



**TOWN OF DAVIDSON
BOARD OF COMMISSIONERS
2nd Tuesday Work Session
Town Hall Board Room - 216 S. Main Street
October 9, 2018**

I. CALL TO ORDER

II. ANNOUNCEMENTS

- (a) **Proclamation - PANDA/PANS Awareness Day**
- (b) **Proclamation - Rotary World Polio Day**

III. CHANGES TO AGENDA

IV. COMMISSIONER REPORTS - Each board member provides an update of the outside Board to which they have been appointed.

- (a) **Centralina Council of Governments** - Commissioner Autumn Rierson Michael
Lake Norman Chamber - Commissioner Matthew Fort
Visit Lake Norman - Commissioner Jim Fuller
Lake Norman Regional Economic Development Organization - Commissioner David Sitton
North Mecklenburg Alliance - Commissioner David Sitton
Charlotte Regional Transportation Planning Organization - Commissioner Jane Campbell
Lake Norman Transportation Commission - Commissioner Jane Campbell
Metropolitan Transit Commission - Mayor Rusty Knox

V. PRESENTATIONS

- (a) **North Corridor Study**
Jason Lawrence, Planner for Charlotte Area Transit System
Summary: The Charlotte Area Transit System is reviewing transit options in North and West Mecklenburg County. The purpose of this presentation is to provide an overview of public engagement actions taken to date, identify transit alternatives, discuss system integration, and provide a timeline for next steps. This plan will not replace the red line (Commuter Rail) option but will provide actionable alternatives.

- (b) **Planning Board Report - North Harbor Club Conditional Planning Area Amendment and Consistency Statement**
Matt Dellinger, Planning Board Chair
Summary: Matt Dellinger, Chair of the Planning Board, will provide a report of the Planning Board's consistency statement regarding the proposed North Harbor Club Conditional Planning Area Amendment.

VI. DISCUSSION - Items for discussion are typically when the board will engage on a topic and potential for action.

- (a) **Consider Approval of North Harbor Club Conditional Planning Area Amendment and Consistency Statement**
Planning Director Jason Burdette
Summary: The applicant proposes a Conditional Planning Area Map Amendment for North Harbor Club, a portion of Davidson Landing to allow for a building addition at 100 North Harbor Place and a building addition at 400 North Harbor Place.
- (b) **Consider Approval of Joint Compensation Study**
Town Manager Jamie Justice and Human Resources Director Megan White
Summary: Results of the study and recommendations for next steps have been presented to the Board including cost projections for FY19. These recommendations include increases to some salary ranges and market adjustments for positions which were found to be below the current market. In an effort to remain competitive, other strategies were included in the recommendations that help address recruitment and retention needs.

VII. SUMMARIZE MEETING ACTION ITEMS

VIII. ADJOURN



Agenda Title: Proclamation - PANDA/PANS Awareness Day

Summary:

ATTACHMENTS:

	Description	Upload Date	Type
▢	Proclamation - PANDAS/PANS Awareness Day	10/3/2018	Cover Memo



PROCLAMATION

PANDAS/PANS Awareness Day

WHEREAS, PANDAS (Pediatric Autoimmune Neuropsychiatric Disorders Associated with Streptococcal Infections) is the sudden onset of OCD (Obsessive-Compulsive Disorder) often displayed as severe anxiety and emotional disturbances in addition to two or more of the following symptoms; tics or other abnormal movement, severe separation anxiety, generalized anxiety, irritability, emotional lability, aggression, personality changes, ADHD, inability to concentrate, sensory sensitivities, deterioration in learning abilities and school performance, developmental and age regression, sleep and nighttime difficulties, and /or urinary frequency or daytime/nighttime secondary enuresis; and

WHEREAS, PANS (Pediatric Acute-onset Neuropsychiatric Syndrome) is similar to PANDAS in terms of presentation; however, it consists of a broader list of possible triggers, not only strep. Triggers may include any preceding infections including Mycoplasma Pneumonia, Mono, Lyme, viruses, and more; and also acute-onset non-infectious triggers, such as environmental and metabolic. PANS criteria varies slightly from the PANDAS. The working criteria for PANS is abrupt, dramatic onset of OCD or severely restricted food intake, concurrent presence of additional neuropsychiatric symptoms, with similarly severe and acute onset and symptoms are not better explained by a known neurologic or medical disorder; and

WHEREAS, while the true prevalence of PANDAS/PANS is yet to be known, a conservative estimate is 1 in 200 children are impacted; PANDAS/PANS is likely as common as illnesses like Pediatric Cancer, Pediatric Diabetes and ALS, and can seriously affect the healthy outcome of a child's life, yet funding and awareness of PANDAS/PANS is scarce; and

WHEREAS, the organizations such as PANDASNETWORK.org and PANS Research and Advocacy Initiative are dedicated to advocating on behalf of youth with PANDAS/PANS by providing emotional and social support to families, raising community awareness, and investing in data-driven research.

NOW, THEREFORE, I, Mayor Rusty Knox of the Town of Davidson, do hereby proclaim that Tuesday, October 9, 2018 will be recognized as “**PANDAS/PANS AWARENESS DAY**” in the Town of Davidson, as a special day to raise awareness about this health issue and available treatment options.

Proclaimed this the 9th day of October 2018.

Rusty Knox, Mayor



Agenda Title: Proclamation - Rotary World Polio Day

Summary:

ATTACHMENTS:

Description	Upload Date	Type
❏ Proclamation - Rotary World Polio Day	10/8/2018	Cover Memo



A PROCLAMATION Town of Davidson Rotary International Polio Day

WHEREAS, Rotary International, founded on February 23, 1905 in Chicago, Illinois USA, is the world's first and one of the largest non-profit service organizations; and

WHEREAS, there are over 1.2 million Rotary club members comprised of professional and business leaders in over 35,000 clubs in 200 countries and geographic areas; and

WHEREAS, the Rotary motto "Service Above Self" inspires members to provide humanitarian service, encourage high ethical standards, and promote good will and peace in the world; and

WHEREAS, Rotary in 1985 launched PolioPlus and spearheaded the Global Polio Eradication Initiative, which today includes the World Health Organization, U.S. Centers for Disease Control and Prevention, UNICEF and the Bill & Melinda Gates Foundation to immunize the children of the world against polio; and

WHEREAS, polio cases have dropped by 99.9 percent since 1988 and the world stands on the threshold of eradicating the disease; and

WHEREAS, to date, Rotary has contributed more than US \$1.7 billion and countless volunteer hours to the protection of more than two billion children in 122 countries; and

WHEREAS, Rotary is currently working to raise an additional \$150 million, which – if realized -- will be tripled by the Bill & Melinda Gates Foundation for a total of up to \$450 million over the next three years; and

WHEREAS, these efforts are providing much needed operational support, medical personnel, laboratory equipment and educational materials for health workers and parents; and

WHEREAS, in addition, Rotary has played a major role in decisions by donor governments to contribute more than \$8 billion to the effort; and

WHEREAS, there are over 12,900 Rotary club members in more than 275 clubs throughout North Carolina sponsoring service projects to address such critical issues as poverty, health, hunger, illiteracy, and the environment in their local communities, and abroad.

THEREFORE, I, Mayor Rusty Knox of the Town of Davidson, do hereby proclaim October 24, 2018 as World Polio Day in Davidson, North Carolina, and encourage all citizens to join me and Rotary International in the fight for a polio-free world.

Proclaimed this the 9th day of October 2018.

Rusty Knox
Mayor



Agenda Title: **Centralina Council of Governments** - Commissioner Autumn Rierson Michael
Lake Norman Chamber - Commissioner Matthew Fort
Visit Lake Norman - Commissioner Jim Fuller
Lake Norman Regional Economic Development Organization - Commissioner David Sitton
North Mecklenburg Alliance - Commissioner David Sitton
Charlotte Regional Transportation Planning Organization - Commissioner Jane Campbell
Lake Norman Transportation Commission - Commissioner Jane Campbell
Metropolitan Transit Commission - Mayor Rusty Knox

Summary:

ATTACHMENTS:

Description	Upload Date	Type
No Attachments Available		



Agenda Title: North Corridor Study
Jason Lawrence, Planner for Charlotte Area Transit System

Summary: The Charlotte Area Transit System is reviewing transit options in North and West Mecklenburg County. The purpose of this presentation is to provide an overview of public engagement actions taken to date, identify transit alternatives, discuss system integration, and provide a timeline for next steps. This plan will not replace the red line (Commuter Rail) option but will provide actionable alternatives.

Summary:

ATTACHMENTS:

	Description	Upload Date	Type
▣	Agenda Memo - North Corridor Study 10.09.18	10/5/2018	Cover Memo
▣	Presentation - North Corridor Study 10.09.18	10/5/2018	Presentation



North Corridor Study

To: Davidson Board of Commissioners
From: J. Travis Johnson
Date: 10/9/2018
Re: North Corridor Study

1. OVERVIEW

The Charlotte Area Transit System is reviewing transit options in North and West Mecklenburg County. The purpose of this presentation is to provide an overview of public engagement actions taken to date, identify transit alternatives, discuss system integration, and provide a timeline for next steps. This plan will not replace the red line (Commuter Rail) option but will provide actionable alternatives.

2. RELATED TOWN GOALS

Strategic Plan

Mobility / Transportation

The Town of Davidson will enable citizens to move freely throughout town via transit, car, bicycle, and on foot.

Goal 7: *The Town of Davidson will enable citizens to move freely throughout town via transit, car, bicycle, and on foot.*

Core Value

- Davidson's historic mix of people in all income levels and ages is fundamental to our community, so town government will encourage opportunities, services, and infrastructure that allow people of all means to live and work here.
- Citizens need to move easily throughout the town and region, so government will provide a variety of options, such as sidewalks, bike paths, greenways, connected streets, and transit.

Constituents served

Residents, employees, and employers.

3. OPTIONS/PROS & CONS

PROS: By providing additional transit options it will allow CATS to focus on actionable transit options and provide additional transit options to residents, employees, and employers.

4. FYI or RECOMMENDED ACTION

FYI

5. NEXT STEPS

No Town Board action is required.

Current Step

Refinement of Leading Concepts

November 2018 – January 2019

Selection of preferred concept by the MTC.



LYNX SYSTEM UPDATE

Davidson Town Board
October 9, 2018

BUS RAPID TRANSIT



- Intended for a variety of trips from regional to local
- Operates in a variety of ROW scenarios
- Service throughout the day and on weekends

STREETCAR



- Intended for short-distance trips in urban areas
- Typically operates in mixed traffic
- Service throughout the day and on weekends

LIGHT RAIL



- Intended for a variety of trips from regional to local
- Typically operates in dedicated ROW
- Service throughout the day and on weekends

COMMUTER RAIL



- Intended for longer-distance commute trips from suburbs into a central city
- Operates in dedicated ROW
- Service during peak hours of travel M-F

Priorities

1.  Events / Entertainment

2.  Connect to Airport

3.  All-day Travel

Most Important

1. Travel Time

2. Service Frequency

3. Service Reliability

4. Cost Savings

5. Transit Vehicle

North Participation

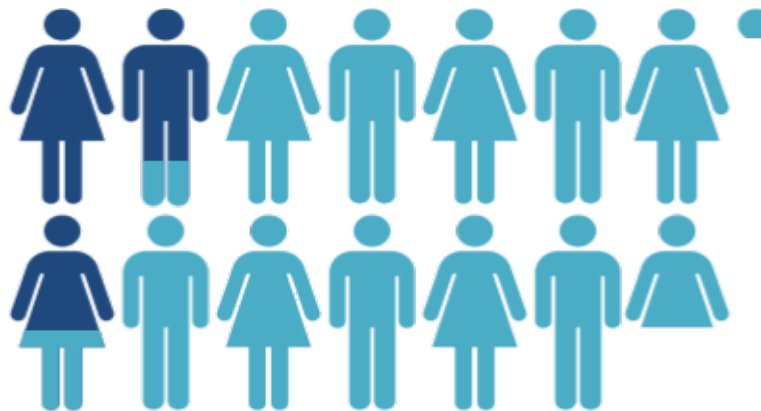
173 Paper

536 Online

West Participation

44 Paper

607 Online



- Red Line commuter rail remains difficult to implement.
- There are not many viable options to the Red Line, but they do exist.
- Community input indicates a desire for more frequent service, like light rail or BRT.
- Advancing an option other than the LYNX Red Line commuter rail requires a new direction on transit and land use planning.

