



Nice Matters!

Town of Emerald Isle
7500 Emerald Drive
Emerald Isle, NC 28594

252-354-3424 voice
252-354-5068 fax

www.emeraldisle-nc.org

Mayor
Kyle Lagos

Mayor Pro-Tem
Jason Holland

Board of Commissioners
Roy D. Brownlow
Kris Plum
Alesia Sanderson
Josh Sawyer

Town Manager
Frank A. Rush, Jr.
frush@emeraldisle-nc.org



SPECIAL MEETING OF THE EMERALD ISLE BOARD OF COMMISSIONERS

Friday, January 30, 2026 - 8:00 am - TOWN ADMINISTRATION BUILDING CONFERENCE ROOM

VIEW the meeting via [ZOOM](#) only.

FY 26-27 Budget Planning Workshop

8:00 am COFFEE, JUICE, CONTINENTAL BREAKFAST ITEMS

8:15 am MEETING INITIATION / PUBLIC COMMENT

1. Call to Order *Kyle Lagos, Mayor*
2. Roll Call *Lindsey Burton, Town Clerk*
3. Adoption of Agenda *Board of Commissioners*
4. Public Comment

8:30 am GENERAL DISCUSSION

5. Overall Vision and Goals *Board of Commissioners*
 - a. For the Community
 - b. For the Organization
 - c. For the New Board Dynamic

9:15 am FINANCIAL / BUDGET INFORMATION

6. Current Staffing Levels *Frank Rush, Town Manager /*
7. Overall Financial Status – Fund Balance, Debt *Laura Rotchford / Finance Director*
8. FY 25-26 Budget Status
9. FY 26-27 Budget Forecast
10. 5-Year Capital Replacement / Improvement Program

10:00 am Break

**10:15 am CURRENT PROJECTS AND INITIATIVES
POTENTIALLY IMPACTING FY 26-27 BUDGET**

11. New Fire Station 2 *Frank Rush, Town Manager / Will Coffey, Interim Fire Chief*
12. Lands End Dune Infiltration Project *Frank Rush, Town Manager / Joe Smith, Public Works Director*
13. Reed Drive Storm Water Pump Station *Frank Rush, Town Manager / Joe Smith, Public Works Director*
14. Pay and Classification Study / Salary Adjustments *Laura Rotchford, Finance Director / Lindsey Burton, Town Clerk / HR*
15. Enhanced Street Resurfacing Efforts *Joe Smith, Public Works Director*
16. Beach Access Walkway Replacements *Candace Dooley, Parks and Rec Dir*
17. Health Insurance Premiums *Laura Rotchford, Finance Director / Lindsey Burton, Town Clerk / HR*

12:15 pm LUNCH (catered)

**12:45 pm POTENTIAL STRATEGIC INITIATIVES
IMPACTING FY 26-27 BUDGET AND BEYOND**

- 18. Review - Parking Fee Program *Candace Dooley, Parks and Rec Dir /
Laura Rotchford, Finance Director*
- 19. Proposed New Fire Station 3 *Frank Rush, Town Manager /
Will Coffey, Interim Fire Chief*
- 20. Tourism Management /
Potential Vacation Rental Permit Program *Frank Rush, Town Manager*
- 21. New Comprehensive Plan *John Nevel, Planning Director*
- 22. "Downtown" Traffic / Streetscape Improvements *Frank Rush, Town Manager*
- 23. Future Recreation Improvements *Candace Dooley, Parks and Rec Dir*
 - a. Skate Park
 - b. Splash Pad
 - c. Pickleball
 - d. Dog Park
- 24. Future New Town Facilities *Frank Rush, Town Manager*
 - a. New Fire / Police Headquarters
 - b. New Community Center

2:45 pm Break

3:00 pm OTHER ITEMS

- 25. Other Items *Frank Rush, Town Manager*
 - a. Public Information Officer Position
 - b. New Police Department Building Facade
 - c. New Beach Access Signage
 - d. Senior Citizens Programs
 - e. Dedicated Environmental Stewardship Fund
 - f. Enhanced Community Engagement Efforts
 - g. Beach Strand Trash Collection

3:30 pm BOARD DIRECTION

- 26. Additional Board Discussion, Identification of
Additional Priorities, Concerns, Etc. *Board of Commissioners*

?? ADJOURN



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AGENDA ITEM #5

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners

FROM: Frank A. Rush, Jr., Town Manager

SUBJECT: Overall Vision and Goals

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I have scheduled time on the January 30 meeting agenda for the Board to simply engage in open-ended group discussion about your *individual* vision and goals for the Town, in hopes that commonalities will emerge and the Board can begin to formulate its *collective* vision and goals. I expect to listen carefully to the Board's comments during this discussion, and use this feedback to ultimately assist the Board in charting a productive path forward for FY 26-27 and beyond.

There is intentionally no facilitator or formal structure for this discussion, and the intent is simply for the 6 of you to talk with one another. Unfortunately, the reality is that the Board rarely engages in open-ended, general, informal discussion with each other due to the limited time available and the pressure to address routine business throughout the year, and I am hopeful that this discussion will give each of you a better sense of each other as you embark on your service together on the Board. With a new Mayor and a new Commissioner, and with the former Mayor now serving as a Commissioner, and in recognition of the previous conflict on the Board, I am hopeful and optimistic that the newly constituted Board can make a fresh start on January 30 and work to achieve good things for the Town in the future – together.

I would encourage you to be candid and respectful with one another, and frame your thoughts in terms of what your vision is a) for the community, b) for the Town organization, and c) for the working relationship among the Board. It's important to realize that ultimately there is no right or wrong answer to the issues we deal with – it's really all about your individual and collective values. Again, there's no formal structure for this discussion, and this guidance is simply provided to help you organize your thoughts if so desired. There's absolutely no requirement or expectation to touch on all of the questions below, but perhaps your answers to these questions will help you think about what comments to share with others on January 30:

- What is the Town of Emerald Isle's identity right now? What do you want that identity to be in the future?
- Overall, what level of service are you seeking to provide to our residents, property owners, businesses, and visitors? How do you balance that with available resources?
- Generally speaking, what kinds of new amenities or infrastructure should we be pursuing in the future? What kinds of service enhancements should we be



A Family Beach

pursuing in the future?

- When your time is done as an elected official in Emerald Isle, what do you hope you will have achieved?
- When the residents of Emerald Isle assess their community in 2046, what do you hope they will refer to and say “the Town’s leaders in 2026 were really smart to be working toward that”?

I have allotted a total of 45 minutes for this discussion, however, this discussion should be as short or as long as you all would like it to be. If the discussion is productive and ongoing, I encourage you to talk for more than 45 minutes and we’ll adjust the remainder of the schedule. If the discussion bogs down or becomes awkward, I encourage you to simply end it and we’ll move along to the specific items on the agenda.

I look forward to the Board’s discussion at the January 30 meeting.



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AGENDA ITEMS # 6 - 10

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners

FROM: Frank A. Rush, Jr., Town Manager

SUBJECT: Financial / Budget Information

Finance Director Laura Rotchford and I will review important financial and budget information with the Board at the beginning of the January 30 meeting. This information is presented to update the Board on the Town's current and projected status, and provide critical context for the Board's specific topic discussions on January 30 and throughout the FY 26-27 budget process.

The attached PowerPoint includes helpful information summarizing the following:

- Current Staffing Levels

The FY 25-26 adopted budget includes 76 authorized positions, and there are currently 6 vacant positions.

- Overall Financial Status – Fund Balance, Debt

The Town is fortunate to maintain a solid financial position, with reasonable fund balance levels to meet cash-flow needs, address emergency situations (fiscal, natural disasters, etc.), maximize interest earnings, and enable the Town to seize particularly attractive opportunities as they arise. The Town should refrain from utilizing fund balance for recurring expenditures, and should limit its use of fund balance to specific, strategic one-time expenditures only.

The Town is fortunate to have low debt levels, with sufficient capacity for additional debt if desired for significant capital initiatives.

- FY 25-26 Budget Status

There are no significant negative concerns with the FY 25-26 budget more than halfway through the fiscal year. Most revenues and expenditures are tracking generally as expected. Fortunately, property tax revenues appear to be significantly better than budgeted as a result of very conservative assumptions associated with the recent revaluation.

- FY 26-27 Budget Forecast

The Town's ability to balance the FY 26-27 budget without a property tax rate increase or with a specifically targeted tax rate increase will depend on the Board's budget direction on January 30 and throughout the FY 26-27 budget process.

Other than specific capital project decisions that will have a significant impact on the FY 26-27 budget and beyond, there are only a few significant concerns for FY 26-27 at this time, and there is ample time to plan accordingly and adjust as directed by the Board.

On the positive side, the Town expects to have approximately \$300,000 of additional budget capacity associated with the aforementioned conservative property tax assumptions. However, there is also an expected \$100,000 - \$200,000 additional cost to maintain the Town's current health insurance plan. Depending on the amount of any cost-of-living increases awarded to Town employees, this additional cost could range from \$166,000 - \$249,000.

Depending on the specific timing of the new debt issue for the acquisition of the Pebble Beach land for future new Fire Station 3, the first debt service payment in the \$150,000 - \$200,000 range may be due in FY 26-27. Depending on the timing, this payment may also not occur until FY 27-28.

- 5-Year Capital Replacement / Improvement Program

The Board adopts an updated 5-year plan for the replacement of significant Town vehicles and equipment and desired capital projects each year as part of the annual budget process. The first year of the plan is always consistent with the adopted annual budget, and the subsequent 4 years included in the plan represent the Board's project priorities balanced against anticipated available funding. The 5-year plan is updated each year, and some expenditures included in years 2 – 5 proceed as scheduled, others get delayed or perhaps abandoned, and other new priorities emerge and are added.

We expect to update the plan in conjunction with the FY 26-27 budget, and the substance of the ultimately updated plan will depend entirely on the Board's priorities expressed on January 30 and throughout the FY 26-27 budget process this spring.

Additional explanation will be provided at the January 30 meeting, and Finance Director Laura Rotchford and I look forward to reviewing this information with the Board on January 30.



FY 26-27 Budget Planning Workshop

January 30, 2026

AGENDA ITEM #'s 6 -10

FINANCIAL / BUDGET INFORMATION



Our Team

- 76 FULL TIME
- 121 PART TIME



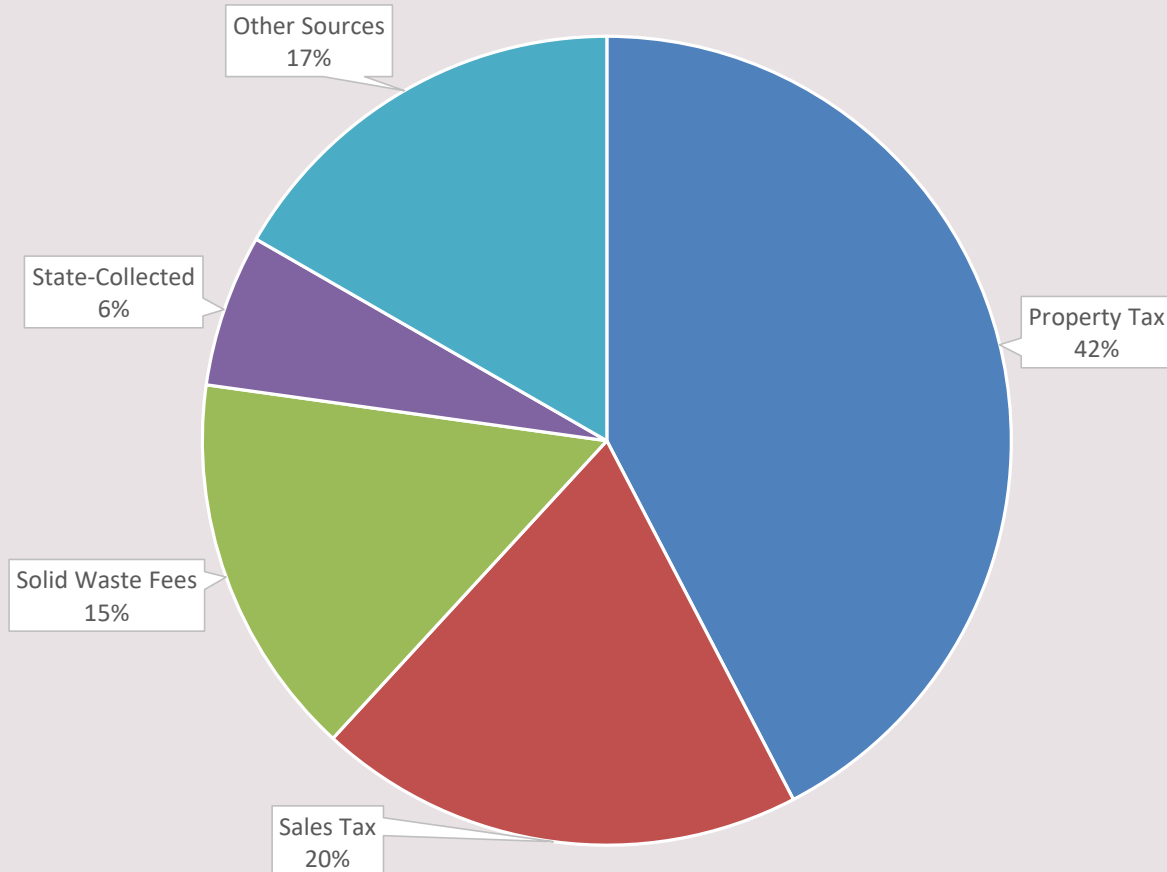
FULL TIME VACANCIES - *January 21, 2026*

- *Fire Chief*
- *2 Firefighters / Medics*
- *Police Sergeant*
- *Police Permit Technician*
- *Public Information Officer*



FY 2026 ADOPTED BUDGET

GENERAL FUND REVENUES - \$14,628,994 ADOPTED BUDGET



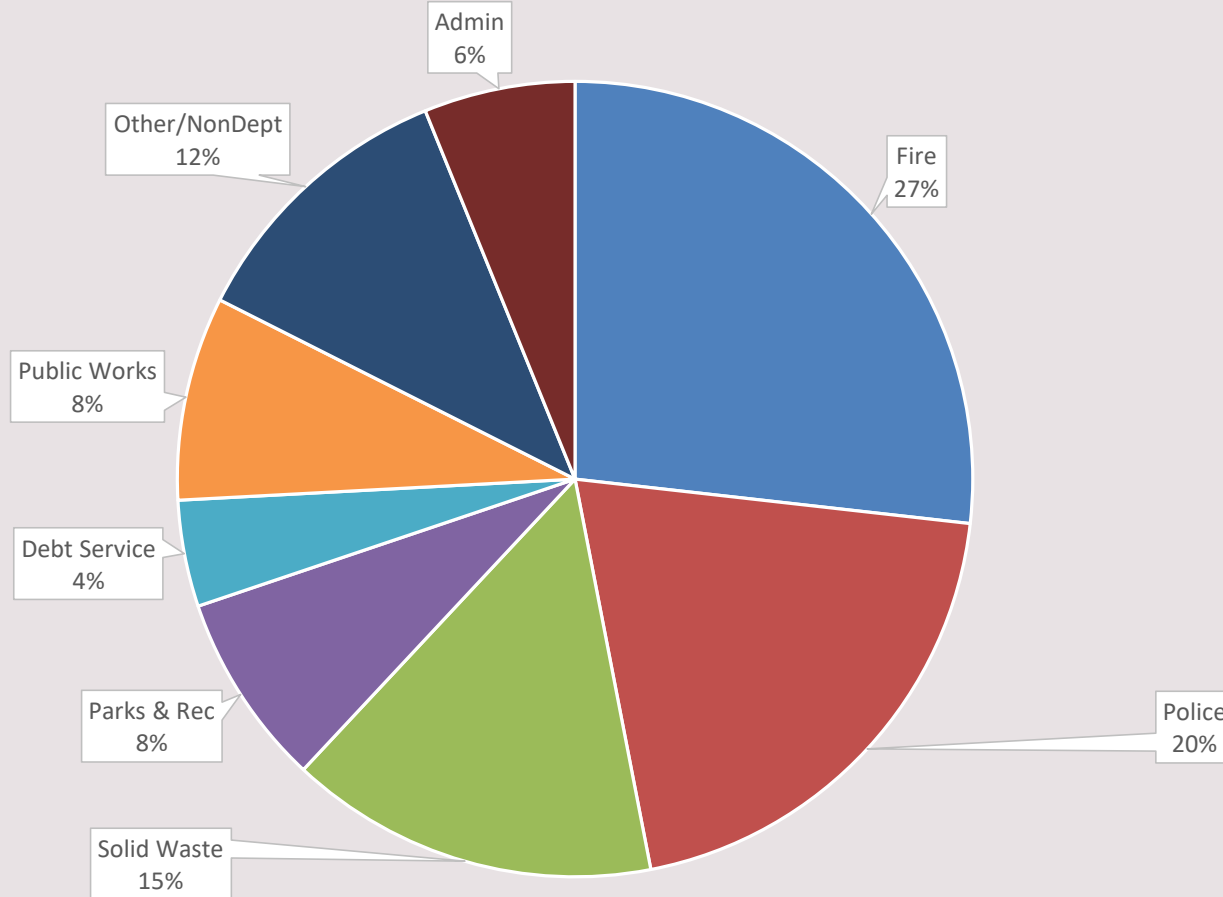
AGENDA ITEM # 7

OVERALL FINANCIAL STATUS - FUND BALANCE, DEBT



FY 2026 ADOPTED BUDGET

GENERAL FUND EXPENDITURES - \$14,628,994 ADOPTED BUDGET



AGENDA ITEM # 7

OVERALL FINANCIAL STATUS - FUND BALANCE, DEBT



ADJ. FUND BALANCE =
\$5,230,893



32.3% OF 2026 AMENDED
GENERAL FUND BUDGET



2026 AMENDED BUDGET =
\$16,174,135



OTHER FUNDS

OTHER PROJECTED FUND BALANCES	CURRENT BALANCE – 12/31/2025	PROJECTED – 06/30/26	PROJECTED – 06/30/27
FUTURE BEACH NOURISHMENT	\$9,262,393	\$9,490,790	\$10,465,790
SPECIAL EVENTS FUND	\$14,095	\$15,000	\$15,000

***** FUTURE BEACH NOURISHMENT FUND –**

- Restricted for future nourishment projects*
- Funded by \$0.022 ocean-front/inlet-front tax rate + \$0.005 from GF*
- Approximately \$975,000 reserved per fiscal year*

***** SPECIAL EVENTS FUND – Annually Budgeted Special Events Fund**

- Marathon and Car Show*
- funded by event registration fees and sponsorships*
- these events generally contribute any remaining event proceeds, therefore very limited fund balances remain annually*



OTHER FUNDS

OTHER PROJECTED FUND BALANCES	CURRENT BALANCE – 12/31/2025	PROJECTED – 06/30/26	PROJECTED – 06/30/27
BIKE & PEDESTRIAN FUND	\$100,861	\$83,110	\$118,500
GOLF CART IMPROV. FUND	\$59,239	\$84,239	\$109,239
DOG PARK	\$31,900	\$31,900	\$0

*** **BIKE & PEDESTRIAN FUND** – RESERVED FOR FUTURE BIKE/PED PROJECTS
 -- *assumes annual fundraising from Bike the Banks Event in May*
 -- *funded by proceeds from annual Marathon*

*** **GOLF CART FUND** – RESERVED FOR FUTURE INFRASTRUCTURE PROJECTS
 -- *funded annually \$25,000 fixed amount from Golf Cart Permit fees*

*** **DOG PARK** – RESERVED FOR DOG PARK
 -- *includes fundraising and donations = \$14,978 for dog park*



CURRENT & PLANNED BANK DEBT

OUTSTANDING DEBT – DECEMBER, 2025	ANNUAL PAYMENT	BALANCE DUE
2018 LAND PURCH – MCLEAN SPELL ('28)	\$64,662	\$180,000
2020 SMEAL AERIAL FIRE TRUCK ('35)	\$104,692	\$837,000
2024 MACK BRUSH TRUCK ('29)	\$51,953	\$185,299
2025 STRYKER HEART MONITORS ('30)	\$30,362	\$106,935
2026 MACK BRUSH TRUCK ('31)	<i>tbd</i>	<i>tbd</i>
2026 BACKHOE ('31)	<i>tbd</i>	<i>tbd</i>
2026 LAND PURCH – PEBBLE BEACH ('36)	<u><i>tbd</i></u>	<u><i>tbd</i></u>
TOTAL DEBT	\$251,669	\$1,309,234



CURRENT LEASE DEBT

ANNUAL PAYMENTS	CURRENT ANNUAL LEASE PAYMENTS
ENTERPRISE FLEET – VEHICLES (24) *	\$208,989
CRSWMA – PELETIER DEBRIS SITE	<u>\$15,000</u>
ANNUAL LEASE PAYMENTS	\$223,989

❖ *Note – Some annual month-to-month **leases** and **IT subscriptions** considered in operating budget – instead of the “debt service” budget. This categorization depends upon contract terms.*

DEBT IN % OF TAX VALUE	0.03%
ANNUAL DEBT SERVICE <u>BUDGETED</u>	\$632,995
% DEBT SERVICE TO BUDGET	4.33%



FY 2026 BUDGET STATUS

- ✓ Expecting higher **property tax** collections than budgeted – potential for up to \$300,000 in collections
- ✓ **Sales tax** trending to meet budget

- ✓ **No major** revenue shortfalls expected
- ✓ **No major** expenditure overages identified

- ✓ Must finalize **Financing** for Pebble Beach Property - **\$1.3M** (and budgeted vehicles by June 30, 2026)
- ✓ Sufficient **Fund Balance** to cover pending FEMA 428 Reimbursements (Engines, Ambulances)



2026 TAX VALUE -
\$6,125,000,000



\$0.01 GENERATES ~~ \$609,000



One of the lowest General Fund
rate among NC BEACH TOWNS



- ✓ Additional property tax revenue – **\$300,000** increase
- ✓ Potential increase in employee Health Benefit Costs ~ **\$100,000** (to be determined)
- ✓ Return of Fireworks - **\$27,500** (plus staff OT)
- ✓ Pebble Beach land – debt service **\$150,000 - \$200,000**
- ✓ Annual COLA – CPI at 2 – 3% – est. **\$166,000 - 249,000**
- ✓ Reed Drive stormwater construction – est. **\$250,000**
- ✓ Lands End Stormwater Improvement – **\$???,???**

DRAFT CAPITAL IMPROVEMENT PLAN - FY 2027



UPCOMING PROJECTS – FY 2027 CIP	PROJECTED EXPENSE	FUNDING SOURCE
REBUILD FIRE STATION #2	\$2,700,000	FEMA – 428
LANDS END DUNE INFILTRATION SYSTEM (???)	\$100K - \$1.3M	FEMA 428/GEN FUND
REED DRIVE DRAINAGE & LIFT STATION	\$250,000	FEMA 428/GEN FUND
ANNUAL BCH ACCESS WALKWAY REPL (3)	\$90-100,000	GENERAL FUND
ANNUAL STREET RESURFACING	\$333,000	POWELL BILL/GEN FUND
DUMP TRUCK (REPL. 2002) – PUBLIC WORKS	\$86,000	GENERAL FUND
UTILITY VEHICLE – SOLID WASTE	\$14,000	GENERAL FUND
MINI EXCAVATOR – PUBLIC WORKS (USED)	\$17,000	GENERAL FUND
BUCKET TRUCK– PUBLIC WORKS (USED)	\$45,000	GENERAL FUND
RIDING MOWER – P&R	\$10,000	GENERAL FUND



FY 2027 DRAFT CIP - CONTINUED

UPCOMING PROJECTS – FY 2027 CIP	PROJECTED EXPENSE	FUNDING SOURCE
ADMINISTRATION BUILDING GENERATOR	\$30,000	GENERAL FUND
ADMINISTRATION BUILDING CARPETING	\$10,000	GENERAL FUND
DOG PARK	\$32,000	DONATIONS/FUND BAL
ANNUAL GOLF CART INFRASTRUCTURE	\$25,000	GENERAL FUND
GRAND TOTAL FY 2027	\$3.7M - \$4.9M	



DRAFT CAPITAL IMPROVEMENT PLAN - FUTURE YEARS

FUTURE PROJECTS - CIP	PROJECTED EXPENSE	FISCAL YEAR	FUNDING SOURCE
WESTERN EI SW INFILTRATION	\$2,600,000	FY 2028	FEMA – 4487 ???
FIRE STATION #3	\$2,750,000	FY 2028	FEMA / GEN FUND
SCHOOL ACTIVITY BUS (USED)	\$50,000	FY 2028	GENERAL FUND
REPLACE JET SKIS (3)	\$42,000	FY 2028	GENERAL FUND
REPLACE AMBULANCE #3	\$400,000	FY 2028	FINANCING
SW – REPLACE BRUSH TRUCK	\$230,000	FY 2029	FINANCING
REPLACE SPEED TRAILER (PD)	\$17,000	FY 2029	GENERAL FUND
UTILITY VEHICLE (UTV) – P&R	\$13,000	FY 2029	GENERAL FUND
REPLACE RESCUE BOAT	\$65,000	FY 2030	GENERAL FUND
PD REPLACE PATROL VEH	\$60,000	FY 2030	GENERAL FUND
UTILITY VEHICLE (UTV) – P&R	\$13,000	FY 2030	GENERAL FUND
RIDING MOWER/BLOWERS – P&R	\$34,000	FY 2030	GENERAL FUND
GRAND TOTAL FUTURE CIP	\$6,274,000		

SUMMARY BUDGET INFORMATION

FY 2025-26 BUDGET - "Quick Summary"

* General Fund Tax Rate:	10.25 cents	- 09.75 cent General Fund plus .50 cent for transfer to Beach Nourishment Fund = 10.25 cents, compares to revenue neutral rate of 9.29 cents; a slight increase of less than 1 cent is recommended to meet necessary operational needs, and gradually build fund balance.
* Average Value Annual Bill - General Fund Tax:	\$ 777.77	- based on average value property in Emerald Isle (\$758,796), all property tax bills
* Annual Solid Waste Fee:	\$ 335.00	- necessary increase in annual solid waste fee, which covers 100% of direct and indirect expenditures related to solid waste; total fee = to \$27.91 per month per residential unit
* Total FY 25-26 Tax Bill for Average Value Owner (Non-oceanfront / non-inlet-front)	\$ 1,112.77	- average bill equates to \$92.73 per month for all Town services, programs, and projects
* Primary Benefit (Oceanfront / Inlet-front) District Tax Rate:	2.20 cents	- Primary Benefit District property tax rate; revenue neutral tax rate of 2.21 cents
* Other Fee Changes:		- Slight increase to select zoning fees proposed for the FY 2026 budget year

* Total Town of Emerald Isle Budget:	\$ 15,226,948	- includes General Fund, Future Beach Nourishment Fund, and Special Events Fund
* Total General Fund Budget:	\$ 14,482,562	- a \$1,048,903, or 7.81% increase from FY 24-25 original budget amount;
* Total Future Beach Nourishment Fund Budget:	\$ 966,886	- includes proceeds from 2.2-cent Primary Benefit district tax rate; plus \$300,000 transfer from General Fund; plus projected interest earnings on fund balance

Key Budget Issues:

- FY 25-26 budget continues to enable Town departments to maintain current service levels and high service quality
- considers conservative revenues, with modest growth of sales tax revenues based on current economic trends
- one-time revenues from sale of surplus vehicles are included in the recommended budget to offset the cost of the purchase of replacement vehicles
- includes \$2.91/month increase in solid waste fees to cover the total cost of trash, recycling, and yard debris removal services
- includes the addition of both full and part-time staffing in the Fire Department to cover paramedic support positioned at the US Coast Guard Station
- includes continuation of public assistance grant funding (FEMA 428 Program) for stormwater improvements and purchase of emergency equipment
- assumes anticipated building resilient infrastructure grant funding (FEMA 4487 Program) for significant Western Emerald Isle Stormwater Infiltration project
- includes investment in necessary replacement of aged capital assets - brush truck; backhoe, beach access walkways, mowers, and HVAC units
- includes investment in additional Town-wide Christmas decorations utilizing donations and General Fund match
- includes funding for compensation increases to select competitive positions, such as paramedics and police officers
- proposed 2.5% cost-of-living adjustment for all Town employees; also maintains current employee health insurance program at a reduced overall cost, and continued funding for retiree health insurance benefit

FY 2025-26 BUDGET - "Quick Summary"

* Actual Adjusted General Fund Balance at 6/30/24:	\$ 4,897,512	- increased over prior year due to continued gradual annual increase to fund balance, as well as remaining unspent funds planned for projects not yet completed.
* Projected Adjusted General Fund Balance at 6/30/25:	\$ 5,017,783	- slight increase expected to adjusted fund balance, which is derived by
- as percent of FY 25-26 Recommended Budget	34.65%	anticipated overages in revenues and cost savings in each departmental budget.

* Total Authorized Full - Time Positions:	76	- addition of 3 FTE's for Fire Department (compliance with NFPA Standard 1710)
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* Major FY 25-26 Expenditure Changes over/(under) Prior Year: General Fund	\$ 178,509	- 2.5% cost-of-living adjustment for Town employees; compares to March CPI incr. of 1.9%
	40,387	- increase in employer contribution rates required by Local Government Retirement System
	91,364	- increase in Admin salary expenses - Manager increase plus change from PT to Full-Time
	319,431	- addition of 3 full-time firefighters, plus part-time staffing for 3rd ambulance at CG Station
	161,237	- other salary increases for promotional advancement and competitive market adjustments
	(72,000)	- estimated savings from renewal of employee health/supplemental insurance plans
	14,500	- biannual cost of elections provided by Carteret County
	125,000	- replacement backhoe - bank financed over 5 years
	145,300	- additional capital costs - replacement of aged Police patrol vehicles including upfitting
	98,620	- replacement capital needs for Public Works, HVAC units, mowers, pumps, and paving equip.
	(110,000)	- completion of the FY 2025 gymnasium floor
	<u>60,000</u>	- replacement capital investment for aged beach access walkways
	\$ 1,052,347	(DOES NOT ACCOUNT FOR VARIOUS OTHER SMALLER CHANGES THROUGHOUT BUDGET)

* Major FY 25-26 Revenue Changes over/(under) Prior Year: General Fund	\$ 723,744	- anticipated additional property tax revenue - (prior year rate 16.5 / proposed rate 10.25)
	(103,425)	- decreased sales and use tax distributions expected based on current economic trends
	92,591	- anticipated increase in state-shared revenues for Electricity Sales Tax & Powell Bill
	222,792	- increase in Solid Waste fees/ \$35/year increase to cover direct and indirect costs of service
	9,000	- slight increase in EMS service fees and subscription program based on recent trends
	(18,735)	- decrease in Other fees based on lower than expected beach driving permit fee revenues
	(29,000)	- anticipated decline in ABC Board distributions
	126,000	- anticipated one-time proceeds - sale of surplus property (aged fire apparatus)
	125,000	- replacement backhoe - bank financed over 5 years
	<u>(101,385)</u>	- changed in appropriated fund balance (prior year budgeted for gymnasium floors)
	\$ 1,046,582	(DOES NOT ACCOUNT FOR VARIOUS OTHER SMALLER CHANGES THROUGHOUT BUDGET)

FY 2025-26 BUDGET - ALL FUNDS

<u>Fund</u>	<u>Adopted FY 24-25 Revenues</u>	<u>Adopted FY 24-25 Expenditures</u>	<u>Recommended FY 25-26 Revenues</u>	<u>Recommended FY 25-26 Expenditures</u>	<u>Inc / (Dec) FY 24-25 Budget (Adopted) vs. FY 25-26 Recom</u>	<u>Pct Change FY 24-25 Budget (Adopted) vs. FY 25-26 Recom</u>
General Fund	\$ 13,433,359	\$ 13,433,359	\$ 14,482,562	\$ 14,482,562	\$ 1,049,203	8%
Future Beach Nourishment Fund	974,741	974,741	966,886	966,886	(7,855)	-1%
Special Events Fund	<u>79,000</u>	<u>79,000</u>	<u>77,500</u>	<u>77,500</u>	<u>(1,500)</u>	<u>-2%</u>
TOTAL	\$ 14,487,100	\$ 14,487,100	\$ 15,526,948	\$ 15,526,948	\$ 1,039,848	7%
Minus Interfund Transfers	<u>\$ 309,000</u>	<u>\$ 309,000</u>	<u>\$ 300,000</u>	<u>\$ 300,000</u>	<u>\$ (9,000)</u>	<u>-3%</u>
TOTAL BUDGET	\$ 14,178,100	\$ 14,178,100	\$ 15,226,948	\$ 15,226,948	\$ 1,048,848	7%

GENERAL FUND BUDGET SUMMARY

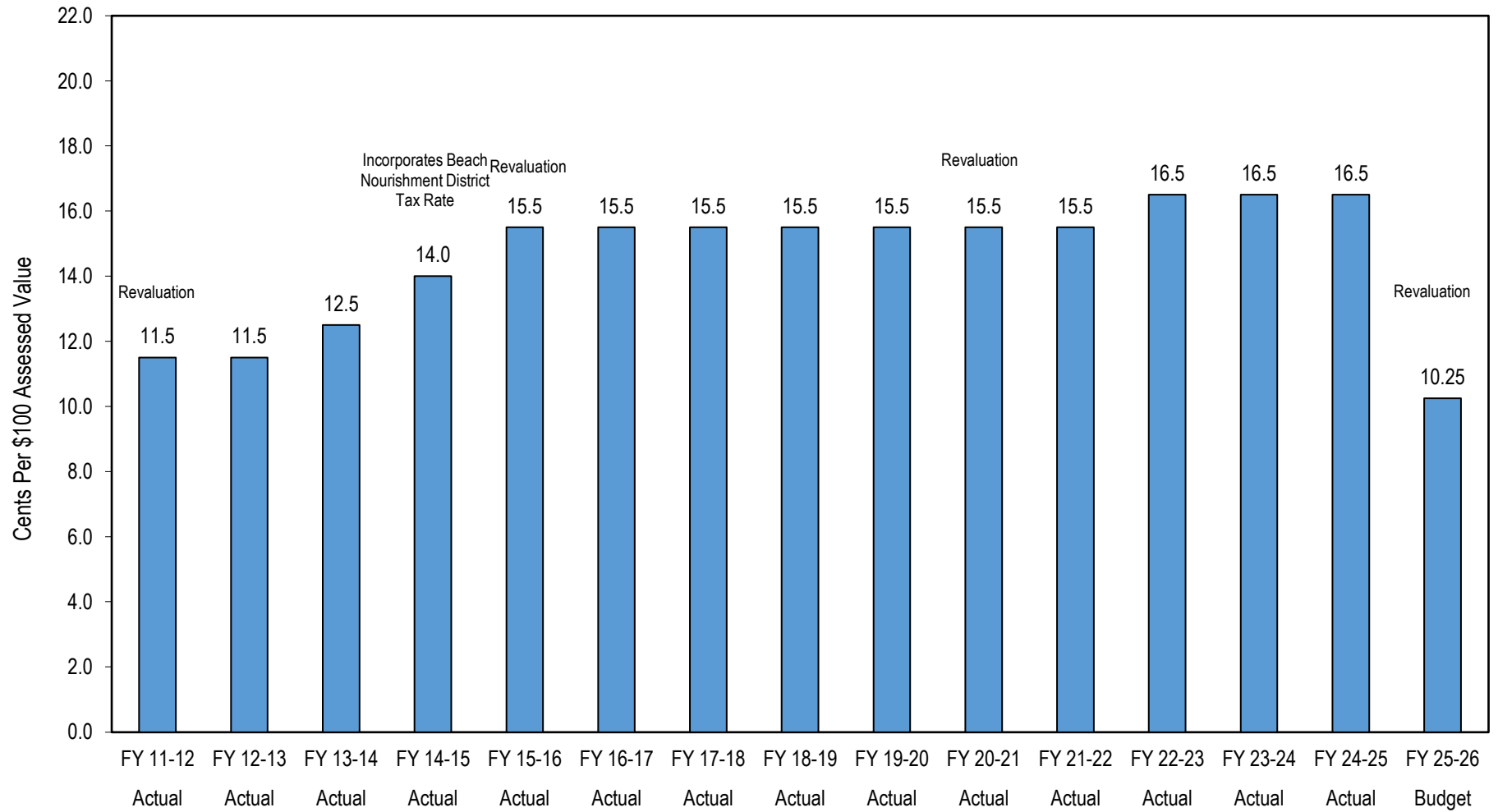
	FY 23-24 <u>Actual</u>	Adopted FY 24-25 <u>Budget</u>	Amended FY 24-25 <u>Budget</u>	FY 24-25 Thru <u>April 10, 2025</u>	Projected Thru <u>Year-End</u>	Recommended FY 25-26 <u>Budget</u>	Adopted FY 25-26 <u>Budget</u>	Inc / (Dec) FY 24-25 Budget (Adopted) vs. <u>FY 25-26 Recom</u>	Pct Change FY 24-25 Budget (Adopted) vs. <u>FY 25-26 Recom</u>
REVENUES									
Property Tax	5,340,306	5,327,496	5,327,496	5,226,531	5,390,573	6,051,240	-	723,744	13.59%
Sales Tax	2,801,566	2,951,402	2,951,402	1,403,311	2,765,000	2,847,977	-	(103,425)	-3.50%
State-Collected Revenues	845,027	799,744	799,744	545,432	881,274	892,335	-	92,591	11.58%
Solid Waste Fees	1,982,112	2,025,558	2,025,558	1,962,049	2,010,799	2,248,850	-	223,292	11.02%
EMS Service Fees	345,049	336,000	336,000	278,290	347,830	345,000	-	9,000	2.68%
Development Permit Fees	91,810	76,550	76,550	62,805	78,115	80,700	-	4,150	5.42%
Other Fees	707,328	756,485	756,485	478,677	681,077	737,750	-	(18,735)	-2.48%
Parks and Recreation Fees	245,314	252,690	252,690	208,327	265,227	260,755	-	8,065	3.19%
Grant Revenues	28,816	-	87,203	48,689	130,670	5,363	-	5,363	
Other Revenues	471,050	353,480	458,731	299,271	415,461	430,023	-	76,543	21.65%
Installment Financing / Leases / SBITA	126,993	230,000	230,000	220,000	220,000	355,000	-	125,000	54.35%
Interest Earnings	170,422	150,000	150,000	120,801	166,801	155,000	-	5,000	3.33%
Transfers From Other Funds	7,500	-	-	-	-	-	-	-	
Powell Bill Fund Balance	-	-	-	-	-	-	-	-	
Special Separation Allowance Fund Balance	-	63,954	63,954	-	-	63,954	-	-	0.00%
Fund Balance	-	110,000	216,047	-	-	8,615	-	(101,385)	-92.17%
TOTAL	13,163,293	13,433,359	13,731,860	10,854,183	13,352,827	14,482,562	-	1,049,203	7.81%
EXPENDITURES									
Governing Body	95,501	107,462	96,762	61,551	75,349	99,062	-	(8,400)	-7.82%
Legal	63,920	78,000	78,000	54,002	70,350	70,000	-	(8,000)	-10.26%
Administration	819,500	779,038	836,711	656,223	841,332	895,690	-	116,652	14.97%
Planning and Inspections	222,912	267,075	267,075	200,784	265,760	270,715	-	3,640	1.36%
Police	2,642,112	2,669,868	2,769,571	2,129,975	2,713,947	2,940,906	-	271,038	10.15%
Fire	3,318,363	3,399,772	3,577,749	2,677,043	3,387,328	3,905,554	-	505,782	14.88%
Public Works	944,786	921,879	961,636	713,160	878,616	1,209,741	-	287,862	31.23%
Solid Waste	1,816,137	2,157,978	2,157,978	1,596,935	2,074,151	2,194,918	-	36,940	1.71%
Parks and Recreation	1,150,340	1,208,803	1,260,294	978,566	1,228,773	1,143,932	-	(64,871)	-5.37%
NonDepartmental	596,437	768,792	651,392	569,486	593,457	794,048	-	25,256	3.29%
Debt Service	716,097	740,692	740,692	521,120	731,007	632,995	-	(107,697)	-14.54%
Transfers to Other Funds	359,231	334,000	334,000	334,000	334,000	325,000	-	(9,000)	-2.69%
TOTAL	12,745,335	13,433,359	13,731,860	10,492,844	13,194,070	14,482,562	-	1,049,203	7.81%
Difference	417,957	(0)	(0)	361,339	158,757	(0)	-		

NET CHANGE IN ANNUAL TOWN OF EMERALD ISLE TAX BILL - Example Properties

OCEANFRONT / INLET-FRONT OWNERS								
		Property Value	Property Value	Property Value	Property Value	Property Value	Property Value	Property Value
	2020 Value	\$ 290,250	\$ 828,093	\$ 1,069,878	\$ 1,911,623	\$ 1,838,541	\$ 1,050,085	\$ 739,228
	2025 Value	\$ 462,411	\$ 1,706,298	\$ 2,291,225	\$ 2,794,823	\$ 4,530,699	\$ 3,094,107	\$ 1,410,004
	<u>Rates</u>	Point Emerald Villas	Eastern EI	Central EI	Central EI	Lands End	Inlet Drive	Eastern EI
FY 24-25 Actual								
Property Tax - General Fund	\$ 0.1550	\$ 449.89	\$ 1,283.54	\$ 1,658.31	\$ 2,963.02	\$ 2,849.74	\$ 1,627.63	\$ 1,145.80
Property Tax - General Fund (Beach Nourishment)	\$ 0.0100	29.03	82.81	106.99	191.16	183.85	105.01	73.92
Property Tax - Beach Nourishment MSD	\$ 0.0400	116.10	331.24	427.95	764.65	735.42	420.03	295.69
Solid Waste Fee	\$ 300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00
TOTAL		\$ 895.01	\$ 1,997.59	\$ 2,493.25	\$ 4,218.83	\$ 4,069.01	\$ 2,452.67	\$ 1,815.42
FY 25-26 Recommended								
Property Tax - General Fund	\$ 0.0975	\$ 450.85	\$ 1,663.64	\$ 2,233.94	\$ 2,724.95	\$ 4,417.43	\$ 3,016.75	\$ 1,374.75
Property Tax - General Fund (Beach Nourishment)	\$ 0.0050	23.12	85.31	114.56	139.74	226.53	154.71	70.50
Property Tax - Beach Nourishment MSD	\$ 0.0220	101.73	375.39	504.07	614.86	996.75	680.70	310.20
Solid Waste Fee	\$ 335.00	335.00	335.00	335.00	335.00	335.00	335.00	335.00
TOTAL		\$ 910.70	\$ 2,459.34	\$ 3,187.58	\$ 3,814.55	\$ 5,975.72	\$ 4,187.16	\$ 2,090.45
Net Change - Annual Tax Bill		\$ 15.69	\$ 461.75	\$ 694.33	\$ (404.27)	\$ 1,906.71	\$ 1,734.49	\$ 275.04

