond from
9 \$40,000,000 to \$38,000,000 and invited Gary Mills to discuss that option further. Mr. Mills stated
10 that he had received feedback that \$40,000,000 was too much and that now is the appropriate time to
11 reduce the amount if that is what Council would like to do.
12

13 Council Member Hatchell asked which projects would be cut if Council lowered the bond amount.
14 Mr. Mills responded that Glenn Avenue is not designated as a project in their Comprehensive Plan
15 and that if the bond amount is reduced, staff would cut that project. He noted that the bond referendum
16 does not dedicate funding to specific projects; rather, the funds may be used for any Parks and
17 Recreation capital project. Current priority projects include East Side Park, West Side Park, Rocky
18 River Greenway, Irish Buffalo Creek Greenway Phases I and II, the Gem Theater, and Glen Avenue,
19 with the flexibility to adjust the order of implementation over the next ten years if the bond is
20 approved.
21

22 Council Member Darrell Jackson asked about the funding required for East Side Park. Mr. Mills
23 responded that the current project estimate is approximately \$6.5–6.6 million, excluding a \$500,000
24 project grant, and recommended budgeting approximately \$7 million to provide a contingency. He
25 indicated that East Side Park would likely be the first priority if the bond referendum passes in
26 November, although bonds could not be issued until approximately March or April of the following
27 year before construction could begin. He also clarified that any tax rate increase would occur only as
28 bonds are issued, not immediately upon voter approval of the full bond authorization. For example,
29 issuing \$7 million in bonds for East Side Park would affect the tax rate only for that amount, rather
30 than the entire authorized bond package. He stressed that the projected tax impact is spread over a
31 ten-year period and assumes no growth in the city's tax base. The discussion then returned to whether
32 to make a motion to reduce the proposed bond amount from \$40 million to \$38 million or leave it
33 unchanged. There was no motion to change the bond amount.
34

35 Mrs. Cline read the Bond Order into the record. Mayor Pro Tem Dayvault made motion to approve
36 the Order, second by Council Member Payne and the motion unanimously approved.
37

38 Mrs. Cline stated that the final action requested is to adopt the Resolution setting the public hearing
39 on the Bond Order for July 13, 2026. Council Member Hatchell made the motion to approve the
40 Resolution, second by Mayor Pro Tem Dayvault and the motion unanimously approved.
41

42 **CITY MANAGER REPORT**

43 N/A
44

45 **CITY COUNCIL COMMENTS**

46 Council Member Dixon thanked the City Manager, Mayor, and staff for securing another year of CK
47 Rider transit services, recognizing its importance to residents who rely on public transportation. She
48 also praised Demetra Grigley for her leadership in organizing the third annual Juneteenth celebration,

1 acknowledging the many community partners, volunteers, vendors, and sponsors who contributed to
2 its success. She noted the positive feedback about the event, including appreciation for the Mayor's
3 remarks and the support of several Council Members, and requested that the Council formally
4 recognize Ms. Grigley for her outstanding efforts.
5

6 Mayor Pro Tem Dayvault expressed concern about the lack of communication regarding a non-City
7 event held on the campus, noting that he was unaware of it until shortly before it occurred despite his
8 long association with the campus. He emphasized the need for better communication, clearer signage,
9 and advance notification for events, particularly those held on public property. He also recommended
10 reviewing the City's special events coordination process to improve communication, clarify
11 responsibilities, and ensure that promotional materials clearly identify whether an event is City-
12 sponsored or organized by an outside group.
13

14 Council Member Hatcher thanked the Mayor and Council for their collaborative work throughout the
15 budget process, acknowledging the time and effort invested over several months. She stated that the
16 adopted budget reflected mutual compromise and a focus on meeting the needs of the community.
17 She expressed appreciation for the respectful exchange of ideas among Council members, thanked
18 the Mayor Pro Tem for his guidance on Council procedures, and recognized each Council member
19 for their contributions. She concluded by looking forward to continuing to work together to address
20 important community issues in the coming year.
21

22 Council Member Dixon also thanked Mr. Melton for his attendance at the Juneteenth celebration and
23 expressed appreciation for his dedication and outstanding service to the City. In response, Mr. Melton
24 thanked the organizers of the event and City staff that contributed.
25

26 Mayor Wilson reflected on the importance of learning and growing from challenges, encouraging
27 Council and staff to use recent experiences as opportunities for improvement. He thanked staff for
28 their dedication during the budget process, especially recognizing Mrs. Jones for managing revisions
29 and ensuring accuracy in the budget numbers, and Mrs. Scaggs for her continued support and
30 guidance. Mayor Wilson expressed appreciation to the audience and citizens for their kindness and
31 engagement, thanked everyone for their participation.
32

33 **MOTION TO ADJOURN**

34 There being no further business, Council Member Payne made the motion to adjourn, second by
35 Council Member Dixon, and the motion was unanimously approved.
36

37 The meeting adjourned at 7:27 P.M. on Monday, June 22, 2026.
38
39
40
41

42 _____
George Douglas Wilson, Mayor
City of Kannapolis

43
44
45 _____
46 Pam Scaggs, CMC, NCCMC
47 City Clerk



Kannapolis City Council

City Council Agenda Staff Report

July 13, 2026

To: Mayor and City Council
From: Andrew Kelly, City Attorney
Subject: **POLICY** - Amendment to the Policy of the Kannapolis City Council **APPROVED 6 to 1 with Council Member Dixon dissenting.**

Recommended Action Requested by City Council

Motion to approve the amended Policy of the Kannapolis City Council

Required Votes to Pass Required Action

Majority Present at Meeting

Background

The amended Policy of the Kannapolis City Council addresses code of conduct and behavior of all current and newly appointed members to any City board or commission.

This policy shall become effective upon adoption. All subsequent appointments to boards and commissions by the Kannapolis City Council shall be made in accordance with the provisions of this policy, which supersedes all prior board and commission appointment policies.

Fiscal Implications

None

Alternate Courses of Action

1. Table to a future meeting.
2. Take no action.

Attachments

1. Boards and Commission Policy Revised 7_13_26

POLICY OF THE KANNAPOLIS CITY COUNCIL
Procedures for Appointments to and Code of Conduct for
Boards, Committees, and Commissions
Revised 07-13-2026

I. POLICY STATEMENT

The purpose of this policy is to establish a code of conduct as set out in this policy and the procedure for appointments to City of Kannapolis ("City") Boards, Committees, and Commissions (a "Board") created and directly supported by the Kannapolis City Council ("City Council"), by providing an open and accessible appointment process, which invites all interested parties to become involved in City government and to ensure that the authority delegated to a Board is exercised responsibly and in a manner that reflects the public trust placed in those bodies and in accordance with the applicable laws of the State of North Carolina, the City Ordinances not inconsistent therewith, and the policies and directives of City Council.

II. ELIGIBILITY FOR APPOINTMENTS

a) Service on Multiple Boards

The general policy of the City Council shall be to limit membership of an individual to one official governmental Board. The City Council, however, reserves the right to appoint an individual to more than one Board under special circumstances. A person serving on a Board (an "Appointee") that receives an appointment to a second Board shall automatically be removed from the first Board, unless the City Council finds evidence of special circumstances to justify service on two Boards. However, the dual membership provisions will not apply to the following: (1) appointments to regional/area Boards, (2) appointments made of an Appointee in order for that individual to represent the Board's interest on a second Board, or (3) appointments made to a Board by other members of the Board pursuant to State Law or Local Act establishing the Board.

b) Limit to Terms of Service

Appointments are made by the City Council for one (1) three-year staggered term, which expires on the 30th day of June. Except in extraordinary circumstances or where otherwise required by legislative authority creating or authorizing the creation of the City's Boards, it shall be the policy of the City Council that terms of membership on Boards are as follows:

1. Persons who have served on a Board for four (4) consecutive three-year terms or twelve (12) total consecutive years (the "Term Limit") shall be ineligible for reappointment to that Board.
2. The following periods shall not count toward the term limits referenced hereinabove:
 - i) Time served as an Alternate Board Member prior to the appointment as a regular Board Member; and
 - ii) Time served during an appointment to fill an unexpired term on a Board.
3. Persons that have served on a Board for the Total Term Limit can be appointed to serve on a *different* Board immediately after his or her last eligible term ends on that current Board.

c) Residency Requirements

Except in extraordinary circumstances or where otherwise restricted by legislative authority creating or authorizing the creation of a particular Board, it shall be the policy of the City Council that appointees to the membership on City Boards shall live within the city limits of the City of Kannapolis during the term of appointment. Once the City of Kannapolis is no longer the primary residence for an Appointee, they are no longer eligible to serve on the appointed Board. An Appointee shall provide notification to the Board liaison or the City Clerk of a change in residency, and the seat shall be vacated immediately. City Council reserves the right to waive the residency requirement.

d) Renewal or Update of Applications

Upon the two-year anniversary date of an application, the applicant will receive a letter from the Clerk inquiring as to their continued interest in remaining in the data bank of applicants. The applicant may complete a new application or may contact the Clerk's Office with any updated information and their request to remain in the database of applicants.

e) City Employees Serving on Boards

Employees of the City will not be eligible to serve on City appointed Boards.

f) Ad Hoc and Personnel Advisory Committees

Eligibility requirements as outlined hereinabove will not be applicable to Ad Hoc Committees, the Kannapolis Personnel Advisory Board or the Water and Sewer Authority of Cabarrus County.

III. RATE OF PAY

The Kannapolis City Council has the right to establish compensation for service on Boards, Commission, or Committees. Records for pay shall be certified by the City Clerk and submitted to the Finance Department for monthly disbursement.

IV. OPEN MEETINGS

(a) Boards shall operate in accordance with the North Carolina Open Meetings Law.

(b) Minutes shall be kept of the meetings of each Board. It shall be the duty of the staff liaison to forward a signed copy of the Official Minutes to the City Clerk.

(c) Notices of all regular meeting schedules and special meetings of Boards shall be filed with the City Clerk and posted in accordance with North Carolina law.

(d) City Council intends to make appointments to fill unexpired terms, created by vacancies, as expeditiously as possible. City Council recognizes that the urgency of filling such vacancies may vary depending upon the circumstances of the vacancy. In the event of an expired term, members shall continue to serve until a new member is appointed.

V. APPOINTMENT PROCESS

City Council Members shall be notified of upcoming appointments to City Boards and Commissions sixty (60) days prior to the expiration of terms. A list of persons who have indicated an interest in serving on a Board though the data bank shall be provided to the City Council along with a roster of

current Boards. The staff liaison for a Board which has a vacancy to be filled shall review the data bank and submit to the City Clerk its recommendation(s) for appointment or reappointment which shall be provided to the City Council for their consideration no later than June 1.

In order to get more participation and involvement from City residents, the City should advertise at least twice each year of upcoming vacancies. Notification may include local newspapers, City website, or any other means of electronic communication. Any application that is received concerning the vacancies should be given careful consideration, assuming they are qualified.

VI. ATTENDANCE

Volunteers are essential to the Boards of the City of Kannapolis. Appointees are asked to arrive on time and commit to attend the entire meeting. If an Appointee must arrive late or leave early, please make arrangements in advance with the Chair and staff liaison. Appointees are to call, text, or email the staff liaison at least 24-hours in advance of known absences. In the event of an emergency, such as an illness, please contact the staff liaison as soon as practical, with an explanation. Appointees are allowed three (3) unexcused absences per rolling 12-month period (to coincide with their term), after which the appointee will be subject to automatic removal from said Board. Excused absences shall consist of (i) written medical justification signed by a duly authorized Doctor of Medicine or (ii) due to a family death, emergency, or illness. The staff liaison shall notify the Appointee of an unexcused absence and copy the City Clerk and Board Chair on said notice. After the third unexcused absence, the Board Chair shall submit a written (email) notice to the Appointee and copy the staff liaison and the City Clerk. Appointees having three (3) unexcused absences within the rolling 12-month period shall be subject to automatic removal but continue until City Council has named a replacement member for such Board. This section is not intended and shall not be deemed to limit the ability of City Council to remove an Appointee for any other cause.

VII. RECOGNITION OF SERVICE

In the spring of each year, there will be a Board reception for Appointees. If someone has served for more than five consecutive years, that person will receive a plaque or similar token of appreciation presented to him or her at the reception. For those that have served for less than five consecutive years, a letter and certificate of appreciation will be given.

VIII. CODE OF CONDUCT

The democratic process provides for voters to choose elected officials. Those officials in turn appoint other persons to work for and/or to serve the public. Appointees are granted important decision-making power, and for certain Boards their decisions have the effect of law. To be given a position on one of the City's Boards is a commitment not to be taken lightly. To that end, all appointees are expected to understand the seriousness of their appointments and to treat their duties with the dignity and respect they deserve.

Members should act with honesty, integrity, respect and stewardship as well as with fairness, equity, accountability and with independence from improper influence as they exercise the duties of their office, toward customers, stakeholders, and the community and must not abuse their authority. City Council expects Appointees to follow instructions and to complete their duties with skill in a timely manner.

The City is committed to providing a positive work environment free of discrimination, bias, and bullying. Appointees are personally responsible for maintaining this type of atmosphere.

Harassment, words, jokes, actions or comments based on an individual's sex, sexual preference, race, ethnic background, age, religion, physical condition or other legally prohibited characteristic are not allowed. Conduct or actions which create an offensive or hostile environment is prohibited and will be grounds for immediate removal from the Board. No member should be subjected to unsolicited or unwelcome sexual overtones or conduct, whether verbal or physical. Appointees who feel they have been victim of sexual or discriminatory harassment are encouraged to let the harasser know the behavior is unwelcome. Additionally, it is vital to report the matter to the Board Chair and the City staff liaison immediately.

All Appointees will be required to read and sign the City of Kannapolis Code of Conduct ("Code of Conduct") to acknowledge their commitment to adhere to the good conduct standards herein described. Upon appointment or reappointment to a Board, an Appointee shall acknowledge and sign the City Code of Conduct as a condition of service on such Board. Current Appointees shall acknowledge and sign the City Code of Conduct. Staff liaisons will maintain the documents for record keeping purposes.

Appointees will consider carefully all matters before them and shall abstain from making any comments or written statements that may create legal conflicts for the city at Board meetings. Such statements are grounds for immediate removal.

The use of profane or derogatory language is strictly prohibited.

Use of cell phones and electronic devices for personal use during Board meetings is not permitted. Please step away from the meeting if you must answer or make a call. Electronic devices may be used for meeting business.

It is important to provide up-to-date personal data (changes to name, address, telephone number, e-mail address) to the staff liaison and to the City Clerk. Teamwork is vital to the success of all Boards.

Board members are expected to encourage one another, collaborate to advance the Board's goals and mission, offer constructive feedback to one another and the staff liaison, draw on the diverse skills of their colleagues, and respect the direction provided by the Board Chair for the betterment of the Board and City.

Any conduct that interferes with or adversely affects the work of the Board shall be reported to the City Clerk by the staff liaison immediately and will be grounds for immediate removal from such Board. The seriousness of conduct, the Appointee's record, the Appointee's ability to correct his/her conduct, action taken with previous conduct violations, and other surrounding circumstances will be taken into consideration by City Council prior to removal from the Board.

The City values its Appointees for their knowledge, experience, and diversity. Serving on a Board can be a rewarding experience and everyone benefits when the City has dedicated volunteers who focus on community needs. An appointment to a Board signifies the City Council's desire to have the benefit of your input.

IX. IMPLEMENTATION

- (a) This policy shall become effective upon adoption. All subsequent appointments to Boards by

the Kannapolis City Council shall be carried out under the provisions of this policy.

(b) Persons who have served on a Board for a period exceeding the Term Limit at the time of this policy becomes effective, shall serve until the end of his or her remaining term.

(c) This Policy was first adopted by the City Council on the 12th day of March 2012. It was amended by the City Council on the 23rd day of July, 2012. It is further amended hereby and adopted as of the 13th day of July, 2026.

CITY OF KANNAPOLIS BOARD & COMMISSION MEMBER CODE OF CONDUCT AGREEMENT

Attendance and Punctuality

All policies and statements contained in the Boards and Commissions Handbook are incorporated here by reference and made a part of this Agreement. (Please refer to page 3 of Handbook).

Board, Commission or Committee: _____

ACKNOWLEDGMENT AND AGREEMENT

I, the undersigned, have been appointed by the City of Kannapolis to serve as a member of the [Board/Commission Name] and, in connection with that appointment, hereby acknowledge and agree to conduct myself in accordance with the standards set forth in the Policy of the Kannapolis City Council entitled, *Procedures for Appointments to and Code of Conduct for Boards, Committees, and Commissions*, adopted July 13, 2026 (the "Policy"), the terms of which are incorporated herein by reference and made a part of this Agreement.

I understand and embrace the missions and goals of the [Board/Commission Name] and commit to fulfilling my duties in a manner that reflects the public trust placed in this body by the [Board/Commission Name].

I understand that my responsibilities pursuant to this agreement apply for the duration of my appointment and that I am responsible for maintaining my familiarity with the Policy, including any updates or amendments made during my term of service.

I understand that failure to comply with the Policy may result in consequence up to and including removal from the board, commission, or committee. in accordance with procedures established by the City Council.

By signing below, I acknowledge that I have read, understand, and agree to abide by the Policy.

Member Signature: _____

Member Name: _____
(Please print)

Date Signed: _____

Appointment Date: _____

Term Expiration Date: _____



Kannapolis City Council

City Council Agenda Staff Report

July 13, 2026

To: Mayor and City Council

From: Tina Cline, Assistant City Manager, Gary Mills, Parks & Recreation Director

Subject: **PUBLIC HEARING - General Obligation (GO) BOND UNANIMOUSLY APPROVED**

Recommended Action Requested by City Council

1. Open the Public Hearing
2. Motion to adopt the Bond Order
3. Motion to adopt Resolution Setting a Special Bond Referendum

Required Votes to Pass Required Action

Majority Present at Meeting

Background

At the June 22, 2026 meeting, City Council unanimously approved setting the maximum amount of the GO Bond at \$40,000,000; adopted the Introduction of the Bond Order and adopted a Resolution setting the public hearing for July 13, 2026.

The next steps in this process are to hold a public hearing, adopt the Bond Order and adopt a Resolution setting a Special Bond Referendum.

Fiscal Implications

The total projected cost for the proposed projects under consideration is \$37,441,000. A contingency amount was included in the maximum bond amount that brought the maximum total to \$40,000,000.

Alternate Courses of Action

N/A

Attachments

1. Bond Order Authorizing Issuance of \$40,000,000 GO Bond
2. 2026-30 Resolution Setting Special GO Bond Referendum

**BOND ORDER AUTHORIZING THE ISSUANCE OF \$40,000,000
GENERAL OBLIGATION PARKS AND RECREATION BONDS OF THE
CITY OF KANNAPOLIS, NORTH CAROLINA**

WHEREAS, the City Council (the “*City Council*”) of the City of Kannapolis, North Carolina (the “*City*”) has ascertained and hereby determines that it is necessary to pay the capital costs of acquiring, constructing, renovating and improving parks and recreation facilities, including, without limitation, athletic fields, parks, playgrounds, greenways, and open space for active and passive use, including the acquisition of any necessary furnishing and equipment, land, rights-of-way and easements; and

WHEREAS, an application has been filed with the Secretary of the Local Government Commission of North Carolina (the “*Commission*”) requesting Commission approval of the General Obligation Parks and Recreation Bonds hereinafter described as required by the Local Government Bond Act, and the City Clerk has notified the City Council that the application has been accepted for submission to the Commission.

NOW, THEREFORE, BE IT ORDERED by the City Council of the City of Kannapolis, North Carolina, as follows:

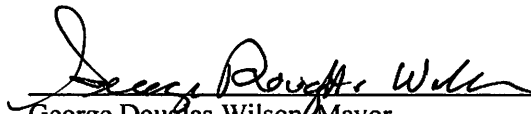
Section 1. To raise the money required for the purpose described above, in addition to any funds which may be made available for such purpose from any other source, General Obligation Parks and Recreation Bonds of the City are hereby authorized and shall be issued pursuant to the Local Government Finance Act of North Carolina. The maximum aggregate principal amount of such General Obligation Parks and Recreation Bonds authorized by this order shall be \$40,000,000.

Section 2. Taxes will be levied in an amount sufficient to pay the principal and interest of the General Obligation Parks and Recreation Bonds.

Section 3. A sworn statement of the City’s debt has been filed with the City Clerk and is open to public inspection.

Section 4. The bond order will take effect when approved by the voters of the City at a referendum scheduled for November 3, 2026.

READ, APPROVED AND ADOPTED on July 13, 2026.



George Douglas Wilson, Mayor
City of Kannapolis, North Carolina

ATTEST:



Pam Scaggs, CMC, NC CMC
City Clerk

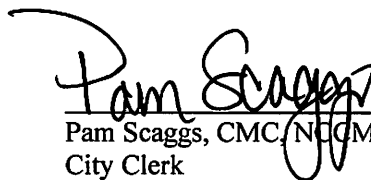
STATE OF NORTH CAROLINA)
) SS:
CITY OF KANNAPOLIS)

I, PAM SCAGGS, City Clerk of the City of Kannapolis, North Carolina, ***DO HEREBY CERTIFY*** the attached is a true and accurate extract of a public hearing held by the City Council of the City of Kannapolis, North Carolina, at its regular meeting held on July 13, 2026, and a true and correct copy of a bond order entitled, “**BOND ORDER AUTHORIZING THE ISSUANCE OF \$40,000,000 GENERAL OBLIGATION PARKS AND RECREATION BONDS OF THE CITY OF KANNAPOLIS, NORTH CAROLINA**” adopted by the City Council at a meeting held on the 13th day of July, 2026.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of said City, this the 13 day of July, 2026.

[SEAL]





Pam Scaggs, CMC, NCCMC
City Clerk
City of Kannapolis, North Carolina

RESOLUTION #2026-30

RESOLUTION SETTING A SPECIAL BOND REFERENDUM AND DIRECTING THE PUBLICATION OF NOTICE OF A SPECIAL BOND REFERENDUM AND NOTIFICATION OF THE BOARD OF ELECTIONS

WHEREAS, the City Council (the “*City Council*”) of the City of Kannapolis, North Carolina (the “*City*”) has adopted the following bond order and such bond order should be submitted to the voters of the City for their approval or disapproval to comply with the constitution and laws of North Carolina:

“BOND ORDER AUTHORIZING THE ISSUANCE OF \$40,000,000 GENERAL OBLIGATION PARKS AND RECREATION BONDS OF THE CITY OF KANNAPOLIS, NORTH CAROLINA;”

NOW, THEREFORE, be it resolved by the City Council of the City of Kannapolis, North Carolina, as follows:

(1) For the purpose of determining the question whether the qualified voters of the City shall approve or disapprove (a) the indebtedness to be incurred by the issuance of the General Obligation Parks and Recreation Bonds of the City authorized by said bond order, which indebtedness shall be secured by a pledge of the City’s full faith and credit and (b) the levy of a tax for the payment thereof, said bond order shall be submitted to the qualified voters of said City at a special bond referendum to be held in said City on November 3, 2026.

(2) The City Clerk is hereby authorized and directed to publish a notice of said referendum which shall be entitled “**CITY OF KANNAPOLIS, NORTH CAROLINA NOTICE OF SPECIAL BOND REFERENDUM.**” Said notice of referendum shall be published at least twice. The first publication shall be not less than 14 days and the second publication shall be not less than 7 days before the last day on which voters may register for the special bond referendum.

(3) The Cabarrus County Board of Elections and the Rowan County Board of Elections are hereby requested to print and distribute the necessary ballots and to provide the equipment for the holding of said referendum and to conduct and to supervise said referendum.

(4) The ballots to be used at said referendum will indicate that it is being held on behalf of the City and will contain the following words:

“Additional property taxes may be levied on property located in the City of Kannapolis in an amount sufficient to pay the principal of and interest on bonds if approved by the following ballot question. *SHALL* the order authorizing \$40,000,000 of bonds plus interest to provide funds to pay the capital costs of acquiring, constructing, renovating and improving parks and recreation facilities, including, without limitation, athletic fields, parks, playgrounds, greenways, and open space for active and passive use, including the acquisition of any necessary furnishing and equipment, land, rights-of-way and easements, and providing that additional taxes may be levied in an amount sufficient to pay the principal of and interest on the bonds be approved, in light of the following:

(1) The estimated cumulative cost over the life of the bonds, using the highest interest rate charged for similar debt over the last 20 years, would be \$62,444,800 (consisting of \$40,000,000 principal amount of the bonds plus \$22,444,800 of interest).

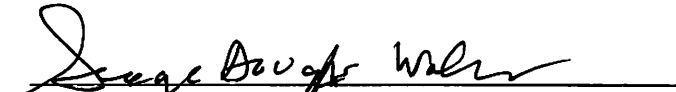
(2) The estimated amount of property tax liability increase for each one hundred thousand dollars (\$100,000) of property tax value to service the cumulative cost over the life of the bond provided above would be \$46.00 per year.”;

with squares labeled “YES” and “NO” beneath or beside such words in which squares the voter may record his or her choice on the question presented; and

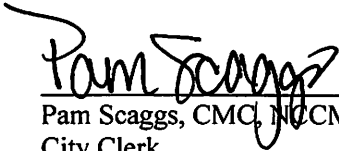
(5) The City Clerk shall mail or deliver a certified copy of this resolution to the Cabarrus County Board of Elections and the Rowan County Board of Elections within three days after this resolution is adopted.

BE IT FURTHER RESOLVED that this Resolution shall become effective on the date of its adoption.

READ, APPROVED AND ADOPTED on July 13, 2026.


George Douglas Wilson, Mayor
City of Kannapolis

ATTEST:

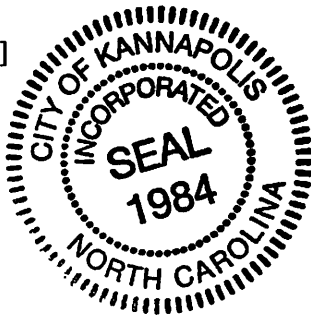

Pam Scaggs, CMC, NCCMC
City Clerk

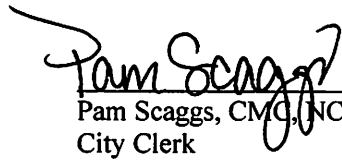
STATE OF NORTH CAROLINA)
) SS:
CITY OF KANNAPOLIS)

I, PAM SCAGGS, City Clerk of the City of Kannapolis, North Carolina (the “City”), ***DO HEREBY CERTIFY*** the attached to be a true and correct copy of a Resolution entitled, “**RESOLUTION SETTING A SPECIAL BOND REFERENDUM AND DIRECTING THE PUBLICATION OF NOTICE OF A SPECIAL BOND REFERENDUM AND NOTIFICATION OF THE BOARD OF ELECTIONS**” adopted by the City Council of the City at a meeting held on July 13, 2026.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of said City, this the 13 day of July, 2026.

[SEAL]





Pam Scaggs, CMC, NCCMC
City Clerk
City of Kannapolis, North Carolina



Kannapolis City Council

City Council Agenda Staff Report
July 13, 2026

To: Mayor and City Council
From: Richard Smith, Planning Director
Subject: **APPOINTMENTS** - Board of Adjustment (BOA) **APPROVED 5 to 2 with Council Members Berry and Dixon dissenting**

Recommended Action Requested by City Council

Motion to reappoint current members Wilfred Baily and Chris Dwiggins to new three-year terms; appoint Ronald Flanders, Susan Irvin, and Michelle Steele to new three-year terms; and to appoint Jeffrey Gray to a new three-year term as an alternate member of the Board of Adjustment subject to acceptance and execution of the amended Policy of the Kannapolis City Council.

Required Votes to Pass Required Action

Majority Present at Meeting

Background

The Board of Adjustment has four regular positions that are open for appointment, as well as the one Extraterritorial Jurisdiction (ETJ) position. The ETJ position will transition to a new position now that the City's ETJ is being dissolved.

Staff is recommending that current alternate member Ronald Flanders be appointed to one of the regular member positions. Mr. Flanders was previously appointed as an alternate on July 1, 2025. Staff is recommending the reappointment of Wilfred Bailey and Chris Dwiggins to two of the open regular member positions. Staff is further recommending the appointment of Michelle Steely and Susan Irvin to the other two regular member positions. Staff recommends appointing Jeffrey Gray as the new alternate member to the Board of Adjustment to replace Mr. Flanders. Staff has confirmed that all of these individuals are willing to serve. While these are staff or Board/Commission recommendations, all appointments are ultimately a City Council decision.

A list of current members complete with terms and appointment dates is attached to this staff report. Additionally, a complete list of citizens expressing interest in serving on a city board is also included as an attachment.

Fiscal Implications

None

Alternate Courses of Action

1. Appoint other applicants to these seats.
2. Table action to a future meeting.
3. Take no action.

Attachments

1. BOA MEMBER LIST 2025-2026
2. Boards & Commissions Applications as of July 2026

Kannapolis

Board of Adjustment

July 2025 – June 2026

<u>Chair</u> Emily Joshi 700 Evelyn Ave Kannapolis, NC 28083	(C) 843-622-4519 Email: emilyjoshi19@gmail.com Term Expires: 6/30/2026 Term: 2 nd Appointment Date: 7/11/2023
<u>Vice-Chair</u> Holden Sides 803 Sprucewood St. Kannapolis, NC 28081	(H/C) 704-699-2092 Email: sideshb94@yahoo.com Term Expires: 6/30/2026 Term: 1 st Appointment Date: 7/11/2023
Chris Dwiggin 210 S Main St. Apt #532 Kannapolis, NC 28081	(C) 704-791-0195 Email: chrisdwiggins7@gmail.com Term Expires: 6/30/2026 Term: 1 st Appointment Date: 7/21/2023
Danielle Martini 404 N East Ave. Kannapolis, NC 28083	(W/C) 704-309-8024 Email: martinixdry@gmail.com Term Expires: 6/30/2027 Term: 1 st Appointment Date: 7/9/2024
Jeff Parker 1630 Eastwood Dr. Kannapolis, NC 28083	(H) 704-933-5518 (C) 704-467-1471 Email: wa1wxi@carolina.rr.com Term Expires: 6/30/2027 Term: 1 st Appointment Date: 7/9/2024
Wilfred W. Bailey, Sr. 3233 Lock Ern Ave. Kannapolis, NC 28081	(C) 704-737-8134 Email: baileywilfred@gmail.com Term Expires: 6/30/2026 Term: 2 nd Appointment Date: 7/11/2023
<u>*Rowan E.T.J. Representative</u> Angie McClain 2040 Rollingwood Dr. Kannapolis, NC 28081	(C) 704-652-1786 Email: angiemcclain04@gmail.com Term Expires: 6/30/2028 Term: 1 st Appointment Date: 8/2/2025
<u>Alternate:</u> Ronald D. Flanders 1675 Barbara Ann Circle Kannapolis, NC 28083	(H/C) 508-612-0828 Email: flamborf@aol.com Term Expires: 6/30/2028 Term: 1 st Appointment Date: 7/1/2025

The Board of Adjustment meets the First Tuesday of each month, at 6:00 P.M., at Kannapolis City Hall located at 401 Laureate Way, Kannapolis. ***Appointed by Rowan County Commissioners for representation of Extraterritorial Jurisdiction in Rowan County.**

Date Applied: 6/23/2026 2:34 PM

Name: Chris Dwiggins

Address: 2563 Captains Watch Rd NE Kannapolis, NC 28083

Daytime Phone: Home- (704) 7910195 Work/Cell- (704) 7910195

Email: chrisdwiggins7@gmail.com

County of Residence: Cabarrus

Current Employer: Advocate Health

Occupation/Professional Background: Supply Chain

Educational Background: MBA

Civic Background: Community & Civic Involvement: Member of the Board of Adjustments

Other Boards, Commissions, or Committees on which you are currently serving: Board of Adjustments

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** I would like to continue with this board due to the good work we are doing for the citizens of Kannapolis.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. Affordable housing 2. Transportation 3. Funding proper education.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision would be to continue to shape the interior of Kannapolis to the betterment of the citizens. Appropriate development helps to maintain stability within the city and continue the growth and improvement.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 1

Parks & Recreation Commission - 6

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? – Yes

REFERENCES:

1. Ryan Goodman, Supply Chain, 59 Georgia St NE Concord NC 28025, (619) 8863147
2. Ivan Hendrickson, Real Estate, 122 S Main Street Kannapolis, NC 28081, (704) 3097841
3. Harry Mills, Retired, 502 S Bostian St, China Grove, NC 28023, (704) 8570297

Date Applied: 6/23/2026 11:53 AM

Name: Holden Sides

Address: 803 Sprucewood St Kannapolis, NC 28081

Daytime Phone: Home- (704) 6992092 Work/Cell- (704) 6992092

Email: sideshb94@yahoo.com

County of Residence: Cabarrus

Current Employer: First Bank

Occupation/Professional Background: Personal Banker

Educational Background: BA Political Science / Real Estate License

Civic Background: Community & Civic Involvement: Current Vice Chair - Board of Adjustments Formerly on Kannapolis Environmental Stewardship Committee and Rowan County History Landmarks Commission

Other Boards, Commissions, or Committees on which you are currently serving: Board of Adjustments since 2021

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** Current member
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I can have my personal opinions, but on this board we can only base our decisions on the KDO and evidence presented during the meeting. We cannot make our decisions based on personal belief
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** A thriving and welcoming city for everyone.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 2

Board of Adjustment - 1

Parks & Recreation Commission - 3

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? – Yes

REFERENCES:

1. Cody S, Insurance, Kannapolis, NC, (980) 5656831
2. Debbie V, Retired, Kannapolis, NC, (972) 4158811
3. Keshia S, Social Worker, Concord, NC, (980) 6221197

Date Applied: 6/23/2026 11:09 AM

Name: Daisy Malit

Address: 1296 Midlake Rd Kannapolis, NC 28083

Daytime Phone: Home- (704) 5600170 Work/Cell- (704) 5600170

Email: onyougos@gmail.com

County of Residence: Cabarrus

Current Employer: NA

Occupation/Professional Background: Recruiter Coordinator

Educational Background: Bachelor's degree

Civic Background: Community & Civic Involvement: Member of the Board of Adjustments

Other Boards, Commissions, or Committees on which you are currently serving: Planning and Zoning

PLANNING & ZONING COMMISSION (CHOICE - 1)

1. **Please explain why you want to be a member of this commission.** I am a member of this commission and I serve my community by making decisions that I believe are good to our city.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Affordable Housing, Public transportation, Drought right now
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Vibrant downtown living and biotechnology research center.

BOARD OF ADJUSTMENT (CHOICE - 2)

1. **Please explain why you want to be a member of the Board of Adjustment.** NA right now
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** NA right now
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** NA right now

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 2

Parks & Recreation Commission - 3

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Lilian, Business Owner, Houston, TX, (832) 7218418

2. Niki, Social Worker, Rock Hill, SC, (704) 9654587

3. Charissa, Product Manager, Charlotte, NC, (201) 6002805

Date Applied: 6/22/2026 2:56 PM

Name: Chris Michael Puckett

Address: 2770 Keady Mill Loop Kannapolis, NC 28081-6443

Daytime Phone: Home- (704) 2985872 Work/Cell- (704) 2985872

Email: ch2realty@gmail.com

County of Residence: Cabarrus

Current Employer: Lantern Realty & Development

Occupation/Professional Background: REALTOR

Educational Background: masters degree

Civic Background: Community & Civic Involvement: NC REALTORS regional VP

Other Boards, Commissions, or Committees on which you are currently serving: none

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I have lived in Kannapolis my entire life and I'm looking to help guide our growth.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** - affordable housing - helping find ways to make housing more affordable for our residents - manageable growth - work with staff on approving various types of developments, both commercial and residential that benefit all people. - attracting new diverse industries - working with staff to make approvals for new commercial development easier and more affordable.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision is for Kannapolis to grow into a vibrant, diverse city with multiple large employers offering a live/work lifestyle to our resident. I want to help guide our city's decision so that all of our residents are represented.

BOARD OF ADJUSTMENT (Choice - 2)

1. **Please explain why you want to be a member of the Board of Adjustment.** I want to make sure everyone in Kannapolis has a beautiful and affordable place to live.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. maintaining fairness through growth. as our city grows, we need to be aware of how it affects all people and ready to enforce rules fairly. 2. managing growth - holding businesses responsible for smart growth 3. Keep growing - helping our aging properties become vibrant, useful places for people to live and work.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision is for Kannapolis to grow into a vibrant, diverse city with multiple large employers offering a live/work lifestyle to our resident. I want to help guide our city's decision so that all of our residents are represented.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 2

Parks & Recreation Commission - 4

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Paula Severt, REALTOR, 1310 Cannon Farm Rd., China Grove, NC 28023, (704) 2323433
2. Jeremy Aldridge, REALTOR, 9164 NC Hwy 88 E, Laurel Springs, NC 28644, (704) 7730722
3. JR McMillan, Retired, 260 Whisper Drive, China Grove, NC 28023, (704) 6427475

Date Applied: 6/22/2026 2:06 PM

Name: Shelly Stein

Address: 853 w 8th Kannapolis, NC 28081

Daytime Phone: Home- (980) 8661272 Work/Cell- (980) 8661272

Email: shelly@greenwaldandco.com

County of Residence: Rowan

Current Employer: Redwood Realty Group

Occupation/Professional Background: Realtor

Educational Background: Masters

Civic Background: Community & Civic Involvement: P&Z

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I am enjoying my time on the board and having a pulse on what's to come.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Sewer allotment, homelessness, quality vs quantity. I will do my best to voice my opinions, good or bad, and represent the City well.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Preserving its character while embracing progress that is sustainable, inclusive, and built to last. This commission's role is to ensure every development decision moves the city in that direction

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 6

Parks & Recreation Commission - 6

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? – Yes

REFERENCES:

1. Sherry Gordon, Community Development Program Administrator, sgordon@kannapolisnc.gov , (704) 7910113
2. Dale Fink, Civil Engineer, rdfink74@gmail.com, (980) 2447428
3. Gabriela Wilkins, Planning Technician, gwilkins@kannapolisnc.gov, (704) 9204358

Date Applied: 7/12/2026 9:16 PM

Name: Wilfred Waterhouse Bailey, SR

Address: 3233 Lock Erne Ave Kannapolis, NC 28081

Daytime Phone: Home- (047) 378431 Work/Cell- (704) 7378431

Email: baileywilfred@gmail.com

County of Residence: Cabarrus

Current Employer: Retired/Self-employed

Occupation/Professional Background: Accountant

Educational Background: BS Appalachian State; MBA Winthrop Univ

Civic Background: Community & Civic Involvement: Kannapolis 101 graduate: 2018 past Board of Director Member Kellswater Bridge HOA; Church Accountant, Bethel Baptist Church, KannapolisS

Other Boards, Commissions, or Committees on which you are currently serving: Board of Adjustment, City of Kannapolis

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I would like to become a member of this board to fulfill my duty as a citizen of the city and provide input concerning it's development.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I see the three most important issues facing our community at this time are: 1. The development and management of utilities. I mean the development of communities and the use of water and land so we not only benefit, but our surrounding cities are not harmed. 2. Affordable housing. As we invite new commers to our city, we do not price our long time residents out of the city. As we develop Dale Earnhardt Avenue and others near downtown, where are those people going being displaced from those mill houses? 3. Staying a city with its small town charm. We must strive to keep the small town charm I came here in pursuit of.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** To be a charming surrounding town of Charlotte close enough to all the convinces of a big city with that small town charm.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I would like to be a part of improving communities in Kannapolis to insure all areas become desired places to live.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** When it comes to allocation of funds and project management, my last 15 years at Wells Fargo I was a Project Financial Manager allocating and tracking expenses and reporting actuals vs budget.
3. **What do you consider to be three major neighborhood or housing issues for our City?** I consider the three major neighborhood or housing issues for Kannapolis are: 1. Lack of affordable housing 2. The elimination of the mill housing in the downtown district. 3. The overbuilding of apartments. More townhouses - individual ownership.

Boards/Commissions applied for ratings:

Planning & Zoning - 3

Board of Adjustment - 1

Parks & Recreation Commission - 4

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Scott Trott, Retired, 2909 Donegal, Kannapolis, NC, (704) 7438404

2. Rick Flowe, Municipal Consultant, 2720 Keady Mill, Kannapolis, NC, (704) 7927205

3. Richard Smith, BOA Director, Kannapolis, NC, (704) 9204325

Date Applied: 6/11/2026 1:05 PM

Name: Spencer Cameron Swain

Address: 3676 Trinity Church Rd Concord, NC 28027

Daytime Phone: Home- (704) 2025057 Work/Cell- (704) 2025057

Email: spencer.swain@familiesfirstcc.org

County of Residence: Cabarrus

Current Employer: Families First in Cabarrus County

Occupation/Professional Background: Executive Director/Pastor

Educational Background: Bachelors in Business Admin and Entrepreneurship and Masters in Divinity

Civic Background: Community & Civic Involvement: As Co-Founder and Executive Director of Families First in Cabarrus County, I have dedicated more than twenty years to strengthening children, families, and communities through early childhood education, family support services, and community partnerships. My civic involvement includes collaborating with local governments, educational institutions, faith communities, nonprofits, and business leaders to expand access to high-quality early learning opportunities and family stability programs. Through Families First, I have helped launch and sustain multiple 5-Star early childhood programs, NC Pre-K dual-language immersion classrooms, evidence-based home visiting initiatives, and regional home-based childcare networks that address childcare access and workforce challenges. I have also worked closely with community stakeholders to advocate for children and families and to strengthen local early childhood systems. In addition to my nonprofit leadership, I previously served as Lead Pastor of Grace Lower Stone Church, where I organized collaborative efforts among rural congregations that raised more than \$250,000 for community initiatives and charitable outreach.