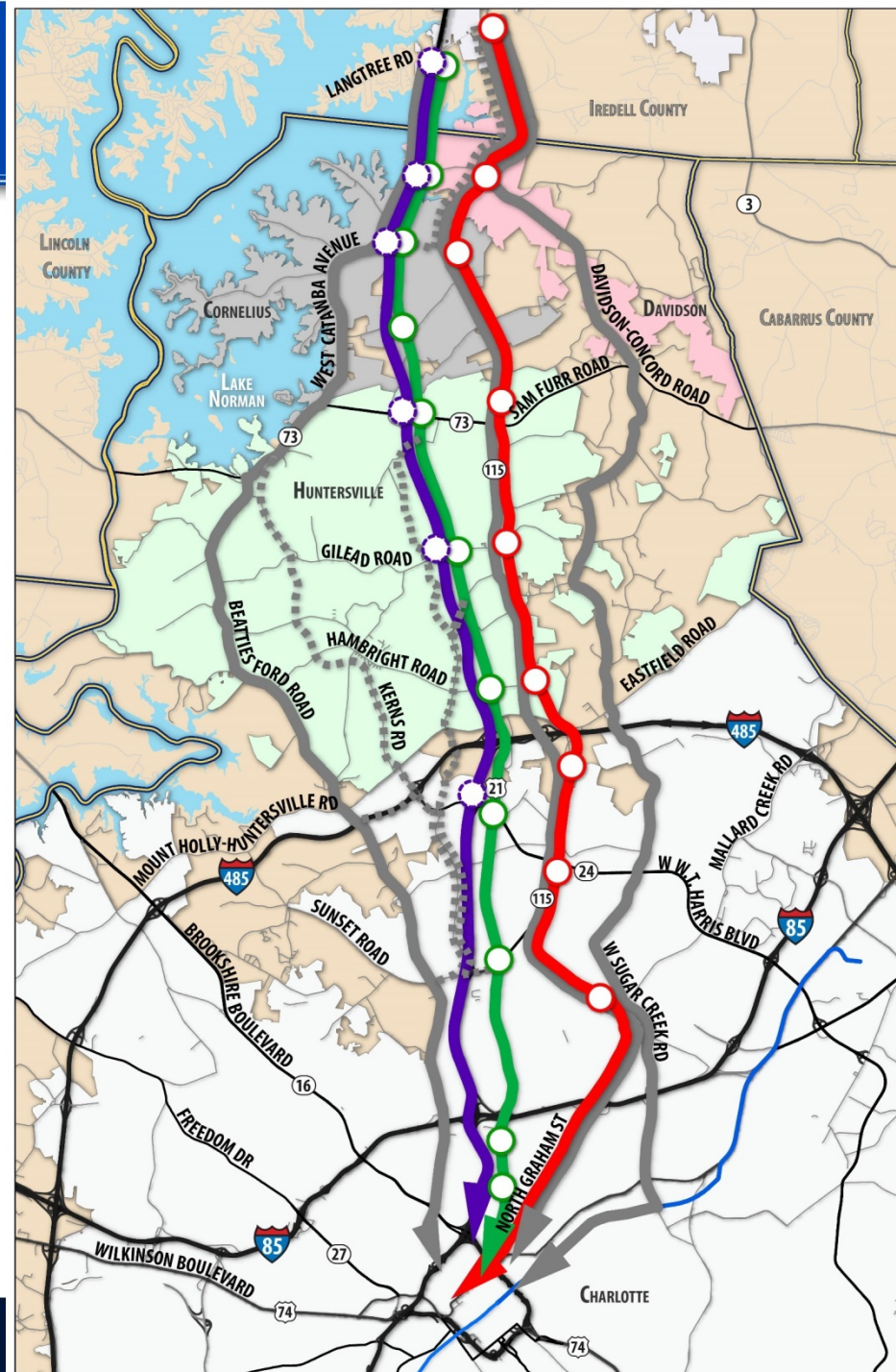


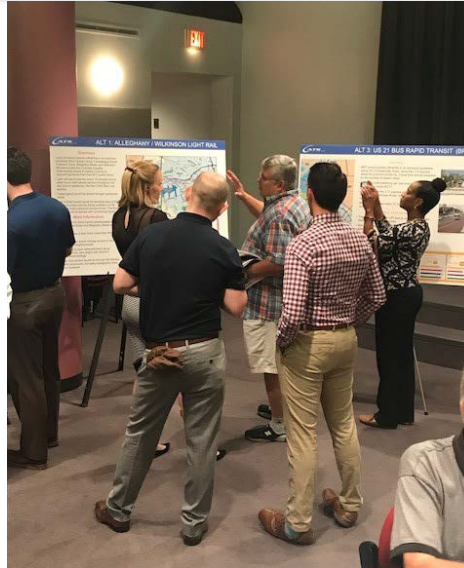
Red Line
Commuter
Rail

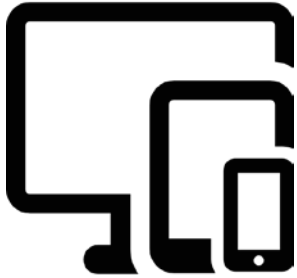
Interstate 77
BRT

US 21 Light
Rail

US 21 BRT







3,000+
Survey Participants



375+
Attendees



2,400+
Attendees



9
Public Workshops



Charlotte *1007*

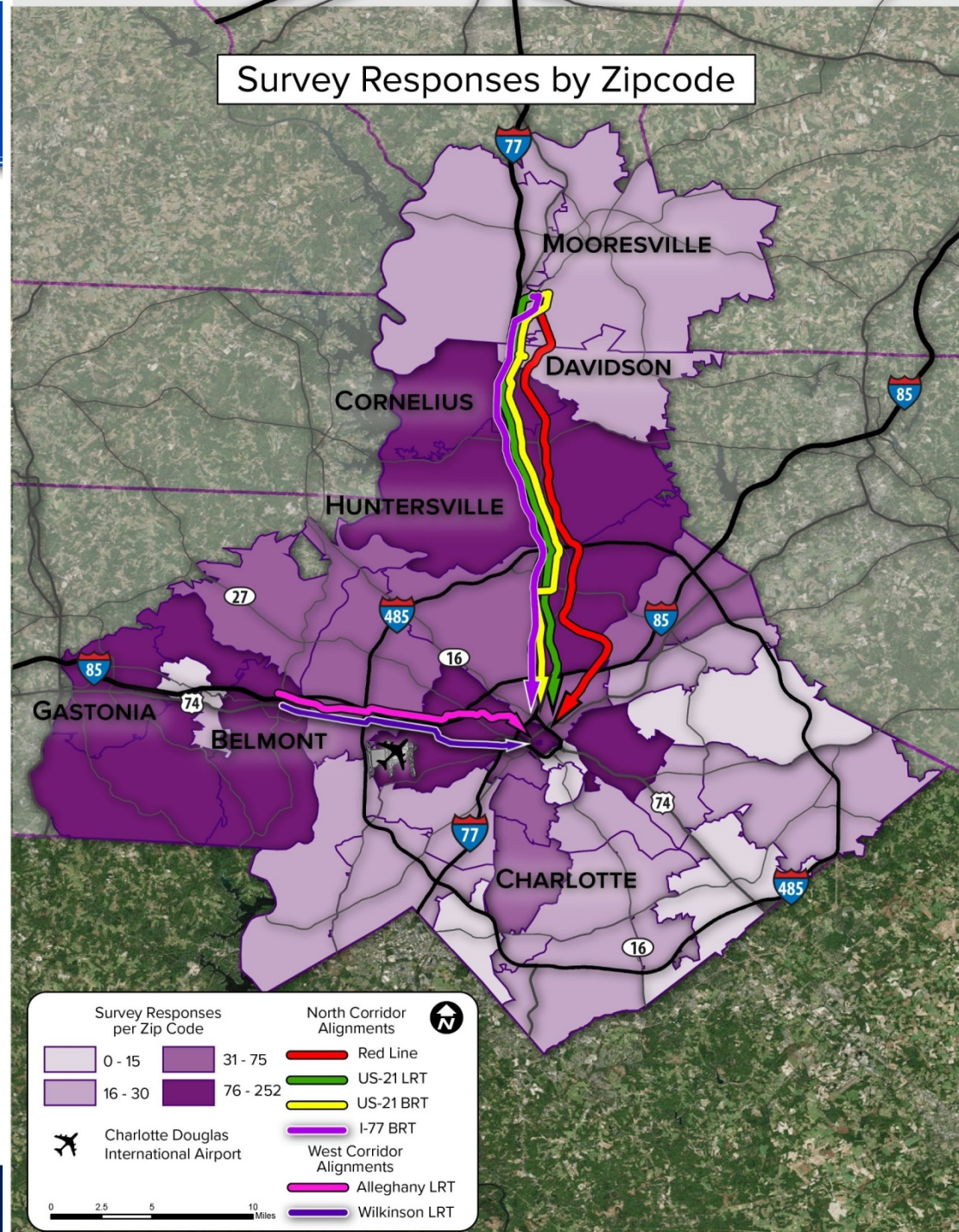
Gaston County *705*

Cornelius *183*

Huntersville *126*

Mooresville *43*

Davidson *29*



September 18

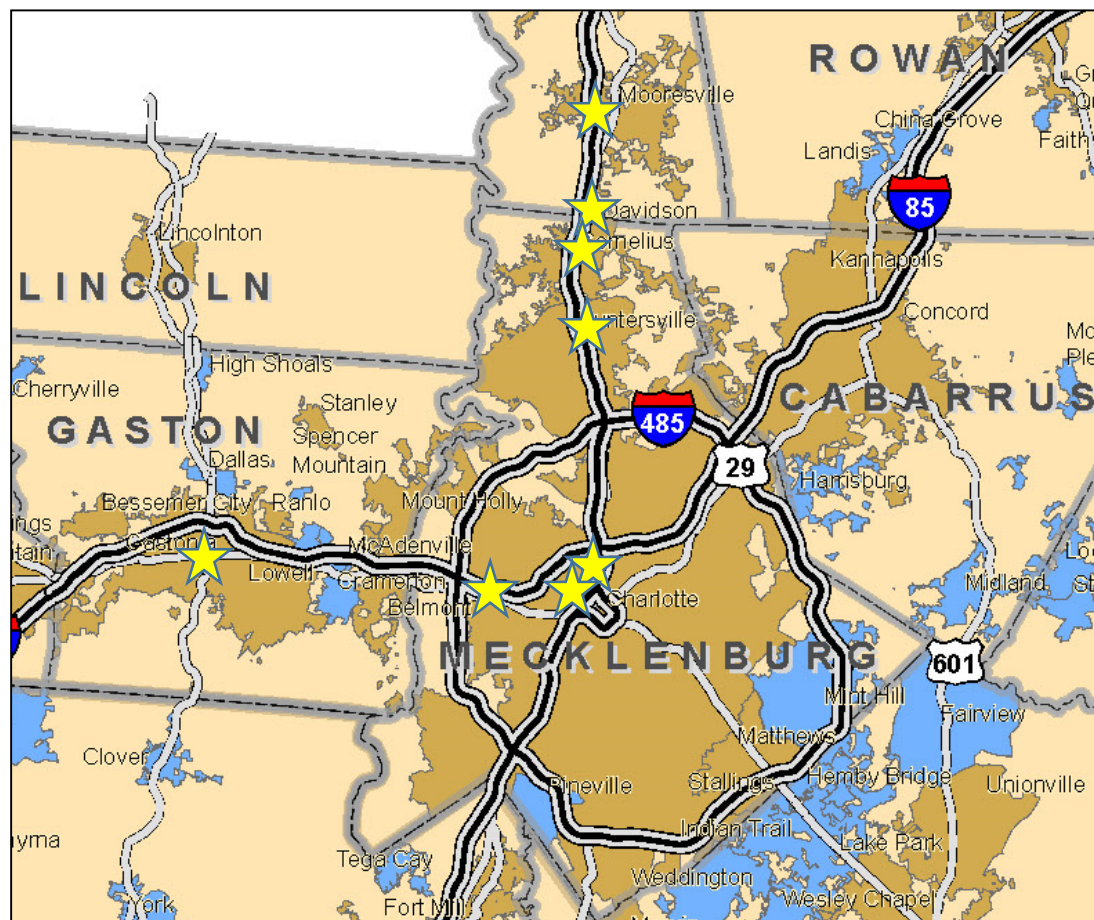
- Cornelius Station Workshop
- Davidson Station Workshop
- Gastonia City Council
- Westerly Hills Neighborhood
- Seversville Neighborhood

September 19

- Huntersville Station Workshop

September 20

- West Blvd Economic Corridor Study
- Mooresville Station Workshop
- Smallwood/Biddleville Neighborhood



Alleghany / Tuckaseegee Light Rail

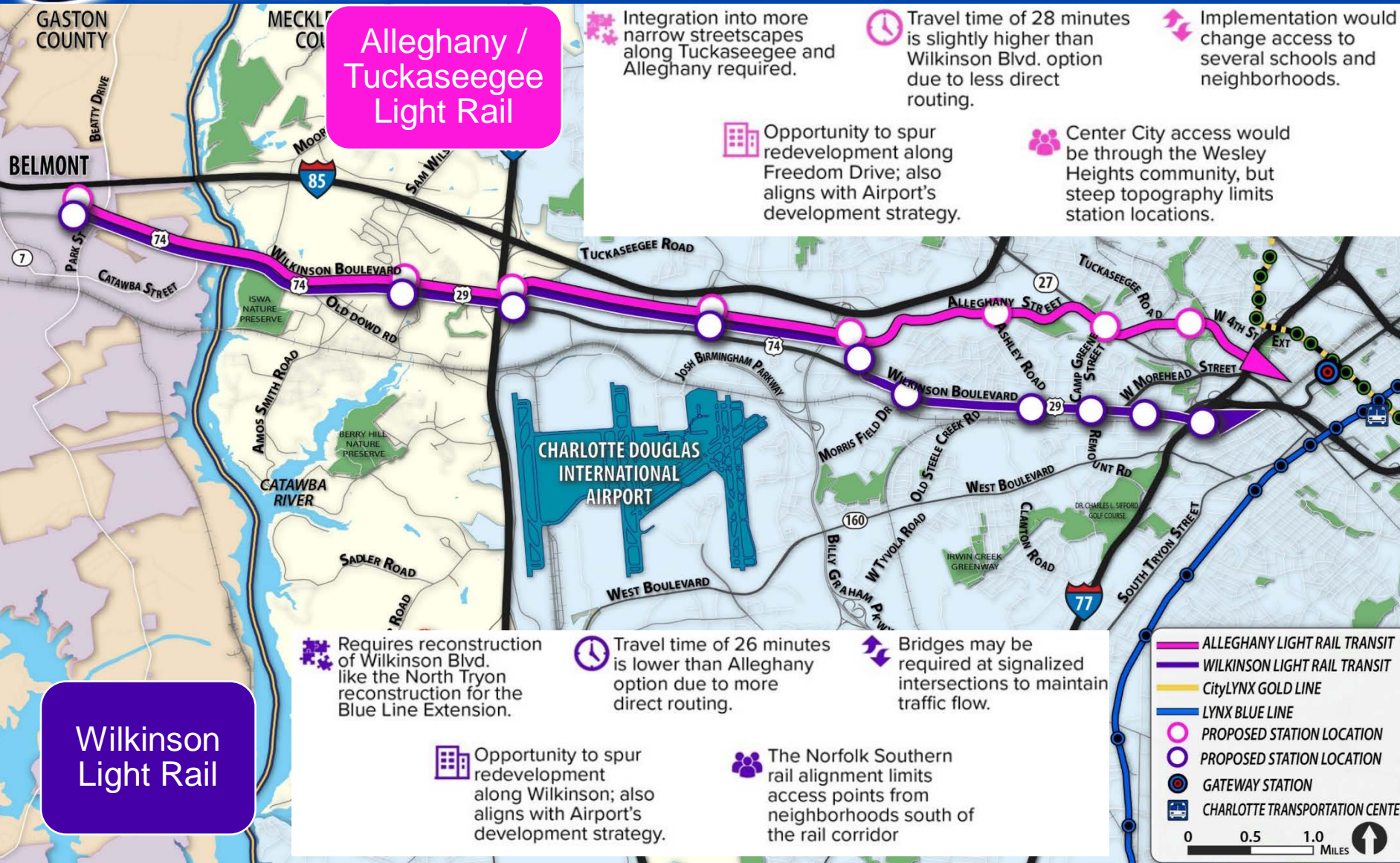
Integration into more narrow streetscapes along Tuckaseegee and Alleghany required.

Travel time of 28 minutes is slightly higher than Wilkinson Blvd. option due to less direct routing.

Implementation would change access to several schools and neighborhoods.

Opportunity to spur redevelopment along Freedom Drive; also aligns with Airport's development strategy.

Center City access would be through the Wesley Heights community, but steep topography limits station locations.



Wilkinson Light Rail

Requires reconstruction of Wilkinson Blvd. like the North Tryon reconstruction for the Blue Line Extension.

Travel time of 26 minutes is lower than Alleghany option due to more direct routing.

Bridges may be required at signalized intersections to maintain traffic flow.