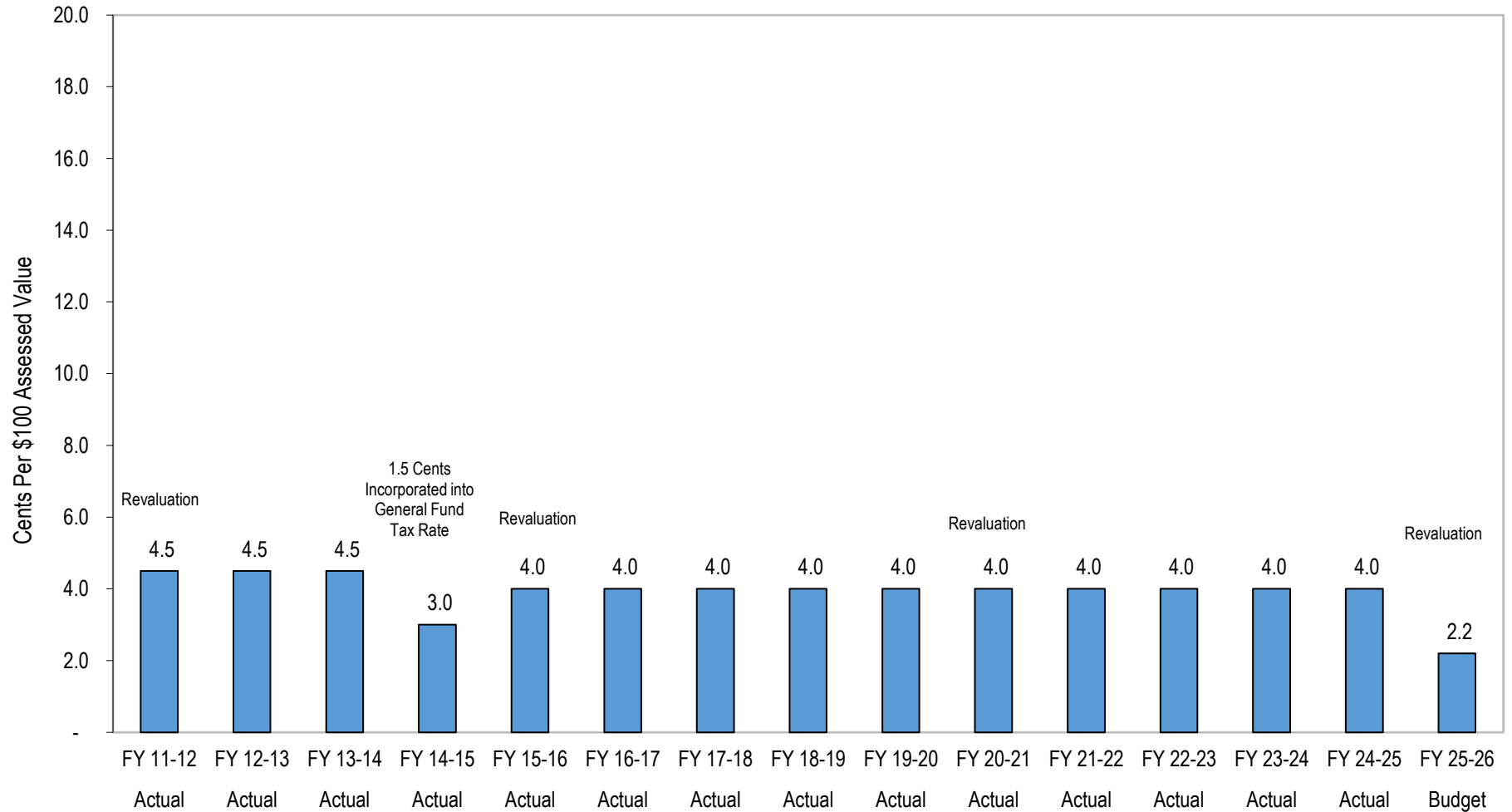
ALL OTHER OWNERS								
		Property Value	Property Value	Property Value	Property Value	Property Value	Property Value	Property Value
	2020 Value	\$ 331,117	\$ 323,640	\$ 321,787	\$ 457,967	\$ 527,958	\$ 620,960	\$ 684,475
	2025 Value	\$ 567,935	\$ 540,420	\$ 782,062	\$ 994,730	\$ 1,024,534	\$ 1,334,520	\$ 1,167,293
	<u>Rates</u>	Archers Creek	Sunset Harbor	Joel Lane	Ocean Dr - East EI	Emerald Plantation	Connie Street	Sound Drive
FY 24-25 Actual								
Property Tax - General Fund	\$ 0.1550	\$ 513.23	\$ 501.64	\$ 498.77	\$ 709.85	\$ 818.33	\$ 962.49	\$ 1,060.94
Property Tax - General Fund (Beach Nourishment)	\$ 0.0100	33.11	32.36	32.18	45.80	52.80	62.10	68.45
Property Tax - Beach Nourishment MSD	\$ -	-	-	-	-	-	-	-
Solid Waste Fee	\$ 300.00	300.00	300.00	300.00	300.00	300.00	300.00	300.00
TOTAL		\$ 846.34	\$ 834.01	\$ 830.95	\$ 1,055.65	\$ 1,171.13	\$ 1,324.58	\$ 1,429.38
FY 25-26 Recommended								
Property Tax - General Fund	\$ 0.0975	\$ 553.74	\$ 526.91	\$ 762.51	\$ 969.86	\$ 998.92	\$ 1,301.16	\$ 1,138.11
Property Tax - General Fund (Beach Nourishment)	\$ 0.0050	28.40	27.02	39.10	49.74	51.23	66.73	58.36
Property Tax - Beach Nourishment MSD	\$ -	-	-	-	-	-	-	-
Solid Waste Fee	\$ 335.00	335.00	335.00	335.00	335.00	335.00	335.00	335.00
TOTAL		\$ 917.13	\$ 888.93	\$ 1,136.61	\$ 1,354.60	\$ 1,385.15	\$ 1,702.88	\$ 1,531.48
Net Change - Annual Tax Bill		\$ 70.79	\$ 54.92	\$ 305.67	\$ 298.95	\$ 214.02	\$ 378.30	\$ 102.09

GENERAL FUND PROPERTY TAX RATE HISTORY



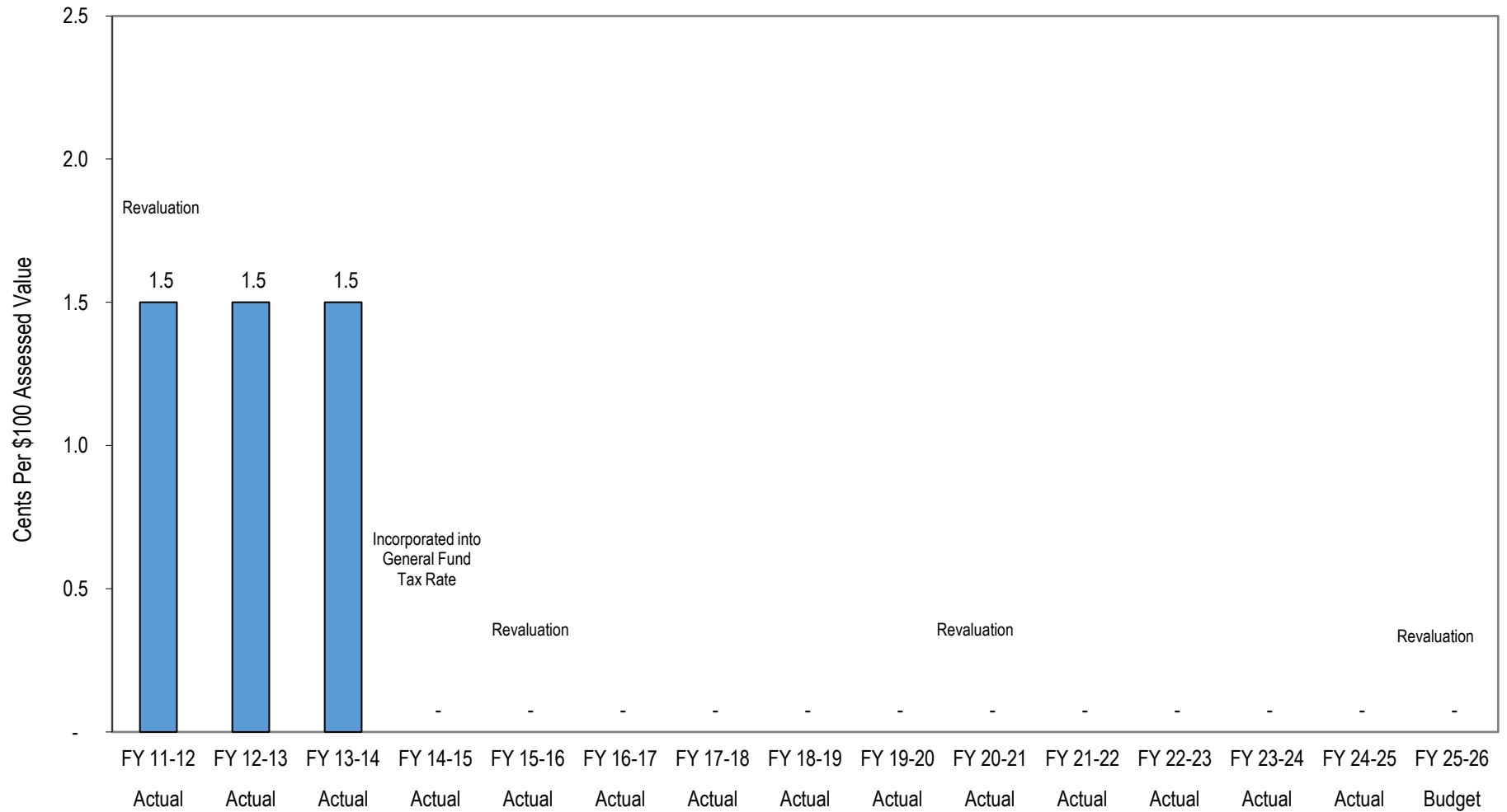
PRIMARY BENEFIT DISTRICT PROPERTY TAX RATE HISTORY

Oceanfront / Inlet-Front

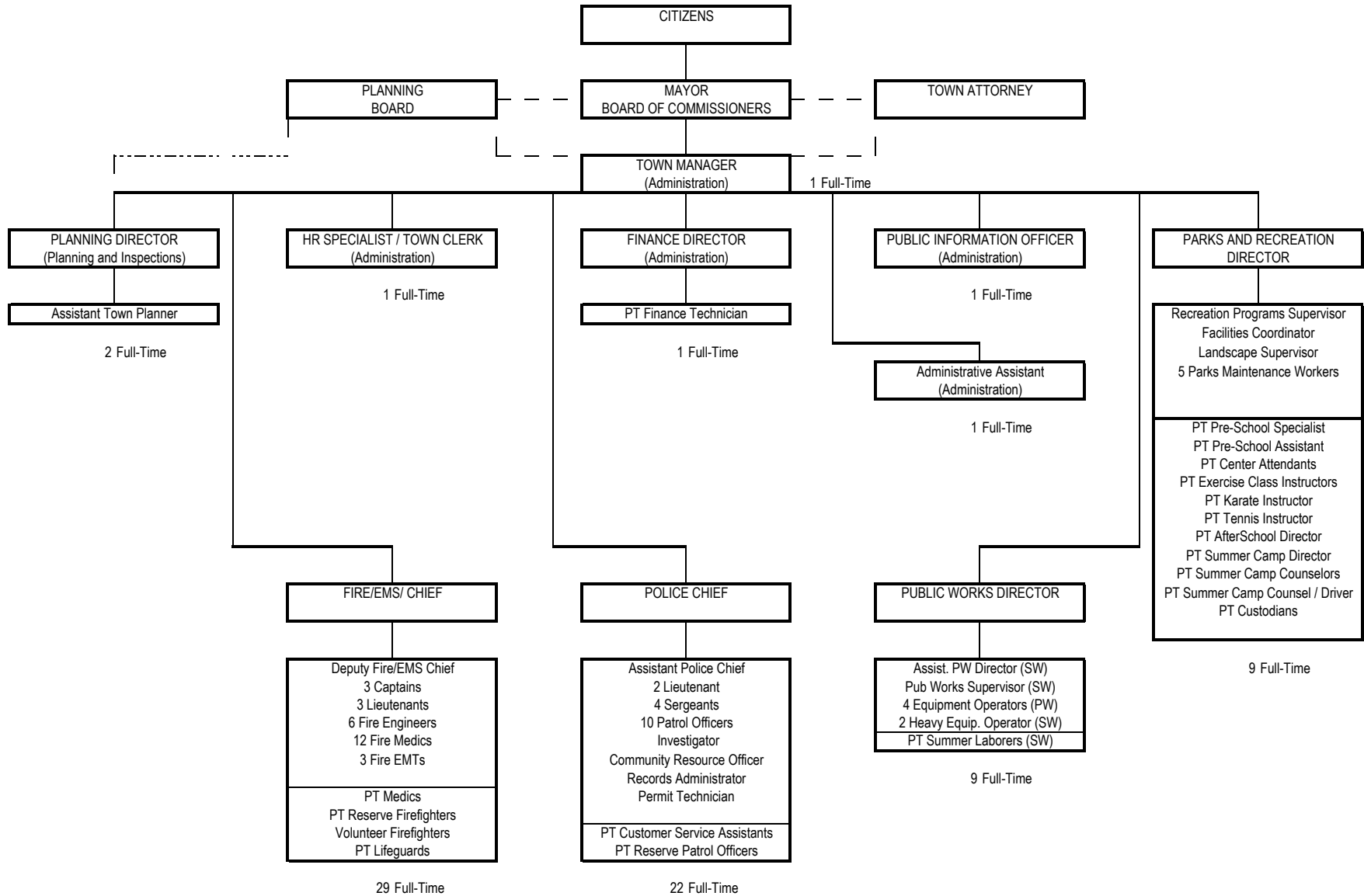


SECONDARY BENEFIT DISTRICT PROPERTY TAX RATE HISTORY

Non-Oceanfront / Non Inlet-front



**TOWN OF EMERALD ISLE
ORGANIZATION CHART
FY 2025-26 Recommended Budget**



**TOTAL POSITIONS
76 Full-Time**

SUMMARY OF AUTHORIZED POSITIONS

BUDGET INFORMATION

<u>Department</u>	<u>FY 23-24</u> <u>Actual</u>	<u>FY 24-25</u> <u>Adopted</u>	<u>FY 24-25</u> <u>Amended</u>	<u>FY 24-25</u> <u>Projected</u>	<u>FY 25-26</u> <u>Request</u>	<u>FY 25-26</u> <u>Recommended</u>	<u>FY 25-26</u> <u>Adopted</u>
<i>FULL-TIME</i>							
Governing Body	-	-	-	-	-	-	-
Legal	-	-	-	-	-	-	-
Administration	4	4	5	5	5	5	-
Planning and Inspections	2	2	2	2	2	2	-
Police	22	22	22	22	22	22	-
Fire	26	26	26	26	29	29	-
Public Works	5	5	5	5	5	5	-
Solid Waste	4	4	4	4	4	4	-
Parks and Recreation	9	9	9	9	9	9	-
Nondepartmental	-	-	-	-	-	-	-
Debt Service	-	-	-	-	-	-	-
Transfers to Other Funds	-	-	-	-	-	-	-
TOTAL	72	72	73	73	76	76	-
<i>PART-TIME</i>							
Governing Body	6	6	6	6	6	6	-
Legal	1	1	1	1	1	1	-
Administration	3	3	2	2	2	2	-
Planning and Inspections	-	-	-	-	-	-	-
Police	22	22	22	22	22	22	-
Fire	60	60	60	53	60	60	-
Public Works	1	2	2	1	1	1	-
Solid Waste	1	2	2	2	2	2	-
Parks and Recreation	35	35	35	34	34	34	-
Nondepartmental	-	-	-	-	-	-	-
Debt Service	-	-	-	-	-	-	-
Transfers to Other Funds	-	-	-	-	-	-	-
TOTAL	129	131	130	121	128	128	-

GENERAL FUND BALANCE PROJECTION as of 6/30/25

Total General Fund Balance as of 6/30/22	\$	3,967,067	
Minus Non-spendable - Prepays	\$	39,551	
Minus Restricted for Powell Bill/Special Drug Funds	\$	17,438	
Minus Committed for Special Separation Allowance	\$	63,954	
Minus Assigned for Subsequent Years' Expenditures	\$	-	
Minus Stabilization by State Statute	\$	1,376,271	
ADJUSTED FUND BALANCE			
Unassigned Fund Balance as of 6/30/22	\$	2,469,853	Total Unassigned+Stabilization by State Statute as of 6/30/22 \$ 3,846,124
As percent of FY 2021-22 final expenditures		20.07%	As percent of FY 2021-2022 final expenditures 31.26%
As percent of FY 2022-2023 adopted General Fund budget		20.19%	As percent of FY 2022-2023 adopted General Fund budget 31.44%

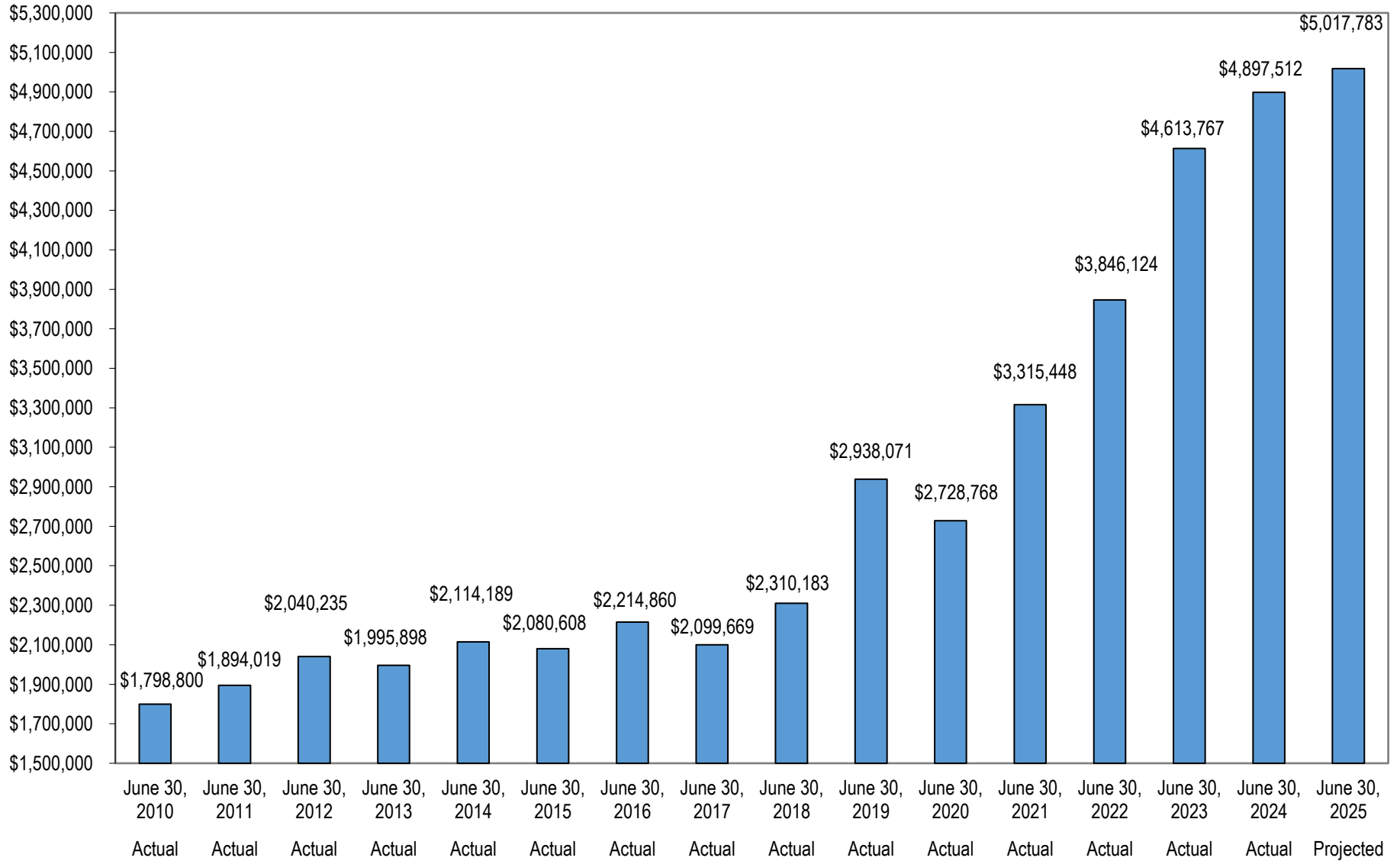
Total General Fund Balance as of 6/30/23	\$	4,701,714	
Minus Non-spendable - Prepays	\$	18,120	
Minus Restricted for Powell Bill/Special Drug Funds	\$	5,873	
Minus Committed for Special Separation Allowance	\$	63,954	
Minus Assigned for Subsequent Years' Expenditures	\$	-	
Minus Stabilization by State Statute	\$	2,282,733	
ADJUSTED FUND BALANCE			
Unassigned Fund Balance as of 6/30/23	\$	2,331,034	Total Unassigned+Stabilization by State Statute as of 6/30/23 \$ 4,613,767
As percent of FY 2022-23 final expenditures		17.97%	As percent of FY 2022-23 final expenditures 35.56%
As percent of FY 2023-2024 adopted General Fund budget		18.18%	As percent of FY 2023-2024 adopted General Fund budget 35.99%

Total General Fund Balance as of 6/30/24	\$	5,119,671	
Minus Non-spendable - Prepays	\$	695	
Minus Restricted for Powell Bill/Special Drug Funds	\$	47,510	
Minus Committed for Special Separation Allowance	\$	63,954	
Minus Assigned for Subsequent Years' Expenditures	\$	110,000	
Minus Stabilization by State Statute	\$	1,470,743	
ADJUSTED FUND BALANCE			
Unassigned Fund Balance as of 6/30/24	\$	3,426,769	Total Unassigned+Stabilization by State Statute as of 6/30/24 \$ 4,897,512
As percent of FY 2023-24 final expenditures		26.89%	As percent of FY 2023-24 final expenditures 38.43%
As percent of FY 2024-2025 adopted General Fund budget		25.51%	As percent of FY 2024-2025 adopted General Fund budget 36.46%

Fund Balance Adjustments During / At Close of FY 2024-2025			
Direct FY 26 appropriation of General Fund balance		(8,615)	
Reserve 2025 Powell Bill Funds to be held for FY 2026 projects		(29,871)	
Projected FY 24-25 surplus / (deficit)		158,757	
ADJUSTED FUND BALANCE			
Projected Unassigned Fund Balance as of 6/30/25	\$	3,547,040	Total Unassigned+Stabilization by State Statute as of 6/30/25 \$ 5,017,783
As percent of projected FY 2024-25 final expenditures		26.88%	As percent of projected FY 2024-25 final expenditures 38.03%
As percent of FY 2025-2026 Rec General Fund budget		24.49%	As percent of FY 2025-2026 Rec General Fund budget 34.65%

ADJUSTED GENERAL FUND BALANCE

Unassigned Plus Stabilization by State Statute



PROPERTY TAX RATE BREAKDOWN

FY 2025 - 2026

FY 25-26 Recommended General Fund Tax Rate: 10.25 cents

Breakdown by department / service:

Governing Body & Legal	0.15 cents
Administration	0.85 cents
Planning and Inspections	0.15 cents
Police	2.50 cents
Fire	3.25 cents
Public Works	0.90 cents
Solid Waste	- cents
Parks and Recreation	0.65 cents
NonDepartmental	0.70 cents
Debt Service	0.60 cents
Transfer to Future Beach Nourishment Fund	0.50 cents
Transfer to Capital Projects	- cents

TOTAL	10.25 cents

ITEMIZED RECEIPT - TOWN SERVICES

FY 2025 - 2026

HOW MUCH DO GENERAL FUND TOWN SERVICES REALLY COST YOU?

Taxpayer:
Mr. Average Taxpayer
1957 Emerald Drive
Emerald Isle, NC 28594

Town of Emerald Isle
7500 Emerald Drive
Emerald Isle, NC 28594
252-354-3424
www.emeraldisle-nc.org



Assessed Value (2025 dollars): \$ 758,796
FY 2026 Property Tax Rate Per \$100: 10.25 cents

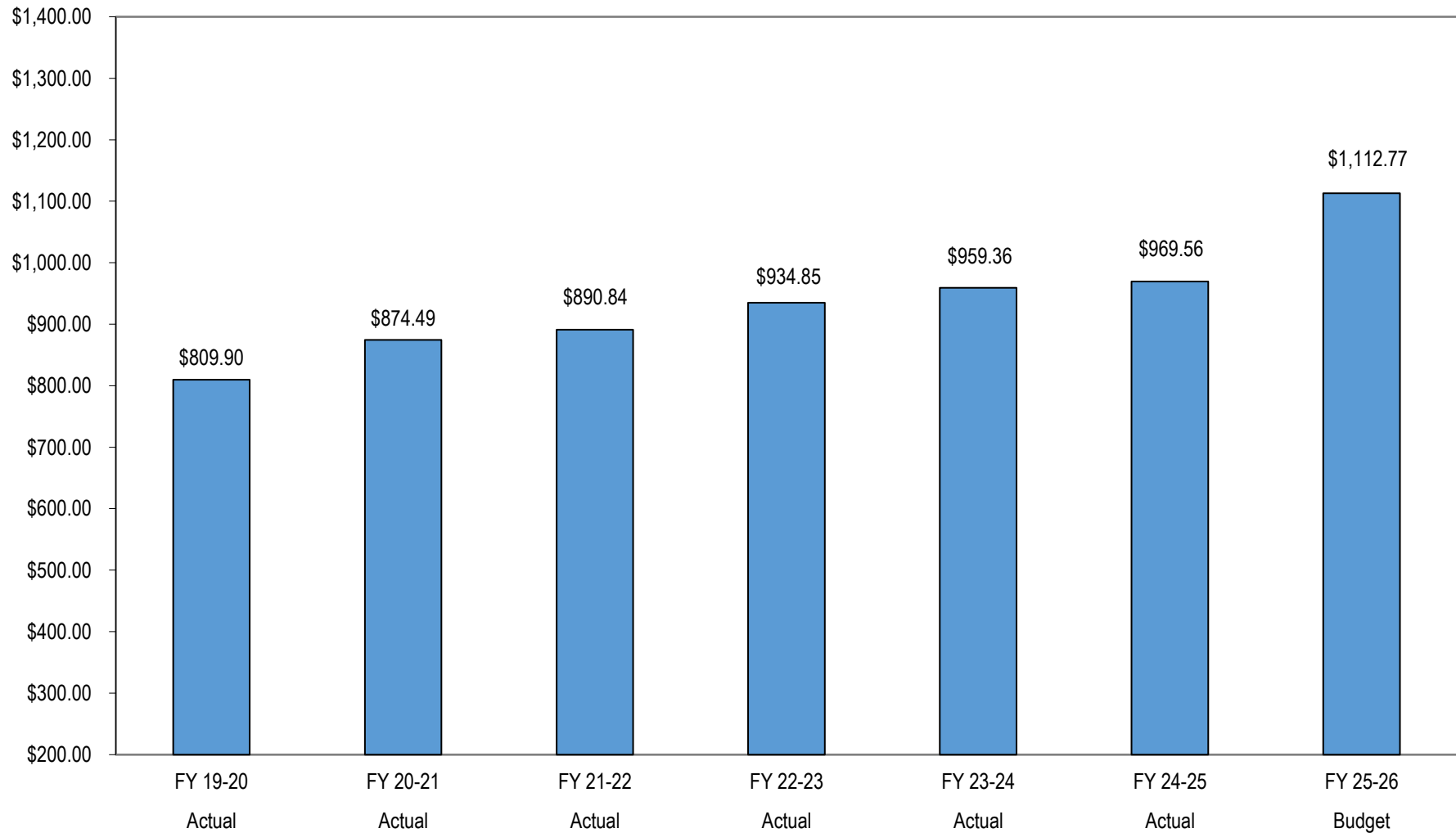
TOTAL FY 2026 PROPERTY TAX DUE:	\$ 777.77
TOTAL FY 2026 SOLID WASTE FEE DUE:	\$ 335.00
TOTAL FY 2026 AMOUNT DUE:	\$ 1,112.77

Your Property Taxes Are Used For:	Which Provides For:	Itemized Cost Annual Amount	Itemized Cost Monthly Amount
Police Services	24-hour police patrol, police response, traffic enforcement, criminal investigations, general ordinance enforcement, and general community assistance.	\$ 189.70	\$ 15.81
Parks and Recreation	Recreation programs, Community Center operations, public beach accesses, community festivals, NC 58 landscaping, bicycle path maintenance, Bogue Sound accesses, community parks, public boating access maintenance, and other quality of life enhancements.	\$ 49.32	\$ 4.11
Planning and Inspections	Fair and consistent enforcement of land development ordinances, including zoning, subdivision, storm water, flood damage prevention, and signs, to ensure compatible and orderly growth and development in Emerald Isle. Collaboration with Carteret County for enforcement of NC building codes.	\$ 11.38	\$ 0.95
Fire and Rescue Services	24-hour fire response and suppression services, emergency medical response and transport at the paramedic level, water rescue capabilities, summertime lifeguards, hurricane preparedness and emergency management, public education, and low ISO insurance ratings.	\$ 246.61	\$ 20.55
Public Works Services	Public facilities maintenance, public ROW mowing, street maintenance, public street lights and signs, storm water management operations, and other activities intended to maintain an attractive town appearance and safe environment.	\$ 68.29	\$ 5.69
Solid Waste Services	Twice per week residential trash collection, once per week residential recycling collection, container roll-back service, weekly yard waste collection, monthly white goods collection, beach strand trash collection and recycling collection, and public right of way litter collection.	\$ 335.00	\$ 27.92
General Government and Town Administration	Coordination of local democracy, non-political management of Town services and programs, thorough research on issues, public education and involvement initiatives, sound financial management, fair and equitable administration of tax system, and contributions to outside groups that enhance the quality of life in EI .	\$ 129.00	\$ 10.75
Debt Service	Principal & interest payments associated with multi-year leases; subscription-based IT arrangements; and installment purchases for land acquisition for McLean-Spell Park; replacement ambulance, heart monitors, aerial fire truck; and replacement backhoe and knuckleboom brush trucks.	\$ 45.53	\$ 3.79
Transfer to Future Beach Nourishment Fund	Contribution to reserve fund for future beach nourishment projects in Emerald Isle.	\$ 37.94	\$ 3.16
Transfer to Capital Projects / Other Funds	Construction of golf cart path improvements.	\$ -	\$ -
TOTAL FY 2026 AMOUNT DUE:		\$ 1,112.77	\$ 92.73

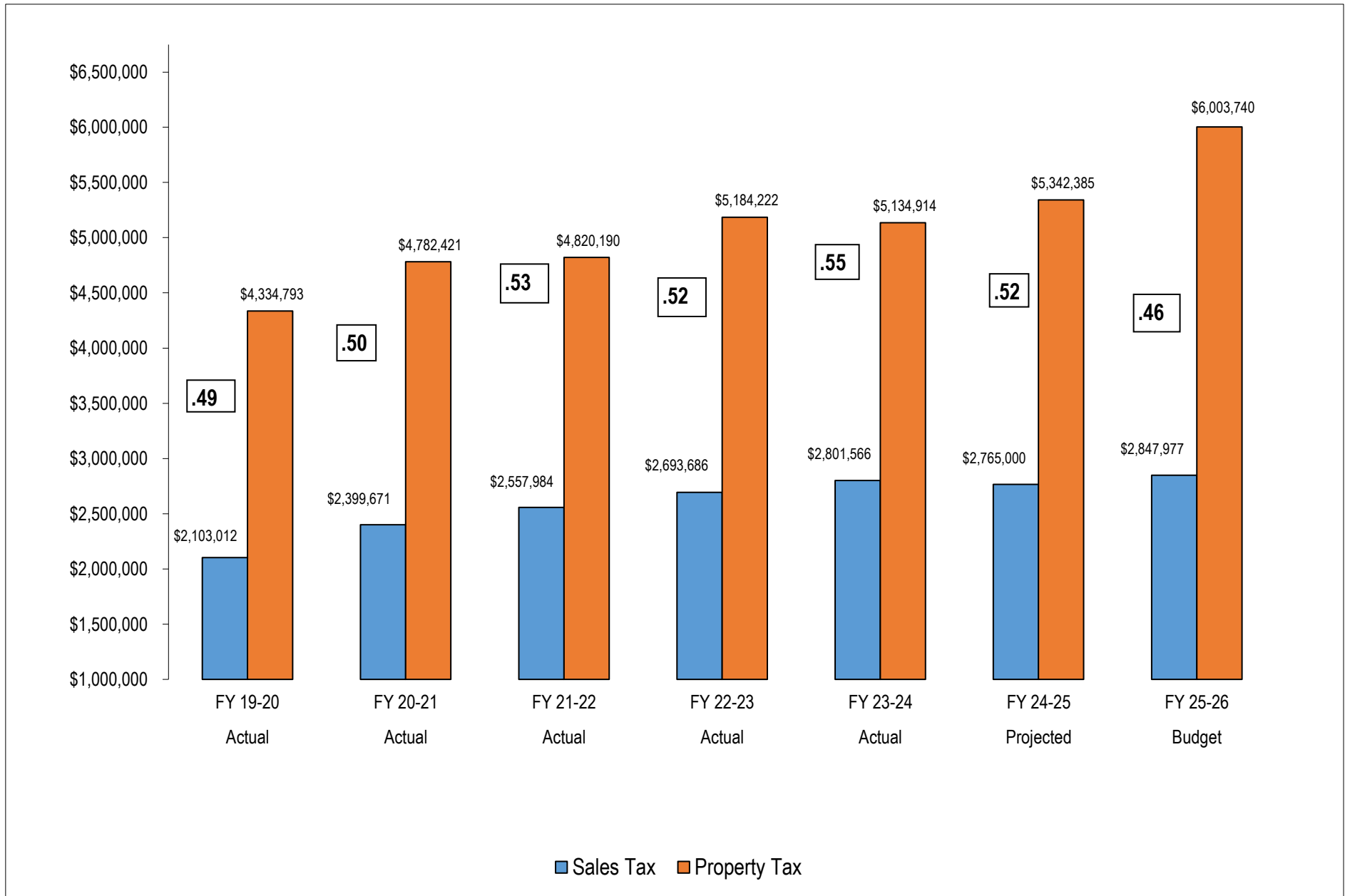
ANNUAL BILL - AVERAGE VALUE PROPERTY OWNER

Non-Oceanfront / Non Inlet-front

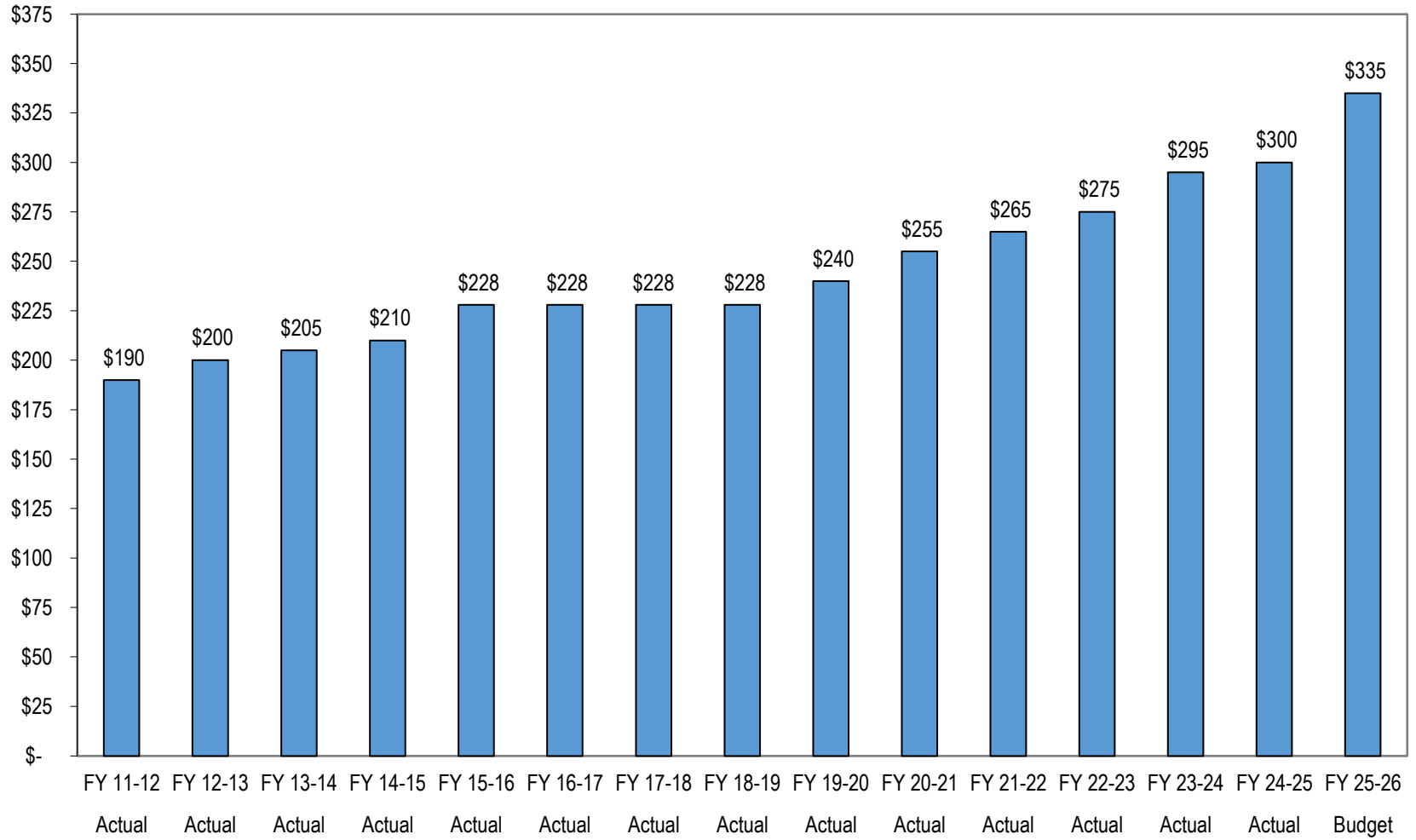
General Fund Property Tax + Solid Waste Fee