Other Boards, Commissions, or Committees on which you are currently serving: Cabarrus County Early Childhood Task Force Rowan-Cabarrus Community College Program Advisory Board WeBuild Affordable Housing Advisory Board North Carolina Home-Based Child Care Network Community of Practice Citizens Improvement Commission, City of Kannapolis NC Pre-K Committee

BOARD OF ADJUSTMENT (Choice - 2)

- Please explain why you want to be a member of the Board of Adjustment.** I have served on the Community Improvement Commission for a number of years and have genuinely enjoyed being part of the work. It has given me the opportunity to learn more about the challenges facing our neighborhoods and to help make thoughtful decisions that impact families and the quality of life in Kannapolis. As the Executive Director of Families First, I work every day with families who are affected by housing, economic stability, childcare access, and community resources. Serving on this Commission allows me to bring that perspective to the table while continuing to support the growth and improvement of our city. I value the collaborative nature of the Commission and would be honored to continue serving.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.**
 - Affordable Housing and Housing Stability** As Kannapolis continues to grow, it is important that working families, seniors, and individuals on fixed incomes can continue to find safe and affordable housing. The Commission plays an important role by helping guide HUD funding toward projects and organizations that support housing stability and neighborhood improvement.
 - Neighborhood Revitalization** Many neighborhoods are experiencing positive growth, but there are still areas that struggle with aging housing stock and neglected properties. The Commission can help encourage responsible redevelopment while preserving the character and strength of existing neighborhoods.
 - Supporting Families and Economic Mobility** Families need access to affordable housing, quality childcare, transportation, and community resources to thrive. While the Commission cannot solve all of these challenges directly, it can help ensure that funding decisions support organizations and initiatives that strengthen families and create pathways to long-term success.
- What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision for Kannapolis is a city that continues to grow and prosper while remaining a place where families from all backgrounds can afford to live, work, and raise their children. I want to see strong neighborhoods, quality housing, thriving businesses, and opportunities that benefit both longtime residents and newcomers. I believe the Commission's role is to help ensure that growth benefits the entire community. Through thoughtful allocation of resources and careful consideration of neighborhood issues, the Commission can help maintain safe, healthy, and vibrant communities while protecting the interests of residents who call Kannapolis home.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

- Please explain why you want to be a member of this commission.** I have served on the Community Improvement Commission for several years and have truly enjoyed the opportunity to contribute to the work of improving our neighborhoods and supporting residents across Kannapolis. The Commission addresses issues that directly impact quality of life, including affordable housing, neighborhood revitalization, and the responsible use of HUD funding. Through my work as Executive Director of Families First, I see firsthand how housing stability and strong neighborhoods affect children, families, and the overall health of a community. I value the Commission's role in helping ensure that resources are invested wisely and that neighborhoods remain safe, attractive, and welcoming places to live. I

would like to continue serving because I care deeply about Kannapolis, appreciate the collaborative work of the Commission, and believe my experience working with families, nonprofits, and community partners allows me to bring a practical and informed perspective to the decisions before us.

2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** As Executive Director of Families First, I have extensive experience working with low-to-moderate income families and administering programs supported by public and private funding. I regularly evaluate community needs, manage grant-funded initiatives, and work with organizations that provide housing, education, and family support services. This experience helps me understand both the opportunities and challenges facing families who rely on these resources. It also provides me with a practical perspective when reviewing funding requests and considering how limited resources can have the greatest community impact. In addition, my years on the Commission have helped me appreciate the importance of balancing compassion with responsibility when reviewing code enforcement cases. While property rights are important, safe and healthy neighborhoods are essential for the well-being of residents and the long-term vitality of the community.
3. **What do you consider to be three major neighborhood or housing issues for our City?** 1. Affordable Housing Availability The supply of affordable housing has not kept pace with demand, creating challenges for working families, seniors, and first-time homebuyers. 2. Aging Housing Stock and Property Maintenance Many neighborhoods contain older homes that require significant repairs and investment. Addressing deteriorating properties is important for maintaining neighborhood stability and property values. 3. Housing Affordability and Economic Pressure Rising housing costs, combined with inflation and wage challenges, continue to place pressure on families. Ensuring that residents have access to safe, quality housing at a reasonable cost remains one of the city's most important priorities.

Boards/Commissions applied for ratings:

Planning & Zoning - 3

Board of Adjustment - 2

Parks & Recreation Commission - 4

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Ann Benfield , Retired, 563 Marigold Drive Kannapolis, NC 28083, (202) 2974733
2. Jim Bramlett, Nurse Anesthesia, 6332 Fox Chase Dr, Davidson NC, (980) 6217635
3. Debbie Wilkinson, Retired, 306 Larry Drive, Kannapolis, NC 28083, (704) 6996915

Date Applied: 6/11/2026 6:26 AM

Name: Amos McClurey

**Address: 1413 Cooper Ave
Kannapolis, NC 28081-5815**

Daytime Phone: Home- (704) 9384500 **Work/Cell-** (704) 5601877

Email: McClureya@yahoo.com

County of Residence: Cabarrus

Current Employer: Retired

Occupation/Professional Background: Tobacco Workers Union President

Educational Background: Associate Degree Business Administrator

Civic Background: Community & Civic Involvement: Board Chair Logan Community Child Development Center

Other Boards, Commissions, or Committees on which you are currently serving: Academic Learning Center Board/
Cabarrus Arts Council Board/ Concord United Comissions / Logan/Shaneltown Schools Association Chairman/ First Christian Church Trustee Board Chairman

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** After serving on this Board in recent years I understand this Board's goals work helping Non-profit organizations serving Kannapolis citizens improve their quality of life that they serve.. Like to continue this work
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** After many years of working with moderate income employee and citizens in North Carolina I've always supported this population My Civil Rights background govern me to assure that Code enforcement treat family fairly
3. **What do you consider to be three major neighborhood or housing issues for our City?** Neighborhood Service Resent Water contamination, Homes settings empty do they still have contamination in the lines housing Issue Thousands of Appointment built in when tenants park in the streets can the Fire Department reach City Housing or is this a issue

Boards/Commissions applied for ratings:

Planning & Zoning -

Board of Adjustment -

Parks & Recreation Commission -

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? – Yes

References:

1. Scott Padget, Retired and Mayor Concord NC, Spring Street , (704) 7942837
2. Bill Dusch , Retired Mayor City of Concord, Cabarrus County , (704) 7917221
3. Darrell Hannant, Retired Mayor City of Kannapolis , Kannapolis NC, (704) 9204317

Date Applied: 6/9/2026 1:11 PM

Name: Buddy Amerson

Address: 105 S East Ave Kannapolis, NC 28083

Daytime Phone: Home- (980) 6221248 Work/Cell- (980) 6221248

Email: buddyamerson@carolina.rr.com

County of Residence: Cabarrus

Current Employer: NC Dept of Labor

Occupation/Professional Background: Occupational Safety and Health Consultant

Educational Background: AL Brow, Catawba College BA, Pfeiffer University

Civic Background: Community & Civic Involvement: Volunteer at Kannapolis City Schools, Church leadership positions

Other Boards, Commissions, or Committees on which you are currently serving: Current Parks and Recreation Commission

List three people who are not related to you: Megan Long, Jeanie Doty, Danny Crowell

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I want to continue being a part of the process to provide recreational opportunities to the citizens of Kannapolis that crosses all demographics and provides everyone a chance to be outside, active, and interacting with neighbors.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Opportunities that provide positive and healthy interaction between residents.
3. **What are three parks and recreation priorities you believe the City should address?** Community Center to provide activity space, aquatics, meeting areas, etc. that all residents will have access to; Continue to develop opportunities and organized sports and activities for Kannapolis' youth and seniors.

Boards/Commissions applied for ratings:

Planning & Zoning -

Board of Adjustment -

Parks & Recreation Commission - 1

Community Improvement Commission -

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Dr. Chip Buckewell, KCS Superintendent (Ret) 1506 Daybreak Ridge Rd., Kannapolis NC 28081, (704)7915031
2. Terry Spry, Chief of Police, Kannapolis, 1429 Trotters Ridge Rd, Kannapolis NC 28081, (704)-7915809
3. Justin Hardin, Teacher/Coach, AL Brown HS, 1663 Heather Glen Rd, Kannapolis NC 28081, (704) 9533624

Date Applied: 6/3/2026 8:44 AM

Name: Suzanne Irvin

Address: 1001 Valley St Kannapolis, NC 28081

Daytime Phone: Home- (704) 9565217 Work/Cell- (704) 7071051

Email: snappercats@carolina.rr.com

County of Residence: Cabarrus

Current Employer: IGC Insurance

Occupation/Professional Background: Insurance Agent

Educational Background: Fayetteville Comm College, Rowan Comm College

Civic Background: Community & Civic Involvement: former Hospice volunteer and youth leader

Other Boards, Commissions, or Committees on which you are currently serving: none

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** As a resident of Kannapolis for more than 25 years, I am interested in the development of our beautiful city.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. Traffic- Understanding the increased hazards due to growth. Finding solutions to accommodate. 2. Crime- Support businesses with integrity. Promote LE with business partnership. 3. Relationship between residents and government- promote awareness to prevent criticism passed decisions.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Watching the city continue to grow but keeping the hometown culture. The role should be not to limit growth but be mindful of the landscape and feel of the community.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** Promote community involvement, recognizing problem areas of the city and finding solutions for city and property owners. Understanding how funds are allocated and approved.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** These topics are important to keep our city desirable. I am willing to learn what to look for and how remedy the problems.
3. **What do you consider to be three major neighborhood or housing issues for our City?** inflated cost of rent, lack of enforcement or resources for property owners, absence or lack of knowledge of community watch programs.

Boards/Commissions applied for ratings:

Planning & Zoning - 4

Board of Adjustment - 1

Parks & Recreation Commission - 3

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Megan Long, owner- Merle Norman Studio, 8140 Unity Church Rd Kannapolis NC 28081, (704) 7944995
2. Jeanie Doty, Retired, 309 Bradford Dr Salisbury NC 28146, (704) 7067419
3. Danny Crowell, owner- Property management, 771 Dale Earnhardt Blvd Kannapolis NC 28081, (980) 5216876

Date Applied: 5/14/2026 9:30 AM

Name: Juan Maldonado

Address: 2119 Hopedale street Kannapolis , North Carolina 28083

Daytime Phone: Home- (704) 2736669 Work/Cell- (704) 2736669

Email: mldjuan7@yahoo.com

County of Residence: Cabarrus

Current Employer: Westrock Coffee

Occupation/Professional Background: Category manager

Educational Background: Applied Computer Science

Civic Background: Community & Civic Involvement: N/A

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I am interested in serving on the Kannapolis Parks and Recreation Commission because I value the role that parks, greenways, and recreational programs play in enhancing the quality of life for residents and supporting the continued growth of our community. Kannapolis has made significant investments in its parks and downtown revitalization, and I would welcome the opportunity to contribute to that positive momentum. I appreciate how the city prioritizes accessible outdoor spaces, family-friendly amenities, and community events that bring people together. These efforts not only promote health and wellness but also strengthen community connections and make Kannapolis an attractive place to live and work. Professionally, I bring strong skills in analysis, planning, and cross-functional collaboration, which would allow me to thoughtfully evaluate needs, support responsible use of resources, and contribute to long-term recreation planning. I am especially interested in ensuring that programs and facilities remain inclusive, well-maintained, and aligned with the needs of a growing and diverse population. Serving on this Commission would be a meaningful way for me to give back to the Kannapolis community while helping maintain and improve the parks and recreational opportunities that so many residents rely on and enjoy.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and recreation are essential to the City of Kannapolis because they directly support the health, growth, and overall quality of life of the community. As Kannapolis continues to expand and invest in revitalization—especially in its downtown and surrounding areas—parks and recreational amenities play a critical role in making the city an attractive place to live, work, and visit. Parks provide residents with accessible spaces for physical activity, relaxation, and connection with nature, all of which contribute to healthier lifestyles. Facilities like Village Park and the city's greenways also serve as gathering places that bring families, neighbors, and visitors together, helping to strengthen community bonds and foster a sense of pride in Kannapolis. Additionally, recreation programs and public spaces support economic development by enhancing the city's appeal to businesses and new residents. Well-maintained parks, events, and recreational opportunities signal a vibrant, forward-thinking community that values its people and invests in long-term livability. Ultimately, parks and recreation are not just amenities—they are vital assets that contribute to Kannapolis' identity, support its continued growth, and ensure that residents of all ages have opportunities to stay active, engaged, and connected.
3. **What are three parks and recreation priorities you believe the City should address?** I believe the City of Kannapolis should focus on three key parks and recreation priorities: 1. Expanding and Maintaining Greenways and Outdoor Spaces As Kannapolis continues to grow, it is important to expand and maintain its greenway system and public parks to ensure residents have convenient access to safe, high-quality outdoor spaces. Continued investment in trails, connectivity between neighborhoods, and park maintenance will support active lifestyles and make these amenities accessible for all residents. 2. Enhancing Inclusive and Family-Oriented Programming Kannapolis has a strong reputation for community events and family-friendly recreation, and continuing to build on this is important. Expanding diverse programming for all age groups—youth, adults, and seniors—while ensuring affordability and inclusivity will help keep residents engaged and strengthen community connections. 3. Supporting Growth Through Strategic Planning and Investment With ongoing development in Kannapolis, especially in and around the downtown area, it's important to align parks and recreation planning with the city's long-term growth. This includes investing in new facilities where needed, upgrading existing assets like Village Park, and ensuring resources are used efficiently to meet future demand.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I am interested in serving as a member of the Community Improvement Commission because I care about the continued growth, appearance, and overall quality of life in the community. I believe that thoughtful planning, beautification efforts, and responsible development play a key role in creating a city environment that residents are proud of and that attracts new investment. Kannapolis is experiencing meaningful growth and revitalization, and I would welcome the opportunity to contribute to maintaining that positive momentum. Efforts such as enhancing public spaces, supporting clean and safe neighborhoods, and encouraging sustainable development directly impact how residents experience their city every day. From a professional perspective, I bring strong skills in analysis, organization, and cross-functional collaboration. I am accustomed to evaluating

opportunities, balancing priorities, and working with different stakeholders to achieve practical, cost-effective results. I believe these skills would allow me to provide thoughtful input and support well-informed decision-making for community improvement initiatives. Serving on this Commission would allow me to give back in a meaningful way while helping ensure that Kannapolis continues to grow in a way that is attractive, well-planned, and beneficial for all residents. I am motivated to be part of a team that values both immediate improvements and long-term community vision.

2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** I believe I bring a practical, balanced perspective to the Commission based on my experience analyzing needs, managing resources, and making decisions that consider both financial impact and community outcomes. Regarding HUD funding allocation, my professional background has required me to evaluate competing priorities, assess value, and ensure resources are used effectively. I am comfortable reviewing data, asking the right questions, and weighing short- and long-term impacts before making recommendations. I would approach funding decisions with a focus on fairness, accountability, and measurable community benefit—ensuring that funds are directed toward programs and organizations that truly support low-to-moderate income households and deliver meaningful results. In terms of code enforcement and decisions related to dilapidated structures, I understand the importance of balancing neighborhood safety and revitalization with sensitivity to property owners and community impact. I would bring a thoughtful, objective approach—considering factors such as public safety, long-term neighborhood health, and the potential for rehabilitation versus demolition. My goal would be to support decisions that improve overall community conditions while being responsible and consistent in applying standards. Overall, I bring a data-driven mindset, attention to detail, and the ability to collaborate across different perspectives. I am committed to making decisions that are fair, transparent, and in the best interest of the Kannapolis community, particularly for residents who rely on these programs and improvements the most.
3. **What do you consider to be three major neighborhood or housing issues for our City?** I believe three of the major neighborhood and housing issues facing Kannapolis are: 1. Housing Affordability and Availability As Kannapolis continues to grow and attract new residents, housing affordability is becoming increasingly important. Ensuring that low-to-moderate-income households have access to safe, quality, and affordable housing is critical. Rising housing costs can create pressure on long-time residents, so maintaining a balance between growth and affordability should remain a priority. 2. Aging Housing Stock and Property Conditions Many neighborhoods in Kannapolis include older homes that may require significant maintenance or rehabilitation. Addressing dilapidated or unsafe structures is important not only for public safety but also for preserving neighborhood pride and property values. The challenge is to balance enforcement with opportunities for reinvestment and improvement whenever possible. 3. Neighborhood Revitalization and Infrastructure Improvements Continued investment in infrastructure—such as streets, sidewalks, lighting, and drainage—is key to supporting strong neighborhoods. Some areas may need targeted revitalization efforts to ensure they remain safe, attractive, and functional for residents. Coordinated improvements can help stabilize communities, encourage reinvestment, and enhance overall quality of life.

Boards/Commissions applied for ratings:

Planning & Zoning - 4

Board of Adjustment - 3

Parks & Recreation Commission - 2

Community Improvement Commission – 1

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Patrick Wilkerson , Co-man Manager , 1570 12th Fairway Dr NW, Concord, NC 28027, (704) 4677577

2. Sergio Vences , Warehouse Manager , 504 E Ryder Ave, Landis, NC 28088, (704) 7986585

3. Rick Greg , Sales manager , 77 Bridlewood PI NE Concord NC 28025, (336) 8800036

Date Applied: 3/5/2026 3:00 PM

Name: Alexys Carrasquillo

Address: 1520 Lawnside Place Kannapolis, NC 28083

Daytime Phone: Home- (980) 6216575 Work/Cell- (980) 6216575

Email: alexys.carrasquillo@gmail.com

County of Residence: Cabarrus

Current Employer: City of Charlotte

Occupation/Professional Background: Website Developer

Educational Background: Associate Degree

Civic Background: Community & Civic Involvement: Graduate from the Civility Localized Civic Impact Academy Graduate from the City of Concord Citizens Academy

Other Boards, Commissions, or Committees on which you are currently serving: none

Boards/Commissions applied for ratings:

Planning & Zoning - 5

Board of Adjustment - 3

Parks & Recreation Commission - 4

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Lea Hilton, Consultant, Charlotte, NC, (704) 9200774

2. Natalie Bouchard, Public Information Specialist, Charlotte, NC, (919) 8277756

3. Brittany Laferriere, Autoparts Specialist, Salisbruy, NC, (727) 4886670

Date Applied: 2/27/2026 7:01 AM

Name: Mitchell Johnson

Address: 1406 Shepard St. Kannapolis, NC 28083

Daytime Phone: Home- (704) 2249747 Work/Cell- (704) 2249747

Email: mitchelljohnson1976@gmail.com

County of Residence: Cabarrus

Current Employer: Eggs Up Grill

Occupation/Professional Background: Kitchen Manager

Educational Background: Business Management

Civic Background: Community & Civic Involvement: Board of Elections Chief Judge and Rover

Other Boards, Commissions, or Committees on which you are currently serving: Little Texas Community

PLANNING & ZONING COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** To bring an open minded and selfless approach to the table. This approach would create fairness and accountability at the highest level!
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Rezoning, Data Center locations, Infrastructure and Utilities This board needs to hear the consensus of our citizens on major and minor issues and make fair, logical, and well forecasted decisions which parallels with future growth.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Growth will define my vision of Kannapolis. This commission has to make decisions that will make this Growth transition beneficial to our residents and to the city as a whole.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** To assist and lead in the positive direction of community development.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** Fairness and an open minded leadership approach that is conducive to our citizens needs and our city as a whole!
3. **What do you consider to be three major neighborhood or housing issues for our City?** Affordable Housing Mental Health Access Early Childhood Development

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 2

Board of Adjustment - 3

Parks & Recreation Commission - 3

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Cletus Robinson, Retired , 104 S. Little Texas Rd., (704) 2136492
2. Nap Puih, Horticulture , 1406 Shepard St., (704) 2415511
3. Susan Siup, Child Care, 410 Jackson St, (980) 4400940

Date Applied: 1/5/2026 2:30 PM

Name: Cynthia S. Griggs

Address: 213 Idlewood Dr Kannapolis, NC 28083

Daytime Phone: Home- (704) 2394734 Work/Cell- (704) 2394734

Email: cgriggs654@gmail.com

County of Residence: Cabarrus

Current Employer: Owner: Griggs Properties , teach water aerobics part time

Occupation/Professional Background: Recreation & Parks/ Special Event management 30+ years

Educational Background: BS RECREATION PARKS MANAGEMENT, concentration in Special Populations Kannapolis

Civic Background: Community & Civic Involvement: Kannapolis Parks & Recreation Commission 20+ years; March Of Dimes Regional Coordinator(3 yrs); Special Olympics Coordinator for Cabarrus Co.; American Legion Auxiliary past President & current Chaplain. Chamber of Commerce past member & Leadership Cabarrus Coordinator. Teach Sunday School & coordinate Bible studies & assist with Feed Kannapolis Hunger. NC Notary Public

Other Boards, Commissions, or Committees on which you are currently serving: None (was out of state & took the required break)

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** Maintaining active involvement in my city and county has always been a priority since moving to NC over 33 years ago. Serving on the P & R Commission has been an honor, as well as a way to use my expertise here in my chosen hometown. Watching and working with our city fathers though the changes in Kannapolis from the Mill closing, the development of the NCRC and the redefining of our city through the participation of many partners and visionaries has been exciting and hard work. Assisting with several 10 year plans, interaction with community members while helping the KPRD reach its recognition on a national scale has been a lay professional's joy. There is ongoing change in our community and being actively involved remains a personal goal.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and Recreation is vital to all communities especially one like Kannapolis with the diversity of people and businesses. Continuing to serve our community is vital to the wise growth and survival of Kannapolis. With the wise planning and growth of our parks, greenways, programs, sports, and cultural opportunities Kannapolis has evolved into a regional destination drawing visitors, new business and new residents of all ages - a real plus for all who live and work here. Maintaining a wise growth vision is key as Kannapolis gains importance across our state
3. **What are three parks and recreation priorities you believe the City should address?** 1. Green space to match development. 2. Continued development of Sports and healthy lifestyle activities for folks of all ages and economic levels 3. Seek and develop wise partnerships to help with the various financial aspects of top level programming and cultural events

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 6

Board of Adjustment - 6

Parks & Recreation Commission - 1

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Gary Mills, Director Kannapolis Parks and Recreation Dept., 401 Laureate Way, Kannapolis NC. 28081, (704) 9204343

2. Becky Tolle, Assistant Parks and Recreation Director, 401 Laureate Way, Kannapolis. NC 28081, (704) 9204343

3. Jim and Nancy Rutledge, retired Owners Kannapolis Real Estate KREA, 1615 Eastwood Dr., Kannapolis, NC 28083, (704) 4677026

Date Applied: 12/31/2025 10:20 AM

Name: Darrell Lipe

Address: 6111 Pierce Lane Kannapolis, NC 28081

Daytime Phone: Home- (704) 4914748 Work/Cell- (704) 4914748

Email: darrell.lipe@gmail.com

County of Residence: Cabarrus

Current Employer: Retired from Duke Energy

Occupation/Professional Background: Senior IT Manager

Educational Background: Computer Science & Business

Civic Background: Community & Civic Involvement: Lake Forest Church - Volunteer in Student & Youth Ministry, Elder
Caterpillar Ministries - Event Volunteer Mecklenburg County Board of Elections - Regional Coordinator China Grove
Elementary Volunteer Kannapolis Middle School Volunteer

Other Boards, Commissions, or Committees on which you are currently serving: Lake Forest Church Session (Leadership Board)

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** As a citizen of Kannapolis, I want to get involved in my community and apply my skillset to help with this commission. I have recently retired from Duke Energy after 40 years and now have the time to devote to this commission if there is a needed. At Duke, I was in senior management leading large groups and projects. I believe this project management skillset and knowledge can help with the planning and zoning needs of our city.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I believe we are at a critical time in planning and zoning for our city. Growth needs to continue to provide the services needed as new residents call Kannapolis home. At the same time, we need to care for our long time residents where change can seem to be happening to fast. It's balance of protecting the past and planning for the future.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** I want a community that all people want to call home. Taking advantage for our history and new opportunities to provide a place where people want to live and are excited to call home.

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I would like to be part of the commission to provide exciting opportunities for our community to grow healthier, have fun, and grow closer through our parks and recreation. My background as a planner and project manager may be a skillset that would be of benefit to this commission as we plan for the future.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Our parks, recreation opportunities and events provide opportunities for our community to come together. It's important that we plan and provide for all ages to enjoy this benefit.
3. **What are three parks and recreation priorities you believe the City should address?** 1-Children and youth recreation especially for our teenager populations. 2-Activities for all physical abilities - off the couch to the sports minded. 3-Senior activities for our older population

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 3

Parks & Recreation Commission - 2

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Mike Moses, Lead Pastor, 9316 Gilead Hill Court, Huntersville, NC 28078, (704) 5823486

2. Wendy Benge, Office Manager, 5221 Grey Hawk Court, Concord, NC 28025, (704) 5494104

3. Mark Tornberg, Manager, 16035 Wynfield Creek Pkwy, Huntersville, NC 28078, (704) 5791302

Date Applied: 10/13/2025 12:36 PM

Name: Justin Knoll

Address: 409 Fisher Street Concord, NC 28027

Daytime Phone: Home- (607) 7420252 Work/Cell- (607) 7420252

Email: jknoll2028@gmail.com

County of Residence: Cabarrus

Current Employer: Obama Foundation

Occupation/Professional Background: Non-profit/Leadership Development

Educational Background: Master's in Higher Education Leadership - Appalachian State

Civic Background: Community & Civic Involvement: -Kannapolis 101 -Managed and scheduled Service-learning opportunities at Rowan-Cabarrus Community College when I worked there

Other Boards, Commissions, or Committees on which you are currently serving: None currently. Formerly served on a youth baseball league board in New York state, as well as many professional intra-college boards as a students and staff member.

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I want to be a member of the Parks and Recreation Commission because I have experience in recreation and programming, and know how to connect with communities. My time leading recreation and programming opportunities at various higher education institutions has provided me a significant amount of experience planning, implementing, assessing, and improving offerings. Kannapolis has beautiful parks and recreation space that I think can be further utilized to promote a healthy Kannapolis, and provide fun and impactful opportunities for community members.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and Recreation is important to the City of Kannapolis as it is a vital way of promoting healthier lifestyles; bot physically and mentally. Physically, by beautifying, maintaining, and growing the number of parks that the City manages. Mentally, by providing fun events for all community members to come together to share in learning, fun, or coming together around a shared interest. I see the Parks and Recreation department being the most vital piece of city government in creating the tremendous feeling of community that I have felt here while living in Kannapolis.
3. **What are three parks and recreation priorities you believe the City should address?** Three priorities I believe the City should address include: -ensuring that even through the growth in population and infrastructure the city continues to see, availability and accessibility to green/recreational space is protected and advocated for. -The city of Kannapolis is only going to grow in the coming years and decades, and now is a great time to become a regional hub outside of Charlotte for entertainment and community building. -Continue being a regional leader in the services Parks and Recreation provides, while leaning towards creating and engaging opportunities to grow and foster a shared sense of community throughout the city, for all residents.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I want to be a member of the Community Improvement Commission because I have fallen in love with the City of Kannapolis, and want it to be where I start my family. My wife and I have lived in Kannapolis going on two years now, and the community atmosphere and feel is so important to us. I want to be serve and ensure that feeling of community continues. I want to serve to provide input and have a voice in resource allocation to maintain the vibrant and supportive community for future generations.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** -Through my personal work, I have worked with many non-profit, Public, and Private-sector Leaders making an impact in their communities, especially in low-to-moderate income households. In my career in higher education, specifically in higher education, I worked with students all along the economic spectrum. Working with and supporting the community members that need it the most has been a passion of mine throughout my life, and I am a supporter of the idea that your community is only as good as your "weakest" members. I also am interested in the concepts of community wealth building and inclusive capitalism, benefitting the community at large. -For the code enforcement cases, while I do not have any tangible experience, I do believe that beautifying the City and our community is important for ensuring Kannapolis keeps that strong sense of community. While there is a balance between history, and improving eye-sores, safety and what is in the best interests of the community should always be first on our list of concerns. Removing dilapidated structures can help create safer communities, provide opportunities for new builds to bring in affordable housing, single-family housing, green/recreational space, or economic development opportunities. I will bring my analytical and curious nature to ask the tough questions, and advocate to always improve our community.
3. **What do you consider to be three major neighborhood or housing issues for our City?** -Affordable housing is important to ensure equitable access to living in and contributing to Kannapolis and the community at large. -Single-family homes to attract families to the area that will grow and build legacy of Kannapolis-grown community members. -

Safe neighborhoods so that our community members can enjoy all Kannapolis has to offer without fear or worrying. Kids being able to play at parks or in their yard without their parents worrying. A community without crime might not be possible, but we can investigate the safety opportunities we do have and can control to make Kannapolis a safer place that all can enjoy and be proud of.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 4

Parks & Recreation Commission - 1

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Barb Meidl, Legal Administration, 710 Willow Drive, Kannapolis, NC 28083, (704) 7969069
2. Dr. Tracy Moore, Higher Education (Retired), 9701 Dalphon Jones Dr., Charlotte NC 28213, (704) 4009740
3. Lilach Shafir, Non-profit Leadership, 337 Lincoln Road, Apt. 1L, Brooklyn, NY 11225, (602) 3345579

Date Applied: 9/10/2025 11:21 AM

Name: Felicia Victoria Mitchell

Address: 2618 Millardfullerway Concord, North Carolina 28027

Daytime Phone: Home- (704) 8867839 Work/Cell- (704) 8867839

Email: mrs.perry1977@gmail.com

County of Residence: Cabarrus

Current Employer: Mooresville Manor NC Housing

Occupation/Professional Background: Service Coordinator/ I provide general service management which includes intake, education (services available and application procedures) and referral of residents to service providers in the general community. These socia; services may include meals-on-wheels, transportation, home health aides, homemakers, financial assistance, counseling, preventative, health screening, and other services needed

Educational Background: I have three college degress and graduated with honors on all of them. Associates degree in Business Administration, Bachelor's degree in Criminal Justice Administration, and Master's degree in Public Administration from Strayer University

Civic Background: Community & Civic Involvement: Mooresville, NC, community as a Service Coordinator, I meet a lot of residents and business partners, some have come out to my facility to educate the residents.

Other Boards, Commissions, or Committees on which you are currently serving: None

Boards/Commissions applied for ratings:

Planning & Zoning - 3

Board of Adjustment - 5

Parks & Recreation Commission - 6

Community Improvement Commission - 5

Do you reside within the City limits of Kannapolis? - No

References:

1. Dawanna Brown, Scheduler for Charlotte Radiologist, 2539 hickory Ave Concorxd NC 28027, (704) 2243273
2. Linda Williams , city of Meckleburg County Park and RecreationCoordinator (retired), 7144 Ludwig Dr 28125, (704) 2999465
3. Kizzi Harrington, works at Perdue Farm and Food lion, 408 South Hampton Dr. Concord NC 28027, (845) 5408773

Date Applied: 9/10/2025 9:59 AM

Name: Kenneth Matthews

Address: 1207 Jackson St Kannapolis, NC 28083

Daytime Phone: Home- (980) 8666777 Work/Cell- (980) 8666777

Email: kenneth.m.matthews@gmail.com

County of Residence: Rowan

Current Employer: WEX Inc. – a global financial technology company that provides innovative payment solutions across mobility, fleet, corporate, and healthcare industries.

Occupation/Professional Background: I bring over 15 years of professional experience in both design and financial technology. For 10 years, I served as Director of Design at SCC Interiors, leading client projects, managing design teams, and overseeing operations to deliver high-quality results. For the past five years, I have worked with WEX Inc., where I currently serve as Strategic Partnership Operations Manager. In this role, I lead cross-functional projects, improve operational efficiency, and partner with internal teams and external organizations to deliver innovative payment solutions. My career reflects a unique combination of creativity, strategic thinking, and operations leadership.

Educational Background: While I do not hold a formal degree, my qualifications come from over 15 years of direct leadership experience in business operations, project management, design, and financial technology. My career path has provided me with practical expertise in managing teams, building processes, and leading high-impact initiatives.

Civic Background: Community & Civic Involvement: I have a long-standing commitment to service through both personal and community initiatives. I have volunteered with local organizations to provide disaster relief, supported underserved families, and led fundraising efforts. Recently, I coordinated donations and delivered generators to families impacted by flooding and mudslides in North Carolina, ensuring access to power for individuals with medical needs. In addition, I serve as a foster parent, providing stability and care for children with special needs. These experiences reflect my dedication to helping others and strengthening my community.

Other Boards, Commissions, or Committees on which you are currently serving: At present, I am not serving on other boards or commissions, allowing me to fully dedicate my time and energy to supporting the work of Kannapolis through this opportunity.

BOARD OF ADJUSTMENT (Choice - 2)

- Please explain why you want to be a member of the Board of Adjustment.** I want to serve on the Board of Adjustment to contribute my leadership and operational experience to decisions that directly impact the growth and quality of life in Kannapolis. Having spent my career in roles that require balancing structure with flexibility, I understand the importance of applying policy fairly while also ensuring residents and businesses feel supported. Serving in this capacity would allow me to use my problem-solving skills to support responsible development and maintain trust in local government processes.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. Growth and Development – Kannapolis is experiencing rapid growth, and it is critical to ensure that zoning adjustments balance economic opportunity with maintaining neighborhood character. The Board of Adjustment can provide fair oversight to protect both residents and future development. 2. Housing Affordability – As growth continues, affordability for working families is a concern. The commission can play a role by carefully reviewing variances or special exceptions that might increase housing supply while keeping community standards in place. 3. Community Trust in Government – Residents need to feel that decisions are transparent and fair. The commission can build that trust by ensuring consistent application of zoning ordinances and open communication about decisions.
- What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision for Kannapolis is a city that continues to grow while preserving its sense of community and accessibility for all residents. The Board of Adjustment plays a key role in achieving this by making thoughtful, impartial decisions that keep growth responsible, protect residents, and encourage opportunities for both businesses and families.

PARKS AND RECREATION COMMISSION (Choice - 1)

- Please explain why you want to be a member of this commission.** I would like to serve on the Parks and Recreation Commission because I believe that strong recreational spaces are the backbone of healthy, connected communities. With a young family and active community involvement, I have seen firsthand how parks bring people together, support wellness, and create lasting pride in a city. I want to help ensure Kannapolis continues to invest in spaces that benefit residents today and for generations to come.
- Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and recreation are essential to building community identity, fostering public health, and supporting economic vitality. High-quality recreational spaces attract families, encourage active lifestyles, and provide gathering places that make Kannapolis a more welcoming and vibrant city.

3. **What are three parks and recreation priorities you believe the City should address?** 1. Accessibility and Inclusivity – Ensure parks and facilities are accessible to people of all abilities, including children with special needs. 2. Maintenance and Safety – Maintain existing parks and equipment to ensure safe and enjoyable use by all residents. 3. Community Programming – Expand recreational programs and events that strengthen community ties, such as family activities, outdoor fitness, and cultural celebrations.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 2

Parks & Recreation Commission - 1

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Dr. James Litaker, Chiropractor, Kannapolis, NC, (704) 4674808
2. Wesley Kirk, Owner - Kirk's Lube & Brake, Kannapolis, NC, (704) 9996415
3. Chad Stilwell, Owner - Fig Tree Properties, Concord, NC, (704) 3090114

Date Applied: 8/15/2025 9:46 AM

Name: Erin Haynie

Address: 1125 Zettie Avenue Kannapolis, NC 28083

Daytime Phone: Home- (980) 2410366 Work/Cell- (980) 2410366

Email: erinbhaynie@gmail.com

County of Residence: Rowan

Current Employer: Compass Group USA

Occupation/Professional Background: Senior Category Development Manager

Educational Background: Bachelor of Science – Foodservice Management

Civic Background: Community & Civic Involvement: Church Service Volunteer – The Refuge

Other Boards, Commissions, or Committees on which you are currently serving: Provided volunteer services at the café operated by The Refuge, where all proceeds are dedicated to supporting youth programs, community outreach initiatives, and mission projects.

PLANNING & ZONING COMMISSION (Choice - 1)

- Please explain why you want to be a member of this commission.** I am interested in joining the Planning and Zoning Commission to participate in guiding the community's development while maintaining a balance between growth and preservation. Developmental decisions influence how people live, work, and interact over time, so it is important to address them with objectivity, transparency, and careful consideration. I support responsible land use, maintaining neighborhood character, and ensuring that zoning decisions consider both economic potential and quality of life. My intention is to listen to residents, evaluate the long-term effects of each proposal, and make decisions that align with the broader vision of the community as well as future needs.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Responsible Growth: Ensure that new development and redevelopment align with the community's long-term vision. This includes preserving the character of existing neighborhoods and encouraging land use that balances residential, commercial, and recreational needs. Thoughtful growth helps prevent overcrowding, strain on public services, and loss of community identity. Infrastructure: Guide developments to include adequate roads, utilities and public services. Encourage responsible planning to protect natural resources, reduce long-term costs, and maintain the community's livability. Traffic: Prioritize growth strategies that prevent traffic congestion by ensuring new development is planned with mobility in mind. By integrating thoughtful transportation planning from the outset, we can help residents move safely and efficiently while avoiding the pitfalls of overcrowded roads.
- What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Vision for the City: My vision is for a community that grows thoughtfully - where neighborhoods retain their character, businesses thrive, housing is accessible, and residents feel safe and put down long term roots for new generational growth. I envision a city that balances progress with preservation and offers opportunities for all generations to thrive as they once did. Role of the Commission: The Planning and Zoning Commission is essential in turning this vision into reality. By carefully reviewing development proposals, updating zoning regulations, and ensuring alignment with the comprehensive plan, the commission guides growth in a way that protects the community's character and quality of life. Additionally, the commission serves as a bridge between residents and city leadership, promoting transparency and making informed, long-term decisions that reflect both current needs and future priorities.

BOARD OF ADJUSTMENT (Choice - 2)

- Please explain why you want to be a member of the Board of Adjustment.** I am interested in serving on the Board of Adjustment to support decision-making that influences community growth and quality of life. The board is responsible for overseeing development and land use policies to promote fairness, equity, and consistency with established long-term planning objectives. My goal is to contribute to the work of the board by helping guide the city's growth, addressing property rights, and maintaining relationships among residents, developers, and local government.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I believe our community is currently facing several important issues, and the Board of Adjustment can play a key role in addressing each of them. First, responsible development and growth is critical. As our community continues to grow, new development can strain infrastructure and impact neighborhoods. The board ensures that projects comply with zoning regulations while considering traffic, environmental effects, and neighborhood compatibility, helping balance economic growth with quality of life. Second, property rights and fairness are central to maintaining trust in local government. Residents expect consistent, transparent decisions regarding variances, special exceptions, and appeals. By carefully reviewing each request, the board protects property rights while ensuring impartiality and fairness for all parties. Third, economic vitality and housing access is

another consideration. By providing zoning flexibility where appropriate, the board can support small businesses, affordable housing, and mixed-use projects, balancing opportunity with livability. Finally, community engagement and trust are critical. Transparent decision-making, clear communication, and active listening ensure that residents feel heard and involved in shaping the community's future. The board's role in fostering this trust strengthens connections between residents, developers, and local government.

3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision for the city is one of balanced growth, where development supports opportunity while preserving neighborhood character, safety, and quality of life. Our community currently faces several key challenges, and I believe the Board of Adjustment can have a meaningful impact in addressing them. Responsible development and growth is critical, as new projects can strain infrastructure and impact existing neighborhoods. Property rights and fairness are also central; residents need confidence that variances and appeals are handled transparently and impartially, protecting both individual property rights and public trust. Preservation of neighborhood character ensures that new development complements the aesthetic, historical, and social fabric of our community, maintaining livability and property values.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 2

Parks & Recreation Commission - 3

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Janelle Sroka, Director - Category Development, 13720 Sunrise View Drive Charlotte NC, 28278, (540) 9089444
2. Larry Mason, Retired - Fire Chief, 4235 Mills Circle Concord, NC 28025, (980) 5213109
3. Kelsey Bassett, Teacher, 387 Lucky Drive NW Concord, NC 8027, (704) 3518106

Date Applied: 7/14/2025 9:43 AM

Name: Nadia Price

Address: 210 S Main St. Kannapolis, NC 28081

Daytime Phone: Home- (681) 9453897

Email: nadiap.wv@gmail.com

County of Residence: Cabarrus

Current Employer: Catawba College

Occupation/Professional Background: Library Employee

Educational Background: Bachelor's in Political Science/History

Civic Background: Community & Civic Involvement: I have been involved with many campaigns, volunteer projects, and more in my home state before moving here. **Other Boards, Commissions, or Committees on which you are currently serving:** N/A

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I'm interested in learning more about Kannapolis and how it functions, I want to contribute to the success of the city I have chosen as my home.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** It is an often overlooked piece of city planning that facilitates community and enjoyment for citizens of any place.
3. **What are three parks and recreation priorities you believe the City should address?** Focusing on healthy lifestyle choices, improving accessibility, and community engagement.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I'm interested in learning more about Kannapolis and how it functions, I want to contribute to the success of the city I have chosen as my home.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** I am from a low income state, West Virginia, and am familiar with handling HUD funds as well as demolition.
3. **What do you consider to be three major neighborhood or housing issues for our City?** Housing availability and affordability as well as housing conditions.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 4

Board of Adjustment - 3

Parks & Recreation Commission - 2

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Angel Wallace, Assistant Director of Corporate Engagement, 210 S Main St. Kannapolis, (304) 5213974
2. Nathan Sims, Receiving Tech., 210 S Main St. Kannapolis, (423) 8132383
3. N/A, N/A, N/A, (000) 0000000

Date Applied: 7/10/2025 12:13 PM

Name: Laytoa Mckinney

Address: 513 villa st kannapolis, nc 28083

Daytime Phone: Home- (704) 9182727 Work/Cell- (704) 9182727

Email: laytoamckinney99@gmail.com

County of Residence: Cabarrus

Current Employer: unemployed

Occupation/Professional Background: Delivery Driver /Warehouse associate

Educational Background: High School Diploma

Civic Background: Community & Civic Involvement: N/A

Other Boards, Commissions, or Committees on which you are currently serving: N/A

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 4

Board of Adjustment - 3

Parks & Recreation Commission - 5

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Jamie Newman, HR CHA, Oakdale, (704) 6057503

2. Tony Norris, Manger, kannapolis, (704) 7330234

3. Savannah Johnson, Warehouse associate, virginia, (704) 7909219

Date Applied: 7/7/2025 5:45 PM

Name: Daniel Helms

Address: 2698 Stonewood Vw Kannapolis, NC 28081

Daytime Phone: Home- (704) 2244705 Work/Cell- (704) 2244705

Email: kcs_helms@yahoo.com

County of Residence: Cabarrus

Current Employer: Cabarrus County Schools

Occupation/Professional Background: High School Teacher

Educational Background: Masters in Political Science (Virginia Tech), Bachelors in History and Philosophy (UNC Charlotte)

Civic Background: Community & Civic Involvement: As a teacher in Cabarrus County Schools, I have taken an active role in advocating for our students, families, and school personnel, including speaking at School Board meetings. I have also served as my neighborhood's Homeowners Association president in the past.