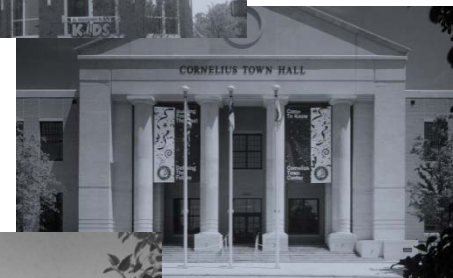
Opportunity to spur redevelopment along Wilkinson; also aligns with Airport's development strategy.

The Norfolk Southern rail alignment limits access points from neighborhoods south of the rail corridor

- Survey results indicate a preference for the Wilkinson Blvd light rail option.
- Corridor based bus recommendations will be included for Freedom Dr, West Blvd, and the River District.
- NCDOT structures division is coordinating a meeting with Gaston County officials and CATS to discuss light rail design criteria for the US 74 Catawba River and South Fork Bridges.
- CATS is planning a station workshop with Charlotte Douglas International Airport.
- The City of Gastonia passed a Resolution of Support for Light Rail extending to Downtown Gastonia



- Summer 2018 survey results indicate a preference for the rail options with a slightly higher preference for the LYNX Red Line commuter rail while the Fall 2017 survey indicated a preference for more frequent service
- Advancing options along US-21 would require significant coordination with NCDOT planned road projects.
- The project team held four BRT station workshops with town staff September 18-20.
- Path forward for each alternative are being developed

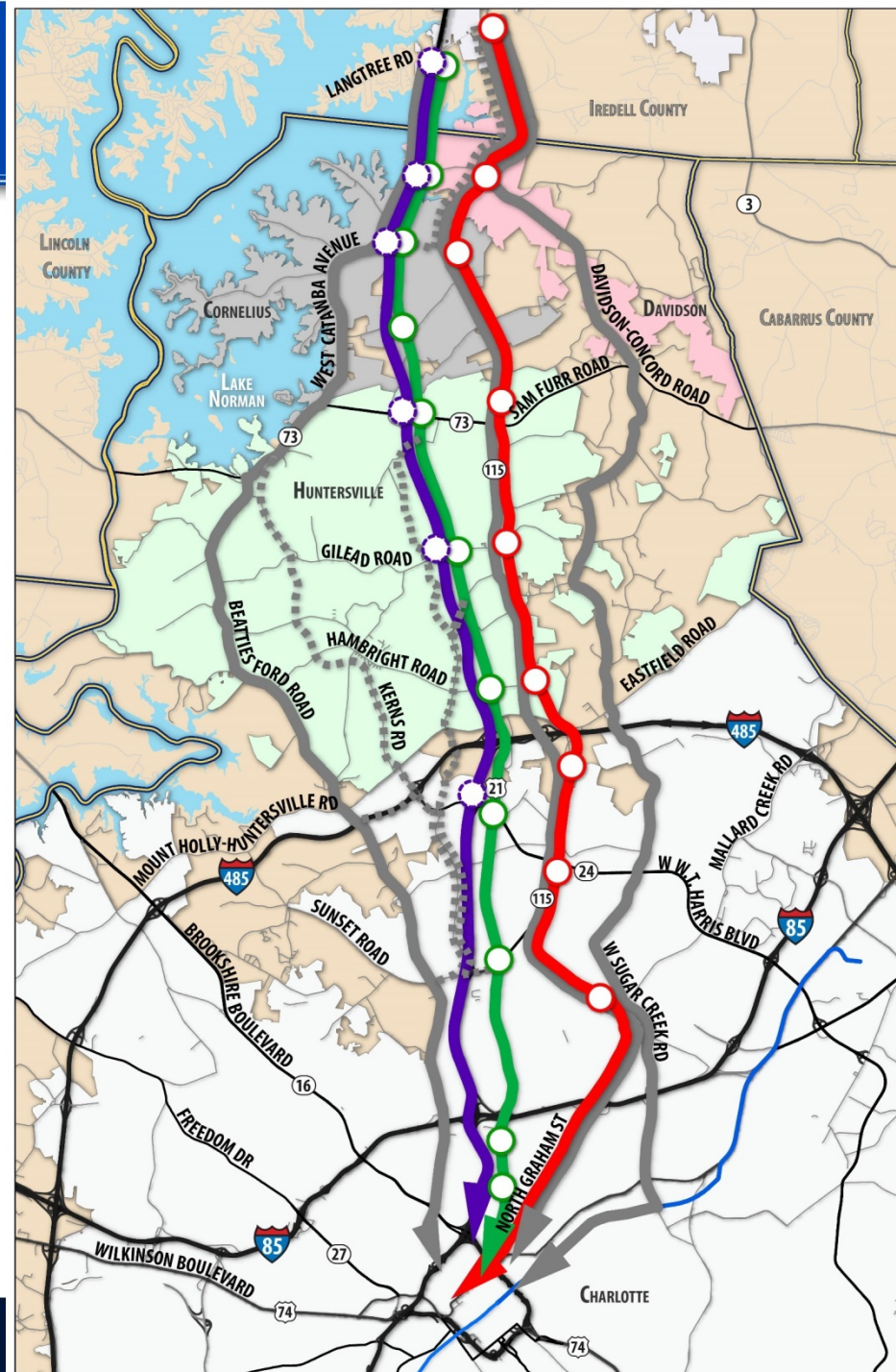


Red Line
Commuter
Rail

Interstate 77
BRT

US 21 Light
Rail

US 21 BRT



Red Line Commuter Rail

Coordination requirements

NC 115 widening – uncommitted

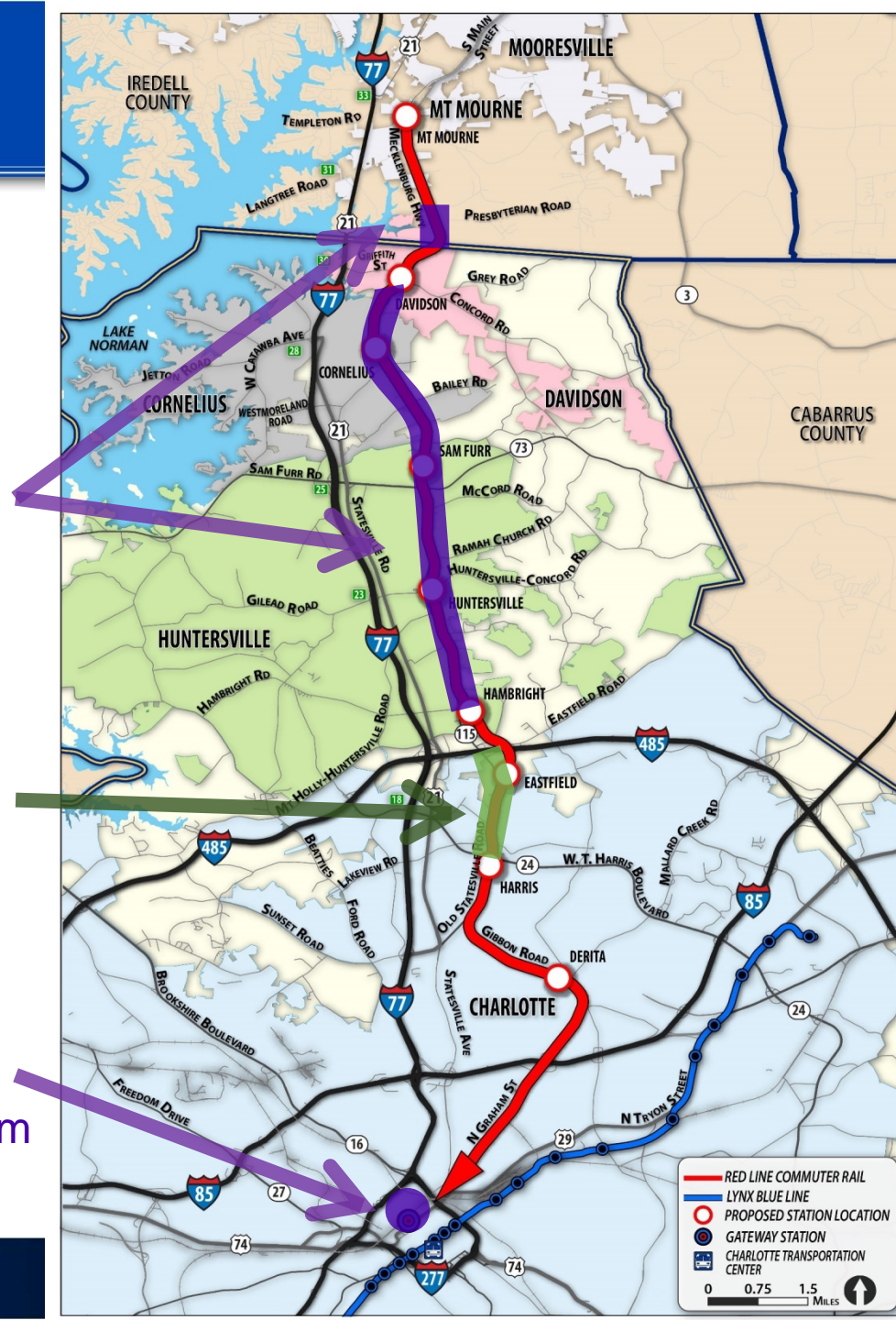
Ensure that planned widening does not negatively impact access to adjacent rail corridor

NC 115 widening – committed (ROW 2021)

Ensure that planned widening does not negatively impact access to adjacent rail corridor

Charlotte Gateway Station

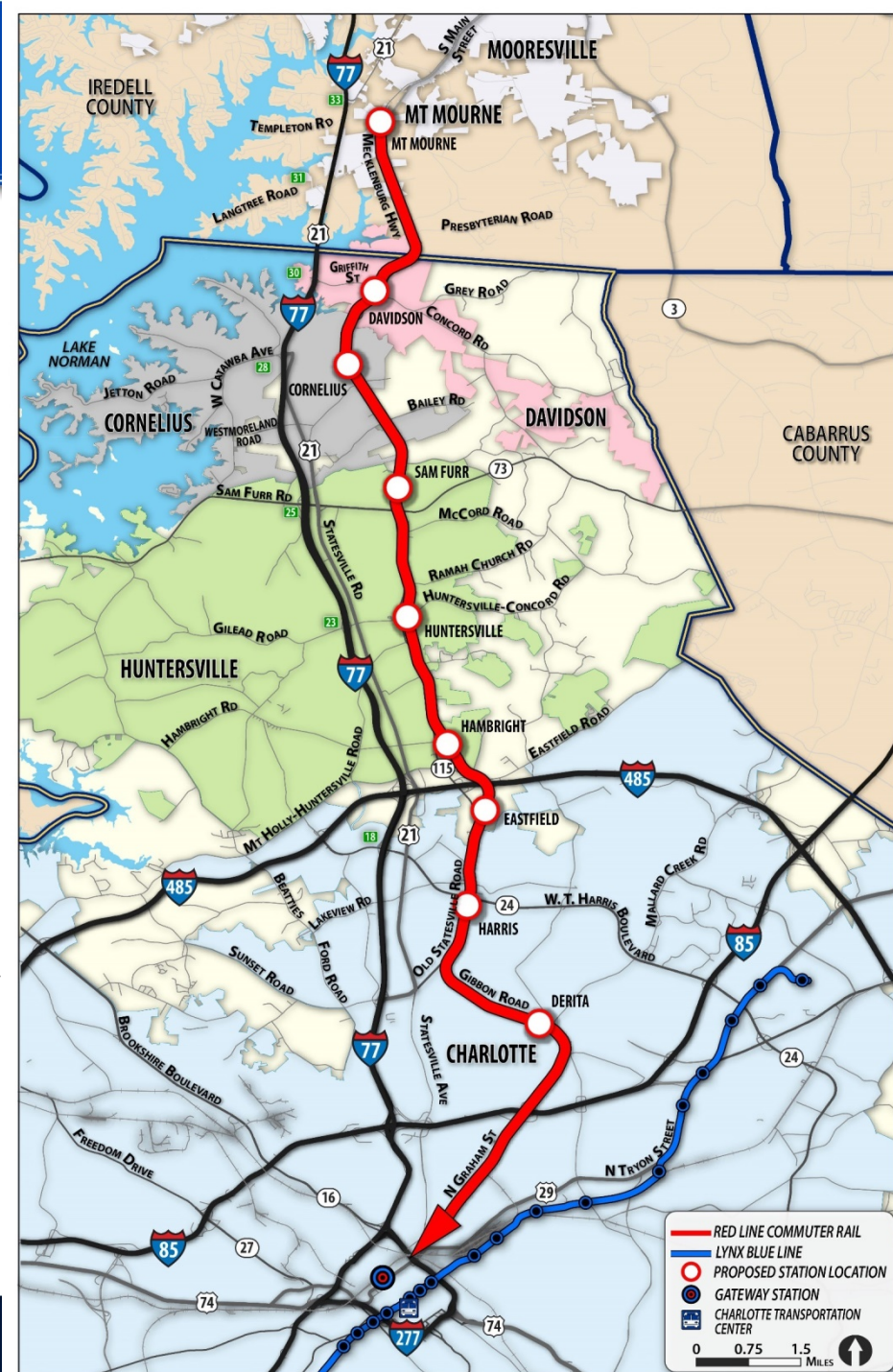
Ensure that site development does not preclude construction of future rail platform



Red Line Commuter Rail

Path forward if option is advanced:

1. Protect identified station sites from development
2. Confirm and maintain transit-supportive zoning around station areas
3. Continue coordination with NCDOT in regards to roadway design.
4. Protect rail alignment entering Center City
5. Continue to engage Norfolk Southern



US 21 LRT / BRT

Coordination requirements

New bridges - unplanned

New bridges over Lake Cornelius and Lake Davidson required for LRT

US 21/Catawba roundabout – committed (ROW 2018)