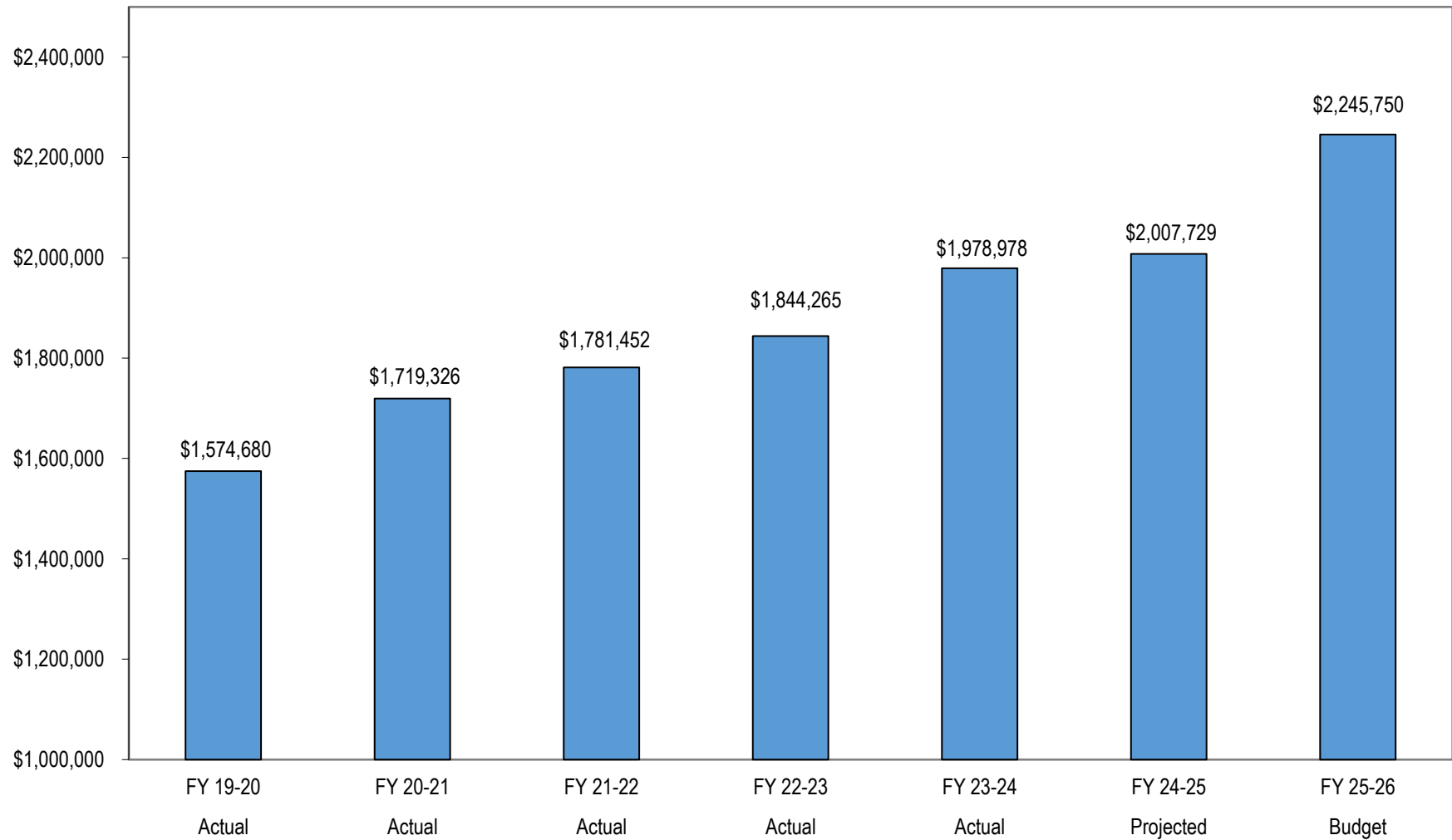
SALES TAX / PROPERTY TAX RATIO



ANNUAL SOLID WASTE SERVICE FEE HISTORY



ANNUAL SOLID WASTE SERVICE FEE REVENUES



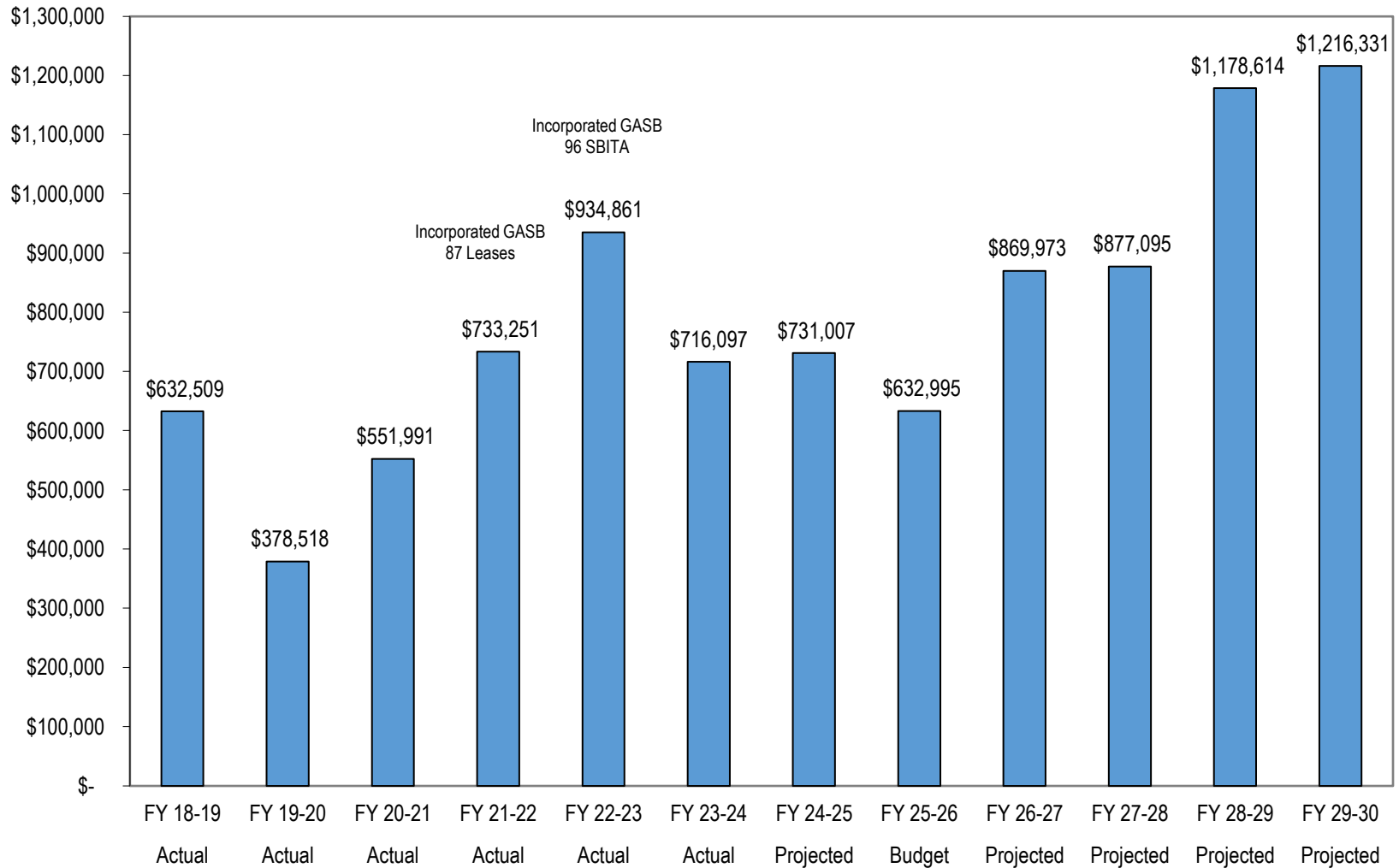
GENERAL FUND 5-YEAR FORECAST

	FY 23-24 <u>Actual</u>	Approved FY 24-25 <u>Budget</u>	Amended FY 24-25 <u>Budget</u>	FY 24-25 Thru <u>April 10, 2025</u>	Projected FY 24-25 <u>Year-End</u>	Recommended FY 25-26 <u>Budget</u>	FY 26-27 <u>Projected</u>	FY 27-28 <u>Projected</u>	FY 28-29 <u>Projected</u>	FY 29-30 <u>Projected</u>
Property Tax	5,340,306	5,327,496	5,327,496	5,226,531	5,390,573	6,051,240	6,111,277	6,171,915	6,233,159	6,295,016
Sales Tax	2,801,566	2,951,402	2,951,402	1,403,311	2,765,000	2,847,977	2,961,896	3,080,372	3,203,587	3,331,730
State-Collected Revenues	845,027	799,744	799,744	545,432	545,432	891,042	891,042	906,555	922,620	939,253
Solid Waste Fees	1,982,112	2,025,558	2,025,558	1,962,049	2,010,799	2,248,850	2,255,643	2,262,439	2,265,887	2,269,339
EMS Service Fees	345,049	336,000	336,000	278,290	347,830	345,000	348,200	351,432	354,696	357,993
Development Permit Fees	91,810	76,550	76,550	62,805	78,115	80,700	78,947	79,701	80,463	81,233
Other Fees	707,328	756,485	756,485	478,677	681,077	737,750	738,750	739,750	740,750	741,750
Parks and Recreation Fees	245,314	252,690	252,690	208,327	265,227	260,755	262,255	262,255	262,255	262,255
Grant Revenues	28,816	-	87,203	48,689	130,670	5,363	2,500	2,500	2,500	2,500
Other Revenues	471,050	353,480	458,731	299,271	415,461	430,023	317,439	319,886	322,366	324,880
Installment Financing / Leases / SBITA	126,993	230,000	230,000	220,000	220,000	355,000	-	400,000	230,000	-
Interest Earnings	170,422	150,000	150,000	120,801	166,801	155,000	155,000	100,000	100,000	100,000
Transfers From Other Funds	7,500	-	-	-	-	-	-	-	-	-
Powell Bill Fund Balance Appropriated	-	-	-	-	-	-	-	-	-	-
Special Separation Allowance Fund Balance	-	63,954	63,954	-	-	63,954	63,954	63,954	63,954	63,954
Fund Balance	-	110,000	216,047	-	-	8,615	-	-	-	-
TOTAL	13,163,293	13,433,359	13,731,860	10,854,183	13,352,827	14,482,562	14,186,903	14,740,759	14,782,239	14,769,904
Governing Body	95,501	107,462	96,762	61,551	75,349	99,062	102,034	105,095	108,248	111,496
Legal	63,920	78,000	78,000	54,002	70,350	70,000	71,000	72,000	73,000	74,000
Administration	819,500	779,038	836,711	656,223	841,332	895,690	922,561	950,238	978,745	1,008,107
Planning and Inspections	222,912	267,075	267,075	200,784	265,760	270,715	278,836	287,201	295,818	304,692
Police	2,642,112	2,669,868	2,769,571	2,129,975	2,713,947	2,940,906	2,950,494	3,039,009	3,147,180	3,284,085
Fire	3,318,363	3,399,772	3,577,749	2,677,043	3,387,328	3,905,554	4,028,720	4,591,582	4,302,069	4,467,292
Public Works	944,786	921,879	961,636	713,160	878,616	1,209,741	1,170,024	1,048,315	1,074,364	1,251,195
Solid Waste	1,816,137	2,157,978	2,157,978	1,596,935	2,074,151	2,194,918	2,023,866	2,084,582	2,387,119	2,211,533
Parks and Recreation	1,150,340	1,208,803	1,260,294	978,566	1,228,773	1,143,932	1,296,450	1,269,944	1,317,442	1,383,975
NonDepartmental	596,437	768,792	651,392	569,486	593,457	794,048	825,079	864,252	875,759	916,032
Debt Service	716,097	740,692	740,692	521,120	731,007	632,995	869,973	877,095	1,178,614	1,216,331
Transfers to Other Funds	359,231	334,000	334,000	334,000	334,000	325,000	325,000	325,000	325,000	325,000
TOTAL	12,745,335	13,433,359	13,731,860	10,492,844	13,194,070	14,482,562	14,864,039	15,514,313	16,063,358	16,553,738
Surplus / (Deficit)	417,957	(0)	(0)	361,339	158,757	(0)	(677,137)	(773,554)	(1,281,120)	(1,783,834)
Tax Rate To Accommodate Deficit						10.25	11.4	11.6	12.4	13.2

KEY ASSUMPTIONS:

- Property tax revenues based on current tax rate of 10.25 cents.
- Assumes 1% growth annually in property tax base.
- Assumes 4% growth in sales tax revenues annually.
- Assumes \$35 increase to annual solid waste fee in FY 25-26, with no increase in future years.
- Assumes 1% growth annually in development/zoning permit fees.
- Assumes modest or no growth in other revenues annually.
- Includes 2.5% employee raises in FY 25-26; assumes 3% each year thereafter.
- Includes all items included in 5-Year Capital Improvement / Replacement Program.
- Assumes continued balance of leased and owned vehicles for all departments.
- Assumes anticipated new debt service for replacement FY 2026 knuckleboom brush truck, heart monitors (3), backhoe beginning in FY 2026, with FEMA 428 Project Expansion, beginning in FY 2027.
- Includes all projected future debt service costs on existing obligations.
- Includes projected funding for retiree health insurance program, and LEO Special Separation Allowance.
- Includes \$120,000 for beach access walkway replacements annually, beginning in FY 2027.
- Assumes 3% inflationary increase in expenditures.
- Maintains annual transfer to Future Beach Nourishment Fund (\$300,000), and \$25,000 to Golf Cart Infrastructure Fund.

ANNUAL GENERAL DEBT SERVICE EXPENDITURES



3-YEAR COMPARISON

GENERAL FUND	Adopted FY 22-23 Budget	Recommended FY 25-26 Budget	Inc / (Dec) FY 22-23 Budget (Adopted) vs. FY 25-26 Recommended	Pct Change FY 22-23 Budget (Adopted) vs. FY 25-26 Recommended
REVENUES				
Property Tax	5,166,698	6,051,240	884,542	17.12%
Sales Tax	2,698,392	2,847,977	149,585	5.54%
State-Collected Revenues	746,591	892,335	145,744	19.52%
Solid Waste Fees	1,857,387	2,248,850	391,463	21.08%
EMS Service Fees	235,000	345,000	110,000	46.81%
Development Permit Fees	157,800	80,700	(77,100)	-48.86%
Other Fees	631,000	737,750	106,750	16.92%
Parks and Recreation Fees	194,800	260,755	65,955	33.86%
Grant Revenues	2,500	5,363	2,863	114.52%
Other Revenues	463,260	430,023	(33,237)	-7.17%
Installment Financing Proceeds	-	355,000	355,000	
Interest Earnings	1,000	155,000	154,000	15400.00%
Transfers from Other Funds	15,258	-	(15,258)	-100.00%
Special Separation Allowance Fund Balance	63,954	63,954	-	0.00%
Fund Balance	-	8,615	8,615	-
TOTAL	12,233,640	14,482,562	2,248,922	18.38%
EXPENDITURES by Function				
Governing Body	110,462	99,062	(11,400)	-10.32%
Legal	15,000	70,000	55,000	366.67%
Administration	786,248	895,690	109,442	13.92%
Planning and Inspections	276,593	270,715	(5,878)	-2.13%
Police	2,521,601	2,940,906	419,305	16.63%
Fire	2,224,834	3,905,554	1,680,720	75.54%
EMS	1,002,274	-	(1,002,274)	-100.00%
Public Works	838,451	1,209,741	371,290	44.28%
Solid Waste	1,825,533	2,194,918	369,385	20.23%
Parks and Recreation	1,061,251	1,143,932	82,681	7.79%
NonDepartmental	694,450	794,048	99,598	14.34%
Debt Service	530,942	632,995	102,053	19.22%
Transfers to Other Funds	346,000	325,000	(21,000)	-6.07%
TOTAL	12,233,640	14,482,562	2,248,923	18.38%

Note: Comparison includes adjustments for reorganization of Town funds to ensure fair comparison.

EMS and Fire Department budgets are fully combined in the Fire Department line effective FY 2024-25.

3-YEAR COMPARISON

GENERAL FUND	Adopted FY 22-23 <u>Budget</u>	Recommended FY 25-26 <u>Budget</u>	Inc / (Dec) FY 22-23 Budget (Adopted) vs. <u>FY 25-26 Recommended</u>	Pct Change FY 22-23 Budget (Adopted) vs. <u>FY 25-26 Recommended</u>
EXPENDITURES by Category				
Salaries	5,376,126	6,398,738	1,022,612	19.02%
Benefits	1,922,503	2,256,969	334,466	17.40%
Operating	4,058,069	4,209,940	151,871	3.74%
Capital Outlay	-	658,920	658,920	
Debt Service	530,942	632,995	102,053	19.22%
Transfer to Other Funds	346,000	325,000	(21,000)	-6.07%
TOTAL	12,233,640	14,482,562	2,248,922	18.38%
Full-Time Authorized Positions	75	76	1	1.33%
Property Tax Revenues	5,166,698	6,051,240	884,542	17.12%
Sales Tax Revenues	2,698,392	2,847,977	149,585	5.54%
Property Tax Rate	0.1650	0.1025	(0.0625)	-37.88%
Average Value Property Tax Bill	659.85	777.77	117.92	17.87%
Annual Solid Waste Fee	275.00	335.00	60.00	21.82%
Average Total Bill	934.85	1,112.77	177.92	19.03%
Average Tax Value	399,908	758,796	358,888	89.74%
	<u>March 2022</u>	<u>March 2025</u>	<u>Inc / (Dec)</u>	<u>Pct Change</u>
Consumer Price Index - South Urban	278.6	310.2	31.6	11.34%
	<u>June 30, 2022</u>	<u>June 30, 2025 (Projected)</u>	<u>Inc / (Dec)</u>	<u>Pct Change</u>
General Fund Balance (Adjusted)	3,846,124	5,017,783	1,171,659	30.46%
Outstanding General Fund Debt - I/P	1,938,563	1,202,299	(736,264)	-37.98%

5-YEAR COMPARISON

GENERAL FUND	Adopted FY 20-21 Budget	Recommended FY 25-26 Budget	Inc / (Dec) FY 20-21 Budget (Adopted) vs. FY 25-26 Recommended	Pct Change FY 20-21 Budget (Adopted) vs. FY 25-26 Recommended
REVENUES				
Property Tax	4,763,975	6,051,240	1,287,264	27.02%
Sales Tax	2,175,000	2,847,977	672,977	30.94%
State-Collected Revenues	771,500	892,335	120,835	15.66%
Solid Waste Fees	1,710,043	2,248,850	538,807	31.51%
EMS Service Fees	290,000	345,000	55,000	18.97%
Development Permit Fees	253,000	80,700	(172,300)	-68.10%
Other Fees	428,000	737,750	309,750	72.37%
Parks and Recreation Fees	195,500	260,755	65,255	33.38%
Grant Revenues	11,448	5,363	(6,085)	-53.15%
Other Revenues	226,100	430,023	203,923	90.19%
Installment Financing Proceeds	-	355,000	355,000	
Interest Earnings	25,000	155,000	130,000	520.00%
Transfers from Other Funds	-	-	-	
Special Separation Allowance Fund Balance	63,954	63,954	-	0.00%
Fund Balance	55,000	8,615	(46,385)	-84.34%
TOTAL	10,968,520	14,482,562	3,514,042	32.04%
EXPENDITURES by Function				
Governing Body	94,836	99,062	4,226	4.46%
Legal	15,000	70,000	55,000	366.67%
Administration	720,068	895,690	175,623	24.39%
Planning and Inspections	264,703	270,715	6,012	2.27%
Police	2,046,347	2,940,906	894,559	43.71%
Fire	1,929,463	3,905,554	1,976,090	102.42%
EMS	846,670	-	(846,670)	-100.00%
Public Works	737,949	1,209,741	471,792	63.93%
Solid Waste	1,626,116	2,194,918	568,803	34.98%
Parks and Recreation	1,155,899	1,143,932	(11,967)	-1.04%
NonDepartmental	639,396	794,048	154,652	24.19%
Debt Service	535,272	632,995	97,723	18.26%
Transfer to Other Funds	356,800	325,000	(31,800)	-8.91%
TOTAL	10,968,520	14,482,562	3,514,042	32.04%

Note: Comparison includes adjustments for reorganization of Town funds to ensure fair comparison.

EMS and Fire Department budgets are fully combined in the Fire Department line effective FY 2024-25.

5-YEAR COMPARISON

GENERAL FUND	Adopted FY 20-21 <u>Budget</u>	Recommended FY 25-26 <u>Budget</u>	Inc / (Dec) FY 20-21 Budget (Adopted) vs. <u>FY 25-26 Recommended</u>	Pct Change FY 20-21 Budget (Adopted) vs. <u>FY 25-26 Recommended</u>
EXPENDITURES by Category				
Salaries	4,656,738	6,398,738	1,742,000	37.41%
Benefits	1,680,297	2,256,969	576,672	34.32%
Operating	3,619,413	4,209,940	590,527	16.32%
Capital Outlay	120,000	658,920	538,920	449.10%
Debt Service	535,272	632,995	97,723	18.26%
Transfer to Other Funds	356,800	325,000	(31,800)	-8.91%
TOTAL	10,968,520	14,482,562	3,514,042	32.04%
Full-Time Authorized Positions	73	76	3	4.11%
Property Tax Revenues	4,763,975	6,051,240	1,287,264	27.02%
Sales Tax Revenues	2,175,000	2,847,977	672,977	30.94%
Property Tax Rate	0.155	0.103	(0.053)	-33.87%
Average Value Property Tax Bill	619.49	777.77	158.28	25.55%
Annual Solid Waste Fee	255.00	335.00	80.00	31.37%
Average Total Bill	874.49	1,112.77	238.28	27.25%
Average Tax Value	399,670	758,796	359,126	89.86%
	<u>March 2020</u>	<u>March 2025</u>	<u>Inc / (Dec)</u>	<u>Pct Change</u>
Consumer Price Index - South Urban	248.1	310.2	62.1	25.02%
	<u>June 30, 2020</u>	<u>June 30, 2025 (Projected)</u>	<u>Inc / (Dec)</u>	<u>Pct Change</u>
General Fund Balance (Adjusted)	2,728,768	5,017,783	2,289,015	83.88%
Outstanding General Fund Debt	2,824,759	1,202,299	(1,622,460)	-57.44%

10-YEAR COMPARISON

GENERAL FUND	Adopted FY 15-16 Budget	Recommended FY 25-26 Budget	Inc / (Dec) FY 15-16 Budget (Adopted) vs. FY 25-26 Recommended	Pct Change FY 15-16 Budget (Adopted) vs. FY 25-26 Recommended
REVENUES				
Property Tax	4,206,242	6,051,240	1,844,998	43.86%
Sales Tax	1,762,800	2,847,977	1,085,177	61.56%
State-Collected Revenues	718,700	892,335	173,635	24.16%
Solid Waste Fees	1,491,400	2,248,850	757,450	50.79%
EMS Service Fees	-	345,000	345,000	
Development Permit Fees	146,000	80,700	(65,300)	-44.73%
Other Fees	252,000	737,750	485,750	192.76%
Parks and Recreation Fees	147,500	260,755	113,255	76.78%
Grant Revenues	13,800	5,363	(8,437)	-61.14%
Other Revenues	146,700	430,023	283,323	193.13%
Installment Financing Proceeds	-	355,000	355,000	
Interest Earnings	500	155,000	154,500	30900.00%
Transfers from Other Funds	16,793	-	(16,793)	-100.00%
Special Separation Allowance Fund Balance	-	63,954	63,954	
Fund Balance	-	8,615	8,615	
TOTAL	8,902,435	14,482,562	5,580,127	62.68%
EXPENDITURES by Function				
Governing Body	89,207	99,062	9,855	11.05%
Legal	15,000	70,000	55,000	366.67%
Administration	564,355	895,690	331,335	58.71%
Planning and Inspections	190,620	270,715	80,095	42.02%
Police	1,664,581	2,940,906	1,276,325	76.68%
Fire	1,355,514	3,905,554	2,550,040	188.12%
EMS	377,000	-	(377,000)	-100.00%
Public Works	670,003	1,209,741	539,738	80.56%
Solid Waste	1,528,890	2,194,918	666,028	43.56%
Parks and Recreation	911,766	1,143,932	232,166	25.46%
NonDepartmental	442,241	794,048	351,807	79.55%
Debt Service	693,258	632,995	(60,263)	-8.69%
Transfer to Other Funds	400,000	325,000	(75,000)	-18.75%
TOTAL	8,902,435	14,482,562	5,580,127	62.68%

Note: Comparison includes adjustments for reorganization of Town funds to ensure fair comparison. EMS services in FY 15-16 provided under contract by not-for-profit agency, and no service fees collected by Town. Beginning in FY 2025 Fire and EMS budgets combined in the Fire Dept. line.

10-YEAR COMPARISON

GENERAL FUND	Adopted FY 15-16 <u>Budget</u>	Recommended FY 25-26 <u>Budget</u>	Inc / (Dec) FY 15-16 Budget (Adopted) vs. <u>FY 25-26 Recommended</u>	Pct Change FY 15-16 Budget (Adopted) vs. <u>FY 25-26 Recommended</u>
EXPENDITURES by Category				
Salaries	3,163,637	6,398,738	3,235,101	102.26%
Benefits	1,120,083	2,256,969	1,136,886	101.50%
Operating	3,144,841	4,209,940	1,065,099	33.87%
Capital Outlay	380,616	658,920	278,304	73.12%
Debt Service	693,258	632,995	(60,263)	-8.69%
Transfer to Other Funds	400,000	325,000	(75,000)	-
TOTAL	8,902,435	14,482,562	5,580,127	62.68%
Full-Time Authorized Positions	55	76	21	38.18%
Property Tax Revenues	4,206,242	6,051,240	1,844,998	43.86%
Sales Tax Revenues	1,762,800	2,847,977	1,085,177	61.56%
Property Tax Rate	0.1550	0.1025	(0.0525)	-33.87%
Average Value Property Tax Bill	555.11	777.77	222.66	40.11%
Annual Solid Waste Fee	228.00	335.00	107.00	46.93%
Average Total Bill	783.11	1,112.77	329.66	42.10%
Average Tax Value	358,137	758,796	400,659	111.87%
Consumer Price Index - South Urban	<u>March 2015</u> 229.3	<u>March 2025</u> 310.2	<u>Inc / (Dec)</u> 80.9	<u>Pct Change</u> 35.27%
General Fund Balance (Adjusted)	<u>June 30, 2015</u> 2,080,608	<u>June 30, 2025 (Projected)</u> 5,017,783	<u>Inc / (Dec)</u> 2,937,175	<u>Pct Change</u> 141.17%
Outstanding General Fund Debt	3,724,229	1,202,299	(2,521,930)	-67.72%

Note: Comparison includes adjustments for reorganization of Town funds to ensure fair comparison.

GENERAL FUND TAX RATES for NC BEACH TOWNS

FY 24-25 Actual

<u>Rank</u>	<u>Town</u>	<u>Tax Rate *</u> <u>(Cents Per \$100</u> <u>Assessed Value)</u>
1	Wrightsville Beach	0.0923
2	Ocean Isle Beach	0.1300
3	Oak Island *	0.1300
4	Holden Beach	0.1400
5	Emerald Isle *	0.1550
6	Sunset Beach	0.1600
7	Caswell Beach	0.1900
8	Southern Shores *	0.1958
9	Atlantic Beach	0.2250
10	Carolina Beach	0.2350
11	Pine Knoll Shores	0.2400
12	Duck	0.2500
13	Kure Beach	0.2900
14	Kitty Hawk	0.3000
15	Nags Head *	0.3050
16	Surf City *	0.3100
17	North Topsail Beach *	0.3300
18	Topsail Beach *	0.3325
19	Indian Beach	0.3400
20	Kill Devil Hills	0.3550
21	Bald Head Island	0.6277

* Note: - Does not include taxes levied specifically for beach nourishment activities.

- Results in this listing include varying County reappraisal cycles from calendar years 2020 - 2024.

- Source: NC Department of Revenue/Town Finance Directors/Town Websites

BUDGET CALENDAR

December 10, 2024	Mayor and Board of Commissioners adopt budget calendar at regular monthly meeting
January 13 - 14, 2025	Board of Commissioners annual budget planning and goal setting workshop
January 14	Public Comment for early citizen input on FY 25-26 Budget at regular monthly meeting
February 21	Town Manager and Finance Director meet with department heads to begin budget process; budget request forms distributed to each department
February 24 - March 14	Department heads prepare budget requests and develop revenue estimates for their programs and services
March 14	Department budget requests and revenue estimates due
March 17 - March 21	Town Manager and Finance Director review department budget requests
March 24 - March 28	Town Manager and Finance Director meet with department heads to discuss budget requests
April 4	Town Manager and Finance Director finalize revenue estimates and recommended expenditure budget
April 14 - April 18	Preparation of recommended budget booklet
May 13	Town Manager's Recommended Budget presented to Mayor and Board of Commissioners at regular monthly meeting
May 20	Special Board of Commissioners Budget Workshop Meeting - (if necessary)
May 27	Publish legal advertisement - Notice of Public Hearing
June 2 - June 9	Additional Board of Commissioners Budget Workshop Meetings (as needed)
June 10	Public Hearing / FY 25-26 Budget adopted at regular monthly meeting, if appropriate
June 30	Statutory deadline for the Board of Commissioners to adopt FY 25-26 Budget

Town of Emerald Isle
FY 25-26 Budget
 June 10, 2025

Board of Commissioners Adjustments to the Town Manager's Recommended Budget

GENERAL FUND

Revenue

Property Taxes	add .25 cent for increased COLA/Salary Adj.	<u>146,432</u>
TOTAL		146,432

Expenditures

Administration	increase from 2.5% to 3% COLA	2,221
Planning and Inspections	increase from 2.5% to 3% COLA	1,074
Police	increase from 2.5% to 3% COLA	9,885
Fire	increase from 2.5% to 3% COLA	12,654
Public Works	increase from 2.5% to 3% COLA	1,610
Solid Waste	increase from 2.5% to 3% COLA	1,333
Parks and Recreation	increase from 2.5% to 3% COLA	3,815
Parks and Recreation	adjust minimum wage to \$15/hour	3,000
Nondepartmental	estimated salary study / pay plan consulting fees	20,000
Nondepartmental	reserve for salary adjustments	76,197
Nondepartmental	collections fees - Carteret County Tax Office	<u>14,643</u>
TOTAL		146,432



Nice Matters!

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Mayor
Kyle Lagos

Mayor Pro-Tem
Jason Holland

Board of Commissioners
Roy D. Brownlow
Kris Plum
Alesia Sanderson
Josh Sawyer

Commissioner Emeritus
Floyd Messer, Jr.

Town Manager
Frank A. Rush, Jr.
frush@emeraldisle-nc.org



A Family Beach

AGENDA ITEM #11

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners
FROM: Frank A. Rush, Jr., Town Manager
SUBJECT: New Fire Station 2

DR Reynolds, the Town's design-build contractor for Fire Station 2, is nearing completion of the design phase for this project, and expects to have final plans and the "guaranteed maximum price" (GMP; the construction cost) complete within the next month. I have attached several renderings of the proposed station design, along with the proposed site plan and floor plan for the new station.

Existing Fire Station 2

The existing Fire Station 2 was originally constructed in 1983, and includes a total of approximately 2,800 sq. ft. of vehicle bay and living space. The existing station has 2 vehicle bays that house a Fire engine and ambulance, however, the size of these bays is limited and is not sufficient for new Fire and EMS vehicles currently on order and scheduled to be placed in service this spring. The existing living space within Fire Station 2 is small and outdated, and includes shared sleeping quarters and shared shower / restroom facilities for only 4 personnel.

Proposed New Station Design

The proposed station design includes a total of approximately 7,200 sq. ft. plus an approximately 700 sq. ft. mezzanine feature in the vehicle bay area. The proposed design repurposes the shell of the existing block building (2,400 sq. ft.), with brand new office space and living quarters. A new metal building would be constructed and attached at the rear of the existing block building, and provides space for 2 Fire apparatus, an ambulance, and other features. The new metal building is 4,800 sq. ft. (plus 700 sq. ft. mezzanine).

The site plan includes a new parking area constructed primarily in front of and to the west of the existing building, and a new driveway and apron on the east side of building. The floor plan includes the following:

- a large kitchen and dayroom,
- 5 separate bunk rooms, with 3 beds in each room,
- 2 offices,
- 3 bathrooms,
- 2 separate laundry facilities (standard and decontamination),
- an IT closet,
- 2 large vehicle bays with 60 feet of depth, and 1 bay with ~52 feet of depth,
- a fitness room,
- a turnout gear storage room,
- a mezzanine level storage area, and
- an outdoor covered patio.

The existing, repurposed building shell has an attractive coastal design that is similar to the existing Town Admin building, old EMS station, and Welcome Center. The new metal building is in the rear, and will not be as visible from NC 58.

Preliminary Cost Estimate

The GMP will be presented for formal Board consideration at the March 10 regular meeting, however, I am providing a preliminary cost estimate for discussion purposes on January 30.

During the design-build contractor selection process, DR Reynolds provided cost estimates of \$285 - \$295 per square foot for metal building construction and \$375 - \$385 per square foot for traditional construction.

Assuming \$300 per square foot for the metal building portion (may be generous, considering that there is limited finished space in the metal building portion) and \$400 per square foot for the traditional construction associated with the repurposing of the existing shell (may be slightly generous, given the fact that the shell is in place but also considering interior demolition costs), the preliminary cost estimate equates to \$2,400,000. Site improvement and furnishings cost estimates have not yet been developed, but assuming site improvement costs of \$250,000 and furnishings costs of \$50,000 yields a total project cost of \$2,700,000.

Available FEMA Funding

The Town's established project budget for Fire Station 2 is \$3,061,000. The Town has incurred cost of \$265,000 for the design phase plus an additional \$39,000 for preliminary planning and design, yielding a remaining project budget of \$2,757,000.

If the preliminary cost estimate above is reasonably accurate, the Town should be in a position to construct the new Fire Station 2 facility with existing remaining FEMA funds. If the GMP comes in higher than the amount of remaining funds, the Town will need to either reduce the project scope, engage in value engineering activities, or identify additional funding.

Construction Timeline

Assuming the GMP is manageable for the Town, construction is expected to begin in May, with the new station expected to be complete approximately one year later. Thus, any required or desired additional funding would likely need to be identified during FY 26-27.

Additional Thoughts for Board Consideration

As the Board considers how best to move forward, it is important to put the new Fire Station in proper perspective. Regardless of the final product, the new Fire Station 2 will undoubtedly be a high quality facility and a vast improvement over the existing Fire Station 2, and should adequately meet the Town's needs for the next several decades.

To put this in perspective:

- The current Fire Station 2 includes a total of approximately 2,800 sq. ft of vehicle bay and living space.

- Fire Station 2 is a substation, and not the Fire Department headquarters.
- The preliminary design for the new Fire Station 2, completed by a different firm, included approximately 9,600 sq. ft. of vehicle bay and living space.
- Fire Station 1 includes a total of approximately 8,000 sq. ft. of vehicle bay and living space.
- The old EMS Station includes a total of approximately 5,600 sq. ft. of vehicle bay and living space.
- The Police Department includes a total of approximately 5,800 sq. ft. of office space.
- The new Fire Station 2 will be the most expensive building ever constructed by the Town, and, aside from beach nourishment and inlet relocation projects, it will be the most expensive project ever constructed by the Town.

At this time, it appears that FEMA will approve the reallocation of the Town's remaining FEMA funds (previously allocated for storm water projects that are somewhat uncertain at this time). This is expected to result in up to \$850,000 available for the construction of a future Fire Station 3 along Coast Guard Road. As mentioned above, the Town has a remaining project budget of approximately \$2,757,000 for Fire Station 2. Any savings associated with the cost of Fire Station 2 could be directed toward Fire Station 3, and make it easier to achieve that goal in the future.

Interim Chief Coffey and I look forward to discussing this project with the Board at the January 30 meeting.





BEACH SAFETY FLAGS

 RED FLAG Hazardous Beach Conditions	 RED/BLACK FLAG Extreme Hazard
 YELLOW FLAG Moderate Hazard	 ORANGE FLAG High Hazard

www.everaldade.nc.gov







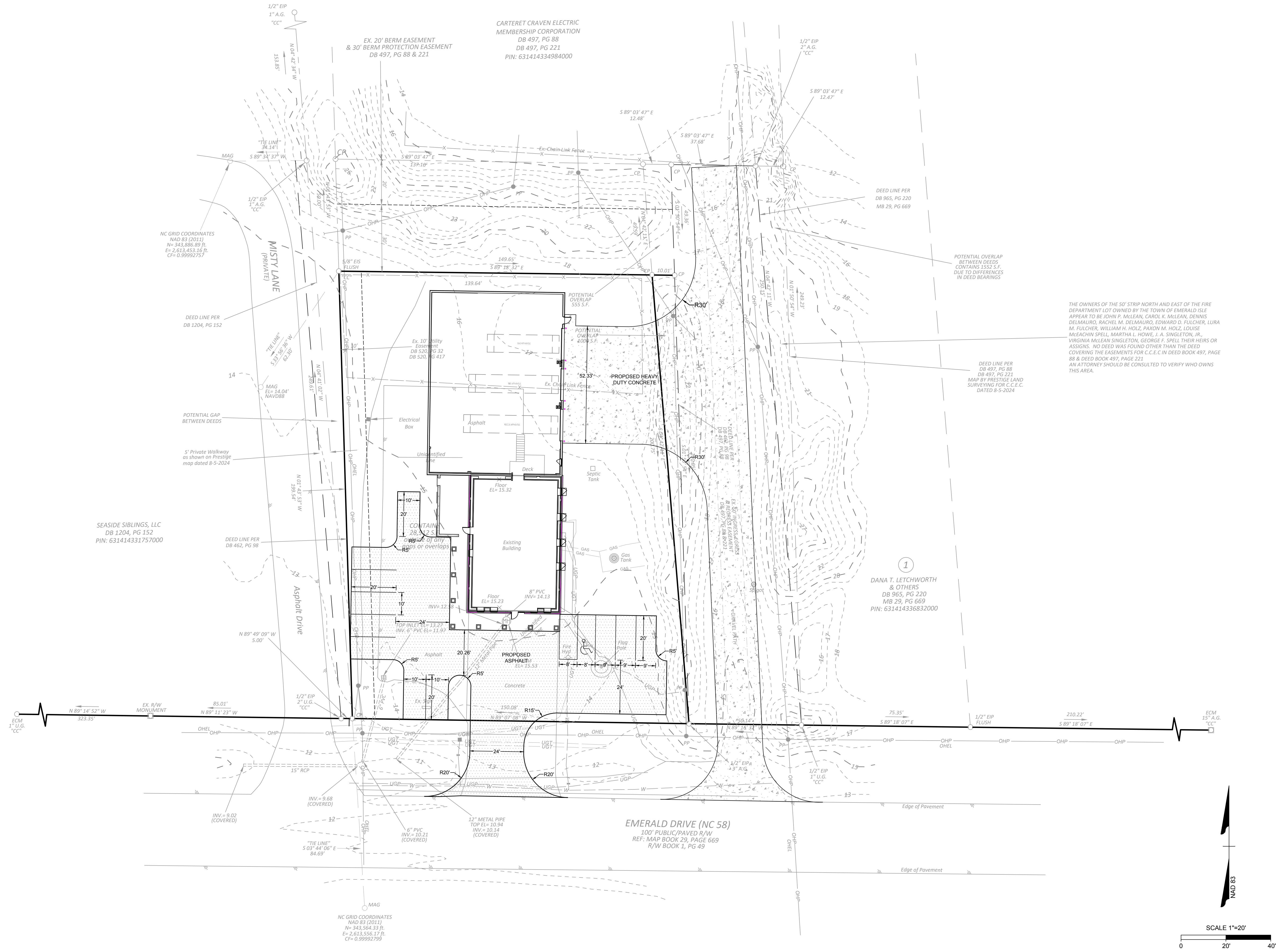
BEACH SAFETY FLAGS

HAZARDOUS	MODERATE RISK	LOW RISK
HAZARDOUS RISK (High Surf & Rip Currents)	MODERATE RISK (Medium Surf & Rip Currents)	LOW RISK (Low Surf & Rip Currents)
HAZARDOUS RISK (High Surf & Rip Currents)	MODERATE RISK (Medium Surf & Rip Currents)	LOW RISK (Low Surf & Rip Currents)

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YOUR VISION ACHIEVED THROUGH OURS.



D.R. REYNOLDS COMPANY, INC.

DATE
 12/11/25

DRAWN BY
 A. CARROLL

DESIGNED BY
 A. CARROLL

CHECKED BY
 A. CARROLL

SCALE
 1"=20'

TIMMONS GROUP

EMERALD ISLE FIRE STATION #2
 TOWN OF EMERALD ISLE, NORTH CAROLINA
 SITE PLAN

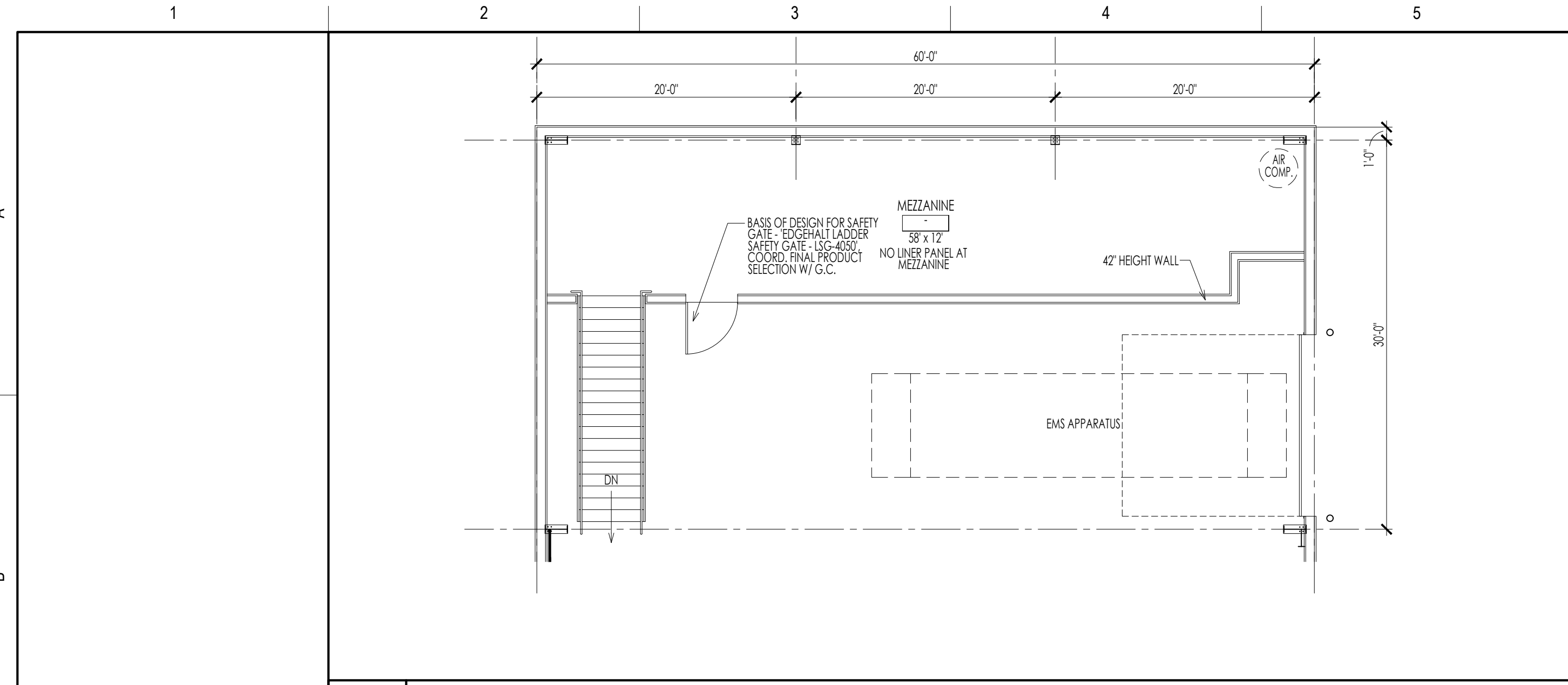
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SHEET NO.
 C-300

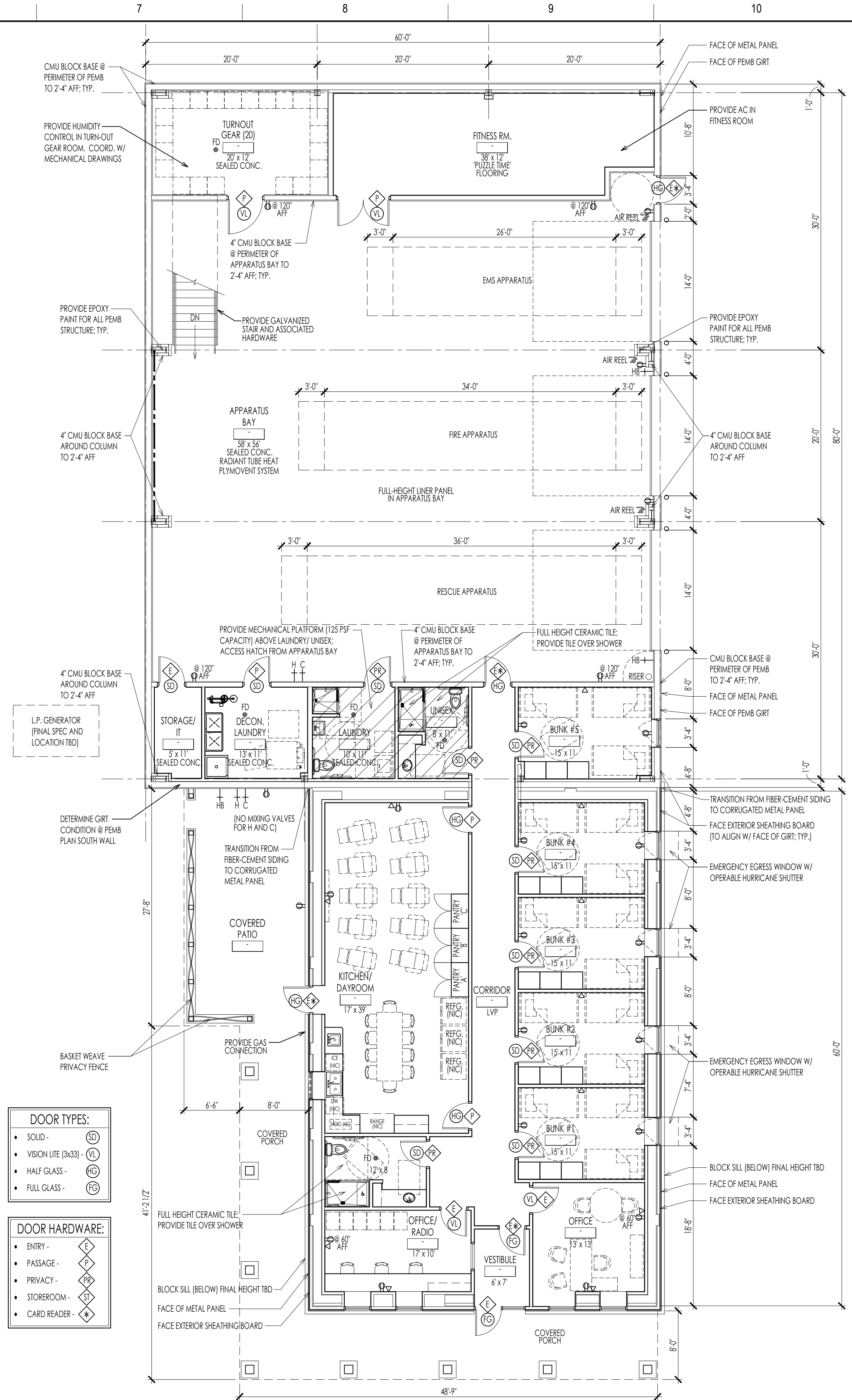
REVISION DESCRIPTION	DATE

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03 b MEZZANINE PLAN
EIFD-FLO1 1/8" = 1'-0"



- DOOR TYPES:**
- SOLID - (S)
 - VISION LITE (3x3) - (VL)
 - HALF GLASS - (HG)
 - FULL GLASS - (FG)
- DOOR HARDWARE:**
- ENTRY - (E)
 - PASSAGE - (P)
 - PRIVACY - (PR)
 - STOREROOM - (SR)
 - CARD READER - (CR)

07 f FIRST FLOOR PLAN
EIFD-FLO1 1/8" = 1'-0"

NOVUS
always new

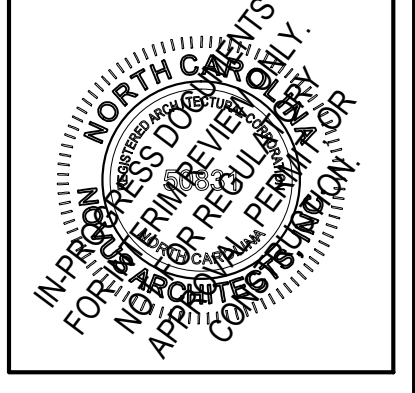
ASHEVILLE
ATLANTA
CHARLESTON
CHARLOTTE
ROCKY MOUNT
ST. THOMAS USVI
WINSTON-SALEM

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5455 BETHANIA ROAD
WINSTON-SALEM, NC 27106
P: (336) 923-2377