Other Boards, Commissions, or Committees on which you are currently serving: None

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I love being part of organizations that encourage healthy and active living. I have coached, enjoyed the parks as my children have gotten older, and take advantage of many of the summer concert programs. As a citizen of Kannapolis for most of my life, I love the direction that Kannapolis is moving towards. I want to do my part to be active in the community and help to continue the fantastic work that Kannapolis has already done. I also have some thoughts about ways to continue to improve our sports programs that I would like to try to help implement.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** I have participated in sports since I was 6 years old, and have coached at some level and sport for 21 years. Sports are a way for the participants to be active, and learn crucial skills such as teamwork and grit. I would like to be a part of an organization that I have seen grow over the last several years and help to shepherd it further. In addition, parks and family related programs are important for a thriving city, especially in being open for new growth.
3. **What are three parks and recreation priorities you believe the City should address?** 1- Continue to expand existing the sports programs to improve the facilities, add in offseason clinics, and recruit high quality and capable coaches. 2- Continue to find ways to increase green space and walkability/active living, either through walking trails and routes or community based active living programs. 3- Increase opportunities and active spaces for teenagers.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 6

Board of Adjustment - 5

Parks & Recreation Commission - 1

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Tom Cabaniss, Pastor, First Baptist Church, 2974 Donegal Dr, Kannapolis, (704) 4670049
2. Keith Rhoney, Teacher/Coach, 6236 Twining Vine Ct, Kannapolis, (704) 6992071
3. Ashleigh Parker, Children's Minister, First Baptist Kannapolis, 211 S Rose Ave, Kannapolis, (336) 9728550

Date Applied: 6/22/2025 1:56 PM

Name: Kramer Lowe

Address: 300 Cook St Kannapolis, NC 28083

Daytime Phone: Home- (704) 4505663 Work/Cell- (704) 2194327

Email: Kramerlowe@gmail.com

County of Residence: Cabarrus

Current Employer: Xylem Tree Care

Occupation/Professional Background: Plant Health Care Manager/Past Tour Manager & Professional in Music Industry

Educational Background: Mooresville Senior High

Civic Background: Community & Civic Involvement: City of Kannapolis Tree Service Vendor/Consultant

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I utilize the parks frequently with my family and young children. I believe in the safety, sustainability on the landscape and trees. I see the growth of the community and would love to contribute. I have a professional touring music industry background for 10 years and value the logistics in the free concert series and would be happy to be involved in that aspect as well.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Greenways and environmental protection play a major part in a park settings. Not only for safety, but for controlling the habitat for invasive species and shade in the summer. Great parks make for great memories and vital to the growth of the community. Safe parks and things to do for families are a major reason for what makes Kannapolis stand out. With the atrium ball park, village park offerings from summer concerts to ceremony of lights, and all the greenways and new park near lake fisher being built makes Kannapolis a destination city. I believe and am excited for improvement of a skatepark, and midway area to be revitalized to have Kannapolis downtown start expanding outside Main St and Ridge.
3. **What are three parks and recreation priorities you believe the City should address?** Greenway safety/tree health, more Parking and travel for concerts, more concessions and free clean drinking water access

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 5

Board of Adjustment - 6

Parks & Recreation Commission - 1

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Justin Gage, Senior Director Operations, Reynolds America, Greensboro, NC, (336) 2592496
2. Chase Kepley, Business Development, Xylem Tree, Lexington, NC, (980) 2160453
3. Mike Hosey, Owner/Broker, Trade & Tryon Realty, Charlotte, NC, (828) 3010114

Date Applied: 6/13/2025 10:05 AM

Name: Gregory Freeman

Address: 1191 Nunnery Ln Kannapolis, NC 28081

Daytime Phone: Home- (980) 6133641 Work/Cell- (980) 6133641

Email: GregoryFreeman28@yahoo.com

County of Residence: Rowan

Current Employer: Retired

Occupation/Professional Background: Project Management

Educational Background: BA Business Administration

Civic Background: Community & Civic Involvement: Volunteer youth league coach (9 years)

Other Boards, Commissions, or Committees on which you are currently serving: None

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 4

Parks & Recreation Commission - 5

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Ryan/Dawn Hoisington, Parts Manager, 1201 Nunery lane, (802) 7388430

2. Dorien Albritten, Project Manager, 111 Steeplechase Ave, (704) 7466200

3. Traci Cuthbertson, Busniess owner, 20586 Harbor View drive, (704) 6401103

Date Applied: 5/29/2025 3:36 PM

Name: Nonya Brown-Chesney

Address: 1304 Browdis Avenue Kannapolis , NC 28083

Daytime Phone: Home- (919) 7752725 Work/Cell- (919) 3566321

Email: nonya.brown@gmail.com

County of Residence: Cabarrus

Current Employer: I currently work for Harnett County Schools but I will be moving to Kannapolis in July 2025 and I will work at Cabarrus county schools.

Occupation/Professional Background: Teacher

Educational Background: Masters in Middle Grades Education

Civic Background: Community & Civic Involvement: I served on the board of Appearances in Sanford NC for one year, I would like to serve on a board in Kannapolis and be involved in my new community. We have purchased a home in Kannapolis and we look forward to becoming a part of this community.

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** One of the things that sold us on Kannapolis was the beautiful and diverse parks systems. On our first visit to the city we went to Village Park and we quickly fell in love with the area.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** The parks are the eyes of a community. They show how invested a town is in the lives of its citizens because these are areas that are free and open to all citizens. I think it would be fantastic to serve on this board and learn more about my new community in the process.
3. **What are three parks and recreation priorities you believe the City should address?** 1. Holiday celebrations involving the parks and recreation department 2. Senior citizens activities 3. Field trips for area school children.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 6

Board of Adjustment - 6

Parks & Recreation Commission - 1

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Debra Bradley , Retired Teacher , 140 Kerr Lake road Aberdeen NC 28315, (912) 6590997
2. Valentina Cubillos , Teacher , 302 Jackson street Jamestown NC 27282, (919) 5971662
3. Rebecca Wells , Teacher , 368 Chatham Forest Drive Pittsboro NC 27312, (910) 3227905

Date Applied: 5/29/2025 4:38 PM

Name: Michelle Steeley

Address: 2607 Lane Street KANNAPOLIS, NC 28083

Daytime Phone: Home- (704) 7913974 Work/Cell- (704) 7913974

Email: michellesteeley@gmail.com

County of Residence: Cabarrus

Current Employer: Premier Real Estate Team

Occupation/Professional Background: REALTOR

Educational Background: some college

Civic Background: Community & Civic Involvement: BOD for Habitat Cabarrus, Previous BOD for Central Carolina Association of Realtors

Other Boards, Commissions, or Committees on which you are currently serving: none for the city

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I would like to be involved in my local community and city and have an impact on the decision being made
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Affordable housing Infrastructure parking for the downtown area
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Kannapolis is my hometown. Born, raised and lived all of my life. I want to see our City grow and be the very best that it can be. With growth comes growing pains and I believe that with the right plan of actions some of those pains can be minimal

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 6

Parks & Recreation Commission - 3

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Chris Puckett, Realtor, 122 S Main St Kannapolis, NC 28081, (704) 2985872
2. Lori Allerton, Mortgage Lender, 1705 Kenton Dr Suite 207 C Cornelius, NC 28031, (704) 7541599
3. Morgan Harper, CFO Central Carolina Association of Realtors, 250 Branchview Dr NE Concord, NC 28025, (704) 7865512

Date Applied: 2/16/2025 2:24:00 AM

Name: Jeffrey D Gray II, CC, CSC, CEC, CMC, CPC

Address: 416 N Ridge Ave KANNAPOLIS, NC 28083

Daytime Phone: Home- (704) 7870484 Work/Cell- (704) 9322215

Email: Jeffgray4729@yahoo.com

County of Residence: Cabarrus

Current Employer: Classic Design

Occupation/Professional Background: Draftsman/Architect (Residential & Commercial)

Educational Background: HS Grad. 2007 (AL Brown), AS Culinary Arts 2009 (Johnson & Wales), Certificate BA 2010/Certificate PA 2011 (RCCC/CPCC), BA Business/Communications 2012 (Johnson & Wales), MBA 2015 (Strayer), Currently in a PhD Program (2027)

Civic Background: (Political participation) Voting, contributing to campaigns via donations / promotions. (Community service) Volunteering, helping others, food drives (2006 - 2024) and rebuilding after our recent Western NC disasters. (Advocacy) Organizing protests, raising awareness, and advocating for legislation. (Education) Helping students build reading skills and educating others about government and history (history is my favorite subject). (Social responsibility) Filling needs in the community when and where needed. Promoting the quality of life in a community where no one was helping and ensuring wheelchair access was installed. In addition to community gardening, tutoring, donating blood, environmentalism and more from 2004 - present.

Other Boards, Commissions, or Committees on which you are currently serving: Not currently serving. I was a weekly visitor in the Rotary Club for 3 years, in which I became a member of Rotary int. for a period of time, until my work forced me to quit. I continued to help at events when time permitted

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I am passionate about contributing to the positive development of our community and believe my experience in urban planning, environmental sustainability, community outreach would be valuable in helping this commission make informed decisions that address the needs of our residents, particularly regarding specific area of focus, revitalizing downtown, promoting green initiatives, improving public safety. I am eager to collaborate with other commission members to identify key issues, develop effective strategies, and implement solutions that create a more vibrant and inclusive community for all.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** The three most critical issues facing our community currently are, economic disparity, infrastructure concerns, and environmental sustainability. This commission can address these by facilitating targeted economic development initiatives, advocating for infrastructure improvements, and promoting environmentally conscious policies and community projects.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** A vision for Kannapolis could be a vibrant, health-focused community with a more thriving downtown, excellent quality of life, and a strong emphasis on outdoor recreation, where the commission's role would be to actively guide development plans, prioritize infrastructure improvements that support walkability and green spaces, and advocate for initiatives promoting wellness and community engagement, all while ensuring responsible economic growth and diverse housing options.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 2

Board of Adjustment - 1

Parks & Recreation Commission - 4

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Jim Bowen, CC, CSC, CED, CMC Program Chair of Culinary Arts, CPCC 1201 Elizabeth Ave., Charlotte, NC 28204 704-330-2722
2. Jordan E. Binder, PhD Director of Physics 1505 Fairwood Ave., Gastonia, NC 704-591-4857
3. Dr. Darlington Heart, MD Medical Director 7704 England St., Charlotte, NC 28273 (704) 551-4151

Date Applied: 3/19/2025 1:34:00 PM

Name: Melissa Pierre-Louis

Address: 2225 Silver Pine St.KANNAPOLIS, NC 28027

Daytime Phone: Home- (973) 9519437 Work/Cell- (973) 9519437

Email: pierrelouis.mel@gmail.com

County of Residence: Cabarrus

Current Employer: Raven Percision Group, LLC

Occupation/Professional Background: My background in marketing, strategic planning, business development, and community engagement, which has given me the skills necessary to contribute meaningfully to the the board in various ways. Throughout my career, I have worked at the intersection of marketing, policy and growth strategy, which has required me to analyze complex challenges, collaborate with stakeholders, and develop data-driven solutions that support both short-term objectives and long-term sustainability.

Educational Background: Diversity, Equity & Inclusion in Healthcare Certification, Harvard University Diversity, Equity & Inclusion Certification, Cornell University Master of Business Administration, Fairleigh Dickinson University Bachelor of Arts in Communications, Kean University.

Civic Background: I have been actively engaged in PTO volunteering at my children's local elementary and middle schools, supporting educational efforts that directly impact students and families. I have participated in canvassing and phone banking for the recent national election, ensuring that residents are informed and engaged in the democratic process. Beyond education and civic engagement, I have also attended and volunteered at local health fairs, helping to connect community members with valuable resources that promote well-being.

Other Boards, Commissions, or Committees on which you are currently serving: North Carolina Division of Public Health Youth Wellness Community of Practice and Education

PLANNING & ZONING COMMISSION (Choice - 1)

- 1. Please explain why you want to be a member of this commission.** I am seeking appointment to the Planning and Zoning Commission of Kannapolis because I believe in thoughtful, responsible, and sustainable community development that aligns with the city's vision for smart growth. With Kannapolis experiencing rapid transformation driven by residential expansion, economic development, and infrastructure improvements I see a great opportunity to lend my strategic expertise and planning acumen to ensure that growth benefits both current and future residents while maintaining the towns unique character.
- 2. Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** After conducting some research, I believe the three most important issues facing Kannapolis at this time are rapid population growth and housing availability, infrastructure and transportation development, and balanced economic expansion. The Planning and Zoning Commission plays a critical role in addressing these challenges by ensuring that development aligns with the city's long-term vision and meets the needs of both residents and businesses. In terms of Managing Population Growth and Housing Availability with an increasing population there's an opportunity to ensure adequate, high-quality housing options, which appears to be essential in the growth of the town. The commission has the ability to guide zoning decisions and residential planning to ensure that housing growth is balanced, sustainable, and does not compromise the character of existing neighborhoods. As for Infrastructure and Transportation Development “as more residents and businesses move into Kannapolis, road capacity, public utilities, and overall infrastructure has to keep up with the pace. The commission can evaluate land use planning, traffic impact studies, and zoning adjustments to support well-planned growth while minimizing congestion and strain on public resources. And lastly, Balanced Economic Expansion “like most towns, business growth is vital to Kannapolis, but it must be strategic and complementary to the areas in which residents live in. The commission can play a role in attracting the right mix of businesses, ensuring that commercial development fits within zoning guidelines and supports long-term economic vitality while maintaining the city's small-town charm. By applying data-driven decision-making, strategic planning expertise, and an understanding of real estate and zoning laws, I am committed to ensuring that Kannapolis grows in a way that is sustainable, well-planned, and beneficial for all its residents.
- 3. What is your vision for the City of Kannapolis and what do you consider this commission’s role to be in accomplishing that vision?** My vision for Kannapolis is a city that thrives by building strong, connected communities where people feel seen, valued, respected, and protected. I envision a city where thoughtful planning, responsible growth, and strategic development create opportunities for residents to live, work, and prosper. As Kannapolis continues to evolve, it is essential that businesses not only succeed but also give back to the community, fostering long-term economic vitality and a shared commitment to growth. The Planning and Zoning Commission plays a key role in shaping this vision by ensuring that development is intentional, sustainable, and community-driven. Through zoning regulations, land use planning, and infrastructure oversight, the commission helps guide residential and commercial expansion in ways that enhance quality of life, preserve the city’s character, and support economic opportunity. By fostering a balanced mix of housing, business, and public spaces, the commission ensures that Kannapolis remains a

vibrant and welcoming place for generations to come. By serving on this commission, I would bring a strategic, community-focused perspective to decision-making, ensuring that Kannapolis grows in a way that is thoughtful, well-planned, and aligned with the needs of its residents and businesses.

COMMUNITY IMPROVEMENT COMMISSION (Choice 2)

1. **Please explain why you want to be a member of this commission.** I want to serve on the Community Improvement Committee because I am deeply committed to ensuring that Kannapolis continues to grow as a thriving, connected, and well-planned community. My passion for community engagement, strategic planning, and smart development aligns with the committee's mission to enhance the quality of life for residents, support local businesses, and create welcoming spaces that reflect the city's values. Through my experience in strategic planning, marketing, and real estate studies, I have developed a strong understanding of community development, infrastructure planning, and business growth strategies. I have also been actively involved in the community through PTO volunteering, election canvassing, and local health fairs, which has given me insight into the needs and priorities of residents. I see this as an opportunity to lend my time and expertise to ensure that Kannapolis remains a place where people feel seen, valued, respected, and protected. By contributing to the committee, I hope to help guide improvements, support sustainable initiatives, and foster a strong sense of community that benefits both current and future generations.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** I bring a community-focused and strategic perspective to the Community Improvement Committee, particularly in understanding how housing stability, economic opportunities, and social determinants of health shape the well-being of residents. My experience in community engagement and strategic planning has given me insight into the challenges that low-to-moderate income households face, as well as the importance of ensuring that resources are allocated to projects that have a meaningful and lasting impact. Regarding the allocation of HUD funding, I understand how housing access, economic opportunity, healthcare, and neighborhood conditions are interconnected. My experience in engaging with communities and assessing social needs allows me to evaluate how funding decisions can support stability, drive local improvements, and enhance quality of life for residents. When addressing code enforcement and the removal of dilapidated structures, I recognize the impact that neglected or unsafe properties have on both individual and community health. However, I also understand the importance of preserving the character of neighborhoods and ensuring that redevelopment efforts align with community needs. My approach would be to balance revitalization efforts with long-term community interests, ensuring that decisions made by the committee contribute to a safer, healthier, and more vibrant Kannapolis.
3. **What do you consider to be three major neighborhood or housing issues for our City?** From what I've observed and through research, Kannapolis has been addressing several housing-related challenges in recent years, including affordable housing shortages, homelessness, and neighborhood revitalization efforts.
4. **What experience or education have you had relative to this Board?**

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 1

Parks & Recreation Commission - 3

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Chris Puckett Planning and Zoning Board Member and Real Estate Educator Kannapolis/Concord 704-298-5872
2. Selena Frink Sales and Operations Professional 3604 Courage Ct. SW, Concord, NC 336-254-4328
3. Karla Anderson Attorney and Inclusion Professional 14404 Seigle Ave., Charlotte, NC 205-566-5073

Date Applied: 3/20/2025 1:52:00 PM

Name: Nicholas Schwertfager

Address: 3586 Coleraine Ave KANNAPOLIS, NC 28081

Daytime Phone: Home- (716) 4019177 **Work/Cell-** (716) 4019177

Email: Nschwertfager@me.com

County of Residence: Cabarrus

Current Employer: Disabled

Occupation/Professional Background: Veteran/ Highway Patrol Communications/Jail Guard

Educational Background: Associate's in general studies

Civic Background: Was a Volunteer Firefighter for several years starting when I was 14.

Other Boards, Commissions, or Committees on which you are currently serving: None

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** To be able to assist the City of Kannapolis
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Expansion, crime, and infrastructure Able to assist the city with voices from the communities that live in them.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** A safe, family oriented community that assists the needs of the residents as best as possible.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning -

Board of Adjustment - 1

Parks & Recreation Commission -

Community Improvement Commission -

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Dr. James Litaker Chiropractor S. Main St. 704-467-4808
2. Jim Kelly Retired 3572 Coleraine Ave., Kannapolis 704-262-1554
3. Catherine Doberstein Daycare Owner 320 Russel St., Kannapolis 704-775-2121

Date Applied: 12/3/2024 6:24:00 PM

Name: Ronald D. Flanders

Address: 1675 Barbara Ann Circle Kannapolis NC 28083

Daytime Phone: Home- (508) 6120828 Work/Cell- (508) 6120828

Email: flamborff@aol.com

County of Residence: Cabarrus

Current Employer: Retired

Occupation/Professional Background: Medical Health Customer Service

Educational Background: Business

Civic Background: Community & Civic Involvement: Kannapolis 101 Academy Graduate 2024

Other Boards, Commissions, or Committees on which you are currently serving: Little Texas Community Watch Group, The Community Bridge Project of Kannapolis, Senior Games Ambassador and Silver Arts

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** To learn more about my city government inter working on how they do planning and analyzing for growth for companies and community.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Housing cost, Infrastructure roads planning, Cost of Living 1. Tackling housing cost on national, state and local governments can implement strategies like increasing affordable housing developments through funding and zoning, providing house assistance programs for low income programs, foster public -private partnership and incentivizing constructions. 2.Need to work on traffic from out dated roads and growth with city and NCDOT Widening ,Kannapolis Parkway to Dale Earnhardt Boulevard. 3.Cost of living and paying for taxes, food , gas with the stressed assistance Programs pushed to the max.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** The City of Kannapolis have an array of great programs and a good vision plan for the growth and just need to follow and make adjustment when they come up

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** The city of Kannapolis have a excellent Park and recreation facilities available for their residency. I am a runner and have enjoyed the number of trails and bike lanes , Veterans Park, Village Park, and the new Pickleball courts at Baker Creek, and last but not least the open Kannapolis Middle School Track that I use to train for Senior Games Track and Fields events.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** I believe that a city that is healthy is a city that is fun. The world is full of stress and just doing a walk in the park can help with Body, Mind, and Soul.
3. **What are three parks and recreation priorities you believe the City should address?** I have no suggestion on that except more people need to take more advantage of the facilities that City, and Gray Mills provide for our health and well-being.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 4

Parks & Recreation Commission - 2

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Jeanne A. Dixon City Councilwoman 1840 Enochville Rd, Kannapolis, NC 28081-8343 (704) 699-6016
2. Kenneth Geather Retired 1545 Steepleton Dr, Kannapolis, NC, 28083 (704) 224-7959
3. Gloria Talbert Retired 1430 El Paso Street Kannapolis NC 28083 (704) 222-7484



Kannapolis City Council

City Council Agenda Staff Report

July 13, 2026

To: Mayor and City Council
From: Sherry Gordon, Community Development Program Administrator
Subject: **APPOINTMENTS** - Community Improvement Commission (CIC) **UNANIMOUSLY APPROVED**

Recommended Action Requested by City Council

Motion to reappoint Amos McClorey and Spencer Swain to new three-year terms; and to appoint Mitchell Johnson to a new three-year term to the Community Improvement Commission (CIC) subject to acceptance and execution of the amended Policy of the Kannapolis City Council.

Required Votes to Pass Required Action

Majority Present at Meeting

Background

The Community Improvement Commission will have three member openings, two due to the expiring terms of Amos McClorey and Spencer Swain, and one due to the term expiration of Jacqueline Anthony. The new terms will be in effect until June 30, 2029.

Staff recommends reappointing Amos McClorey and Spencer Swain to new three-year terms as they have gained extensive knowledge regarding HUD regulations as well as minimum housing codes. They are also involved in other community organizations and provide valuable input regarding community needs. Staff recommends replacing the empty seat with new applicant, Mitchell Johnson. Mr. Johnson attended the CIC meeting in January to meet other commission members and gain perspective of how the commission operates and is very interested in becoming more involved in community initiatives. One other applicant also submitted an application to serve on the CIC Commission, however telephone and email messages sent went without a response. While these are staff or Board/Commission recommendations, all appointments are ultimately a City Council decision.

Established by City Council, the CIC is tasked with addressing the community's current and future needs to promote sustainable growth. It serves as an advisory body on HUD grants and community development initiatives, as well as reviewing orders to vacate, remove, or demolish dwellings under housing inspector directives.

A list of current members complete with terms and appointment dates is attached to this staff report. Additionally, a complete list of citizens expressing interest in serving on a city board is also included as an attachment.

Fiscal Implications

None

Alternate Courses of Action

1. Appoint other applicants to these seats.

2. Table action to a future meeting.
3. Take no action.

Attachments

1. CIC member list 2025-26
2. Boards & Commissions Applications as of July 2026

KANNAPOLIS COMMUNITY IMPROVEMENT COMMISSION
July 2025 - June 2026

Amos McClorey 1413 Cooper Avenue Kannapolis, NC 28081	(H) 704-938-4500 (C) 704-560-1877 Email: mccloreya@yahoo.com Term: 3 Term expires: June 30, 2026
Theron Smoutherson 614 N. Juniper Avenue Kannapolis, NC 28081	(C) 980-621-8494 Email: theron1970@hotmail.com Term: 3 Term Expires: June 30, 2028
Jacqueline Anthony 1563 Kingston Drive Kannapolis, NC 28083	(C) 704-352-7248 Email: jantdesigns@gmail.com Term: 3 Term Expires: June 30, 2026
Yolanda Thompson 2308 Coach House Lane Kannapolis, NC 28081	(H) 704-933-8370 (C) 980-621-0081 Email: yolaniedcor@outlook.com Term: 3 Term Expires: June 30, 2028
Mark Goodnight 909 N. Main Street Kannapolis, NC 28081	(H) 704-938-9259 (C) 704-773-0818 Email: markgoodnightrealtor@gmail.com Term: 3 Term expires: June 30, 2028
John Middleton 1020 Lindler Drive Concord, NC 28027	(H) 704-9820573 (C) 980-248-4688 Email: john@cssonsite.net Term: 2 Term expires: June 30, 2027
Gloria Talbert 1430 El Paso St. Apt 215 Kannapolis, NC 28083	(C) 704-222-7484 Email: gtalbert51@gmail.com Term: 1 (Patricia Ware unexpired term) Term Expires: June 30, 2027
Spencer Swain 3676 Trinity Church Rd. Kannapolis, NC 28081	(C) 704-202-5057 Email: spencer.swain@familiesfirst.org Term: 2 Term Expires: June 30, 2026
Debbie Wilkinson 306 Larry Drive Kannapolis, NC 28083	(C) 704-699-6915 Email: debbiegwilkinson@gmail.com Term: 2 Term Expires: June 30, 2027

This Commission meets the third Tuesday of January, February, April, May and August at 6:00 pm., at the Kannapolis City Hall/Police Headquarters located at 401 Laureate Way, Kannapolis, NC.

Meetings are subject to rescheduling due to holidays and other events. To ensure that a specific meeting is unchanged, please contact Sherry Gordon, Kannapolis Community Development Program Administrator at (704) 920-4332, or sgordon@kannapolisnc.gov.

Date Applied: 6/23/2026 2:34 PM

Name: Chris Dwiggins

Address: 2563 Captains Watch Rd NE Kannapolis, NC 28083

Daytime Phone: Home- (704) 7910195 Work/Cell- (704) 7910195

Email: chrisdwiggins7@gmail.com

County of Residence: Cabarrus

Current Employer: Advocate Health

Occupation/Professional Background: Supply Chain

Educational Background: MBA

Civic Background: Community & Civic Involvement: Member of the Board of Adjustments

Other Boards, Commissions, or Committees on which you are currently serving: Board of Adjustments

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** I would like to continue with this board due to the good work we are doing for the citizens of Kannapolis.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. Affordable housing 2. Transportation 3. Funding proper education.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision would be to continue to shape the interior of Kannapolis to the betterment of the citizens. Appropriate development helps to maintain stability within the city and continue the growth and improvement.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 1

Parks & Recreation Commission - 6

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? – Yes

REFERENCES:

1. Ryan Goodman, Supply Chain, 59 Georgia St NE Concord NC 28025, (619) 8863147
2. Ivan Hendrickson, Real Estate, 122 S Main Street Kannapolis, NC 28081, (704) 3097841
3. Harry Mills, Retired, 502 S Bostian St, China Grove, NC 28023, (704) 8570297

Date Applied: 6/23/2026 11:53 AM

Name: Holden Sides

Address: 803 Sprucewood St Kannapolis, NC 28081

Daytime Phone: Home- (704) 6992092 Work/Cell- (704) 6992092

Email: sideshb94@yahoo.com

County of Residence: Cabarrus

Current Employer: First Bank

Occupation/Professional Background: Personal Banker

Educational Background: BA Political Science / Real Estate License

Civic Background: Community & Civic Involvement: Current Vice Chair - Board of Adjustments Formerly on Kannapolis Environmental Stewardship Committee and Rowan County History Landmarks Commission

Other Boards, Commissions, or Committees on which you are currently serving: Board of Adjustments since 2021

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** Current member
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I can have my personal opinions, but on this board we can only base our decisions on the KDO and evidence presented during the meeting. We cannot make our decisions based on personal belief
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** A thriving and welcoming city for everyone.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 2

Board of Adjustment - 1

Parks & Recreation Commission - 3

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? – Yes

REFERENCES:

1. Cody S, Insurance, Kannapolis, NC, (980) 5656831
2. Debbie V, Retired, Kannapolis, NC, (972) 4158811
3. Keshia S, Social Worker, Concord, NC, (980) 6221197

Date Applied: 6/23/2026 11:09 AM

Name: Daisy Malit

Address: 1296 Midlake Rd Kannapolis, NC 28083

Daytime Phone: Home- (704) 5600170 Work/Cell- (704) 5600170

Email: onyougos@gmail.com

County of Residence: Cabarrus

Current Employer: NA

Occupation/Professional Background: Recruiter Coordinator

Educational Background: Bachelor's degree

Civic Background: Community & Civic Involvement: Member of the Board of Adjustments

Other Boards, Commissions, or Committees on which you are currently serving: Planning and Zoning

PLANNING & ZONING COMMISSION (CHOICE - 1)

1. **Please explain why you want to be a member of this commission.** I am a member of this commission and I serve my community by making decisions that I believe are good to our city.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Affordable Housing, Public transportation, Drought right now
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Vibrant downtown living and biotechnology research center.

BOARD OF ADJUSTMENT (CHOICE - 2)

1. **Please explain why you want to be a member of the Board of Adjustment.** NA right now
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** NA right now
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** NA right now

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 2

Parks & Recreation Commission - 3

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Lilian, Business Owner, Houston, TX, (832) 7218418

2. Niki, Social Worker, Rock Hill, SC, (704) 9654587

3. Charissa, Product Manager, Charlotte, NC, (201) 6002805

Date Applied: 6/22/2026 2:56 PM

Name: Chris Michael Puckett

Address: 2770 Keady Mill Loop Kannapolis, NC 28081-6443

Daytime Phone: Home- (704) 2985872 Work/Cell- (704) 2985872

Email: ch2realty@gmail.com

County of Residence: Cabarrus

Current Employer: Lantern Realty & Development

Occupation/Professional Background: REALTOR

Educational Background: masters degree

Civic Background: Community & Civic Involvement: NC REALTORS regional VP

Other Boards, Commissions, or Committees on which you are currently serving: none

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I have lived in Kannapolis my entire life and I'm looking to help guide our growth.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** - affordable housing - helping find ways to make housing more affordable for our residents - manageable growth - work with staff on approving various types of developments, both commercial and residential that benefit all people. - attracting new diverse industries - working with staff to make approvals for new commercial development easier and more affordable.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision is for Kannapolis to grow into a vibrant, diverse city with multiple large employers offering a live/work lifestyle to our resident. I want to help guide our city's decision so that all of our residents are represented.

BOARD OF ADJUSTMENT (Choice - 2)

1. **Please explain why you want to be a member of the Board of Adjustment.** I want to make sure everyone in Kannapolis has a beautiful and affordable place to live.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. maintaining fairness through growth. as our city grows, we need to be aware of how it affects all people and ready to enforce rules fairly. 2. managing growth - holding businesses responsible for smart growth 3. Keep growing - helping our aging properties become vibrant, useful places for people to live and work.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision is for Kannapolis to grow into a vibrant, diverse city with multiple large employers offering a live/work lifestyle to our resident. I want to help guide our city's decision so that all of our residents are represented.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 2

Parks & Recreation Commission - 4

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Paula Severt, REALTOR, 1310 Cannon Farm Rd., China Grove, NC 28023, (704) 2323433
2. Jeremy Aldridge, REALTOR, 9164 NC Hwy 88 E, Laurel Springs, NC 28644, (704) 7730722
3. JR McMillan, Retired, 260 Whisper Drive, China Grove, NC 28023, (704) 6427475

Date Applied: 6/22/2026 2:06 PM

Name: Shelly Stein

Address: 853 w 8th Kannapolis, NC 28081

Daytime Phone: Home- (980) 8661272 Work/Cell- (980) 8661272

Email: shelly@greenwaldandco.com

County of Residence: Rowan

Current Employer: Redwood Realty Group

Occupation/Professional Background: Realtor

Educational Background: Masters

Civic Background: Community & Civic Involvement: P&Z

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I am enjoying my time on the board and having a pulse on what's to come.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Sewer allotment, homelessness, quality vs quantity. I will do my best to voice my opinions, good or bad, and represent the City well.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Preserving its character while embracing progress that is sustainable, inclusive, and built to last. This commission's role is to ensure every development decision moves the city in that direction

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 6

Parks & Recreation Commission - 6

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? – Yes

REFERENCES:

1. Sherry Gordon, Community Development Program Administrator, sgordon@kannapolisnc.gov , (704) 7910113
2. Dale Fink, Civil Engineer, rdfink74@gmail.com, (980) 2447428
3. Gabriela Wilkins, Planning Technician, gwilkins@kannapolisnc.gov, (704) 9204358

Date Applied: 7/12/2026 9:16 PM

Name: Wilfred Waterhouse Bailey, SR

Address: 3233 Lock Erne Ave Kannapolis, NC 28081

Daytime Phone: Home- (047) 378431 Work/Cell- (704) 7378431

Email: baileywilfred@gmail.com

County of Residence: Cabarrus

Current Employer: Retired/Self-employed

Occupation/Professional Background: Accountant

Educational Background: BS Appalachian State; MBA Winthrop Univ

Civic Background: Community & Civic Involvement: Kannapolis 101 graduate: 2018 past Board of Director Member Kellswater Bridge HOA; Church Accountant, Bethel Baptist Church, KannapolisS

Other Boards, Commissions, or Committees on which you are currently serving: Board of Adjustment, City of Kannapolis

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I would like to become a member of this board to fulfill my duty as a citizen of the city and provide input concerning it's development.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I see the three most important issues facing our community at this time are: 1. The development and management of utilities. I mean the development of communities and the use of water and land so we not only benefit, but our surrounding cities are not harmed. 2. Affordable housing. As we invite new commers to our city, we do not price our long time residents out of the city. As we develop Dale Earnhardt Avenue and others near downtown, where are those people going being displaced from those mill houses? 3. Staying a city with its small town charm. We must strive to keep the small town charm I came here in pursuit of.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** To be a charming surrounding town of Charlotte close enough to all the convinces of a big city with that small town charm.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I would like to be a part of improving communities in Kannapolis to insure all areas become desired places to live.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** When it comes to allocation of funds and project management, my last 15 years at Wells Fargo I was a Project Financial Manager allocating and tracking expenses and reporting actuals vs budget.
3. **What do you consider to be three major neighborhood or housing issues for our City?** I consider the three major neighborhood or housing issues for Kannapolis are: 1. Lack of affordable housing 2. The elimination of the mill housing in the downtown district. 3. The overbuilding of apartments. More townhouses - individual ownership.

Boards/Commissions applied for ratings:

Planning & Zoning - 3

Board of Adjustment - 1

Parks & Recreation Commission - 4

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Scott Trott, Retired, 2909 Donegal, Kannapolis, NC, (704) 7438404

2. Rick Flowe, Municipal Consultant, 2720 Keady Mill, Kannapolis, NC, (704) 7927205

3. Richard Smith, BOA Director, Kannapolis, NC, (704) 9204325

Date Applied: 6/11/2026 1:05 PM

Name: Spencer Cameron Swain

Address: 3676 Trinity Church Rd Concord, NC 28027

Daytime Phone: Home- (704) 2025057 Work/Cell- (704) 2025057

Email: spencer.swain@familiesfirstcc.org

County of Residence: Cabarrus

Current Employer: Families First in Cabarrus County

Occupation/Professional Background: Executive Director/Pastor

Educational Background: Bachelors in Business Admin and Entrepreneurship and Masters in Divinity

Civic Background: Community & Civic Involvement: As Co-Founder and Executive Director of Families First in Cabarrus County, I have dedicated more than twenty years to strengthening children, families, and communities through early childhood education, family support services, and community partnerships. My civic involvement includes collaborating with local governments, educational institutions, faith communities, nonprofits, and business leaders to expand access to high-quality early learning opportunities and family stability programs. Through Families First, I have helped launch and sustain multiple 5-Star early childhood programs, NC Pre-K dual-language immersion classrooms, evidence-based home visiting initiatives, and regional home-based childcare networks that address childcare access and workforce challenges. I have also worked closely with community stakeholders to advocate for children and families and to strengthen local early childhood systems. In addition to my nonprofit leadership, I previously served as Lead Pastor of Grace Lower Stone Church, where I organized collaborative efforts among rural congregations that raised more than \$250,000 for community initiatives and charitable outreach.

Other Boards, Commissions, or Committees on which you are currently serving: Cabarrus County Early Childhood Task Force Rowan-Cabarrus Community College Program Advisory Board WeBuild Affordable Housing Advisory Board North Carolina Home-Based Child Care Network Community of Practice Citizens Improvement Commission, City of Kannapolis NC Pre-K Committee

BOARD OF ADJUSTMENT (Choice - 2)

- Please explain why you want to be a member of the Board of Adjustment.** I have served on the Community Improvement Commission for a number of years and have genuinely enjoyed being part of the work. It has given me the opportunity to learn more about the challenges facing our neighborhoods and to help make thoughtful decisions that impact families and the quality of life in Kannapolis. As the Executive Director of Families First, I work every day with families who are affected by housing, economic stability, childcare access, and community resources. Serving on this Commission allows me to bring that perspective to the table while continuing to support the growth and improvement of our city. I value the collaborative nature of the Commission and would be honored to continue serving.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.**
 - Affordable Housing and Housing Stability** As Kannapolis continues to grow, it is important that working families, seniors, and individuals on fixed incomes can continue to find safe and affordable housing. The Commission plays an important role by helping guide HUD funding toward projects and organizations that support housing stability and neighborhood improvement.
 - Neighborhood Revitalization** Many neighborhoods are experiencing positive growth, but there are still areas that struggle with aging housing stock and neglected properties. The Commission can help encourage responsible redevelopment while preserving the character and strength of existing neighborhoods.
 - Supporting Families and Economic Mobility** Families need access to affordable housing, quality childcare, transportation, and community resources to thrive. While the Commission cannot solve all of these challenges directly, it can help ensure that funding decisions support organizations and initiatives that strengthen families and create pathways to long-term success.
- What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision for Kannapolis is a city that continues to grow and prosper while remaining a place where families from all backgrounds can afford to live, work, and raise their children. I want to see strong neighborhoods, quality housing, thriving businesses, and opportunities that benefit both longtime residents and newcomers. I believe the Commission's role is to help ensure that growth benefits the entire community. Through thoughtful allocation of resources and careful consideration of neighborhood issues, the Commission can help maintain safe, healthy, and vibrant communities while protecting the interests of residents who call Kannapolis home.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

- Please explain why you want to be a member of this commission.** I have served on the Community Improvement Commission for several years and have truly enjoyed the opportunity to contribute to the work of improving our neighborhoods and supporting residents across Kannapolis. The Commission addresses issues that directly impact quality of life, including affordable housing, neighborhood revitalization, and the responsible use of HUD funding. Through my work as Executive Director of Families First, I see firsthand how housing stability and strong neighborhoods affect children, families, and the overall health of a community. I value the Commission's role in helping ensure that resources are invested wisely and that neighborhoods remain safe, attractive, and welcoming places to live. I

would like to continue serving because I care deeply about Kannapolis, appreciate the collaborative work of the Commission, and believe my experience working with families, nonprofits, and community partners allows me to bring a practical and informed perspective to the decisions before us.

2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** As Executive Director of Families First, I have extensive experience working with low-to-moderate income families and administering programs supported by public and private funding. I regularly evaluate community needs, manage grant-funded initiatives, and work with organizations that provide housing, education, and family support services. This experience helps me understand both the opportunities and challenges facing families who rely on these resources. It also provides me with a practical perspective when reviewing funding requests and considering how limited resources can have the greatest community impact. In addition, my years on the Commission have helped me appreciate the importance of balancing compassion with responsibility when reviewing code enforcement cases. While property rights are important, safe and healthy neighborhoods are essential for the well-being of residents and the long-term vitality of the community.
3. **What do you consider to be three major neighborhood or housing issues for our City?** 1. Affordable Housing Availability The supply of affordable housing has not kept pace with demand, creating challenges for working families, seniors, and first-time homebuyers. 2. Aging Housing Stock and Property Maintenance Many neighborhoods contain older homes that require significant repairs and investment. Addressing deteriorating properties is important for maintaining neighborhood stability and property values. 3. Housing Affordability and Economic Pressure Rising housing costs, combined with inflation and wage challenges, continue to place pressure on families. Ensuring that residents have access to safe, quality housing at a reasonable cost remains one of the city's most important priorities.

Boards/Commissions applied for ratings:

Planning & Zoning - 3

Board of Adjustment - 2

Parks & Recreation Commission - 4

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Ann Benfield , Retired, 563 Marigold Drive Kannapolis, NC 28083, (202) 2974733
2. Jim Bramlett, Nurse Anesthesia, 6332 Fox Chase Dr, Davidson NC, (980) 6217635
3. Debbie Wilkinson, Retired, 306 Larry Drive, Kannapolis, NC 28083, (704) 6996915

Date Applied: 6/11/2026 6:26 AM

Name: Amos McClurey

**Address: 1413 Cooper Ave
Kannapolis, NC 28081-5815**

Daytime Phone: Home- (704) 9384500 **Work/Cell-** (704) 5601877

Email: McClureya@yahoo.com

County of Residence: Cabarrus

Current Employer: Retired

Occupation/Professional Background: Tobacco Workers Union President

Educational Background: Associate Degree Business Administrator

Civic Background: Community & Civic Involvement: Board Chair Logan Community Child Development Center

Other Boards, Commissions, or Committees on which you are currently serving: Academic Learning Center Board/
Cabarrus Arts Council Board/ Concord United Comissions / Logan/Shaneltown Schools Association Chairman/ First Christian
Church Trustee Board Chairman

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** After serving on this Board in recent years I understand this Board's goals work helping Non-profit organizations serving Kannapolis citizens improve their quality of life that they serve.. Like to continue this work
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** After many years of working with moderate income employee and citizens in North Carolina I've always supported this population My Civil Rights background govern me to assure that Code enforcement treat family fairly
3. **What do you consider to be three major neighborhood or housing issues for our City?** Neighborhood Service Resent Water contamination, Homes settings empty do they still have contamination in the lines housing Issue Thousands of Appointment built in when tenants park in the streets can the Fire Department reach City Housing or is this a issue

Boards/Commissions applied for ratings:

Planning & Zoning -

Board of Adjustment -

Parks & Recreation Commission -

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? – Yes

References:

1. Scott Padget, Retired and Mayor Concord NC, Spring Street , (704) 7942837
2. Bill Dusch , Retired Mayor City of Concord, Cabarrus County , (704) 7917221
3. Darrell Hannant, Retired Mayor City of Kannapolis , Kannapolis NC, (704) 9204317

Date Applied: 6/9/2026 1:11 PM

Name: Buddy Amerson

Address: 105 S East Ave Kannapolis, NC 28083

Daytime Phone: Home- (980) 6221248 Work/Cell- (980) 6221248

Email: buddyamerson@carolina.rr.com

County of Residence: Cabarrus

Current Employer: NC Dept of Labor

Occupation/Professional Background: Occupational Safety and Health Consultant

Educational Background: AL Brow, Catawba College BA, Pfeiffer University

Civic Background: Community & Civic Involvement: Volunteer at Kannapolis City Schools, Church leadership positions

Other Boards, Commissions, or Committees on which you are currently serving: Current Parks and Recreation Commission

List three people who are not related to you: Megan Long, Jeanie Doty, Danny Crowell

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I want to continue being a part of the process to provide recreational opportunities to the citizens of Kannapolis that crosses all demographics and provides everyone a chance to be outside, active, and interacting with neighbors.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Opportunities that provide positive and healthy interaction between residents.
3. **What are three parks and recreation priorities you believe the City should address?** Community Center to provide activity space, aquatics, meeting areas, etc. that all residents will have access to; Continue to develop opportunities and organized sports and activities for Kannapolis' youth and seniors.

Boards/Commissions applied for ratings:

Planning & Zoning -

Board of Adjustment -

Parks & Recreation Commission - 1

Community Improvement Commission -

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Dr. Chip Buckewell, KCS Superintendent (Ret) 1506 Daybreak Ridge Rd., Kannapolis NC 28081, (704)7915031
2. Terry Spry, Chief of Police, Kannapolis, 1429 Trotters Ridge Rd, Kannapolis NC 28081, (704)-7915809
3. Justin Hardin, Teacher/Coach, AL Brown HS, 1663 Heather Glen Rd, Kannapolis NC 28081, (704) 9533624

Date Applied: 6/3/2026 8:44 AM

Name: Suzanne Irvin

Address: 1001 Valley St Kannapolis, NC 28081

Daytime Phone: Home- (704) 9565217 Work/Cell- (704) 7071051

Email: snappercats@carolina.rr.com

County of Residence: Cabarrus

Current Employer: IGC Insurance

Occupation/Professional Background: Insurance Agent

Educational Background: Fayetteville Comm College, Rowan Comm College

Civic Background: Community & Civic Involvement: former Hospice volunteer and youth leader

Other Boards, Commissions, or Committees on which you are currently serving: none

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** As a resident of Kannapolis for more than 25 years, I am interested in the development of our beautiful city.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. Traffic- Understanding the increased hazards due to growth. Finding solutions to accommodate. 2. Crime- Support businesses with integrity. Promote LE with business partnership. 3. Relationship between residents and government- promote awareness to prevent criticism passed decisions.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Watching the city continue to grow but keeping the hometown culture. The role should be not to limit growth but be mindful of the landscape and feel of the community.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** Promote community involvement, recognizing problem areas of the city and finding solutions for city and property owners. Understanding how funds are allocated and approved.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** These topics are important to keep our city desirable. I am willing to learn what to look for and how remedy the problems.
3. **What do you consider to be three major neighborhood or housing issues for our City?** inflated cost of rent, lack of enforcement or resources for property owners, absence or lack of knowledge of community watch programs.