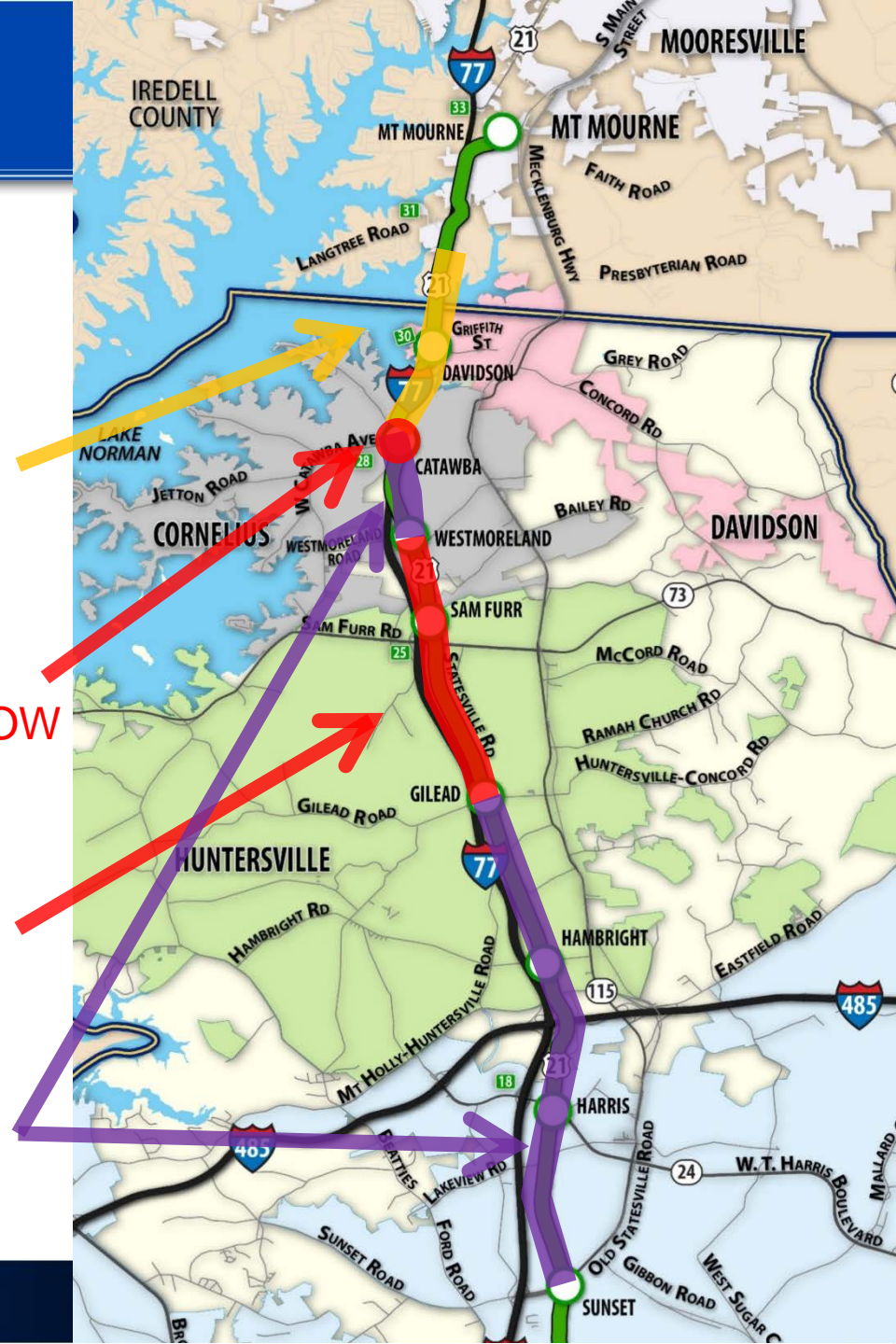
Design would require transit to be outside ROW

US 21 widening – committed (ROW 2019)

Rapid Transit cross-section would require road reconstruction.

US 21 planned widening – uncommitted

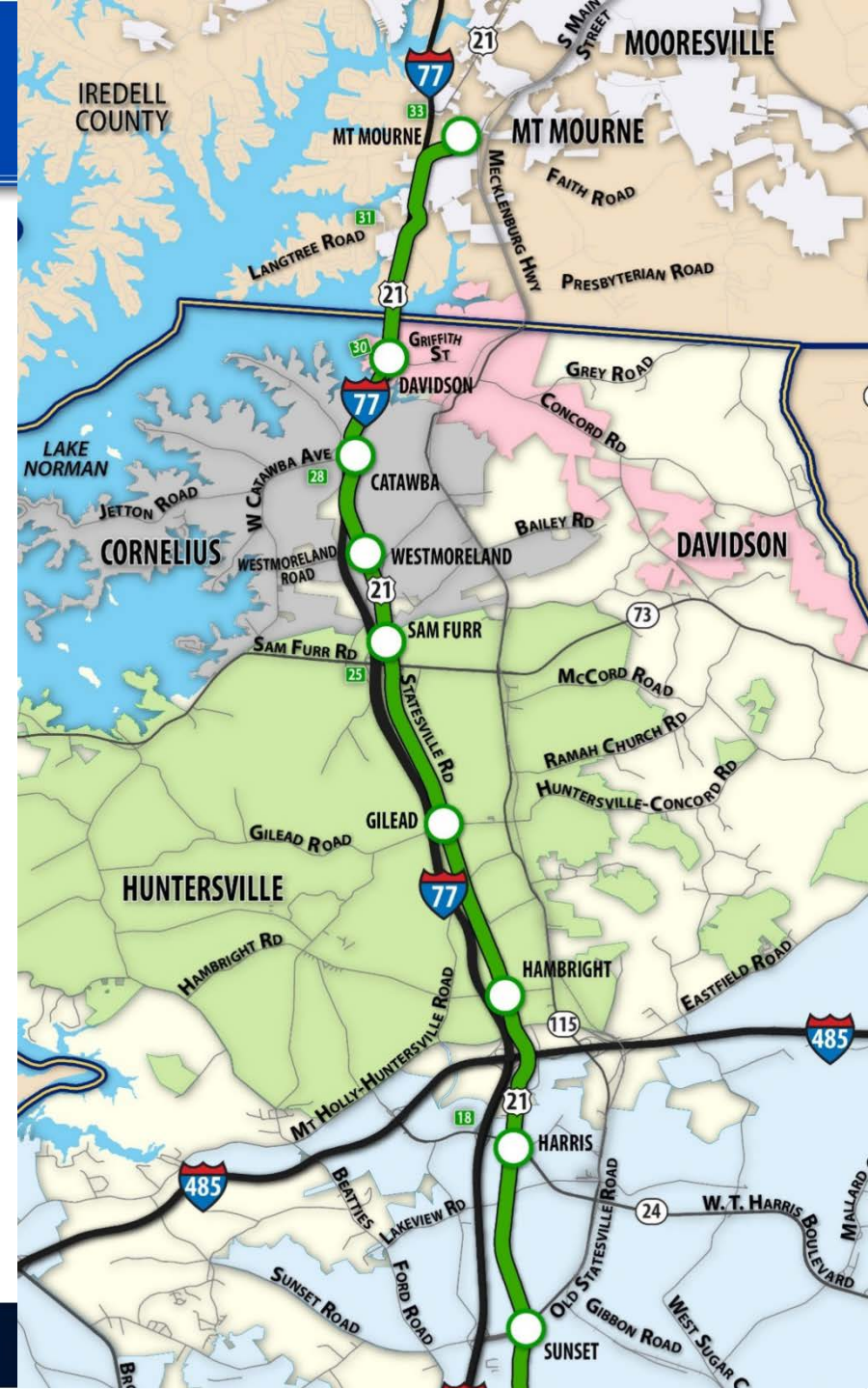
Future widening would need to preserve space for a transit guideway



US 21 LRT / BRT

Path forward if option is advanced:

1. Refine alignment to better understand property impacts along segment to be widened soon.
2. Work with NCDOT to preserve viable alignment locations as part of uncommitted widening projects.
3. For LRT, initiate planning process for additional bridges over the lake (anticipated long process).
4. Municipalities initiate local land use planning process for transit-supportive station areas.
5. LRT along Statesville Ave/Rd in Charlotte may require change to road character and a new dialogue with Norfolk Southern at crossing.



2008





I-77 Enhanced BRT

Coordination requirements

Fairview Rd overpass – committed (ROW 2019)

Direct access opportunity for transit vehicles?

Westmoreland Rd interchange – uncommitted

Direct access opportunity for transit vehicles?

Bailey Rd flyover – uncommitted

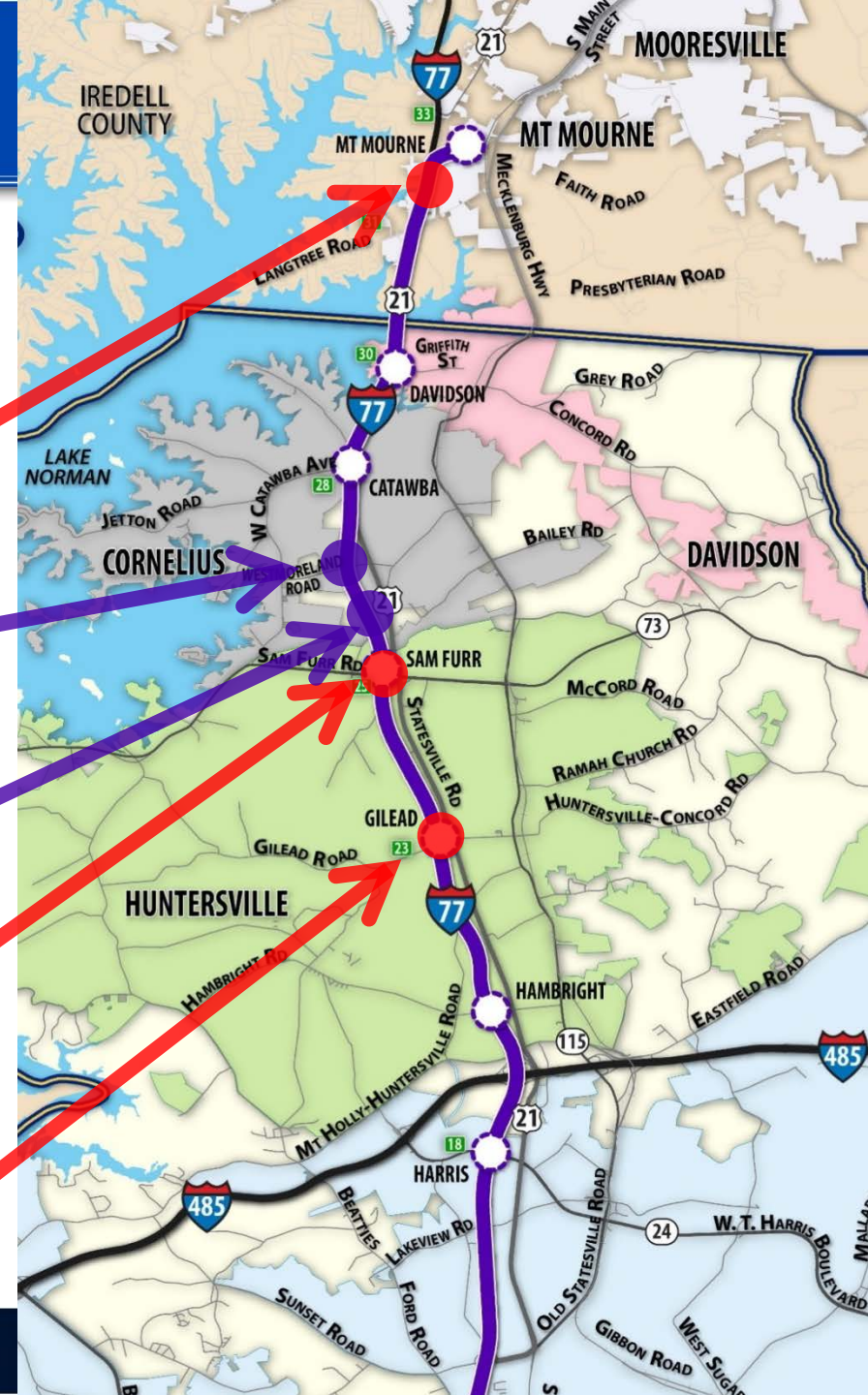
Direct access opportunity for transit vehicles?

Exit 25 reconfiguration – committed (ROW 2019)

Potential to coordinate design to improve transit access

Exit 23 reconfiguration – committed (ROW in progress)

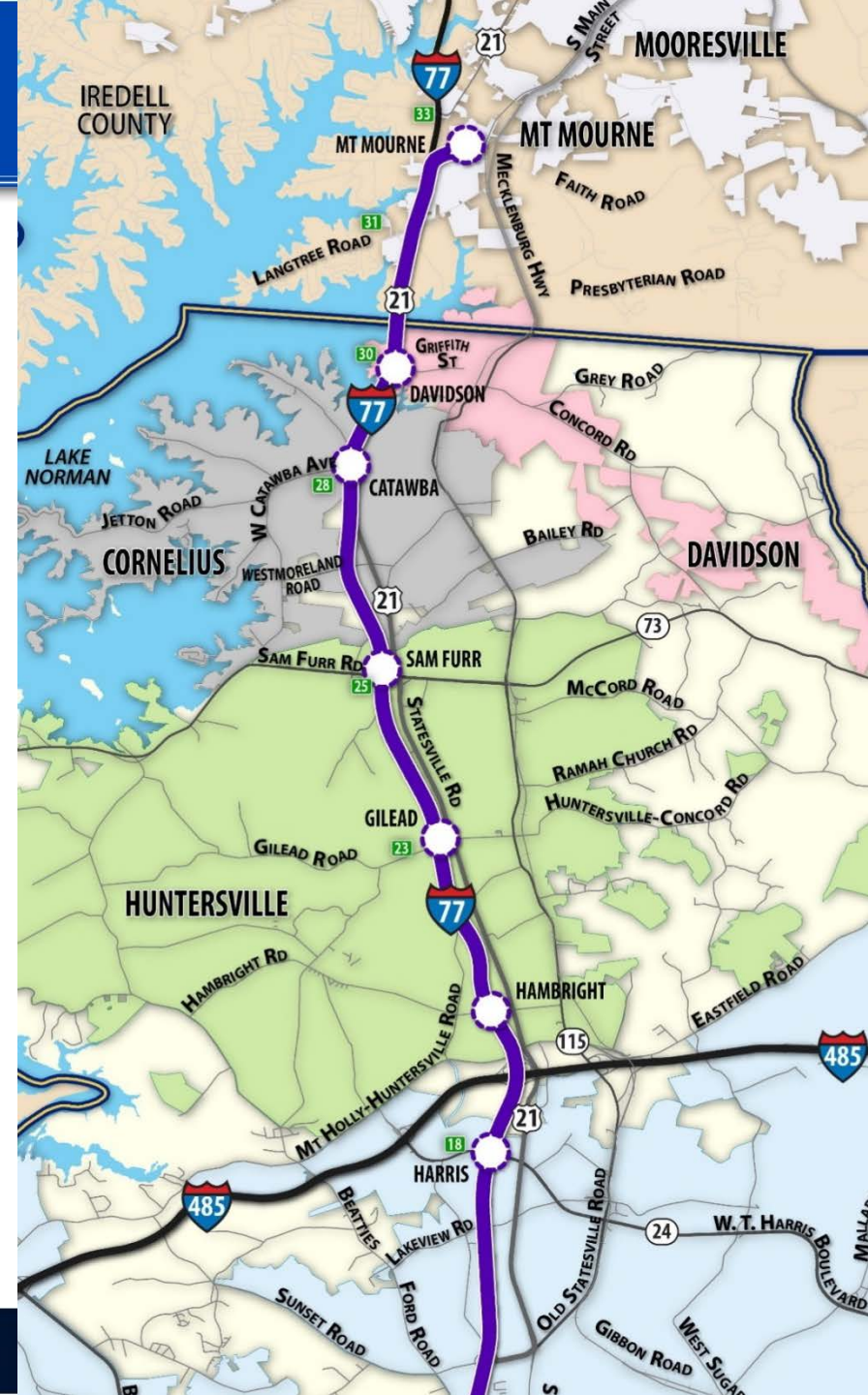
Potential to coordinate design to improve transit access