DR

D. R. REYNOLDS COMPANY, INC.
7000 HUNTERS LANE ROAD
STARBUCK, NC 27156
STARBUCK, (910) 428-1360



EMERALD ISLE FIRE DEPARTMENT STATION #2
2810 EMERALD DR.
EMERALD ISLE, NC

FIRST FLOOR AND MEZZANINE PLANS, AND GENERAL NOTES

REVISIONS: Δ

No.	Description	Date

DRAWN BY: CDR
CHECKED BY:
DATE: 12/29/2025
NOVUS JOB NUMBER
2025-7014.00

SHEET NUMBER
A2.01

NOT FOR CONSTRUCTION

SCHEMATIC DESIGN



FY 26-27 Budget Planning Workshop

January 30, 2026

AGENDA ITEM # 11

New Fire Station 2



Current Station 2

- **Original Construction 1983**
- **2800 sq ft. One common sleeping area**
- **ISO inspection 1999 resulted in staffing with 2 personnel.**
- **One shared desk for administrative tasks**



AGENDA ITEM # 11

New Fire Station 2



New Fire Station 2

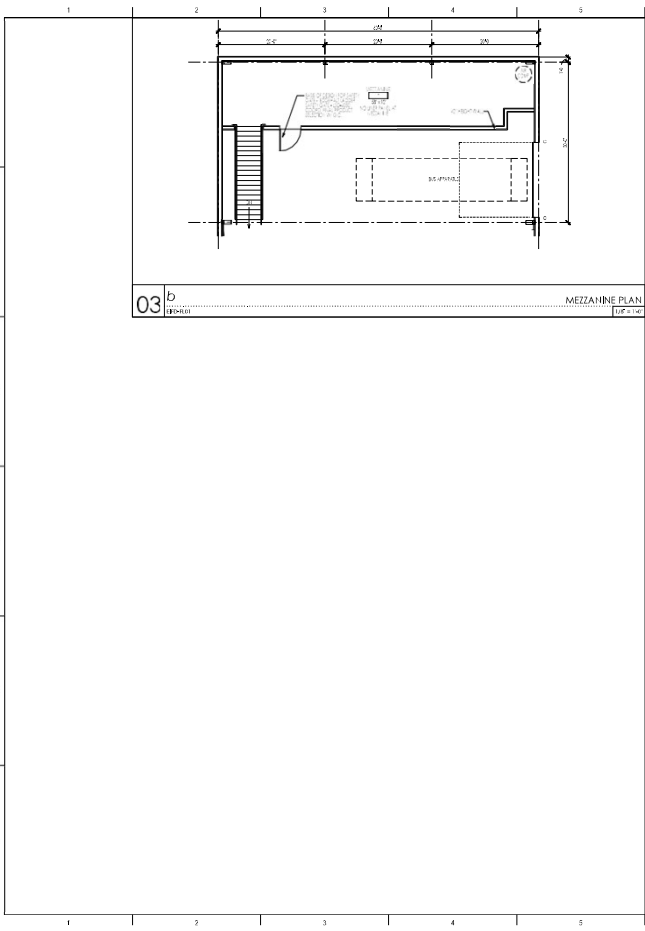
- **7900 Sq Ft.**
- **5 sleeping rooms 3 beds per room to better support staffing levels and help to “future proof” departmental growth.**
- **Expansion in office spaces to better accommodate workflows.**
- **3 apparatus bays to shelter mission critical equipment.**
- **Fitness facilities to keep personnel at peak performance.**



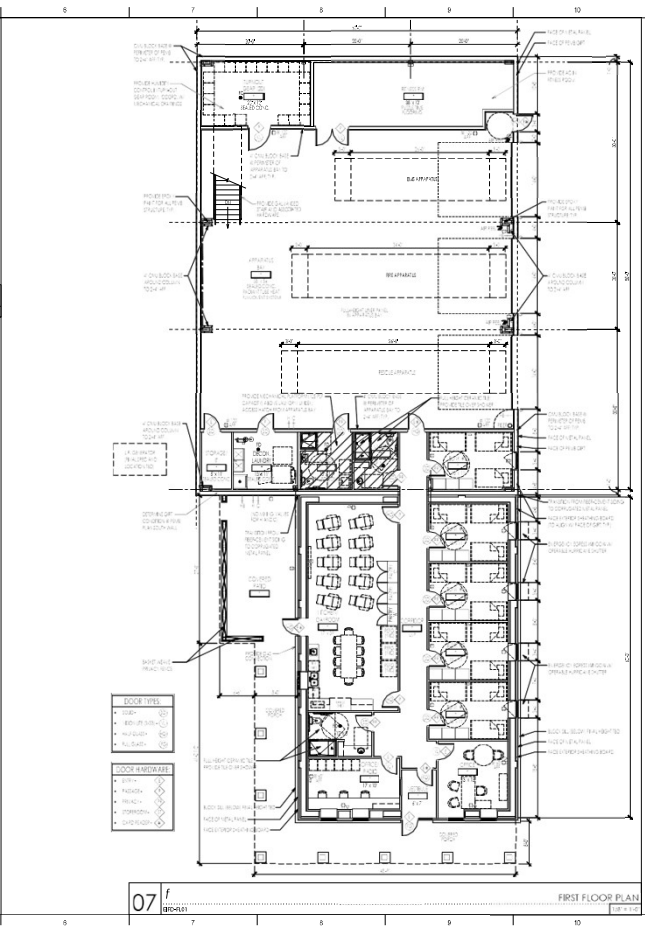
Cost/Benefit

- **Keeping mission critical assets in place and protected for rapid deployment.**
- **Improved morale/retention of staffing and more positive town image.**
- **Long term legacy planning for future town growth in population.
(both transient and families)**
- **Reuse of existing infrastructure leading to reduced operational disruptions.**

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03
MEZZANINE PLAN
DATE: 11/14/24



07
FIRST FLOOR PLAN
DATE: 11/14/24

NOVUS
ARCHITECTURE

ASHEVILLE
ATLANTA
CHARLOTTE
RICKWOOD
BY TOWN & SOCIETY
MEMPHIS/ARIZONA

NOVUSARCHITECTURE.COM

DB
DESIGN-BUILD PARTNERSHIP

STATE OF NORTH CAROLINA
2025 LICENSE # 22889

EMERALD ISLE FIRE DEPARTMENT STATION #2
2810 EMERALD DR.
EMERALD ISLE, NC

FIRST FLOOR AND MEZZANINE
PLANS AND SECTIONAL NOTES

NO.	REVISION	DATE

NOVUS ARCHITECTURE
2025-2026 MEMBERSHIP
NOVUS-7014.00

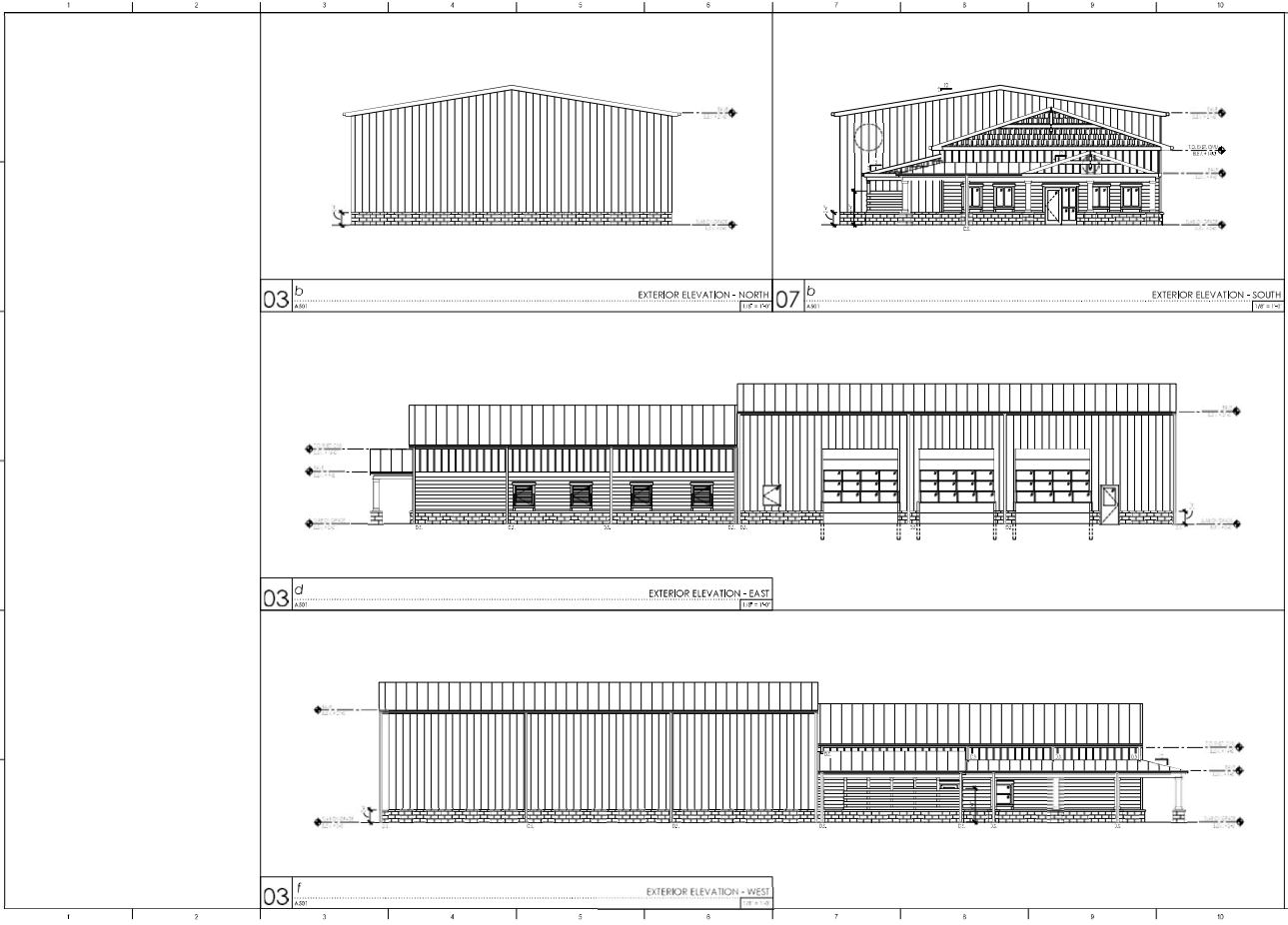
SCALE: AS SHOWN
DATE: 11/14/24
DRAWN BY: [Signature]
CHECKED BY: [Signature]

A2.01

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ARCHITECTURE

ASHEVILLE
ATLANTA
CHARLOTTE
CHARLOTTE
DUKE ENERGY
ST. PAULS
WESTMINSTER

NOVUSARCHITECTURE.COM

DB
DESIGN BUILD

2025-7014.00

**EMERALD ISLE FIRE
DEPARTMENT STATION #2**
2810 EMERALD DR.
EMERALD ISLE, NC
EXTERIOR ELEVATIONS
PROVISIONAL RVT

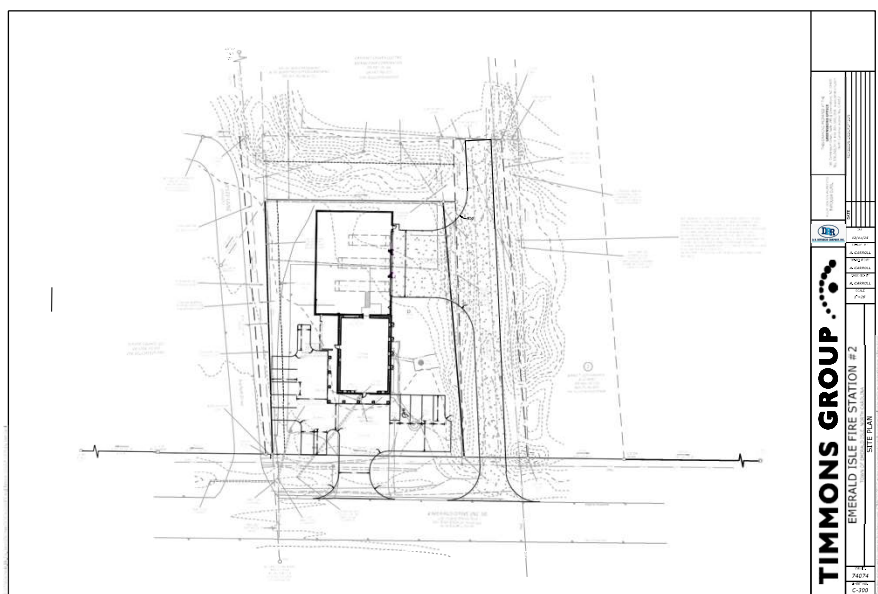
NO.	REVISION	DATE

NOVUS NUMBER:
2025-7014.00

SCALE:
A5.01

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TIMMONS GROUP

EMERALD ISLE FIRE STATION #2

SITE PLAN

DATE	NOV 14 2012
BY	DAVID L. TIMMONS
CHECKED	DAVID L. TIMMONS
SCALE	AS SHOWN
PROJECT NO.	12-001
CLIENT	EMERALD ISLE FIRE DEPARTMENT
LOCATION	EMERALD ISLE, ALABAMA
DESCRIPTION	FIRE STATION
DATE	NOV 14 2012
BY	DAVID L. TIMMONS
CHECKED	DAVID L. TIMMONS
SCALE	AS SHOWN
PROJECT NO.	12-001
CLIENT	EMERALD ISLE FIRE DEPARTMENT
LOCATION	EMERALD ISLE, ALABAMA
DESCRIPTION	FIRE STATION













Nice Matters!

Town of Emerald Isle
7500 Emerald Drive
Emerald Isle, NC 28594

252-354-3424 voice
252-354-5068 fax

www.emeraldisle-nc.org

Mayor
Kyle Lagos

Mayor Pro-Tem
Jason Holland

Board of Commissioners
Roy D. Brownlow
Kris Plum
Alesia Sanderson
Josh Sawyer

Commissioner Emeritus
Floyd Messer, Jr.

Town Manager
Frank A. Rush, Jr.
frush@emeraldisle-nc.org



A Family Beach

AGENDA ITEM #12

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners
FROM: Frank A. Rush, Jr., Town Manager
SUBJECT: Lands End Dune Infiltration Project

The Board is scheduled to discuss the current status of the Lands End Dune Infiltration Project at the January 30 meeting.

Background

Since the 1990s, the Lands End HOA has operated its own elaborate pump system that regulated the water levels in Lands End's ponds. For many years, the pumped water was discharged to the dune field in front of the Lands End clubhouse, and to the Atlantic Ocean after significant events. However, State regulators and some residents expressed concerns with the discharge of pumped waters into the Atlantic Ocean, and efforts were made to effectively regulate the discharge into the dune field without discharging to the ocean.

In 2014, in order to provide an additional discharge location for Lands End, the existing Lands End pumps were connected to the Town's overall Coast Guard Road storm water system that discharges to Emerald Isle Woods Park. This connection included valves to direct pumped water from Lands End to either the dune field and/or to El Woods Park, where there theoretically was / is unlimited receiving capacity. The intent and actual practice was / is to direct water to the dune field until it is full, then shift to El Woods Park, and then back and forth based on capacity in the dune field as pumped water soaks into the ground. The Board should also note that there is an emergency discharge from El Woods Park to Bogue Sound that is intentionally set below the elevation of Cape Emerald Loop in neighboring Cape Emerald, and the El Woods Park system is designed to work in a manner that keeps the water levels in Cape Emerald approximately 1 foot below the road surface on Cape Emerald Loop.

After significant rainfall events and overall Town pumping to El Woods Park (from various locations along Coast Guard Road, including Lands End), the pond levels in Cape Emerald often remain higher than normal, and this causes understandable concern from residents in Cape Emerald. Again, the emergency discharge in El Woods Park is purposely set to engage so that the water levels in the Cape Emerald ponds remain approximately 1 foot below the road surface, but some residents object to the higher than normal pond levels for an extended period of time.

As long as higher than normal pond levels are tolerated in Cape Emerald and the emergency discharge is activated in El Woods Park, there should theoretically be unlimited receiving capacity in El Woods Park. The Board should note that the Cape Emerald ponds also receive gravity flow from Deer Horn Dunes, Sea Dunes, and Ocean Oaks via a separate pipe system that is critical and has been in place prior to the Town's Coast Guard

Road system. This fact complicates public perception in Cape Emerald following significant storm events. The Board should also note that following significant storm events, efforts are made to modulate the flows from the various pumps located in the Coast Guard Road area to attempt to regulate impacts in El Woods Park and Cape Emerald.

Initial Lands End Discussions

Following Hurricane Florence, the Town was authorized to utilize approximately \$10.4 million of FEMA funding resulting from cost savings associated with post-Florence beach nourishment efforts, and the Town allocated these funds for various capital projects and equipment purchases.

My understanding is that Lands End initially discussed the potential installation of an additional pump or other storm water improvements that would tie to the overall Coast Guard Road system that discharges to El Woods Park. My understanding is that the lingering concerns from Cape Emerald resulted in the Town pursuing an enhanced infiltration feature in the dune field in front of the Lands End clubhouse, and a total of \$850,000 was allocated from the \$10.4 million of FEMA funding for this project.

Designed Project

I have attached copies of the plans for the dune infiltration project in front of the Lands End clubhouse. The designed project essentially includes the installation of large, fabricated underground chambers in the dune field to increase receiving capacity when the Lands End pumps are directed to the dune field. The underground chambers would be buried and out of sight, leaving a natural dune field appearance. These chambers would replace the existing open discharge area in the dune field, and pumped water would no longer be visible following significant events.

Summit Engineers indicated that the current receiving capacity in the Lands End dune field is approximately 5,400 cf. Summit indicated that the receiving capacity of the designed project (underground infiltration chambers) is approximately 15,000 cf. This additional capacity is helpful, but comes at an estimated cost of \$1.2 - \$1.3 million, far exceeding the available funding for this project. Based on my history and experience with storm water pumping in Emerald Isle, I do not perceive \$1.2 - \$1.3 million of benefit from this project, and believe that other lower cost alternatives may exist. As a result, I have been discussing this issue with Lands End representatives, Summit Engineers, and Moffatt & Nichol Engineers for the past several months in an attempt to identify a cost-effective alternative that will be helpful and acceptable to all parties concerned.

Available Funding

As noted, the Town allocated \$850,000 of FEMA funding for this project. After cost overruns associated with other projects and design work, a total of \$600,000 of FEMA funding is currently available for this project. Thus, the Town would need to allocate an additional \$600,000 - \$700,000 of Town funding to construct the underground infiltration project.

The Board should note that this assumes that the Town does NOT reallocate FEMA funds for a future new Fire Station 3. If FEMA funds are reallocated, the Town would need to identify approximately \$1.2 - \$1.3 million of Town funding for this project.

Additional Potential Options

As noted, I have been exploring alternative options for the past several months. I initially tasked Summit Engineers with calculating the additional storage capacity that could be gained by manipulating the existing dune field to increase the open discharge area. Summitt identified two potential strategies that would provide up to 21,000 cf of storage in the dune field following significant events. This pumped water would remain visible for some period of time following significant events before fully soaking into the ground, and Lands End representatives indicated that they would not support this option. Because this option involves only the strategic manipulation of the dune field and the replanting of dune grasses, I believe the Town could accomplish this improvement for a small fraction of the estimated cost of the designed project – perhaps less than \$100,000. From my perspective, I don't believe this option or the designed project will eliminate Lands End's reliance on the Coast Guard Road system, however, it would certainly be helpful and the standing water would only occur infrequently – for the vast majority of time the area would simply appear as a dune field with peaks and depressions and natural vegetation.

An additional option involves the continued reliance on the current open area in the Lands End dunes and the construction of an enhanced emergency discharge to the Atlantic Ocean. This enhanced emergency discharge would only be utilized following the most significant events, and would require careful coordination with State regulators. I expect that such an improvement could also be completed for an amount less than \$100,000.

Finally, Lands End representatives have requested that the Town consider adding an additional pump station in the pond located in the northwest corner of the subdivision near Gulf Stream Drive near the rear entrance to Lands End. This new pump station could potentially be connected to the Town's existing storm water force main along Coast Guard Road, and the pumped water would ultimately be discharged to El Woods Park. Moffatt & Nichol Engineers is currently evaluating this option to determine if it can be implemented in a manner that does not negatively impact Cape Emerald or negatively impact the operation of the Island Circle pump station located further west ("upstream"). If Moffatt & Nichol determines that this approach is feasible, and Cape Emerald's concerns can be addressed, it may be worth considering this option. A ballpark cost estimate for this option is approximately \$250,000.

The Board should note that the ballpark cost estimates provided for these options would need to be more closely examined to gain a higher confidence level, however, these estimates should be reasonable for general discussion purposes at this time.

Next Steps

I am still awaiting feedback from Moffatt & Nichol regarding the additional Lands End pump station option, and will share that feedback with the Board once it's received.

I am not aware of any other options to assist Lands End at this time, and ultimately the Board will need to determine the relative value associated with each option and the Town's ability to pay for the selected option.

Public Works Director Joe Smith and I look forward to discussing this project with the Board at the January 30 meeting.

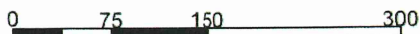


Property Boundary

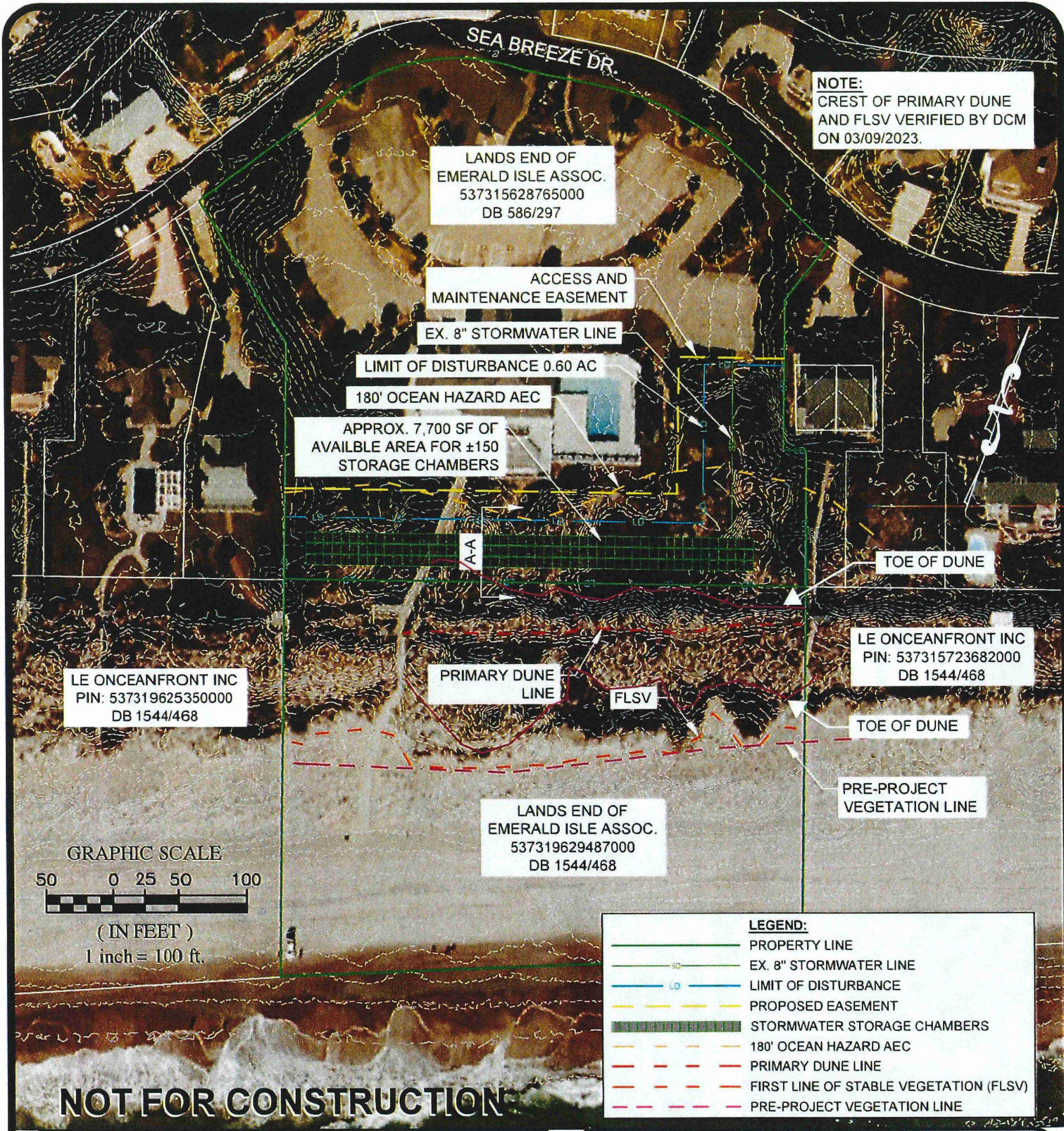


Notes:

1. January 2023 aerial from Nearmap. 2022 Carteret County parcels from NC OneMap.
2. Not an engineered or surveyed drawing. For environmental permitting only.



 DAVEY Resource Group 3805 Wrightsville Ave Suite 15 Wilmington, North Carolina 28403 910-452-0001	Project:	Date:	Revision Date:
	10037 Sea Breeze Dr	8/22/2023	N/A
	Title:	Scale:	Job Number:
Site Location	1"=150'	DRGNCW22.586	Sheet Number:
	Drawn By:	SH	1 of 4



NOTE:
 CREST OF PRIMARY DUNE
 AND FLSV VERIFIED BY DCM
 ON 03/09/2023.

LANDS END OF
 EMERALD ISLE ASSOC.
 537315628765000
 DB 586/297

ACCESS AND
 MAINTENANCE EASEMENT

EX. 8" STORMWATER LINE

LIMIT OF DISTURBANCE 0.60 AC

180' OCEAN HAZARD AEC

APPROX. 7,700 SF OF
 AVAILABLE AREA FOR ±150
 STORAGE CHAMBERS

AA-AA

TOE OF DUNE

LE ONCEANFRONT INC
 PIN: 537319625350000
 DB 1544/468

PRIMARY DUNE
 LINE

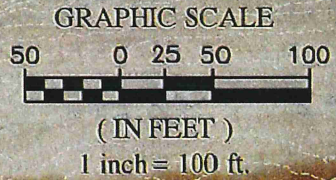
FLSV

LE ONCEANFRONT INC
 PIN: 537315723682000
 DB 1544/468

TOE OF DUNE

PRE-PROJECT
 VEGETATION LINE

LANDS END OF
 EMERALD ISLE ASSOC.
 537319629487000
 DB 1544/468



LEGEND:

	PROPERTY LINE
	EX. 8" STORMWATER LINE
	LIMIT OF DISTURBANCE
	PROPOSED EASEMENT
	STORMWATER STORAGE CHAMBERS
	180' OCEAN HAZARD AEC
	PRIMARY DUNE LINE
	FIRST LINE OF STABLE VEGETATION (FLSV)
	PRE-PROJECT VEGETATION LINE

NOT FOR CONSTRUCTION

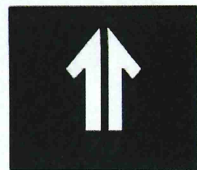
**STORMWATER MANAGEMENT PROJECT FOR:
 LANDS END OF EMERALD ISLE**

10037 SEA BREEZE DRIVE
 EMERALD ISLE, NC 28594
 CARTERET COUNTY

OVERALL SITE PLAN

SCALE: 1"=100'
 DWG: 22-0366_APP-EXH.dwg
 DATE: 03/25/2024

SHEET 2 OF 4



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 Voice: (919) 732-3883 Fax: (919) 732-6676
 www.summitde.com

MAY 31 2024

DCM MID CITY

LEGEND:

- | | | |
|------------------|---|--|
| EXIST / PROPOSED | | |
| | CATCH BASIN | |
| | CURB INLET | |
| | DROP INLET | |
| | OPEN THROAT INLET | |
| | JUNCTION BOX | |
| | FLARED END SECTION (FES) | |
| | CATCH BASIN INLET PROTECTION | |
| | ROCK PIPE INLET PROTECTION | |
| | STRAW WATTLE / SILT DIKE | |
| | SILT FENCE OUTLET | |
| | CONSTRUCTION ENTRANCE / EXIT | |
| | EXISTING STORM PIPE | |
| | PROPOSED STORM PIPE | |
| | LIMITS OF DISTURBANCE | |
| | LIMITS OF DISTURBANCE & TREE PROTECTION FENCE | |
| | LIMITS OF DISTURBANCE & SILT FENCE | |
| | SILT FENCE | |
| | TREE PROTECTION FENCE | |
| | DIVERSION DITCH | |
| | EXISTING MAJOR CONTOUR | |
| | EXISTING MINOR CONTOUR | |
| | PROPOSED MAJOR CONTOUR | |
| | PROPOSED MINOR CONTOUR | |
| | STORMWATER MAINTENANCE EASEMENT | |

BASIN STORAGE VOLUME

Elevation	Main pond	Aux pond	Total Storage
9			
10	8528	1454	9982
11	19549	1955	21504

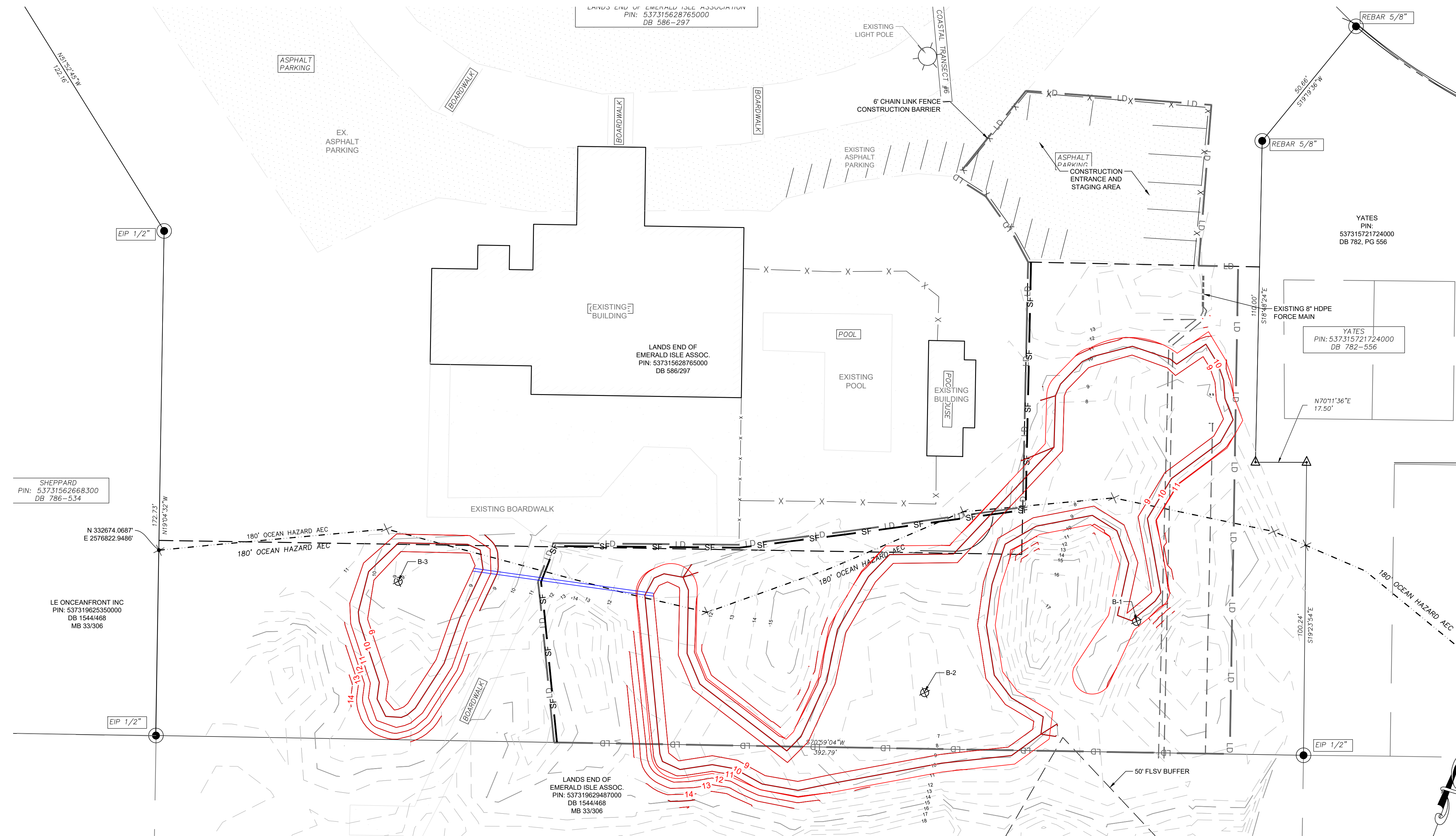
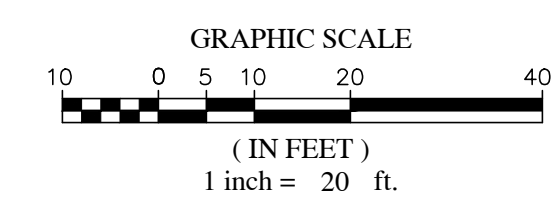


EXHIBIT - 7/30/2025



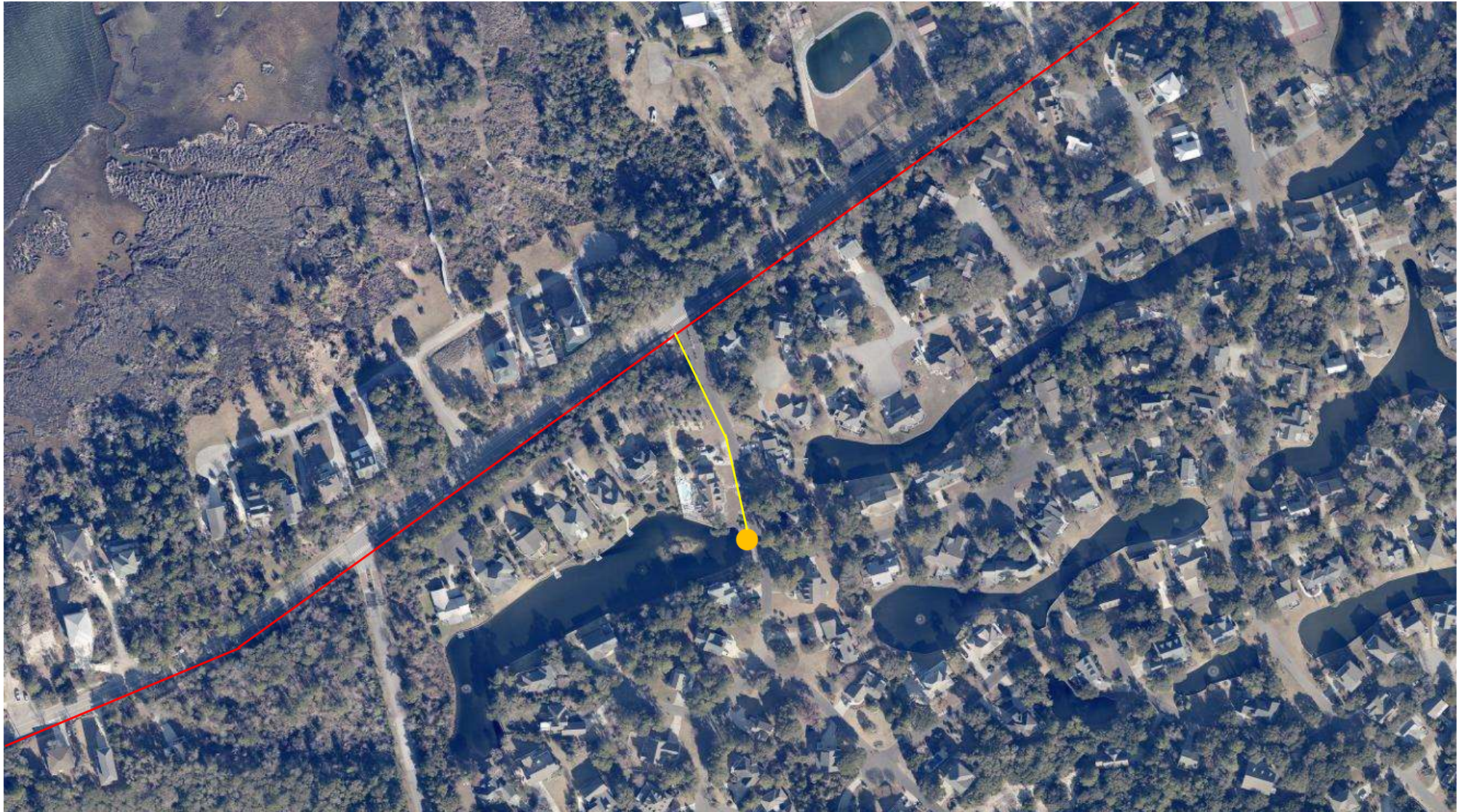
Know what's below.
Call before you dig.



Potential Additional Lands End Storm Water Pump Station

Conceptual

- Existing Town storm water force main
- Potential new connection from Lands End
- Potential new storm water pump station





Nice Matters!

Town of Emerald Isle
7500 Emerald Drive
Emerald Isle, NC 28594

252-354-3424 voice
252-354-5068 fax

www.emeraldisle-nc.org

Mayor
Kyle Lagos

Mayor Pro-Tem
Jason Holland

Board of Commissioners
Roy D. Brownlow
Kris Plum
Alesia Sanderson
Josh Sawyer

Commissioner Emeritus
Floyd Messer, Jr.

Town Manager
Frank A. Rush, Jr.
frush@emeraldisle-nc.org



A Family Beach

AGENDA ITEM #13

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners

FROM: Frank A. Rush, Jr., Town Manager

SUBJECT: Reed Drive Storm Water Pump Station

The Board is scheduled to discuss a modified plan for the installation of a new storm water pump station on Reed Drive near West Seaview Drive.

Initial Plan

The Town's initial plan for Reed Drive included the installation of a new storm water pump station on Reed Drive near West Seaview Drive, and included the installation of underground infiltration pipes along West Seaview Drive and Reed Drive. Pumped storm water would be piped to the northwest corner of Reed Drive and Mangrove Drive, and would be discharged into the existing ditch / pipe system that runs west along Reed Drive to Mallard Drive.

The Town's initial budget for this project, funded with FEMA funds, was \$289,000. The Town has expended approximately \$113,000 of this amount on engineering services and the purchase of materials for the project, leaving a remaining balance of approximately \$176,000 to complete improvements along Reed Drive. These funds would be supplemented by an additional \$39,000 left over primarily from the Lee Avenue culvert project, resulting in a total amount available of \$215,000.

First Modified Plan

At some point, the Town decided not to discharge pumped storm water into the existing ditch / pipe system along Reed Drive, and instead developed a modified plan to discharge pumped storm water into the Old Ferry Road right of way where it would then flow over land and ultimately to Archers Creek. The first modified plan is depicted in yellow on the attached aerial photo map.

This first modified plan still includes the underground infiltration pipes along West Seaview Drive and Reed Drive, and would pipe pumped storm water along Reed Drive and Mangrove Drive to Old Ferry Road. The total pipeline distance associated with this first modified plan is approximately 1,800 linear feet.

The Town received a revised quote from the low bidder for this first modified plan. The Town already has a significant portion of the materials on hand for this first modified plan, and the contractor provided an installation quote of just over \$500,000.

Because the Town only has a total of \$215,000 available for the project, a second modified plan was developed in an effort to reduce costs and still achieve project goals.

Second Modified Plan

The second modified plan is depicted in red on the attached aerial photo map. This modified plan includes approximately 1,400 linear feet of pipeline, with a route that traverses a new easement from a homeowner(s) along Reed Drive, across NC 58, and directly into the Old Ferry Road right of way. The pumped storm water would be discharged in the same place as the first modified plan, and ultimately flow over land to Archers Creek.

It is important to note that the second modified plan does not include the underground infiltration pipes, and would instead rely on one or two catch basins placed in the lowest areas to funnel storm water to the new pump station. This second modified plan also avoids disruption to various concrete driveways and asphalt repairs. The materials on hand would be utilized to the maximum extent practical.

I am currently working to secure directional drilling quotes for the ~ 1,400 linear feet length of 4" pipeline necessary for this plan. Based on the previous cost estimate, and recent discussion with directional drilling contractors, I believe \$100,000 is a reasonable estimate for the installation of this pipeline. The Town would then seek quotes for the installation of the pump station and other ancillary features, and based on the previous quote and recent discussions, I am hopeful that installation can be completed for less than \$150,000, resulting in a total project cost of approximately \$250,000.

Based on my historical experience with flooding in this area of Reed Drive, and recent discussions with Moffatt & Nichol Engineers, I believe this solution will effectively resolve the flooding concerns in this area after significant rainfall events.

Available Funding

As noted above, the Town has a total of \$215,000 of FEMA funding available for this project. However, the current intent is to reallocate these remaining funds, along with other remaining FEMA funds for the construction of a future Fire Station 3. If the Town does consolidate the remaining FEMA funds, we will need to identify approximately \$250,000 from other funding sources to construct the second modified plan described above.

The \$250,000 could be financed over a 5 year term, resulting in annual debt service payments of approximately \$60,000. Alternatively, the Board could allocate sufficient funds in the FY 26-27 budget to fund this project on a pay-as-you-go basis, either by reducing other expenses or identifying new revenues (property tax increase, increase existing fees, establish new fees).

Additional Thoughts for Board Consideration

The Board should note that this project, in either of the 3 plans considered, essentially mimics the Town's historical approach to flooding in this area, but with fixed and more effective equipment. Historically, the Town has placed small portable pumps in this area and run old fire hose to other existing storm water ditch / pipe systems. The use of portable pumps and old fire hose is not as immediate, is unsightly, and is not as effective as any of the 3 plans considered.

The Board should also consider that this system will likely only be engaged sporadically during / following significant rainfall events. The storm water problems in this area are long-standing problems, going back several decades.

Finally, the Board should note that I did approach NCDOT to attempt to secure permission to discharge pumped storm water into the existing NC 58 ditch system near the Welcome Center, however, this request was denied.

Public Works Director Joe Smith and I look forward to discussing this project with the Board at the January 30 meeting.