Boards/Commissions applied for ratings:

Planning & Zoning - 4

Board of Adjustment - 1

Parks & Recreation Commission - 3

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Megan Long, owner- Merle Norman Studio, 8140 Unity Church Rd Kannapolis NC 28081, (704) 7944995
2. Jeanie Doty, Retired, 309 Bradford Dr Salisbury NC 28146, (704) 7067419
3. Danny Crowell, owner- Property management, 771 Dale Earnhardt Blvd Kannapolis NC 28081, (980) 5216876

Date Applied: 5/14/2026 9:30 AM

Name: Juan Maldonado

Address: 2119 Hopedale street Kannapolis , North Carolina 28083

Daytime Phone: Home- (704) 2736669 Work/Cell- (704) 2736669

Email: mldjuan7@yahoo.com

County of Residence: Cabarrus

Current Employer: Westrock Coffee

Occupation/Professional Background: Category manager

Educational Background: Applied Computer Science

Civic Background: Community & Civic Involvement: N/A

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I am interested in serving on the Kannapolis Parks and Recreation Commission because I value the role that parks, greenways, and recreational programs play in enhancing the quality of life for residents and supporting the continued growth of our community. Kannapolis has made significant investments in its parks and downtown revitalization, and I would welcome the opportunity to contribute to that positive momentum. I appreciate how the city prioritizes accessible outdoor spaces, family-friendly amenities, and community events that bring people together. These efforts not only promote health and wellness but also strengthen community connections and make Kannapolis an attractive place to live and work. Professionally, I bring strong skills in analysis, planning, and cross-functional collaboration, which would allow me to thoughtfully evaluate needs, support responsible use of resources, and contribute to long-term recreation planning. I am especially interested in ensuring that programs and facilities remain inclusive, well-maintained, and aligned with the needs of a growing and diverse population. Serving on this Commission would be a meaningful way for me to give back to the Kannapolis community while helping maintain and improve the parks and recreational opportunities that so many residents rely on and enjoy.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and recreation are essential to the City of Kannapolis because they directly support the health, growth, and overall quality of life of the community. As Kannapolis continues to expand and invest in revitalization—especially in its downtown and surrounding areas—parks and recreational amenities play a critical role in making the city an attractive place to live, work, and visit. Parks provide residents with accessible spaces for physical activity, relaxation, and connection with nature, all of which contribute to healthier lifestyles. Facilities like Village Park and the city’s greenways also serve as gathering places that bring families, neighbors, and visitors together, helping to strengthen community bonds and foster a sense of pride in Kannapolis. Additionally, recreation programs and public spaces support economic development by enhancing the city’s appeal to businesses and new residents. Well-maintained parks, events, and recreational opportunities signal a vibrant, forward-thinking community that values its people and invests in long-term livability. Ultimately, parks and recreation are not just amenities—they are vital assets that contribute to Kannapolis’ identity, support its continued growth, and ensure that residents of all ages have opportunities to stay active, engaged, and connected.
3. **What are three parks and recreation priorities you believe the City should address?** I believe the City of Kannapolis should focus on three key parks and recreation priorities: 1. Expanding and Maintaining Greenways and Outdoor Spaces As Kannapolis continues to grow, it is important to expand and maintain its greenway system and public parks to ensure residents have convenient access to safe, high-quality outdoor spaces. Continued investment in trails, connectivity between neighborhoods, and park maintenance will support active lifestyles and make these amenities accessible for all residents. 2. Enhancing Inclusive and Family-Oriented Programming Kannapolis has a strong reputation for community events and family-friendly recreation, and continuing to build on this is important. Expanding diverse programming for all age groups—youth, adults, and seniors—while ensuring affordability and inclusivity will help keep residents engaged and strengthen community connections. 3. Supporting Growth Through Strategic Planning and Investment With ongoing development in Kannapolis, especially in and around the downtown area, it’s important to align parks and recreation planning with the city’s long-term growth. This includes investing in new facilities where needed, upgrading existing assets like Village Park, and ensuring resources are used efficiently to meet future demand.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I am interested in serving as a member of the Community Improvement Commission because I care about the continued growth, appearance, and overall quality of life in the community. I believe that thoughtful planning, beautification efforts, and responsible development play a key role in creating a city environment that residents are proud of and that attracts new investment. Kannapolis is experiencing meaningful growth and revitalization, and I would welcome the opportunity to contribute to maintaining that positive momentum. Efforts such as enhancing public spaces, supporting clean and safe neighborhoods, and encouraging sustainable development directly impact how residents experience their city every day. From a professional perspective, I bring strong skills in analysis, organization, and cross-functional collaboration. I am accustomed to evaluating

opportunities, balancing priorities, and working with different stakeholders to achieve practical, cost-effective results. I believe these skills would allow me to provide thoughtful input and support well-informed decision-making for community improvement initiatives. Serving on this Commission would allow me to give back in a meaningful way while helping ensure that Kannapolis continues to grow in a way that is attractive, well-planned, and beneficial for all residents. I am motivated to be part of a team that values both immediate improvements and long-term community vision.

2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** I believe I bring a practical, balanced perspective to the Commission based on my experience analyzing needs, managing resources, and making decisions that consider both financial impact and community outcomes. Regarding HUD funding allocation, my professional background has required me to evaluate competing priorities, assess value, and ensure resources are used effectively. I am comfortable reviewing data, asking the right questions, and weighing short- and long-term impacts before making recommendations. I would approach funding decisions with a focus on fairness, accountability, and measurable community benefit—ensuring that funds are directed toward programs and organizations that truly support low-to-moderate income households and deliver meaningful results. In terms of code enforcement and decisions related to dilapidated structures, I understand the importance of balancing neighborhood safety and revitalization with sensitivity to property owners and community impact. I would bring a thoughtful, objective approach—considering factors such as public safety, long-term neighborhood health, and the potential for rehabilitation versus demolition. My goal would be to support decisions that improve overall community conditions while being responsible and consistent in applying standards. Overall, I bring a data-driven mindset, attention to detail, and the ability to collaborate across different perspectives. I am committed to making decisions that are fair, transparent, and in the best interest of the Kannapolis community, particularly for residents who rely on these programs and improvements the most.
3. **What do you consider to be three major neighborhood or housing issues for our City?** I believe three of the major neighborhood and housing issues facing Kannapolis are: 1. Housing Affordability and Availability As Kannapolis continues to grow and attract new residents, housing affordability is becoming increasingly important. Ensuring that low-to-moderate-income households have access to safe, quality, and affordable housing is critical. Rising housing costs can create pressure on long-time residents, so maintaining a balance between growth and affordability should remain a priority. 2. Aging Housing Stock and Property Conditions Many neighborhoods in Kannapolis include older homes that may require significant maintenance or rehabilitation. Addressing dilapidated or unsafe structures is important not only for public safety but also for preserving neighborhood pride and property values. The challenge is to balance enforcement with opportunities for reinvestment and improvement whenever possible. 3. Neighborhood Revitalization and Infrastructure Improvements Continued investment in infrastructure—such as streets, sidewalks, lighting, and drainage—is key to supporting strong neighborhoods. Some areas may need targeted revitalization efforts to ensure they remain safe, attractive, and functional for residents. Coordinated improvements can help stabilize communities, encourage reinvestment, and enhance overall quality of life.

Boards/Commissions applied for ratings:

Planning & Zoning - 4

Board of Adjustment - 3

Parks & Recreation Commission - 2

Community Improvement Commission – 1

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Patrick Wilkerson , Co-man Manager , 1570 12th Fairway Dr NW, Concord, NC 28027, (704) 4677577

2. Sergio Vences , Warehouse Manager , 504 E Ryder Ave, Landis, NC 28088, (704) 7986585

3. Rick Greg , Sales manager , 77 Bridlewood PI NE Concord NC 28025, (336) 8800036

Date Applied: 3/5/2026 3:00 PM

Name: Alexys Carrasquillo

Address: 1520 Lawnside Place Kannapolis, NC 28083

Daytime Phone: Home- (980) 6216575 Work/Cell- (980) 6216575

Email: alexys.carrasquillo@gmail.com

County of Residence: Cabarrus

Current Employer: City of Charlotte

Occupation/Professional Background: Website Developer

Educational Background: Associate Degree

Civic Background: Community & Civic Involvement: Graduate from the Civility Localized Civic Impact Academy Graduate from the City of Concord Citizens Academy

Other Boards, Commissions, or Committees on which you are currently serving: none

Boards/Commissions applied for ratings:

Planning & Zoning - 5

Board of Adjustment - 3

Parks & Recreation Commission - 4

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Lea Hilton, Consultant, Charlotte, NC, (704) 9200774

2. Natalie Bouchard, Public Information Specialist, Charlotte, NC, (919) 8277756

3. Brittany Laferriere, Autoparts Specialist, Salisbruy, NC, (727) 4886670

Date Applied: 2/27/2026 7:01 AM

Name: Mitchell Johnson

Address: 1406 Shepard St. Kannapolis, NC 28083

Daytime Phone: Home- (704) 2249747 Work/Cell- (704) 2249747

Email: mitchelljohnson1976@gmail.com

County of Residence: Cabarrus

Current Employer: Eggs Up Grill

Occupation/Professional Background: Kitchen Manager

Educational Background: Business Management

Civic Background: Community & Civic Involvement: Board of Elections Chief Judge and Rover

Other Boards, Commissions, or Committees on which you are currently serving: Little Texas Community

PLANNING & ZONING COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** To bring an open minded and selfless approach to the table. This approach would create fairness and accountability at the highest level!
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Rezoning, Data Center locations, Infrastructure and Utilities This board needs to hear the consensus of our citizens on major and minor issues and make fair, logical, and well forecasted decisions which parallels with future growth.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Growth will define my vision of Kannapolis. This commission has to make decisions that will make this Growth transition beneficial to our residents and to the city as a whole.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** To assist and lead in the positive direction of community development.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** Fairness and an open minded leadership approach that is conducive to our citizens needs and our city as a whole!
3. **What do you consider to be three major neighborhood or housing issues for our City?** Affordable Housing Mental Health Access Early Childhood Development

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 2

Board of Adjustment - 3

Parks & Recreation Commission - 3

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Cletus Robinson, Retired , 104 S. Little Texas Rd., (704) 2136492
2. Nap Puih, Horticulture , 1406 Shepard St., (704) 2415511
3. Susan Siup, Child Care, 410 Jackson St, (980) 4400940

Date Applied: 1/5/2026 2:30 PM

Name: Cynthia S. Griggs

Address: 213 Idlewood Dr Kannapolis, NC 28083

Daytime Phone: Home- (704) 2394734 Work/Cell- (704) 2394734

Email: cgriggs654@gmail.com

County of Residence: Cabarrus

Current Employer: Owner: Griggs Properties , teach water aerobics part time

Occupation/Professional Background: Recreation & Parks/ Special Event management 30+ years

Educational Background: BS RECREATION PARKS MANAGEMENT, concentration in Special Populations Kannapolis

Civic Background: Community & Civic Involvement: Kannapolis Parks & Recreation Commission 20+ years; March Of Dimes Regional Coordinator(3 yrs); Special Olympics Coordinator for Cabarrus Co.; American Legion Auxiliary past President & current Chaplain. Chamber of Commerce past member & Leadership Cabarrus Coordinator. Teach Sunday School & coordinate Bible studies & assist with Feed Kannapolis Hunger. NC Notary Public

Other Boards, Commissions, or Committees on which you are currently serving: None (was out of state & took the required break)

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** Maintaining active involvement in my city and county has always been a priority since moving to NC over 33 years ago. Serving on the P & R Commission has been an honor, as well as a way to use my expertise here in my chosen hometown. Watching and working with our city fathers though the changes in Kannapolis from the Mill closing, the development of the NCRC and the redefining of our city through the participation of many partners and visionaries has been exciting and hard work. Assisting with several 10 year plans, interaction with community members while helping the KPRD reach its recognition on a national scale has been a lay professional's joy. There is ongoing change in our community and being actively involved remains a personal goal.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and Recreation is vital to all communities especially one like Kannapolis with the diversity of people and businesses. Continuing to serve our community is vital to the wise growth and survival of Kannapolis. With the wise planning and growth of our parks, greenways, programs, sports, and cultural opportunities Kannapolis has evolved into a regional destination drawing visitors, new business and new residents of all ages - a real plus for all who live and work here. Maintaining a wise growth vision is key as Kannapolis gains importance across our state
3. **What are three parks and recreation priorities you believe the City should address?** 1. Green space to match development. 2. Continued development of Sports and healthy lifestyle activities for folks of all ages and economic levels 3. Seek and develop wise partnerships to help with the various financial aspects of top level programming and cultural events

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 6

Board of Adjustment - 6

Parks & Recreation Commission - 1

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Gary Mills, Director Kannapolis Parks and Recreation Dept., 401 Laureate Way, Kannapolis NC. 28081, (704) 9204343

2. Becky Tolle, Assistant Parks and Recreation Director, 401 Laureate Way, Kannapolis. NC 28081, (704) 9204343

3. Jim and Nancy Rutledge, retired Owners Kannapolis Real Estate KREA, 1615 Eastwood Dr., Kannapolis, NC 28083, (704) 4677026

Date Applied: 12/31/2025 10:20 AM

Name: Darrell Lipe

Address: 6111 Pierce Lane Kannapolis, NC 28081

Daytime Phone: Home- (704) 4914748 Work/Cell- (704) 4914748

Email: darrell.lipe@gmail.com

County of Residence: Cabarrus

Current Employer: Retired from Duke Energy

Occupation/Professional Background: Senior IT Manager

Educational Background: Computer Science & Business

Civic Background: Community & Civic Involvement: Lake Forest Church - Volunteer in Student & Youth Ministry, Elder
Caterpillar Ministries - Event Volunteer Mecklenburg County Board of Elections - Regional Coordinator China Grove
Elementary Volunteer Kannapolis Middle School Volunteer

Other Boards, Commissions, or Committees on which you are currently serving: Lake Forest Church Session (Leadership Board)

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** As a citizen of Kannapolis, I want to get involved in my community and apply my skillset to help with this commission. I have recently retired from Duke Energy after 40 years and now have the time to devote to this commission if there is a needed. At Duke, I was in senior management leading large groups and projects. I believe this project management skillset and knowledge can help with the planning and zoning needs of our city.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I believe we are at a critical time in planning and zoning for our city. Growth needs to continue to provide the services needed as new residents call Kannapolis home. At the same time, we need to care for our long time residents where change can seem to be happening to fast. It's balance of protecting the past and planning for the future.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** I want a community that all people want to call home. Taking advantage for our history and new opportunities to provide a place where people want to live and are excited to call home.

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I would like to be part of the commission to provide exciting opportunities for our community to grow healthier, have fun, and grow closer through our parks and recreation. My background as a planner and project manager may be a skillset that would be of benefit to this commission as we plan for the future.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Our parks, recreation opportunities and events provide opportunities for our community to come together. It's important that we plan and provide for all ages to enjoy this benefit.
3. **What are three parks and recreation priorities you believe the City should address?** 1-Children and youth recreation especially for our teenager populations. 2-Activities for all physical abilities - off the couch to the sports minded. 3-Senior activities for our older population

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 3

Parks & Recreation Commission - 2

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Mike Moses, Lead Pastor, 9316 Gilead Hill Court, Huntersville, NC 28078, (704) 5823486

2. Wendy Benge, Office Manager, 5221 Grey Hawk Court, Concord, NC 28025, (704) 5494104

3. Mark Tornberg, Manager, 16035 Wynfield Creek Pkwy, Huntersville, NC 28078, (704) 5791302

Date Applied: 10/13/2025 12:36 PM

Name: Justin Knoll

Address: 409 Fisher Street Concord, NC 28027

Daytime Phone: Home- (607) 7420252 Work/Cell- (607) 7420252

Email: jknoll2028@gmail.com

County of Residence: Cabarrus

Current Employer: Obama Foundation

Occupation/Professional Background: Non-profit/Leadership Development

Educational Background: Master's in Higher Education Leadership - Appalachian State

Civic Background: Community & Civic Involvement: -Kannapolis 101 -Managed and scheduled Service-learning opportunities at Rowan-Cabarrus Community College when I worked there

Other Boards, Commissions, or Committees on which you are currently serving: None currently. Formerly served on a youth baseball league board in New York state, as well as many professional intra-college boards as a students and staff member.

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I want to be a member of the Parks and Recreation Commission because I have experience in recreation and programming, and know how to connect with communities. My time leading recreation and programming opportunities at various higher education institutions has provided me a significant amount of experience planning, implementing, assessing, and improving offerings. Kannapolis has beautiful parks and recreation space that I think can be further utilized to promote a healthy Kannapolis, and provide fun and impactful opportunities for community members.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and Recreation is important to the City of Kannapolis as it is a vital way of promoting healthier lifestyles; bot physically and mentally. Physically, by beautifying, maintaining, and growing the number of parks that the City manages. Mentally, by providing fun events for all community members to come together to share in learning, fun, or coming together around a shared interest. I see the Parks and Recreation department being the most vital piece of city government in creating the tremendous feeling of community that I have felt here while living in Kannapolis.
3. **What are three parks and recreation priorities you believe the City should address?** Three priorities I believe the City should address include: -ensuring that even through the growth in population and infrastructure the city continues to see, availability and accessibility to green/recreational space is protected and advocated for. -The city of Kannapolis is only going to grow in the coming years and decades, and now is a great time to become a regional hub outside of Charlotte for entertainment and community building. -Continue being a regional leader in the services Parks and Recreation provides, while leaning towards creating and engaging opportunities to grow and foster a shared sense of community throughout the city, for all residents.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I want to be a member of the Community Improvement Commission because I have fallen in love with the City of Kannapolis, and want it to be where I start my family. My wife and I have lived in Kannapolis going on two years now, and the community atmosphere and feel is so important to us. I want to be serve and ensure that feeling of community continues. I want to serve to provide input and have a voice in resource allocation to maintain the vibrant and supportive community for future generations.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** -Through my personal work, I have worked with many non-profit, Public, and Private-sector Leaders making an impact in their communities, especially in low-to-moderate income households. In my career in higher education, specifically in higher education, I worked with students all along the economic spectrum. Working with and supporting the community members that need it the most has been a passion of mine throughout my life, and I am a supporter of the idea that your community is only as good as your "weakest" members. I also am interested in the concepts of community wealth building and inclusive capitalism, benefitting the community at large. -For the code enforcement cases, while I do not have any tangible experience, I do believe that beautifying the City and our community is important for ensuring Kannapolis keeps that strong sense of community. While there is a balance between history, and improving eye-sores, safety and what is in the best interests of the community should always be first on our list of concerns. Removing dilapidated structures can help create safer communities, provide opportunities for new builds to bring in affordable housing, single-family housing, green/recreational space, or economic development opportunities. I will bring my analytical and curious nature to ask the tough questions, and advocate to always improve our community.
3. **What do you consider to be three major neighborhood or housing issues for our City?** -Affordable housing is important to ensure equitable access to living in and contributing to Kannapolis and the community at large. -Single-family homes to attract families to the area that will grow and build legacy of Kannapolis-grown community members. -

Safe neighborhoods so that our community members can enjoy all Kannapolis has to offer without fear or worrying. Kids being able to play at parks or in their yard without their parents worrying. A community without crime might not be possible, but we can investigate the safety opportunities we do have and can control to make Kannapolis a safer place that all can enjoy and be proud of.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 4

Parks & Recreation Commission - 1

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Barb Meidl, Legal Administration, 710 Willow Drive, Kannapolis, NC 28083, (704) 7969069
2. Dr. Tracy Moore, Higher Education (Retired), 9701 Dalphon Jones Dr., Charlotte NC 28213, (704) 4009740
3. Lilach Shafir, Non-profit Leadership, 337 Lincoln Road, Apt. 1L, Brooklyn, NY 11225, (602) 3345579

Date Applied: 9/10/2025 11:21 AM

Name: Felicia Victoria Mitchell

Address: 2618 Millardfullerway Concord, North Carolina 28027

Daytime Phone: Home- (704) 8867839 Work/Cell- (704) 8867839

Email: mrs.perry1977@gmail.com

County of Residence: Cabarrus

Current Employer: Mooresville Manor NC Housing

Occupation/Professional Background: Service Coordinator/ I provide general service management which includes intake, education (services available and application procedures) and referral of residents to service providers in the general community. These socia; services may include meals-on-wheels, transportation, home health aides, homemakers, financial assistance, counseling, preventative, health screening, and other services needed

Educational Background: I have three college degress and graduated with honors on all of them. Associates degree in Business Administration, Bachelor's degree in Criminal Justice Administration, and Master's degree in Public Administration from Strayer University

Civic Background: Community & Civic Involvement: Mooresville, NC, community as a Service Coordinator, I meet a lot of residents and business partners, some have come out to my facility to educate the residents.

Other Boards, Commissions, or Committees on which you are currently serving: None

Boards/Commissions applied for ratings:

Planning & Zoning - 3

Board of Adjustment - 5

Parks & Recreation Commission - 6

Community Improvement Commission - 5

Do you reside within the City limits of Kannapolis? - No

References:

1. Dawanna Brown, Scheduler for Charlotte Radiologist, 2539 hickory Ave Concorxd NC 28027, (704) 2243273
2. Linda Williams , city of Meckleburg County Park and RecreationCoordinator (retired), 7144 Ludwig Dr 28125, (704) 2999465
3. Kizzi Harrington, works at Perdue Farm and Food lion, 408 South Hampton Dr. Concord NC 28027, (845) 5408773

Date Applied: 9/10/2025 9:59 AM

Name: Kenneth Matthews

Address: 1207 Jackson St Kannapolis, NC 28083

Daytime Phone: Home- (980) 8666777 Work/Cell- (980) 8666777

Email: kenneth.m.matthews@gmail.com

County of Residence: Rowan

Current Employer: WEX Inc. – a global financial technology company that provides innovative payment solutions across mobility, fleet, corporate, and healthcare industries.

Occupation/Professional Background: I bring over 15 years of professional experience in both design and financial technology. For 10 years, I served as Director of Design at SCC Interiors, leading client projects, managing design teams, and overseeing operations to deliver high-quality results. For the past five years, I have worked with WEX Inc., where I currently serve as Strategic Partnership Operations Manager. In this role, I lead cross-functional projects, improve operational efficiency, and partner with internal teams and external organizations to deliver innovative payment solutions. My career reflects a unique combination of creativity, strategic thinking, and operations leadership.

Educational Background: While I do not hold a formal degree, my qualifications come from over 15 years of direct leadership experience in business operations, project management, design, and financial technology. My career path has provided me with practical expertise in managing teams, building processes, and leading high-impact initiatives.

Civic Background: Community & Civic Involvement: I have a long-standing commitment to service through both personal and community initiatives. I have volunteered with local organizations to provide disaster relief, supported underserved families, and led fundraising efforts. Recently, I coordinated donations and delivered generators to families impacted by flooding and mudslides in North Carolina, ensuring access to power for individuals with medical needs. In addition, I serve as a foster parent, providing stability and care for children with special needs. These experiences reflect my dedication to helping others and strengthening my community.

Other Boards, Commissions, or Committees on which you are currently serving: At present, I am not serving on other boards or commissions, allowing me to fully dedicate my time and energy to supporting the work of Kannapolis through this opportunity.

BOARD OF ADJUSTMENT (Choice - 2)

- Please explain why you want to be a member of the Board of Adjustment.** I want to serve on the Board of Adjustment to contribute my leadership and operational experience to decisions that directly impact the growth and quality of life in Kannapolis. Having spent my career in roles that require balancing structure with flexibility, I understand the importance of applying policy fairly while also ensuring residents and businesses feel supported. Serving in this capacity would allow me to use my problem-solving skills to support responsible development and maintain trust in local government processes.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. Growth and Development – Kannapolis is experiencing rapid growth, and it is critical to ensure that zoning adjustments balance economic opportunity with maintaining neighborhood character. The Board of Adjustment can provide fair oversight to protect both residents and future development. 2. Housing Affordability – As growth continues, affordability for working families is a concern. The commission can play a role by carefully reviewing variances or special exceptions that might increase housing supply while keeping community standards in place. 3. Community Trust in Government – Residents need to feel that decisions are transparent and fair. The commission can build that trust by ensuring consistent application of zoning ordinances and open communication about decisions.
- What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision for Kannapolis is a city that continues to grow while preserving its sense of community and accessibility for all residents. The Board of Adjustment plays a key role in achieving this by making thoughtful, impartial decisions that keep growth responsible, protect residents, and encourage opportunities for both businesses and families.

PARKS AND RECREATION COMMISSION (Choice - 1)

- Please explain why you want to be a member of this commission.** I would like to serve on the Parks and Recreation Commission because I believe that strong recreational spaces are the backbone of healthy, connected communities. With a young family and active community involvement, I have seen firsthand how parks bring people together, support wellness, and create lasting pride in a city. I want to help ensure Kannapolis continues to invest in spaces that benefit residents today and for generations to come.
- Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and recreation are essential to building community identity, fostering public health, and supporting economic vitality. High-quality recreational spaces attract families, encourage active lifestyles, and provide gathering places that make Kannapolis a more welcoming and vibrant city.

3. **What are three parks and recreation priorities you believe the City should address?** 1. Accessibility and Inclusivity – Ensure parks and facilities are accessible to people of all abilities, including children with special needs. 2. Maintenance and Safety – Maintain existing parks and equipment to ensure safe and enjoyable use by all residents. 3. Community Programming – Expand recreational programs and events that strengthen community ties, such as family activities, outdoor fitness, and cultural celebrations.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 2

Parks & Recreation Commission - 1

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Dr. James Litaker, Chiropractor, Kannapolis, NC, (704) 4674808
2. Wesley Kirk, Owner - Kirk's Lube & Brake, Kannapolis, NC, (704) 9996415
3. Chad Stilwell, Owner - Fig Tree Properties, Concord, NC, (704) 3090114

Date Applied: 8/15/2025 9:46 AM

Name: Erin Haynie

Address: 1125 Zettie Avenue Kannapolis, NC 28083

Daytime Phone: Home- (980) 2410366 Work/Cell- (980) 2410366

Email: erinbhaynie@gmail.com

County of Residence: Rowan

Current Employer: Compass Group USA

Occupation/Professional Background: Senior Category Development Manager

Educational Background: Bachelor of Science – Foodservice Management

Civic Background: Community & Civic Involvement: Church Service Volunteer – The Refuge

Other Boards, Commissions, or Committees on which you are currently serving: Provided volunteer services at the café operated by The Refuge, where all proceeds are dedicated to supporting youth programs, community outreach initiatives, and mission projects.

PLANNING & ZONING COMMISSION (Choice - 1)

- Please explain why you want to be a member of this commission.** I am interested in joining the Planning and Zoning Commission to participate in guiding the community's development while maintaining a balance between growth and preservation. Developmental decisions influence how people live, work, and interact over time, so it is important to address them with objectivity, transparency, and careful consideration. I support responsible land use, maintaining neighborhood character, and ensuring that zoning decisions consider both economic potential and quality of life. My intention is to listen to residents, evaluate the long-term effects of each proposal, and make decisions that align with the broader vision of the community as well as future needs.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Responsible Growth: Ensure that new development and redevelopment align with the community's long-term vision. This includes preserving the character of existing neighborhoods and encouraging land use that balances residential, commercial, and recreational needs. Thoughtful growth helps prevent overcrowding, strain on public services, and loss of community identity. Infrastructure: Guide developments to include adequate roads, utilities and public services. Encourage responsible planning to protect natural resources, reduce long-term costs, and maintain the community's livability. Traffic: Prioritize growth strategies that prevent traffic congestion by ensuring new development is planned with mobility in mind. By integrating thoughtful transportation planning from the outset, we can help residents move safely and efficiently while avoiding the pitfalls of overcrowded roads.
- What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Vision for the City: My vision is for a community that grows thoughtfully - where neighborhoods retain their character, businesses thrive, housing is accessible, and residents feel safe and put down long term roots for new generational growth. I envision a city that balances progress with preservation and offers opportunities for all generations to thrive as they once did. Role of the Commission: The Planning and Zoning Commission is essential in turning this vision into reality. By carefully reviewing development proposals, updating zoning regulations, and ensuring alignment with the comprehensive plan, the commission guides growth in a way that protects the community's character and quality of life. Additionally, the commission serves as a bridge between residents and city leadership, promoting transparency and making informed, long-term decisions that reflect both current needs and future priorities.

BOARD OF ADJUSTMENT (Choice - 2)

- Please explain why you want to be a member of the Board of Adjustment.** I am interested in serving on the Board of Adjustment to support decision-making that influences community growth and quality of life. The board is responsible for overseeing development and land use policies to promote fairness, equity, and consistency with established long-term planning objectives. My goal is to contribute to the work of the board by helping guide the city's growth, addressing property rights, and maintaining relationships among residents, developers, and local government.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I believe our community is currently facing several important issues, and the Board of Adjustment can play a key role in addressing each of them. First, responsible development and growth is critical. As our community continues to grow, new development can strain infrastructure and impact neighborhoods. The board ensures that projects comply with zoning regulations while considering traffic, environmental effects, and neighborhood compatibility, helping balance economic growth with quality of life. Second, property rights and fairness are central to maintaining trust in local government. Residents expect consistent, transparent decisions regarding variances, special exceptions, and appeals. By carefully reviewing each request, the board protects property rights while ensuring impartiality and fairness for all parties. Third, economic vitality and housing access is

another consideration. By providing zoning flexibility where appropriate, the board can support small businesses, affordable housing, and mixed-use projects, balancing opportunity with livability. Finally, community engagement and trust are critical. Transparent decision-making, clear communication, and active listening ensure that residents feel heard and involved in shaping the community's future. The board's role in fostering this trust strengthens connections between residents, developers, and local government.

3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision for the city is one of balanced growth, where development supports opportunity while preserving neighborhood character, safety, and quality of life. Our community currently faces several key challenges, and I believe the Board of Adjustment can have a meaningful impact in addressing them. Responsible development and growth is critical, as new projects can strain infrastructure and impact existing neighborhoods. Property rights and fairness are also central; residents need confidence that variances and appeals are handled transparently and impartially, protecting both individual property rights and public trust. Preservation of neighborhood character ensures that new development complements the aesthetic, historical, and social fabric of our community, maintaining livability and property values.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 2

Parks & Recreation Commission - 3

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Janelle Sroka, Director - Category Development, 13720 Sunrise View Drive Charlotte NC, 28278, (540) 9089444
2. Larry Mason, Retired - Fire Chief, 4235 Mills Circle Concord, NC 28025, (980) 5213109
3. Kelsey Bassett, Teacher, 387 Lucky Drive NW Concord, NC 8027, (704) 3518106

Date Applied: 7/14/2025 9:43 AM

Name: Nadia Price

Address: 210 S Main St. Kannapolis, NC 28081

Daytime Phone: Home- (681) 9453897

Email: nadiap.wv@gmail.com

County of Residence: Cabarrus

Current Employer: Catawba College

Occupation/Professional Background: Library Employee

Educational Background: Bachelor's in Political Science/History

Civic Background: Community & Civic Involvement: I have been involved with many campaigns, volunteer projects, and more in my home state before moving here. **Other Boards, Commissions, or Committees on which you are currently serving:** N/A

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I'm interested in learning more about Kannapolis and how it functions, I want to contribute to the success of the city I have chosen as my home.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** It is an often overlooked piece of city planning that facilitates community and enjoyment for citizens of any place.
3. **What are three parks and recreation priorities you believe the City should address?** Focusing on healthy lifestyle choices, improving accessibility, and community engagement.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I'm interested in learning more about Kannapolis and how it functions, I want to contribute to the success of the city I have chosen as my home.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** I am from a low income state, West Virginia, and am familiar with handling HUD funds as well as demolition.
3. **What do you consider to be three major neighborhood or housing issues for our City?** Housing availability and affordability as well as housing conditions.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 4

Board of Adjustment - 3

Parks & Recreation Commission - 2

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Angel Wallace, Assistant Director of Corporate Engagement, 210 S Main St. Kannapolis, (304) 5213974
2. Nathan Sims, Receiving Tech., 210 S Main St. Kannapolis, (423) 8132383
3. N/A, N/A, N/A, (000) 0000000

Date Applied: 7/10/2025 12:13 PM

Name: Laytoa Mckinney

Address: 513 villa st kannapolis, nc 28083

Daytime Phone: Home- (704) 9182727 Work/Cell- (704) 9182727

Email: laytoamckinney99@gmail.com

County of Residence: Cabarrus

Current Employer: unemployed

Occupation/Professional Background: Delivery Driver /Warehouse associate

Educational Background: High School Diploma

Civic Background: Community & Civic Involvement: N/A

Other Boards, Commissions, or Committees on which you are currently serving: N/A

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 4

Board of Adjustment - 3

Parks & Recreation Commission - 5

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Jamie Newman, HR CHA, Oakdale, (704) 6057503

2. Tony Norris, Manger, kannapolis, (704) 7330234

3. Savannah Johnson, Warehouse associate, virginia, (704) 7909219

Date Applied: 7/7/2025 5:45 PM

Name: Daniel Helms

Address: 2698 Stonewood Vw Kannapolis, NC 28081

Daytime Phone: Home- (704) 2244705 Work/Cell- (704) 2244705

Email: kcs_helms@yahoo.com

County of Residence: Cabarrus

Current Employer: Cabarrus County Schools

Occupation/Professional Background: High School Teacher

Educational Background: Masters in Political Science (Virginia Tech), Bachelors in History and Philosophy (UNC Charlotte)

Civic Background: Community & Civic Involvement: As a teacher in Cabarrus County Schools, I have taken an active role in advocating for our students, families, and school personnel, including speaking at School Board meetings. I have also served as my neighborhood's Homeowners Association president in the past.

Other Boards, Commissions, or Committees on which you are currently serving: None

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I love being part of organizations that encourage healthy and active living. I have coached, enjoyed the parks as my children have gotten older, and take advantage of many of the summer concert programs. As a citizen of Kannapolis for most of my life, I love the direction that Kannapolis is moving towards. I want to do my part to be active in the community and help to continue the fantastic work that Kannapolis has already done. I also have some thoughts about ways to continue to improve our sports programs that I would like to try to help implement.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** I have participated in sports since I was 6 years old, and have coached at some level and sport for 21 years. Sports are a way for the participants to be active, and learn crucial skills such as teamwork and grit. I would like to be a part of an organization that I have seen grow over the last several years and help to shepherd it further. In addition, parks and family related programs are important for a thriving city, especially in being open for new growth.
3. **What are three parks and recreation priorities you believe the City should address?** 1- Continue to expand existing the sports programs to improve the facilities, add in offseason clinics, and recruit high quality and capable coaches. 2- Continue to find ways to increase green space and walkability/active living, either through walking trails and routes or community based active living programs. 3- Increase opportunities and active spaces for teenagers.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 6

Board of Adjustment - 5

Parks & Recreation Commission - 1

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Tom Cabaniss, Pastor, First Baptist Church, 2974 Donegal Dr, Kannapolis, (704) 4670049
2. Keith Rhoney, Teacher/Coach, 6236 Twining Vine Ct, Kannapolis, (704) 6992071
3. Ashleigh Parker, Children's Minister, First Baptist Kannapolis, 211 S Rose Ave, Kannapolis, (336) 9728550

Date Applied: 6/22/2025 1:56 PM

Name: Kramer Lowe

Address: 300 Cook St Kannapolis, NC 28083

Daytime Phone: Home- (704) 4505663 Work/Cell- (704) 2194327

Email: Kramerlowe@gmail.com

County of Residence: Cabarrus

Current Employer: Xylem Tree Care

Occupation/Professional Background: Plant Health Care Manager/Past Tour Manager & Professional in Music Industry

Educational Background: Mooresville Senior High

Civic Background: Community & Civic Involvement: City of Kannapolis Tree Service Vendor/Consultant

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I utilize the parks frequently with my family and young children. I believe in the safety, sustainability on the landscape and trees. I see the growth of the community and would love to contribute. I have a professional touring music industry background for 10 years and value the logistics in the free concert series and would be happy to be involved in that aspect as well.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Greenways and environmental protection play a major part in a park settings. Not only for safety, but for controlling the habitat for invasive species and shade in the summer. Great parks make for great memories and vital to the growth of the community. Safe parks and things to do for families are a major reason for what makes Kannapolis stand out. With the atrium ball park, village park offerings from summer concerts to ceremony of lights, and all the greenways and new park near lake fisher being built makes Kannapolis a destination city. I believe and am excited for improvement of a skatepark, and midway area to be revitalized to have Kannapolis downtown start expanding outside Main St and Ridge.
3. **What are three parks and recreation priorities you believe the City should address?** Greenway safety/tree health, more Parking and travel for concerts, more concessions and free clean drinking water access

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 5

Board of Adjustment - 6

Parks & Recreation Commission - 1

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Justin Gage, Senior Director Operations, Reynolds America, Greensboro, NC, (336) 2592496
2. Chase Kepley, Business Development, Xylem Tree, Lexington, NC, (980) 2160453
3. Mike Hosey, Owner/Broker, Trade & Tryon Realty, Charlotte, NC, (828) 3010114

Date Applied: 6/13/2025 10:05 AM

Name: Gregory Freeman

Address: 1191 Nunnery Ln Kannapolis, NC 28081

Daytime Phone: Home- (980) 6133641 Work/Cell- (980) 6133641

Email: GregoryFreeman28@yahoo.com

County of Residence: Rowan

Current Employer: Retired

Occupation/Professional Background: Project Management

Educational Background: BA Business Administration

Civic Background: Community & Civic Involvement: Volunteer youth league coach (9 years)

Other Boards, Commissions, or Committees on which you are currently serving: None

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 4

Parks & Recreation Commission - 5

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Ryan/Dawn Hoisington, Parts Manager, 1201 Nunery lane, (802) 7388430

2. Dorien Albritten, Project Manager, 111 Steeplechase Ave, (704) 7466200

3. Traci Cuthbertson, Busniess owner, 20586 Harbor View drive, (704) 6401103

Date Applied: 5/29/2025 3:36 PM

Name: Nonya Brown-Chesney

Address: 1304 Browdis Avenue Kannapolis , NC 28083

Daytime Phone: Home- (919) 7752725 Work/Cell- (919) 3566321

Email: nonya.brown@gmail.com

County of Residence: Cabarrus

Current Employer: I currently work for Harnett County Schools but I will be moving to Kannapolis in July 2025 and I will work at Cabarrus county schools.

Occupation/Professional Background: Teacher

Educational Background: Masters in Middle Grades Education

Civic Background: Community & Civic Involvement: I served on the board of Appearances in Sanford NC for one year, I would like to serve on a board in Kannapolis and be involved in my new community. We have purchased a home in Kannapolis and we look forward to becoming a part of this community.

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** One of the things that sold us on Kannapolis was the beautiful and diverse parks systems. On our first visit to the city we went to Village Park and we quickly fell in love with the area.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** The parks are the eyes of a community. They show how invested a town is in the lives of its citizens because these are areas that are free and open to all citizens. I think it would be fantastic to serve on this board and learn more about my new community in the process.
3. **What are three parks and recreation priorities you believe the City should address?** 1. Holiday celebrations involving the parks and recreation department 2. Senior citizens activities 3. Field trips for area school children.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 6

Board of Adjustment - 6

Parks & Recreation Commission - 1

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Debra Bradley , Retired Teacher , 140 Kerr Lake road Aberdeen NC 28315, (912) 6590997
2. Valentina Cubillos , Teacher , 302 Jackson street Jamestown NC 27282, (919) 5971662
3. Rebecca Wells , Teacher , 368 Chatham Forest Drive Pittsboro NC 27312, (910) 3227905

Date Applied: 5/29/2025 4:38 PM

Name: Michelle Steeley

Address: 2607 Lane Street KANNAPOLIS, NC 28083

Daytime Phone: Home- (704) 7913974 Work/Cell- (704) 7913974

Email: michellesteeley@gmail.com

County of Residence: Cabarrus

Current Employer: Premier Real Estate Team

Occupation/Professional Background: REALTOR

Educational Background: some college

Civic Background: Community & Civic Involvement: BOD for Habitat Cabarrus, Previous BOD for Central Carolina Association of Realtors

Other Boards, Commissions, or Committees on which you are currently serving: none for the city

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I would like to be involved in my local community and city and have an impact on the decision being made
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Affordable housing Infrastructure parking for the downtown area
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Kannapolis is my hometown. Born, raised and lived all of my life. I want to see our City grow and be the very best that it can be. With growth comes growing pains and I believe that with the right plan of actions some of those pains can be minimal

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 6

Parks & Recreation Commission - 3

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Chris Puckett, Realtor, 122 S Main St Kannapolis, NC 28081, (704) 2985872
2. Lori Allerton, Mortgage Lender, 1705 Kenton Dr Suite 207 C Cornelius, NC 28031, (704) 7541599
3. Morgan Harper, CFO Central Carolina Association of Realtors, 250 Branchview Dr NE Concord, NC 28025, (704) 7865512

Date Applied: 2/16/2025 2:24:00 AM

Name: Jeffrey D Gray II, CC, CSC, CEC, CMC, CPC

Address: 416 N Ridge Ave KANNAPOLIS, NC 28083

Daytime Phone: Home- (704) 7870484 Work/Cell- (704) 9322215

Email: Jeffgray4729@yahoo.com

County of Residence: Cabarrus

Current Employer: Classic Design

Occupation/Professional Background: Draftsman/Architect (Residential & Commercial)

Educational Background: HS Grad. 2007 (AL Brown), AS Culinary Arts 2009 (Johnson & Wales), Certificate BA 2010/Certificate PA 2011 (RCCC/CPCC), BA Business/Communications 2012 (Johnson & Wales), MBA 2015 (Strayer), Currently in a PhD Program (2027)

Civic Background: (Political participation) Voting, contributing to campaigns via donations / promotions. (Community service) Volunteering, helping others, food drives (2006 - 2024) and rebuilding after our recent Western NC disasters. (Advocacy) Organizing protests, raising awareness, and advocating for legislation. (Education) Helping students build reading skills and educating others about government and history (history is my favorite subject). (Social responsibility) Filling needs in the community when and where needed. Promoting the quality of life in a community where no one was helping and ensuring wheelchair access was installed. In addition to community gardening, tutoring, donating blood, environmentalism and more from 2004 - present.

