

**Town of Dallas Board of Aldermen Work Session Special Meeting**  
**Dallas Historic Courthouse, 131 N. Gaston St. Dallas**  
**Tuesday, June 2<sup>nd</sup>, 2026 5:00 PM**



Hayley Beaty, Mayor            Sam Martin, Mayor Pro-Tem  
Frank Milton                    Dale Blythe  
Hoyle Withers                 Alan Cloninger

- 
- 1. Invocation and Pledge of Allegiance to the Flag** *(Please stand for Invocation and remain standing for Pledge of Allegiance)*
  - 2. Motion to Approve Agenda with Additions or Deletions**
  - 3. New Business**
    - A. Budget Presentation
    - B. Retiree Insurance Policy
    - C. Position Discussion
    - D. Tree Crew
    - E. Water Adjustment Policy
    - F. Hiring Process Recommendation
  - 4. Mayor's & Aldermen's Report**
  - 5. Manager's Report**
  - 6. Adjourn**

# TOWN OF DALLAS, NORTH CAROLINA

## REQUEST FOR BOARD ACTION

DESCRIPTION: Budget Presentation

AGENDA ITEM NO. 3A

MEETING DATE: 6/2/2026

### BACKGROUND INFORMATION:

Budget presentation for the upcoming Fiscal Year 2026/2027 budget.

---

MANAGER RECOMMENDATION:

---

BOARD ACTION TAKEN:

# TOWN OF DALLAS, NORTH CAROLINA

## REQUEST FOR BOARD ACTION

DESCRIPTION: Retiree Healthcare Policy

AGENDA ITEM NO. 3B

MEETING DATE: 6/2/2026

### BACKGROUND INFORMATION:

In the fall of 2021, the Town of Dallas board reinstated the Retiree Healthcare policy for town employees. Due to rising cost and the long-term effect of paying for health care for retirees, as well as the State disposing of this benefit in 2021, it would be beneficial if the Town would stop this benefit to any new hires after this proposed updated policy goes into effect, grandfathering all current employees into the current policy.

Attached you will find the current retiree policy.

---

MANAGER RECOMMENDATION:

---

BOARD ACTION TAKEN:

## **Current Retiree Healthcare Policy**

“Upon retirement from the Town, regardless of years of service, group health and hospitalization insurance coverage will cease and will thereafter remain unavailable to the individual retiree or to his/her dependents under the Town group plan. Retirees will be responsible for obtaining coverage for themselves and/or their dependents.”

## **Proposed Retiree Healthcare Policy**

Upon retirement from the Town of Dallas, fulltime employees that have at least twenty-five (25) years of continuous service with the Town of Dallas **AND** thirty (30) years of creditable\* service with the North Carolina Local Government Employees’ Retirement System (LGERS) **AND** have not reached the current Medicare Eligible age shall continue to be covered under the Town’s Group Health Insurance Plan until such time as the employee reaches the current Medicare Eligible age. If the Town provides a choice of medical plans to employees, the retiree will receive coverage only under the Base Medical Plan\*\* provided to fulltime employees. Medical coverage will extend to the retired employee only. **Dependents (spouse, children, etc.) will not be eligible to receive NOR purchase coverage under the Town Group Plan.**

At such time as the retired employee reaches Medicare Eligible age, group coverage under the Town of Dallas plan will cease and the retired employee will be responsible for obtaining Medicare, and any Supplemental Insurance as they deem necessary, at their own cost. **Further, any retiree eligible for coverage continuation shall lose that eligibility and coverage if, and when, the retiree becomes employed following retirement from the Town, and as a result becomes eligible for coverage under the new employer’s plan.**

\*Creditable Service with LGERS is defined as having accumulated a combination of years of service and sick hours to yield 30 years of service with North Carolina Local Government Employees’ Retirement System.

\*\*Base Medical Plan is the plan provided to fulltime Town of Dallas employees at no cost to the employee.

# TOWN OF DALLAS, NORTH CAROLINA

## REQUEST FOR BOARD ACTION

DESCRIPTION: Position Discussion

AGENDA ITEM NO. 3C

MEETING DATE: 6/2/2026

### BACKGROUND INFORMATION:

During the April Budget work session for FY2027 proposed budget, 2 new street department employees were proposed. However, after looking at current cost of doing business, and current revenues, the Town is not in a spot for new positions this fiscal year. Granted, we have had a PT Street worker vacant for about 6 months now and have had no applicants. Staff are proposing to change this PT position into an FT position so that maybe we can get more applicants as well as give an FT position to this department. Going from PT to FT would not have a huge impact on finances.