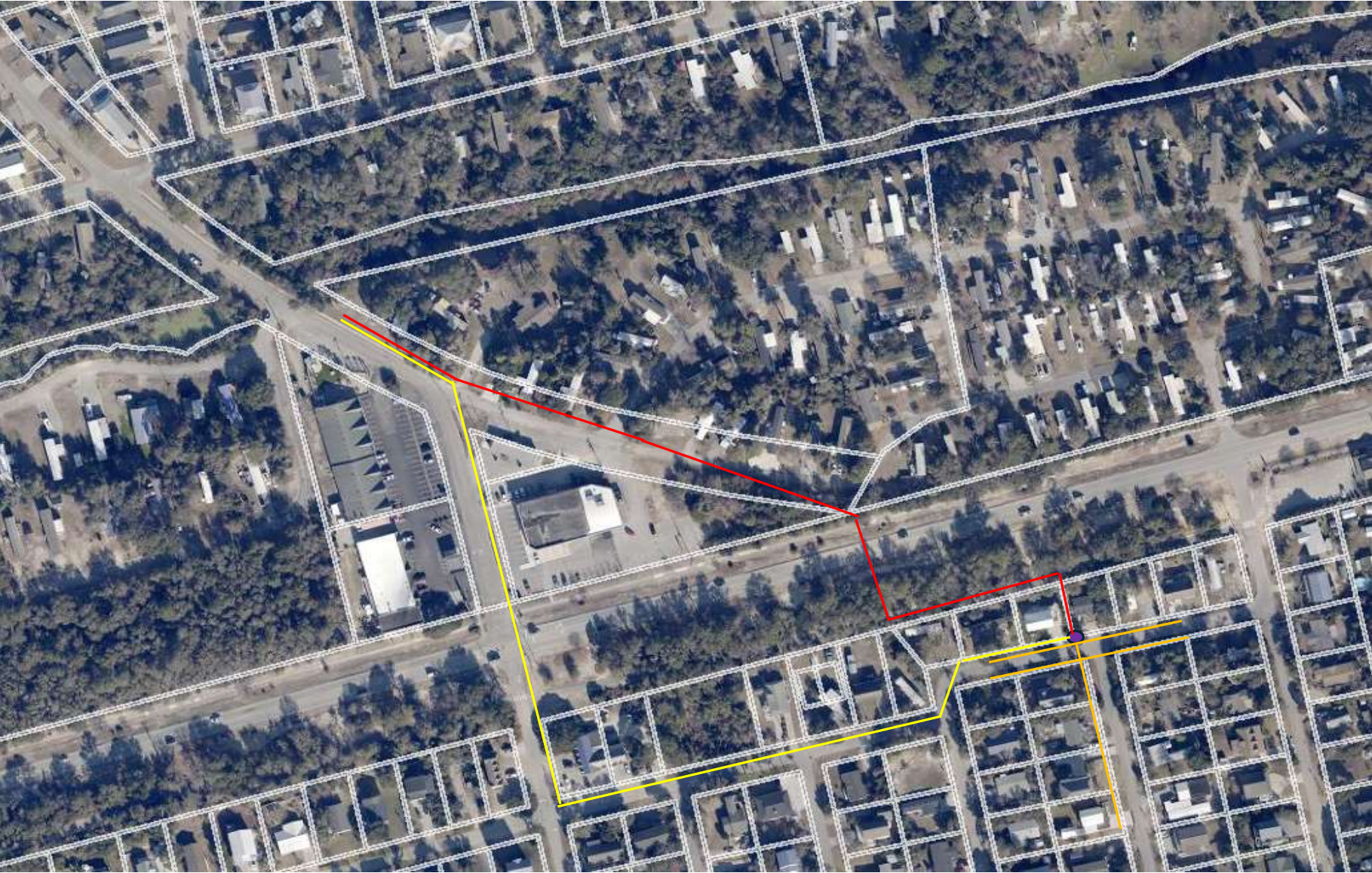
Proposed Reed Drive Drainage Improvements

New Pump Station w/ Discharge to Old Ferry Rd ROW



Proposed New Pipeline Route - ~ 1400 linear feet
Previous Planned Pipeline Route - ~ 1800 linear feet
Previous Planned Underground Infiltration Pipes

● Pump Station





Nice Matters!

Town of Emerald Isle
7500 Emerald Drive
Emerald Isle, NC 28594

252-354-3424 voice
252-354-5068 fax

www.emeraldisle-nc.org

Mayor
Kyle Lagos

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Floyd Messer, Jr.

Town Manager
Frank A. Rush, Jr.
frush@emeraldisle-nc.org



A Family Beach

AGENDA ITEM #14

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners
FROM: Frank A. Rush, Jr., Town Manager
SUBJECT: Pay and Classification Study / Salary Adjustments

The Board will review the status of a planned Pay and Classification Study, and also consider the estimated cost associated with potential salary adjustments in FY 26-27.

The FY 25-26 adopted budget includes a total of \$20,000 for the completion of an updated Pay and Classification Study to determine the competitiveness and fairness of the Town's current compensation package. Town Clerk / HR Specialist Lindsey Burton is currently reviewing proposals, and we expect to award a contract for this study in the coming weeks. At this point, we believe the \$20,000 appropriated will be sufficient to fund the study, and that the study will likely be complete by May or June.

The FY 25-26 adopted budget also includes a total of approximately \$88,000 for targeted salary adjustments throughout the organization, based on the results of the planned study. Thus far, these funds have been utilized for targeted adjustments for Public Works and Parks Maintenance employees, and additional funds within the Police Department budget have been utilized for targeted adjustments for experienced law enforcement officers. I am contemplating a few additional targeted adjustments this spring before the study is complete, however, I expect that most of this \$88,000 will be reserved for implementation upon completion of the planned study later this spring.

At this point, we hope to include a similar general allocation (perhaps \$100,000 +/-) in the FY 26-27 budget for targeted adjustments based on the planned study results.

We will also be seeking to include a reasonable cost-of-living adjustment in the FY 26-27 budget, ideally to match or exceed the annual change in the consumer price index. The Town's total payroll for FY 25-26 is approximately \$6.4 million across the entire organization. Percentage-driven benefits (FICA / Medicare, NC Local Government Employees Retirement System, and 401k contributions) equate to an additional ~ 28% cost impact. Thus, the projected cost associated with a cost-of-living adjustment is as follows:

- 1% \$83,000
• 2% \$166,000
• 3% \$249,000
• 4% \$332,000.

We will review the annual change in the consumer price index (CPI) in April when the FY 26-27 Recommended Budget is being finalized, and attempt to include a cost-of-living adjustment that at least matches that change. As of the end of December, the change in the CPI is 2.23%, which would equate to an additional annual cost of approximately \$185,000.

Town Clerk / HR Specialist Lindsey Burton, Finance Director Laura Rotchford, and I look forward to discussing these issues with the Board at the January 30 meeting.



FY 26-27 Budget Planning Workshop

January 30, 2026

AGENDA ITEM #14 Pay and Classification Study/ Salary Adjustments



Background

- **Commissioners approved a salary study in the FY 2026 Budget Adoption**
- **Current Budget includes:**
 - FY 2026 Budget (Current) - "Nondepartmental" budget
 - \$20,000 for the cost of a consultant to do a salary study.
 - \$87,912 reserved for any salary adjustments identified in the study.
- **FY 2026 Actual Adjustments - Authorized by Town Manager (in advance of study results)**
 - \$1,250/year increase to Public Works & Parks Maintenance employees
 - (Effective 12/26/2025)
 - Total of \$15,000 per year - excluding pay-related benefits
 - 5% annual salary increase to experienced sworn law enforcement personnel
 - Effective 10/17/2025
 - Total of \$30,625 per year - excluding pay-related benefits
 - Increase to be covered under existing Police Dept budget capacity



Overview

- Contacted 14 Firms
- Received proposals from 4 firms
- Waiting on 2 proposals
- 3 firms did not respond
- 5 could not do these services



Town of Emerald Isle
7500 Emerald Drive
Emerald Isle, NC 28594

252-354-3424 voice
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Kyle Lagos

Board of Commissioners
Kris Plum
Roy D. Brownlow
Jason Holland
Alesia Sanderson
Josh Sawyer

Commissioner Emeritus
Floyd Messer, Jr.

Town Manager
Frank Rush
frush@emeraldisle-nc.org



SALARY AND TOTAL COMPENSATION STUDY FOR THE TOWN OF EMERALD ISLE

The Town of Emerald Isle is interested in working with a qualified consulting firm or contractor to conduct a comprehensive salary and total compensation study. The intent of this effort is to review the Town's current compensation structure and compare it to similarly situated municipalities within the local region, generally defined as towns and counties within approximately a one-hour driving radius of Emerald Isle. The Town is seeking a firm that can perform a detailed analysis of its compensation and benefits and provide comparisons with peer local governments. This work is anticipated to include, but not be limited to, the following components:

A. Peer Group Identification

- Identify and recommend an appropriate group of comparable towns and counties within approximately a one-hour drive of Emerald Isle.
- Consider factors such as population size, organizational structure, geographic location, and workforce size.
- Final peer group selection shall be reviewed and approved by the Town prior to data collection.

B. Compensation Analysis

- Review and analyze current Town of Emerald Isle pay plans, salary ranges, classifications, and compensation practices.
- Compare full-time and part-time positions to equivalent or comparable positions in the identified peer jurisdictions.
- Evaluate total compensation, including base salary and supplemental pay, where applicable.

C. Benefits Analysis

- Analyze and compare employee benefits offered by peer jurisdictions, including but not limited to:
 - Health, dental, and vision insurance
 - Retirement plans and employer contributions
 - Paid leave (vacation, sick leave, holidays)
 - Longevity pay, incentives, and other benefits
- Evaluate the overall value of benefits as part of total compensation.

D. Factors Affecting Compensation

The study shall consider the following factors when evaluating and comparing compensation:

- Years of experience
- Required and preferred certifications
- Education levels
- Specialized training or licensure

- Internal equity and job alignment

E. Public Safety Pay Analysis

- Conduct a detailed review of pay scales and compensation structures for police officers and firefighters.
- Compare entry-level, mid-range, and senior-level positions with peer jurisdictions.
- Review special pay, certifications, incentives, and promotional pay specific to public safety positions.

F. Career Advancement and Pay Progression

- Review existing career advancement, step plans, or pay progression structures.
- Evaluate opportunities for career development and advancement within the Town's compensation framework.
- Provide recommendations or examples of best practices used by comparable municipalities.

Deliverables

The firm shall provide the following deliverables:

- A comprehensive written report summarizing findings, methodology, data sources, and analysis
- Comparative tables and charts clearly illustrating salary and total compensation differences
- Identification of strengths, gaps, and areas of concern in the Town's current compensation structure
- Practical recommendations for consideration by Town leadership
- An executive summary suitable for presentation to elected officials
- Optional presentation of findings to Town staff and/or Town Council, if requested

All deliverables shall be provided in electronic format.

The Town is seeking a firm that can complete this work within a relatively short timeframe, with the ability to deliver the study within approximately two to three months from contract execution.

The results of this study will assist Town leadership and elected officials in making informed decisions related to employee compensation, recruitment, retention, internal equity, and long-term workforce planning.



Firm Submissions

	Baker Tilly	MAPS Group	Pontifex	Trupp
Proposal Price	\$31,000	\$15,000	\$19,500	\$38,950
Timeframe	About 11 weeks Structured to deliver usable results by the end of March, ensuring findings can inform the Town's tentative budget in April, and support an effective implementation date of July 1, 2026.	Could start end of March, have numbers by the end of April, then complete written portion after	10 Weeks	12 Weeks
Updated Job Descriptions included:	No, \$195 per job description update	No	No, but willing to include for no additional fee	No, Billable \$205/hr (25-50 hrs to complete)
Includes Police & Fire Pay Scales	Yes	Yes	Yes	Yes
Includes Total Compensation Review (All Benefits)	Yes	Just Salaries	Yes	Yes
Company Location	Charlotte	Cary	Minnesota	Oregon



Recommendation: Pontifex Consulting Group LLC

- Maintains alignment with approved salary ranges
- Includes job description updates at no additional cost
- Highly recommended by North Carolina counties and cities with prior experience working with the firm
- Provides one year of complimentary post-study support
- Offers the shortest project completion timeline

Task and Weeks	1	2	3	4	5	6	7	8	9	10
Task 1: Project Initiation & Onsite Meetings	Shaded	Shaded								
Task 2: Compensation Analysis			Shaded	Shaded	Shaded	Shaded	Shaded	Shaded		
Task 3: Project Report									Shaded	Shaded

AGENDA ITEM #14

Pay and Classification Study/ Salary Adjustments



Nice Matters!

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Town Manager
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frush@emeraldisle-nc.org



A Family Beach

AGENDA ITEM #15

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners

FROM: Frank A. Rush, Jr., Town Manager

SUBJECT: Enhanced Street Resurfacing Efforts

The Board is scheduled to discuss potential enhanced street resurfacing efforts at the January 30 meeting.

The Town's street network includes approximately 46 miles of Town-maintained streets. If the Town seeks to maintain a theoretical 20-year rotation for all street segments in the Town, it should resurface approximately 2.3 miles of streets annually. If the Town seeks to maintain a theoretical 15-year rotation, it should resurface approximately 3.1 miles of streets annually.

As indicated in the attached PowerPoint prepared by Public Works Director Joe Smith, the Town resurfaced nearly 2 miles in the current fiscal year, but averaged only approximately 0.44 – 0.65 miles per year over the previous 3 years. I am hopeful that the Town can resurface approximately 2.3 miles per year in each future year, however, that level of effort will require the allocation of additional revenues for street resurfacing.

The Town received approximately \$196,000 of Powell Bill revenues through the State of NC in FY 24-25, and a similar amount is anticipated in FY 26-27 and beyond, likely with very modest increases in future years. The FY 25-26 street resurfacing package, completed this past September, had a total cost of approximately \$275,000. This amount equates to a cost of approximately \$145,000 per mile.

If the Town wishes to resurface 2.3 miles per year in the future, this will likely require an annual appropriation of approximately \$333,000 or more annually. Thus, in order to reach the 2.3 mile annual goal, the Town would need to allocate approximately \$137,000 more annually from other sources. The Town could either redirect existing resources away from other expenditures to street resurfacing, increase the property tax rate accordingly (the equivalent of approximately ¼ cent on the Town's property tax rate), or consider implementing a new municipal vehicle tax. NC General Statutes allow the levy of an annual municipal vehicle tax up to \$30 per registered vehicle, with proceeds restricted for street expenditures. In Emerald Isle, there are approximately 6,000 registered motor vehicles, thus a \$30 annual motor vehicle tax would generate approximately \$180,000 annually. Of course, this is simply a tax increase in another form, and the Board may wish to consider whether or not this approach is justified overall, or if it is preferable to a property tax rate increase.

Public Works Director Joe Smith has identified various street segments in need of resurfacing in the coming years, and each year includes total street segments ranging from 1.1 to 2.1 miles. This projection is helpful to understand the street resurfacing needs in the

Town, however, it should not be considered a definitive plan. In reality, Public Works will update their assessment of street segments annually and identify the segments with the greatest need at that time. I think it is likely, however, that many of the segments in the PowerPoint presentation will appear in future years' street resurfacing contracts.

The Board should note that we generally attempt to structure the annual street resurfacing contract such that all street segments are in relative close proximity to each other, as that reduces mobilization costs, results in a better overall price, and enables us to improve the road quality and aesthetics of streets in particular neighborhoods at the same time.

Public Works Director Joe Smith and I look forward to discussing this issue with the Board at the January 30 meeting.



FY 26-27 Budget Planning Workshop

January 30, 2026

AGENDA ITEM # 15

Enhanced Street Resurfacing Efforts



Overview

- **Emerald Isle has approximately 46 miles of paved streets**
- **Street resurfacing recommendations for the next 5 years**
- **Plan for 2.3 miles with 1.5-inch overlay and edge milling**
- **Street resurfacing from the last 5 years**



FY 26-27 Street Resurfacing

- 1.9 miles

Street Resurfacing FY 26-27		
Street Name	Length in Feet	Width in Feet
Total of 15 Streets		
Pinta Dr (Emerald Dr - Canal Dr)	230	20
Scotch Bonnet Dr (Emerald Dr - Ocean Dr)	883	20
Sea Crest Ct (White Water Dr - W. Summer Pl.) w cul-de-sac	1350	20
W. Landing Dr (Emerald Dr - Ocean dr)	495	20
E. Landing Dr (Emerald Dr - Ocean Dr)	430	20
Hurst Rd (Emerald Dr - Ocean Dr)	431	20
Beach View Ln E&W (off Hurst Rd Ocean side)	754	18
Clark Rd (Emerald Dr - Ocean Dr)	432	20
Cedar Tree Ln (Emerald Dr - Ocean)	437	20
Kelly St (Emerald Dr - Bogue Sound Dr)	341	20
Cedar Tree Ln (Sound-side) with cul-de-sac	1160	20
Sunset Ln (off Cedar Tree Ln sound-side) with cul-de-sac	560	20
Hurst Rd (Emerald Dr - Sound Dr)	394	20
Sound Dr (5600-5700 Hurst Rd - Fredeen St) with cul-de-sac	454	20
Shorewood Dr (Sound-side off Emerald Dr 6100 block)	1751	20
Length total in feet	10,102	

AGENDA ITEM # 15

Enhanced Street Resurfacing Efforts



FY 27-28 Street Resurfacing

- **1.10 miles**

Street Resurfacing FY 27-28		
Street Name	Length	Width
Total of 9 Streets	in Feet	in Feet
Canal Dr (Lee - Craig)	2699	20
Craig Dr (Emerald Dr - Canal Dr)	230	21
Eagles Nest Rd (Ocean Dr - Holly Ct)	480	17
Pelican Ct E&W (off Eagles Nest Rd)	283	20
Holly Ct (end of Eagles Nest Rd)	321	20
Cedar St (Emerald Dr - Ocean Dr)	170	20
Live Oak St (Emerald Dr - Creek) 200 Block	420	20
Holly St (Emerald Dr - Forest Dr) Ocean side	798	20
Holly St (Emerald Dr - Creek) 300 Block	390	20
Length total in feet	5,791	



FY 28-29 Street Resurfacing

- 1.4 miles

Street Resurfacing FY 28-29		
Street name	Length	Width
Total of 5 Streets	in Feet	in Feet
Sandbur Dr (Reed Dr - Ocean Dr)	1029	20
Mangrove Dr (Emerald Dr - Ocean Dr)	1311	20
Reed Dr (Loon Dr - Sea Oats Dr)	2830	20
Janell Ln (Reed Dr - Cul-de-sac)	1660	20
Boardwalk Ave (Reed Dr - Louise Ave)	606	20
Length total in feet	7,436	



FY 29-30 Street Resurfacing

- **2.11 miles**

Street Resurfacing FY 29-30		
Street Name	Length	Width
Total of 7 Streets	in Feet	in Feet
Osprey Ridge Dr (Osprey Ridge Ct - Christina Ct)	2187	20
Daisey Ct (off Osprey Ridge Dr)	318	20
Coast Guard Rd (Ring St - Inlet Dr)	1510	20
Parker St (Coast Guard Rd - Channel Dr)	2599	20
Inlet Ct (off Inlet Dr)	232	20
Inlet Dr (Coast Guard Rd. - Bogue Ct)	1719	20
Channel Dr (Inlet Dr - Cul-de-sac)	2599	20
Length total in feet	11,164	



FY 30-31 Street Resurfacing

- **1.78 miles**

Street Resurfacing FY 30-31		
Street Name	Length	Width
Total of 8 Streets	in Feet	in Feet
Loblolly St (Sound Dr - Creek) 300 Block	1286	20
Wild Cherry Ln (Sound Dr - Cul-de-sac)	1073	20
West Warren Dr (Sound Dr - Canal Dr)	901	20
Jones St (Sound Dr - Canal Dr)	853	20
Powell Dr (Old Ferry Rd - Spell Dr)	389	20
Bay Tree Ln (Sound Dr - Canal Dr)	813	20
Sound Dr (Old Ferry Rd - Bogue Inlet Dr)	2916	20
Canal Dr (Old Ferry Rd - Coons Crossing)	1200	20
Length total in feet	9,431	



Previous Street Resurfacing

- **FY 25-26 = 2 miles +/-**

Street Resurfacing FY 25-26		
Street Name	Length in Feet	Width in Feet
301 Bogue Inlet to Sound Dr	992	20
322 Cedar St to Sound Dr	966	20
Lee Ave (Emerald Dr to Sound Dr)	1795	20
Sound Dr (Bogue Inlet to Lee Ave)	3315	20
Sound Dr (Tern Terrace to 7000 Cul-de-sac)	2970	20
Total Length in Feet	10,038	



Previous Street Resurfacing

- **FY 24-25 = .65 miles**

Street Resurfacing FY 24-25		
Street Name	Length in Feet	Width in Feet
7600 Block Sound Dr	112	20
7300 Block Sound Dr	478	20
Live Oak (300 block) Sound side	1350	20
Hickory St	662	20
Sound Dr / Lee Ave Radius	64	20
8610 Canal Dr	80	20
Old Ferry Rd / Canal Dr Radius	37	35
Tern Terrace	269	20
Leisure Lane	415	22
Total length in Feet	3,467	
additional 260 feet paving at parking spaces located at Shore protection and P&R tennis / basketball courts, funding from Public Works.		



Previous Street Resurfacing

- **FY 23-24 = .44 miles**

Street Resurfacing FY 23-24		
Street Name	Length in Feet	Width in Feet
Ring St	367	20
Old Ferry Rd behind CVS	305	20
Connie St	487	20
Melaine St	460	20
23rd St	306	20
17th St	223	20
2nd St	194	20
Total length in Feet	2,342	



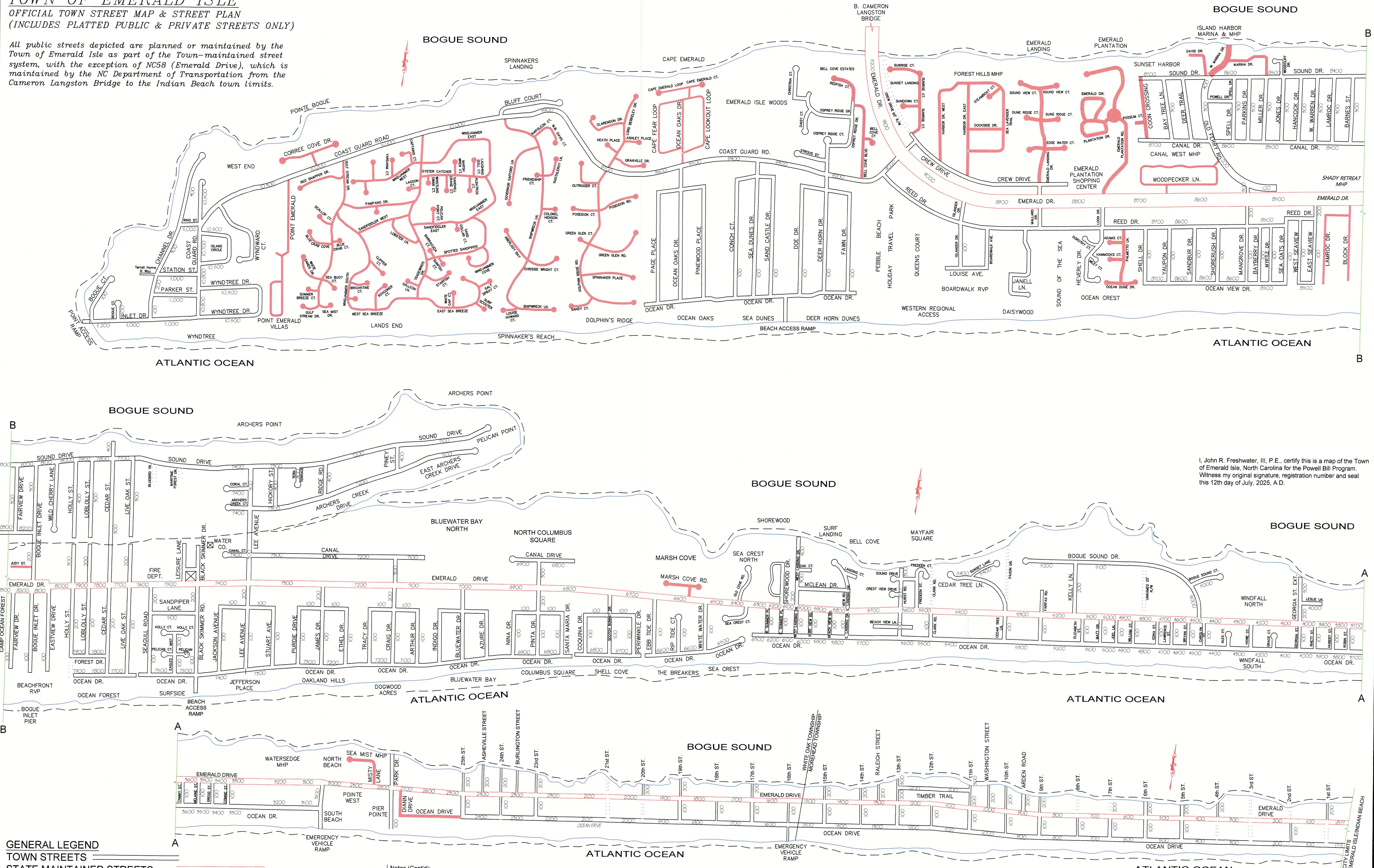
Previous Street Resurfacing

- **FY 22-23 = .50 miles**
- **FY 21-22 = 2.14 miles**

Street Resurfacing FY 22-23 / 21-22			
Street Name		Length in Feet	Width in Feet
Coast Guard Rd (Deer Horn -El Woods)	FY 22-23	1942	24
Sound Dr (Deer Trail - Bay Tree)	FY 22-23	272	20
Sound Dr 8607-8611	FY 22-23	94	20
Sound Dr (7311-Tern Terrace)	FY 22-23	188	20
Sound Dr 7209-7213		130	20
Total Length in Feet		2,626	
Ocean Oaks, Page Pl, Pinewood	FY 21-22	5700	20
Deer Horn, Fawn, Doe	FY 21-22	5625	20
Total Length in Feet		11,325	

TOWN OF EMERALD ISLE
OFFICIAL TOWN STREET MAP & STREET PLAN
 (INCLUDES PLATTED PUBLIC & PRIVATE STREETS ONLY)

All public streets depicted are planned or maintained by the Town of Emerald Isle as part of the Town-maintained street system, with the exception of NC58 (Emerald Drive), which is maintained by the NC Department of Transportation from the Cameron Langston Bridge to the Indian Beach town limits.

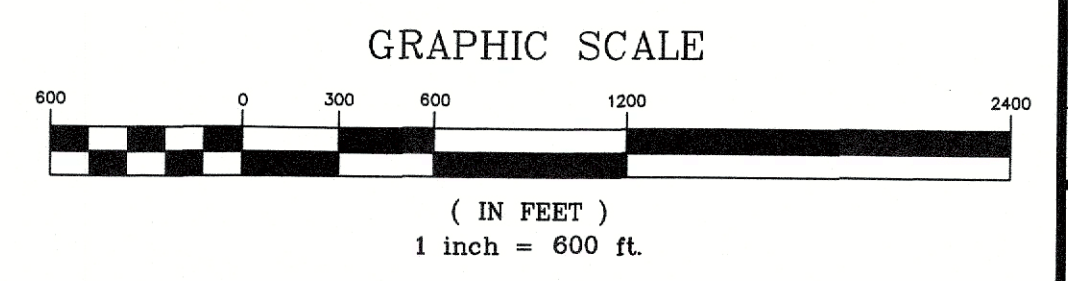


- GENERAL LEGEND**
- TOWN STREETS
 - STATE MAINTAINED STREETS
 - PRIVATE MAINTAINED STREETS
 - UNIMPROVED TOWN OWNED R/W
 - EMERALD ISLE TOWN LIMITS

- Notes:**
- Original map developed and maintained through: 2004 by John P. McLean, PE (Registration #5631), 2004 - 2007 by Municipal Engineering Services (Bryan M. Bady, PE, Registration #32634)
 - 2007 - 2011 as there were no changes, the map was created by Crystal Coast Engineering, PA entirely from previously certified maps.
 - 2012 - Added Bell Cove Blvd and Bell Cove Ct to Private Maintained Street System.
 - 2012 - Woodpecker Lane removed from Town Maintained Street System and added to Private Maintained Street System.
 - 2012 - Added Unimproved Town Owned R/W (Crew Drive 60' R/W, Unnamed 25' R/W, Bluebird Tr. 50' R/W, Maritime Forest Dr. 50' R/W)
 - 2012 - Maritime Forest Drive removed from Town Maintained Street System and added to Unimproved Town Owned R/W

- Notes (Cont'd):**
4. 2013 - Added Unimproved Town Owned R/Ws: 2nd St. from Emerald Drive to Bogue Sound (25' R/W), 3rd St. from Ocean Drive to Emerald Drive (50' R/W) and from Emerald Drive to Bogue Sound (25' R/W), 4th St. from Ocean Drive to Emerald Drive (25' R/W), 7th St. from Emerald Drive to Bogue Sound (25' R/W), 8th St. from Emerald Drive to Bogue Sound (25' R/W), 20th St. from Ocean Drive to Emerald Drive (25' R/W), 21st St. from Ocean Drive to Emerald Drive (50' R/W) and from Emerald Drive to Bogue Sound (25' R/W), Paxon Drive 25' R/W, Clark Road 25' R/W.
 5. 2013 - Added to Town Maintained Street System: 60' for Point Access Ramp 25' R/W, 185' for Terrell Home III Way 25' R/W.
 6. 2013 - Removed from Town Maintained Street System: 365' on Holly Street, 65' on Ocean Drive - Both portions added to Unimproved Town Owned R/Ws.
 7. 2013 - Portion of 1st St. between Ocean Drive and Emerald Drive is now shown with the correct designation (Unimproved Town Owned 50' R/W).
 8. 2013 - Corree Cove Drive is now shown with the correct designation (Private Maintained Street).
 9. 2013 - Added label for Redfish Ct. in Bell Covas Estates (Private Maintained Street).
 10. 2013 - Added label for Sunset Ct. and Sundown Ct. in Sunset Landing (Private Maintained Street).

- Notes (Cont'd):**
11. 2014 - There were no changes from the previous year.
 12. 2015 - Removed from Unimproved Town Owned R/W and added to Private Maintained Street: Maritime Forest Dr. 50' R/W and Bluebird Tr. 50' R/W
 13. 2015 - Renamed Sea Breeze Drive to East Sea Breeze and West Sea Breeze in Lands End (Private Maintained Street).
 14. 2015 - Renamed West Harbor Drive to Harbor Drive West in Forest Hills MHP (Private Maintained Street).
 15. 2015 - Renamed East Harbor Drive to Harbor Drive East in Forest Hills MHP (Private Maintained Street).
 16. 2015 - Renamed Marsh Cove Drive to Marsh Cove Road in Marsh Cove (Private Maintained Street).
 17. 2020 - Removed Maritime Forest Dr. 50' R/W and Bluebird Tr. 50' R/W from Private Maintained Street and added to Unimproved Town Owned R/W



REVISIONS

Crystal Coast Engineering, P.A.
 Civil and Environmental Consulting Engineers
 David K. Newsom, PE
 John R. Freshwater, III, PE
 205-5 WARDEN ROAD, SWANSGORO, N.C. 28584
 BUSINESS LICENSE # C-25530



I, John R. Freshwater, III, P.E., certify this is a map of the Town of Emerald Isle, North Carolina for the Powell Bill Program. Witness my original signature, registration number and seal this 12th day of July, 2025, A.D.

MAINTAINED STREETS MAP
EMERALD ISLE
POWELL BILL MAP 2025
 PREPARED FOR
 TOWN OF EMERALD ISLE
 7500 Emerald Drive, Emerald Isle, NC 28594 - Tel.: 252-354-3424

SCALE: 1" = 600'
 DATE: 7/8/2008
 PROJECT: 08-028
 DRAWN BY: PP/JC/DN/JF
 SHEET 1/1



Nice Matters!

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frush@emeraldisle-nc.org



A Family Beach

AGENDA ITEM #16

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners

FROM: Frank A. Rush, Jr., Town Manager

SUBJECT: Beach Access Walkway Replacements

Parks and Recreation Director Candace Dooley will review the status of the Town's beach access walkways with the Board at the January 30 meeting, and outline recommended replacements for the next 5 years.

The Town maintains a total of 63 beach access walkways along approximately 11 miles of ocean beach. The existing walkways vary in width, from 4 – 6 feet wide, and the average length is approximately 200 ft., with generally shorter lengths in eastern Emerald Isle and longer lengths in western Emerald Isle. The Town's standards for beach access walkway replacements include a standard width of 6 feet with plastic decking, composite materials, and stainless steel screws and bolts. Assuming a 20 year life span for each walkway, the Town should strive to replace approximately 3 walkways annually in the future.

Based on contract costs for the recently awarded beach access walkway replacements at 5th Street and 20th Street (scheduled for replacement this spring), the approximate cost per linear foot of new walkway is approximately \$220 per linear foot. (This cost may vary depending on the specific locations and topography, but this should be a reasonable budget planning figure.) The Town's FY 25-26 budget includes a total of \$60,000 for beach access walkway replacements, and this budget capacity should theoretically be available in FY 26-27 and beyond. The Board should note that the recently approved contracts for this spring have a total cost of approximately \$55,000 for 2 walkways with a total length of approximately 250 feet.

The preliminary recommendation for FY 26-27 includes the replacement of walkways at 8th Street, 9th Street, and Santa Maria Drive. Combined, these walkways have a total combined length of approximately 380 linear feet. At \$220 per linear foot, this would equate to approximately \$84,000, however, the recent bid for Santa Maria was approximately \$50,000 (approximately \$260 per linear foot) by itself. If the Board adheres to the goal of 3 walkways per year, I recommend including approximately \$90,000 - \$100,000 in the FY 26-27 budget for walkway replacement.

Parks and Recreation Director Candace Dooley and I look forward to discussing this issue with the Board at the January 30 meeting.

Beach access inspections and ratings January 2026

- 1st St. 6' x 115' walkway -- Overall rating is "4"
- 3rd St. Park – 6' x 84' ramp with 15' x 16' deck - Overall rating is "3" – 28/29
- 5th St. 6' x 82' walkway - Overall rating is "1" – **replace 2026**
- 8th St. 4' x 115' walkway – Overall rating is "1" – 26/27
- 9th St. 4' x 75' walkway – Overall rating is "1" – 26/27
- 10th St. 5' x 132' walkway – Overall rating is "10" – **replaced 2025**
- 11th St. 5' x 130' walkway – Overall rating is "2" – 29/30
- 12th St. 4' x 50' walkway – Overall rating is "2" – 27/28
- 13th St. 4' x 40' walkway Overall rating is "5" –
- 14th St. 4' x 145' walkway – Overall rating is "3"
- 15th St. 4' x 145' walkway – Overall rating is "10" – **replaced 2025**
- 18th St. 6' x 130' walkway – Overall rating is "7" – new steps added 2024
- 19th St. 6' x 155' walkway - Overall rating is "10" – **replaced 2025**
- 20th St. 5' x 167' walkway - Overall rating is "1" – **replace 2026**
- 21st St. 4' x 66' walkway - Overall rating is "1" - 27/28
- 22nd St. 5' x 220' walkway - Overall rating is "10" – **replaced 2025**
- 23rd St. 5' x 155' walkway – Overall rating is "4"
- 24th St. 4' x 60' walkway – Overall rating is "4"
- 25th St. 4' x 60' walkway - Overall rating is "4"
- EORA 6' x 130' walkway - Overall rating is "7"
6' x 140' ramp with 16' x 30' deck – Ramp replaced in 2020.
- 3113 Ocean Dr. 6' x 274' - Overall rating is "10" replaced 2025
- Gregg 6' x 215' walkway – Overall rating is "1" – 27/28

- Tammy 6'x187' walkway – Overall rating is “3”
- Hubert 6' x 200' walkway - Overall rating is “7” New in 2017
- Georgia 6' x 215' walkway - Overall rating is “7” New in 2017
- Howe 4' x 200' walkway - Overall rating is “10” replaced in 2024
- Alex 6'x225'walkway - Overall rating is “4”
- Bryan 6' x 225' walkway – Overall rating is “6”
- Edna 6'x215' walkway – Overall rating is “4”
- Joel 7'x 35' - Deemed public 2/2017 New in 2022 “10”
- Elizabeth 4' x 233' walkway - Overall rating is “10” **replaced 2025**
- Fairfax 6'x 200' walkway – Overall rating is “8” New in 2018
- Cedar Tree 5' x 225' walkway –Overall rating is “2” - **29/30**
- Hurst 4' x 233' walkway – Overall rating is “10” – **replaced 2025**
- Beachview 6' x 200' walkway - Overall rating is “7” New in 2018
- West Landing 6' x 200' walkway – Overall rating is “7” New in 2018
- Sea Crest 6' x 235' walkway - Overall rating is “7” New in 2017
- Sea Crest interior walkway 4 x 380' Overall rating is “10” – **replaced 2025**
- Whitewater 6' x 200' walkway – Overall rating is “2” – **30/31**
- Ebb Tide 4' x 153' walkway - Overall rating is “2” – **30/31**
- Santa Maria 6' x 100' walkway – Overall rating is “1” – **26/27**
- Nina 6' x 235' walkway - Overall rating is “5”
- Bluewater 4' x 198' walkway - Overall rating is “4”
- Craig 4' x 174' walkway - Overall rating is “9” replaced in 2017
- Tracy 6' x 220' walkway -Overall rating is “7”

·James 6' x 120' walkway - Overall rating is "9". New in 2020

·Lee 5' x 157' walkway – Overall rating is "10" **replaced 2025**

·Eagle's Nest 4' x 273' walkway – Overall rating is "10" **replaced 2025**

·Seagull 5' x 318' walkway – Overall rating is "2"

·Shore Rush 6' x 265' walkway – Overall rating is "7"

·Shell 6' x 260' walkway – Overall rating is "3"

·Ocean Crest 5' x 225' Overall rating is "10" **replaced 2025**

·Janell 4' x 32' Overall rating is "10" **replaced 2025**

·WORA main walkway 8'x287' overall rating is "9" New in 2020

Bathroom connector walkway 8'x73' overall rating is "9" New in 2020

Observation deck 16'x24' overall rating is "6"

Ramp 6'x213' overall rating is "6"

Bathroom deck 20'x30' overall rating is "9" New in 2020

Stage 20'x36' overall rating is "9"

·Fawn 6' x 170' walkway - Overall rating is "7"

·Deer Horn 6' x 206' walkway – Overall rating is "7"

·Sea Dunes 6' x 191' walkway – Overall rating is "7"

·Conch 4' x 136' walkway - Overall rating is "10" **replaced 2024**

·Ocean Oaks 5 1/2'x218' – Overall rating is "2" – 28/29

·Page Place / Randy's Way 6' x 312' - Overall rating is "19" New in 2020. 13' x 19' platform – Overall rating is "9" New in 2020

·Wyndtree 5' x 365' walkway - Overall rating is "2"

·Channel 6' x 297' walkway – Overall rating is "9" New in 2020

·Point 6'x 80' walkway with seating – Overall rating is "4" Retaining walls were added in 2020. Still requires frequent sand removal. Need a long term solution for this walkway.

- ✓ Replaced in 2024/2025
- ✓ Scheduled for replacement in 2026
- ✓ Recommended replacement in 26/27
- ✓ Recommended replacement in 27/28
- ✓ Recommended replacement in 28/29
- ✓ Recommended replacement in 29/30
- ✓ Recommended replacement in 30/31
- ✓ Replanced within the last 10 years
- ✓ Wishlist within next 5 years



FY 26-27 Budget Planning Workshop

January 30, 2026

AGENDA ITEM # 16

Beach Access Walkway Replacements



Purpose and Rating System

- **Summary of January 2026 beach access inspections (included in packet)**
- **Ratings: 10 = excellent / new, 1 = failing condition**
- **Focus on safety, location/usage, and lifecycle replacement planning**
- **Annual replacement budget assumed at \$75,000**



2026/2027 Recommended Replacements

- **8th St. - 4' x 115', Rating 1, Approx. 25 yrs → Replace 6' x 115'**
- **9th St. - 4' x 75', Rating 1, Approx. 25 yrs → Replace 6' x 75'**
- **Santa Maria - 6' x 100', Rating 1, Approx. 25 yrs → Replace 6' x 100'**

Addresses multiple failings, substandard-width walkways



2027/2028 Recommended Replacements

- **12th St. - 4' x 50', Rating 2, Approx. 25 yrs → Replace 6' x 50'**
- **21st. St. - 4' x 66', Rating 1, Approx. 25 yrs → Replace 6' x 66'**
- **Gregg - 6' x 215', Rating 1, Approx. 30 yrs → Replace 6' x 215'**



2028/2029 Recommended Replacements

- **3rd St. Park - 6' x 84' ramp & deck, Rating 3, Approx. 20 yrs → Replace ramp & deck**
- **Ocean Oaks - 5.5' x 218', Rating 2, Approx. 30 yrs → Replace 6' x 218'**



2029/2030 Recommended Replacements

- **11th St. - 5' x 130', Rating 2, Approx. 20 yrs → Replace 6' x 130'**
- **Cedar Tree - 5' x 225', Rating 2, Approx. 25 yrs → Replace 6' x 225'**



2030/2031 Recommended Replacements

- **Whitewater - 6' x 200', Rating 2, Approx. 20 yrs → Replace 6' x 200'**
- **Ebb Tide - 4' x 153', Rating 2, Approx 20 yrs → Replace 6' x 153'**



Additional Replacement Recommendations - if funding is available within the next 5 years

- **14th Street- 4' x 145', Rating 3, Approx. 15 yrs → Replace 6' x 145'**
- **Tammy Street- 6' x 187', Rating 3, Approx. 15 yrs → Replace 6' x 187'**
- **Seagull Street- 5' x 318', Rating 2, Approx 20 yrs → Replace 6' x 318**
- **Shell Street- 6' x 260', Rating 3, Approx. 20 yrs → Replace 6' x 260'**
- **Wyndtree- 5' x 365', Rating 2, Approx. 20 yrs → Replace 6' x 365'**



Walkways replaced within the past 5 years

- **10th St., 15th St., 19th St., 22nd St., 3113 Ocean Dr.
Elizabeth St., Lee St., Hurst St. , Eagle's Nest, Ocean Crest
Janell St., Sea Crest Interior, Howe St., Conch Court, Joel Lane**

All 15 accesses remain in excellent condition

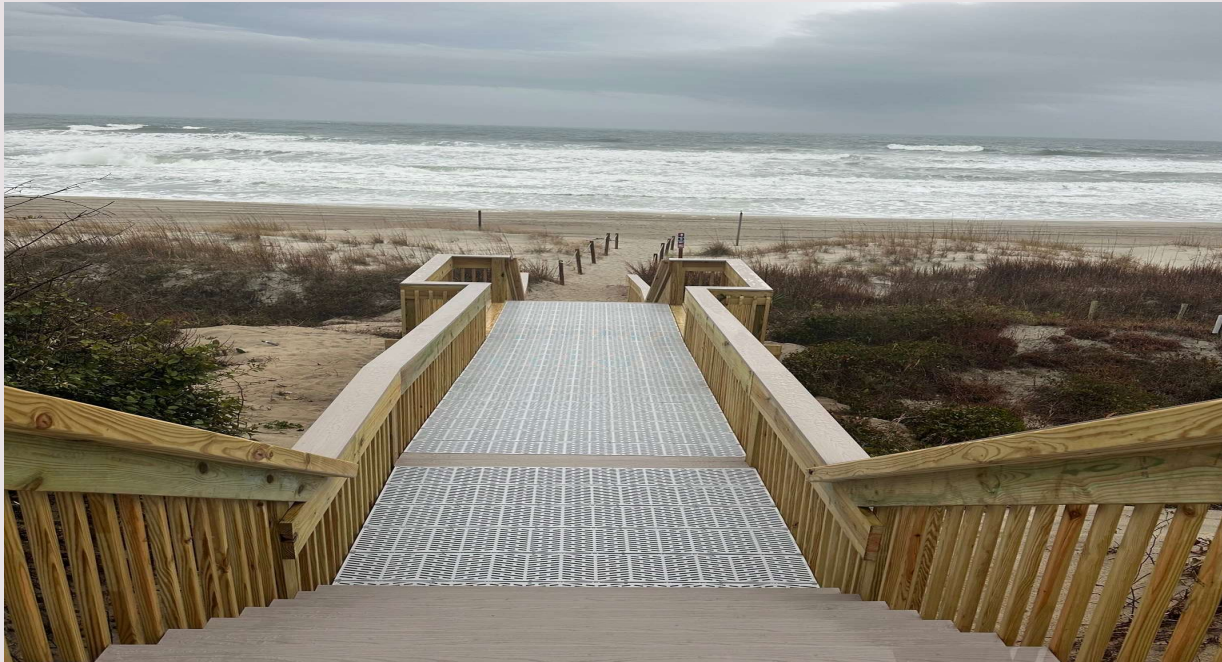


Current Standard Walkway Specifications

- **Sure Step decking (walkway) and composite material (stairs)**
- **Composite handrails**
- **All walkways 6' wide**
- **Benches on both sides (East and West) of each walkway (ocean side)**
- **Wood joists, 8' on center, stainless steel screws/bolts**

Thank you!