Other Boards, Commissions, or Committees on which you are currently serving: Not currently serving. I was a weekly visitor in the Rotary Club for 3 years, in which I became a member of Rotary int. for a period of time, until my work forced me to quit. I continued to help at events when time permitted

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I am passionate about contributing to the positive development of our community and believe my experience in urban planning, environmental sustainability, community outreach would be valuable in helping this commission make informed decisions that address the needs of our residents, particularly regarding specific area of focus, revitalizing downtown, promoting green initiatives, improving public safety. I am eager to collaborate with other commission members to identify key issues, develop effective strategies, and implement solutions that create a more vibrant and inclusive community for all.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** The three most critical issues facing our community currently are, economic disparity, infrastructure concerns, and environmental sustainability. This commission can address these by facilitating targeted economic development initiatives, advocating for infrastructure improvements, and promoting environmentally conscious policies and community projects.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** A vision for Kannapolis could be a vibrant, health-focused community with a more thriving downtown, excellent quality of life, and a strong emphasis on outdoor recreation, where the commission's role would be to actively guide development plans, prioritize infrastructure improvements that support walkability and green spaces, and advocate for initiatives promoting wellness and community engagement, all while ensuring responsible economic growth and diverse housing options.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 2

Board of Adjustment - 1

Parks & Recreation Commission - 4

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Jim Bowen, CC, CSC, CED, CMC Program Chair of Culinary Arts, CPCC 1201 Elizabeth Ave., Charlotte, NC 28204 704-330-2722
2. Jordan E. Binder, PhD Director of Physics 1505 Fairwood Ave., Gastonia, NC 704-591-4857
3. Dr. Darlington Heart, MD Medical Director 7704 England St., Charlotte, NC 28273 (704) 551-4151

Date Applied: 3/19/2025 1:34:00 PM

Name: Melissa Pierre-Louis

Address: 2225 Silver Pine St.KANNAPOLIS, NC 28027

Daytime Phone: Home- (973) 9519437 Work/Cell- (973) 9519437

Email: pierrelouis.mel@gmail.com

County of Residence: Cabarrus

Current Employer: Raven Percision Group, LLC

Occupation/Professional Background: My background in marketing, strategic planning, business development, and community engagement, which has given me the skills necessary to contribute meaningfully to the the board in various ways. Throughout my career, I have worked at the intersection of marketing, policy and growth strategy, which has required me to analyze complex challenges, collaborate with stakeholders, and develop data-driven solutions that support both short-term objectives and long-term sustainability.

Educational Background: Diversity, Equity & Inclusion in Healthcare Certification, Harvard University Diversity, Equity & Inclusion Certification, Cornell University Master of Business Administration, Fairleigh Dickinson University Bachelor of Arts in Communications, Kean University.

Civic Background: I have been actively engaged in PTO volunteering at my children's local elementary and middle schools, supporting educational efforts that directly impact students and families. I have participated in canvassing and phone banking for the recent national election, ensuring that residents are informed and engaged in the democratic process. Beyond education and civic engagement, I have also attended and volunteered at local health fairs, helping to connect community members with valuable resources that promote well-being.

Other Boards, Commissions, or Committees on which you are currently serving: North Carolina Division of Public Health Youth Wellness Community of Practice and Education

PLANNING & ZONING COMMISSION (Choice - 1)

- 1. Please explain why you want to be a member of this commission.** I am seeking appointment to the Planning and Zoning Commission of Kannapolis because I believe in thoughtful, responsible, and sustainable community development that aligns with the city's vision for smart growth. With Kannapolis experiencing rapid transformation driven by residential expansion, economic development, and infrastructure improvements I see a great opportunity to lend my strategic expertise and planning acumen to ensure that growth benefits both current and future residents while maintaining the towns unique character.
- 2. Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** After conducting some research, I believe the three most important issues facing Kannapolis at this time are rapid population growth and housing availability, infrastructure and transportation development, and balanced economic expansion. The Planning and Zoning Commission plays a critical role in addressing these challenges by ensuring that development aligns with the city's long-term vision and meets the needs of both residents and businesses. In terms of Managing Population Growth and Housing Availability with an increasing population there's an opportunity to ensure adequate, high-quality housing options, which appears to be essential in the growth of the town. The commission has the ability to guide zoning decisions and residential planning to ensure that housing growth is balanced, sustainable, and does not compromise the character of existing neighborhoods. As for Infrastructure and Transportation Development “as more residents and businesses move into Kannapolis, road capacity, public utilities, and overall infrastructure has to keep up with the pace. The commission can evaluate land use planning, traffic impact studies, and zoning adjustments to support well-planned growth while minimizing congestion and strain on public resources. And lastly, Balanced Economic Expansion “like most towns, business growth is vital to Kannapolis, but it must be strategic and complementary to the areas in which residents live in. The commission can play a role in attracting the right mix of businesses, ensuring that commercial development fits within zoning guidelines and supports long-term economic vitality while maintaining the city's small-town charm. By applying data-driven decision-making, strategic planning expertise, and an understanding of real estate and zoning laws, I am committed to ensuring that Kannapolis grows in a way that is sustainable, well-planned, and beneficial for all its residents.
- 3. What is your vision for the City of Kannapolis and what do you consider this commission’s role to be in accomplishing that vision?** My vision for Kannapolis is a city that thrives by building strong, connected communities where people feel seen, valued, respected, and protected. I envision a city where thoughtful planning, responsible growth, and strategic development create opportunities for residents to live, work, and prosper. As Kannapolis continues to evolve, it is essential that businesses not only succeed but also give back to the community, fostering long-term economic vitality and a shared commitment to growth. The Planning and Zoning Commission plays a key role in shaping this vision by ensuring that development is intentional, sustainable, and community-driven. Through zoning regulations, land use planning, and infrastructure oversight, the commission helps guide residential and commercial expansion in ways that enhance quality of life, preserve the city’s character, and support economic opportunity. By fostering a balanced mix of housing, business, and public spaces, the commission ensures that Kannapolis remains a

vibrant and welcoming place for generations to come. By serving on this commission, I would bring a strategic, community-focused perspective to decision-making, ensuring that Kannapolis grows in a way that is thoughtful, well-planned, and aligned with the needs of its residents and businesses.

COMMUNITY IMPROVEMENT COMMISSION (Choice 2)

1. **Please explain why you want to be a member of this commission.** I want to serve on the Community Improvement Committee because I am deeply committed to ensuring that Kannapolis continues to grow as a thriving, connected, and well-planned community. My passion for community engagement, strategic planning, and smart development aligns with the committee's mission to enhance the quality of life for residents, support local businesses, and create welcoming spaces that reflect the city's values. Through my experience in strategic planning, marketing, and real estate studies, I have developed a strong understanding of community development, infrastructure planning, and business growth strategies. I have also been actively involved in the community through PTO volunteering, election canvassing, and local health fairs, which has given me insight into the needs and priorities of residents. I see this as an opportunity to lend my time and expertise to ensure that Kannapolis remains a place where people feel seen, valued, respected, and protected. By contributing to the committee, I hope to help guide improvements, support sustainable initiatives, and foster a strong sense of community that benefits both current and future generations.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** I bring a community-focused and strategic perspective to the Community Improvement Committee, particularly in understanding how housing stability, economic opportunities, and social determinants of health shape the well-being of residents. My experience in community engagement and strategic planning has given me insight into the challenges that low-to-moderate income households face, as well as the importance of ensuring that resources are allocated to projects that have a meaningful and lasting impact. Regarding the allocation of HUD funding, I understand how housing access, economic opportunity, healthcare, and neighborhood conditions are interconnected. My experience in engaging with communities and assessing social needs allows me to evaluate how funding decisions can support stability, drive local improvements, and enhance quality of life for residents. When addressing code enforcement and the removal of dilapidated structures, I recognize the impact that neglected or unsafe properties have on both individual and community health. However, I also understand the importance of preserving the character of neighborhoods and ensuring that redevelopment efforts align with community needs. My approach would be to balance revitalization efforts with long-term community interests, ensuring that decisions made by the committee contribute to a safer, healthier, and more vibrant Kannapolis.
3. **What do you consider to be three major neighborhood or housing issues for our City?** From what I've observed and through research, Kannapolis has been addressing several housing-related challenges in recent years, including affordable housing shortages, homelessness, and neighborhood revitalization efforts.
4. **What experience or education have you had relative to this Board?**

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 1

Parks & Recreation Commission - 3

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Chris Puckett Planning and Zoning Board Member and Real Estate Educator Kannapolis/Concord 704-298-5872
2. Selena Frink Sales and Operations Professional 3604 Courage Ct. SW, Concord, NC 336-254-4328
3. Karla Anderson Attorney and Inclusion Professional 14404 Seigle Ave., Charlotte, NC 205-566-5073

Date Applied: 3/20/2025 1:52:00 PM

Name: Nicholas Schwertfager

Address: 3586 Coleraine Ave KANNAPOLIS, NC 28081

Daytime Phone: Home- (716) 4019177 **Work/Cell-** (716) 4019177

Email: Nschwertfager@me.com

County of Residence: Cabarrus

Current Employer: Disabled

Occupation/Professional Background: Veteran/ Highway Patrol Communications/Jail Guard

Educational Background: Associate's in general studies

Civic Background: Was a Volunteer Firefighter for several years starting when I was 14.

Other Boards, Commissions, or Committees on which you are currently serving: None

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** To be able to assist the City of Kannapolis
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Expansion, crime, and infrastructure Able to assist the city with voices from the communities that live in them.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** A safe, family oriented community that assists the needs of the residents as best as possible.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning -

Board of Adjustment - 1

Parks & Recreation Commission -

Community Improvement Commission -

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Dr. James Litaker Chiropractor S. Main St. 704-467-4808
2. Jim Kelly Retired 3572 Coleraine Ave., Kannapolis 704-262-1554
3. Catherine Doberstein Daycare Owner 320 Russel St., Kannapolis 704-775-2121

Date Applied: 12/3/2024 6:24:00 PM

Name: Ronald D. Flanders

Address: 1675 Barbara Ann Circle Kannapolis NC 28083

Daytime Phone: Home- (508) 6120828 Work/Cell- (508) 6120828

Email: flamborff@aol.com

County of Residence: Cabarrus

Current Employer: Retired

Occupation/Professional Background: Medical Health Customer Service

Educational Background: Business

Civic Background: Community & Civic Involvement: Kannapolis 101 Academy Graduate 2024

Other Boards, Commissions, or Committees on which you are currently serving: Little Texas Community Watch Group, The Community Bridge Project of Kannapolis, Senior Games Ambassador and Silver Arts

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** To learn more about my city government inter working on how they do planning and analyzing for growth for companies and community.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Housing cost, Infrastructure roads planning, Cost of Living 1. Tackling housing cost on national, state and local governments can implement strategies like increasing affordable housing developments through funding and zoning, providing house assistance programs for low income programs, foster public -private partnership and incentivizing constructions. 2.Need to work on traffic from out dated roads and growth with city and NCDOT Widening ,Kannapolis Parkway to Dale Earnhardt Boulevard. 3.Cost of living and paying for taxes, food , gas with the stressed assistance Programs pushed to the max.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** The City of Kannapolis have an array of great programs and a good vision plan for the growth and just need to follow and make adjustment when they come up

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** The city of Kannapolis have a excellent Park and recreation facilities available for their residency. I am a runner and have enjoyed the number of trails and bike lanes , Veterans Park, Village Park, and the new Pickleball courts at Baker Creek, and last but not least the open Kannapolis Middle School Track that I use to train for Senior Games Track and Fields events.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** I believe that a city that is healthy is a city that is fun. The world is full of stress and just doing a walk in the park can help with Body, Mind, and Soul.
3. **What are three parks and recreation priorities you believe the City should address?** I have no suggestion on that except more people need to take more advantage of the facilities that City, and Gray Mills provide for our health and well-being.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 4

Parks & Recreation Commission - 2

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Jeanne A. Dixon City Councilwoman 1840 Enochville Rd, Kannapolis, NC 28081-8343 (704) 699-6016
2. Kenneth Geather Retired 1545 Steepleton Dr, Kannapolis, NC, 28083 (704) 224-7959
3. Gloria Talbert Retired 1430 El Paso Street Kannapolis NC 28083 (704) 222-7484



Kannapolis City Council

City Council Agenda Staff Report

July 13, 2026

To: Mayor and City Council
From: Gary Mills, Parks & Recreation Director
Subject: **APPOINTMENTS** - Parks and Recreation Commission **UNANIMOUSLY APPROVED**

Recommended Action Requested by City Council

Motion to reappoint Buddy Amerson to a new three-year term; appoint Justin Knoll and Daniel Helms to new three-year terms; and appoint Kenneth Matthews to fill the one-year unexpired term to the Parks and Recreation Commission, subject to acceptance and execution of the amended Policy of the Kannapolis City Council.

Required Votes to Pass Required Action

Majority Present at Meeting

Background

The Kannapolis Parks and Recreation Commission reviewed applications at its May and June meetings and currently has four vacancies to fill, including one unexpired term. On behalf of the Commission, staff recommends the reappointment of Buddy Amerson to a new three-year term, the appointment of Justin Knoll and Daniel Helms to new three-year terms, and the appointment of Kenneth Matthews to complete the one-year unexpired term vacated by Jeff Ashbaugh.

The reappointment of Mr. Amerson will provide valuable continuity and institutional knowledge as the Commission continues to advise on parks, recreation programs, and related initiatives. His experience with the Commission's ongoing projects, priorities, and long-range goals helps ensure consistency in decision-making and supports the effective transition of new members onto the board. Staff also supports the appointments of Mr. Helms and Mr. Matthews and believes they will bring valuable perspectives and contribute positively to the Commission's work. Staff has confirmed that each individual is willing to serve. While these are staff or Board/Commission recommendations, all appointments are ultimately a City Council decision.

A list of current members complete with terms and appointment dates is attached to this staff report. Additionally, a complete list of citizens expressing interest in serving on a city board is also included as an attachment.

Fiscal Implications

None

Alternate Courses of Action

1. Appoint other applicants to these seats
2. Table action to a future meeting.
3. Take no action.

Attachments

1. Parks and Recreation Member List 2025-26

2. Boards & Commissions Applications as of July 2026

PARKS AND RECREATION ADVISORY COMMISSION July 2025-June 2026

BOARD MEMBERS	DATE APPOINTED	TERM EXPIRES	TERMS SERVED (original appointment date)
Michael Lee Whitney 604 Old Centergrove Road Kannapolis, NC 28083 Home – 704-960-7789 W: 704-938-2886 Email: mwhitney2007@gmail.com	06/10/19	06/30/2028	3rd (6/10/19)
Troy Dalsing 702 Church Avenue Kannapolis, N. C. 28081 H-704-970-9735 C-704-956-4964 Email: troydalsing@icloud.com	06/30/2024	06/30/2027	1st (06/30/24)
Richard Chaney 1101 S. Windsor Drive Kannapolis, NC 28081 H-704-938-5479 C-704-796-8021 Email: popparktown@gmail.com	06/22/2015	06/30/2027	4th (06/22/15)
Jeff Ashbaugh - Chair 4949 Copper Creek Trail Kannapolis, NC 28081 H-704-932-8430 C-704-975-0471 Email: jashbaugh.pla@gmail.com	06/22/2015	06/30/2027	4th (06/22/15)
Richard (Rick) Money – Vice Chair 1001 West A Street Kannapolis, NC 28081 H-704-783-7485 C-704-783-7485 Email: richardmoney04@gmail.com	07/1/2023	06/30/2026	3rd (06/26/17)
Olivia Linkel (Vacant 12/25) 5481 Comisky Alley Kannapolis, NC 28081 H-980-621-8109 C-980-621-8109 Email: thelinkels@yahoo.com	07/1/2023	06/30/2026	3rd (06/26/17)
Eric Purvis 907 Lee Avenue Kannapolis, N.C. 28081 H-704-9381468 W-C-704-773-9582 Email: epurvispi@yahoo.com	06/10/19	06/30/2028	3rd (6/10/19)
EB Lentz 310 Cook Street Kannapolis, NC 28083 C-704-425-5105 eblentzjr@gmail.com	06/21/21	06/30/2028	2nd (6/21/21) 1 yr of unexpired 21-22
Billy “Buddy” Amerson 105 S. East Avenue Kannapolis, NC 28083 H:-704-933-6952; W: 980-622-1248 Email: buddy.amerson@labor.nc.gov	07/1/2023	06/30/2026	2nd (7/27/20)
Staff Contact:			
Gary Mills, Director Main: 704-920-4343 Direct: 704-920-4340 Email: gmills1@kannapolisnc.gov		Administrative Assistant Main: 704-920-4343 Direct: 704-920-4349 Email: tjusticel@kannapolisnc.gov	

Date Applied: 6/23/2026 2:34 PM

Name: Chris Dwiggins

Address: 2563 Captains Watch Rd NE Kannapolis, NC 28083

Daytime Phone: Home- (704) 7910195 Work/Cell- (704) 7910195

Email: chrisdwiggins7@gmail.com

County of Residence: Cabarrus

Current Employer: Advocate Health

Occupation/Professional Background: Supply Chain

Educational Background: MBA

Civic Background: Community & Civic Involvement: Member of the Board of Adjustments

Other Boards, Commissions, or Committees on which you are currently serving: Board of Adjustments

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** I would like to continue with this board due to the good work we are doing for the citizens of Kannapolis.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. Affordable housing 2. Transportation 3. Funding proper education.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision would be to continue to shape the interior of Kannapolis to the betterment of the citizens. Appropriate development helps to maintain stability within the city and continue the growth and improvement.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 1

Parks & Recreation Commission - 6

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? – Yes

REFERENCES:

1. Ryan Goodman, Supply Chain, 59 Georgia St NE Concord NC 28025, (619) 8863147
2. Ivan Hendrickson, Real Estate, 122 S Main Street Kannapolis, NC 28081, (704) 3097841
3. Harry Mills, Retired, 502 S Bostian St, China Grove, NC 28023, (704) 8570297

Date Applied: 6/23/2026 11:53 AM

Name: Holden Sides

Address: 803 Sprucewood St Kannapolis, NC 28081

Daytime Phone: Home- (704) 6992092 Work/Cell- (704) 6992092

Email: sideshb94@yahoo.com

County of Residence: Cabarrus

Current Employer: First Bank

Occupation/Professional Background: Personal Banker

Educational Background: BA Political Science / Real Estate License

Civic Background: Community & Civic Involvement: Current Vice Chair - Board of Adjustments Formerly on Kannapolis Environmental Stewardship Committee and Rowan County History Landmarks Commission

Other Boards, Commissions, or Committees on which you are currently serving: Board of Adjustments since 2021

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** Current member
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I can have my personal opinions, but on this board we can only base our decisions on the KDO and evidence presented during the meeting. We cannot make our decisions based on personal belief
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** A thriving and welcoming city for everyone.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 2

Board of Adjustment - 1

Parks & Recreation Commission - 3

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? – Yes

REFERENCES:

1. Cody S, Insurance, Kannapolis, NC, (980) 5656831
2. Debbie V, Retired, Kannapolis, NC, (972) 4158811
3. Keshia S, Social Worker, Concord, NC, (980) 6221197

Date Applied: 6/23/2026 11:09 AM

Name: Daisy Malit

Address: 1296 Midlake Rd Kannapolis, NC 28083

Daytime Phone: Home- (704) 5600170 Work/Cell- (704) 5600170

Email: onyougos@gmail.com

County of Residence: Cabarrus

Current Employer: NA

Occupation/Professional Background: Recruiter Coordinator

Educational Background: Bachelor's degree

Civic Background: Community & Civic Involvement: Member of the Board of Adjustments

Other Boards, Commissions, or Committees on which you are currently serving: Planning and Zoning

PLANNING & ZONING COMMISSION (CHOICE - 1)

1. **Please explain why you want to be a member of this commission.** I am a member of this commission and I serve my community by making decisions that I believe are good to our city.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Affordable Housing, Public transportation, Drought right now
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Vibrant downtown living and biotechnology research center.

BOARD OF ADJUSTMENT (CHOICE - 2)

1. **Please explain why you want to be a member of the Board of Adjustment.** NA right now
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** NA right now
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** NA right now

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 2

Parks & Recreation Commission - 3

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Lilian, Business Owner, Houston, TX, (832) 7218418

2. Niki, Social Worker, Rock Hill, SC, (704) 9654587

3. Charissa, Product Manager, Charlotte, NC, (201) 6002805

Date Applied: 6/22/2026 2:56 PM

Name: Chris Michael Puckett

Address: 2770 Keady Mill Loop Kannapolis, NC 28081-6443

Daytime Phone: Home- (704) 2985872 Work/Cell- (704) 2985872

Email: ch2realty@gmail.com

County of Residence: Cabarrus

Current Employer: Lantern Realty & Development

Occupation/Professional Background: REALTOR

Educational Background: masters degree

Civic Background: Community & Civic Involvement: NC REALTORS regional VP

Other Boards, Commissions, or Committees on which you are currently serving: none

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I have lived in Kannapolis my entire life and I'm looking to help guide our growth.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** - affordable housing - helping find ways to make housing more affordable for our residents - manageable growth - work with staff on approving various types of developments, both commercial and residential that benefit all people. - attracting new diverse industries - working with staff to make approvals for new commercial development easier and more affordable.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision is for Kannapolis to grow into a vibrant, diverse city with multiple large employers offering a live/work lifestyle to our resident. I want to help guide our city's decision so that all of our residents are represented.

BOARD OF ADJUSTMENT (Choice - 2)

1. **Please explain why you want to be a member of the Board of Adjustment.** I want to make sure everyone in Kannapolis has a beautiful and affordable place to live.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. maintaining fairness through growth. as our city grows, we need to be aware of how it affects all people and ready to enforce rules fairly. 2. managing growth - holding businesses responsible for smart growth 3. Keep growing - helping our aging properties become vibrant, useful places for people to live and work.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision is for Kannapolis to grow into a vibrant, diverse city with multiple large employers offering a live/work lifestyle to our resident. I want to help guide our city's decision so that all of our residents are represented.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 2

Parks & Recreation Commission - 4

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Paula Severt, REALTOR, 1310 Cannon Farm Rd., China Grove, NC 28023, (704) 2323433
2. Jeremy Aldridge, REALTOR, 9164 NC Hwy 88 E, Laurel Springs, NC 28644, (704) 7730722
3. JR McMillan, Retired, 260 Whisper Drive, China Grove, NC 28023, (704) 6427475

Date Applied: 6/22/2026 2:06 PM

Name: Shelly Stein

Address: 853 w 8th Kannapolis, NC 28081

Daytime Phone: Home- (980) 8661272 Work/Cell- (980) 8661272

Email: shelly@greenwaldandco.com

County of Residence: Rowan

Current Employer: Redwood Realty Group

Occupation/Professional Background: Realtor

Educational Background: Masters

Civic Background: Community & Civic Involvement: P&Z

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I am enjoying my time on the board and having a pulse on what's to come.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Sewer allotment, homelessness, quality vs quantity. I will do my best to voice my opinions, good or bad, and represent the City well.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Preserving its character while embracing progress that is sustainable, inclusive, and built to last. This commission's role is to ensure every development decision moves the city in that direction

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 6

Parks & Recreation Commission - 6

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? – Yes

REFERENCES:

1. Sherry Gordon, Community Development Program Administrator, sgordon@kannapolisnc.gov , (704) 7910113
2. Dale Fink, Civil Engineer, rdfink74@gmail.com, (980) 2447428
3. Gabriela Wilkins, Planning Technician, gwilkins@kannapolisnc.gov, (704) 9204358

Date Applied: 7/12/2026 9:16 PM

Name: Wilfred Waterhouse Bailey, SR

Address: 3233 Lock Erne Ave Kannapolis, NC 28081

Daytime Phone: Home- (047) 378431 Work/Cell- (704) 7378431

Email: baileywilfred@gmail.com

County of Residence: Cabarrus

Current Employer: Retired/Self-employed

Occupation/Professional Background: Accountant

Educational Background: BS Appalachian State; MBA Winthrop Univ

Civic Background: Community & Civic Involvement: Kannapolis 101 graduate: 2018 past Board of Director Member Kellswater Bridge HOA; Church Accountant, Bethel Baptist Church, KannapolisS

Other Boards, Commissions, or Committees on which you are currently serving: Board of Adjustment, City of Kannapolis

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I would like to become a member of this board to fulfill my duty as a citizen of the city and provide input concerning it's development.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I see the three most important issues facing our community at this time are: 1. The development and management of utilities. I mean the development of communities and the use of water and land so we not only benefit, but our surrounding cities are not harmed. 2. Affordable housing. As we invite new commers to our city, we do not price our long time residents out of the city. As we develop Dale Earnhardt Avenue and others near downtown, where are those people going being displaced from those mill houses? 3. Staying a city with its small town charm. We must strive to keep the small town charm I came here in pursuit of.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** To be a charming surrounding town of Charlotte close enough to all the convinces of a big city with that small town charm.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I would like to be a part of improving communities in Kannapolis to insure all areas become desired places to live.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** When it comes to allocation of funds and project management, my last 15 years at Wells Fargo I was a Project Financial Manager allocating and tracking expenses and reporting actuals vs budget.
3. **What do you consider to be three major neighborhood or housing issues for our City?** I consider the three major neighborhood or housing issues for Kannapolis are: 1. Lack of affordable housing 2. The elimination of the mill housing in the downtown district. 3. The overbuilding of apartments. More townhouses - individual ownership.

Boards/Commissions applied for ratings:

Planning & Zoning - 3

Board of Adjustment - 1

Parks & Recreation Commission - 4

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Scott Trott, Retired, 2909 Donegal, Kannapolis, NC, (704) 7438404

2. Rick Flowe, Municipal Consultant, 2720 Keady Mill, Kannapolis, NC, (704) 7927205

3. Richard Smith, BOA Director, Kannapolis, NC, (704) 9204325

Date Applied: 6/11/2026 1:05 PM

Name: Spencer Cameron Swain

Address: 3676 Trinity Church Rd Concord, NC 28027

Daytime Phone: Home- (704) 2025057 Work/Cell- (704) 2025057

Email: spencer.swain@familiesfirstcc.org

County of Residence: Cabarrus

Current Employer: Families First in Cabarrus County

Occupation/Professional Background: Executive Director/Pastor

Educational Background: Bachelors in Business Admin and Entrepreneurship and Masters in Divinity

Civic Background: Community & Civic Involvement: As Co-Founder and Executive Director of Families First in Cabarrus County, I have dedicated more than twenty years to strengthening children, families, and communities through early childhood education, family support services, and community partnerships. My civic involvement includes collaborating with local governments, educational institutions, faith communities, nonprofits, and business leaders to expand access to high-quality early learning opportunities and family stability programs. Through Families First, I have helped launch and sustain multiple 5-Star early childhood programs, NC Pre-K dual-language immersion classrooms, evidence-based home visiting initiatives, and regional home-based childcare networks that address childcare access and workforce challenges. I have also worked closely with community stakeholders to advocate for children and families and to strengthen local early childhood systems. In addition to my nonprofit leadership, I previously served as Lead Pastor of Grace Lower Stone Church, where I organized collaborative efforts among rural congregations that raised more than \$250,000 for community initiatives and charitable outreach.

Other Boards, Commissions, or Committees on which you are currently serving: Cabarrus County Early Childhood Task Force Rowan-Cabarrus Community College Program Advisory Board WeBuild Affordable Housing Advisory Board North Carolina Home-Based Child Care Network Community of Practice Citizens Improvement Commission, City of Kannapolis NC Pre-K Committee

BOARD OF ADJUSTMENT (Choice - 2)

- Please explain why you want to be a member of the Board of Adjustment.** I have served on the Community Improvement Commission for a number of years and have genuinely enjoyed being part of the work. It has given me the opportunity to learn more about the challenges facing our neighborhoods and to help make thoughtful decisions that impact families and the quality of life in Kannapolis. As the Executive Director of Families First, I work every day with families who are affected by housing, economic stability, childcare access, and community resources. Serving on this Commission allows me to bring that perspective to the table while continuing to support the growth and improvement of our city. I value the collaborative nature of the Commission and would be honored to continue serving.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.**
 - Affordable Housing and Housing Stability** As Kannapolis continues to grow, it is important that working families, seniors, and individuals on fixed incomes can continue to find safe and affordable housing. The Commission plays an important role by helping guide HUD funding toward projects and organizations that support housing stability and neighborhood improvement.
 - Neighborhood Revitalization** Many neighborhoods are experiencing positive growth, but there are still areas that struggle with aging housing stock and neglected properties. The Commission can help encourage responsible redevelopment while preserving the character and strength of existing neighborhoods.
 - Supporting Families and Economic Mobility** Families need access to affordable housing, quality childcare, transportation, and community resources to thrive. While the Commission cannot solve all of these challenges directly, it can help ensure that funding decisions support organizations and initiatives that strengthen families and create pathways to long-term success.
- What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision for Kannapolis is a city that continues to grow and prosper while remaining a place where families from all backgrounds can afford to live, work, and raise their children. I want to see strong neighborhoods, quality housing, thriving businesses, and opportunities that benefit both longtime residents and newcomers. I believe the Commission's role is to help ensure that growth benefits the entire community. Through thoughtful allocation of resources and careful consideration of neighborhood issues, the Commission can help maintain safe, healthy, and vibrant communities while protecting the interests of residents who call Kannapolis home.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

- Please explain why you want to be a member of this commission.** I have served on the Community Improvement Commission for several years and have truly enjoyed the opportunity to contribute to the work of improving our neighborhoods and supporting residents across Kannapolis. The Commission addresses issues that directly impact quality of life, including affordable housing, neighborhood revitalization, and the responsible use of HUD funding. Through my work as Executive Director of Families First, I see firsthand how housing stability and strong neighborhoods affect children, families, and the overall health of a community. I value the Commission's role in helping ensure that resources are invested wisely and that neighborhoods remain safe, attractive, and welcoming places to live. I

would like to continue serving because I care deeply about Kannapolis, appreciate the collaborative work of the Commission, and believe my experience working with families, nonprofits, and community partners allows me to bring a practical and informed perspective to the decisions before us.

2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** As Executive Director of Families First, I have extensive experience working with low-to-moderate income families and administering programs supported by public and private funding. I regularly evaluate community needs, manage grant-funded initiatives, and work with organizations that provide housing, education, and family support services. This experience helps me understand both the opportunities and challenges facing families who rely on these resources. It also provides me with a practical perspective when reviewing funding requests and considering how limited resources can have the greatest community impact. In addition, my years on the Commission have helped me appreciate the importance of balancing compassion with responsibility when reviewing code enforcement cases. While property rights are important, safe and healthy neighborhoods are essential for the well-being of residents and the long-term vitality of the community.
3. **What do you consider to be three major neighborhood or housing issues for our City?** 1. Affordable Housing Availability The supply of affordable housing has not kept pace with demand, creating challenges for working families, seniors, and first-time homebuyers. 2. Aging Housing Stock and Property Maintenance Many neighborhoods contain older homes that require significant repairs and investment. Addressing deteriorating properties is important for maintaining neighborhood stability and property values. 3. Housing Affordability and Economic Pressure Rising housing costs, combined with inflation and wage challenges, continue to place pressure on families. Ensuring that residents have access to safe, quality housing at a reasonable cost remains one of the city's most important priorities.

Boards/Commissions applied for ratings:

Planning & Zoning - 3

Board of Adjustment - 2

Parks & Recreation Commission - 4

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Ann Benfield , Retired, 563 Marigold Drive Kannapolis, NC 28083, (202) 2974733
2. Jim Bramlett, Nurse Anesthesia, 6332 Fox Chase Dr, Davidson NC, (980) 6217635
3. Debbie Wilkinson, Retired, 306 Larry Drive, Kannapolis, NC 28083, (704) 6996915

Date Applied: 6/11/2026 6:26 AM

Name: Amos McClurey

**Address: 1413 Cooper Ave
Kannapolis, NC 28081-5815**

Daytime Phone: Home- (704) 9384500 Work/Cell- (704) 5601877

Email: McClureya@yahoo.com

County of Residence: Cabarrus

Current Employer: Retired

Occupation/Professional Background: Tobacco Workers Union President

Educational Background: Associate Degree Business Administrator

Civic Background: Community & Civic Involvement: Board Chair Logan Community Child Development Center

**Other Boards, Commissions, or Committees on which you are currently serving: Academic Learning Center Board/
Cabarrus Arts Council Board/ Concord United Comissions / Logan/Shaneltown Schools Association Chairman/ First Christian
Church Trustee Board Chairman**

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

- 1. Please explain why you want to be a member of this commission.** After serving on this Board in recent years I understand this Board's goals work helping Non-profit organizations serving Kannapolis citizens improve their quality of life that they serve.. Like to continue this work
- 2. This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** After many years of working with moderate income employee and citizens in North Carolina I've always supported this population My Civil Rights background govern me to assure that Code enforcement treat family fairly
- 3. What do you consider to be three major neighborhood or housing issues for our City?** Neighborhood Service Resent Water contamination, Homes settings empty do they still have contamination in the lines housing Issue Thousands of Appointment built in when tenants park in the streets can the Fire Department reach City Housing or is this a issue

Boards/Commissions applied for ratings:

Planning & Zoning -

Board of Adjustment -

Parks & Recreation Commission -

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? – Yes

References:

1. Scott Padget, Retired and Mayor Concord NC, Spring Street , (704) 7942837
2. Bill Dusch , Retired Mayor City of Concord, Cabarrus County , (704) 7917221
3. Darrell Hannant, Retired Mayor City of Kannapolis , Kannapolis NC, (704) 9204317

Date Applied: 6/9/2026 1:11 PM

Name: Buddy Amerson

Address: 105 S East Ave Kannapolis, NC 28083

Daytime Phone: Home- (980) 6221248 Work/Cell- (980) 6221248

Email: buddyamerson@carolina.rr.com

County of Residence: Cabarrus

Current Employer: NC Dept of Labor

Occupation/Professional Background: Occupational Safety and Health Consultant

Educational Background: AL Brow, Catawba College BA, Pfeiffer University

Civic Background: Community & Civic Involvement: Volunteer at Kannapolis City Schools, Church leadership positions

Other Boards, Commissions, or Committees on which you are currently serving: Current Parks and Recreation Commission

List three people who are not related to you: Megan Long, Jeanie Doty, Danny Crowell

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I want to continue being a part of the process to provide recreational opportunities to the citizens of Kannapolis that crosses all demographics and provides everyone a chance to be outside, active, and interacting with neighbors.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Opportunities that provide positive and healthy interaction between residents.
3. **What are three parks and recreation priorities you believe the City should address?** Community Center to provide activity space, aquatics, meeting areas, etc. that all residents will have access to; Continue to develop opportunities and organized sports and activities for Kannapolis' youth and seniors.

Boards/Commissions applied for ratings:

Planning & Zoning -

Board of Adjustment -

Parks & Recreation Commission - 1

Community Improvement Commission -

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Dr. Chip Buckewell, KCS Superintendent (Ret) 1506 Daybreak Ridge Rd., Kannapolis NC 28081, (704)7915031
2. Terry Spry, Chief of Police, Kannapolis, 1429 Trotters Ridge Rd, Kannapolis NC 28081, (704)-7915809
3. Justin Hardin, Teacher/Coach, AL Brown HS, 1663 Heather Glen Rd, Kannapolis NC 28081, (704) 9533624

Date Applied: 6/3/2026 8:44 AM

Name: Suzanne Irvin

Address: 1001 Valley St Kannapolis, NC 28081

Daytime Phone: Home- (704) 9565217 Work/Cell- (704) 7071051

Email: snappercats@carolina.rr.com

County of Residence: Cabarrus

Current Employer: IGC Insurance

Occupation/Professional Background: Insurance Agent

Educational Background: Fayetteville Comm College, Rowan Comm College

Civic Background: Community & Civic Involvement: former Hospice volunteer and youth leader

Other Boards, Commissions, or Committees on which you are currently serving: none

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** As a resident of Kannapolis for more than 25 years, I am interested in the development of our beautiful city.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. Traffic- Understanding the increased hazards due to growth. Finding solutions to accommodate. 2. Crime- Support businesses with integrity. Promote LE with business partnership. 3. Relationship between residents and government- promote awareness to prevent criticism passed decisions.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Watching the city continue to grow but keeping the hometown culture. The role should be not to limit growth but be mindful of the landscape and feel of the community.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** Promote community involvement, recognizing problem areas of the city and finding solutions for city and property owners. Understanding how funds are allocated and approved.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** These topics are important to keep our city desirable. I am willing to learn what to look for and how remedy the problems.
3. **What do you consider to be three major neighborhood or housing issues for our City?** inflated cost of rent, lack of enforcement or resources for property owners, absence or lack of knowledge of community watch programs.

Boards/Commissions applied for ratings:

Planning & Zoning - 4

Board of Adjustment - 1

Parks & Recreation Commission - 3

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Megan Long, owner- Merle Norman Studio, 8140 Unity Church Rd Kannapolis NC 28081, (704) 7944995
2. Jeanie Doty, Retired, 309 Bradford Dr Salisbury NC 28146, (704) 7067419
3. Danny Crowell, owner- Property management, 771 Dale Earnhardt Blvd Kannapolis NC 28081, (980) 5216876

Date Applied: 5/14/2026 9:30 AM

Name: Juan Maldonado

Address: 2119 Hopedale street Kannapolis , North Carolina 28083

Daytime Phone: Home- (704) 2736669 Work/Cell- (704) 2736669

Email: mldjuan7@yahoo.com

County of Residence: Cabarrus

Current Employer: Westrock Coffee

Occupation/Professional Background: Category manager

Educational Background: Applied Computer Science

Civic Background: Community & Civic Involvement: N/A

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I am interested in serving on the Kannapolis Parks and Recreation Commission because I value the role that parks, greenways, and recreational programs play in enhancing the quality of life for residents and supporting the continued growth of our community. Kannapolis has made significant investments in its parks and downtown revitalization, and I would welcome the opportunity to contribute to that positive momentum. I appreciate how the city prioritizes accessible outdoor spaces, family-friendly amenities, and community events that bring people together. These efforts not only promote health and wellness but also strengthen community connections and make Kannapolis an attractive place to live and work. Professionally, I bring strong skills in analysis, planning, and cross-functional collaboration, which would allow me to thoughtfully evaluate needs, support responsible use of resources, and contribute to long-term recreation planning. I am especially interested in ensuring that programs and facilities remain inclusive, well-maintained, and aligned with the needs of a growing and diverse population. Serving on this Commission would be a meaningful way for me to give back to the Kannapolis community while helping maintain and improve the parks and recreational opportunities that so many residents rely on and enjoy.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and recreation are essential to the City of Kannapolis because they directly support the health, growth, and overall quality of life of the community. As Kannapolis continues to expand and invest in revitalization—especially in its downtown and surrounding areas—parks and recreational amenities play a critical role in making the city an attractive place to live, work, and visit. Parks provide residents with accessible spaces for physical activity, relaxation, and connection with nature, all of which contribute to healthier lifestyles. Facilities like Village Park and the city's greenways also serve as gathering places that bring families, neighbors, and visitors together, helping to strengthen community bonds and foster a sense of pride in Kannapolis. Additionally, recreation programs and public spaces support economic development by enhancing the city's appeal to businesses and new residents. Well-maintained parks, events, and recreational opportunities signal a vibrant, forward-thinking community that values its people and invests in long-term livability. Ultimately, parks and recreation are not just amenities—they are vital assets that contribute to Kannapolis' identity, support its continued growth, and ensure that residents of all ages have opportunities to stay active, engaged, and connected.
3. **What are three parks and recreation priorities you believe the City should address?** I believe the City of Kannapolis should focus on three key parks and recreation priorities: 1. Expanding and Maintaining Greenways and Outdoor Spaces As Kannapolis continues to grow, it is important to expand and maintain its greenway system and public parks to ensure residents have convenient access to safe, high-quality outdoor spaces. Continued investment in trails, connectivity between neighborhoods, and park maintenance will support active lifestyles and make these amenities accessible for all residents. 2. Enhancing Inclusive and Family-Oriented Programming Kannapolis has a strong reputation for community events and family-friendly recreation, and continuing to build on this is important. Expanding diverse programming for all age groups—youth, adults, and seniors—while ensuring affordability and inclusivity will help keep residents engaged and strengthen community connections. 3. Supporting Growth Through Strategic Planning and Investment With ongoing development in Kannapolis, especially in and around the downtown area, it's important to align parks and recreation planning with the city's long-term growth. This includes investing in new facilities where needed, upgrading existing assets like Village Park, and ensuring resources are used efficiently to meet future demand.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I am interested in serving as a member of the Community Improvement Commission because I care about the continued growth, appearance, and overall quality of life in the community. I believe that thoughtful planning, beautification efforts, and responsible development play a key role in creating a city environment that residents are proud of and that attracts new investment. Kannapolis is experiencing meaningful growth and revitalization, and I would welcome the opportunity to contribute to maintaining that positive momentum. Efforts such as enhancing public spaces, supporting clean and safe neighborhoods, and encouraging sustainable development directly impact how residents experience their city every day. From a professional perspective, I bring strong skills in analysis, organization, and cross-functional collaboration. I am accustomed to evaluating

opportunities, balancing priorities, and working with different stakeholders to achieve practical, cost-effective results. I believe these skills would allow me to provide thoughtful input and support well-informed decision-making for community improvement initiatives. Serving on this Commission would allow me to give back in a meaningful way while helping ensure that Kannapolis continues to grow in a way that is attractive, well-planned, and beneficial for all residents. I am motivated to be part of a team that values both immediate improvements and long-term community vision.

2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** I believe I bring a practical, balanced perspective to the Commission based on my experience analyzing needs, managing resources, and making decisions that consider both financial impact and community outcomes. Regarding HUD funding allocation, my professional background has required me to evaluate competing priorities, assess value, and ensure resources are used effectively. I am comfortable reviewing data, asking the right questions, and weighing short- and long-term impacts before making recommendations. I would approach funding decisions with a focus on fairness, accountability, and measurable community benefit—ensuring that funds are directed toward programs and organizations that truly support low-to-moderate income households and deliver meaningful results. In terms of code enforcement and decisions related to dilapidated structures, I understand the importance of balancing neighborhood safety and revitalization with sensitivity to property owners and community impact. I would bring a thoughtful, objective approach—considering factors such as public safety, long-term neighborhood health, and the potential for rehabilitation versus demolition. My goal would be to support decisions that improve overall community conditions while being responsible and consistent in applying standards. Overall, I bring a data-driven mindset, attention to detail, and the ability to collaborate across different perspectives. I am committed to making decisions that are fair, transparent, and in the best interest of the Kannapolis community, particularly for residents who rely on these programs and improvements the most.
3. **What do you consider to be three major neighborhood or housing issues for our City?** I believe three of the major neighborhood and housing issues facing Kannapolis are: 1. Housing Affordability and Availability As Kannapolis continues to grow and attract new residents, housing affordability is becoming increasingly important. Ensuring that low-to-moderate-income households have access to safe, quality, and affordable housing is critical. Rising housing costs can create pressure on long-time residents, so maintaining a balance between growth and affordability should remain a priority. 2. Aging Housing Stock and Property Conditions Many neighborhoods in Kannapolis include older homes that may require significant maintenance or rehabilitation. Addressing dilapidated or unsafe structures is important not only for public safety but also for preserving neighborhood pride and property values. The challenge is to balance enforcement with opportunities for reinvestment and improvement whenever possible. 3. Neighborhood Revitalization and Infrastructure Improvements Continued investment in infrastructure—such as streets, sidewalks, lighting, and drainage—is key to supporting strong neighborhoods. Some areas may need targeted revitalization efforts to ensure they remain safe, attractive, and functional for residents. Coordinated improvements can help stabilize communities, encourage reinvestment, and enhance overall quality of life.