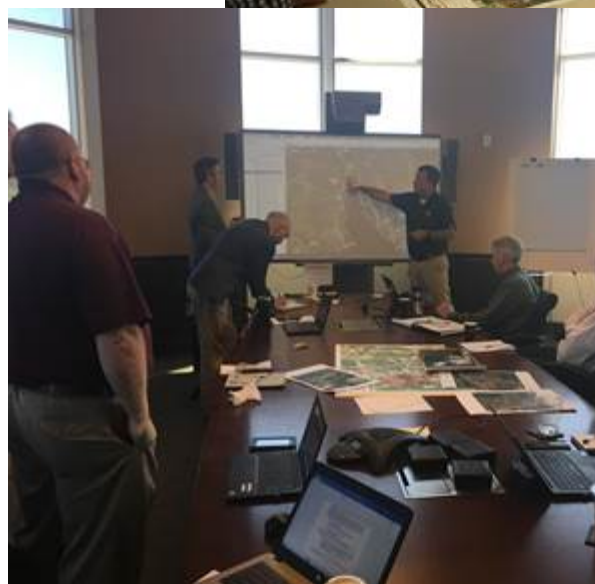
I-77 Enhanced BRT

Path forward if option is advanced:

1. Work with NCDOT to determine acceptance of new bus-only slip ramps or new direct connect ramps
2. Advance local station area planning and design processes
3. Progress concepts for transit priority streets in Center City Charlotte
4. Advance design of individual bus access improvement projects
5. Develop plans for local mobility connections at each station



- Establish desired project design elements
- Potential direct connections to I-77 express lanes
- Potential station locations and types
- Mobility Hub concepts
- Land use opportunities





Use of express lanes



New ramps to provide direct access to stations



Stations functioning as local mobility and development hubs



Robust service plan

Flatiron Flyer BRT on US 36

Denver to Boulder

• Transit Service

- 6 stations
- 6 routes
 - Some express
 - Some serve all stations
 - Some stop on-street in Boulder and downtown Denver

- 4 to 15 min. peak frequency
- 15 min. off-peak frequency (3AM – 1AM)
- Branded coach buses

• Ridership

- 45% increase over prior service



DENVER, CO



Platform on
shared ramp

P

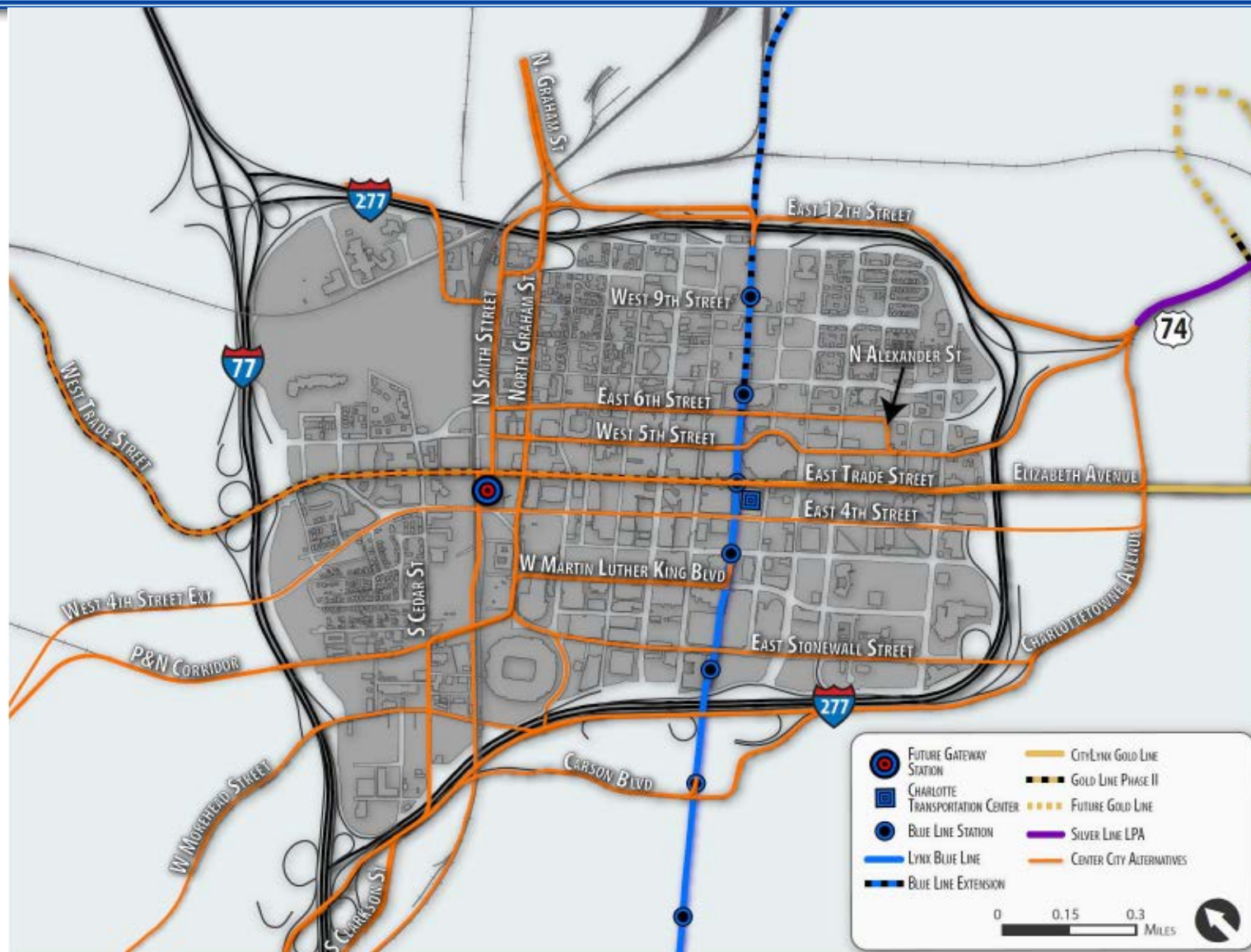
© 2018 Google

Google Earth

SAN DIEGO, CA

- Use of direct access ramps into express lanes streamlines access in and out of express lanes (time savings)
- Direct access ramps serve a local road, but not as congested as a full interchange





1

November 2017 – April 2018

**Identification of
Universe of
Alternatives**

50+ corridor
options

2

April - July 2018

**Initial Screening of
Alternatives**

4 concept
options

3

August - September 2018

**Detailed
Comparison of
Tradeoffs**

2-3 leading
corridors

4

September - October 2018

**Refinement of
Leading Concepts**

2-3 leading
corridors

5

November 2018 –
January 2019

**Selection of
Preferred
Concept**

1 preferred
concept



LYNX Blue Line Connection

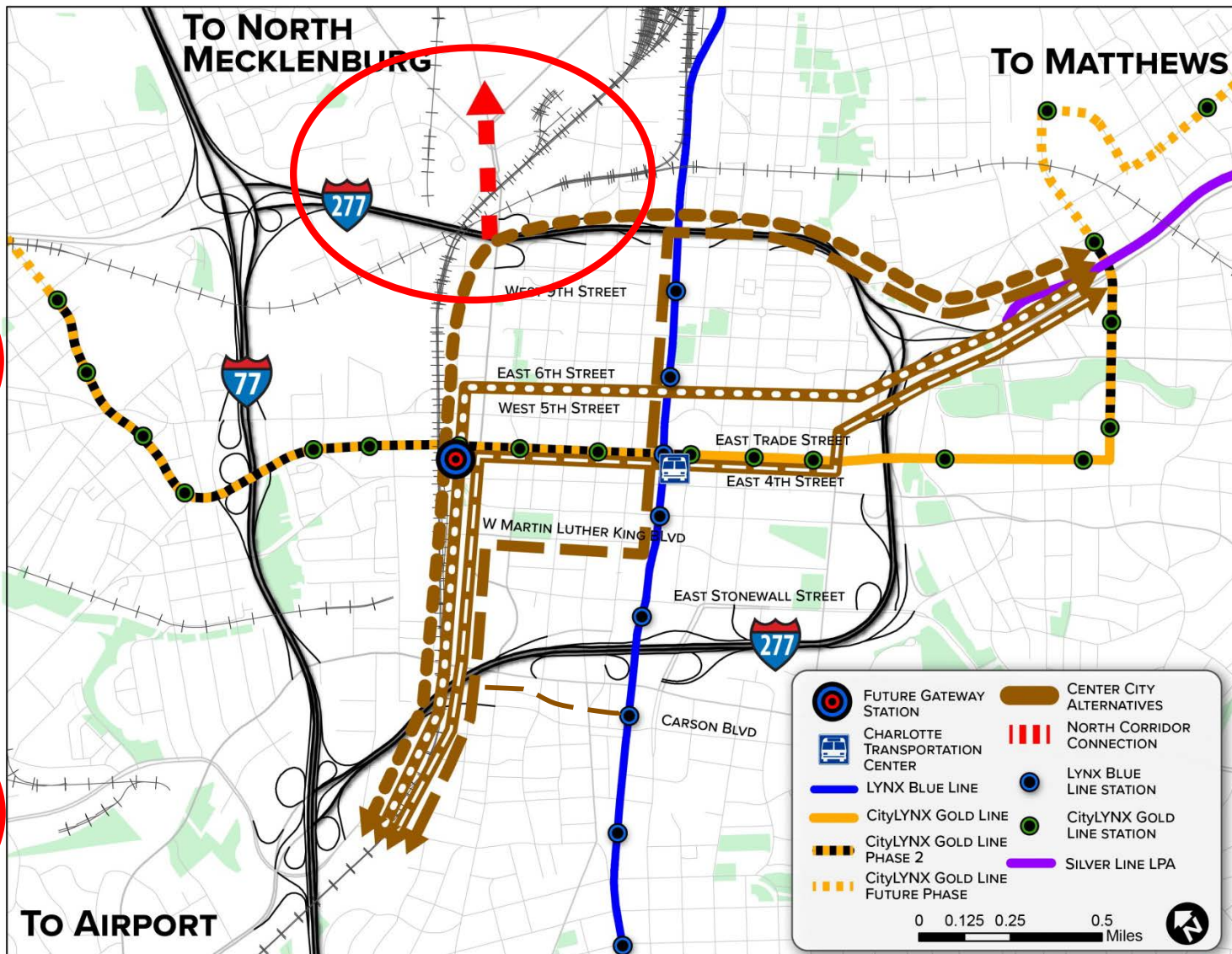
CityLYNX Gold Line Connection

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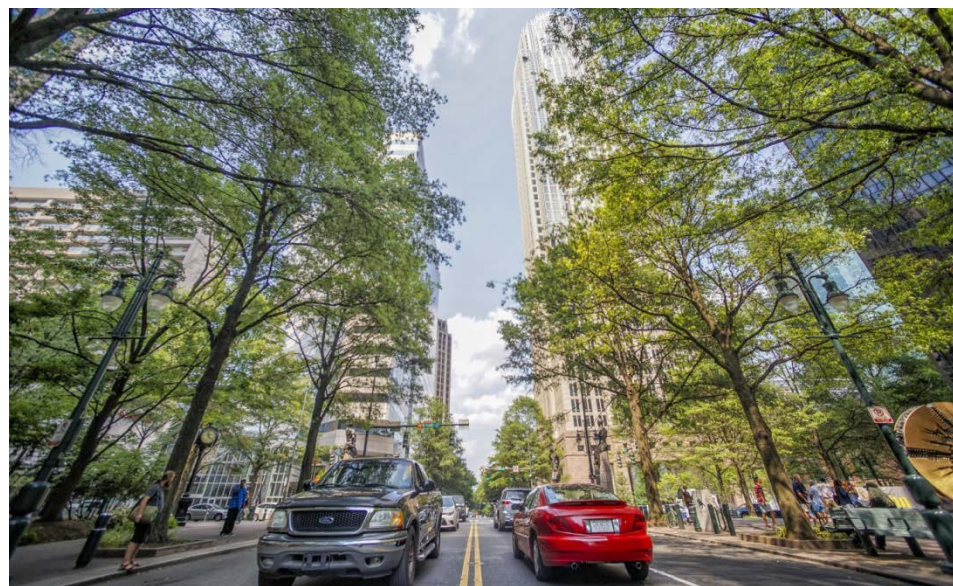
East-West Tunnel

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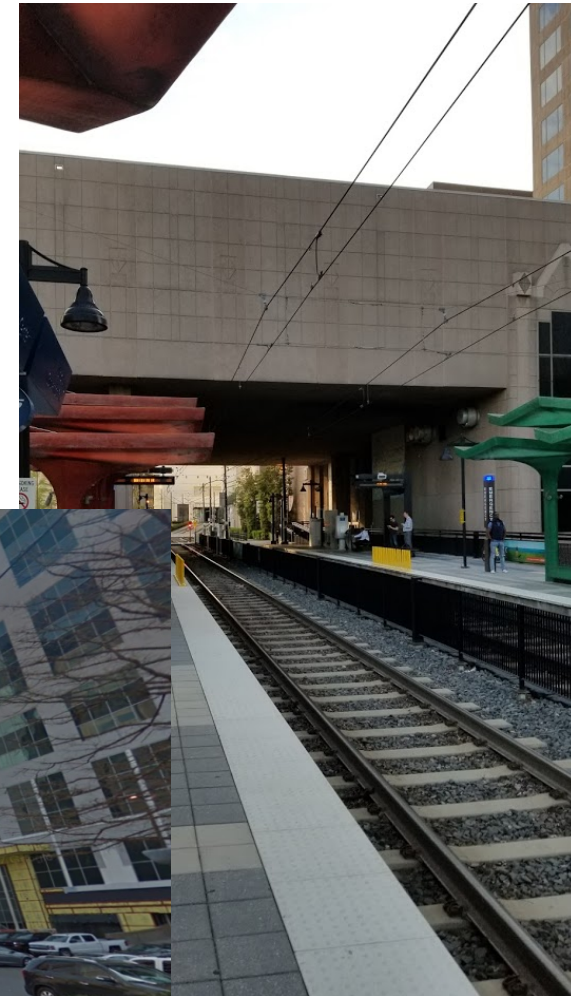
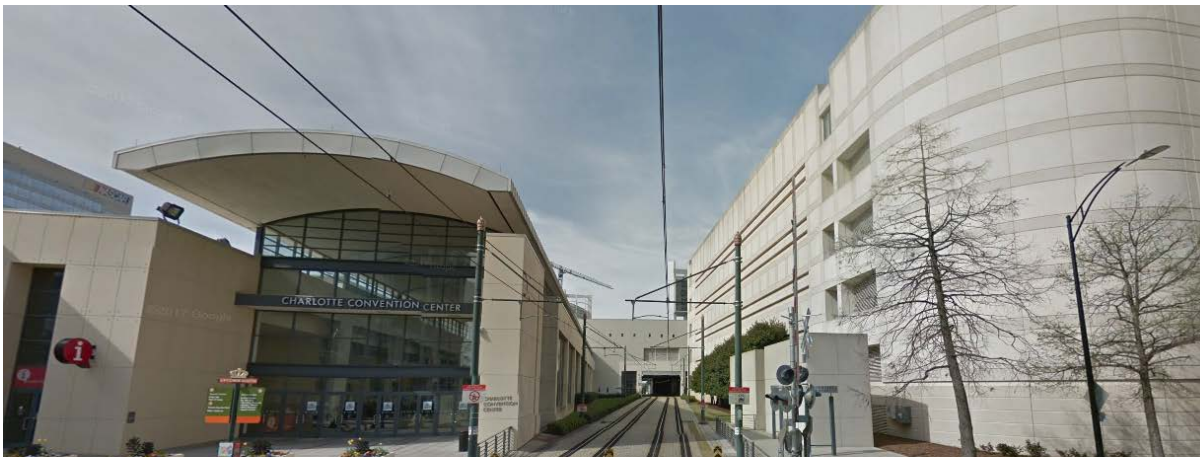
North End Connection