Questions?



AGENDA ITEM # 16

Beach Access Walkway Replacements



Nice Matters!

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Kyle Lagos

Mayor Pro-Tem
Jason Holland

Board of Commissioners
Roy D. Brownlow
Kris Plum
Alesia Sanderson
Josh Sawyer

Commissioner Emeritus
Floyd Messer, Jr.

Town Manager
Frank A. Rush, Jr.
frush@emeraldisle-nc.org



A Family Beach

AGENDA ITEM #17

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners

FROM: Frank A. Rush, Jr., Town Manager

SUBJECT: Health Insurance Premiums

The Board will receive an update on potential health insurance premium increases at the January 30 meeting. Finance Director Laura Rotchford and Town Clerk / HR Specialist Lindsey Burton will brief the Board on the Town's current health insurance plan offered to full-time Town employees, and explain the potential cost implications for the Town in FY 26-27.

The attached PowerPoint includes detailed information about the Town's health insurance plan. The Town offers full-time employees two health plan options through Blue Cross Blue Shield of NC, as follows:

- Traditional Plan, that includes co-payments and a lower deductible (\$1500). The Town's total monthly cost per employee is \$584 per month. The Town also contributes \$700 per year to a Health Reimbursement Account for the employee's benefit. There are a total of 5 employees enrolled in the traditional plan.
- High Deductible Plan, with no coverage until the \$3300 deductible is met, and then 100% coverage thereafter. The Town's total monthly cost per employee is \$566 per month. The Town also contributes \$2500 per year to a Health Savings Account for the employee's benefit. There are a total of 61 employees enrolled in the high deductible plan.
- Any employees who waive health insurance coverage receive the \$2500 per year contribution that is provided to employees with the high deductible plan.
- The Town pays 100% of the premium cost for full-time employees. No coverage is available to part-time employees.
- The Town does not offer dependent coverage, however, employees may purchase dependent coverage through the Town's plan.

The FY 25-26 budget includes a total of approximately \$600,000 across the entire organization for health insurance premiums, and approximately \$100,000 across the entire organization for all other Town-provided insurance benefits.

In spring 2025, the Town (and many other participating municipalities) was informed that its current health insurance plan offered through the NC League of Municipalities was being terminated on June 30, 2025. The Town was able to secure the current plan with Blue Cross Blue Shield of NC later that spring. However, that plan included a \$100,000

one-time transition credit to the Town that is not expected to be available for FY 26-27. Thus, the Town expects to bear at least an additional \$100,000 cost for the same health plan in FY 26-27. It is also likely that the base premiums will also increase, with expected increases of 10% - 20% anticipated when the Town's renewal rates are released in April. To put this in perspective, a 10% increase will result in an additional \$50,000 of cost to maintain the current plan, while a 20% increase will result in an additional \$100,000 of cost to maintain the current plan – on top of the expiring \$100,000 transition credit. Thus, it's conceivable that the Town's cost for the current plan could increase by an amount between \$100,000 and \$200,000 for next year. This amount is significant, and will have a significant impact on the Town's ability to balance the FY 26-27 budget.

The Town's options for addressing this additional cost are likely as follows:

- Reduce expenditures in other areas of the FY 26-27 budget to cover these costs.
- Allocate new revenues achieved through higher tax / fee rates for the additional cost.
- Reduce the amount of the Town's contribution to the health savings account or health reimbursement account, which ultimately would increase the employee's annual out-of-pocket cost from \$800 currently to some amount higher.
- Increase the deductibles (for both plans), which also increases the employee's out-of-pocket cost.
- Increase the amount of co-pays for individual services (for the traditional plan only).
- Require the employee to bear a portion of the premium. The Town has historically always covered 100% of the health insurance premium for the employee.

Maintaining a quality health insurance plan for Town employees has always been my highest budget priority heading into each annual budget, and I will be working hard with other Town staff to hopefully avoid eroding the Town's health benefits this year. It is, however, likely to be very challenging given the loss of the one-time transition credit and general inflation in the healthcare industry.

We look forward to discussing this issue with the Board at the January 30 meeting.



FY 26-27 Budget Planning Workshop

January 30, 2026

AGENDA ITEM #17

Health Insurance Premiums



Benefit Overview

- **July 1st renewal date** (open enrollment is May 30th- June 17th)
- Laymon Group Employee Services
- Online Enrollment - Bernie Portal
- Town pays for 100% of the monthly premium for Full-Time Employees - to include Health, Dental, Vision, Disability, Basic Life
 - The Town also pays for 100% of the monthly premium for Dental, Vision, Basic Life for Elected Officials
 - Employees (and Elected) may choose to pay the additional premiums to cover buy-up coverages or add spouse / family coverages
 - Employees (and Elected) may choose to waive some or all of the policies offered

Note:

- The Town transitioned from the NCLM's Self-Funded Insurance Pool to a Fully-Funded Plan Effective July 1, 2025
- For FY 2026 we received a one-time transitional credit from BCBS of NC of \$100,000 to help offset insurance premiums

Provider Overview:

- Medical - BCBS of NC (Dual Option) *New Provider**
- HRA - Flores & Associates, LLC
- Dental - Delta (Dual Option)
- Vision - VSP (Dual Option)
- Short Term Disability - Renaissance *New Provider***
- Long Term Disability - Renaissance *New Provider***
- Base Life and AD&D - Renaissance *New Provider***
- VTL and AD&D - Renaissance *New Provider***
- Employee Assistance Program - Bree Health



Medical Rates

Traditional Plan	Employee Only	Employee + Sp	Employee + Child	Employee + Children	Family
Carrier Rate	\$584.14	\$1,267.11	\$982.54	\$1,210.19	\$1,779.33
Employer Contribution	\$584.14	\$584.14	\$584.14	\$584.14	\$584.14
Employee Cost	\$0	\$682.97	\$398.40	\$626.05	\$1,195.19

HDHP Plan	Employee Only	Employee + Sp	Employee + Child	Employee + Children	Family
Carrier Rate	\$565.93	\$1,227.05	\$951.58	\$1,171.95	\$1,722.88
Employer Contribution	\$565.93	\$565.93	\$565.93	\$565.93	\$565.93
Employee Cost	\$0	\$661.12	\$385.65	\$606.02	\$1,156.95



Medical Plan Comparison

Benefit	High-Deductible Plan - In-Network	Traditional Plan - In-Network
Deductible	\$3,300 Individual / \$6,600 Family	\$1,500 Individual / \$3,000 Family
Preventive	100%	100%
Coinsurance(In & Out)	0%	20% Member Responsibility
OOP Max	\$3,300 Individual / \$6,600 Family	\$4,500 Individual / \$9,000 Family
Primary Care / Specialist	0% + Deductible	\$25 / \$50
Tier 1	0% + Deductible	\$4
Tier 2	0% + Deductible	\$25
Tier 3	0% + Deductible	\$35
Tier 4	0% + Deductible	\$75
Telehealth	0% + Deductible	\$0
Urgent Care / Emergency Room	0% + Deductible	\$50 / \$300
HSA Eligible	Yes, \$2,500 Employer HSA Contribution	No
HRA Eligible	No	Yes, the last \$700 of the \$1,500 Ind Deductible



Healthcare Reimbursement Arrangement (HRA) / Health Savings Account (HSA)

	HRA (Traditional Plan)	HSA (Buy-up Plan)
Deductible	\$1,500 Individual / \$3,000 Family	\$3,300 Individual / \$6,600 Family
Employee Pays	First \$800	\$800 out of pocket
Emerald Isle Contribution	Last \$700	\$2,500 towards employees HSA account per year (\$1,250 in January, \$1,250 in July).
Roll Over	No	Yes, year to year



Dental

Benefit	Base Plan In-Network	Buy-Up Plan In-Network
Deductible	\$50 Ind / \$100 Family	\$50 Ind / \$100 Family
Preventive (Oral Exam, Cleaning)	100%	100%
Basic (Oral Surgery – Simple and Surgical Extractions)	80%	80%
Major (Crowns, Dentures, Bridges, Implants)	50%	80%
Orthodontics (Lifetime Maximum)	N/A	\$1,000
Annual Maximum	\$1,000	\$1,500

Base Plan	Employee Only	Employee + Sp	Employee + Child(ren)	Family
Carrier Rate	\$29.71	\$58.69	\$80.06	\$109.96
Employer Contribution	\$29.71	\$29.71	\$29.71	\$29.71
Employee Cost	\$0	\$28.98	\$50.35	\$80.25

Buy-Up Plan	Employee Only	Employee + Sp	Employee + Child(ren)	Family
Carrier Rate	\$36.74	\$72.68	\$98.88	\$135.86
Employer Contribution	\$29.71	\$29.71	\$29.71	\$29.71
Employee Cost	\$7.03	\$42.97	\$69.17	\$106.15



Vision

Benefit	Base Plan In-Network	Buy-Up In-Network
Eye Exam - (1, per 12 months)	\$10 Copay	\$10 Copay
Routine Retinal Scanning	Up to \$39 Copay	Up to \$39 Copay
Frames / Lens - (1, per 12 months)	\$20 Copay	\$20 Copay
Frame Allowance - (1, per 12 months)	\$120 Frame Allowance 20% off after; plus, an extra \$20 on featured brands**	\$180 Frame Allowance 20% off after; plus, an extra \$20 on featured brands**
Contact Lens Exam, Fitting, Evaluation	Up to \$60 Copay	Up to \$60 Copay
Contact Lens Allowance - (1, per 12 months)	\$120 Allowance Covered in full if medically necessary**	\$180 Frame Allowance Covered in full if medically necessary**

Base Plan	Employee Only	Employee + One	Employee + Children	Family
Carrier Rate	\$9.84	\$15.74	\$16.07	\$25.91
Employer Contribution	\$9.84	\$9.84	\$9.84	\$9.84
Employee Cost	\$0	\$5.90	\$6.23	\$16.07

Buy-Up Plan	Employee Only	Employee + One	Employee + Children	Family
Carrier Rate	\$12.95	\$20.72	\$21.15	\$34.09
Employer Contribution	\$9.84	\$9.84	\$9.84	\$9.84
Employee Cost	\$3.11	\$10.88	\$11.31	\$24.25

AGENDA ITEM # 17

Health Insurance Premiums



Short Term Disability Insurance / Long Term Disability Insurance

Benefit	Coverage Amount (Short Term)	Coverage Amount (Long Term)
Percentage of Salary	60% of Annual Salary	60% of Annual Salary
Maximum Benefit	\$2,000 Weekly	\$6,000 Monthly
Elimination Period	7 th day of an accident, or illness	180 Days
Maximum Duration	26 Weeks	SSNRA (Social Security Normal Retirement Age)
Contributions	Employer Paid	Employer Paid



Other Benefits:

- **Basic Life & AD&D**
- **VTL & AD&D Insurance**
- **Employee Assistance Program**
- **NourishedRx**

Benefit	Coverage
Base Life and AD&D	1x Annual Salary
Guaranteed Issue	\$250,000 Maximum of \$300,000
Dependent Life and AD&D	Spouse - \$2,000 Child - \$2,000
Contributions	Base Life and AD&D - Employer Paid Dependent Base Life and AD&D - Employee Paid
Benefit	Coverage
Guaranteed Issue Life and AD&D Amount	Employee - \$100,000 <i>Not to exceed 5x annual salary**</i> Spouse - \$20,000 Child - \$10,000
Maximums (EOI Required)	Employee - \$100,000 <i>Not to exceed 5x annual salary**</i> Spouse - \$50,000 Child - \$10,000
Portability	Included
Contributions	Employee Paid



Projections

Note:

- Rates are not released for the next year until 90 days (dental, vision, disability) and 60-75 days (medical) before renewal (July 1st)
- The FY 2026 Budget includes a total budget of \$9,200 per FTE for coverage to include a Town contribution to a Health Saving Account
- The FT 2026 budget includes 76 Full Time Employees or just under \$700,000 for health benefits

Traditional Rates					
Tier	0%	10%	15%	20%	25%
Employee	584.14	642.55	671.76	700.97	730.18
Employee + Spouse	1,267.11	1,393.82	1,457.18	1,520.53	1,583.89
Employee + Child	982.54	1,080.79	1,129.92	1,179.05	1,228.18
Employee + Child(ren)	1,210.19	1,331.21	1,391.72	1,452.23	1,512.74
Employee + Family	1,779.33	1,957.26	2,046.23	2,135.20	2,224.16

HDHP Rates					
Tier	0%	10%	15%	20%	25%
Employee	565.93	622.52	650.82	679.12	707.41
Employee + Spouse	1,227.05	1,349.76	1,411.11	1,472.46	1,533.81
Employee + Child	951.58	1,046.74	1,094.32	1,141.90	1,189.48
Employee + Child(ren)	1,171.95	1,289.15	1,347.74	1,406.34	1,464.94
Employee + Family	1,722.88	1,895.17	1,981.31	2,067.46	2,153.60

Monthly and Annual Totals									
Increase	HDHP EE (58)	HDHP ES (1)	HDHP EC (3)	HDHP ECh (1)	Traditional EE (4)	Traditional ECh (1)	Total Monthly	Total Annual	Annual \$ Change vs 0%
0%	32,823.94	1,227.05	2,854.74	1,171.95	2,336.56	1,210.19	41,624.43	499,493.16	0
10%	36,106.33	1,349.76	3,140.21	1,289.15	2,570.22	1,331.21	45,786.87	549,442.48	49,949.32
15%	37,747.53	1,411.11	3,282.95	1,347.74	2,687.04	1,391.72	47,868.09	574,417.13	74,923.97
20%	39,388.73	1,472.46	3,425.69	1,406.34	2,803.87	1,452.23	49,949.32	599,391.79	99,898.63
25%	41,029.92	1,533.81	3,568.43	1,464.94	2,920.70	1,512.74	52,030.54	624,366.45	124,873.29

AGENDA ITEM # 17

Health Insurance Premiums



Recommendations if premium increases become unaffordable:

- Increase deductible
- Reduce the Towns HRA/HSA contribution
- Increase co-pays
- Work with The Laymond Group to:
 - Explore all other available options
 - Negotiate with BCBS
 - Review various HRA/HSA strategies that may help reduce cost without reducing the employee benefit



Nice Matters!

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Commissioner Emeritus
Floyd Messer, Jr.

Town Manager
Frank A. Rush, Jr.
frush@emeraldisle-nc.org



A Family Beach

AGENDA ITEM #18

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners
FROM: Frank A. Rush, Jr., Town Manager
SUBJECT: Review – Parking Fee Program

Parks and Recreation Director Candace Dooley and Finance Director Laura Rotchford will review the Town's current parking fee program in place at the Western Ocean Regional Access and the Eastern Ocean Regional Access. There have been recent suggestions that the Town could increase parking fee revenues by increasing hourly / daily fees, charging for parking at the 3rd Street and Station Street parking areas, adjusting the structure of the existing contract, and/or utilizing different payment / management models.

The attached PowerPoint presentation includes various details about the Town's parking fee program. For 2025, the program generated gross revenues of approximately \$549,000. Of this amount, total program expenses were approximately \$104,000, and the parking contractor retained \$113,000 as compensation under the contract. The Town's total net revenues were approximately \$332,000. For 2025, the hourly parking fee is \$4, and the daily maximum is \$20.

The Town's current contract with UPP Global is in effect through April 1, 2027, however, the contract may be terminated by either party, with or without cause, with 90 days notice. The 2026 parking fee program begins on April 1, 60 days from now, and if the Board ultimately decides to pursue an alternative strategy or contractor, I recommend that it complete the entire 2026 season under the existing contract and implement any alternatives for 2027 and beyond.

Potential strategies to increase parking fee revenues in 2026 include the following:

- Increase the hourly fee to \$5 and the daily maximum fee to \$25, which would appear to remain competitive with other parking options. This adjustment would generate additional gross parking fee revenues of approximately \$130,000, and the Town would retain \$65,000 under the current contract structure.
• Request an adjustment to the current contract with UPP Global to adjust the revenue sharing provision (after payment of the guaranteed amount and deduction of program expenses) to 60% / 40%. This adjustment would net an additional \$23,000 for the Town, if UPP Global is amenable to this adjustment.
• Implement an increase in the hourly fee and adjust the UPP Global contract (both as described above), which would net an additional \$105,000 for the Town.

Potential strategies to increase parking fee revenues in 2027 and beyond include the following:

- Renegotiate the existing contract with UPP Global to maximize the Town's net parking revenues.
- Solicit new proposals, and seek a more favorable agreement for the Town from reputable parking program contractors.
- Consider an alternative parking program model utilizing a traditional gate / automated payment system similar to that used by Bogue Inlet Pier and many airports; the estimated cost per location for this equipment is approximately \$50,000. Theoretically, this equipment would pay for itself in the first year, however, the Town would be responsible for monitoring, maintaining, and ultimately replacing the equipment.

There are only a limited number of parking spaces at the 3rd Street (12 spaces) and Station Street (18 spaces) parking areas, and it may not be cost-effective to expand paid parking to these areas.

It is important to note that the Town's parking fees must be utilized for associated expenses, and the Town has linked various beach management expenses to the fees, including lifeguard services, beach strand Police services, beach access expenses, beach strand trash collection, beach nourishment and more.

Parks and Recreation Director Candace Dooley, Finance Director Laura Rotchford, and I look forward to discussing this issue with the Board at the January 30 meeting.



FY 26-27 Budget Planning Workshop

January 30, 2026

AGENDA ITEM # 18

**Review -
Parking Fee Program**



Existing Parking Contract Summary

- **RFP issued January 2021 for parking management services**
- **Staff research & peer town outreach (Beaufort, Atlantic Beach)**
- **BOC workshop presentation - February 2021**
- **1-year contract approved March 2021 with NC Parking (UPP Global)**
- **Renewed contract April 2022-2025 with automatic 2-year renewal unless terminated with 90-day notice**



Contract details:

- **The Contract guarantees a fixed amount of revenue to the Town - 2025 = \$218,545**
- **The guarantee increases by 3% annually**
- **Any surplus revenue is split 50/50 between the Town and UPP**
 - *EXAMPLE:**
 - 2025 - Town received \$331,705 revenue**
 - 2025 - UPP received \$217,024 revenue**



Compensation & Operating Structure

- **Compensation structure: \$4/hour, with a \$20/day max**
- **Operating costs paid by contractor: UPP Global**
- **Scope: Fee collection, enforcement, equipment, customer service**
- **Town receives net revenues after contractor compensation**
- **Revenue is parking: plus enforcement and customer service**



System & Equipment Used

- **Pay-by-plate system**
- **Mobile app and kiosk payments**
- **License plate recognition for enforcement**
- **On-site enforcement and customer support**



Parking Rates & Operations

- **Enforcement timeframe: April 1 - September 30**
- **Total paid parking spaces: WORA: 157, EORA 165**
- **Free annual property owner passes issued in 2025: 1706**



2025 Parking Activity Summary

- **EORA paid visitors (2025): 16,641**
- **WORA paid visitors (2025): 27,839**
- **Total transactions: 44,480**

	Cummulative
Revenue	548,729.02
Expense	103,864.77
NOI	444,864.25
Fixed Guarantee Amount	218,545.40
Remaining	226,318.85
50/50 Split Town/UPP	113,159.42
Payment to Town	\$331,704.82



Net Revenue & Financial Performance

- **Operating expenditures: Payroll, credit card fees, uniforms, insurance, enforcement software, postage, enforcement vehicle, signage, supplies, citation paper, etc.**
- **Use of revenues: Fulltime Ocean Rescue Coordinator and 20+ USLA Certified Lifeguards, Beach Patrol and Police Officers and Vehicles, cleaning, maintenance and supplies for EORA and WORA, Parks maintenance (mowing, spraying, etc.), removal of beach trash/recycling and contribution to beach nourishment**



Future Considerations & Fee Options

- **Alternative systems: Hybrid enforcement (gated system) or different vendors**
- **Potential fee increases: \$5/hour, \$25/day max**
- **Projected additional annual revenue: \$130,000**
- **Comparison benchmark:**
 - **Bogue Inlet Pier - \$5/hour, \$30/day max**
 - **Atlantic Beach - \$5/hour (no daily max)**
 - **Beaufort - Premium parking \$3/hour, all other spaces \$1.50/hour**



Recommendations:

- **Maintain competitive and fair pricing**
- **Maintain high level of customer service currently provided**
- **Maintain efficient and secure enforcement/fee collection**



Thank you!

Questions?

PARKING MANAGEMENT AGREEMENT

THIS PARKING MANAGEMENT AGREEMENT (the "Agreement") is made and entered into as of March 1, 2022, by and between **Town of Emerald Isle** ("Owner"), and **UPP North Carolina, LLC**, a North Carolina limited liability company / d.b.a. NC Parking Co. ("Manager"):

WITNESSETH

WHEREAS, Owner is the fee-simple owner of that certain real property located at see below in "Summary Article - Reference Data" (the "Property"), on which Property is located a parking lot area with parking spaces and related parking facilities; and

WHEREAS, Owner wishes to retain the services of Manager as the exclusive manager of parking services on the Property, and Manager is willing to provide such services on the terms and conditions contained herein.

NOW, THEREFORE, in consideration of the foregoing and of the full and faithful performance of Manager and Owner of all the terms, conditions, and obligations imposed hereunder, the parties hereto agree as follows:

SUMMARY ARTICLE - REFERENCE DATA

OWNER AND OWNER'S ADDRESS: **TOWN OF EMERALD ISLE
7500 EMERALD DRIVE
EMERALD ISLE, NC 28594**

OWNER TAX ID NUMBER: **56-0937046**

PROPERTY ADDRESSES & LOT NAME(S): 2701 Emerald Drive, Emerald Isle, NC. 28594 – East; 9003 Louis Avenue, Emerald Isle. 28594 – West.

MONTHLY PAYMENT: 50% of the remaining Gross Revenue collected by Manager each month for the Property after reimbursement for all parking project costs and expenses. Manager guarantees Owner a minimum Net Profit of Two Hundred Thousand Dollars (\$200,000) Annually in year-one, Two Hundred Six Thousand Dollars (\$206,000) in year-two, and Two Hundred Thousand Twelve One Hundred eighty (\$212,180) in year-three.

MONTHLY PAYMENT DATE: **The 15th of each month**

COMMENCEMENT DATE: **April 1st, 2022**

INITIAL TERM: **3 years**

AUTOMATIC RENEWAL TERMS: Agreement automatically renews for additional 2-year term unless terminated.

TERMINATION: Either party may terminate, with or without cause upon 90-day written notice.

This Article is intended to provide a summary of terms. In the event of a disagreement between the terms in this Article and those in the

ordinances, rules and regulations governing the Property and the business conducted therein, other than the "pay and display" parking business managed and operated by Manager pursuant to this Agreement. Owner shall be solely responsible for paying all real estate taxes, ad valorem taxes, special or betterments assessments, and downtown or special district taxes levied against the Property.

2.4 Waiver of Claims. Owner and Manager hereby waive and release the other party of, and from, any and all right of recovery, claim, action, or cause of action against such party, and its principals, managers, members, agents, officers, directors and employees, for any loss or damage that may occur to the Property, improvements to the Property, or personal property within the Property (including the Equipment), by reason of fire or the elements, or other casualty or commonly insured peril, regardless of cause or origin, including negligence of such party, and its principals, managers, members, agents, officers, directors and employees.

3. PAYMENTS TO OWNER AND MANAGER; RECORDS

3.1 Monthly Payments. In consideration of Manager's use of the Property during the Pay and Display Hours pursuant to this Agreement, Manager shall pay Owner. See "Monthly Payment" in above summary article & reference data. Following such monthly base payment to Owner, Manager shall be paid any and all revenues obtained by Manager from the "pay and display" equipment to be installed on the Property by Manager pursuant to this Agreement.

4. TERM AND TERMINATION

4.1 Term. Subject to the provisions of Section 4.2 and 4.3 below, this Agreement shall be for a term of three (3) years. See "Initial Term & Commencement date" in above summary article & reference data. This Agreement shall automatically renew for a successive additional two (2) year period thereafter unless terminated in accordance with Section 4.2 or 4.3 below.

4.2 Termination by Owner. Owner may terminate this Agreement at any time during the term upon thirty (90) days prior written notice, with or without cause.

4.3 Termination by Manager. Manager may terminate this Agreement at any time during the term upon thirty (90) days prior written notice, with or without cause.

4.4 Obligations After Termination. Upon the termination of this Agreement as provided above, the Manager shall:

(a) **Removal of Equipment.** The Manager shall, at its cost and expenses, remove all Equipment and use reasonable efforts to replace and restore any damage resulting therefrom. The Equipment shall remain the sole property of Manager at all times, including following the expiration or any early termination of this Agreement, and Manager may enter upon the Parking Project at any time to remove such Equipment.

(b) **Termination of Obligations; Right to Compensation.** Upon any termination pursuant to this Section 4, the obligations of the parties hereto shall cease as of the date specified in the notice of termination, except those obligations that expressly or by their nature survive the termination of this Agreement; and, provided further that Manager and Owner shall be entitled to receive any payments which may be due hereunder at the time of such termination or expiration.

5. NO AGENCY

Manager shall be responsible for the actions of its employees, for the supervision of all persons performing services in connection with the operation of the Property for parking purposes, and for determining the manner and time of performance of all parking services. Nothing herein contained shall be construed to establish Manager as an employee of the Owner.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.

OWNER:

Math R. Zapp 1-12-2022
By: _____
Its duly-authorized:
Date:

MANAGER:

UPP NORTH CAROLINA LLC. / NC Parking Co.

[Signature]
By: Dan McNutt
Its duly-authorized: Owner
Date:



Nice Matters!

Town of Emerald Isle
7500 Emerald Drive
Emerald Isle, NC 28594

252-354-3424 voice
252-354-5068 fax

www.emeraldisle-nc.org

Mayor
Kyle Lagos

Mayor Pro-Tem
Jason Holland

Board of Commissioners
Roy D. Brownlow
Kris Plum
Alesia Sanderson
Josh Sawyer

Commissioner Emeritus
Floyd Messer, Jr.

Town Manager
Frank A. Rush, Jr.
frush@emeraldisle-nc.org



A Family Beach

AGENDA ITEM #19

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners
FROM: Frank A. Rush, Jr., Town Manager
SUBJECT: Proposed New Fire Station 3

I have scheduled time on the January 30 meeting agenda for the Board to discuss the timing for the construction and opening of a future new Fire Station 3 to serve western Emerald Isle.

As you know, the Town is in the process of acquiring a 2-acre tract of land from the Pebble Beach HOA, Inc., and the Town expects to complete this acquisition later this spring. The Town has deposited "just compensation" in the amount of \$1.305 million for this acquisition, and intends to finance this amount and reimburse General Fund balance later this spring. The initial debt service payment associated with this land acquisition is expected to be \$150,000 - \$200,000, or the equivalent of 1/4 to 1/3 of one cent on the Town's property tax rate. The initial debt service payment will likely occur in late FY 26-27 or early FY 27-28.

The timing of the construction and opening of a new Fire Station 3 will have a significant impact on future Town budgets, and the Board should thoughtfully consider the potential tax rate impacts in future years when making this decision. As you know, construction of new Fire Station 2 is expected to begin later this spring, and should be fully funded with remaining FEMA funds allocated for that project. Although the Town is still awaiting the actual construction cost, I am hopeful that the new station can be constructed for approximately \$2.7 million. For planning purposes, it would be appropriate to assume this same amount for the future construction of a new Fire Station 3.

Assuming the Town allocates \$850,000 of remaining FEMA funding for the construction of new Fire Station 3, the Town would theoretically need to allocate an additional \$1.9 million for this project. If the Town financed the construction over a period of 10 years, the initial debt service payment would be approximately \$285,000, or the equivalent of nearly 1/2 cent on the Town's property tax rate. If the term is extended to 15 years, the initial debt service payment would be approximately \$222,000, or the equivalent of slightly more than 1/3 cent on the tax rate.

The Town currently operates with 2 Fire / EMS personnel out of the US Coast Guard Station on duty for each shift, and these personnel would be reassigned to the new Fire Station 3 at Pebble Beach. Ideally, the Town would add 2 additional Fire / EMS personnel per shift to fully staff the new Fire Station 3 with equivalent staffing levels as Fire Station 1 and Fire Station 2. This would result in the addition of 6 new positions in the Fire Department in the future. The recurring annual cost associated with 6 new positions is approximately \$500,000 annually, or the equivalent of slightly more than 3/4 cent on the

Town's property tax rate. Existing Fire / EMS vehicles would be relocated from other stations, and would respond to calls from the new Fire Station 3.

The total additional annual cost associated with the Fire Station 3 land acquisition, the future construction of the new Fire Station 3, and the additional required staffing for Fire Station 3 is approximately \$875,000 - \$1 million annually, or the equivalent of approximately 1.5 cents on the Town's property tax rate.

If the Board decided to also proceed with the construction of the new Fire Station 3 later this spring, the initial debt service payment for construction would likely not occur until FY 27-28, with the additional personnel cost likely to occur sometime in FY 27-28. If the Board delays construction of Fire Station 3, the cost impacts would be delayed accordingly, however, inflation may impact the construction cost, along with any changes in interest rates. For multiple reasons, I recommend completing construction of Fire Station 2 before proceeding with Fire Station 3. This approach would delay the budget impact of Fire Station 3 somewhat, and more importantly it would enable the Town to focus its attention solely on Fire Station 2.

I look forward to discussing this issue with the Board at the January 30 meeting.

PROPOSED TOWN ACQUISITION OF PEBBLE BEACH TRACT

October 14, 2025





Nice Matters!

Town of Emerald Isle
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Emerald Isle, NC 28594

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Frank A. Rush, Jr.
frush@emeraldisle-nc.org



A Family Beach

AGENDA ITEM #20

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners

FROM: Frank A. Rush, Jr., Town Manager

SUBJECT: Tourism Management / Potential Vacation Rental Permit Program

I have scheduled time on the January 30 meeting agenda for the Board to discuss overall tourism management goals and the potential future establishment of a vacation rental permit program.

Commissioner Brownlow is particularly interested in this issue, and is developing a comprehensive proposal for future consideration. That proposal will be shared with the Board when complete and submitted by Commissioner Brownlow.

Previous discussions have indicated a potential desire to establish a vacation rental permit program that would:

- promote public safety, through vacation rental property standards and inspections,
- mitigate visitor impacts, through more targeted code enforcement and/or with investment in additional infrastructure and/or services associated with visitor impacts,
- create a registry of vacation rentals operating in the community, in order to identify appropriate owner / manager contacts to resolve concerns informally before more involved enforcement action is required, and
- generate additional revenue, to provide infrastructure and/or services provided to / for visitors.

As you know, the Town of Emerald Isle was essentially founded on vacation rentals, and the vacation rental industry is perhaps the most important component of the Town economy. Since the very beginning, the Town has fostered and maintained a cooperative relationship with the local vacation rental management companies, and has often been able to address safety concerns and visitor behavior concerns informally via this cooperative relationship. COVID resulted in increased visitation and vacation rental activity in nearly all desirable resort communities, and this activity has generally created more tension in recent years than historically experienced. Additionally, the continued proliferation of self-managed vacation rentals through AirBnB, VRBO, and other platforms has made it more difficult to promote safe and respectful behavior by vacation rental visitors and resolve concerns. Generally, it is much easier and effective to coordinate proactive and reactive efforts with one of the local vacation rental management companies.

If the Board ultimately desires to establish a vacation rental permit program, I offer the following thoughts based on my many years of experience in this role in Emerald Isle, and also my California experience in two communities with complex and rigid vacation rental regulatory schemes:

- The Town has been extremely fortunate to maintain a cooperative relationship with Emerald Isle Realty, Bluewater, Shorewood, Sun-Surf, Coastland, Spinnakers Reach, and other vacation rental management companies, and any vacation rental permit program should be developed with their participation and input.
- I would recommend that any new vacation rental permit program be structured in a relatively simple and straightforward manner, focusing on only the most important goals, and avoid creating an overly burdensome regulatory scheme. The more complex the program, the more confusion. The more confusion, the more conflict.
- The resort communities I managed in California (South Lake Tahoe and Big Bear Lake) have complex and rigid vacation rental permit programs, and these programs require significant staff resources to administer and enforce. Unfortunately, these programs also promote significant tension between permanent residents and vacation rental owners, ultimately resulting in multiple actual and threatened lawsuits and a very combative local political discourse. If Emerald Isle establishes a vacation rental permit program, I would encourage the Board to be especially cognizant of this potential dynamic, and purposely structure the program to avoid this kind of division in Emerald Isle.
- More research is necessary to confirm the total number of vacation rentals in Emerald Isle, but past data suggests the total number is in excess of 2,200. It is also important to recognize that there are different vacation rental intensities, with some large homes being rented nearly every week, other homes being smaller and frequently rented, and other homes being rented just enough to help pay the mortgage. There are many vacation rentals that are likely as much a vacation rental as a second home for the owner's family to enjoy. There are also vacation rentals that occupy only a room or separate area of the home, and are relatively small and infrequently used. It is likely that the impacts resulting from various vacation rental sizes, types, and frequency are different, and any program would likely need to recognize these different impacts – hopefully in a way that is relatively simple and straightforward.
- It would be helpful to establish an accurate registry of all vacation rentals in the Town to easily identify the owner and/or manager and appropriate contact information to enable Town staff to quickly and efficiently communicate and resolve any concerns that arise. This would be helpful for vacation rental units managed by a local company, but especially helpful for self-managed properties (AirBnB, VRBO, etc.).
- If a simple vacation rental permit program is established, an annual fee of \$100 would generate approximately \$220,000 or more for Town services and programs impacted by vacation rental guests.

- If a vacation rental permit program is desired, I would encourage the Board to focus on the most important management goals first, start simple and small, and then consider expanding the scope of the program in the future.

Ultimately, I believe any decision regarding the potential establishment of a vacation rental permit program is ultimately tied to the following quintessential questions:

- “How much government do you want?”
- “How much do you trust your residents and property owners to do the right thing and be responsible neighbors?”
- “What public safety concerns require / demand government involvement?”
- “Who benefits the most, and who should pay the most?”

I look forward to discussing this issue with the Board at the January 30 meeting, and eventually reviewing Commissioner Brownlow’s proposal in the future.



Nice Matters!

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frush@emeraldisle-nc.org



A Family Beach

AGENDA ITEM #21

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners

FROM: Frank A. Rush, Jr., Town Manager

SUBJECT: New Comprehensive Plan

The Board of Commissioners is scheduled to discuss the development of a new Comprehensive Land Use Plan at the January 30 meeting. The Comprehensive Land Use Plan is perhaps the most important document adopted by the Town's elected leaders, as it outlines the community's overall vision and long-term goals. Ultimately, the plan should answer the following questions: "What do we want this community to be in the future?" and "How are we going to get there?".

It has now been more than 8 years since the Town's current Comprehensive Land Use Plan was adopted by the Board of Commissioners in November 2017. This process began in January 2016, and involved nearly 2 years of thoughtful work by Town staff, a planning consultant, a diverse steering committee, concerned residents, the Planning Board, and the Board of Commissioners. If the Town begins work on a new plan later this year, it is likely that the process will culminate with a new plan adopted sometime in 2028 – approximately 10 years following adoption of the current plan. The 2017 plan updated the Town's previous plan completed in 2004.

I have attached copies of the vision statement included in the 2017 plan, along with an excerpt from the plan that includes the Town's key policies. These policies are grouped into several categories, including:

- Public Access,
- Land Use Compatibility,
- Infrastructure Carrying Capacity,
- Natural Hazard Areas,
- Water Quality, and
- Local Concerns.

These categories are required by the NC Coastal Area Management Act (CAMA), as the adoption of the new plan should ensure compliance with CAMA. In my view, however, compliance with CAMA is not the primary goal of the plan. The primary goal is to create a guiding document for the Town to achieve its vision and goals in the future – it's far more important to me that the plan is for our town than to satisfy CAMA!

The plan should be developed with significant public input gathered from all stakeholders via various means, and should clearly reflect the vision and goals of the community. If the plan is developed in a thoughtful manner, truly reflects the community's goals and vision, and the Town's subsequent initiatives and actions are consistent with the adopted plan, it not only sets the Town up for the achievement of its goals but also promotes community cohesion. From my perspective, whatever success the Town enjoyed during my first tenure in Emerald Isle is the result of the Town's consistent adherence to the 2004 plan. In short, the community developed the plan, and the Town implemented the community's will over a long period of time, and this allowed the Town to accomplish many significant goals and maintain a cohesive community. My hope is that the new plan will serve as an effective guide to achieve the community's vision and goals for the following decade +, and, equally important, that it will underscore that Emerald Isle is truly a special community of people.

Given the fact that it will likely be a decade before a new plan is adopted, and the fact that much in society has changed since 2017 - COVID, an influx of new property owners, more people spending more time in EI, significant technological advances, the continued prevalence of social media, and overall negative civic discourse in our society and somewhat in our community – I believe the development of a new plan will be very beneficial for Emerald Isle. I encourage the Board to ultimately select a quality planning consultant that truly recognizes the importance of this effort for the community – as much for promoting community cohesion as for the achievement of the community's goals.

The attached presentation from Planning Director John Nevel outlines key considerations for the Board regarding this issue. Ultimately, we expect that the development of a new plan will cost in excess of \$100,000, and I am hopeful that the Town can secure grant funding to offset a portion of this cost. Planning Director Nevel is particularly targeting the Resilient Coastal Communities Program, and we expect to submit a grant application later this year if the Board directs staff to proceed with this effort. I recommend that the Town first attempt to secure grant funds, and then to proceed with this effort in FY 26-27 if grant funds are awarded. If the Town is unable to secure grant funds, it may be beneficial to consider allocating Town funding in the FY 27-28 budget and then proceed with this effort.

I have also attached a presentation made to the Board of Commissioners and the Planning Board in January 2017. This presentation should provide the Board with an overall better understanding of what this effort involves and will ultimately produce. A full copy of the Town's 2017 Comprehensive Land Use Plan is available to view on the Town's website.

Planning Director John Nevel and I look forward to discussing this issue with the Board at the January 30 meeting.



FY 26-27 Budget Planning Workshop

January 30, 2026

AGENDA ITEM # 21

New Comprehensive Plan

John Nevel, Planning Director



Updating the Emerald Isle Comprehensive Plan

- **Overview of the Comprehensive Plan update**
- **Key focus areas to include public engagement, timeline, and cost**
- **Potential grant funding**



What is a Comprehensive Plan (CAMA Land Use Plan)?

- **Guides land use, development, and conservation decisions**
- **Used by state and local officials for permitting and policy consistency**
- **Required under the NC Coastal Area Management Act**



Current Emerald Isle Comprehensive Plan

- **Locally adopted: November 14, 2017**
- **Certified by Coastal Services Commission: January 24, 2018**
- **Serves as the Town's primary coastal land use policy document**



Why Update the Plan in 2026?

- **Reflect growth and development since 2017**
- **Address sea level rise, flooding, and storm impacts**
- **Align with updated state guidance and best practices**
- **Promotes citizen participation to create new goals**



Key Policy Areas to Address

- **Natural hazard mitigation and coastal resilience**
- **Water quality and environmental protection**
- **Land use compatibility and development patterns**
- **Infrastructure capacity and public services**



Citizen Participation Strategy

- **Citizen Steering Committee**
- **Public workshops and open houses**
- **Online surveys and digital engagement tools**
- **Decide what key policies should be reaffirmed or adjusted**



Proposed Engagement Framework

- **Kick-off meeting to launch the process**
- **Issue-focused public forums**
- **Planning Board involvement and review of each chapter**
- **Public review of draft plan and policies**
- **Formal public hearings prior to adoption**



Suggested Timeline

- **Q3 2026: Project initiation and consultant selection**
- **Q4 2026: Data collection and public engagement**
- **Q1-Q2 2027: Drafting and public review**
- **Q3 2027: Adoption and state certification**



Estimated Cost Based on Similar Coastal Communities

- **Consultant services: \$110,000-\$120,000**
- **Public engagement and materials: \$10,000-\$20,000**
- **Technical analysis and administration: \$25,000-\$40,000**
- **Final cost will depend on scope, level of analysis, and the extent of public engagement**



Conclusion and Next Steps

- **Update ensures relevance, resilience, and community alignment**
- **Engages residents in shaping Emerald Isle's future**
- **Explore potential grant funding, such as the RCCP to help fund update**
- **Next step: authorize funding and initiate the update process**
- **Questions?**

Section 6. Tools for Managing Development

This section of the plan provides narrative and tools for implementing the strategies outlined in Section 5 of the plan. It is intended that this document be an integral part of the Emerald Isle decision-making process concerning future land use.

Land use development, water quality, and other environmental conditions in the planning area are influenced by the substantial seasonal population influx, protection of vital natural resources, establishment of sustainable infrastructure, improvement of traffic flow/congestion, and consistent and compatible land uses and zoning considerations. In addition, the following CAMA issues will be discussed: public access, land use compatibility, infrastructure carrying capacity, natural hazard areas, and water quality.

VISION STATEMENT

Emerald Isle Vision Statement

We the people of Emerald Isle seek to shape a future for our Town that preserves our history and enhances its natural features and rich family-centric beach heritage, while providing the services and amenities that characterize a healthy, vibrant community. Emerald Isle's distinguishing characteristics are the spectacular coastal resources, small town identity and our citizens. These characteristics molded our past and will continue to frame our future.

Core Purpose, Envisioned Principles & Objectives for the Future

We the people of Emerald Isle recognize that to nurture the qualities that are valuable to residents, business owners, property owners and visitors alike, we must establish and renew principles and objectives that guide our future proceedings.

Emerald Isle is renowned for its family-friendly water-based lifestyle, natural maritime forests and the Emerald Drive Gateway extending from Cameron Langston Bridge to Coast Guard Road. Native vegetation and magnificent dunes dominate the skyline – not over-commercialization and tall buildings.

Emerald Isle retains its small town character and charm and will continue to enhance the bicycle and pedestrian multi-use path for the benefit and added value of all to enjoy.

Most Emerald Isle businesses are located in specified compact “downtown” corridors and tracts. Older areas remain vibrant with new and renovated buildings, and flourishing businesses, with safe, well-lighted easy access pathways from residential areas. A compact Eastern Commercial Area helps to serve the day-to-day needs of residents and visitors, alleviates secondary traffic to the western downtown area, and should be preserved for commercial use.

Native trees and shrubs dominate Emerald Isle’s landscape. Property owners preserve native vegetation on private property; developers preserve and maintain vegetation where possible; and parking lots have no more hard surface than necessary and are softened with many trees and shrubs.

Section 1. Introduction



Retail and commercial services support our local population and the tourism economy, and they have also developed to serve the growing number of year-round residents and businesses.

The community is careful to avoid over-commercialization in order to preserve our distinct family-friendly, water-based lifestyle, and cultural heritage.

Low density is the predominant quality of overall development design.

Emerald Isle's ocean beach, Bogue Inlet, sound front, and waters of Bogue Sound provide high quality recreational and aesthetic values to residents, visitors, and businesses, and they are underpinnings for the local economy. The quality of these resources is the result of long-term efforts by the Town and its property owners.