Boards/Commissions applied for ratings:

Planning & Zoning - 4

Board of Adjustment - 3

Parks & Recreation Commission - 2

Community Improvement Commission – 1

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Patrick Wilkerson , Co-man Manager , 1570 12th Fairway Dr NW, Concord, NC 28027, (704) 4677577

2. Sergio Vences , Warehouse Manager , 504 E Ryder Ave, Landis, NC 28088, (704) 7986585

3. Rick Greg , Sales manager , 77 Bridlewood PI NE Concord NC 28025, (336) 8800036

Date Applied: 3/5/2026 3:00 PM

Name: Alexys Carrasquillo

Address: 1520 Lawnside Place Kannapolis, NC 28083

Daytime Phone: Home- (980) 6216575 Work/Cell- (980) 6216575

Email: alexys.carrasquillo@gmail.com

County of Residence: Cabarrus

Current Employer: City of Charlotte

Occupation/Professional Background: Website Developer

Educational Background: Associate Degree

Civic Background: Community & Civic Involvement: Graduate from the Civility Localized Civic Impact Academy Graduate from the City of Concord Citizens Academy

Other Boards, Commissions, or Committees on which you are currently serving: none

Boards/Commissions applied for ratings:

Planning & Zoning - 5

Board of Adjustment - 3

Parks & Recreation Commission - 4

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Lea Hilton, Consultant, Charlotte, NC, (704) 9200774

2. Natalie Bouchard, Public Information Specialist, Charlotte, NC, (919) 8277756

3. Brittany Laferriere, Autoparts Specialist, Salisbruy, NC, (727) 4886670

Date Applied: 2/27/2026 7:01 AM

Name: Mitchell Johnson

Address: 1406 Shepard St. Kannapolis, NC 28083

Daytime Phone: Home- (704) 2249747 Work/Cell- (704) 2249747

Email: mitchelljohnson1976@gmail.com

County of Residence: Cabarrus

Current Employer: Eggs Up Grill

Occupation/Professional Background: Kitchen Manager

Educational Background: Business Management

Civic Background: Community & Civic Involvement: Board of Elections Chief Judge and Rover

Other Boards, Commissions, or Committees on which you are currently serving: Little Texas Community

PLANNING & ZONING COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** To bring an open minded and selfless approach to the table. This approach would create fairness and accountability at the highest level!
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Rezoning, Data Center locations, Infrastructure and Utilities This board needs to hear the consensus of our citizens on major and minor issues and make fair, logical, and well forecasted decisions which parallels with future growth.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Growth will define my vision of Kannapolis. This commission has to make decisions that will make this Growth transition beneficial to our residents and to the city as a whole.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** To assist and lead in the positive direction of community development.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** Fairness and an open minded leadership approach that is conducive to our citizens needs and our city as a whole!
3. **What do you consider to be three major neighborhood or housing issues for our City?** Affordable Housing Mental Health Access Early Childhood Development

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 2

Board of Adjustment - 3

Parks & Recreation Commission - 3

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Cletus Robinson, Retired , 104 S. Little Texas Rd., (704) 2136492
2. Nap Puih, Horticulture , 1406 Shepard St., (704) 2415511
3. Susan Siup, Child Care, 410 Jackson St, (980) 4400940

Date Applied: 1/5/2026 2:30 PM

Name: Cynthia S. Griggs

Address: 213 Idlewood Dr Kannapolis, NC 28083

Daytime Phone: Home- (704) 2394734 Work/Cell- (704) 2394734

Email: cgriggs654@gmail.com

County of Residence: Cabarrus

Current Employer: Owner: Griggs Properties , teach water aerobics part time

Occupation/Professional Background: Recreation & Parks/ Special Event management 30+ years

Educational Background: BS RECREATION PARKS MANAGEMENT, concentration in Special Populations Kannapolis

Civic Background: Community & Civic Involvement: Kannapolis Parks & Recreation Commission 20+ years; March Of Dimes Regional Coordinator(3 yrs); Special Olympics Coordinator for Cabarrus Co.; American Legion Auxiliary past President & current Chaplain. Chamber of Commerce past member & Leadership Cabarrus Coordinator. Teach Sunday School & coordinate Bible studies & assist with Feed Kannapolis Hunger. NC Notary Public

Other Boards, Commissions, or Committees on which you are currently serving: None (was out of state & took the required break)

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** Maintaining active involvement in my city and county has always been a priority since moving to NC over 33 years ago. Serving on the P & R Commission has been an honor, as well as a way to use my expertise here in my chosen hometown. Watching and working with our city fathers though the changes in Kannapolis from the Mill closing, the development of the NCRC and the redefining of our city through the participation of many partners and visionaries has been exciting and hard work. Assisting with several 10 year plans, interaction with community members while helping the KPRD reach its recognition on a national scale has been a lay professional's joy. There is ongoing change in our community and being actively involved remains a personal goal.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and Recreation is vital to all communities especially one like Kannapolis with the diversity of people and businesses. Continuing to serve our community is vital to the wise growth and survival of Kannapolis. With the wise planning and growth of our parks, greenways, programs, sports, and cultural opportunities Kannapolis has evolved into a regional destination drawing visitors, new business and new residents of all ages - a real plus for all who live and work here. Maintaining a wise growth vision is key as Kannapolis gains importance across our state
3. **What are three parks and recreation priorities you believe the City should address?** 1. Green space to match development. 2. Continued development of Sports and healthy lifestyle activities for folks of all ages and economic levels 3. Seek and develop wise partnerships to help with the various financial aspects of top level programming and cultural events

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 6

Board of Adjustment - 6

Parks & Recreation Commission - 1

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Gary Mills, Director Kannapolis Parks and Recreation Dept., 401 Laureate Way, Kannapolis NC. 28081, (704) 9204343

2. Becky Tolle, Assistant Parks and Recreation Director, 401 Laureate Way, Kannapolis. NC 28081, (704) 9204343

3. Jim and Nancy Rutledge, retired Owners Kannapolis Real Estate KREA, 1615 Eastwood Dr., Kannapolis, NC 28083, (704) 4677026

Date Applied: 12/31/2025 10:20 AM

Name: Darrell Lipe

Address: 6111 Pierce Lane Kannapolis, NC 28081

Daytime Phone: Home- (704) 4914748 Work/Cell- (704) 4914748

Email: darrell.lipe@gmail.com

County of Residence: Cabarrus

Current Employer: Retired from Duke Energy

Occupation/Professional Background: Senior IT Manager

Educational Background: Computer Science & Business

Civic Background: Community & Civic Involvement: Lake Forest Church - Volunteer in Student & Youth Ministry, Elder
Caterpillar Ministries - Event Volunteer Mecklenburg County Board of Elections - Regional Coordinator China Grove
Elementary Volunteer Kannapolis Middle School Volunteer

Other Boards, Commissions, or Committees on which you are currently serving: Lake Forest Church Session (Leadership Board)

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** As a citizen of Kannapolis, I want to get involved in my community and apply my skillset to help with this commission. I have recently retired from Duke Energy after 40 years and now have the time to devote to this commission if there is a needed. At Duke, I was in senior management leading large groups and projects. I believe this project management skillset and knowledge can help with the planning and zoning needs of our city.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I believe we are at a critical time in planning and zoning for our city. Growth needs to continue to provide the services needed as new residents call Kannapolis home. At the same time, we need to care for our long time residents where change can seem to be happening to fast. It's balance of protecting the past and planning for the future.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** I want a community that all people want to call home. Taking advantage for our history and new opportunities to provide a place where people want to live and are excited to call home.

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I would like to be part of the commission to provide exciting opportunities for our community to grow healthier, have fun, and grow closer through our parks and recreation. My background as a planner and project manager may be a skillset that would be of benefit to this commission as we plan for the future.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Our parks, recreation opportunities and events provide opportunities for our community to come together. It's important that we plan and provide for all ages to enjoy this benefit.
3. **What are three parks and recreation priorities you believe the City should address?** 1-Children and youth recreation especially for our teenager populations. 2-Activities for all physical abilities - off the couch to the sports minded. 3-Senior activities for our older population

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 3

Parks & Recreation Commission - 2

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Mike Moses, Lead Pastor, 9316 Gilead Hill Court, Huntersville, NC 28078, (704) 5823486

2. Wendy Benge, Office Manager, 5221 Grey Hawk Court, Concord, NC 28025, (704) 5494104

3. Mark Tornberg, Manager, 16035 Wynfield Creek Pkwy, Huntersville, NC 28078, (704) 5791302

Date Applied: 10/13/2025 12:36 PM

Name: Justin Knoll

Address: 409 Fisher Street Concord, NC 28027

Daytime Phone: Home- (607) 7420252 Work/Cell- (607) 7420252

Email: jknoll2028@gmail.com

County of Residence: Cabarrus

Current Employer: Obama Foundation

Occupation/Professional Background: Non-profit/Leadership Development

Educational Background: Master's in Higher Education Leadership - Appalachian State

Civic Background: Community & Civic Involvement: -Kannapolis 101 -Managed and scheduled Service-learning opportunities at Rowan-Cabarrus Community College when I worked there

Other Boards, Commissions, or Committees on which you are currently serving: None currently. Formerly served on a youth baseball league board in New York state, as well as many professional intra-college boards as a students and staff member.

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I want to be a member of the Parks and Recreation Commission because I have experience in recreation and programming, and know how to connect with communities. My time leading recreation and programming opportunities at various higher education institutions has provided me a significant amount of experience planning, implementing, assessing, and improving offerings. Kannapolis has beautiful parks and recreation space that I think can be further utilized to promote a healthy Kannapolis, and provide fun and impactful opportunities for community members.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and Recreation is important to the City of Kannapolis as it is a vital way of promoting healthier lifestyles; bot physically and mentally. Physically, by beautifying, maintaining, and growing the number of parks that the City manages. Mentally, by providing fun events for all community members to come together to share in learning, fun, or coming together around a shared interest. I see the Parks and Recreation department being the most vital piece of city government in creating the tremendous feeling of community that I have felt here while living in Kannapolis.
3. **What are three parks and recreation priorities you believe the City should address?** Three priorities I believe the City should address include: -ensuring that even through the growth in population and infrastructure the city continues to see, availability and accessibility to green/recreational space is protected and advocated for. -The city of Kannapolis is only going to grow in the coming years and decades, and now is a great time to become a regional hub outside of Charlotte for entertainment and community building. -Continue being a regional leader in the services Parks and Recreation provides, while leaning towards creating and engaging opportunities to grow and foster a shared sense of community throughout the city, for all residents.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I want to be a member of the Community Improvement Commission because I have fallen in love with the City of Kannapolis, and want it to be where I start my family. My wife and I have lived in Kannapolis going on two years now, and the community atmosphere and feel is so important to us. I want to be serve and ensure that feeling of community continues. I want to serve to provide input and have a voice in resource allocation to maintain the vibrant and supportive community for future generations.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** -Through my personal work, I have worked with many non-profit, Public, and Private-sector Leaders making an impact in their communities, especially in low-to-moderate income households. In my career in higher education, specifically in higher education, I worked with students all along the economic spectrum. Working with and supporting the community members that need it the most has been a passion of mine throughout my life, and I am a supporter of the idea that your community is only as good as your "weakest" members. I also am interested in the concepts of community wealth building and inclusive capitalism, benefitting the community at large. -For the code enforcement cases, while I do not have any tangible experience, I do believe that beautifying the City and our community is important for ensuring Kannapolis keeps that strong sense of community. While there is a balance between history, and improving eye-sores, safety and what is in the best interests of the community should always be first on our list of concerns. Removing dilapidated structures can help create safer communities, provide opportunities for new builds to bring in affordable housing, single-family housing, green/recreational space, or economic development opportunities. I will bring my analytical and curious nature to ask the tough questions, and advocate to always improve our community.
3. **What do you consider to be three major neighborhood or housing issues for our City?** -Affordable housing is important to ensure equitable access to living in and contributing to Kannapolis and the community at large. -Single-family homes to attract families to the area that will grow and build legacy of Kannapolis-grown community members. -

Safe neighborhoods so that our community members can enjoy all Kannapolis has to offer without fear or worrying. Kids being able to play at parks or in their yard without their parents worrying. A community without crime might not be possible, but we can investigate the safety opportunities we do have and can control to make Kannapolis a safer place that all can enjoy and be proud of.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 4

Parks & Recreation Commission - 1

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Barb Meidl, Legal Administration, 710 Willow Drive, Kannapolis, NC 28083, (704) 7969069
2. Dr. Tracy Moore, Higher Education (Retired), 9701 Dalphon Jones Dr., Charlotte NC 28213, (704) 4009740
3. Lilach Shafir, Non-profit Leadership, 337 Lincoln Road, Apt. 1L, Brooklyn, NY 11225, (602) 3345579

Date Applied: 9/10/2025 11:21 AM

Name: Felicia Victoria Mitchell

Address: 2618 Millardfullerway Concord, North Carolina 28027

Daytime Phone: Home- (704) 8867839 Work/Cell- (704) 8867839

Email: mrs.perry1977@gmail.com

County of Residence: Cabarrus

Current Employer: Mooresville Manor NC Housing

Occupation/Professional Background: Service Coordinator/ I provide general service management which includes intake, education (services available and application procedures) and referral of residents to service providers in the general community. These socia; services may include meals-on-wheels, transportation, home health aides, homemakers, financial assistance, counseling, preventative, health screening, and other services needed

Educational Background: I have three college degress and graduated with honors on all of them. Associates degree in Business Administration, Bachelor's degree in Criminal Justice Administration, and Master's degree in Public Administration from Strayer University

Civic Background: Community & Civic Involvement: Mooresville, NC, community as a Service Coordinator, I meet a lot of residents and business partners, some have come out to my facility to educate the residents.

Other Boards, Commissions, or Committees on which you are currently serving: None

Boards/Commissions applied for ratings:

Planning & Zoning - 3

Board of Adjustment - 5

Parks & Recreation Commission - 6

Community Improvement Commission - 5

Do you reside within the City limits of Kannapolis? - No

References:

1. Dawanna Brown, Scheduler for Charlotte Radiologist, 2539 hickory Ave Concorxd NC 28027, (704) 2243273
2. Linda Williams , city of Meckleburg County Park and RecreationCoordinator (retired), 7144 Ludwig Dr 28125, (704) 2999465
3. Kizzi Harrington, works at Perdue Farm and Food lion, 408 South Hampton Dr. Concord NC 28027, (845) 5408773

Date Applied: 9/10/2025 9:59 AM

Name: Kenneth Matthews

Address: 1207 Jackson St Kannapolis, NC 28083

Daytime Phone: Home- (980) 8666777 Work/Cell- (980) 8666777

Email: kenneth.m.matthews@gmail.com

County of Residence: Rowan

Current Employer: WEX Inc. – a global financial technology company that provides innovative payment solutions across mobility, fleet, corporate, and healthcare industries.

Occupation/Professional Background: I bring over 15 years of professional experience in both design and financial technology. For 10 years, I served as Director of Design at SCC Interiors, leading client projects, managing design teams, and overseeing operations to deliver high-quality results. For the past five years, I have worked with WEX Inc., where I currently serve as Strategic Partnership Operations Manager. In this role, I lead cross-functional projects, improve operational efficiency, and partner with internal teams and external organizations to deliver innovative payment solutions. My career reflects a unique combination of creativity, strategic thinking, and operations leadership.

Educational Background: While I do not hold a formal degree, my qualifications come from over 15 years of direct leadership experience in business operations, project management, design, and financial technology. My career path has provided me with practical expertise in managing teams, building processes, and leading high-impact initiatives.

Civic Background: Community & Civic Involvement: I have a long-standing commitment to service through both personal and community initiatives. I have volunteered with local organizations to provide disaster relief, supported underserved families, and led fundraising efforts. Recently, I coordinated donations and delivered generators to families impacted by flooding and mudslides in North Carolina, ensuring access to power for individuals with medical needs. In addition, I serve as a foster parent, providing stability and care for children with special needs. These experiences reflect my dedication to helping others and strengthening my community.

Other Boards, Commissions, or Committees on which you are currently serving: At present, I am not serving on other boards or commissions, allowing me to fully dedicate my time and energy to supporting the work of Kannapolis through this opportunity.

BOARD OF ADJUSTMENT (Choice - 2)

- Please explain why you want to be a member of the Board of Adjustment.** I want to serve on the Board of Adjustment to contribute my leadership and operational experience to decisions that directly impact the growth and quality of life in Kannapolis. Having spent my career in roles that require balancing structure with flexibility, I understand the importance of applying policy fairly while also ensuring residents and businesses feel supported. Serving in this capacity would allow me to use my problem-solving skills to support responsible development and maintain trust in local government processes.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. Growth and Development – Kannapolis is experiencing rapid growth, and it is critical to ensure that zoning adjustments balance economic opportunity with maintaining neighborhood character. The Board of Adjustment can provide fair oversight to protect both residents and future development. 2. Housing Affordability – As growth continues, affordability for working families is a concern. The commission can play a role by carefully reviewing variances or special exceptions that might increase housing supply while keeping community standards in place. 3. Community Trust in Government – Residents need to feel that decisions are transparent and fair. The commission can build that trust by ensuring consistent application of zoning ordinances and open communication about decisions.
- What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision for Kannapolis is a city that continues to grow while preserving its sense of community and accessibility for all residents. The Board of Adjustment plays a key role in achieving this by making thoughtful, impartial decisions that keep growth responsible, protect residents, and encourage opportunities for both businesses and families.

PARKS AND RECREATION COMMISSION (Choice - 1)

- Please explain why you want to be a member of this commission.** I would like to serve on the Parks and Recreation Commission because I believe that strong recreational spaces are the backbone of healthy, connected communities. With a young family and active community involvement, I have seen firsthand how parks bring people together, support wellness, and create lasting pride in a city. I want to help ensure Kannapolis continues to invest in spaces that benefit residents today and for generations to come.
- Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and recreation are essential to building community identity, fostering public health, and supporting economic vitality. High-quality recreational spaces attract families, encourage active lifestyles, and provide gathering places that make Kannapolis a more welcoming and vibrant city.

3. **What are three parks and recreation priorities you believe the City should address?** 1. Accessibility and Inclusivity – Ensure parks and facilities are accessible to people of all abilities, including children with special needs. 2. Maintenance and Safety – Maintain existing parks and equipment to ensure safe and enjoyable use by all residents. 3. Community Programming – Expand recreational programs and events that strengthen community ties, such as family activities, outdoor fitness, and cultural celebrations.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 2

Parks & Recreation Commission - 1

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Dr. James Litaker, Chiropractor, Kannapolis, NC, (704) 4674808
2. Wesley Kirk, Owner - Kirk's Lube & Brake, Kannapolis, NC, (704) 9996415
3. Chad Stilwell, Owner - Fig Tree Properties, Concord, NC, (704) 3090114

Date Applied: 8/15/2025 9:46 AM

Name: Erin Haynie

Address: 1125 Zettie Avenue Kannapolis, NC 28083

Daytime Phone: Home- (980) 2410366 Work/Cell- (980) 2410366

Email: erinbhaynie@gmail.com

County of Residence: Rowan

Current Employer: Compass Group USA

Occupation/Professional Background: Senior Category Development Manager

Educational Background: Bachelor of Science – Foodservice Management

Civic Background: Community & Civic Involvement: Church Service Volunteer – The Refuge

Other Boards, Commissions, or Committees on which you are currently serving: Provided volunteer services at the café operated by The Refuge, where all proceeds are dedicated to supporting youth programs, community outreach initiatives, and mission projects.

PLANNING & ZONING COMMISSION (Choice - 1)

- Please explain why you want to be a member of this commission.** I am interested in joining the Planning and Zoning Commission to participate in guiding the community's development while maintaining a balance between growth and preservation. Developmental decisions influence how people live, work, and interact over time, so it is important to address them with objectivity, transparency, and careful consideration. I support responsible land use, maintaining neighborhood character, and ensuring that zoning decisions consider both economic potential and quality of life. My intention is to listen to residents, evaluate the long-term effects of each proposal, and make decisions that align with the broader vision of the community as well as future needs.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Responsible Growth: Ensure that new development and redevelopment align with the community's long-term vision. This includes preserving the character of existing neighborhoods and encouraging land use that balances residential, commercial, and recreational needs. Thoughtful growth helps prevent overcrowding, strain on public services, and loss of community identity. Infrastructure: Guide developments to include adequate roads, utilities and public services. Encourage responsible planning to protect natural resources, reduce long-term costs, and maintain the community's livability. Traffic: Prioritize growth strategies that prevent traffic congestion by ensuring new development is planned with mobility in mind. By integrating thoughtful transportation planning from the outset, we can help residents move safely and efficiently while avoiding the pitfalls of overcrowded roads.
- What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Vision for the City: My vision is for a community that grows thoughtfully - where neighborhoods retain their character, businesses thrive, housing is accessible, and residents feel safe and put down long term roots for new generational growth. I envision a city that balances progress with preservation and offers opportunities for all generations to thrive as they once did. Role of the Commission: The Planning and Zoning Commission is essential in turning this vision into reality. By carefully reviewing development proposals, updating zoning regulations, and ensuring alignment with the comprehensive plan, the commission guides growth in a way that protects the community's character and quality of life. Additionally, the commission serves as a bridge between residents and city leadership, promoting transparency and making informed, long-term decisions that reflect both current needs and future priorities.

BOARD OF ADJUSTMENT (Choice - 2)

- Please explain why you want to be a member of the Board of Adjustment.** I am interested in serving on the Board of Adjustment to support decision-making that influences community growth and quality of life. The board is responsible for overseeing development and land use policies to promote fairness, equity, and consistency with established long-term planning objectives. My goal is to contribute to the work of the board by helping guide the city's growth, addressing property rights, and maintaining relationships among residents, developers, and local government.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I believe our community is currently facing several important issues, and the Board of Adjustment can play a key role in addressing each of them. First, responsible development and growth is critical. As our community continues to grow, new development can strain infrastructure and impact neighborhoods. The board ensures that projects comply with zoning regulations while considering traffic, environmental effects, and neighborhood compatibility, helping balance economic growth with quality of life. Second, property rights and fairness are central to maintaining trust in local government. Residents expect consistent, transparent decisions regarding variances, special exceptions, and appeals. By carefully reviewing each request, the board protects property rights while ensuring impartiality and fairness for all parties. Third, economic vitality and housing access is

another consideration. By providing zoning flexibility where appropriate, the board can support small businesses, affordable housing, and mixed-use projects, balancing opportunity with livability. Finally, community engagement and trust are critical. Transparent decision-making, clear communication, and active listening ensure that residents feel heard and involved in shaping the community's future. The board's role in fostering this trust strengthens connections between residents, developers, and local government.

3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision for the city is one of balanced growth, where development supports opportunity while preserving neighborhood character, safety, and quality of life. Our community currently faces several key challenges, and I believe the Board of Adjustment can have a meaningful impact in addressing them. Responsible development and growth is critical, as new projects can strain infrastructure and impact existing neighborhoods. Property rights and fairness are also central; residents need confidence that variances and appeals are handled transparently and impartially, protecting both individual property rights and public trust. Preservation of neighborhood character ensures that new development complements the aesthetic, historical, and social fabric of our community, maintaining livability and property values.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 2

Parks & Recreation Commission - 3

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Janelle Sroka, Director - Category Development, 13720 Sunrise View Drive Charlotte NC, 28278, (540) 9089444
2. Larry Mason, Retired - Fire Chief, 4235 Mills Circle Concord, NC 28025, (980) 5213109
3. Kelsey Bassett, Teacher, 387 Lucky Drive NW Concord, NC 8027, (704) 3518106

Date Applied: 7/14/2025 9:43 AM

Name: Nadia Price

Address: 210 S Main St. Kannapolis, NC 28081

Daytime Phone: Home- (681) 9453897

Email: nadiap.wv@gmail.com

County of Residence: Cabarrus

Current Employer: Catawba College

Occupation/Professional Background: Library Employee

Educational Background: Bachelor's in Political Science/History

Civic Background: Community & Civic Involvement: I have been involved with many campaigns, volunteer projects, and more in my home state before moving here. **Other Boards, Commissions, or Committees on which you are currently serving:** N/A

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I'm interested in learning more about Kannapolis and how it functions, I want to contribute to the success of the city I have chosen as my home.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** It is an often overlooked piece of city planning that facilitates community and enjoyment for citizens of any place.
3. **What are three parks and recreation priorities you believe the City should address?** Focusing on healthy lifestyle choices, improving accessibility, and community engagement.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I'm interested in learning more about Kannapolis and how it functions, I want to contribute to the success of the city I have chosen as my home.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** I am from a low income state, West Virginia, and am familiar with handling HUD funds as well as demolition.
3. **What do you consider to be three major neighborhood or housing issues for our City?** Housing availability and affordability as well as housing conditions.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 4

Board of Adjustment - 3

Parks & Recreation Commission - 2

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Angel Wallace, Assistant Director of Corporate Engagement, 210 S Main St. Kannapolis, (304) 5213974
2. Nathan Sims, Receiving Tech., 210 S Main St. Kannapolis, (423) 8132383
3. N/A, N/A, N/A, (000) 0000000

Date Applied: 7/10/2025 12:13 PM

Name: Laytoa Mckinney

Address: 513 villa st kannapolis, nc 28083

Daytime Phone: Home- (704) 9182727 Work/Cell- (704) 9182727

Email: laytoamckinney99@gmail.com

County of Residence: Cabarrus

Current Employer: unemployed

Occupation/Professional Background: Delivery Driver /Warehouse associate

Educational Background: High School Diploma

Civic Background: Community & Civic Involvement: N/A

Other Boards, Commissions, or Committees on which you are currently serving: N/A

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 4

Board of Adjustment - 3

Parks & Recreation Commission - 5

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Jamie Newman, HR CHA, Oakdale, (704) 6057503

2. Tony Norris, Manger, kannapolis, (704) 7330234

3. Savannah Johnson, Warehouse associate, virginia, (704) 7909219

Date Applied: 7/7/2025 5:45 PM

Name: Daniel Helms

Address: 2698 Stonewood Vw Kannapolis, NC 28081

Daytime Phone: Home- (704) 2244705 Work/Cell- (704) 2244705

Email: kcs_helms@yahoo.com

County of Residence: Cabarrus

Current Employer: Cabarrus County Schools

Occupation/Professional Background: High School Teacher

Educational Background: Masters in Political Science (Virginia Tech), Bachelors in History and Philosophy (UNC Charlotte)

Civic Background: Community & Civic Involvement: As a teacher in Cabarrus County Schools, I have taken an active role in advocating for our students, families, and school personnel, including speaking at School Board meetings. I have also served as my neighborhood's Homeowners Association president in the past.

Other Boards, Commissions, or Committees on which you are currently serving: None

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I love being part of organizations that encourage healthy and active living. I have coached, enjoyed the parks as my children have gotten older, and take advantage of many of the summer concert programs. As a citizen of Kannapolis for most of my life, I love the direction that Kannapolis is moving towards. I want to do my part to be active in the community and help to continue the fantastic work that Kannapolis has already done. I also have some thoughts about ways to continue to improve our sports programs that I would like to try to help implement.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** I have participated in sports since I was 6 years old, and have coached at some level and sport for 21 years. Sports are a way for the participants to be active, and learn crucial skills such as teamwork and grit. I would like to be a part of an organization that I have seen grow over the last several years and help to shepherd it further. In addition, parks and family related programs are important for a thriving city, especially in being open for new growth.
3. **What are three parks and recreation priorities you believe the City should address?** 1- Continue to expand existing the sports programs to improve the facilities, add in offseason clinics, and recruit high quality and capable coaches. 2- Continue to find ways to increase green space and walkability/active living, either through walking trails and routes or community based active living programs. 3- Increase opportunities and active spaces for teenagers.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 6

Board of Adjustment - 5

Parks & Recreation Commission - 1

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Tom Cabaniss, Pastor, First Baptist Church, 2974 Donegal Dr, Kannapolis, (704) 4670049
2. Keith Rhoney, Teacher/Coach, 6236 Twining Vine Ct, Kannapolis, (704) 6992071
3. Ashleigh Parker, Children's Minister, First Baptist Kannapolis, 211 S Rose Ave, Kannapolis, (336) 9728550

Date Applied: 6/22/2025 1:56 PM

Name: Kramer Lowe

Address: 300 Cook St Kannapolis, NC 28083

Daytime Phone: Home- (704) 4505663 Work/Cell- (704) 2194327

Email: Kramerlowe@gmail.com

County of Residence: Cabarrus

Current Employer: Xylem Tree Care

Occupation/Professional Background: Plant Health Care Manager/Past Tour Manager & Professional in Music Industry

Educational Background: Mooresville Senior High

Civic Background: Community & Civic Involvement: City of Kannapolis Tree Service Vendor/Consultant

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I utilize the parks frequently with my family and young children. I believe in the safety, sustainability on the landscape and trees. I see the growth of the community and would love to contribute. I have a professional touring music industry background for 10 years and value the logistics in the free concert series and would be happy to be involved in that aspect as well.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Greenways and environmental protection play a major part in a park settings. Not only for safety, but for controlling the habitat for invasive species and shade in the summer. Great parks make for great memories and vital to the growth of the community. Safe parks and things to do for families are a major reason for what makes Kannapolis stand out. With the atrium ball park, village park offerings from summer concerts to ceremony of lights, and all the greenways and new park near lake fisher being built makes Kannapolis a destination city. I believe and am excited for improvement of a skatepark, and midway area to be revitalized to have Kannapolis downtown start expanding outside Main St and Ridge.
3. **What are three parks and recreation priorities you believe the City should address?** Greenway safety/tree health, more Parking and travel for concerts, more concessions and free clean drinking water access

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 5

Board of Adjustment - 6

Parks & Recreation Commission - 1

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Justin Gage, Senior Director Operations, Reynolds America, Greensboro, NC, (336) 2592496
2. Chase Kepley, Business Development, Xylem Tree, Lexington, NC, (980) 2160453
3. Mike Hosey, Owner/Broker, Trade & Tryon Realty, Charlotte, NC, (828) 3010114

Date Applied: 6/13/2025 10:05 AM

Name: Gregory Freeman

Address: 1191 Nunnery Ln Kannapolis, NC 28081

Daytime Phone: Home- (980) 6133641 Work/Cell- (980) 6133641

Email: GregoryFreeman28@yahoo.com

County of Residence: Rowan

Current Employer: Retired

Occupation/Professional Background: Project Management

Educational Background: BA Business Administration

Civic Background: Community & Civic Involvement: Volunteer youth league coach (9 years)

Other Boards, Commissions, or Committees on which you are currently serving: None

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 4

Parks & Recreation Commission - 5

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Ryan/Dawn Hoisington, Parts Manager, 1201 Nunery lane, (802) 7388430

2. Dorien Albritten, Project Manager, 111 Steeplechase Ave, (704) 7466200

3. Traci Cuthbertson, Busniess owner, 20586 Harbor View drive, (704) 6401103

Date Applied: 5/29/2025 3:36 PM

Name: Nonya Brown-Chesney

Address: 1304 Browdis Avenue Kannapolis , NC 28083

Daytime Phone: Home- (919) 7752725 Work/Cell- (919) 3566321

Email: nonya.brown@gmail.com

County of Residence: Cabarrus

Current Employer: I currently work for Harnett County Schools but I will be moving to Kannapolis in July 2025 and I will work at Cabarrus county schools.

Occupation/Professional Background: Teacher

Educational Background: Masters in Middle Grades Education

Civic Background: Community & Civic Involvement: I served on the board of Appearances in Sanford NC for one year, I would like to serve on a board in Kannapolis and be involved in my new community. We have purchased a home in Kannapolis and we look forward to becoming a part of this community.

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** One of the things that sold us on Kannapolis was the beautiful and diverse parks systems. On our first visit to the city we went to Village Park and we quickly fell in love with the area.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** The parks are the eyes of a community. They show how invested a town is in the lives of its citizens because these are areas that are free and open to all citizens. I think it would be fantastic to serve on this board and learn more about my new community in the process.
3. **What are three parks and recreation priorities you believe the City should address?** 1. Holiday celebrations involving the parks and recreation department 2. Senior citizens activities 3. Field trips for area school children.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 6

Board of Adjustment - 6

Parks & Recreation Commission - 1

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Debra Bradley , Retired Teacher , 140 Kerr Lake road Aberdeen NC 28315, (912) 6590997
2. Valentina Cubillos , Teacher , 302 Jackson street Jamestown NC 27282, (919) 5971662
3. Rebecca Wells , Teacher , 368 Chatham Forest Drive Pittsboro NC 27312, (910) 3227905

Date Applied: 5/29/2025 4:38 PM

Name: Michelle Steeley

Address: 2607 Lane Street KANNAPOLIS, NC 28083

Daytime Phone: Home- (704) 7913974 Work/Cell- (704) 7913974

Email: michellesteeley@gmail.com

County of Residence: Cabarrus

Current Employer: Premier Real Estate Team

Occupation/Professional Background: REALTOR

Educational Background: some college

Civic Background: Community & Civic Involvement: BOD for Habitat Cabarrus, Previous BOD for Central Carolina Association of Realtors

Other Boards, Commissions, or Committees on which you are currently serving: none for the city

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I would like to be involved in my local community and city and have an impact on the decision being made
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Affordable housing Infrastructure parking for the downtown area
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Kannapolis is my hometown. Born, raised and lived all of my life. I want to see our City grow and be the very best that it can be. With growth comes growing pains and I believe that with the right plan of actions some of those pains can be minimal

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 6

Parks & Recreation Commission - 3

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Chris Puckett, Realtor, 122 S Main St Kannapolis, NC 28081, (704) 2985872
2. Lori Allerton, Mortgage Lender, 1705 Kenton Dr Suite 207 C Cornelius, NC 28031, (704) 7541599
3. Morgan Harper, CFO Central Carolina Association of Realtors, 250 Branchview Dr NE Concord, NC 28025, (704) 7865512

Date Applied: 2/16/2025 2:24:00 AM

Name: Jeffrey D Gray II, CC, CSC, CEC, CMC, CPC

Address: 416 N Ridge Ave KANNAPOLIS, NC 28083

Daytime Phone: Home- (704) 7870484 Work/Cell- (704) 9322215

Email: Jeffgray4729@yahoo.com

County of Residence: Cabarrus

Current Employer: Classic Design

Occupation/Professional Background: Draftsman/Architect (Residential & Commercial)

Educational Background: HS Grad. 2007 (AL Brown), AS Culinary Arts 2009 (Johnson & Wales), Certificate BA 2010/Certificate PA 2011 (RCCC/CPCC), BA Business/Communications 2012 (Johnson & Wales), MBA 2015 (Strayer), Currently in a PhD Program (2027)

Civic Background: (Political participation) Voting, contributing to campaigns via donations / promotions. (Community service) Volunteering, helping others, food drives (2006 - 2024) and rebuilding after our recent Western NC disasters. (Advocacy) Organizing protests, raising awareness, and advocating for legislation. (Education) Helping students build reading skills and educating others about government and history (history is my favorite subject). (Social responsibility) Filling needs in the community when and where needed. Promoting the quality of life in a community where no one was helping and ensuring wheelchair access was installed. In addition to community gardening, tutoring, donating blood, environmentalism and more from 2004 - present.

Other Boards, Commissions, or Committees on which you are currently serving: Not currently serving. I was a weekly visitor in the Rotary Club for 3 years, in which I became a member of Rotary int. for a period of time, until my work forced me to quit. I continued to help at events when time permitted

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I am passionate about contributing to the positive development of our community and believe my experience in urban planning, environmental sustainability, community outreach would be valuable in helping this commission make informed decisions that address the needs of our residents, particularly regarding specific area of focus, revitalizing downtown, promoting green initiatives, improving public safety. I am eager to collaborate with other commission members to identify key issues, develop effective strategies, and implement solutions that create a more vibrant and inclusive community for all.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** The three most critical issues facing our community currently are, economic disparity, infrastructure concerns, and environmental sustainability. This commission can address these by facilitating targeted economic development initiatives, advocating for infrastructure improvements, and promoting environmentally conscious policies and community projects.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** A vision for Kannapolis could be a vibrant, health-focused community with a more thriving downtown, excellent quality of life, and a strong emphasis on outdoor recreation, where the commission's role would be to actively guide development plans, prioritize infrastructure improvements that support walkability and green spaces, and advocate for initiatives promoting wellness and community engagement, all while ensuring responsible economic growth and diverse housing options.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 2

Board of Adjustment - 1

Parks & Recreation Commission - 4

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Jim Bowen, CC, CSC, CED, CMC Program Chair of Culinary Arts, CPCC 1201 Elizabeth Ave., Charlotte, NC 28204 704-330-2722
2. Jordan E. Binder, PhD Director of Physics 1505 Fairwood Ave., Gastonia, NC 704-591-4857
3. Dr. Darlington Heart, MD Medical Director 7704 England St., Charlotte, NC 28273 (704) 551-4151

Date Applied: 3/19/2025 1:34:00 PM

Name: Melissa Pierre-Louis

Address: 2225 Silver Pine St.KANNAPOLIS, NC 28027

Daytime Phone: Home- (973) 9519437 Work/Cell- (973) 9519437

Email: pierrelouis.mel@gmail.com

County of Residence: Cabarrus

Current Employer: Raven Percision Group, LLC

Occupation/Professional Background: My background in marketing, strategic planning, business development, and community engagement, which has given me the skills necessary to contribute meaningfully to the the board in various ways. Throughout my career, I have worked at the intersection of marketing, policy and growth strategy, which has required me to analyze complex challenges, collaborate with stakeholders, and develop data-driven solutions that support both short-term objectives and long-term sustainability.

Educational Background: Diversity, Equity & Inclusion in Healthcare Certification, Harvard University Diversity, Equity & Inclusion Certification, Cornell University Master of Business Administration, Fairleigh Dickinson University Bachelor of Arts in Communications, Kean University.

Civic Background: I have been actively engaged in PTO volunteering at my children's local elementary and middle schools, supporting educational efforts that directly impact students and families. I have participated in canvassing and phone banking for the recent national election, ensuring that residents are informed and engaged in the democratic process. Beyond education and civic engagement, I have also attended and volunteered at local health fairs, helping to connect community members with valuable resources that promote well-being.

Other Boards, Commissions, or Committees on which you are currently serving: North Carolina Division of Public Health Youth Wellness Community of Practice and Education

PLANNING & ZONING COMMISSION (Choice - 1)

- 1. Please explain why you want to be a member of this commission.** I am seeking appointment to the Planning and Zoning Commission of Kannapolis because I believe in thoughtful, responsible, and sustainable community development that aligns with the city's vision for smart growth. With Kannapolis experiencing rapid transformation driven by residential expansion, economic development, and infrastructure improvements I see a great opportunity to lend my strategic expertise and planning acumen to ensure that growth benefits both current and future residents while maintaining the towns unique character.
- 2. Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** After conducting some research, I believe the three most important issues facing Kannapolis at this time are rapid population growth and housing availability, infrastructure and transportation development, and balanced economic expansion. The Planning and Zoning Commission plays a critical role in addressing these challenges by ensuring that development aligns with the city's long-term vision and meets the needs of both residents and businesses. In terms of Managing Population Growth and Housing Availability with an increasing population there's an opportunity to ensure adequate, high-quality housing options, which appears to be essential in the growth of the town. The commission has the ability to guide zoning decisions and residential planning to ensure that housing growth is balanced, sustainable, and does not compromise the character of existing neighborhoods. As for Infrastructure and Transportation Development “as more residents and businesses move into Kannapolis, road capacity, public utilities, and overall infrastructure has to keep up with the pace. The commission can evaluate land use planning, traffic impact studies, and zoning adjustments to support well-planned growth while minimizing congestion and strain on public resources. And lastly, Balanced Economic Expansion “like most towns, business growth is vital to Kannapolis, but it must be strategic and complementary to the areas in which residents live in. The commission can play a role in attracting the right mix of businesses, ensuring that commercial development fits within zoning guidelines and supports long-term economic vitality while maintaining the city's small-town charm. By applying data-driven decision-making, strategic planning expertise, and an understanding of real estate and zoning laws, I am committed to ensuring that Kannapolis grows in a way that is sustainable, well-planned, and beneficial for all its residents.
- 3. What is your vision for the City of Kannapolis and what do you consider this commission’s role to be in accomplishing that vision?** My vision for Kannapolis is a city that thrives by building strong, connected communities where people feel seen, valued, respected, and protected. I envision a city where thoughtful planning, responsible growth, and strategic development create opportunities for residents to live, work, and prosper. As Kannapolis continues to evolve, it is essential that businesses not only succeed but also give back to the community, fostering long-term economic vitality and a shared commitment to growth. The Planning and Zoning Commission plays a key role in shaping this vision by ensuring that development is intentional, sustainable, and community-driven. Through zoning regulations, land use planning, and infrastructure oversight, the commission helps guide residential and commercial expansion in ways that enhance quality of life, preserve the city’s character, and support economic opportunity. By fostering a balanced mix of housing, business, and public spaces, the commission ensures that Kannapolis remains a

vibrant and welcoming place for generations to come. By serving on this commission, I would bring a strategic, community-focused perspective to decision-making, ensuring that Kannapolis grows in a way that is thoughtful, well-planned, and aligned with the needs of its residents and businesses.

COMMUNITY IMPROVEMENT COMMISSION (Choice 2)

1. **Please explain why you want to be a member of this commission.** I want to serve on the Community Improvement Committee because I am deeply committed to ensuring that Kannapolis continues to grow as a thriving, connected, and well-planned community. My passion for community engagement, strategic planning, and smart development aligns with the committee's mission to enhance the quality of life for residents, support local businesses, and create welcoming spaces that reflect the city's values. Through my experience in strategic planning, marketing, and real estate studies, I have developed a strong understanding of community development, infrastructure planning, and business growth strategies. I have also been actively involved in the community through PTO volunteering, election canvassing, and local health fairs, which has given me insight into the needs and priorities of residents. I see this as an opportunity to lend my time and expertise to ensure that Kannapolis remains a place where people feel seen, valued, respected, and protected. By contributing to the committee, I hope to help guide improvements, support sustainable initiatives, and foster a strong sense of community that benefits both current and future generations.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** I bring a community-focused and strategic perspective to the Community Improvement Committee, particularly in understanding how housing stability, economic opportunities, and social determinants of health shape the well-being of residents. My experience in community engagement and strategic planning has given me insight into the challenges that low-to-moderate income households face, as well as the importance of ensuring that resources are allocated to projects that have a meaningful and lasting impact. Regarding the allocation of HUD funding, I understand how housing access, economic opportunity, healthcare, and neighborhood conditions are interconnected. My experience in engaging with communities and assessing social needs allows me to evaluate how funding decisions can support stability, drive local improvements, and enhance quality of life for residents. When addressing code enforcement and the removal of dilapidated structures, I recognize the impact that neglected or unsafe properties have on both individual and community health. However, I also understand the importance of preserving the character of neighborhoods and ensuring that redevelopment efforts align with community needs. My approach would be to balance revitalization efforts with long-term community interests, ensuring that decisions made by the committee contribute to a safer, healthier, and more vibrant Kannapolis.
3. **What do you consider to be three major neighborhood or housing issues for our City?** From what I've observed and through research, Kannapolis has been addressing several housing-related challenges in recent years, including affordable housing shortages, homelessness, and neighborhood revitalization efforts.
4. **What experience or education have you had relative to this Board?**

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 1

Parks & Recreation Commission - 3

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Chris Puckett Planning and Zoning Board Member and Real Estate Educator Kannapolis/Concord 704-298-5872
2. Selena Frink Sales and Operations Professional 3604 Courage Ct. SW, Concord, NC 336-254-4328
3. Karla Anderson Attorney and Inclusion Professional 14404 Seigle Ave., Charlotte, NC 205-566-5073

Date Applied: 3/20/2025 1:52:00 PM

Name: Nicholas Schwertfager

Address: 3586 Coleraine Ave KANNAPOLIS, NC 28081

Daytime Phone: Home- (716) 4019177 **Work/Cell-** (716) 4019177

Email: Nschwertfager@me.com

County of Residence: Cabarrus

Current Employer: Disabled

Occupation/Professional Background: Veteran/ Highway Patrol Communications/Jail Guard

Educational Background: Associate's in general studies

Civic Background: Was a Volunteer Firefighter for several years starting when I was 14.