- Charrette to be held October 8th – 12th to further develop Trade Street, North End (Brookshire/Graham), and North Corridor options
- Technical presentations on Tuesday, October 9th
- Presentation on Friday, October 12th with concepts and visualizations

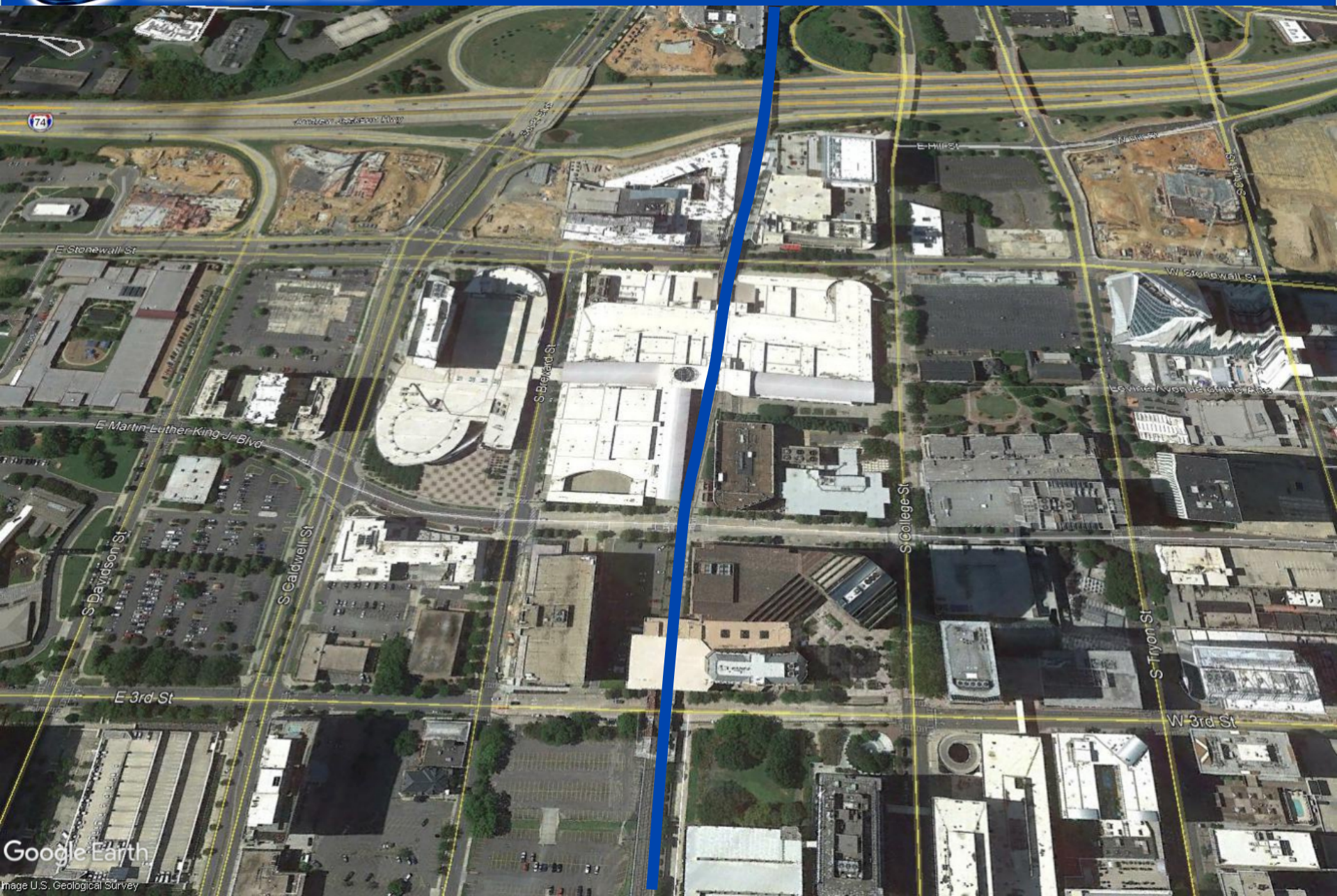


LYNX Blue Line in Uptown Charlotte









Refine Alternatives

- Ridership
- Traffic analysis
- Interlining simulation

Continue Discussions

- Affordable housing
- Community health

Workshops with the Northern Towns

Center City Charrette

Airport Station Workshop



Agenda Title: Planning Board Report - North Harbor Club Conditional Planning Area Amendment and Consistency Statement

Matt Dellinger, Planning Board Chair

Summary: Matt Dellinger, Chair of the Planning Board, will provide a report of the Planning Board's consistency statement regarding the proposed North Harbor Club Conditional Planning Area Amendment.

Summary:

ATTACHMENTS:

Description	Upload Date	Type
□ Planning Board Report - North Harbor Club Conditional Planning Area Amendment	10/2/2018	Cover Memo

TOWN OF DAVIDSON PLANNING BOARD

CONSISTENCY STATEMENT

TITLE

North Harbor Club (Davidson Landing), Conditional Planning Area Map Amendment

SUMMARY OF ACTION TAKEN BY BOARD

Vote: 9-0

Description of Action: Planning Board members found the proposal consistent with adopted plans and policies. The Planning Board ask the Town Board consider the notes amended to this statement.

PROPOSAL

This map amendment proposes to re-designate approximately 2.6 acres located in Davidson Landing from Special Use to Conditional Planning Area to allow for building additions at 100 North Harbor Place and 400 North Harbor Place.

SUMMARY OF PROPOSAL

The applicant proposes a Conditional Planning Area Map Amendment for a 2.6 acre portion of Davidson Landing. This area is currently part of a Special Use Permit granted on May 18, 1983. The property owner would like to make improvements to the North Harbor Club restaurant located at 100 North Harbor Place (Parcel ID 00118397), including a kitchen expansion. The existing property owner would also like to add banquet hall space to the building located at 400 North Harbor Place (Parcel ID 00118398). Both proposals differ from the plans and specifications submitted with the original Special Use Permit for this area, requiring a map amendment to bring the site out of the Special Use designation. The remaining parcels included in the proposed Conditional Planning Area (Parcel IDs 00118395, 00118394, 00118393, and 00118396) will remain unchanged.

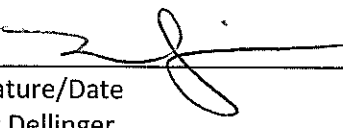
CONSISTENCY STATEMENT

In the opinion of the Planning Board the proposed North Harbor Club Conditional Planning Area Map Amendment is consistent with the Davidson Comprehensive Plan as adopted by the Board of Commissioners and amended from time to time. The areas in which the map amendment is consistent with the Davidson Comprehensive Plan are as follows:

1. Consistency with the Davidson Comprehensive Plan:

- a. The proposed change will allow an existing local business, The Lake Norman Company/ North Harbor Club, to grow with new opportunities (i.e. a banquet facility).
 - i. *Chapter 3, Goal 1: Encourage small and independent businesses.*
- b. The proposed change ensures compatibility of new development with the surrounding neighborhood context as it allows for an expansion of commercial structures in an area with existing commercial development.
 - i. *Chapter 3, Goal 2: Ensure compatibility and connectivity of new development with surrounding context.*

Adopted this 24th day of September, 2018.



Signature/Date
Matt Dellinger
Planning Board Chair

Notes:

1. The Planning Board requests the property owner extends the sidewalk from this development to the sidewalk being installed in the exit 30 project in accordance with the Davidson Planning Ordinance's desire for connectivity in the Town of Davidson.
2. The Planning Board requests that the developer add landscaping (Vegetative Swale) to mitigate development and additional built upon area on site.
3. The Planning Board would like to highlight that as currently written the Watershed Ordinance does not allow the Town to manage the built upon area of a pre-1993 facility such as this.



Agenda Title: Consider Approval of North Harbor Club Conditional Planning Area Amendment and Consistency Statement

Planning Director Jason Burdette

Summary: The applicant proposes a Conditional Planning Area Map Amendment for North Harbor Club, a portion of Davidson Landing to allow for a building addition at 100 North Harbor Place and a building addition at 400 North Harbor Place.

Summary:

ATTACHMENTS:

	Description	Upload Date	Type
▣	Agenda Memo - North Harbor Club CPA Staff Analysis 10.09.18	10/5/2018	Cover Memo
▣	Attachment - North Harbor Club CPA Consistency Statement 10.09.18	10/5/2018	Cover Memo
▣	Attachment - North Harbor Club Conditions 10.09.18	10/9/2018	Cover Memo
▣	Presentation - North Harbor Club CPA 10.09.18	10/5/2018	Cover Memo
▣	DRAFT - Ordinance 2018-05 North Harbor Club Conditional Planning Area Amendment 10.09.18	10/5/2018	Cover Memo



STAFF ANALYSIS

Date: October 9, 2018
To: Board of Commissioners
From: Jason Burdette, Planning Director
Re: North Harbor Club (Davidson Landing), Conditional Planning Area Map Amendment

1. INTRODUCTION

APPLICANT INFO

- **Owner:** The Lake Norman Company
- **Contractor:** Matthew Bartels (Bartels Construction Solutions, LLC)
- **Location:** 100 North Harbor Pl, 200 North Harbor Pl, 218 North Harbor Pl, 300 North Harbor Pl, and 400 North Harbor Pl. These properties are part of Davidson Landing, west of Interstate 77.
(Parcel IDs: 00118397, 00118395, 00118394, 00118393, 00118396, and 00118398)
- **Planning Area(s):** Special Use
- **Area:** +/- 2.6 acres

REQUEST

The applicant proposes to re-designate approximately 2.6 acres located in Davidson Landing from Special Use to Conditional Planning Area. This area is currently part of a Special Use Permit granted on May 18, 1983. The existing property owner would like to make improvements to the North Harbor Club restaurant located at 100 North Harbor Place (Parcel ID 00118397), including a kitchen expansion. The existing property owner would also like to add banquet hall space to the building located at 400 North Harbor Place (Parcel ID 00118398). Both proposals differ from the plans and specifications submitted with the original Special Use Permit for this area.

2. PLANNING STAFF PRELIMINARY REVIEW

OVERVIEW

The applicant proposes a Conditional Planning Area Map Amendment for North Harbor Club, a portion of Davidson Landing to allow for a building addition at 100 North Harbor Place and a building addition at 400 North Harbor Place.

100 NORTH HARBOR PLACE

The existing building at 100 North Harbor Place is two stories with the North Harbor Club restaurant on the first floor and offices on the second floor. The property owner would like to expand the kitchen on

the first floor by 700 square feet. There will be no increase in impervious area with this addition as proposed.

400 NORTH HARBOR PLACE

The existing building at 400 North Harbor Place is two stories with occupied office space on the first floor and unoccupied office space on the second floor. The property owner would like to renovate the existing approximately 4,000 square feet and expand the building by approximately 2,300 square feet (two-story addition) to provide adequate space to operate a banquet facility with an occupancy of approximately 300 people. The property owner would also like to extend the lakeside deck to create a larger outdoor area connected to the indoor banquet space. The proposed addition will increase the impervious area on this parcel by 1,900 square feet. This represents 15.9 percent of the existing pervious area of the parcel. This is below the 24 percent threshold for expansions to structures classified as existing development in Section 17.6.1 of the Davidson Planning Ordinance.

PARKING

The Davidson Planning Ordinance requires a minimum of two parking spaces per 1,000 square feet of commercial use in Section 8.3.1. The total square footage of commercial use after the proposed additions are as follows: 100 North Harbor Place total square footage after addition is 9,815 sq. ft.; 200 North Harbor Place total square footage of existing building is 11,400 sq. ft.; 400 North Harbor Place total square footage after addition is 12,635 sq. ft. The total commercial square footage of the three buildings will be 33,849 sq. ft. This means that a minimum of 68 parking spaces are required. There are 359 parking spaces currently on site.

CONDITIONS

Relevant conditions associated with the original Special Use Permit will carry over to this Conditional Planning Area. The conditions have been modified to allow for the expansion of the 100 and 400 buildings.

At the request of the Planning Board, a condition was added to require a vegetative swale between the structure located at 400 North Harbor Place and the lakeshore. The vegetative swale shall mitigate additional runoff from the increased built-upon area on this site. A separate condition was added to require public right-of-way dedication and sidewalk construction along the property frontage on Griffith Street, as shown on Exhibit A attached. The sidewalk shall connect to the terminus of the exit 30 bridge project (Exhibit B) and extend to the intersection of Griffith Street and Northwest Drive.

The proposed conditions are attached.

RELATED TOWN GOALS

Economic Development Strategy: The Town of Davidson will use existing assets and manage growth to encourage an appropriate mix of residential and commercial development.

Core Value: Davidson's economic health is essential to its remaining a sustainable community, so town government will judiciously encourage and guide the location of new business opportunities.

3. FYI OR RECOMMENDED ACTION

The proposed conditional planning area appears to be consistent with (a) the Davidson Comprehensive Plan, as adopted by the Board of Commissioners and amended from time to time; and, (b) all other officially adopted plans and the Planning Ordinance. The proposed change is recommended for approval as a means to bring the subject parcel out of its Special Use Permit designation, to allow the property owner to make alterations to the existing structures as outlined above.

4. PROCESS/NEXT STEPS

- Public Input Session: 8/29
- BOC Work Session: 9/4
- Planning Board Recommendation: 9/24
- BOC Public Hearing: 9/25
- BOC Decision (Tentative): 10/09

5. RESOURCES & ATTACHMENTS

Resources: Links to referenced policy documents.