Emerald Isle protects its coastal lifestyle by giving preservation of natural resources and protection of water quality the highest priority. The Town cooperates with state and federal agencies to protect coastal wetlands from harmful development. Important freshwater wetlands are intact, and they continue to store clean water and provide a rich habitat for a rich diversity of plants and animals. The Town protects surface waters from degradation by storm water and polluting discharges, and they remain clean. Shellfish, shrimp and pan fish are plentiful in Bogue Sound and they taste great.

Active and passive recreation opportunities are plentiful – for children, teens, adults, and seniors. The Emerald Isle Community Center is the focal point for diverse recreation programs, and club meetings, and is supportive of our many local gifted artists. Public accesses and parks, as well as facilities provided by private developments, provide for an

abundance of indoor and outdoor activities. Residents and visitors have access to the beaches and sound.

Exceptional municipal services support the quality of life offered by Emerald Isle to both year-round and seasonal residents, businesses, and visitors alike. The Town helps ensure that all private wastewater treatment systems protect the environment and public health. The Town provides high quality solid waste and recycling services, and assists to keep unsightly containers from public view.

Emerald Isle is a safe place to live and visit. The Town provides an adequate number of trained police officers to respond quickly to any need. The Fire Department has trained staff and proper equipment to protect the community. EMS personnel are able to provide state-of-the-art advanced life support services.

Emerald Isle values its cooperative spirit – Nice Matters!



The Town works with its citizens, property owners, and businesses, and with other local governments in the region to implement programs and services addressing issues that affect our quality of life. The Town values the opinions of its residents, property owners, and business owners, and involves them in decisions regarding the Town and its future. The Town is also mindful that to create the future that it envisions, it must protect the interests of its property owners.

Emerald Isle recognizes the sacrifices of our military community and its first responders. We will always stand by their side.

We will recognize, protect, and enhance the qualities of the natural resources which have been entrusted to us that make Emerald picturesque with a pristine environment.

We will recognize that Emerald Isle has a dual residential and seasonal character that can be and should be compatible.

We will recognize, retain and enhance our Town's identity as a friendly, neighborhood-scaled, family-oriented, relatively affordable residential community.

We will take advantage of Emerald Isle's separate and distinct neighborhood areas and business districts which have evolved from our history and proper planning to meet its varying goals.

We will recognize that excellence in education is fundamental to the quality of life in the community. We will work to support the Carteret County public education system in reaching the highest caliber and preparing our students to develop as individuals, to be morally and socially responsible citizens, while preparing to be productive members of society.

We will consider each new development opportunity very carefully since relatively few opportunities for development remain.

We will maintain our beaches and all water access points through a planned process.

We will review, modify as appropriate, and enforce zoning, building codes, sign ordinances, and other regulatory mechanisms consistent with Federal and State laws and local municipal planning efforts.

“Planning is bringing the future into the present so that you can do something about it now.”

—Alan Lakein

Section 2. Community Profile



MANAGEMENT GOALS, PLANNING OBJECTIVES, AND POLICIES/IMPLEMENTING ACTIONS

Public Access

Public access is important to the Town for the provision of recreational access and as a contributor to the Town's tourism industry and quality of life.

Management Goal: Maintain public access to the beaches and the public resources of the coastal region.

Planning Objectives: Policies that address access needs and opportunities, the strategies to develop public access and provisions for all segments of the community including persons with disabilities. For oceanfront communities, establish access policies for beach areas targeted for nourishment.

Policies/Implementing Actions:

1. The Town will continue to maintain, improve, reclaim, and expand upon existing Public Access locations to ensure that residents and visitors have satisfactory access to the ocean beach and the sound. These efforts will focus on providing convenient public access sites to all portions of Town, especially residential areas on both the oceanfront and along the Bogue Sound shorefront as well as beach areas targeted for beach nourishment. The Town will establish new access sites if and when an opportunity arises, but the Town will continue to improve upon amenities and parking availability at existing access sites (P/I). **Schedule: Continuing**
2. The Town will provide satisfactory access to residents and visitors of all abilities, where feasible. It will review the

community's needs for universal access and take steps to eliminate barriers (P). **Schedule: Continuing**

3. The Town will seek financial assistance from the State and Carteret County for development of additional access facilities (I). **Schedule: Continuing**
4. Where there are currently dedicated but unimproved access locations, the Town will: (1) continue its policy of accepting maintenance of properly constructed walkways and crossovers built by surrounding property owners; and (2) identify walkways and crossovers where private encroachments exist and take steps, where practical, to open these access points to the public (P/I). **Schedule: Continuing**
5. The Town will consider service to the beach and sound access locations in the design and development of its pedestrian and bicycle systems and facilities (I). **Schedule: Continuing**
6. The Town will seek to protect public access to the ocean beach and the sound in its review and approval of development and redevelopment plans (P). **Schedule: Continuing**
7. The Town supports the installation of new public crosswalks at key intersections along NC 58 to promote safe access between the ocean and sound sides of NC 58 (P). **Schedule: High**
8. The Town will continue a beach conservation and nourishment program as part of an overall program to mitigate risks from coastal storm events (I). **Schedule: High**
9. The Town will promote the development of a traditional full-service marina to service residents and visitors. The Town will seek to provide flexibility in development regulations to foster

such development provided said flexibility is not in conflict with other land use policies included herein. The Town will also consider other viable options to achieve his goal (P).
Schedule: Medium

12. The Town endorses the CAMA use standards, which may be minimum requirements, and the development permit system as effective tools for conserving coastal wetlands (P). **Schedule: Continuing**

10. The Town will promote the continued operation of Bogue Inlet Pier (a privately-owned ocean fishing pier); however, the Town will also continue historical efforts to develop a new ocean fishing pier to serve the community in the event that Bogue Inlet Pier ceases to exist in the future (P). **Schedule: Low**

13. The Town supports actions by property owners to slow or prevent erosion along Bogue Sound and its tributaries that are consistent with CAMA rules. The Town encourages property owners to use approved erosion prevention methods that are the most effective for preserving and restoring coastal wetlands (P). **Schedule: Continuing**

Land Use Compatibility

Land use compatibility is always an issue as the Town looks to balance growth with the protection of valuable natural resources. As development occurs, the Town desires to protect its maritime forest, estuarine, and extensive sensitive natural and open space areas. The future land use map reflects the concentration of future development.

Management Goal: Promote the appropriate balance between private property rights, economic development, environmental protection, and community cohesiveness.

Planning Objectives: Policies that promote an attractive community, a high quality of life, and a unique sense of place while mitigating risks to public health, safety, and welfare.

Policies/Implementing Actions:

11. The Town supports protection and conservation of Emerald Isle’s coastal wetlands due to the essential role that they play in protecting water quality and providing food and habitat for fish and wildlife (P). **Schedule: Continuing**

14. The Town recognizes the importance of the 575-foot outstanding resource waters (ORW) estuarine shoreline in protecting water quality in Bogue Sound, and supports use standards that preserve natural barriers to erosion, require vegetated buffers, require on-site retention of stormwater, and keep impervious surfaces to a minimum. The Town will continue to enforce local ordinances that support these objectives in the ORW-estuarine shoreline (P). **Schedule: Continuing.**

15. The Town will only allow uses in estuarine waters that are compatible with protection and conservation of their biological and community values. Proposed uses within estuarine waters should be water-dependent in nature, and design considerations should focus on protecting water quality within adjoining public trust waters. Appropriate uses include marinas, public access sites, docks, piers, and erosion control devices (P). **Schedule: Continuing**



16. Floating homes are expressly prohibited within public trust waters bordering the Town of Emerald Isle ; this strategy shall not apply to approved marina facilities (P). **Schedule: Continuing**
17. The Town of Emerald Isle considers local environmental resources (estuarine waters, subaquatic vegetation, coastal and noncoastal wetlands) as valuable assets and critical to the Town’s economic sustainability. The Town will factor environmental protection measures into all development approvals, especially those proposed within Areas of Environmental Concern (P). **Schedule: Continuing**
18. The Town strongly encourages overall land use and development patterns that support retention of the Emerald Isle’s small-town character, its existing quality of development, and its family atmosphere (P). **Schedule: Continuing**
19. The Town strongly encourages development practices that preserve important environmental features, provide a high quality living environment, address transportation needs, and emphasize compatibility with neighboring residential areas (P). **Schedule: Continuing**
20. Single-family and dual-family residential structures are strongly encouraged unless the development incorporates innovative site plan concepts such as clustering, mixed-use development, or “traditional neighborhood design” (P). **Schedule: Continuing**
21. The Town continues to allow multi-family development at a density not to exceed 8.0 dwelling units per acre. Areas for multi-family development are designated on the Future Land Use Map as mixed residential (P). **Schedule: Continuing**
22. The Town supports development of a more traditional “town center” that builds on development and redevelopment of the existing business areas. These development and redevelopment efforts should focus on providing a range of goods and services, serving both the year-round and transient population base, while establishing a sustainable built environment that has the potential to support a range of uses. These efforts align with the goal of preserving and enhancing Emerald Isle’s small town atmosphere. When considering future developments within these portions of Town, the following should be considered during design and approval phases of the project:
- The town center will encourage mixed uses such as retail services, restaurants, entertainment, and residences.
 - It will take advantage of the ocean beach and strive to provide easy pedestrian and bike connections to surrounding neighborhoods and the sound.
 - It will encourage interconnections between businesses and shopping centers that minimize the need for trips on NC 58 (P/I). **Schedule: High**
23. The Town supports development of a commercial convenience area on Emerald Drive between Connie and Ocean Drives (P). **Schedule: High**

24. The Town recognizes the potential for location of new hotels or hotels and encourages location of these developments in the area designated on the Fire Land Use Map for mixed use development (P). **Schedule: High**
25. The Town supports the development of complementary residential uses above ground floor commercial uses within the Commercial Village area (P). **Schedule: High**
26. The Town encourages the siting of commercial and mixed use buildings closer to the property line (street/right-of-way) and encourages the location of rear and/or side yard parking facilities (P/I). **Schedule: High**
- Infrastructure Carrying Capacity**
- Diversification of the Town’s economy is dependent upon maintaining and providing adequate community and infrastructure services. In addition, future Town capital improvements plans will strongly influence the location of future land uses.
- Management Goal:** Ensure that public infrastructure systems are appropriately sized, located, and managed to meet long term needs, and so that quality and productivity of AECs and other fragile areas are protected or restored.
- Planning Objectives:** Policies that ensure adequate provision of public services and facilities to promote quality development, a high quality of life, and the protection of environmentally sensitive areas.
- Policies/Implementing Actions:**
27. The Town supports transportation improvements that enhance area access and travel within the region without harming Emerald Isle’s “small town atmosphere.” These efforts shall include providing safe and convenient access between ocean- and sound-side portions of the Town, as well as expansion of pedestrian and bicycle transportation facilities (P/I). **Schedule: High**
28. The Town will seek to form a partnership with other Bogue Banks communities and the NC Department of Transportation to develop a strategy for additional access between the mainland and the island to address seasonal traffic demand and to provide faster and safer access in times of storms. The Town supports a mid-island bridge as a preferred solution to congestion on NC 58 (I). **Schedule: High**
29. The Town supports the construction of traffic improvements at the Town’s four signalized intersections along NC Highway 58 to reduce congestion and promote a more efficient flow of traffic throughout the Town of Emerald Isle (P/I). **Schedule: High**
30. The Town will ensure that land use and development decisions and management of transportation facilities complement and enhance each other (P/I). **Schedule: Continuing**
31. The Town and Bogue Banks Water Corporation will periodically review population growth, development patterns, and water system capacity to ensure balance between the public water supply and population growth and development. Through these efforts, the Town will work to ensure capacity as well as quality regarding the Town’s potable water system (I). **Schedule: Continuing**
32. The Town will maintain a comprehensive stormwater management program. This program will include three components: (1) protection and enhancement of water quality;



(2) actions to address flooding in existing neighborhoods; and
 (3) enforcement of stormwater management ordinances and policies for new development and redevelopment (I).
Schedule: Continuing

33. All infrastructure carrying capacity policies/implementing actions will be carried out in a manner that minimizes impacts on AEC's and other fragile areas (I). **Schedule: Continuing**

34. The Town will continue to rely on septic tanks and private “package treatment plants” for wastewater treatment. However, the Town will consider strategies to provide centralized wastewater treatment facilities to serve commercial and mixed use districts only (P/I). **Schedule: High**

Natural Hazard Areas

The preservation of natural hazard areas is important to the Town's quality of life and the economy. The Town must deal with a range of issues associated with natural hazards, from hurricane preparation to beach nourishment and management.

Management Goal: Conserve AEC's and maintain barrier dunes, beaches, floodplains, and other coastal features for their natural storm protection functions and their natural resources giving recognition to public health, safety, and welfare issues.

Planning Objectives: Policies that promote responsible development and that minimize threats to life, property, and natural resources resulting from erosion, high winds, storm surge, flooding, or other natural hazards.

Policies/Implementing Actions:

35. Due to the unique risks to life and property that exist within the area designated as the Ocean Hazard System AEC, the Town strongly supports the State policies that regulate the location and intensity of development in these areas. The Town will enforce local policies that bolster the State's programs (P). **Schedule: Continuing**

36. The Town will avoid taking any action or approving any action that materially damages the frontal dune system or that hampers its recovery from storm damage (P/I). **Schedule: Continuing**

37. Due to the valuable role that vegetative cover plays in stabilizing soil and dune systems and increasing resistance to damage from storms, the Town opposes excessive removal of vegetation for development or redevelopment (P). **Schedule: Continuing**

38. The Town supports maintenance of the Bogue Inlet, on an as-needed basis, to address its encroachment on the western shoreline of the island, to promote safe navigation, and to protect valuable recreational and environmental resources (P/I). **Schedule: High**

39. The Town believes that safety and noise hazards within the Accidental Potential Zone (APZ) and noise contours should be disclosed to new buyers prior to purchase. Such disclosures are best conducted through real estate brokers in concert with land and property transactions (P/I). **Schedule: High**

40. The Town will not rezone areas within the APZ to allow higher residential densities than the current zoning district. The exception to this policy are the commercial areas identified as Commercial Village, Village East, Village West and Marina Village, which are specifically targeted for redevelopment in the future and may include a mix of residential and commercial uses. (P/I). **Schedule: High**
41. Within the areas affected by elevated accident potential and higher noise, the Town encourages property owners and developers to consider compatible land uses and appropriate construction techniques when developing or redeveloping their property. The Town will provide property owners with informational brochures and access to maps that can assist them in evaluating the impact of potential accidents or noise on their property (P/I). **Schedule: Continuing**
42. When feasible, the Town seeks to promote government acquisition of land in the Accident Potential Zone (APZ) to further reduce potential future conflicts between Bogue Field and residents in the APZ (P). **Schedule: High**
43. The Town allows development and redevelopment within special flood hazard areas subject to the provisions and requirements of the National Flood Insurance Program, CAMA regulations, and the local zoning ordinance (Flood Damage Prevention section). Special flood hazard areas are those areas delineated on the Flood Insurance Rate Maps (FIRM) that have a 1% chance of flooding in any one year (P/I). **Schedule: Continuing**
44. The Town will adopt and periodically update a Hazard Mitigation Plan that addresses the community's natural hazards and meets the requirements of the NC Division of Emergency Management and the Federal Emergency Management Agency (P/I). **Schedule: Continuing**
45. The Town will maintain or improve its Community Rating System (CRS) score to make the community safer from flood risks and to reduce premiums for Federal flood insurance (I). **Schedule: Medium**
46. The Town will continue to work with the Emerald Isle Fire Department to maintain or improve its #4 Insurance Services Office (ISO) Rating (I). **Schedule: Continuing**
47. The Town will work cooperatively with NCDOT to improve traffic flow through Emerald Isle to promote orderly evacuation procedures (I). **Schedule: Continuing**
48. The Town encourages the use of higher engineering and building standards for new construction to build more resilient structures. The use of these standards may potentially reduce wind and hail insurance premiums (P). **Schedule: High**

Water Quality

Water quality is important to the Town's quality of life and economic development. Water quality impacts the Town's natural assets and the activities of the Town's population. Preservation of the Town's water quality demands proper management of stormwater runoff.

Management Goal: Maintain, protect, and where possible, enhance water quality in all coastal wetlands, creeks, and estuaries.

Section 5. Goals & Implementing Actions



Planning Objectives: Policies that effectively manage stormwater runoff to maintain or improve water quality in and around Emerald Isle.

Policies/Implementing Actions:

- 49. The Town will continue a comprehensive stormwater management program that controls the amount and quality of stormwater in an effort to maintain and enhance water quality in the ocean, Bogue Sound, and Archer's Creek (P/I). **Schedule: Continuing**
- 50. Reduce stormwater runoff to the ocean beaches, Bogue Sound, and the sound's tributaries from all public areas such as streets, parking lots, access areas, and ramps (P/I). **Schedule: Continuing**
- 51. Apply stormwater ordinances to new private development and significant redevelopment of existing properties (I). **Schedule: Continuing**
- 52. Retain vegetated buffers along drainageways where feasible (P). **Schedule: Continuing**
- 53. Cooperate with property owners to reduce sedimentation and pollution from local runoff (P). **Schedule: Continuing**
- 54. The Town will ensure that its land use and development policies support the goal of maintaining and enhancing water quality (P). **Schedule: High**
- 55. Maintain "low" density development patterns that are consistent with maintaining and enhancing water quality (P). **Schedule: High**

- 56. Encourage innovative development techniques and review current development regulations to identify opportunities to reduce impervious surfaces (P). **Schedule: High**
- 57. The Town recognizes that management of land uses and development in the 575-foot outstanding resource water shoreline of Bogue Sound is a major requirement for maintaining and enhancing water quality in the Sound. The Town will ensure that its land use and development regulations are consistent with the proper management of this resource and the applicable state and federal development regulations (P). **Schedule: Continuing**
- 58. The Town supports septic tanks as the primary means of wastewater treatment where soil limitations are not a factor (P). **Schedule: Continuing**
- 59. To minimize septic system problems, the Town will undertake an education program that provides information to property owners on proper maintenance of septic tanks (I). **Schedule: Medium**
- 60. Where the use of septic tanks for wastewater treatment is not consistent with public health or environmental quality, the Town supports the use of properly maintained "package" wastewater treatment plants (P). **Schedule: Continuing**

Local Concerns

In addition to the CRC Management Topics outlined above, CAMA guidelines also allow for the inclusion of policies to address local areas of concern. The following provides strategies which address concerns and/or issues unique to the Town of Emerald Isle.

Policies/Implementing Actions:

- 61. The Town will maintain its current building height limits (P). **Schedule: Continuing**
- 62. The Town will continue to maintain the Emerald Isle Gateway on Emerald Drive, beginning at the Cameron Langston Bridge and extending to the Coast Guard Road intersection. The Gateway will focus on preserving existing vegetation, introduction of complementary native vegetation, and minimizing public and private signage (P/I). **Schedule: Continuing**
- 63. The Town will continue to place a high priority on aesthetics and landscaping in all public rights-of-way (P). **Schedule: Continuing**
- 64. The Town supports establishment of a multi-purpose “meeting and events” center/facility that will provide additional opportunity for corporate or other group events. Such a development must comply with all State and local land development regulations (P/I). **Schedule: High**
- 65. The Town will continue to facilitate the use of golf carts on public streets. Golf cart usage must comply with all NCDOT and local rules and regulations (P/I). **Schedule: Continuing**
- 66. The Town supports development of wastewater package treatment plants to serve the Village East, Village West, and Marina Village mixed use districts (P). **Schedule: High**
- 67. The Town will consider undertaking a community character/place-making campaign to bolster Emerald Isle’s economic development efforts (I). **Schedule: Medium**
- 68. The Town recognizes the need and demand for affordable housing options in Emerald Isle, and will not take any action to force the removal or closure of existing mobile home parks, RV parks, or mobile homes on individual lots. Any such actions must be initiated by the property owner or be the result of the application of the Town’s existing zoning ordinances governing nonconformity (P). **Schedule: Continuing**
- 69. The Town supports the development and recruitment of additional knowledge-based and technology-based businesses in Emerald Isle (P/I). **Schedule: High**
- 70. The Town supports the improvement and enhancement of information technology infrastructure in Emerald Isle to better serve residents and visitors and to promote additional remote work opportunities (P/I). **Schedule: High**
- 71. The Town opposes further homeowner / wind & hail insurance rate increases in coastal communities, and supports efforts to develop a fairer insurance rate structure that more equitably distributes insurance costs among inland and coastal communities (P/I). **Schedule: High**
- 72. The Town seeks to provide additional active recreational facilities including athletic fields and other individual and team sports facilities (I). **Schedule: High**

Town of Emerald Isle



Comprehensive Land Use Plan

Draft: January 4, 2017



Special Joint
Meeting

Emerald Isle
Planning Board

Emerald Isle
Board of
Commissioners

January 18, 2017

STEERING COMMITTEE:

Jim Normile

Town Commissioner

Ken Sullivan

Planning Board

Larry Watson

Retail / Restaurant / Business

Bruce Hedreen

Retail / Restaurant / Business

Carole Lanier

Tourism Oriented Business

Malcolm Boartfield

Real Estate / Developer / Contractor

Nathan Wax

Vacation Rental Company

Georgia Ricks

Campground / RV Park / MH Park

Amy Reardon

Second Homeowner

Ron Harkless

Second Homeowner

Mike Campbell

Permanent Resident

Chad MacAvery

Permanent Resident

Randy Campbell

Permanent Resident

Holland Consulting Planners, Wilmington, NC

How this plan was developed:

- thorough review of 2004 plan
- hours of research
- total of 9 Steering Committee meetings
- online citizen survey
- special public input workshop

- solicitation of input via website, social media, newsletters, meetings
- sincere and thoughtful consideration by many

At the end of the day, the plan should reflect the vision of the people of Emerald Isle!

What is the Comprehensive Land Use Plan?

- a vision for growth and development in Emerald Isle in the future - essentially, it answers the question “what do we want to become?”
- a planning tool, generally not a regulatory tool (*CAMA)
- important communication to residents, property owners, and potential developers
- zoning “trumps” land use plan and controls current land use decisions - ideally zoning regulations should implement the vision in the plan
- healthy to reconsider and amend as needed

The Vision Statement:

- “family-friendly”
- “water-based lifestyle”
- “small-town character and charm”
- “beaches, inlet, and sound”
- “flourishing businesses”
- “avoid over-commercialization”
- “serve tourism economy and year-round residents”
- “low density development”
- “protection of water quality”
- “preserve vegetation”
- “protect natural resources”
- “public access to beaches and sound”
- “exceptional municipal services”
- “safe place to live and visit”
- “value input of residents and businesses”
- “dual residential and seasonal character”
- “recognize sacrifices of military”
- “excellence in education”
- “cooperation – NICE MATTERS!”

Basic Background Information:

- Permanent population – 3,689 / Peak seasonal population – 39,789
- Housing units – 6,711
 - ~ 77% constructed since 1980
 - ~ 4,400 single family residential, ~ 1,200 multi-family residential,
 - ~ 1,100 manufactured home units
 - ~ 75% used as second homes or vacation rental units
- Median age - 52.5 years
- Median property value - ~ \$377,000

Basic Background Information:

- Total area – ~ 3,242 acres
 - ~ 413 acres marine and estuarine
 - ~ 479 acres roads and other unbuildable
 - ~ 467 acres undeveloped
 - ~ 89% of remaining is developed as residential
 - ~ 1,118 acres in AE or VE flood zone
- Vacant parcels – nearly 1,000
does not include redevelopment potential)
enough inventory to sustain construction industry for at least 20
years, and likely much more

MAP 2. FLOOD HAZARD AREAS

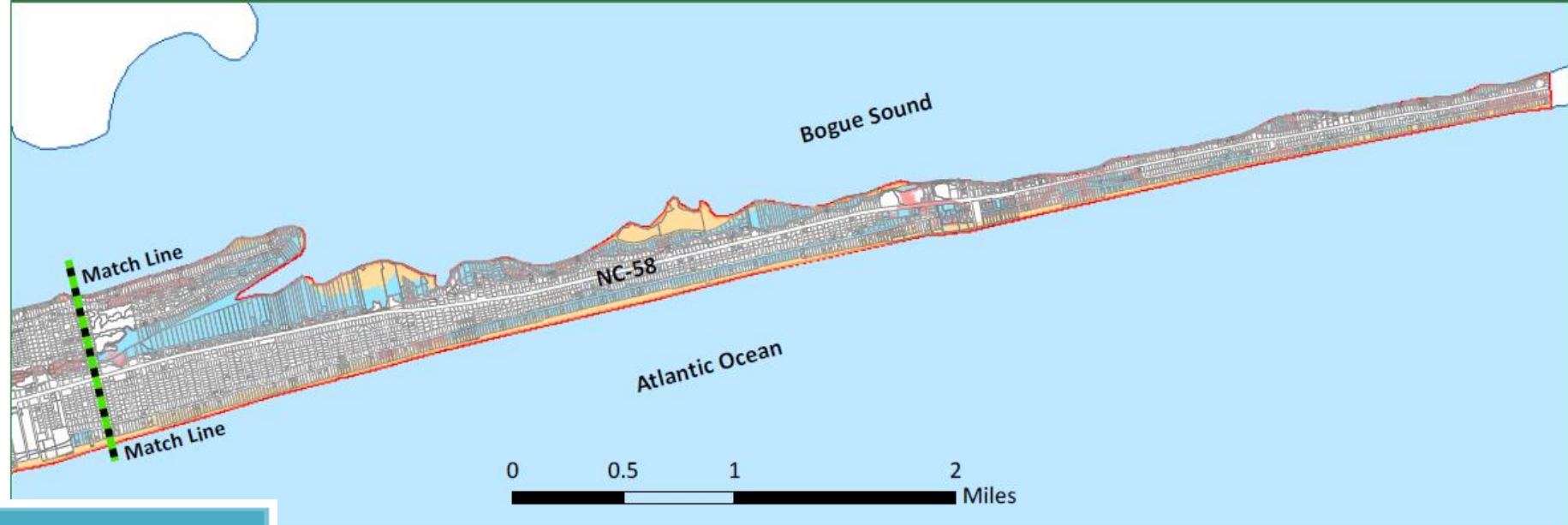
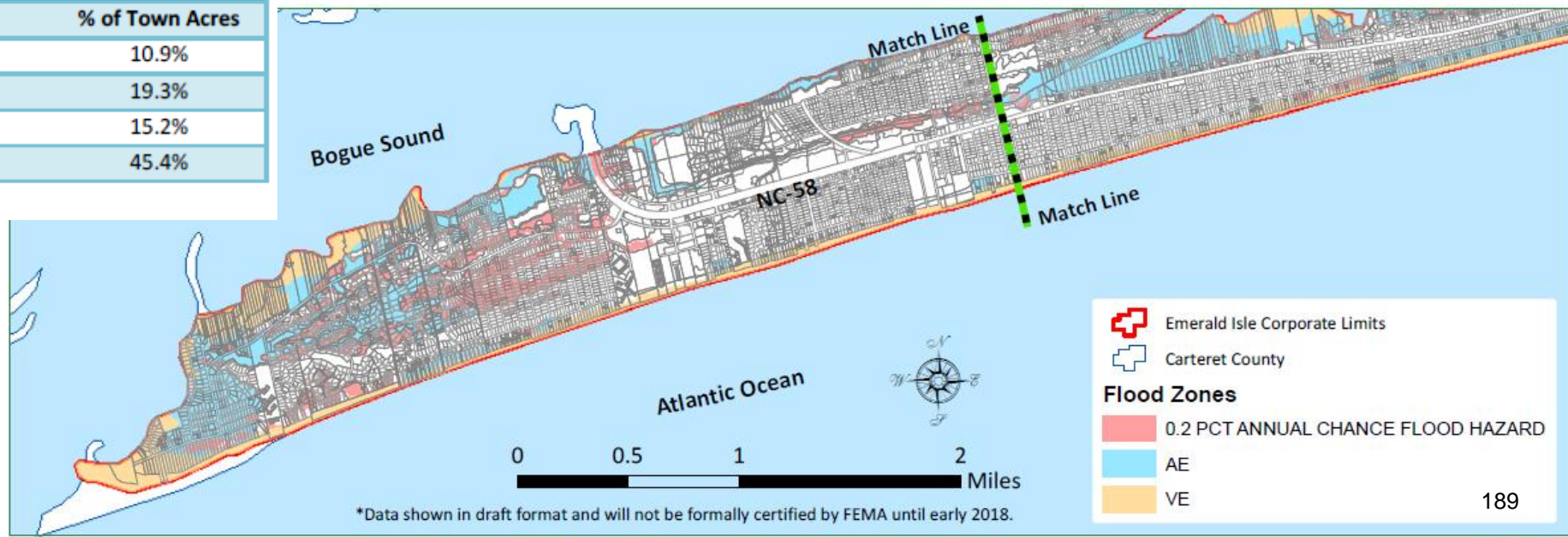


Table 8. Flood Hazard Areas

Type	Acres	% of Town Acres
0.2% Annual Chance Flood Hazard	353.62	10.9%
AE	623.93	19.3%
VE	493.97	15.2%
Total	1,471.52	45.4%

Source: Federal Emergency Management Agency.



-  Emerald Isle Corporate Limits
-  Carteret County

Flood Zones

-  0.2 PCT ANNUAL CHANCE FLOOD HAZARD
-  AE
-  VE

*Data shown in draft format and will not be formally certified by FEMA until early 2018.

MAP 12. EXISTING LAND USE

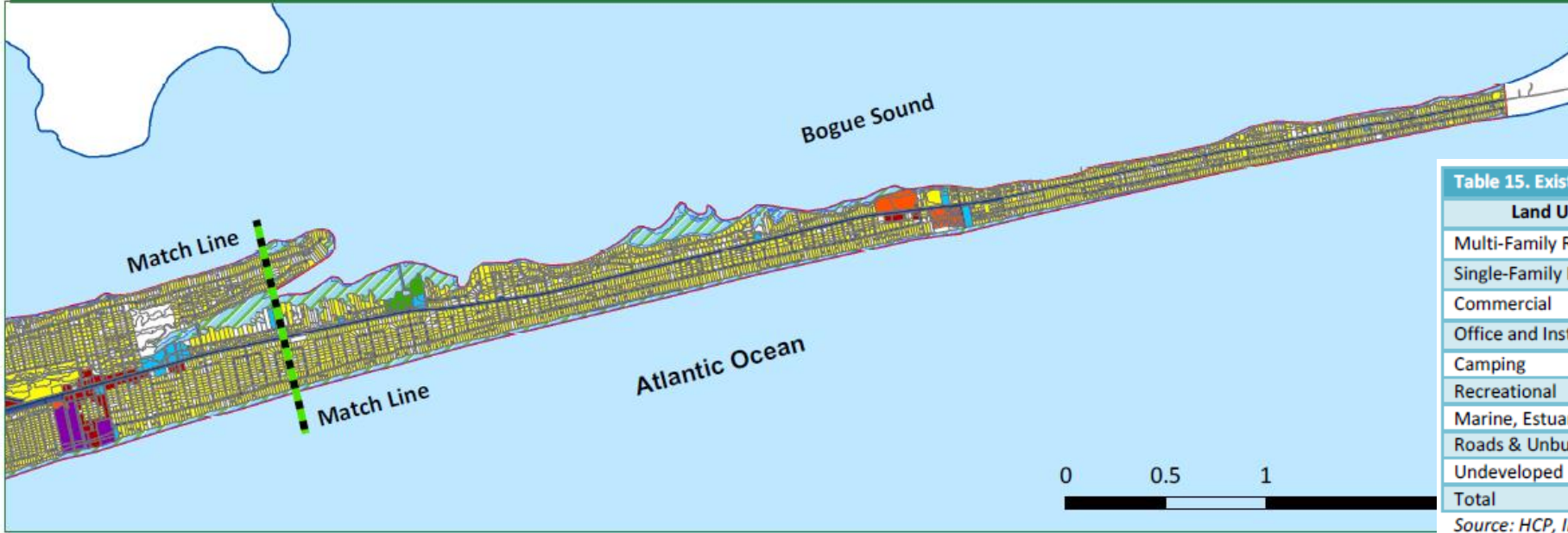
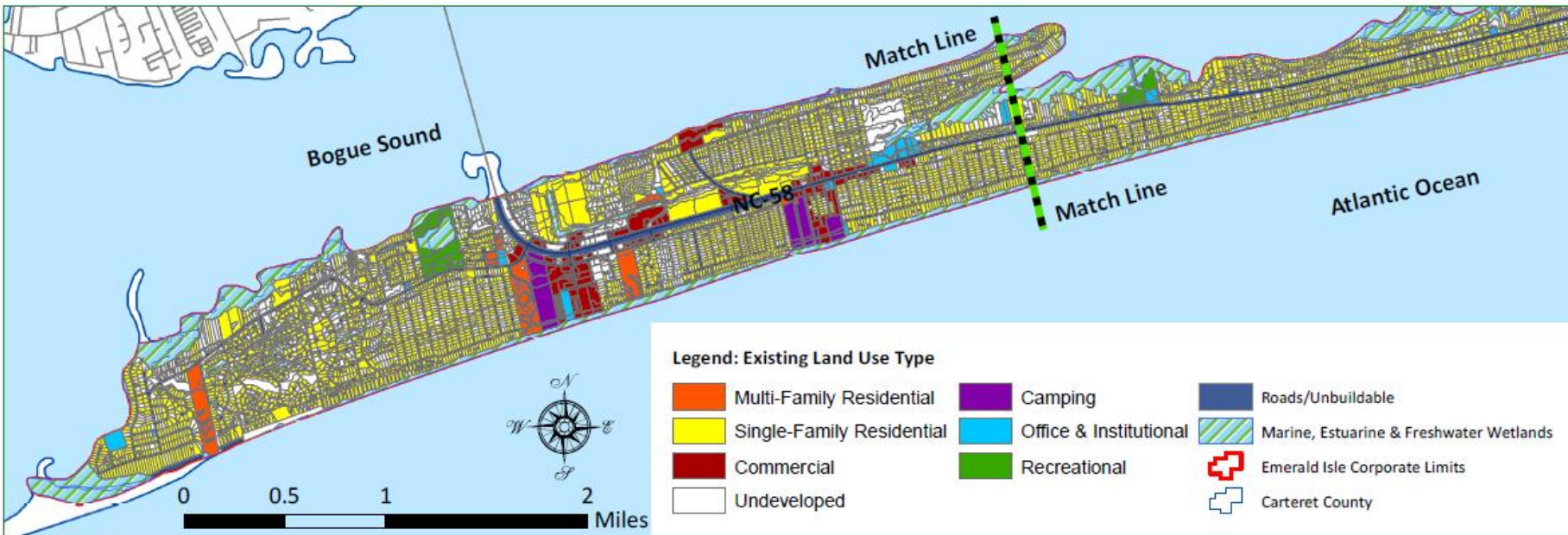


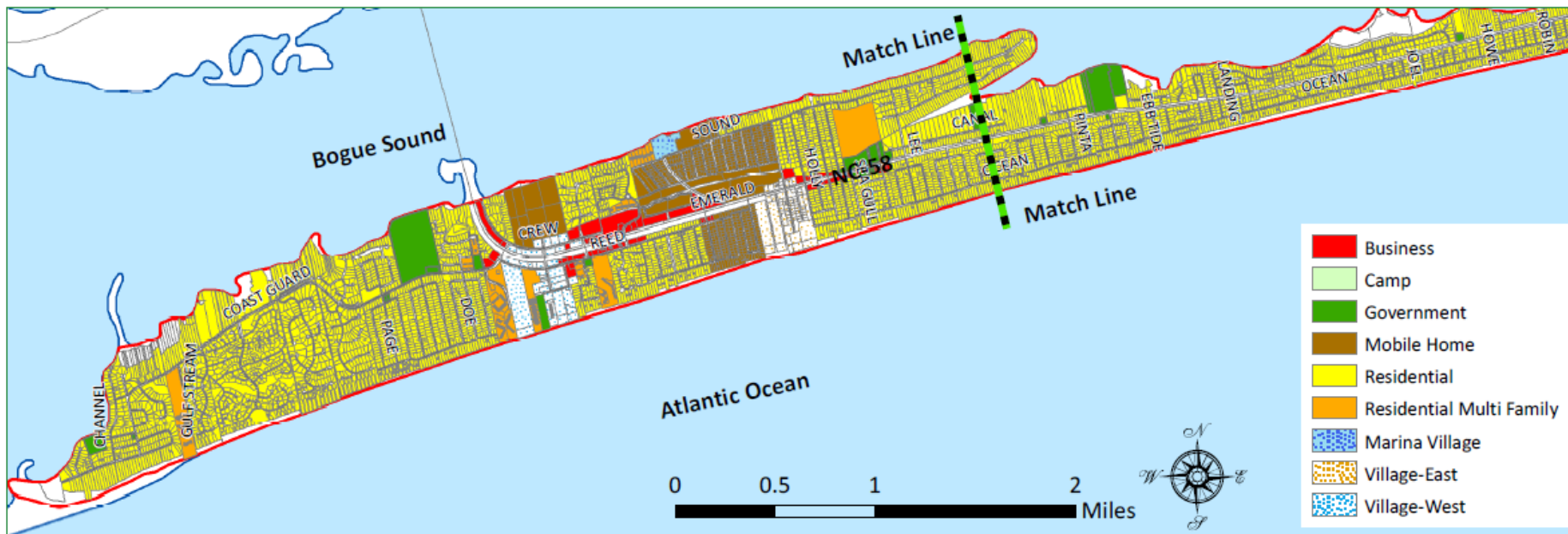
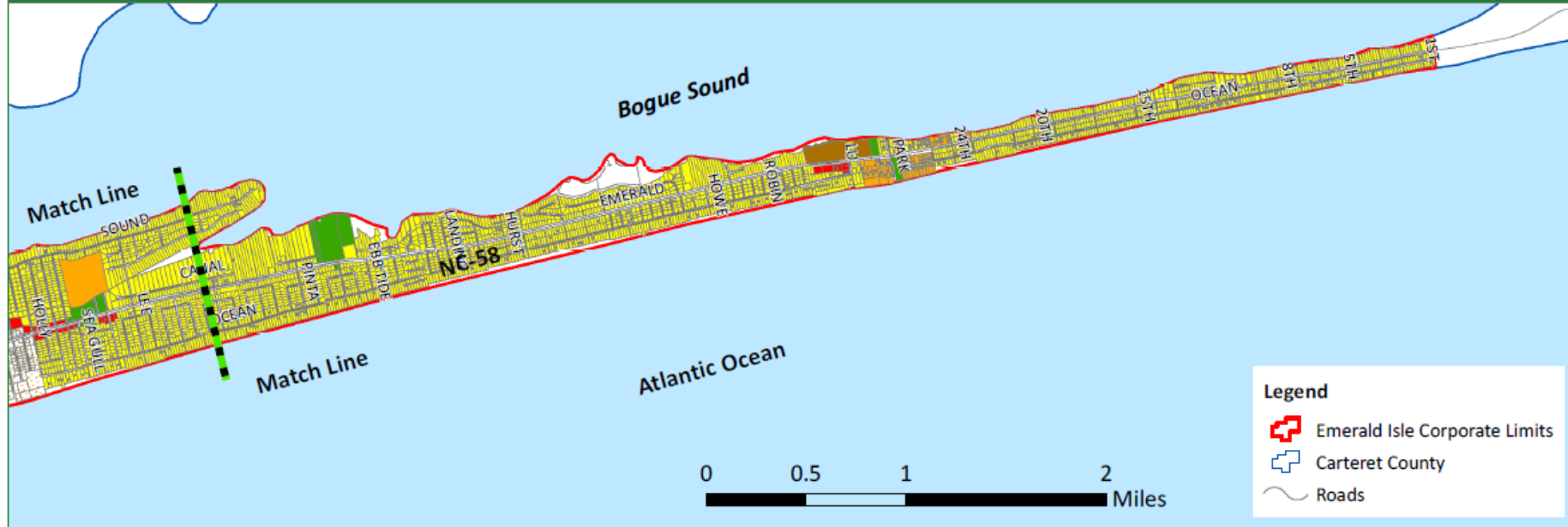
Table 15. Existing Land Use

Land Use Category	Acres	% of Corporate Limits
Multi-Family Residential	81.25	2.51%
Single-Family Residential	1,593.08	49.14%
Commercial	100.79	3.11%
Office and Institutional	37.88	1.17%
Camping	43.49	1.34%
Recreational	26.77	0.83%
Marine, Estuarine, & Freshwater	413.38	12.75%
Roads & Unbuildable Area	478.42	14.76%
Undeveloped	466.68	14.40%
Total	3,241.74	100.00%

Source: HCP, Inc.



MAP 13. ZONING



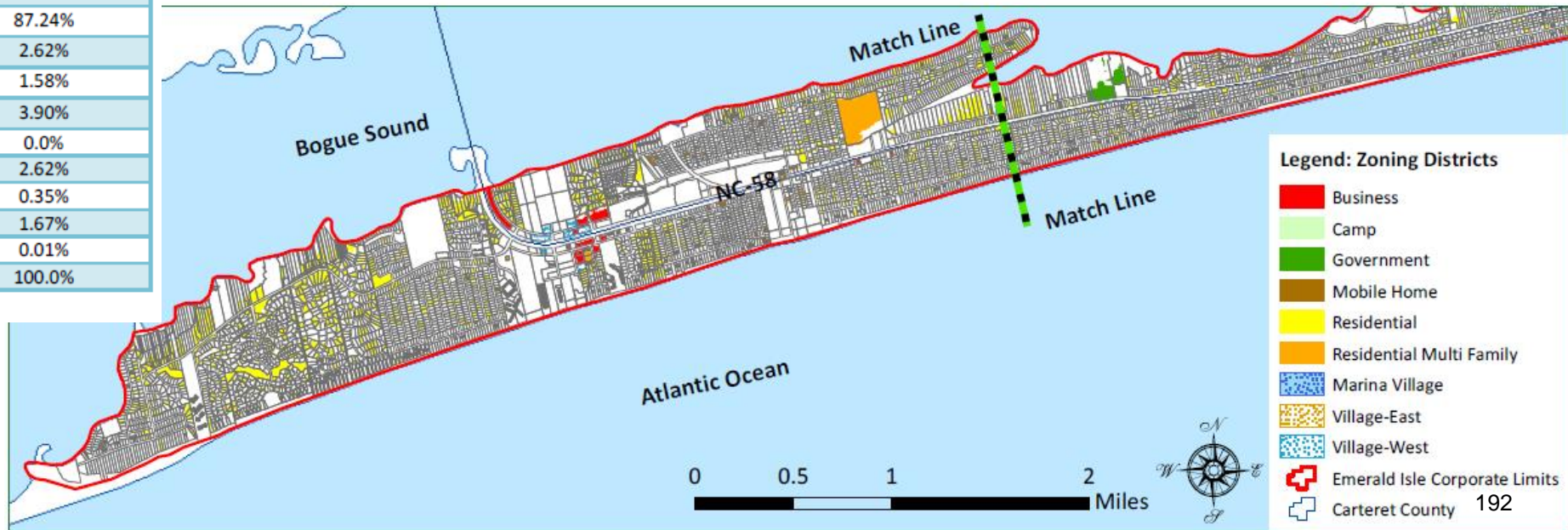
MAP 14. VACANT PARCELS BY ZONING



Table 16. Undeveloped Parcels By Zoning District

Zoning District	Acres	% of Vacant Parcels
R2 Residential	363.39	87.24%
RMF Residential Multi Family	10.93	2.62%
MH Mobile Home	6.57	1.58%
B Business	16.23	3.90%
C Camp	0.00	0.0%
G Government	10.93	2.62%
VE Village-East	1.47	0.35%
VW Village-West	6.95	1.67%
MV Marina Village	0.05	0.01%
Total	416.52	100.0%

Source: HCP, Inc.