Other Boards, Commissions, or Committees on which you are currently serving: None

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** To be able to assist the City of Kannapolis
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Expansion, crime, and infrastructure Able to assist the city with voices from the communities that live in them.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** A safe, family oriented community that assists the needs of the residents as best as possible.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning -

Board of Adjustment - 1

Parks & Recreation Commission -

Community Improvement Commission -

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Dr. James Litaker Chiropractor S. Main St. 704-467-4808
2. Jim Kelly Retired 3572 Coleraine Ave., Kannapolis 704-262-1554
3. Catherine Doberstein Daycare Owner 320 Russel St., Kannapolis 704-775-2121

Date Applied: 12/3/2024 6:24:00 PM

Name: Ronald D. Flanders

Address: 1675 Barbara Ann Circle Kannapolis NC 28083

Daytime Phone: Home- (508) 6120828 Work/Cell- (508) 6120828

Email: flamborff@aol.com

County of Residence: Cabarrus

Current Employer: Retired

Occupation/Professional Background: Medical Health Customer Service

Educational Background: Business

Civic Background: Community & Civic Involvement: Kannapolis 101 Academy Graduate 2024

Other Boards, Commissions, or Committees on which you are currently serving: Little Texas Community Watch Group, The Community Bridge Project of Kannapolis, Senior Games Ambassador and Silver Arts

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** To learn more about my city government inter working on how they do planning and analyzing for growth for companies and community.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Housing cost, Infrastructure roads planning, Cost of Living 1. Tackling housing cost on national, state and local governments can implement strategies like increasing affordable housing developments through funding and zoning, providing house assistance programs for low income programs, foster public -private partnership and incentivizing constructions. 2.Need to work on traffic from out dated roads and growth with city and NCDOT Widening ,Kannapolis Parkway to Dale Earnhardt Boulevard. 3.Cost of living and paying for taxes, food , gas with the stressed assistance Programs pushed to the max.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** The City of Kannapolis have an array of great programs and a good vision plan for the growth and just need to follow and make adjustment when they come up

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** The city of Kannapolis have a excellent Park and recreation facilities available for their residency. I am a runner and have enjoyed the number of trails and bike lanes , Veterans Park, Village Park, and the new Pickleball courts at Baker Creek, and last but not least the open Kannapolis Middle School Track that I use to train for Senior Games Track and Fields events.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** I believe that a city that is healthy is a city that is fun. The world is full of stress and just doing a walk in the park can help with Body, Mind, and Soul.
3. **What are three parks and recreation priorities you believe the City should address?** I have no suggestion on that except more people need to take more advantage of the facilities that City, and Gray Mills provide for our health and well-being.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 4

Parks & Recreation Commission - 2

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Jeanne A. Dixon City Councilwoman 1840 Enochville Rd, Kannapolis, NC 28081-8343 (704) 699-6016
2. Kenneth Geather Retired 1545 Steepleton Dr, Kannapolis, NC, 28083 (704) 224-7959
3. Gloria Talbert Retired 1430 El Paso Street Kannapolis NC 28083 (704) 222-7484



Kannapolis City Council

City Council Agenda Staff Report

July 13, 2026

To: Mayor and City Council
From: Richard Smith, Planning Director
Subject: **APPOINTMENTS** - Planning and Zoning Commission **UNANIMOUSLY APPROVED**

Recommended Action Requested by City Council

Motion to reappoint current members: Chris Puckett, Daisy Malit and Shelly Stein to new three-year terms; and to appoint Erin Haynie to a new three-year term to the Planning and Zoning Commission, subject to acceptance and execution of the amended Policy of the Kannapolis City Council.

Required Votes to Pass Required Action

Majority Present at Meeting

Background

The Planning and Zoning Commission has three positions up for reappointment and will have one vacancy due to the dissolution of the City's Extraterritorial Jurisdiction (ETJ). Chris Puckett, Daisy Malit, and Shelly Stein are eligible for reappointment to the Planning and Zoning Commission and have each expressed a willingness to continue serving. Staff recommends the reappointment of all three members to additional three-year terms.

Mr. Puckett has served as Chair since 2021 and has provided consistent leadership during a period of significant growth and development activity. His experience, familiarity with zoning and development regulations, and understanding of the City's long-range planning objectives have contributed to thoughtful and productive Commission deliberations. Under his leadership, meetings have been conducted in a professional, respectful, and efficient manner.

Likewise, Ms. Malit and Mrs. Stein have demonstrated a strong commitment to public service and have been valuable contributors to the Commission's work. Both members consistently exercise sound judgment, actively engage in discussions regarding land use and development matters, and provide perspectives that support informed decision-making. Their continued service will help maintain stability and continuity as the Commission addresses ongoing growth and development issues facing the City. Therefore, staff recommends the reappointment of Chris Puckett, Daisy Malit, and Shelly Stein to additional three-year terms on the Planning and Zoning Commission.

For the vacant position, staff is recommending the appointment of Erin Haynie as the new member of the Planning and Zoning Commission. Staff has confirmed that Ms. Haynie is willing to serve. While these are staff or Board/Commission recommendations, all appointments are ultimately a City Council decision.

A list of current members complete with terms and appointment dates is attached to this staff report. Additionally, a complete list of citizens expressing interest in serving on a city board is also included as an attachment.

Fiscal Implications

None

Alternate Courses of Action

1. Appoint other applicants to these seats.
2. Table action to a future meeting.
3. Take no action.

Attachments

1. P&Z MEMBER LIST 2025-2026
2. Boards & Commissions Applications as of July 2026

Kannapolis

Planning and Zoning Commission Members

July 2025 – June 2026

<u>Chair</u> Chris Puckett 2770 Keady Mill Loop Kannapolis, NC 28081	(H) 704-933-4035 (C) 704-298-5872 Email: ch2realty@gmail.com Appointed: 6/26/2017 Term: 3rd Term Expires: 6/30/2026
<u>Vice-Chair</u> James Litaker 1994 Stratton Ct. Kannapolis, NC 28081	(H/C) 704-467-4808 Email: jlitaker55@gmail.com Appointed: 6/28/2021 Term: 2nd Term Expires: 6/30/2027
Daisy Malit 1295 Midlake Dr. Kannapolis, NC 28083	(C) 704-560-0170 Email: onyougos@gmail.com Appointed: 6/26/2023 Term: 1st Term Expires: 6/30/2026
Jamie Richardson 1500 Light House Ln. Kannapolis, NC 28081	(C) 805-953-5336 Email: jamielerich22@yahoo.com Appointed: 6/26/2023 Term: 1st Term Expires: 6/30/2028
Larry Ensley 6600 Finger Lake Dr. Concord, NC 28027	(H) 704-782-3725 (C) 980-621-9617 Email: ensley@ctc.net Appointed: 7/12/2018 Term: 3rd Term Expires: 6/30/2027
Ryan French 1905 Pennsylvania Ave. Kannapolis, NC 28083	(C) 252-521-7967 Email: RyanLee_French@yahoo.com Appointed: 6/30/2024 Term: 1st Term Expires: 6/30/2027
Nytsa Saayfan 210 S Main Street, Apt 601 Kannapolis, NC 28081	(H) 904-687-6706 (C) 813-326-4121 Email: nsaayfan@imagefirst.com Appointed: 6/23/2025 Term: 1st Term Expires: 6/30/2028
Shelly Stein 911 W B St. Kannapolis, NC 28081	(C) 980-866-1272 Email: kreashelly@gmail.com Appointed: 6/26/2023 Term: 2nd Term Expires: 6/30/2026
<u>*Rowan ETJ Representative:</u> Mike McClain 2040 Rollingwood Dr. Kannapolis, NC 28081	(H/C) 704-490-2336 Email: mikecmclain73@gmail.com Appointed: 7/15/2024 Term: 1st Term Expires: 6/30/2027

The Commission meets the third Tuesday of each month, at 6:00 PM., at the Kannapolis City Hall Municipal Building located at 401 Laureate Way, Kannapolis.

***Appointed by Rowan County Commissioners for representation of Extraterritorial Jurisdiction in Rowan County.**

Date Applied: 6/23/2026 2:34 PM

Name: Chris Dwiggins

Address: 2563 Captains Watch Rd NE Kannapolis, NC 28083

Daytime Phone: Home- (704) 7910195 Work/Cell- (704) 7910195

Email: chrisdwiggins7@gmail.com

County of Residence: Cabarrus

Current Employer: Advocate Health

Occupation/Professional Background: Supply Chain

Educational Background: MBA

Civic Background: Community & Civic Involvement: Member of the Board of Adjustments

Other Boards, Commissions, or Committees on which you are currently serving: Board of Adjustments

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** I would like to continue with this board due to the good work we are doing for the citizens of Kannapolis.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. Affordable housing 2. Transportation 3. Funding proper education.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision would be to continue to shape the interior of Kannapolis to the betterment of the citizens. Appropriate development helps to maintain stability within the city and continue the growth and improvement.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 1

Parks & Recreation Commission - 6

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? – Yes

REFERENCES:

1. Ryan Goodman, Supply Chain, 59 Georgia St NE Concord NC 28025, (619) 8863147
2. Ivan Hendrickson, Real Estate, 122 S Main Street Kannapolis, NC 28081, (704) 3097841
3. Harry Mills, Retired, 502 S Bostian St, China Grove, NC 28023, (704) 8570297

Date Applied: 6/23/2026 11:53 AM

Name: Holden Sides

Address: 803 Sprucewood St Kannapolis, NC 28081

Daytime Phone: Home- (704) 6992092 Work/Cell- (704) 6992092

Email: sideshb94@yahoo.com

County of Residence: Cabarrus

Current Employer: First Bank

Occupation/Professional Background: Personal Banker

Educational Background: BA Political Science / Real Estate License

Civic Background: Community & Civic Involvement: Current Vice Chair - Board of Adjustments Formerly on Kannapolis Environmental Stewardship Committee and Rowan County History Landmarks Commission

Other Boards, Commissions, or Committees on which you are currently serving: Board of Adjustments since 2021

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** Current member
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I can have my personal opinions, but on this board we can only base our decisions on the KDO and evidence presented during the meeting. We cannot make our decisions based on personal belief
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** A thriving and welcoming city for everyone.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 2

Board of Adjustment - 1

Parks & Recreation Commission - 3

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? – Yes

REFERENCES:

1. Cody S, Insurance, Kannapolis, NC, (980) 5656831
2. Debbie V, Retired, Kannapolis, NC, (972) 4158811
3. Keshia S, Social Worker, Concord, NC, (980) 6221197

Date Applied: 6/23/2026 11:09 AM

Name: Daisy Malit

Address: 1296 Midlake Rd Kannapolis, NC 28083

Daytime Phone: Home- (704) 5600170 Work/Cell- (704) 5600170

Email: onyougos@gmail.com

County of Residence: Cabarrus

Current Employer: NA

Occupation/Professional Background: Recruiter Coordinator

Educational Background: Bachelor's degree

Civic Background: Community & Civic Involvement: Member of the Board of Adjustments

Other Boards, Commissions, or Committees on which you are currently serving: Planning and Zoning

PLANNING & ZONING COMMISSION (CHOICE - 1)

1. **Please explain why you want to be a member of this commission.** I am a member of this commission and I serve my community by making decisions that I believe are good to our city.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Affordable Housing, Public transportation, Drought right now
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Vibrant downtown living and biotechnology research center.

BOARD OF ADJUSTMENT (CHOICE - 2)

1. **Please explain why you want to be a member of the Board of Adjustment.** NA right now
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** NA right now
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** NA right now

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 2

Parks & Recreation Commission - 3

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Lilian, Business Owner, Houston, TX, (832) 7218418

2. Niki, Social Worker, Rock Hill, SC, (704) 9654587

3. Charissa, Product Manager, Charlotte, NC, (201) 6002805

Date Applied: 6/22/2026 2:56 PM

Name: Chris Michael Puckett

Address: 2770 Keady Mill Loop Kannapolis, NC 28081-6443

Daytime Phone: Home- (704) 2985872 Work/Cell- (704) 2985872

Email: ch2realty@gmail.com

County of Residence: Cabarrus

Current Employer: Lantern Realty & Development

Occupation/Professional Background: REALTOR

Educational Background: masters degree

Civic Background: Community & Civic Involvement: NC REALTORS regional VP

Other Boards, Commissions, or Committees on which you are currently serving: none

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I have lived in Kannapolis my entire life and I'm looking to help guide our growth.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** - affordable housing - helping find ways to make housing more affordable for our residents - manageable growth - work with staff on approving various types of developments, both commercial and residential that benefit all people. - attracting new diverse industries - working with staff to make approvals for new commercial development easier and more affordable.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision is for Kannapolis to grow into a vibrant, diverse city with multiple large employers offering a live/work lifestyle to our resident. I want to help guide our city's decision so that all of our residents are represented.

BOARD OF ADJUSTMENT (Choice - 2)

1. **Please explain why you want to be a member of the Board of Adjustment.** I want to make sure everyone in Kannapolis has a beautiful and affordable place to live.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. maintaining fairness through growth. as our city grows, we need to be aware of how it affects all people and ready to enforce rules fairly. 2. managing growth - holding businesses responsible for smart growth 3. Keep growing - helping our aging properties become vibrant, useful places for people to live and work.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision is for Kannapolis to grow into a vibrant, diverse city with multiple large employers offering a live/work lifestyle to our resident. I want to help guide our city's decision so that all of our residents are represented.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 2

Parks & Recreation Commission - 4

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Paula Severt, REALTOR, 1310 Cannon Farm Rd., China Grove, NC 28023, (704) 2323433
2. Jeremy Aldridge, REALTOR, 9164 NC Hwy 88 E, Laurel Springs, NC 28644, (704) 7730722
3. JR McMillan, Retired, 260 Whisper Drive, China Grove, NC 28023, (704) 6427475

Date Applied: 6/22/2026 2:06 PM

Name: Shelly Stein

Address: 853 w 8th Kannapolis, NC 28081

Daytime Phone: Home- (980) 8661272 Work/Cell- (980) 8661272

Email: shelly@greenwaldandco.com

County of Residence: Rowan

Current Employer: Redwood Realty Group

Occupation/Professional Background: Realtor

Educational Background: Masters

Civic Background: Community & Civic Involvement: P&Z

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I am enjoying my time on the board and having a pulse on what's to come.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Sewer allotment, homelessness, quality vs quantity. I will do my best to voice my opinions, good or bad, and represent the City well.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Preserving its character while embracing progress that is sustainable, inclusive, and built to last. This commission's role is to ensure every development decision moves the city in that direction

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 6

Parks & Recreation Commission - 6

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? – Yes

REFERENCES:

1. Sherry Gordon, Community Development Program Administrator, sgordon@kannapolisnc.gov , (704) 7910113
2. Dale Fink, Civil Engineer, rdfink74@gmail.com, (980) 2447428
3. Gabriela Wilkins, Planning Technician, gwilkins@kannapolisnc.gov, (704) 9204358

Date Applied: 7/12/2026 9:16 PM

Name: Wilfred Waterhouse Bailey, SR

Address: 3233 Lock Erne Ave Kannapolis, NC 28081

Daytime Phone: Home- (047) 378431 Work/Cell- (704) 7378431

Email: baileywilfred@gmail.com

County of Residence: Cabarrus

Current Employer: Retired/Self-employed

Occupation/Professional Background: Accountant

Educational Background: BS Appalachian State; MBA Winthrop Univ

Civic Background: Community & Civic Involvement: Kannapolis 101 graduate: 2018 past Board of Director Member Kellswater Bridge HOA; Church Accountant, Bethel Baptist Church, KannapolisS

Other Boards, Commissions, or Committees on which you are currently serving: Board of Adjustment, City of Kannapolis

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I would like to become a member of this board to fulfill my duty as a citizen of the city and provide input concerning it's development.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I see the three most important issues facing our community at this time are: 1. The development and management of utilities. I mean the development of communities and the use of water and land so we not only benefit, but our surrounding cities are not harmed. 2. Affordable housing. As we invite new commers to our city, we do not price our long time residents out of the city. As we develop Dale Earnhardt Avenue and others near downtown, where are those people going being displaced from those mill houses? 3. Staying a city with its small town charm. We must strive to keep the small town charm I came here in pursuit of.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** To be a charming surrounding town of Charlotte close enough to all the convinces of a big city with that small town charm.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I would like to be a part of improving communities in Kannapolis to insure all areas become desired places to live.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** When it comes to allocation of funds and project management, my last 15 years at Wells Fargo I was a Project Financial Manager allocating and tracking expenses and reporting actuals vs budget.
3. **What do you consider to be three major neighborhood or housing issues for our City?** I consider the three major neighborhood or housing issues for Kannapolis are: 1. Lack of affordable housing 2. The elimination of the mill housing in the downtown district. 3. The overbuilding of apartments. More townhouses - individual ownership.

Boards/Commissions applied for ratings:

Planning & Zoning - 3

Board of Adjustment - 1

Parks & Recreation Commission - 4

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Scott Trott, Retired, 2909 Donegal, Kannapolis, NC, (704) 7438404

2. Rick Flowe, Municipal Consultant, 2720 Keady Mill, Kannapolis, NC, (704) 7927205

3. Richard Smith, BOA Director, Kannapolis, NC, (704) 9204325

Date Applied: 6/11/2026 1:05 PM

Name: Spencer Cameron Swain

Address: 3676 Trinity Church Rd Concord, NC 28027

Daytime Phone: Home- (704) 2025057 Work/Cell- (704) 2025057

Email: spencer.swain@familiesfirstcc.org

County of Residence: Cabarrus

Current Employer: Families First in Cabarrus County

Occupation/Professional Background: Executive Director/Pastor

Educational Background: Bachelors in Business Admin and Entrepreneurship and Masters in Divinity

Civic Background: Community & Civic Involvement: As Co-Founder and Executive Director of Families First in Cabarrus County, I have dedicated more than twenty years to strengthening children, families, and communities through early childhood education, family support services, and community partnerships. My civic involvement includes collaborating with local governments, educational institutions, faith communities, nonprofits, and business leaders to expand access to high-quality early learning opportunities and family stability programs. Through Families First, I have helped launch and sustain multiple 5-Star early childhood programs, NC Pre-K dual-language immersion classrooms, evidence-based home visiting initiatives, and regional home-based childcare networks that address childcare access and workforce challenges. I have also worked closely with community stakeholders to advocate for children and families and to strengthen local early childhood systems. In addition to my nonprofit leadership, I previously served as Lead Pastor of Grace Lower Stone Church, where I organized collaborative efforts among rural congregations that raised more than \$250,000 for community initiatives and charitable outreach.

Other Boards, Commissions, or Committees on which you are currently serving: Cabarrus County Early Childhood Task Force Rowan-Cabarrus Community College Program Advisory Board WeBuild Affordable Housing Advisory Board North Carolina Home-Based Child Care Network Community of Practice Citizens Improvement Commission, City of Kannapolis NC Pre-K Committee

BOARD OF ADJUSTMENT (Choice - 2)

- Please explain why you want to be a member of the Board of Adjustment.** I have served on the Community Improvement Commission for a number of years and have genuinely enjoyed being part of the work. It has given me the opportunity to learn more about the challenges facing our neighborhoods and to help make thoughtful decisions that impact families and the quality of life in Kannapolis. As the Executive Director of Families First, I work every day with families who are affected by housing, economic stability, childcare access, and community resources. Serving on this Commission allows me to bring that perspective to the table while continuing to support the growth and improvement of our city. I value the collaborative nature of the Commission and would be honored to continue serving.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.**
 - Affordable Housing and Housing Stability** As Kannapolis continues to grow, it is important that working families, seniors, and individuals on fixed incomes can continue to find safe and affordable housing. The Commission plays an important role by helping guide HUD funding toward projects and organizations that support housing stability and neighborhood improvement.
 - Neighborhood Revitalization** Many neighborhoods are experiencing positive growth, but there are still areas that struggle with aging housing stock and neglected properties. The Commission can help encourage responsible redevelopment while preserving the character and strength of existing neighborhoods.
 - Supporting Families and Economic Mobility** Families need access to affordable housing, quality childcare, transportation, and community resources to thrive. While the Commission cannot solve all of these challenges directly, it can help ensure that funding decisions support organizations and initiatives that strengthen families and create pathways to long-term success.
- What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision for Kannapolis is a city that continues to grow and prosper while remaining a place where families from all backgrounds can afford to live, work, and raise their children. I want to see strong neighborhoods, quality housing, thriving businesses, and opportunities that benefit both longtime residents and newcomers. I believe the Commission's role is to help ensure that growth benefits the entire community. Through thoughtful allocation of resources and careful consideration of neighborhood issues, the Commission can help maintain safe, healthy, and vibrant communities while protecting the interests of residents who call Kannapolis home.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

- Please explain why you want to be a member of this commission.** I have served on the Community Improvement Commission for several years and have truly enjoyed the opportunity to contribute to the work of improving our neighborhoods and supporting residents across Kannapolis. The Commission addresses issues that directly impact quality of life, including affordable housing, neighborhood revitalization, and the responsible use of HUD funding. Through my work as Executive Director of Families First, I see firsthand how housing stability and strong neighborhoods affect children, families, and the overall health of a community. I value the Commission's role in helping ensure that resources are invested wisely and that neighborhoods remain safe, attractive, and welcoming places to live. I

would like to continue serving because I care deeply about Kannapolis, appreciate the collaborative work of the Commission, and believe my experience working with families, nonprofits, and community partners allows me to bring a practical and informed perspective to the decisions before us.

2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** As Executive Director of Families First, I have extensive experience working with low-to-moderate income families and administering programs supported by public and private funding. I regularly evaluate community needs, manage grant-funded initiatives, and work with organizations that provide housing, education, and family support services. This experience helps me understand both the opportunities and challenges facing families who rely on these resources. It also provides me with a practical perspective when reviewing funding requests and considering how limited resources can have the greatest community impact. In addition, my years on the Commission have helped me appreciate the importance of balancing compassion with responsibility when reviewing code enforcement cases. While property rights are important, safe and healthy neighborhoods are essential for the well-being of residents and the long-term vitality of the community.
3. **What do you consider to be three major neighborhood or housing issues for our City?** 1. Affordable Housing Availability The supply of affordable housing has not kept pace with demand, creating challenges for working families, seniors, and first-time homebuyers. 2. Aging Housing Stock and Property Maintenance Many neighborhoods contain older homes that require significant repairs and investment. Addressing deteriorating properties is important for maintaining neighborhood stability and property values. 3. Housing Affordability and Economic Pressure Rising housing costs, combined with inflation and wage challenges, continue to place pressure on families. Ensuring that residents have access to safe, quality housing at a reasonable cost remains one of the city's most important priorities.

Boards/Commissions applied for ratings:

Planning & Zoning - 3

Board of Adjustment - 2

Parks & Recreation Commission - 4

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Ann Benfield , Retired, 563 Marigold Drive Kannapolis, NC 28083, (202) 2974733
2. Jim Bramlett, Nurse Anesthesia, 6332 Fox Chase Dr, Davidson NC, (980) 6217635
3. Debbie Wilkinson, Retired, 306 Larry Drive, Kannapolis, NC 28083, (704) 6996915

Date Applied: 6/11/2026 6:26 AM

Name: Amos McClurey

**Address: 1413 Cooper Ave
Kannapolis, NC 28081-5815**

Daytime Phone: Home- (704) 9384500 Work/Cell- (704) 5601877

Email: McClureya@yahoo.com

County of Residence: Cabarrus

Current Employer: Retired

Occupation/Professional Background: Tobacco Workers Union President

Educational Background: Associate Degree Business Administrator

Civic Background: Community & Civic Involvement: Board Chair Logan Community Child Development Center

**Other Boards, Commissions, or Committees on which you are currently serving: Academic Learning Center Board/
Cabarrus Arts Council Board/ Concord United Comissions / Logan/Shaneltown Schools Association Chairman/ First Christian
Church Trustee Board Chairman**

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

- 1. Please explain why you want to be a member of this commission.** After serving on this Board in recent years I understand this Board's goals work helping Non-profit organizations serving Kannapolis citizens improve their quality of life that they serve.. Like to continue this work
- 2. This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** After many years of working with moderate income employee and citizens in North Carolina I've always supported this population My Civil Rights background govern me to assure that Code enforcement treat family fairly
- 3. What do you consider to be three major neighborhood or housing issues for our City?** Neighborhood Service Resent Water contamination, Homes settings empty do they still have contamination in the lines housing Issue Thousands of Appointment built in when tenants park in the streets can the Fire Department reach City Housing or is this a issue

Boards/Commissions applied for ratings:

Planning & Zoning -

Board of Adjustment -

Parks & Recreation Commission -

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? – Yes

References:

1. Scott Padget, Retired and Mayor Concord NC, Spring Street , (704) 7942837
2. Bill Dusch , Retired Mayor City of Concord, Cabarrus County , (704) 7917221
3. Darrell Hannant, Retired Mayor City of Kannapolis , Kannapolis NC, (704) 9204317

Date Applied: 6/9/2026 1:11 PM

Name: Buddy Amerson

Address: 105 S East Ave Kannapolis, NC 28083

Daytime Phone: Home- (980) 6221248 Work/Cell- (980) 6221248

Email: buddyamerson@carolina.rr.com

County of Residence: Cabarrus

Current Employer: NC Dept of Labor

Occupation/Professional Background: Occupational Safety and Health Consultant

Educational Background: AL Brow, Catawba College BA, Pfeiffer University

Civic Background: Community & Civic Involvement: Volunteer at Kannapolis City Schools, Church leadership positions

Other Boards, Commissions, or Committees on which you are currently serving: Current Parks and Recreation Commission

List three people who are not related to you: Megan Long, Jeanie Doty, Danny Crowell

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I want to continue being a part of the process to provide recreational opportunities to the citizens of Kannapolis that crosses all demographics and provides everyone a chance to be outside, active, and interacting with neighbors.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Opportunities that provide positive and healthy interaction between residents.
3. **What are three parks and recreation priorities you believe the City should address?** Community Center to provide activity space, aquatics, meeting areas, etc. that all residents will have access to; Continue to develop opportunities and organized sports and activities for Kannapolis' youth and seniors.

Boards/Commissions applied for ratings:

Planning & Zoning -

Board of Adjustment -

Parks & Recreation Commission - 1

Community Improvement Commission -

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Dr. Chip Buckewell, KCS Superintendent (Ret) 1506 Daybreak Ridge Rd., Kannapolis NC 28081, (704)7915031
2. Terry Spry, Chief of Police, Kannapolis, 1429 Trotters Ridge Rd, Kannapolis NC 28081, (704)-7915809
3. Justin Hardin, Teacher/Coach, AL Brown HS, 1663 Heather Glen Rd, Kannapolis NC 28081, (704) 9533624

Date Applied: 6/3/2026 8:44 AM

Name: Suzanne Irvin

Address: 1001 Valley St Kannapolis, NC 28081

Daytime Phone: Home- (704) 9565217 Work/Cell- (704) 7071051

Email: snappercats@carolina.rr.com

County of Residence: Cabarrus

Current Employer: IGC Insurance

Occupation/Professional Background: Insurance Agent

Educational Background: Fayetteville Comm College, Rowan Comm College

Civic Background: Community & Civic Involvement: former Hospice volunteer and youth leader

Other Boards, Commissions, or Committees on which you are currently serving: none

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** As a resident of Kannapolis for more than 25 years, I am interested in the development of our beautiful city.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. Traffic- Understanding the increased hazards due to growth. Finding solutions to accommodate. 2. Crime- Support businesses with integrity. Promote LE with business partnership. 3. Relationship between residents and government- promote awareness to prevent criticism passed decisions.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Watching the city continue to grow but keeping the hometown culture. The role should be not to limit growth but be mindful of the landscape and feel of the community.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** Promote community involvement, recognizing problem areas of the city and finding solutions for city and property owners. Understanding how funds are allocated and approved.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** These topics are important to keep our city desirable. I am willing to learn what to look for and how remedy the problems.
3. **What do you consider to be three major neighborhood or housing issues for our City?** inflated cost of rent, lack of enforcement or resources for property owners, absence or lack of knowledge of community watch programs.

Boards/Commissions applied for ratings:

Planning & Zoning - 4

Board of Adjustment - 1

Parks & Recreation Commission - 3

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Megan Long, owner- Merle Norman Studio, 8140 Unity Church Rd Kannapolis NC 28081, (704) 7944995
2. Jeanie Doty, Retired, 309 Bradford Dr Salisbury NC 28146, (704) 7067419
3. Danny Crowell, owner- Property management, 771 Dale Earnhardt Blvd Kannapolis NC 28081, (980) 5216876

Date Applied: 5/14/2026 9:30 AM

Name: Juan Maldonado

Address: 2119 Hopedale street Kannapolis , North Carolina 28083

Daytime Phone: Home- (704) 2736669 Work/Cell- (704) 2736669

Email: mldjuan7@yahoo.com

County of Residence: Cabarrus

Current Employer: Westrock Coffee

Occupation/Professional Background: Category manager

Educational Background: Applied Computer Science

Civic Background: Community & Civic Involvement: N/A

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I am interested in serving on the Kannapolis Parks and Recreation Commission because I value the role that parks, greenways, and recreational programs play in enhancing the quality of life for residents and supporting the continued growth of our community. Kannapolis has made significant investments in its parks and downtown revitalization, and I would welcome the opportunity to contribute to that positive momentum. I appreciate how the city prioritizes accessible outdoor spaces, family-friendly amenities, and community events that bring people together. These efforts not only promote health and wellness but also strengthen community connections and make Kannapolis an attractive place to live and work. Professionally, I bring strong skills in analysis, planning, and cross-functional collaboration, which would allow me to thoughtfully evaluate needs, support responsible use of resources, and contribute to long-term recreation planning. I am especially interested in ensuring that programs and facilities remain inclusive, well-maintained, and aligned with the needs of a growing and diverse population. Serving on this Commission would be a meaningful way for me to give back to the Kannapolis community while helping maintain and improve the parks and recreational opportunities that so many residents rely on and enjoy.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and recreation are essential to the City of Kannapolis because they directly support the health, growth, and overall quality of life of the community. As Kannapolis continues to expand and invest in revitalization—especially in its downtown and surrounding areas—parks and recreational amenities play a critical role in making the city an attractive place to live, work, and visit. Parks provide residents with accessible spaces for physical activity, relaxation, and connection with nature, all of which contribute to healthier lifestyles. Facilities like Village Park and the city's greenways also serve as gathering places that bring families, neighbors, and visitors together, helping to strengthen community bonds and foster a sense of pride in Kannapolis. Additionally, recreation programs and public spaces support economic development by enhancing the city's appeal to businesses and new residents. Well-maintained parks, events, and recreational opportunities signal a vibrant, forward-thinking community that values its people and invests in long-term livability. Ultimately, parks and recreation are not just amenities—they are vital assets that contribute to Kannapolis' identity, support its continued growth, and ensure that residents of all ages have opportunities to stay active, engaged, and connected.
3. **What are three parks and recreation priorities you believe the City should address?** I believe the City of Kannapolis should focus on three key parks and recreation priorities: 1. Expanding and Maintaining Greenways and Outdoor Spaces As Kannapolis continues to grow, it is important to expand and maintain its greenway system and public parks to ensure residents have convenient access to safe, high-quality outdoor spaces. Continued investment in trails, connectivity between neighborhoods, and park maintenance will support active lifestyles and make these amenities accessible for all residents. 2. Enhancing Inclusive and Family-Oriented Programming Kannapolis has a strong reputation for community events and family-friendly recreation, and continuing to build on this is important. Expanding diverse programming for all age groups—youth, adults, and seniors—while ensuring affordability and inclusivity will help keep residents engaged and strengthen community connections. 3. Supporting Growth Through Strategic Planning and Investment With ongoing development in Kannapolis, especially in and around the downtown area, it's important to align parks and recreation planning with the city's long-term growth. This includes investing in new facilities where needed, upgrading existing assets like Village Park, and ensuring resources are used efficiently to meet future demand.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I am interested in serving as a member of the Community Improvement Commission because I care about the continued growth, appearance, and overall quality of life in the community. I believe that thoughtful planning, beautification efforts, and responsible development play a key role in creating a city environment that residents are proud of and that attracts new investment. Kannapolis is experiencing meaningful growth and revitalization, and I would welcome the opportunity to contribute to maintaining that positive momentum. Efforts such as enhancing public spaces, supporting clean and safe neighborhoods, and encouraging sustainable development directly impact how residents experience their city every day. From a professional perspective, I bring strong skills in analysis, organization, and cross-functional collaboration. I am accustomed to evaluating

opportunities, balancing priorities, and working with different stakeholders to achieve practical, cost-effective results. I believe these skills would allow me to provide thoughtful input and support well-informed decision-making for community improvement initiatives. Serving on this Commission would allow me to give back in a meaningful way while helping ensure that Kannapolis continues to grow in a way that is attractive, well-planned, and beneficial for all residents. I am motivated to be part of a team that values both immediate improvements and long-term community vision.

2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** I believe I bring a practical, balanced perspective to the Commission based on my experience analyzing needs, managing resources, and making decisions that consider both financial impact and community outcomes. Regarding HUD funding allocation, my professional background has required me to evaluate competing priorities, assess value, and ensure resources are used effectively. I am comfortable reviewing data, asking the right questions, and weighing short- and long-term impacts before making recommendations. I would approach funding decisions with a focus on fairness, accountability, and measurable community benefit—ensuring that funds are directed toward programs and organizations that truly support low-to-moderate income households and deliver meaningful results. In terms of code enforcement and decisions related to dilapidated structures, I understand the importance of balancing neighborhood safety and revitalization with sensitivity to property owners and community impact. I would bring a thoughtful, objective approach—considering factors such as public safety, long-term neighborhood health, and the potential for rehabilitation versus demolition. My goal would be to support decisions that improve overall community conditions while being responsible and consistent in applying standards. Overall, I bring a data-driven mindset, attention to detail, and the ability to collaborate across different perspectives. I am committed to making decisions that are fair, transparent, and in the best interest of the Kannapolis community, particularly for residents who rely on these programs and improvements the most.
3. **What do you consider to be three major neighborhood or housing issues for our City?** I believe three of the major neighborhood and housing issues facing Kannapolis are: 1. Housing Affordability and Availability As Kannapolis continues to grow and attract new residents, housing affordability is becoming increasingly important. Ensuring that low-to-moderate-income households have access to safe, quality, and affordable housing is critical. Rising housing costs can create pressure on long-time residents, so maintaining a balance between growth and affordability should remain a priority. 2. Aging Housing Stock and Property Conditions Many neighborhoods in Kannapolis include older homes that may require significant maintenance or rehabilitation. Addressing dilapidated or unsafe structures is important not only for public safety but also for preserving neighborhood pride and property values. The challenge is to balance enforcement with opportunities for reinvestment and improvement whenever possible. 3. Neighborhood Revitalization and Infrastructure Improvements Continued investment in infrastructure—such as streets, sidewalks, lighting, and drainage—is key to supporting strong neighborhoods. Some areas may need targeted revitalization efforts to ensure they remain safe, attractive, and functional for residents. Coordinated improvements can help stabilize communities, encourage reinvestment, and enhance overall quality of life.

Boards/Commissions applied for ratings:

Planning & Zoning - 4

Board of Adjustment - 3

Parks & Recreation Commission - 2

Community Improvement Commission – 1

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Patrick Wilkerson , Co-man Manager , 1570 12th Fairway Dr NW, Concord, NC 28027, (704) 4677577

2. Sergio Vences , Warehouse Manager , 504 E Ryder Ave, Landis, NC 28088, (704) 7986585

3. Rick Greg , Sales manager , 77 Bridlewood PI NE Concord NC 28025, (336) 8800036

Date Applied: 3/5/2026 3:00 PM

Name: Alexys Carrasquillo

Address: 1520 Lawnside Place Kannapolis, NC 28083

Daytime Phone: Home- (980) 6216575 Work/Cell- (980) 6216575

Email: alexys.carrasquillo@gmail.com

County of Residence: Cabarrus

Current Employer: City of Charlotte

Occupation/Professional Background: Website Developer

Educational Background: Associate Degree

Civic Background: Community & Civic Involvement: Graduate from the Civility Localized Civic Impact Academy Graduate from the City of Concord Citizens Academy

Other Boards, Commissions, or Committees on which you are currently serving: none

Boards/Commissions applied for ratings:

Planning & Zoning - 5

Board of Adjustment - 3

Parks & Recreation Commission - 4

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

References:

1. Lea Hilton, Consultant, Charlotte, NC, (704) 9200774

2. Natalie Bouchard, Public Information Specialist, Charlotte, NC, (919) 8277756

3. Brittany Laferriere, Autoparts Specialist, Salisbruy, NC, (727) 4886670

Date Applied: 2/27/2026 7:01 AM

Name: Mitchell Johnson

Address: 1406 Shepard St. Kannapolis, NC 28083

Daytime Phone: Home- (704) 2249747 Work/Cell- (704) 2249747

Email: mitchelljohnson1976@gmail.com

County of Residence: Cabarrus

Current Employer: Eggs Up Grill

Occupation/Professional Background: Kitchen Manager

Educational Background: Business Management

Civic Background: Community & Civic Involvement: Board of Elections Chief Judge and Rover

Other Boards, Commissions, or Committees on which you are currently serving: Little Texas Community

PLANNING & ZONING COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** To bring an open minded and selfless approach to the table. This approach would create fairness and accountability at the highest level!
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Rezoning, Data Center locations, Infrastructure and Utilities This board needs to hear the consensus of our citizens on major and minor issues and make fair, logical, and well forecasted decisions which parallels with future growth.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Growth will define my vision of Kannapolis. This commission has to make decisions that will make this Growth transition beneficial to our residents and to the city as a whole.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** To assist and lead in the positive direction of community development.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** Fairness and an open minded leadership approach that is conducive to our citizens needs and our city as a whole!
3. **What do you consider to be three major neighborhood or housing issues for our City?** Affordable Housing Mental Health Access Early Childhood Development

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 2

Board of Adjustment - 3

Parks & Recreation Commission - 3

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Cletus Robinson, Retired , 104 S. Little Texas Rd., (704) 2136492
2. Nap Puih, Horticulture , 1406 Shepard St., (704) 2415511
3. Susan Siup, Child Care, 410 Jackson St, (980) 4400940

Date Applied: 1/5/2026 2:30 PM

Name: Cynthia S. Griggs

Address: 213 Idlewood Dr Kannapolis, NC 28083

Daytime Phone: Home- (704) 2394734 Work/Cell- (704) 2394734

Email: cgriggs654@gmail.com

County of Residence: Cabarrus

Current Employer: Owner: Griggs Properties , teach water aerobics part time

Occupation/Professional Background: Recreation & Parks/ Special Event management 30+ years

Educational Background: BS RECREATION PARKS MANAGEMENT, concentration in Special Populations Kannapolis

Civic Background: Community & Civic Involvement: Kannapolis Parks & Recreation Commission 20+ years; March Of Dimes Regional Coordinator(3 yrs); Special Olympics Coordinator for Cabarrus Co.; American Legion Auxiliary past President & current Chaplain. Chamber of Commerce past member & Leadership Cabarrus Coordinator. Teach Sunday School & coordinate Bible studies & assist with Feed Kannapolis Hunger. NC Notary Public

Other Boards, Commissions, or Committees on which you are currently serving: None (was out of state & took the required break)

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** Maintaining active involvement in my city and county has always been a priority since moving to NC over 33 years ago. Serving on the P & R Commission has been an honor, as well as a way to use my expertise here in my chosen hometown. Watching and working with our city fathers though the changes in Kannapolis from the Mill closing, the development of the NCRC and the redefining of our city through the participation of many partners and visionaries has been exciting and hard work. Assisting with several 10 year plans, interaction with community members while helping the KPRD reach its recognition on a national scale has been a lay professional's joy. There is ongoing change in our community and being actively involved remains a personal goal.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and Recreation is vital to all communities especially one like Kannapolis with the diversity of people and businesses. Continuing to serve our community is vital to the wise growth and survival of Kannapolis. With the wise planning and growth of our parks, greenways, programs, sports, and cultural opportunities Kannapolis has evolved into a regional destination drawing visitors, new business and new residents of all ages - a real plus for all who live and work here. Maintaining a wise growth vision is key as Kannapolis gains importance across our state
3. **What are three parks and recreation priorities you believe the City should address?** 1. Green space to match development. 2. Continued development of Sports and healthy lifestyle activities for folks of all ages and economic levels 3. Seek and develop wise partnerships to help with the various financial aspects of top level programming and cultural events

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 6

Board of Adjustment - 6

Parks & Recreation Commission - 1

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Gary Mills, Director Kannapolis Parks and Recreation Dept., 401 Laureate Way, Kannapolis NC. 28081, (704) 9204343

2. Becky Tolle, Assistant Parks and Recreation Director, 401 Laureate Way, Kannapolis. NC 28081, (704) 9204343

3. Jim and Nancy Rutledge, retired Owners Kannapolis Real Estate KREA, 1615 Eastwood Dr., Kannapolis, NC 28083, (704) 4677026

Date Applied: 12/31/2025 10:20 AM

Name: Darrell Lipe

Address: 6111 Pierce Lane Kannapolis, NC 28081

Daytime Phone: Home- (704) 4914748 Work/Cell- (704) 4914748

Email: darrell.lipe@gmail.com

County of Residence: Cabarrus

Current Employer: Retired from Duke Energy

Occupation/Professional Background: Senior IT Manager

Educational Background: Computer Science & Business

Civic Background: Community & Civic Involvement: Lake Forest Church - Volunteer in Student & Youth Ministry, Elder
Caterpillar Ministries - Event Volunteer Mecklenburg County Board of Elections - Regional Coordinator China Grove
Elementary Volunteer Kannapolis Middle School Volunteer

Other Boards, Commissions, or Committees on which you are currently serving: Lake Forest Church Session (Leadership Board)

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** As a citizen of Kannapolis, I want to get involved in my community and apply my skillset to help with this commission. I have recently retired from Duke Energy after 40 years and now have the time to devote to this commission if there is a needed. At Duke, I was in senior management leading large groups and projects. I believe this project management skillset and knowledge can help with the planning and zoning needs of our city.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I believe we are at a critical time in planning and zoning for our city. Growth needs to continue to provide the services needed as new residents call Kannapolis home. At the same time, we need to care for our long time residents where change can seem to be happening to fast. It's balance of protecting the past and planning for the future.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** I want a community that all people want to call home. Taking advantage for our history and new opportunities to provide a place where people want to live and are excited to call home.