- Davidson Planning Ordinance (2015): <http://www.ci.davidson.nc.us/DocumentCenter/View/8499>
- Comprehensive Plan (2010): <http://www.townofdavidson.org/340/Davidson-Comprehensive-Plan>

Site Plans/Building Renderings:

- 100 North Harbor Place: Site Plan; Proposed Rendering (Approved by the DRB 8/15/18)
- 400 North Harbor Place: Site Plan; Proposed Rendering (Approved by the DRB 9/19/18)
- Updated Conditions: Conditions governing the approved site(s) development
- Exhibit A: Sidewalk Illustration
- Exhibit B: Exit 30 Bridge Site Plan

TOWN OF DAVIDSON BOARD OF COMMISSIONERS

CONSISTENCY STATEMENT

TITLE

North Harbor Club (Davidson Landing), Conditional Planning Area Map Amendment

SUMMARY OF ACTION TAKEN BY BOARD

Vote: XX-X

Description of Action: The Board of Commissioners found the proposal consistent with adopted plans and policies.

PROPOSAL

This map amendment proposes to re-designate approximately 2.6 acres located in Davidson Landing from Special Use to Conditional Planning Area to allow for building additions at 100 North Harbor Place and 400 North Harbor Place.

SUMMARY OF PROPOSAL

The applicant proposes a Conditional Planning Area Map Amendment for a 2.6 acre portion of Davidson Landing. This area is currently part of a Special Use Permit granted on May 18, 1983. The property owner would like to make improvements to the North Harbor Club restaurant located at 100 North Harbor Place (Parcel ID 00118397), including a kitchen expansion. The existing property owner would also like to add banquet hall space to the building located at 400 North Harbor Place (Parcel ID 00118398). Both proposals differ from the plans and specifications submitted with the original Special Use Permit for this area, requiring a map amendment to bring the site out of the Special Use designation.

CONSISTENCY STATEMENT

In the opinion of the Board of Commissioners the proposed North Harbor Club Conditional Planning Area Map Amendment is consistent with the Davidson Comprehensive Plan as adopted by the Board of Commissioners and amended from time to time. The areas in which the map amendment is consistent with the Davidson Comprehensive Plan are as follows:

1. Consistency with the Davidson Comprehensive Plan:

- a. The proposed change will allow an existing local business, The Lake Norman Company/ North Harbor Club, to grow with new opportunities (i.e. a banquet facility).
 - i. *Chapter 3, Goal 1: Encourage small and independent businesses.*
- b. The proposed change ensures compatibility of new development with the surrounding neighborhood context as it allows for an expansion of commercial structures in an area with existing commercial development.
 - i. *Chapter 3, Goal 2: Ensure compatibility and connectivity of new development with surrounding context.*

Adopted this 9th day of October, 2018.

**Conditions for the North Harbor Club Conditional Map Amendment
Tentative Decision - October 2018**

Original SUP 83-1 Conditions:

1. No automobile or marine fuel products shall be sold anywhere upon the property (unless sold on premises in the manufacturer's original can or prepackaged container as such is customarily sold by a sporting goods, convenience or other retail store); no boat repairs, or maintenance be performed upon the property; no boat ramp or boat landing area be permitted; no boat storage or sales be permitted (except from interior show room displays).
2. All improvements to the property shall conform with the maps, plans and specifications submitted by The Lake Norman Company to the Town with its application.
3. All driveways which are not covered by the Subdivision Ordinance and which serve as a necessary means of access to the business development shall be approved by the building inspector, who shall first determine that they have sufficient width and turning radii to insure unhampered ingress and egress by emergency vehicles.
4. The building units located upon the property shall be used only for the purpose specified for each such unit in the petitioner's application.
5. The petitioner must have available water and sewer service in such capacity as to be able to provide adequate service to the business development encompassed within the property for which the **original** special use permit is granted (83-1).
6. The existing tree and natural vegetation preservation areas running along Interstate 77 and ~~Goodrum Road~~ **Griffith Street**, ~~as shown on the petitioner's application~~ **shall** be maximized to act as a screen between the project and such roads; in the event trees in that area die or are damaged during construction or thereafter, new trees shall be planted to maintain the screening effect.
- ~~7. The planting strips as shown on the petitioner's application shall be maintained as long as this Special Use Permit is in effect.~~
- ~~8. A substantial beginning on the project shall be made within 2 years of the date thereof; all work pursuant to this permit shall be completed within ten (10) years after the commencement of such work.~~

9. No detached business or project identification sign shall be permitted except one project identification sign not to exceed 75 square feet in area, which shall be located upon the property subject to the **original** special use permit (83-1).
10. The petitioner shall comply with all other applicable resolutions and ordinances of the Town of Davidson and the State of North Carolina.

New Conditions:

11. An addition will be made to the existing structure at 100 North Harbor Place (parcel ID# 00118397) to allow for a kitchen expansion, as shown on the plans submitted with the Conditional Map Amendment application. The addition will not result in an increase in impervious area (built upon area) on this parcel.
12. An addition will be made to the existing structure at 400 North Harbor Place (parcel ID#00118398) to allow for a new banquet facility, as shown on the plans submitted with the Conditional Map Amendment application. The addition will result in an added 1,900 square feet of impervious area (built upon area) on this parcel, bringing the total built upon area to 13,939 square feet. The added built upon area represents 15.9 percent of the existing pervious area on this parcel. This is less than 24 percent threshold allowed for expansions to existing development under Davidson Planning Ordinance Section 17.6.1.
- ~~13. No changes will be made to the structure(s) and/or site area at 200 North Harbor Place (parcel ID# 00118395), 218 North Harbor Place (parcel ID#00118394), 300 North Harbor Place (parcel ID#00118393), and (parcel ID# 00118396).~~
14. The petitioner shall install a vegetative swale in coordination with Mecklenburg County and the Town of Davidson, between the structure located at 400 North Harbor Place and the lakeshore. The vegetative swale shall mitigate additional runoff from the increased built-upon area on this site.
15. The petitioner shall dedicate public right-of-way and construct a sidewalk and associated crosswalks along the property frontage on Griffith Street, as shown in Exhibit A. The sidewalk shall connect to the terminus of the exit 30 bridge project (Exhibit B) and extend to the intersection of Griffith Street and Northwest Drive. The sidewalk shall conform to Town of Davidson sidewalk standards found in Davidson Planning Ordinance Section 6. Due to space constraints and the desire to preserve mature trees, a planting strip may not be required. Right-of-way dedication requires a final plat to be recorded with the Register of Deeds. A Certificate of Occupancy (CO) hold will be placed on the 400 North Harbor Place building until the sidewalk is completed.