---

MANAGER RECOMMENDATION:

---

BOARD ACTION TAKEN:

# TOWN OF DALLAS, NORTH CAROLINA

## REQUEST FOR BOARD ACTION

DESCRIPTION: Tree Crew

AGENDA ITEM NO. 3D

MEETING DATE: 6/2/2026

### BACKGROUND INFORMATION:

Currently, we have two vacancies in a three-person department of our tree crew (an extension of our electrical department). We have had these positions posted for a few weeks and have not had much interest shown. Staff have worked together on the pros and cons of outsourcing the tree department vs keeping it in-house and we think it would be cheaper and less liability to outsource this department. Current employees in this department would still work for the Town, as we are not laying anyone off. We just need to officially dissolve these two positions if it is agreed upon to outsource tree trimming.

---

MANAGER RECOMMENDATION:

---

BOARD ACTION TAKEN:

# TOWN OF DALLAS, NORTH CAROLINA

## REQUEST FOR BOARD ACTION

DESCRIPTION: Water Adjustment Policy

AGENDA ITEM NO. 3E

MEETING DATE: 6/2/2026

### BACKGROUND INFORMATION:

During the April Budget work session for FY2027 proposed budget, we discussed other avenues in cost savings. One of those ways is to revisit our water adjustment policy that was set in place in 2015.

In the last two fiscal years, the Town of Dallas has adjusted close to \$100,000 off of customers' utility bills due to water leaks inside their homes. Following the policy, a citizen that has a leak (toilet leak, water heater, etc.) must repair the leak and then turn in a paid receipt/invoice to the Town of Dallas before being considered for an adjustment. Once determined, town staff follows the policy set in place for the next procedures in calculating the adjustment.

In this policy, a customer's leak must be 5,000 gallons over their average in order to become eligible for an adjustment. It was discussed at this work session to raise that to 10,000 gallons.

Attached is the water adjustment policy with additional options as well.

---

MANAGER RECOMMENDATION:

---

BOARD ACTION TAKEN:

## Current Billing Adjustment Policy

### I. Billing Adjustments

The Town of Dallas may make an adjustment for utility charges resulting from leaks on the customer's side of the meter.

**MINIMUM FOR CONSIDERATION:** Must be 5,000 gallons above the six (6) month average.

- 1) Customers may receive up to two adjustments, on two different leaks, in any 12 month period.
- 2) The customer must provide the Town a bill for repairing the leak(s). This must be accompanied by a statement confirming that leak had been repaired and a description describing where the leak occurred.
- 3) The customer will be billed for the calculated 6 month billing average plus the excess usage at cost plus 30%.
- 4) If the leak is a burst pipe or an underground leak and the wastewater is not returned to the sanitary sewer system, the adjustment shall be calculated by determining the average water and wastewater consumption charges billed for the preceding 6 months, and writing off all of the wastewater consumption above the average consumption.
- 5) If the water leak was entering into the sanitary sewer lines, the adjustment will be the same as it was for water only (see #3).
- 6) The Town does not repair leaks on the customer's side of the water meter.
- 7) No credit or adjustments of \$5.00 or less will be given unless the cause for the credit or adjustment is an error by the Town of Dallas.
- 8) If the water usage exceeds 5,000 gallons above the six (6) month average, the sewer portion of a customer's account may be adjusted for the filling of a swimming pool twice per calendar year.
- 9) Any adjustments made the day before cut-off will be at the Billing Manager's discretion.

## Proposed Billing Adjustment Policy

### II. Billing Adjustments

The Town of Dallas may make an adjustment for utility charges resulting from leaks on the customer's side of the meter.

**MINIMUM FOR CONSIDERATION:** Must be ~~5,000~~ 10,000 gallons above the six (6) month average.

- 10) Customers may receive up to two adjustments, on two different leaks, in any 12 month period.
- 11) The customer must provide the Town a bill for repairing the leak(s). This must be accompanied by a statement confirming that leak had been repaired and a description describing where the leak occurred.
- 12) The customer will be billed for the calculated 6 month billing average plus the excess usage ~~at cost plus 30%.~~
- 13) If the leak is a burst pipe or an underground leak and the wastewater is not returned to the sanitary sewer system, the adjustment shall be calculated by determining the average water and wastewater consumption charges billed for the preceding 6 months, and writing off all of the wastewater consumption above the average consumption.
- 14) If the water leak was entering into the sanitary sewer lines, the adjustment will be the same as it was for water only (see #3).
- 15) The Town does not repair leaks on the customer's side of the water meter.
- 16) No credit or adjustments of \$5.00 or less will be given unless the cause for the credit or adjustment is an error by the Town of Dallas.
- 17) If the water usage exceeds 5,000 gallons above the six (6) month average, the sewer portion of a customer's account may be adjusted for the filling of a swimming pool twice per calendar year.
- 18) Any adjustments made the day before cut-off will be at the Billing Manager's discretion.

\*\*Another option would be if someone has a leak, to do an adjustment only on the sewer service only and not adjustment on the water service.