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I would like to be part of the commission to provide exciting opportunities for our community to grow healthier, have fun, and grow closer through our parks and recreation. My background as a planner and project manager may be a skillset that would be of benefit to this commission as we plan for the future.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Our parks, recreation opportunities and events provide opportunities for our community to come together. It's important that we plan and provide for all ages to enjoy this benefit.
3. **What are three parks and recreation priorities you believe the City should address?** 1-Children and youth recreation especially for our teenager populations. 2-Activities for all physical abilities - off the couch to the sports minded. 3-Senior activities for our older population

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 3

Parks & Recreation Commission - 2

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Mike Moses, Lead Pastor, 9316 Gilead Hill Court, Huntersville, NC 28078, (704) 5823486

2. Wendy Benge, Office Manager, 5221 Grey Hawk Court, Concord, NC 28025, (704) 5494104

3. Mark Tornberg, Manager, 16035 Wynfield Creek Pkwy, Huntersville, NC 28078, (704) 5791302

Date Applied: 10/13/2025 12:36 PM

Name: Justin Knoll

Address: 409 Fisher Street Concord, NC 28027

Daytime Phone: Home- (607) 7420252 Work/Cell- (607) 7420252

Email: jknoll2028@gmail.com

County of Residence: Cabarrus

Current Employer: Obama Foundation

Occupation/Professional Background: Non-profit/Leadership Development

Educational Background: Master's in Higher Education Leadership - Appalachian State

Civic Background: Community & Civic Involvement: -Kannapolis 101 -Managed and scheduled Service-learning opportunities at Rowan-Cabarrus Community College when I worked there

Other Boards, Commissions, or Committees on which you are currently serving: None currently. Formerly served on a youth baseball league board in New York state, as well as many professional intra-college boards as a students and staff member.

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I want to be a member of the Parks and Recreation Commission because I have experience in recreation and programming, and know how to connect with communities. My time leading recreation and programming opportunities at various higher education institutions has provided me a significant amount of experience planning, implementing, assessing, and improving offerings. Kannapolis has beautiful parks and recreation space that I think can be further utilized to promote a healthy Kannapolis, and provide fun and impactful opportunities for community members.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and Recreation is important to the City of Kannapolis as it is a vital way of promoting healthier lifestyles; bot physically and mentally. Physically, by beautifying, maintaining, and growing the number of parks that the City manages. Mentally, by providing fun events for all community members to come together to share in learning, fun, or coming together around a shared interest. I see the Parks and Recreation department being the most vital piece of city government in creating the tremendous feeling of community that I have felt here while living in Kannapolis.
3. **What are three parks and recreation priorities you believe the City should address?** Three priorities I believe the City should address include: -ensuring that even through the growth in population and infrastructure the city continues to see, availability and accessibility to green/recreational space is protected and advocated for. -The city of Kannapolis is only going to grow in the coming years and decades, and now is a great time to become a regional hub outside of Charlotte for entertainment and community building. -Continue being a regional leader in the services Parks and Recreation provides, while leaning towards creating and engaging opportunities to grow and foster a shared sense of community throughout the city, for all residents.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I want to be a member of the Community Improvement Commission because I have fallen in love with the City of Kannapolis, and want it to be where I start my family. My wife and I have lived in Kannapolis going on two years now, and the community atmosphere and feel is so important to us. I want to be serve and ensure that feeling of community continues. I want to serve to provide input and have a voice in resource allocation to maintain the vibrant and supportive community for future generations.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** -Through my personal work, I have worked with many non-profit, Public, and Private-sector Leaders making an impact in their communities, especially in low-to-moderate income households. In my career in higher education, specifically in higher education, I worked with students all along the economic spectrum. Working with and supporting the community members that need it the most has been a passion of mine throughout my life, and I am a supporter of the idea that your community is only as good as your "weakest" members. I also am interested in the concepts of community wealth building and inclusive capitalism, benefitting the community at large. -For the code enforcement cases, while I do not have any tangible experience, I do believe that beautifying the City and our community is important for ensuring Kannapolis keeps that strong sense of community. While there is a balance between history, and improving eye-sores, safety and what is in the best interests of the community should always be first on our list of concerns. Removing dilapidated structures can help create safer communities, provide opportunities for new builds to bring in affordable housing, single-family housing, green/recreational space, or economic development opportunities. I will bring my analytical and curious nature to ask the tough questions, and advocate to always improve our community.
3. **What do you consider to be three major neighborhood or housing issues for our City?** -Affordable housing is important to ensure equitable access to living in and contributing to Kannapolis and the community at large. -Single-family homes to attract families to the area that will grow and build legacy of Kannapolis-grown community members. -

Safe neighborhoods so that our community members can enjoy all Kannapolis has to offer without fear or worrying. Kids being able to play at parks or in their yard without their parents worrying. A community without crime might not be possible, but we can investigate the safety opportunities we do have and can control to make Kannapolis a safer place that all can enjoy and be proud of.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 4

Parks & Recreation Commission - 1

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Barb Meidl, Legal Administration, 710 Willow Drive, Kannapolis, NC 28083, (704) 7969069
2. Dr. Tracy Moore, Higher Education (Retired), 9701 Dalphon Jones Dr., Charlotte NC 28213, (704) 4009740
3. Lilach Shafir, Non-profit Leadership, 337 Lincoln Road, Apt. 1L, Brooklyn, NY 11225, (602) 3345579

Date Applied: 9/10/2025 11:21 AM

Name: Felicia Victoria Mitchell

Address: 2618 Millardfullerway Concord, North Carolina 28027

Daytime Phone: Home- (704) 8867839 Work/Cell- (704) 8867839

Email: mrs.perry1977@gmail.com

County of Residence: Cabarrus

Current Employer: Mooresville Manor NC Housing

Occupation/Professional Background: Service Coordinator/ I provide general service management which includes intake, education (services available and application procedures) and referral of residents to service providers in the general community. These socia; services may include meals-on-wheels, transportation, home health aides, homemakers, financial assistance, counseling, preventative, health screening, and other services needed

Educational Background: I have three college degress and graduated with honors on all of them. Associates degree in Business Administration, Bachelor's degree in Criminal Justice Administration, and Master's degree in Public Administration from Strayer University

Civic Background: Community & Civic Involvement: Mooresville, NC, community as a Service Coordinator, I meet a lot of residents and business partners, some have come out to my facility to educate the residents.

Other Boards, Commissions, or Committees on which you are currently serving: None

Boards/Commissions applied for ratings:

Planning & Zoning - 3

Board of Adjustment - 5

Parks & Recreation Commission - 6

Community Improvement Commission - 5

Do you reside within the City limits of Kannapolis? - No

References:

1. Dawanna Brown, Scheduler for Charlotte Radiologist, 2539 hickory Ave Concorxd NC 28027, (704) 2243273
2. Linda Williams , city of Meckleburg County Park and RecreationCoordinator (retired), 7144 Ludwig Dr 28125, (704) 2999465
3. Kizzi Harrington, works at Perdue Farm and Food lion, 408 South Hampton Dr. Concord NC 28027, (845) 5408773

Date Applied: 9/10/2025 9:59 AM

Name: Kenneth Matthews

Address: 1207 Jackson St Kannapolis, NC 28083

Daytime Phone: Home- (980) 8666777 Work/Cell- (980) 8666777

Email: kenneth.m.matthews@gmail.com

County of Residence: Rowan

Current Employer: WEX Inc. – a global financial technology company that provides innovative payment solutions across mobility, fleet, corporate, and healthcare industries.

Occupation/Professional Background: I bring over 15 years of professional experience in both design and financial technology. For 10 years, I served as Director of Design at SCC Interiors, leading client projects, managing design teams, and overseeing operations to deliver high-quality results. For the past five years, I have worked with WEX Inc., where I currently serve as Strategic Partnership Operations Manager. In this role, I lead cross-functional projects, improve operational efficiency, and partner with internal teams and external organizations to deliver innovative payment solutions. My career reflects a unique combination of creativity, strategic thinking, and operations leadership.

Educational Background: While I do not hold a formal degree, my qualifications come from over 15 years of direct leadership experience in business operations, project management, design, and financial technology. My career path has provided me with practical expertise in managing teams, building processes, and leading high-impact initiatives.

Civic Background: Community & Civic Involvement: I have a long-standing commitment to service through both personal and community initiatives. I have volunteered with local organizations to provide disaster relief, supported underserved families, and led fundraising efforts. Recently, I coordinated donations and delivered generators to families impacted by flooding and mudslides in North Carolina, ensuring access to power for individuals with medical needs. In addition, I serve as a foster parent, providing stability and care for children with special needs. These experiences reflect my dedication to helping others and strengthening my community.

Other Boards, Commissions, or Committees on which you are currently serving: At present, I am not serving on other boards or commissions, allowing me to fully dedicate my time and energy to supporting the work of Kannapolis through this opportunity.

BOARD OF ADJUSTMENT (Choice - 2)

- Please explain why you want to be a member of the Board of Adjustment.** I want to serve on the Board of Adjustment to contribute my leadership and operational experience to decisions that directly impact the growth and quality of life in Kannapolis. Having spent my career in roles that require balancing structure with flexibility, I understand the importance of applying policy fairly while also ensuring residents and businesses feel supported. Serving in this capacity would allow me to use my problem-solving skills to support responsible development and maintain trust in local government processes.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** 1. Growth and Development – Kannapolis is experiencing rapid growth, and it is critical to ensure that zoning adjustments balance economic opportunity with maintaining neighborhood character. The Board of Adjustment can provide fair oversight to protect both residents and future development. 2. Housing Affordability – As growth continues, affordability for working families is a concern. The commission can play a role by carefully reviewing variances or special exceptions that might increase housing supply while keeping community standards in place. 3. Community Trust in Government – Residents need to feel that decisions are transparent and fair. The commission can build that trust by ensuring consistent application of zoning ordinances and open communication about decisions.
- What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision for Kannapolis is a city that continues to grow while preserving its sense of community and accessibility for all residents. The Board of Adjustment plays a key role in achieving this by making thoughtful, impartial decisions that keep growth responsible, protect residents, and encourage opportunities for both businesses and families.

PARKS AND RECREATION COMMISSION (Choice - 1)

- Please explain why you want to be a member of this commission.** I would like to serve on the Parks and Recreation Commission because I believe that strong recreational spaces are the backbone of healthy, connected communities. With a young family and active community involvement, I have seen firsthand how parks bring people together, support wellness, and create lasting pride in a city. I want to help ensure Kannapolis continues to invest in spaces that benefit residents today and for generations to come.
- Why do you believe parks and recreation is important to the City of Kannapolis?** Parks and recreation are essential to building community identity, fostering public health, and supporting economic vitality. High-quality recreational spaces attract families, encourage active lifestyles, and provide gathering places that make Kannapolis a more welcoming and vibrant city.

3. **What are three parks and recreation priorities you believe the City should address?** 1. Accessibility and Inclusivity – Ensure parks and facilities are accessible to people of all abilities, including children with special needs. 2. Maintenance and Safety – Maintain existing parks and equipment to ensure safe and enjoyable use by all residents. 3. Community Programming – Expand recreational programs and events that strengthen community ties, such as family activities, outdoor fitness, and cultural celebrations.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 2

Parks & Recreation Commission - 1

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Dr. James Litaker, Chiropractor, Kannapolis, NC, (704) 4674808
2. Wesley Kirk, Owner - Kirk's Lube & Brake, Kannapolis, NC, (704) 9996415
3. Chad Stilwell, Owner - Fig Tree Properties, Concord, NC, (704) 3090114

Date Applied: 8/15/2025 9:46 AM

Name: Erin Haynie

Address: 1125 Zettie Avenue Kannapolis, NC 28083

Daytime Phone: Home- (980) 2410366 Work/Cell- (980) 2410366

Email: erinbhaynie@gmail.com

County of Residence: Rowan

Current Employer: Compass Group USA

Occupation/Professional Background: Senior Category Development Manager

Educational Background: Bachelor of Science – Foodservice Management

Civic Background: Community & Civic Involvement: Church Service Volunteer – The Refuge

Other Boards, Commissions, or Committees on which you are currently serving: Provided volunteer services at the café operated by The Refuge, where all proceeds are dedicated to supporting youth programs, community outreach initiatives, and mission projects.

PLANNING & ZONING COMMISSION (Choice - 1)

- Please explain why you want to be a member of this commission.** I am interested in joining the Planning and Zoning Commission to participate in guiding the community's development while maintaining a balance between growth and preservation. Developmental decisions influence how people live, work, and interact over time, so it is important to address them with objectivity, transparency, and careful consideration. I support responsible land use, maintaining neighborhood character, and ensuring that zoning decisions consider both economic potential and quality of life. My intention is to listen to residents, evaluate the long-term effects of each proposal, and make decisions that align with the broader vision of the community as well as future needs.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Responsible Growth: Ensure that new development and redevelopment align with the community's long-term vision. This includes preserving the character of existing neighborhoods and encouraging land use that balances residential, commercial, and recreational needs. Thoughtful growth helps prevent overcrowding, strain on public services, and loss of community identity. Infrastructure: Guide developments to include adequate roads, utilities and public services. Encourage responsible planning to protect natural resources, reduce long-term costs, and maintain the community's livability. Traffic: Prioritize growth strategies that prevent traffic congestion by ensuring new development is planned with mobility in mind. By integrating thoughtful transportation planning from the outset, we can help residents move safely and efficiently while avoiding the pitfalls of overcrowded roads.
- What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Vision for the City: My vision is for a community that grows thoughtfully - where neighborhoods retain their character, businesses thrive, housing is accessible, and residents feel safe and put down long term roots for new generational growth. I envision a city that balances progress with preservation and offers opportunities for all generations to thrive as they once did. Role of the Commission: The Planning and Zoning Commission is essential in turning this vision into reality. By carefully reviewing development proposals, updating zoning regulations, and ensuring alignment with the comprehensive plan, the commission guides growth in a way that protects the community's character and quality of life. Additionally, the commission serves as a bridge between residents and city leadership, promoting transparency and making informed, long-term decisions that reflect both current needs and future priorities.

BOARD OF ADJUSTMENT (Choice - 2)

- Please explain why you want to be a member of the Board of Adjustment.** I am interested in serving on the Board of Adjustment to support decision-making that influences community growth and quality of life. The board is responsible for overseeing development and land use policies to promote fairness, equity, and consistency with established long-term planning objectives. My goal is to contribute to the work of the board by helping guide the city's growth, addressing property rights, and maintaining relationships among residents, developers, and local government.
- Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** I believe our community is currently facing several important issues, and the Board of Adjustment can play a key role in addressing each of them. First, responsible development and growth is critical. As our community continues to grow, new development can strain infrastructure and impact neighborhoods. The board ensures that projects comply with zoning regulations while considering traffic, environmental effects, and neighborhood compatibility, helping balance economic growth with quality of life. Second, property rights and fairness are central to maintaining trust in local government. Residents expect consistent, transparent decisions regarding variances, special exceptions, and appeals. By carefully reviewing each request, the board protects property rights while ensuring impartiality and fairness for all parties. Third, economic vitality and housing access is

another consideration. By providing zoning flexibility where appropriate, the board can support small businesses, affordable housing, and mixed-use projects, balancing opportunity with livability. Finally, community engagement and trust are critical. Transparent decision-making, clear communication, and active listening ensure that residents feel heard and involved in shaping the community's future. The board's role in fostering this trust strengthens connections between residents, developers, and local government.

3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** My vision for the city is one of balanced growth, where development supports opportunity while preserving neighborhood character, safety, and quality of life. Our community currently faces several key challenges, and I believe the Board of Adjustment can have a meaningful impact in addressing them. Responsible development and growth is critical, as new projects can strain infrastructure and impact existing neighborhoods. Property rights and fairness are also central; residents need confidence that variances and appeals are handled transparently and impartially, protecting both individual property rights and public trust. Preservation of neighborhood character ensures that new development complements the aesthetic, historical, and social fabric of our community, maintaining livability and property values.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 2

Parks & Recreation Commission - 3

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Janelle Sroka, Director - Category Development, 13720 Sunrise View Drive Charlotte NC, 28278, (540) 9089444
2. Larry Mason, Retired - Fire Chief, 4235 Mills Circle Concord, NC 28025, (980) 5213109
3. Kelsey Bassett, Teacher, 387 Lucky Drive NW Concord, NC 8027, (704) 3518106

Date Applied: 7/14/2025 9:43 AM

Name: Nadia Price

Address: 210 S Main St. Kannapolis, NC 28081

Daytime Phone: Home- (681) 9453897

Email: nadiap.wv@gmail.com

County of Residence: Cabarrus

Current Employer: Catawba College

Occupation/Professional Background: Library Employee

Educational Background: Bachelor's in Political Science/History

Civic Background: Community & Civic Involvement: I have been involved with many campaigns, volunteer projects, and more in my home state before moving here. **Other Boards, Commissions, or Committees on which you are currently serving:** N/A

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** I'm interested in learning more about Kannapolis and how it functions, I want to contribute to the success of the city I have chosen as my home.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** It is an often overlooked piece of city planning that facilitates community and enjoyment for citizens of any place.
3. **What are three parks and recreation priorities you believe the City should address?** Focusing on healthy lifestyle choices, improving accessibility, and community engagement.

COMMUNITY DEVELOPMENT COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I'm interested in learning more about Kannapolis and how it functions, I want to contribute to the success of the city I have chosen as my home.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** I am from a low income state, West Virginia, and am familiar with handling HUD funds as well as demolition.
3. **What do you consider to be three major neighborhood or housing issues for our City?** Housing availability and affordability as well as housing conditions.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 4

Board of Adjustment - 3

Parks & Recreation Commission - 2

Community Improvement Commission - 1

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Angel Wallace, Assistant Director of Corporate Engagement, 210 S Main St. Kannapolis, (304) 5213974
2. Nathan Sims, Receiving Tech., 210 S Main St. Kannapolis, (423) 8132383
3. N/A, N/A, N/A, (000) 0000000

Date Applied: 7/10/2025 12:13 PM

Name: Laytoa Mckinney

Address: 513 villa st kannapolis, nc 28083

Daytime Phone: Home- (704) 9182727 Work/Cell- (704) 9182727

Email: laytoamckinney99@gmail.com

County of Residence: Cabarrus

Current Employer: unemployed

Occupation/Professional Background: Delivery Driver /Warehouse associate

Educational Background: High School Diploma

Civic Background: Community & Civic Involvement: N/A

Other Boards, Commissions, or Committees on which you are currently serving: N/A

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 4

Board of Adjustment - 3

Parks & Recreation Commission - 5

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Jamie Newman, HR CHA, Oakdale, (704) 6057503

2. Tony Norris, Manger, kannapolis, (704) 7330234

3. Savannah Johnson, Warehouse associate, virginia, (704) 7909219

Date Applied: 7/7/2025 5:45 PM

Name: Daniel Helms

Address: 2698 Stonewood Vw Kannapolis, NC 28081

Daytime Phone: Home- (704) 2244705 Work/Cell- (704) 2244705

Email: kcs_helms@yahoo.com

County of Residence: Cabarrus

Current Employer: Cabarrus County Schools

Occupation/Professional Background: High School Teacher

Educational Background: Masters in Political Science (Virginia Tech), Bachelors in History and Philosophy (UNC Charlotte)

Civic Background: Community & Civic Involvement: As a teacher in Cabarrus County Schools, I have taken an active role in advocating for our students, families, and school personnel, including speaking at School Board meetings. I have also served as my neighborhood's Homeowners Association president in the past.

Other Boards, Commissions, or Committees on which you are currently serving: None

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I love being part of organizations that encourage healthy and active living. I have coached, enjoyed the parks as my children have gotten older, and take advantage of many of the summer concert programs. As a citizen of Kannapolis for most of my life, I love the direction that Kannapolis is moving towards. I want to do my part to be active in the community and help to continue the fantastic work that Kannapolis has already done. I also have some thoughts about ways to continue to improve our sports programs that I would like to try to help implement.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** I have participated in sports since I was 6 years old, and have coached at some level and sport for 21 years. Sports are a way for the participants to be active, and learn crucial skills such as teamwork and grit. I would like to be a part of an organization that I have seen grow over the last several years and help to shepherd it further. In addition, parks and family related programs are important for a thriving city, especially in being open for new growth.
3. **What are three parks and recreation priorities you believe the City should address?** 1- Continue to expand existing the sports programs to improve the facilities, add in offseason clinics, and recruit high quality and capable coaches. 2- Continue to find ways to increase green space and walkability/active living, either through walking trails and routes or community based active living programs. 3- Increase opportunities and active spaces for teenagers.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 6

Board of Adjustment - 5

Parks & Recreation Commission - 1

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Tom Cabaniss, Pastor, First Baptist Church, 2974 Donegal Dr, Kannapolis, (704) 4670049
2. Keith Rhoney, Teacher/Coach, 6236 Twining Vine Ct, Kannapolis, (704) 6992071
3. Ashleigh Parker, Children's Minister, First Baptist Kannapolis, 211 S Rose Ave, Kannapolis, (336) 9728550

Date Applied: 6/22/2025 1:56 PM

Name: Kramer Lowe

Address: 300 Cook St Kannapolis, NC 28083

Daytime Phone: Home- (704) 4505663 Work/Cell- (704) 2194327

Email: Kramerlowe@gmail.com

County of Residence: Cabarrus

Current Employer: Xylem Tree Care

Occupation/Professional Background: Plant Health Care Manager/Past Tour Manager & Professional in Music Industry

Educational Background: Mooresville Senior High

Civic Background: Community & Civic Involvement: City of Kannapolis Tree Service Vendor/Consultant

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I utilize the parks frequently with my family and young children. I believe in the safety, sustainability on the landscape and trees. I see the growth of the community and would love to contribute. I have a professional touring music industry background for 10 years and value the logistics in the free concert series and would be happy to be involved in that aspect as well.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** Greenways and environmental protection play a major part in a park settings. Not only for safety, but for controlling the habitat for invasive species and shade in the summer. Great parks make for great memories and vital to the growth of the community. Safe parks and things to do for families are a major reason for what makes Kannapolis stand out. With the atrium ball park, village park offerings from summer concerts to ceremony of lights, and all the greenways and new park near lake fisher being built makes Kannapolis a destination city. I believe and am excited for improvement of a skatepark, and midway area to be revitalized to have Kannapolis downtown start expanding outside Main St and Ridge.
3. **What are three parks and recreation priorities you believe the City should address?** Greenway safety/tree health, more Parking and travel for concerts, more concessions and free clean drinking water access

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 5

Board of Adjustment - 6

Parks & Recreation Commission - 1

Community Improvement Commission - 4

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Justin Gage, Senior Director Operations, Reynolds America, Greensboro, NC, (336) 2592496
2. Chase Kepley, Business Development, Xylem Tree, Lexington, NC, (980) 2160453
3. Mike Hosey, Owner/Broker, Trade & Tryon Realty, Charlotte, NC, (828) 3010114

Date Applied: 6/13/2025 10:05 AM

Name: Gregory Freeman

Address: 1191 Nunnery Ln Kannapolis, NC 28081

Daytime Phone: Home- (980) 6133641 Work/Cell- (980) 6133641

Email: GregoryFreeman28@yahoo.com

County of Residence: Rowan

Current Employer: Retired

Occupation/Professional Background: Project Management

Educational Background: BA Business Administration

Civic Background: Community & Civic Involvement: Volunteer youth league coach (9 years)

Other Boards, Commissions, or Committees on which you are currently serving: None

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 3

Board of Adjustment - 4

Parks & Recreation Commission - 5

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Ryan/Dawn Hoisington, Parts Manager, 1201 Nunery lane, (802) 7388430

2. Dorien Albritten, Project Manager, 111 Steeplechase Ave, (704) 7466200

3. Traci Cuthbertson, Busniess owner, 20586 Harbor View drive, (704) 6401103

Date Applied: 5/29/2025 3:36 PM

Name: Nonya Brown-Chesney

Address: 1304 Browdis Avenue Kannapolis , NC 28083

Daytime Phone: Home- (919) 7752725 Work/Cell- (919) 3566321

Email: nonya.brown@gmail.com

County of Residence: Cabarrus

Current Employer: I currently work for Harnett County Schools but I will be moving to Kannapolis in July 2025 and I will work at Cabarrus county schools.

Occupation/Professional Background: Teacher

Educational Background: Masters in Middle Grades Education

Civic Background: Community & Civic Involvement: I served on the board of Appearances in Sanford NC for one year, I would like to serve on a board in Kannapolis and be involved in my new community. We have purchased a home in Kannapolis and we look forward to becoming a part of this community.

Other Boards, Commissions, or Committees on which you are currently serving: N/A

PARKS AND RECREATION COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** One of the things that sold us on Kannapolis was the beautiful and diverse parks systems. On our first visit to the city we went to Village Park and we quickly fell in love with the area.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** The parks are the eyes of a community. They show how invested a town is in the lives of its citizens because these are areas that are free and open to all citizens. I think it would be fantastic to serve on this board and learn more about my new community in the process.
3. **What are three parks and recreation priorities you believe the City should address?** 1. Holiday celebrations involving the parks and recreation department 2. Senior citizens activities 3. Field trips for area school children.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 6

Board of Adjustment - 6

Parks & Recreation Commission - 1

Community Improvement Commission - 6

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Debra Bradley , Retired Teacher , 140 Kerr Lake road Aberdeen NC 28315, (912) 6590997
2. Valentina Cubillos , Teacher , 302 Jackson street Jamestown NC 27282, (919) 5971662
3. Rebecca Wells , Teacher , 368 Chatham Forest Drive Pittsboro NC 27312, (910) 3227905

Date Applied: 5/29/2025 4:38 PM

Name: Michelle Steeley

Address: 2607 Lane Street KANNAPOLIS, NC 28083

Daytime Phone: Home- (704) 7913974 Work/Cell- (704) 7913974

Email: michellesteeley@gmail.com

County of Residence: Cabarrus

Current Employer: Premier Real Estate Team

Occupation/Professional Background: REALTOR

Educational Background: some college

Civic Background: Community & Civic Involvement: BOD for Habitat Cabarrus, Previous BOD for Central Carolina Association of Realtors

Other Boards, Commissions, or Committees on which you are currently serving: none for the city

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I would like to be involved in my local community and city and have an impact on the decision being made
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Affordable housing Infrastructure parking for the downtown area
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** Kannapolis is my hometown. Born, raised and lived all of my life. I want to see our City grow and be the very best that it can be. With growth comes growing pains and I believe that with the right plan of actions some of those pains can be minimal

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 6

Parks & Recreation Commission - 3

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Chris Puckett, Realtor, 122 S Main St Kannapolis, NC 28081, (704) 2985872
2. Lori Allerton, Mortgage Lender, 1705 Kenton Dr Suite 207 C Cornelius, NC 28031, (704) 7541599
3. Morgan Harper, CFO Central Carolina Association of Realtors, 250 Branchview Dr NE Concord, NC 28025, (704) 7865512

Date Applied: 2/16/2025 2:24:00 AM

Name: Jeffrey D Gray II, CC, CSC, CEC, CMC, CPC

Address: 416 N Ridge Ave KANNAPOLIS, NC 28083

Daytime Phone: Home- (704) 7870484 Work/Cell- (704) 9322215

Email: Jeffgray4729@yahoo.com

County of Residence: Cabarrus

Current Employer: Classic Design

Occupation/Professional Background: Draftsman/Architect (Residential & Commercial)

Educational Background: HS Grad. 2007 (AL Brown), AS Culinary Arts 2009 (Johnson & Wales), Certificate BA 2010/Certificate PA 2011 (RCCC/CPCC), BA Business/Communications 2012 (Johnson & Wales), MBA 2015 (Strayer), Currently in a PhD Program (2027)

Civic Background: (Political participation) Voting, contributing to campaigns via donations / promotions. (Community service) Volunteering, helping others, food drives (2006 - 2024) and rebuilding after our recent Western NC disasters. (Advocacy) Organizing protests, raising awareness, and advocating for legislation. (Education) Helping students build reading skills and educating others about government and history (history is my favorite subject). (Social responsibility) Filling needs in the community when and where needed. Promoting the quality of life in a community where no one was helping and ensuring wheelchair access was installed. In addition to community gardening, tutoring, donating blood, environmentalism and more from 2004 - present.

Other Boards, Commissions, or Committees on which you are currently serving: Not currently serving. I was a weekly visitor in the Rotary Club for 3 years, in which I became a member of Rotary int. for a period of time, until my work forced me to quit. I continued to help at events when time permitted

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of this commission.** I am passionate about contributing to the positive development of our community and believe my experience in urban planning, environmental sustainability, community outreach would be valuable in helping this commission make informed decisions that address the needs of our residents, particularly regarding specific area of focus, revitalizing downtown, promoting green initiatives, improving public safety. I am eager to collaborate with other commission members to identify key issues, develop effective strategies, and implement solutions that create a more vibrant and inclusive community for all.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** The three most critical issues facing our community currently are, economic disparity, infrastructure concerns, and environmental sustainability. This commission can address these by facilitating targeted economic development initiatives, advocating for infrastructure improvements, and promoting environmentally conscious policies and community projects.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** A vision for Kannapolis could be a vibrant, health-focused community with a more thriving downtown, excellent quality of life, and a strong emphasis on outdoor recreation, where the commission's role would be to actively guide development plans, prioritize infrastructure improvements that support walkability and green spaces, and advocate for initiatives promoting wellness and community engagement, all while ensuring responsible economic growth and diverse housing options.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 2

Board of Adjustment - 1

Parks & Recreation Commission - 4

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Jim Bowen, CC, CSC, CED, CMC Program Chair of Culinary Arts, CPCC 1201 Elizabeth Ave., Charlotte, NC 28204 704-330-2722
2. Jordan E. Binder, PhD Director of Physics 1505 Fairwood Ave., Gastonia, NC 704-591-4857
3. Dr. Darlington Heart, MD Medical Director 7704 England St., Charlotte, NC 28273 (704) 551-4151

Date Applied: 3/19/2025 1:34:00 PM

Name: Melissa Pierre-Louis

Address: 2225 Silver Pine St.KANNAPOLIS, NC 28027

Daytime Phone: Home- (973) 9519437 Work/Cell- (973) 9519437

Email: pierrelouis.mel@gmail.com

County of Residence: Cabarrus

Current Employer: Raven Percision Group, LLC

Occupation/Professional Background: My background in marketing, strategic planning, business development, and community engagement, which has given me the skills necessary to contribute meaningfully to the the board in various ways. Throughout my career, I have worked at the intersection of marketing, policy and growth strategy, which has required me to analyze complex challenges, collaborate with stakeholders, and develop data-driven solutions that support both short-term objectives and long-term sustainability.

Educational Background: Diversity, Equity & Inclusion in Healthcare Certification, Harvard University Diversity, Equity & Inclusion Certification, Cornell University Master of Business Administration, Fairleigh Dickinson University Bachelor of Arts in Communications, Kean University.

Civic Background: I have been actively engaged in PTO volunteering at my children's local elementary and middle schools, supporting educational efforts that directly impact students and families. I have participated in canvassing and phone banking for the recent national election, ensuring that residents are informed and engaged in the democratic process. Beyond education and civic engagement, I have also attended and volunteered at local health fairs, helping to connect community members with valuable resources that promote well-being.

Other Boards, Commissions, or Committees on which you are currently serving: North Carolina Division of Public Health Youth Wellness Community of Practice and Education

PLANNING & ZONING COMMISSION (Choice - 1)

- 1. Please explain why you want to be a member of this commission.** I am seeking appointment to the Planning and Zoning Commission of Kannapolis because I believe in thoughtful, responsible, and sustainable community development that aligns with the city's vision for smart growth. With Kannapolis experiencing rapid transformation driven by residential expansion, economic development, and infrastructure improvements I see a great opportunity to lend my strategic expertise and planning acumen to ensure that growth benefits both current and future residents while maintaining the towns unique character.
- 2. Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** After conducting some research, I believe the three most important issues facing Kannapolis at this time are rapid population growth and housing availability, infrastructure and transportation development, and balanced economic expansion. The Planning and Zoning Commission plays a critical role in addressing these challenges by ensuring that development aligns with the city's long-term vision and meets the needs of both residents and businesses. In terms of Managing Population Growth and Housing Availability with an increasing population there's an opportunity to ensure adequate, high-quality housing options, which appears to be essential in the growth of the town. The commission has the ability to guide zoning decisions and residential planning to ensure that housing growth is balanced, sustainable, and does not compromise the character of existing neighborhoods. As for Infrastructure and Transportation Development “as more residents and businesses move into Kannapolis, road capacity, public utilities, and overall infrastructure has to keep up with the pace. The commission can evaluate land use planning, traffic impact studies, and zoning adjustments to support well-planned growth while minimizing congestion and strain on public resources. And lastly, Balanced Economic Expansion “like most towns, business growth is vital to Kannapolis, but it must be strategic and complementary to the areas in which residents live in. The commission can play a role in attracting the right mix of businesses, ensuring that commercial development fits within zoning guidelines and supports long-term economic vitality while maintaining the city's small-town charm. By applying data-driven decision-making, strategic planning expertise, and an understanding of real estate and zoning laws, I am committed to ensuring that Kannapolis grows in a way that is sustainable, well-planned, and beneficial for all its residents.
- 3. What is your vision for the City of Kannapolis and what do you consider this commission’s role to be in accomplishing that vision?** My vision for Kannapolis is a city that thrives by building strong, connected communities where people feel seen, valued, respected, and protected. I envision a city where thoughtful planning, responsible growth, and strategic development create opportunities for residents to live, work, and prosper. As Kannapolis continues to evolve, it is essential that businesses not only succeed but also give back to the community, fostering long-term economic vitality and a shared commitment to growth. The Planning and Zoning Commission plays a key role in shaping this vision by ensuring that development is intentional, sustainable, and community-driven. Through zoning regulations, land use planning, and infrastructure oversight, the commission helps guide residential and commercial expansion in ways that enhance quality of life, preserve the city’s character, and support economic opportunity. By fostering a balanced mix of housing, business, and public spaces, the commission ensures that Kannapolis remains a

vibrant and welcoming place for generations to come. By serving on this commission, I would bring a strategic, community-focused perspective to decision-making, ensuring that Kannapolis grows in a way that is thoughtful, well-planned, and aligned with the needs of its residents and businesses.

COMMUNITY IMPROVEMENT COMMISSION (Choice 2)

1. **Please explain why you want to be a member of this commission.** I want to serve on the Community Improvement Committee because I am deeply committed to ensuring that Kannapolis continues to grow as a thriving, connected, and well-planned community. My passion for community engagement, strategic planning, and smart development aligns with the committee's mission to enhance the quality of life for residents, support local businesses, and create welcoming spaces that reflect the city's values. Through my experience in strategic planning, marketing, and real estate studies, I have developed a strong understanding of community development, infrastructure planning, and business growth strategies. I have also been actively involved in the community through PTO volunteering, election canvassing, and local health fairs, which has given me insight into the needs and priorities of residents. I see this as an opportunity to lend my time and expertise to ensure that Kannapolis remains a place where people feel seen, valued, respected, and protected. By contributing to the committee, I hope to help guide improvements, support sustainable initiatives, and foster a strong sense of community that benefits both current and future generations.
2. **This Commission will primarily deal with two areas: 1) allocation of HUD funding to projects and organizations that support low-to-moderate income households, and 2) review and recommendation of code enforcement cases to demolish or remove dilapidated structures. What experience or perspective do you bring to serve the Commission in these roles?** I bring a community-focused and strategic perspective to the Community Improvement Committee, particularly in understanding how housing stability, economic opportunities, and social determinants of health shape the well-being of residents. My experience in community engagement and strategic planning has given me insight into the challenges that low-to-moderate income households face, as well as the importance of ensuring that resources are allocated to projects that have a meaningful and lasting impact. Regarding the allocation of HUD funding, I understand how housing access, economic opportunity, healthcare, and neighborhood conditions are interconnected. My experience in engaging with communities and assessing social needs allows me to evaluate how funding decisions can support stability, drive local improvements, and enhance quality of life for residents. When addressing code enforcement and the removal of dilapidated structures, I recognize the impact that neglected or unsafe properties have on both individual and community health. However, I also understand the importance of preserving the character of neighborhoods and ensuring that redevelopment efforts align with community needs. My approach would be to balance revitalization efforts with long-term community interests, ensuring that decisions made by the committee contribute to a safer, healthier, and more vibrant Kannapolis.
3. **What do you consider to be three major neighborhood or housing issues for our City?** From what I've observed and through research, Kannapolis has been addressing several housing-related challenges in recent years, including affordable housing shortages, homelessness, and neighborhood revitalization efforts.
4. **What experience or education have you had relative to this Board?**

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 1

Parks & Recreation Commission - 3

Community Improvement Commission - 2

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Chris Puckett Planning and Zoning Board Member and Real Estate Educator Kannapolis/Concord 704-298-5872
2. Selena Frink Sales and Operations Professional 3604 Courage Ct. SW, Concord, NC 336-254-4328
3. Karla Anderson Attorney and Inclusion Professional 14404 Seigle Ave., Charlotte, NC 205-566-5073

Date Applied: 3/20/2025 1:52:00 PM

Name: Nicholas Schwertfager

Address: 3586 Coleraine Ave KANNAPOLIS, NC 28081

Daytime Phone: Home- (716) 4019177 **Work/Cell-** (716) 4019177

Email: Nschwertfager@me.com

County of Residence: Cabarrus

Current Employer: Disabled

Occupation/Professional Background: Veteran/ Highway Patrol Communications/Jail Guard

Educational Background: Associate's in general studies

Civic Background: Was a Volunteer Firefighter for several years starting when I was 14.

Other Boards, Commissions, or Committees on which you are currently serving: None

BOARD OF ADJUSTMENT (Choice - 1)

1. **Please explain why you want to be a member of the Board of Adjustment.** To be able to assist the City of Kannapolis
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Expansion, crime, and infrastructure Able to assist the city with voices from the communities that live in them.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** A safe, family oriented community that assists the needs of the residents as best as possible.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning -

Board of Adjustment - 1

Parks & Recreation Commission -

Community Improvement Commission -

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Dr. James Litaker Chiropractor S. Main St. 704-467-4808
2. Jim Kelly Retired 3572 Coleraine Ave., Kannapolis 704-262-1554
3. Catherine Doberstein Daycare Owner 320 Russel St., Kannapolis 704-775-2121

Date Applied: 12/3/2024 6:24:00 PM

Name: Ronald D. Flanders

Address: 1675 Barbara Ann Circle Kannapolis NC 28083

Daytime Phone: Home- (508) 6120828 Work/Cell- (508) 6120828

Email: flamborff@aol.com

County of Residence: Cabarrus

Current Employer: Retired

Occupation/Professional Background: Medical Health Customer Service

Educational Background: Business

Civic Background: Community & Civic Involvement: Kannapolis 101 Academy Graduate 2024

Other Boards, Commissions, or Committees on which you are currently serving: Little Texas Community Watch Group, The Community Bridge Project of Kannapolis, Senior Games Ambassador and Silver Arts

PLANNING & ZONING COMMISSION (Choice - 1)

1. **Please explain why you want to be a member of this commission.** To learn more about my city government inter working on how they do planning and analyzing for growth for companies and community.
2. **Briefly explain what you believe are the three most important issues facing our community at this time and how you believe this commission can play a role in addressing each issue.** Housing cost, Infrastructure roads planning, Cost of Living 1. Tackling housing cost on national, state and local governments can implement strategies like increasing affordable housing developments through funding and zoning, providing house assistance programs for low income programs, foster public -private partnership and incentivizing constructions. 2.Need to work on traffic from out dated roads and growth with city and NCDOT Widening ,Kannapolis Parkway to Dale Earnhardt Boulevard. 3.Cost of living and paying for taxes, food , gas with the stressed assistance Programs pushed to the max.
3. **What is your vision for the City of Kannapolis and what do you consider this commission's role to be in accomplishing that vision?** The City of Kannapolis have an array of great programs and a good vision plan for the growth and just need to follow and make adjustment when they come up

PARKS AND RECREATION COMMISSION (Choice - 2)

1. **Please explain why you want to be a member of this commission.** The city of Kannapolis have a excellent Park and recreation facilities available for their residency. I am a runner and have enjoyed the number of trails and bike lanes , Veterans Park, Village Park, and the new Pickleball courts at Baker Creek, and last but not least the open Kannapolis Middle School Track that I use to train for Senior Games Track and Fields events.
2. **Why do you believe parks and recreation is important to the City of Kannapolis?** I believe that a city that is healthy is a city that is fun. The world is full of stress and just doing a walk in the park can help with Body, Mind, and Soul.
3. **What are three parks and recreation priorities you believe the City should address?** I have no suggestion on that except more people need to take more advantage of the facilities that City, and Gray Mills provide for our health and well-being.

BOARDS/COMMISSIONS APPLIED FOR RATINGS:

Planning & Zoning - 1

Board of Adjustment - 4

Parks & Recreation Commission - 2

Community Improvement Commission - 3

Do you reside within the City limits of Kannapolis? - Yes

REFERENCES:

1. Jeanne A. Dixon City Councilwoman 1840 Enochville Rd, Kannapolis, NC 28081-8343 (704) 699-6016
2. Kenneth Geather Retired 1545 Steepleton Dr, Kannapolis, NC, 28083 (704) 224-7959
3. Gloria Talbert Retired 1430 El Paso Street Kannapolis NC 28083 (704) 222-7484



Kannapolis City Council

City Council Agenda Staff Report

July 13, 2026

To: Mayor and City Council
From: Wilmer Melton, City Manager
Subject: **APPOINTMENTS** - Rowan-Kannapolis ABC Board **UNANIMOUSLY APPROVED**

Recommended Action Requested by City Council

Motion to re-appoint Ken Geathers to a three-year term on the Rowan-Kannapolis ABC Board.

Required Votes to Pass Required Action

Majority Present at Meeting

Background

The Rowan–Kannapolis ABC Board consists of three members, with one member appointed by each of the following governing bodies: Rowan County, the City of Kannapolis, and the City of Salisbury. The Board is responsible for establishing policies and adopting rules in accordance with applicable ABC laws and ABC Commission regulations.

The term of Mr. Ken Geathers is set to expire on June 30, 2026. Mr. Geathers has expressed his willingness to continue serving and is eligible for reappointment. Members of the Rowan–Kannapolis ABC Board serve three-year terms. No other applications were received for this Board.

Fiscal Implications

None

Alternate Courses of Action

1. Appoint other applicants to this seat.
2. Table to a future meeting.
3. Take no action.

Attachments

None