NORTH HARBOR CLUB CPA



Mecklenburg

77

100

Davidson

2.60 acres

400

100-699

100-401

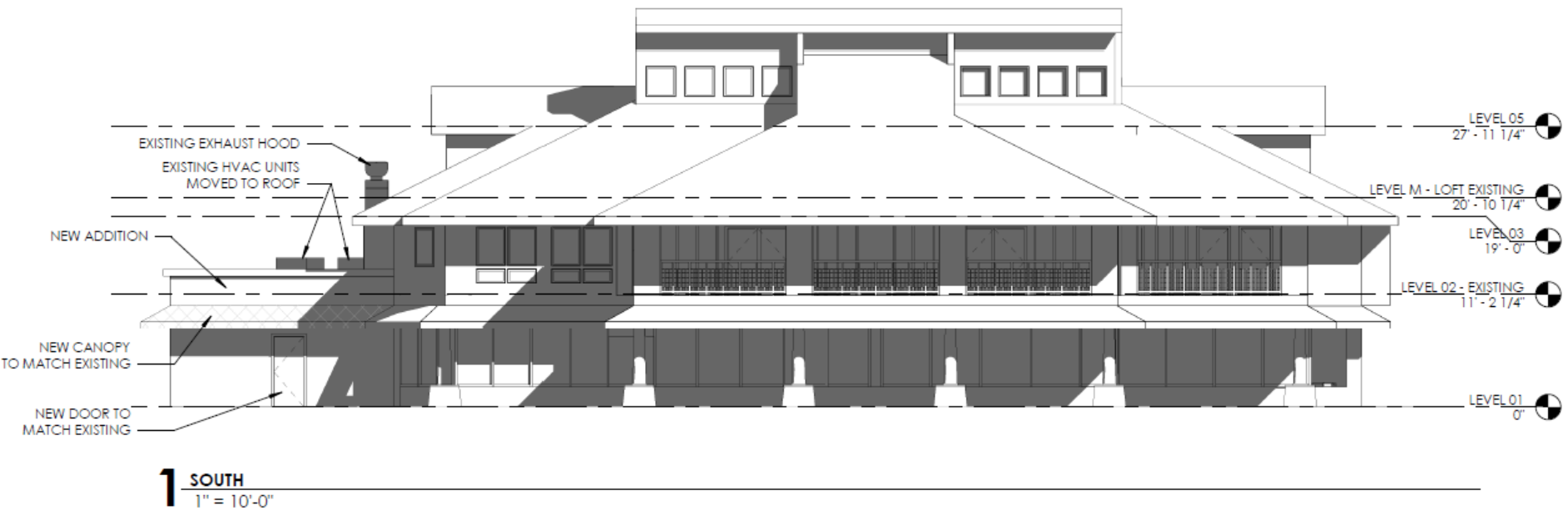
North Harbor Pl

Northwest Dr

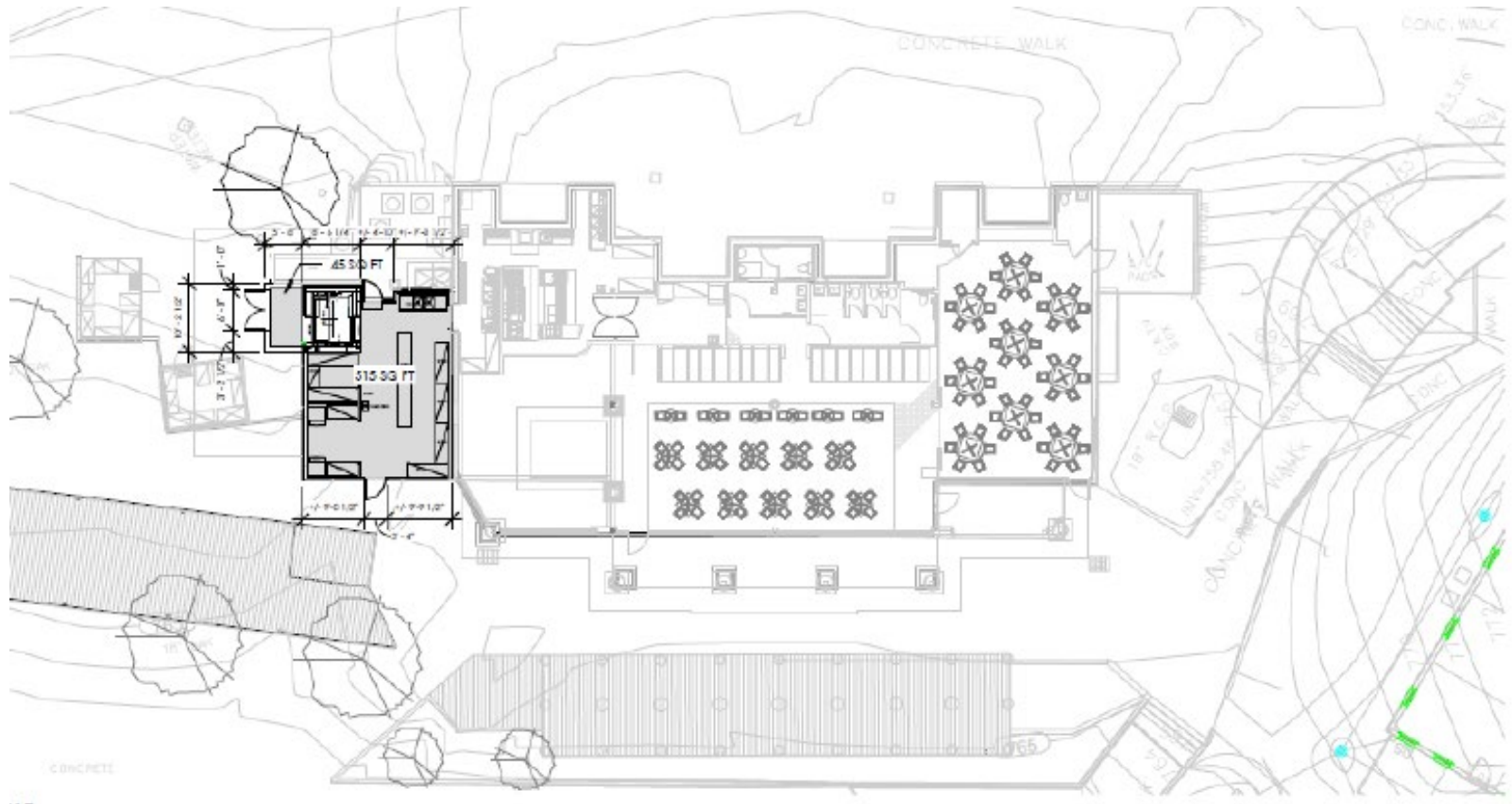
Davidson

NORTH HARBOR CLUB CPA

BUILDING 100



BUILDING 100



NORTH HARBOR CLUB CPA

BUILDING 400: Southwest (Front) Perspective



9 FRONT APPROACH

NORTH HARBOR CLUB CPA

BUILDING 400: Rear (Lakeside) Elevation



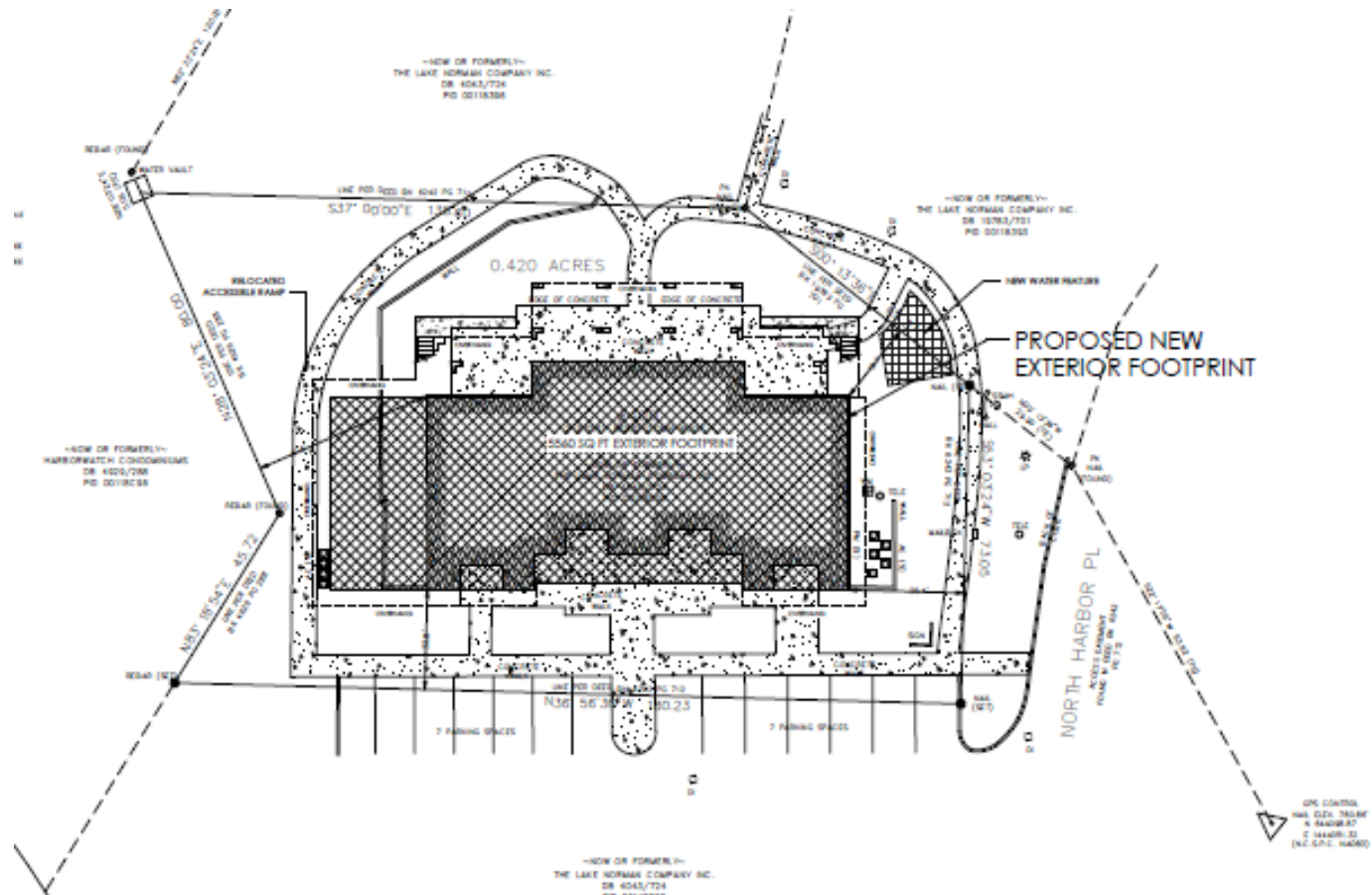
10 REAR PERSPECTIVE

THE LIGHTHOUSE AT NORTH HARBOR

NORTH HARBOR PLACE, BLDG 400
DAVIDSON, NC 28036 136

08-29-18

BUILDING 400



NORTH HARBOR CLUB CPA

PROCESS & NEXT STEPS

- **Public Input Session:** 8/29 [COMPLETE]
- **BOC Work Session:** 9/4 [COMPLETE]
- **Planning Board Recommendation:** 9/24 [COMPLETE]
- **BOC Public Hearing:** 9/25 [COMPLETE]
- **BOC Decision:** 10/9

NORTH HARBOR CLUB CPA

PLANNING BOARD RECOMMENDATION

- **Recommendation:** Unanimous approval. Added two notes.
- **Vegetative Swale:** Install a vegetative buffer to address concerns about water quality
- **Sidewalk:** Install a sidewalk to connect the Exit 30 roundabout sidewalk with North Harbor Club site

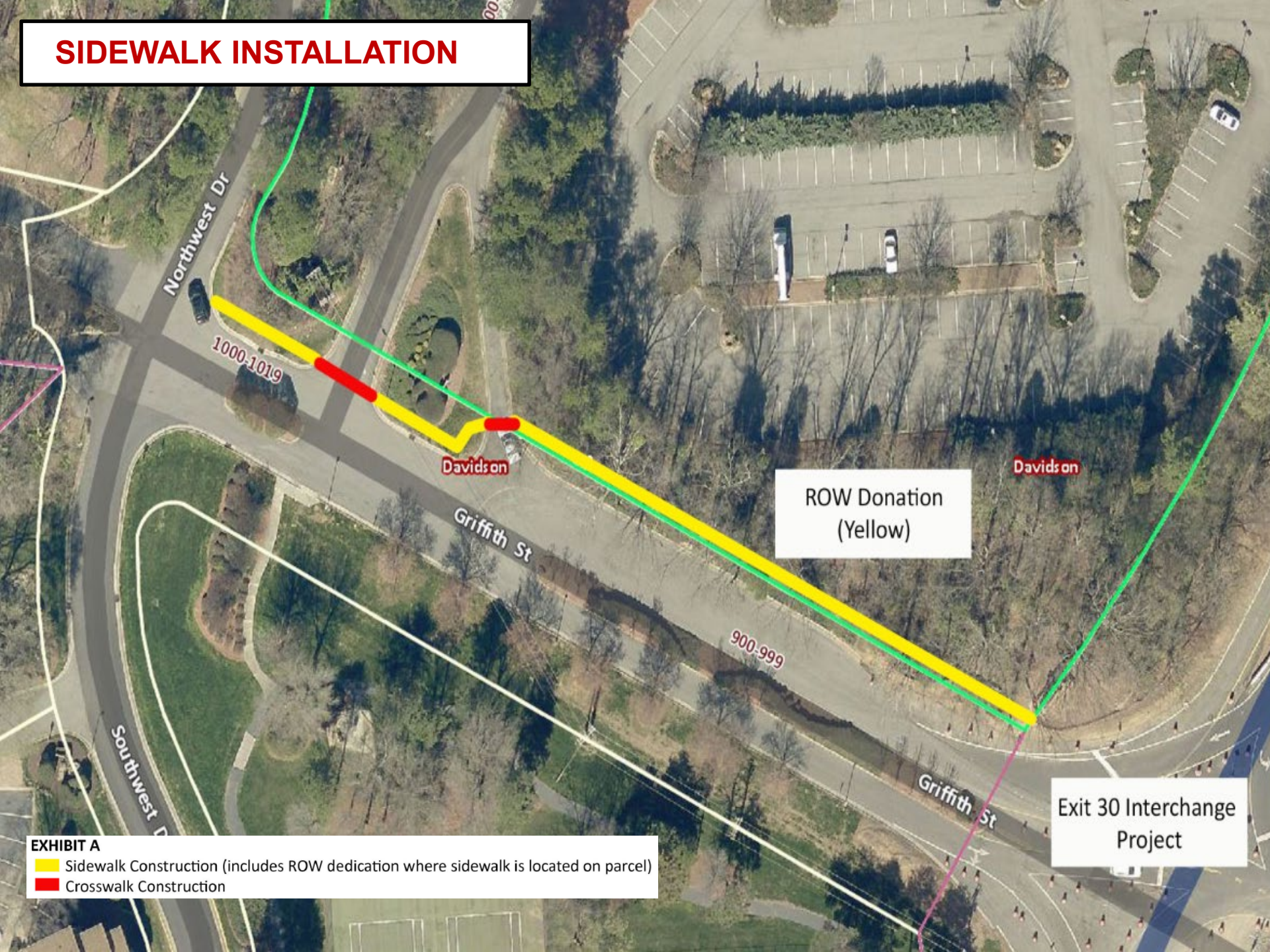
VEGETATIVE SWALE



Davidson

Davidson
SU

SIDEWALK INSTALLATION



ROW Donation
(Yellow)

Davidson

Davidson

Griffith St

900-999

1000-1019

Northwest Dr

Southwest Dr

Griffith St

Exit 30 Interchange
Project

EXHIBIT A

- Sidewalk Construction (includes ROW dedication where sidewalk is located on parcel)
- Crosswalk Construction

CONSIDER APPROVAL OF THE NORTH HARBOR CLUB CPA



College Town. Lake Town. *Your Town.*

Board of Commissioners – Decision (Tentative)
North Harbor Club
Conditional Planning Area
October 9, 2018



Ordinance 2018-05 (DRAFT)
North Harbor Club Conditional Planning Area
Map Amendment

TOWN OF DAVIDSON BOARD OF COMMISSIONERS (the “Town Board”) adopts the following text and map amendments to the **Davidson Planning Ordinance**. The change listed below is to change the terms of development for approximately 2.6 acres located in Davidson Landing.

100 North Harbor Pl, 200 North Harbor Pl, 218 North Harbor Pl, 300 North Harbor Pl, and 400 North Harbor Pl (Parcel IDs: 00118397, 00118395, 00118394, 00118393, 00118396, and 00118398). These properties are part of Davidson Landing, west of Interstate 77.

Parcel ID	Exhibit Number	Current Planning Area	New Planning Area
00118397	Exhibit 1. 100 N. Harbor Pl: Site Plan	Special Use Planning Area	Conditional Planning Area
00118395			
00118394	Exhibit 2. 400 N. Harbor Pl: Site Plan		
00118393			
00118396	Exhibit 3. Updated Conditions		
00118398			
Reason: The applicant proposes to re-designate approximately 2.6 acres located in Davidson Landing from Special Use to Conditional Planning Area. This area is currently part of a Special Use Permit granted in 1983. The existing property owner would like to make improvements to the North Harbor Club restaurant located at 100 North Harbor Place (Parcel ID 00118397), including a kitchen expansion. The existing property owner would also like to add banquet hall space to the building located at 400 North Harbor Place (Parcel ID 00118398). Both proposals differ from the plans and specifications submitted with the original Special Use Permit for this area.			

Adopted on the 9th of October 2018.

Attest:

Elizabeth K. Shores
Town Clerk

Rusty Knox
Mayor



Agenda Title: **Consider Approval of Joint Compensation Study**
Town Manager Jamie Justice and Human Resources Director Megan White
Summary: Results of the study and recommendations for next steps have been presented to the Board including cost projections for FY19. These recommendations include increases to some salary ranges and market adjustments for positions which were found to be below the current market. In an effort to remain competitive, other strategies were included in the recommendations that help address recruitment and retention needs.

Summary:

ATTACHMENTS:

	Description	Upload Date	Type
□	Agenda Memo - Joint Compensation Study Recommendations 10.09.18	10/5/2018	Cover Memo
□	Presentation - Joint Compensation Study Recommendations 10.09.18	10/3/2018	Cover Memo



Joint Compensation Study Findings and Recommendations

Date: September 25, 2018
To: Davidson Board of Commissioners
From: Jamie Justice, Town Manager

1. OVERVIEW

To ensure the Town of Davidson is competitive with municipalities in the Charlotte Region, a pay study was included in the FY 2018-19 budget. The last pay study was conducted in 2015 and the town's strategy, and a human resource best practice, is to complete a pay study every three years. Staying competitive allows the Town of Davidson to recruit and retain high performing employees that provide services to the citizens.

A collaborative effort was made between the towns of Huntersville, Cornelius, and Davidson to collect and analyze data from 20 local communities. This provided us access to more comprehensive information and reduced costs. Human Resource consultant Susan Manning was selected to conduct the study on behalf of the three towns.

Purpose:

To complete a total compensation study for the three towns to ensure that salaries, pay ranges and benefits (including incentives) are competitive with the external labor market in order to meet the current and future business needs of the towns for attracting and retaining well-qualified and high performing employees.

Methodology:

- Develop a salary survey to collect the average actual salaries being paid in the market and the salary ranges for 43 job classifications most commonly used in local government in the region;
- Calculate market rate for each job class using actual salaries being paid in the market;
 - Determine **Mean** – Mean is the average of all the actual salaries being paid in the market surveyed for that particular job class. This is the market rate and should align to the midpoint of the salary range for the job class.
 - Determine **Median** – Median is the middle point of the salaries being paid in the market surveyed; so half are being paid below and half are being paid above the Median.
- For some job classes, calculate an **adjusted market rate**; usually this means eliminating from the market calculation, data that tends not to be a good match and may skew the data (e.g. Management positions for Charlotte or Mecklenburg County);

- Compare midpoint of the Town's current salary ranges to the market rate to determine if Town's ranges are above, below or competitive with the market;
- Compare current actual salaries with market/median to determine if employees are being paid competitively.
- Compare employee benefits that the Town offers to those offered in the market to ensure that benefits are competitive and support recruiting and retaining employees.

Attached to the agenda is an overview, list of benchmark communities and presentation by Susan Manning.

2. RELATED TOWN GOALS

Strategic Plan:

Operations Goal: Davidson will maintain organizational excellence through sound financial management, training and retention of quality employees, and superior service to the community.

Tactical Priority: Sound financial management; Action step 1.5: Review staffing, pay, and benefits levels.

Partnerships Goal: The town of Davidson will build on existing relationships to strengthen partnerships with strategic organizations and institutions.

Core Value(s):

- Citizens entrust town government with the stewardship of public funds, so government will provide high quality services at a reasonable cost.
- Davidson exists in proximity to and is interdependent with other jurisdictions, so we strive for local, regional, state and federal cooperation.

Constituents served:

All Davidson Citizens

3. OPTIONS/PROS & CONS

- Move the Pay Plan (most salary ranges) up by 5%;
- Adjust some ranges by 10% based on market data;
- Make market adjustments for employees whose salaries are more than 5% below the midpoint;
- Increase hourly rate for part-time Fire positions;
- Adjust Police salary ranges and provide flexibility to Police Chief to hire at higher minimum salary for Police Officers;
- Reclassify the PIO & Recreation Program Manager positions.
- Establish a hiring rate for Police Officers above the minimum;
- Budget adequately for Police positions so the Chief can consider lateral entry candidates with experience;
- Provide a 5% increase after 12-month probationary period for Police Officers;
- Provide a regular hourly pay increase for part-time Fire;
- Review pay plan annually as part of the budget process;
- Adjust pay plan more frequently & fund market + merit increases
- Conduct market studies every 2-3 years

4. FYI or RECOMMENDED ACTION

Consider approval of recommended changes.

5. NEXT STEPS

Staff will implement any changes approved by the Board.

Compensation Study Recommendation

October 9, 2018

Compensation Recommendations

- ▶ Move the Pay Plan (most salary ranges) up by 5%;
- ▶ Adjust some ranges by 10% based on market data;
- ▶ Make market adjustments for employees whose salaries are more than 5% below the midpoint;
- ▶ Increase hourly rate for part-time Fire positions;
- ▶ Adjust Police salary ranges and provide flexibility to Police Chief to hire at higher minimum salary for Police Officers;
- ▶ Reclassify the PIO & Recreation Program Manager positions.

Cost for Recommendations

- ▶ Market Adjustments w/benefits \$143,183 (12 months)
- ▶ Total FY 19 cost w/benefits \$95,456 (8 months)

Source of Funds

- ▶ Unused Merit fund \$12,469
- ▶ FY 19 budgeted for salary study \$43,037
- ▶ Additional funds needed for FY19 \$39,949

How do we stay competitive?

Recommendations:

- ▶ Establish a hiring rate for Police Officers above the minimum;
- ▶ Budget adequately for Police positions so the Chief can consider lateral entry candidates with experience;
- ▶ Provide a 5% increase after 12 month probationary period for Police Officers;
- ▶ Provide a regular hourly pay increase for part-time Fire;
- ▶ Review pay plan annually as part of the budget process;
- ▶ Adjust pay plan more frequently & fund market + merit increases
- ▶ Conduct market studies every 2-3 years.