Future Demands:

Key considerations:

- maintain family-friendly, small-town character
- beach nourishment, inlet management
- bicycle path facilities
- redevelopment of underutilized areas
- wastewater treatment limitations
- identifiable and vibrant “downtown”

- water quality, natural resource preservation
- mixed use opportunities
- traffic congestion and improvements
- professionals working remotely
- support range of housing options
- beach and sound access
- promote traditional, full-service marina
- ocean fishing pier

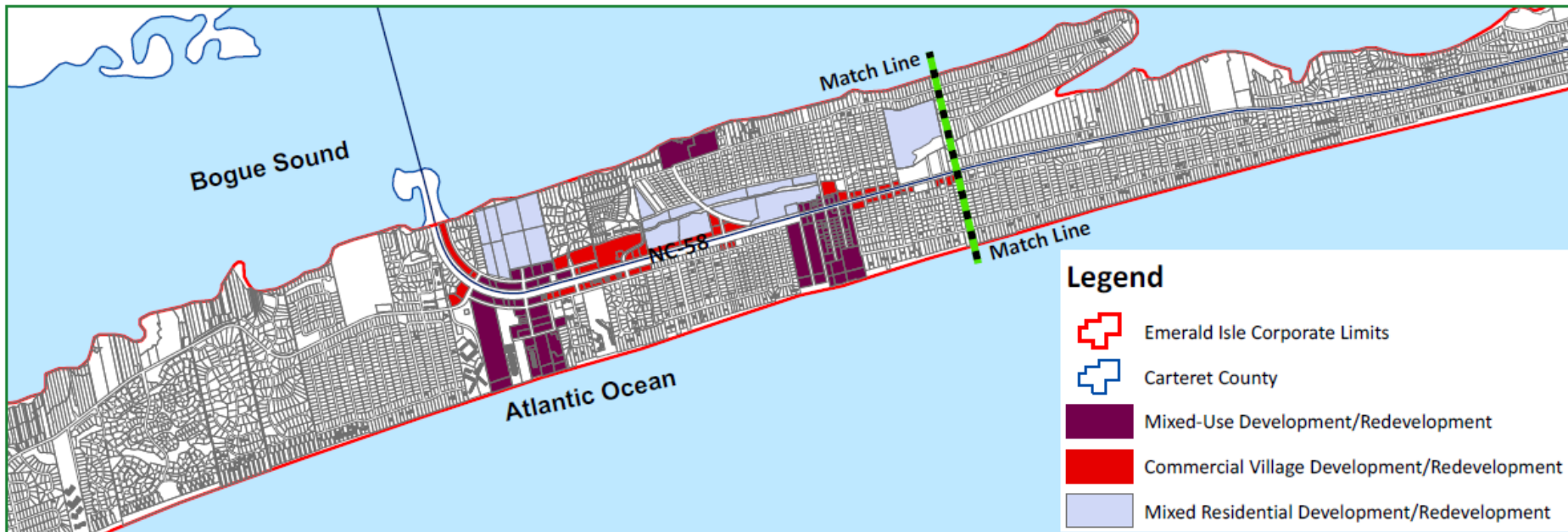
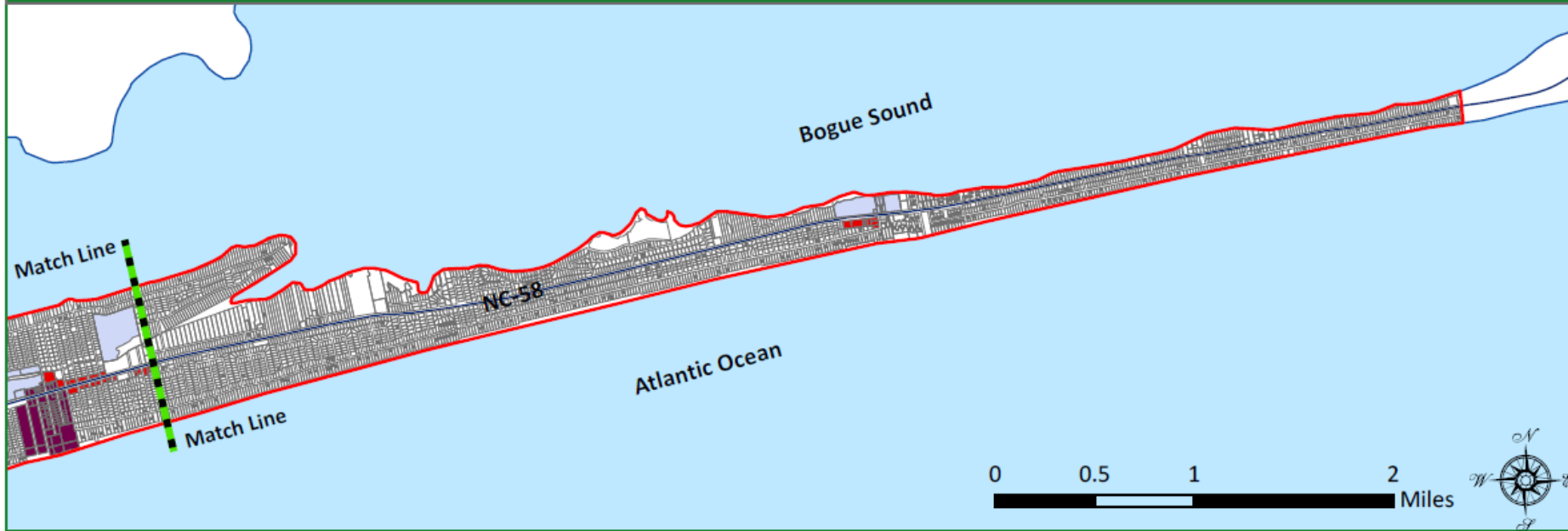


Future Land Use:

- Reality is that most of remaining vacant parcels are located in residential areas, and will develop as single-family homes or duplexes
- Key focus is therefore on the NC 58 corridor between the NC 58 bridge and the Town government complex, Village East, Village West, Marina Village areas, and other existing mobile home parks and RV parks that have potential for redevelopment in the future



MAP 17. DEVELOPMENT/REDEVELOPMENT POTENTIAL





Village East / NC 58 Corridor

Village West / NC 58 Corridor





Marina Village Area

Eastern Commercial Area



Future Land Use Map:

Developed after considering:

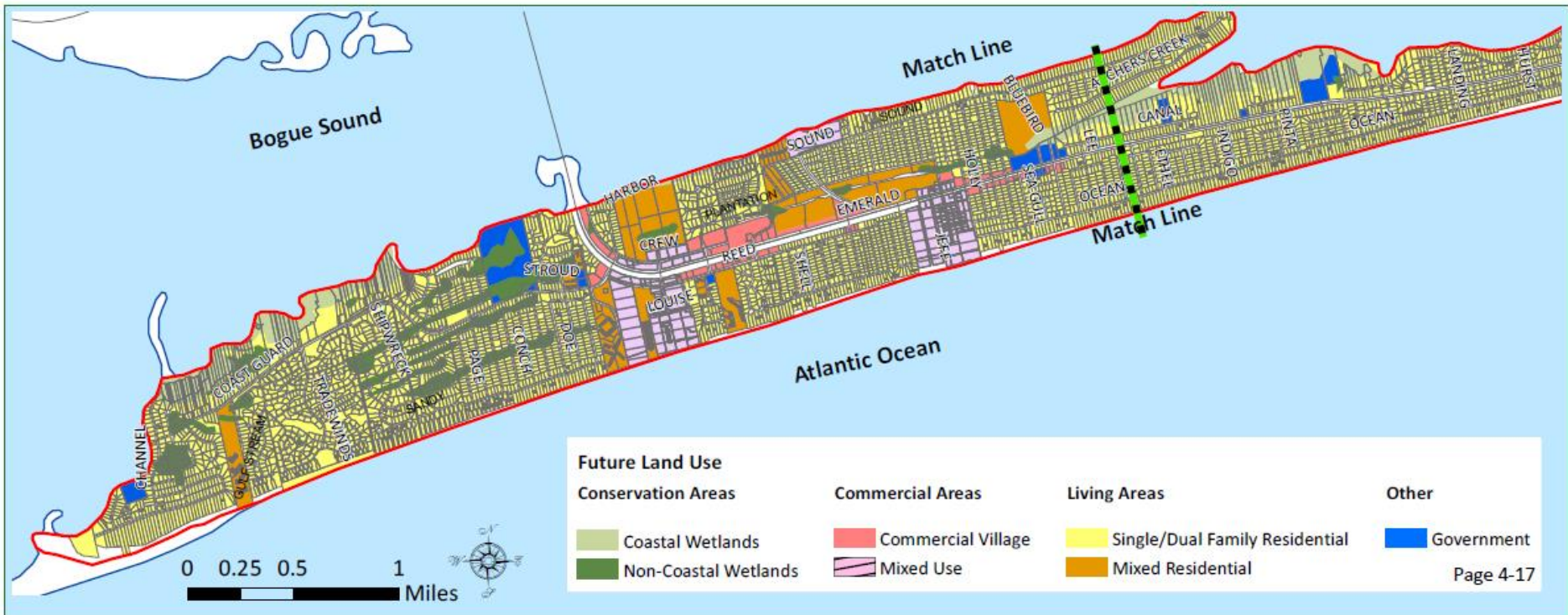
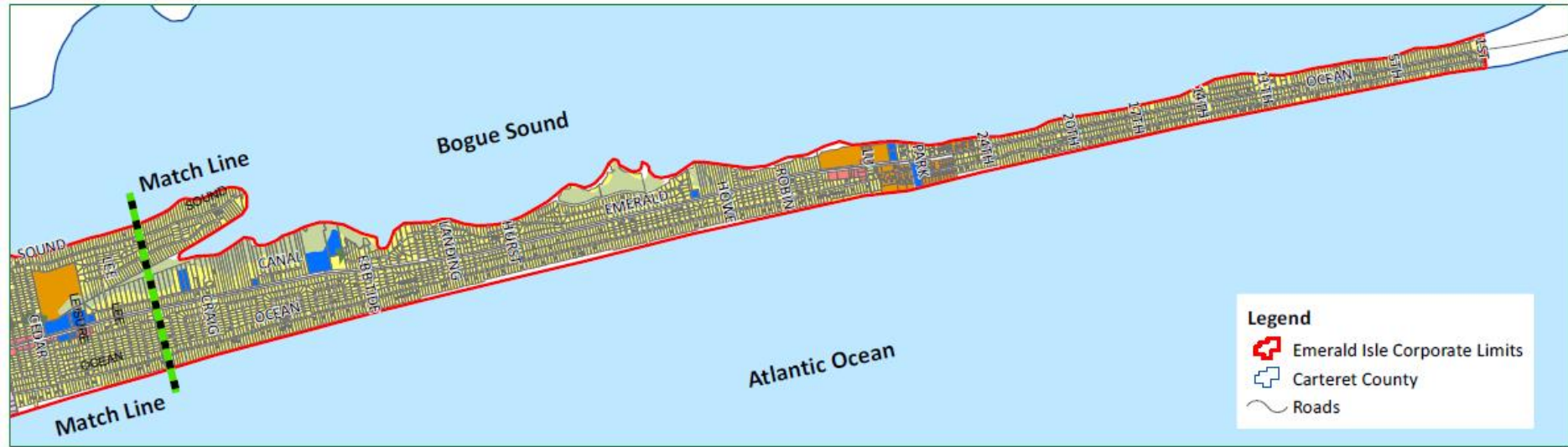
- 2004 Future Land Use Map
- existing zoning map
- property owner goals
- public input received

CLASSIFICATIONS:

- **Government** – These portions of Town are dedicated to properties used by Federal, State, or local government.
- **Wetlands** – These portions of Town are inundated with coastal wetlands and are not suitable for development.

- **Single/Dual-Family Residential** – These areas are planned primarily for single-family and duplex structures. This category includes many existing areas that are already developed. It is the Town's intent to encourage only single-family or duplex structures in this future land use category.
- **Mixed Residential** – These areas are planned for single-family, duplex structures, or multi-family structures in the future, and it is the Town's intent to limit future multi-family structures to these areas only. This category includes many existing multi-family developments and existing mobile homes in Emerald Isle, and all such existing uses may continue.
- **Mixed Use** – These areas have been identified as portions of Town that will accommodate varying land uses (residential, including multi-family, and non-residential) within the same future land use district, intended to provide housing choices, goods and services for the surrounding neighborhoods, as well as the community overall, and to promote quality redevelopment in those areas.
- **Commercial Village** – These portions of Town are dedicated to commercial land uses intended to provide goods, tourism-based services, and businesses and professional services to both citizens and visitors. This district will also allow residential use that is complementary to commercial uses, but is not intended for solely residential housing.

MAP 21. FUTURE LAND USE



Notable Goals and Policy Statements:

Public Access:

- maximize and enhance public access to ocean and sound
- consider residents and visitors of all abilities
- promote the development of a traditional, full-service marina, either through flexible regulations, public-private partnership, or other strategies (NEW)
- support Bogue Inlet Pier, and continue historical efforts to develop new pier if / when Bogue Inlet Pier ceases to operate (NEW)

Notable Goals and Policy Statements:

Land Use Compatibility:

- seek appropriate balance between private property rights, economic development, environmental protection, and community cohesiveness
- promote attractive community, high quality of life, and unique sense of place while mitigating risks to public health, safety, and welfare
- protect coastal wetlands
- emphasis on protection of ORW waters

Notable Goals and Policy Statements:

Infrastructure Carrying Capacity:

- transportation improvements should maintain safe and convenient access between sound and ocean side of NC 58
- pursue traffic improvements at 4 signalized intersections (NEW)
- support new mid-island bridge (SLIGHTLY DIFFERENT)
- expansion of bicycle and pedestrian facilities
- consider centralized wastewater treatment facilities for commercial and mixed use districts only (DIFFERENT)

Notable Goals and Policy Statements:

Natural Hazard Areas:

- Conserve areas of environmental concern and other sensitive areas that provide natural hazard protection
- Promote responsible development that minimizes threats from erosion, wind, storm surge, flooding, etc.
- continue beach nourishment program and Bogue Inlet management efforts
- promote disclosure of APZ and noise issues associated with Bogue Field

Notable Goals and Policy Statements:

Water Quality:

- maintain, protect, and where possible, enhance water quality in the ocean, sound, and Archers Creek
- continue comprehensive storm water management program to address water quantity and quality concerns
- enforce storm water management ordinances on all new development and significant redevelopment
- continue primary reliance on septic tanks / on-site wastewater treatment in residential areas

Notable Goals and Policy Statements:

Local Concerns:

- retain small-town character and family-friendly atmosphere
- maintain current building height limits
(40 ft. mean roof height for all structures, with possibility of 50 ft. for commercial and mixed use, and 50 ft. for dry-stack facilities)
- support development of a more traditional “town center” or “downtown”
- support development of commercial convenience area in eastern Emerald Isle

Notable Goals and Policy Statements:

Local Concerns:

- continue high priority on aesthetics and landscaping in public rights-of-way
- support establishment of “meeting and events center” facility (DIFFERENT)
- continue to facilitate use of golf carts on public streets (NEW)
- support development of small-scale centralized wastewater treatment plant(s) to serve Village East, Village West, Marina Village (DIFFERENT)

Notable Goals and Policy Statements:

Local Concerns:

- pursue community character, placemaking initiatives (NEW)
- recognize need for affordable housing options and do not take any action to force removal or closure of existing mobile home parks, RV parks, or mobile homes on individual lots (NEW)
- support development of complementary residential uses above ground floor commercial uses in Commercial Village area (NEW)
- encourage the siting of commercial and mixed use buildings closer to the street, with rear and side yard parking (NEW)

Why we're all here

This business district!

This water!

These neighborhoods!

This water!

This beach!

This land!

it's about each of our own piece of this paradise:
our enjoyment, our peace, our investment, our future

This inlet!



Nice Matters!

Town of Emerald Isle
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Emerald Isle, NC 28594

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www.emeraldisle-nc.org

Mayor
Kyle Lagos

Mayor Pro-Tem
Jason Holland

Board of Commissioners
Roy D. Brownlow
Kris Plum
Alesia Sanderson
Josh Sawyer

Commissioner Emeritus
Floyd Messer, Jr.

Town Manager
Frank A. Rush, Jr.
frush@emeraldisle-nc.org



A Family Beach

AGENDA ITEM #22

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners

FROM: Frank A. Rush, Jr., Town Manager

SUBJECT: "Downtown" Traffic / Streetscape Improvements

I have scheduled time on the January 30 meeting agenda for the Board to briefly discuss potential "downtown" traffic and street improvements near the NC 58 / Bogue Inlet Drive intersection, generally between the Welcome Center and the US Post Office. As you know, traffic often backs up at the NC 58 / Bogue Inlet Drive intersection in the summer, due in part to the sheer existence of the traffic signal and also because of the high visitation at Bogue Inlet Pier.

At one time, NCDOT had planned to improve this intersection, and evaluated different options. The available right of way in this area is 100 ft., and NCDOT initially contemplated a mini-roundabout to replace the existing traffic signal. Initial evaluation of the mini-roundabout by NCDOT engineers was not favorable, and NCDOT also considered a full-size roundabout, which would be comparable in size to the Publix roundabout but would require additional right of way that was likely to be unpopular, costly, and opposed by the Town. NCDOT then focused its efforts on the construction of additional travel and turn lanes in this approximately ~ 1,000 linear ft. segment of roadway, with a new steel traffic signal, new curb and gutter, and potentially driveway adjustments and medians. Unfortunately, nothing ever moved forward on this issue, and there is currently no project included in the most recent State Transportation Improvement Program.

The Board may wish to consider reviving this project with NCDOT in an effort to improve traffic flow in the middle of Town and also improve the aesthetics of the "downtown" area. It appears that the current curb and gutter "islands" throughout this section of NC 58 were added several decades ago after initial construction of the highway, likely in an effort to eliminate full-width parking lot connections in front of local businesses. The current curb and gutter is somewhat irregular and dated, and the construction of brand new, modern curb and gutter – with new sidewalks, bicycle path, signage, street trees, and other amenities – would significantly enhance the aesthetics of the "downtown" area of Emerald Isle.

If the Town ultimately pursues these improvements, it will be essential to work with local business owners to develop a plan that could be embraced by business owners and the community. If such a project ever moves forward, it will likely be important to address the following issues:

- efforts would need to be made to again include this project in appropriate NCDOT plans in the future, (and there is currently a significant backlog of projects throughout the State),

- any construction would need to be scheduled for the winter months in order to avoid disruption to nearby businesses and the overall community,
- the construction process itself would likely negatively impact businesses during construction,
- some business owners would likely have concerns about potential driveway adjustments and potential medians,
- there may or may not be a need for a detour through this area during construction; at a minimum, traffic patterns would need to be shifted to one side or the other of the right of way during construction,
- such a project would likely provide some incremental improvement in traffic flow in this area, but would likely not completely solve traffic congestion in this area, and
- such a project has the potential to completely transform the appearance of this area of Emerald Isle, and result in a more attractive “downtown” area.

If the Board chooses to pursue this initiative in the future, I will initiate appropriate discussions with NCDOT officials and affected local businesses to gauge the potential for such a project to move forward and determine a likely timeline.

It has also been suggested that it may be helpful to install real-time dynamic signage at the NC 58 / Bogue Inlet Drive intersection to advise motorists of the number of available parking spaces at Bogue Inlet Pier, in hopes that it would better inform decision-making by motorists in this area and promote more efficient traffic flow. Such an initiative would require a partnership between the Town and Bogue Inlet Pier, and would likely involve some cost to install appropriate devices in individual parking spaces at the Pier and associated signage.

I look forward to discussing this issue with the Board at the January 30 meeting.

"Downtown" Emerald Isle
Welcome Center to Post Office



"Downtown" Emerald Isle

Close-Up NC 58 / Bogue Inlet Drive Intersection



STIP R-5852 NC 58 (Emerald Drive) and Bogue Inlet Drive Intersection Improvements, Carteret County, NC

TOWN COORDINATION MEETING SUMMARY

OCTOBER 19, 2017

10:00 AM – 12:00 PM

TOWN OF EMERALD ISLE

SEPI Project No. SE17.118

MEETING CALLED BY	Town of Emerald Isle		
TYPE OF MEETING	Town Coordination Meeting		
PROJECT	STIP R-5852, Carteret County, NC		
ATTENDEE LIST			
NAME	AGENCY	PHONE	EMAIL
Frank Rush	Town of Emerald Isle	252-354-3424	frush@emeraldisle-nc.org
Rachelle Beauregard	NCDOT Division 2	919-239-7168	rlbeauregard@ncdot.gov
Jeff Cabaniss	NCDOT Division 2	252-439-2836	Jcabaniss@ncdot.gov
Bill Kincannon	NCDOT Division 2	252-439-2801	wckincannon@ncdot.gov
BenJetta Johnson	SEPI	919-573-9919	bljohnson@sepiengineering.com
Rajit Ramkumar	SEPI	919-573-9915	rramkumar@sepiengineering.com
The subject meeting started at 10:00 AM.			
AGENDA			
<ul style="list-style-type: none"> • Review Project Scope • Alternatives Considered <ul style="list-style-type: none"> ○ Alternate 1 - Mini Roundabout ○ Alternate 2 - Multi-lane Roundabout ○ Alternate 3 - Intersection Widening (Signalized) 			

STIP R-5852 NC 58 (Emerald Drive) and Bogue Inlet Drive Intersection Improvements, Carteret County, NC

- Discuss Traffic Operations
- Potential Impacts of Alternatives
- Next Steps
- Other Topics

PURPOSE OF MEETING

The purpose of this meeting is to discuss the three alternatives for the proposed project and obtain feedback from the Town.

DISCUSSION

- After introductions, SEPI describes the project scope and progress to date.
- SEPI described the 3 alternatives for the project with design maps and 3D Visualizations.
- The original scope as described in the STIP was to evaluate a mini-roundabout. SEPI completed a traffic analysis to determine delays and queuing. NCDOT recommended evaluating two additional alternatives to accommodate the future traffic and seasonal growth.
- Alternative 1 – Mini roundabout
 - In summer, this alternative will have traffic backups up to half a mile that extends to CVS in the eastbound direction.
 - Probably would have to move the business signs of the businesses adjacent to the intersection.
 - This alternative impacts the multi-use path and distribution lines.
 - Some driveways closest to the roundabout should be closed to minimize conflicts.
- Alternate 2 - Multi-lane Roundabout
 - A wider multilane roundabout works at acceptable levels of service during summer and future traffic.
 - This has a large footprint which impacts structures and utilities.
 - This alternative will impact local businesses and property impacts.
 - All driveways will be impacted
- Alternate 3 - Intersection Widening (Signalized)
 - A wider signalized intersection works at acceptable levels of service during summer and future traffic.
 - Some impacts to properties and driveways are anticipated. No impacts to buildings are anticipated but business signs on all four quadrants are expected to be impacted.
 - Intersection will have 2 through lanes and a left turn lane on NC 58.
 - Some driveways close to the intersection should be closed to minimize conflicts.

STIP R-5852 NC 58 (Emerald Drive) and Bogue Inlet Drive Intersection Improvements, Carteret County, NC

- Town wants to keep the small town/family beach feel for the corridor so desires to keep NC 58 as a two lane highway. Streetscape improvements around the intersection is preferred. Town is ok with 11 foot travel lanes and inclusion of curb and gutter.
- Town discussed the new multi-lane roundabout at Publix which is expected to open in February will improve traffic flow. Roundabouts also improve aesthetics and support multi-modal operation.
- SEPI indicated that during summer, traffic backups can be expected due to seasonal traffic. Access Management and closing some of the driveways closer to the intersection should be included in the improved design of the intersection.
- DOT would prefer to let the project off season to avoid working during summer. Utility relocation would be a factor in the construction timeline.
- Once an alternative is selected by the Town and NCDOT, SEPI will immediately contact utility owners to determine above ground and underground utilities around the intersection.
- Explore different types of signal poles to minimize impacts and also improve aesthetics.
- NCDOT recommended looking into a diagonal signal pole for the intersection which could minimize poles and impacts.
- SEPI recommended meeting with property owners around the intersection before going to the public meeting.
- Since the mini-roundabout was unable to handle existing and future traffic, Alternative 1 was not recommended for further study.
- Due to the significant impacts of the multi-lane roundabout, Alternative 2 was not recommended for further study.

ACTION ITEMS

- SEPI will start preparing scope for the additional designs and traffic analysis.
- The following two alternatives will be evaluated:
 - Alternative 4 will include medians to minimize conflict points, 11' travel lanes, and streetscape and landscape improvements. Left turns on Bogue Inlet will include protected and permitted phasing. Transmission line impacts will be avoided.
 - Alternative 5 will slightly shift the intersection to the north of existing. It will include medians to minimize conflict points, 11' travel lanes, and streetscape and landscape improvements. Left turns on Bogue Inlet will include protected and permitted phasing. An additional eastbound right turn lane will be provided to reduce delays for right turn vehicles. Transmission line impacts will be avoided.
- SEPI to coordinate a meeting with the Town in mid-January or early February.
- Once an alternative is chosen, NCDOT to advice on next steps and public meeting.

The meeting adjourned at approximately 11:30 AM.

STIP R-5852 NC 58 (Emerald Drive) and Bogue Inlet Drive Intersection Improvements, Carteret County, NC

Please let me know if there are discrepancies, errors, or omissions which need to be addressed. Please contact rramkumar@sepiengineering.com/919-573-9915.

cc: Meeting Attendees
Project File

Attachments: Meeting Handout and Sign In Sheet

Project Review Meeting Sign – in Sheet

STIP R-5852

Intersection Improvements at NC 58 (Emerald Dr) and Bouge Inlet Drive

NC DOT Division 2

October 19, 2017

Name	Agency	Phone	Email
Rachelle Beauregard	NC DOT - Div. 2	919-239-7168	rbeauregard@ncdot.gov
Bill Kincaannon	Div 2	252 4392801	wkincaannon@ncdot.gov
Jeff Cabanis	Div 2	252 439 2836	jcabanis@ncdot.gov
BENJETA JOHNSON	SEPI	919-573-9919	bjohnson@sepiengineering.com
RASIT RAMKUMAR	SEPI		



PROJECT REVIEW MEETING
NCDOT DIVISION 2 PROJECT – STIP R-5852
NC 58 (EMERALD DRIVE) AND BOUGE INLET DRIVE INTERSECTION
IMPROVEMENTS, CARTERET COUNTY

OCTOBER 19, 2017

10:00 AM - 12:00 PM

AGENDA

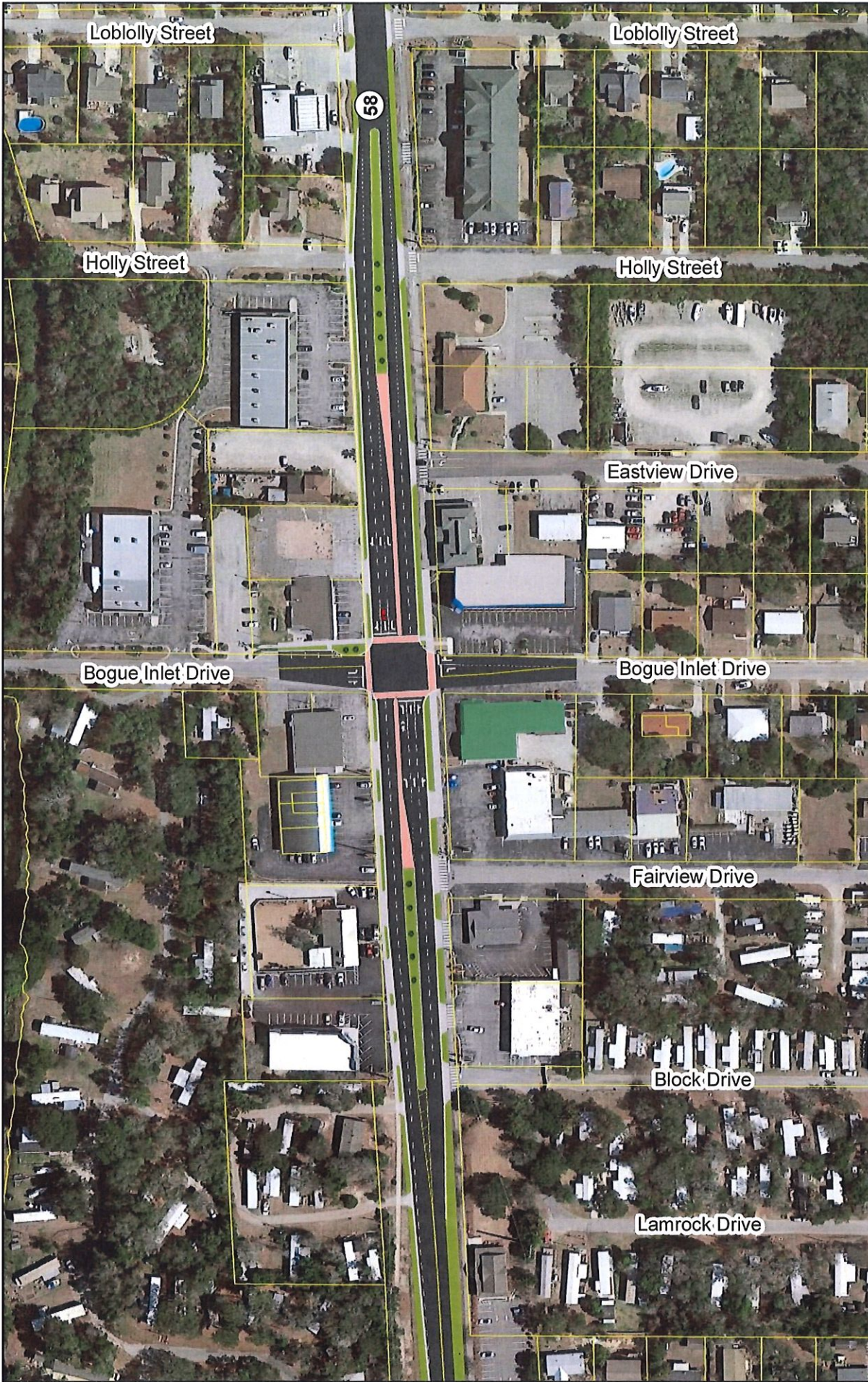
- Review Project Scope
- Alternatives Considered
 - Alternate 1 - Mini Roundabout
 - Alternate 2 - Multi-lane Roundabout
 - Alternate 3 - Intersection Widening (Signalized)
- Discuss Traffic Operations
- Potential Impacts of Alternatives
- Next Steps
- Other Topics

Alternate 1 - Mini Roundabout



Alternate 3 - Intersection Widening (Signalized)





SEPI
ENGINEERING &
CONSTRUCTION

STIP No. R-5852
Proposed Intersection Improvements
at NC 58 (Emerald Drive) & Bogue Inlet Drive
Emerald Isle, Carteret County
January 2018

This Exhibit is for planning purposes only and shown herein does not meet NC 47-30 Requirements and therefore is not for design, construction, or recording or transfer of title. The Exhibit was compiled from available information obtained from the sources listed below.

Sources:
Google Sketchup, ESRI, Carteret County GIS

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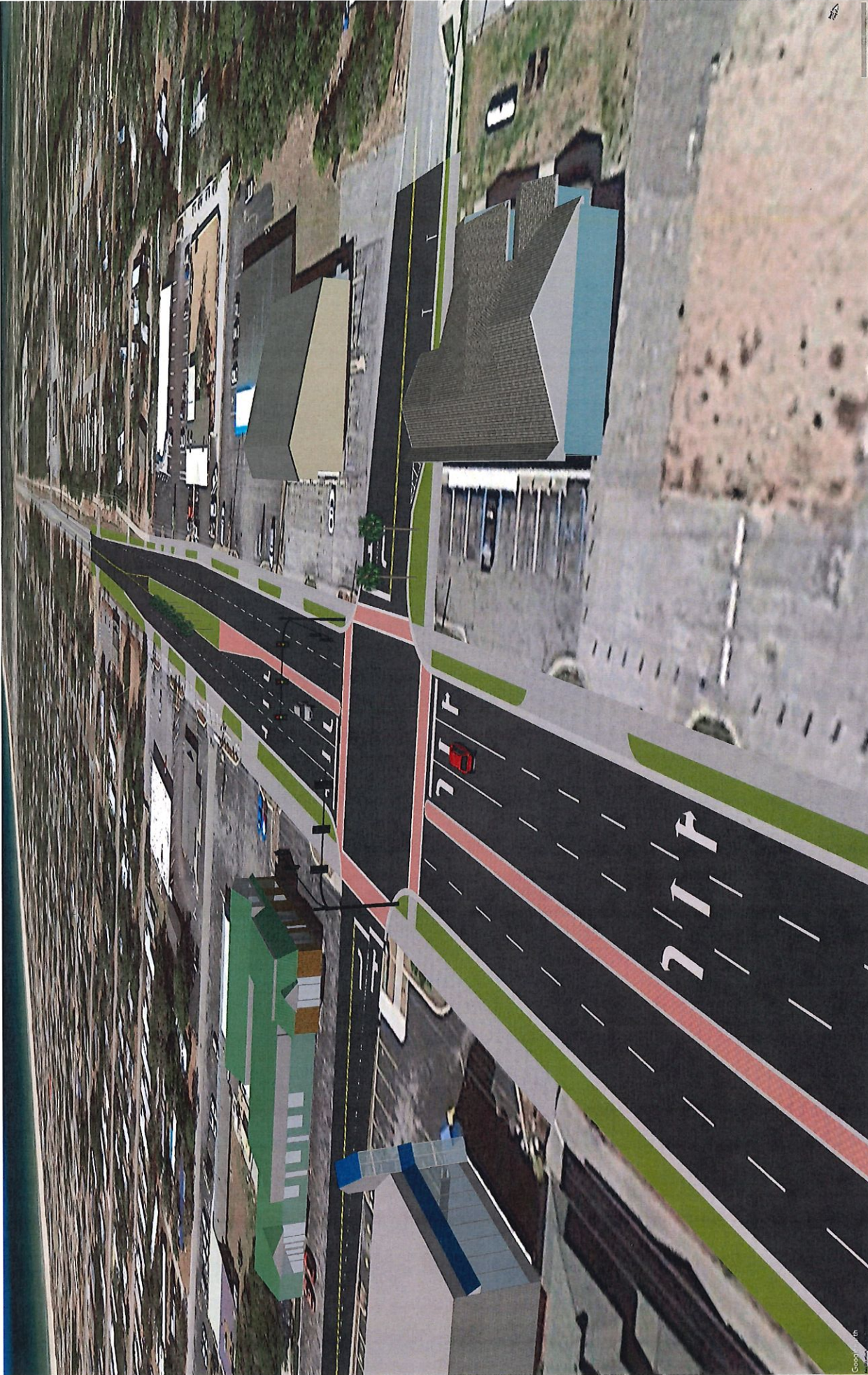


SEPI
ENGINEERING &
CONSTRUCTION

STIP No. R-5852
Proposed Intersection Improvements
at NC 58 (Emerald Drive) & Bogue Inlet Drive
Emerald Isle, Carteret County
January 2018

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Sources:
Aerial and Topographic Mapping
USGS Mapping Services
Google Earth

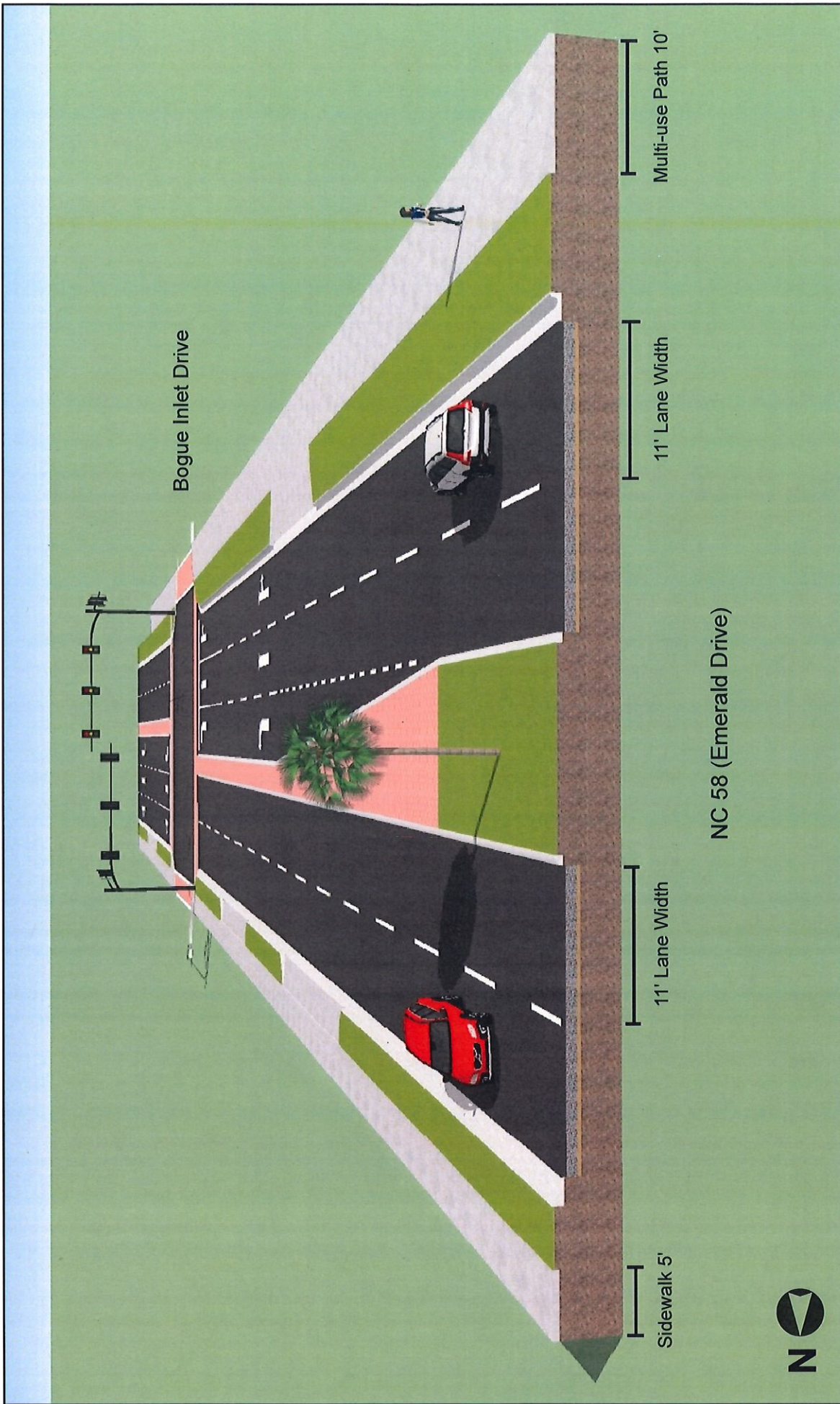


SEPI
ENGINEERING &
CONSTRUCTION

STIP No. R-5852
Proposed Intersection Improvements
at NC 58 (Emerald Drive) & Bogue Inlet Drive
Emerald Isle, Carteret County
January 2018

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Sources:
Aerial and Topographic Mapping
USGS Mapping Services
Google Earth



SEPI
ENGINEERING &
CONSTRUCTION

STIP No. R-5852
Typical Section Looking East
on NC 58 (Emerald Drive) & Bogue Inlet Drive
Emerald Isle, Carteret County
January 2018

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Sources:
Google Sketchup



Nice Matters!

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Emerald Isle, NC 28594

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Jason Holland

Board of Commissioners
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frush@emeraldisle-nc.org



A Family Beach

AGENDA ITEM #23

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners

FROM: Frank A. Rush, Jr., Town Manager

SUBJECT: Future Recreation Improvements

The Board of Commissioners will discuss potential desired future recreation improvements, review potential Town-owned locations, and review potential funding options.

During recent discussions, individual Board members have expressed interest in the following potential improvements:

- Skate park,
- Splash pad,
- Pickleball courts,
- Dog park.

Each of these improvements has been discussed by various officials at various times in the past, but there has never been sufficient alignment of priorities, funding, location, and a strong “champion” for the effort. Nonetheless, there remains significant interest among certain segments of the community for each of these improvements.

The attached PowerPoint presentation prepared by Parks and Recreation Director Candace Dooley includes rough concepts, estimated land requirements, and ballpark cost estimates for each. I believe the Town owns multiple suitable locations for one or more of these potential improvements, and we have included aerial photo maps of these locations for the Board’s review:

- land area west of Town Administration building,
- land area along NC 58 between Fire Station 1 and Community Center,
- land area at corner of NC 58 and Leisure Lane
- portion of McLean-Spell Park across creek from Community Center,
- land area between the tennis courts and the Police Station, and
- land adjacent to Senator Jean Preston Park.

The attached presentation includes ballpark cost estimates, with each potential improvement certain to cost several hundred thousand dollars and potentially into the \$1 million + range. Any such initiative would likely require a combination of grant funding and/or debt financing to construct.

Depending on the Board's feedback, it may be prudent to include one or more of these desired improvements in the updated 5-year capital replacement / improvement program.

Parks and Recreation Director Candace Dooley and I look forward to discussing these potential future projects with the Board at the January 30 meeting.



FY 26-27 Budget Planning Workshop

January 30, 2026

AGENDA ITEM # 23

Future Recreation Improvements



Overview

- **Purpose: Identify rough concepts for new recreation amenities**
- **Projects evaluated: Skate Park, Splash Pad, Pickleball Court's, Dog Park**
- **Includes land needs - potential Town-owned locations, and cost ranges**



New Skate Park - Concept



- **Concrete skate park suitable for youth and adults**
- **Street and bowl-style elements**
- **Designed for durability and low maintenance**
- **Land Area: ~15,000-25,000 sq. ft.**
- **Potential Locations: McLean-Spell Park (interior), WORA/EORA, west of Town Admin Building**
- **Ballpark Cost: \$750,000 - \$1.5 million**



New Splash Pad - Concept



- **Zero-depth, recirculating splash pad**
- **Family-friendly with shade and seating**
- **Seasonal operation with low staffing needs**
- **Land Area: ~5,000-8,000 sq. ft.**
- **Potential Locations: Near Rec Center/Fire Station 1 (NC 58), west of Town Admin building**
- **Ballpark Cost: \$400,000 - \$900,000**



Pickleball Only Courts - Concept

- **Dedicated pickleball courts (6-8 courts)**
- **Fencing, lighting, and seating**
- **Responds to strong resident demand**
- **Land Area: ~20,000-30,000 sq. ft.**
- **Potential Locations: Between Police Station & tennis courts, McLean-Spell Park (interior), near boat ramp**
- **Ballpark Cost: \$600,000 - \$1.2 million**



Dog Park - Concept

- **Fenced, off-leash dog park with separate areas for large and small dogs, shaded seating, water stations, waste stations and durable fencing**
- **Land Area: Approx. 20,000 - 40,000 sq. ft. (0.5-1 acre), depending on layout and separation of dog sizes**
- **Potential locations: near boat ramp, McLean -Spell Park (interior)**
- **Estimated Cost: \$75,000-\$250,000, depending on fencing, surfacing, shade structures, parking needs, insurance and utilities**



Additional Ideas -

- **Fitness stations along the bike path - \$1,500-\$3,000 each**
- **Water fountains along the bike path (TBD)**
- **Additional Kayak launches (sound side) \$12,000 each**



Potential Grant Funding Sources

- **NC Parks and Recreation Trust Fund (PARTF)**
- **Land and Water Conservation Fund (LWCF)**
- **Recreational Trails Program (RTP)**
- **Tourism-related grants and partnerships (TDA)**



Summary and Next Steps

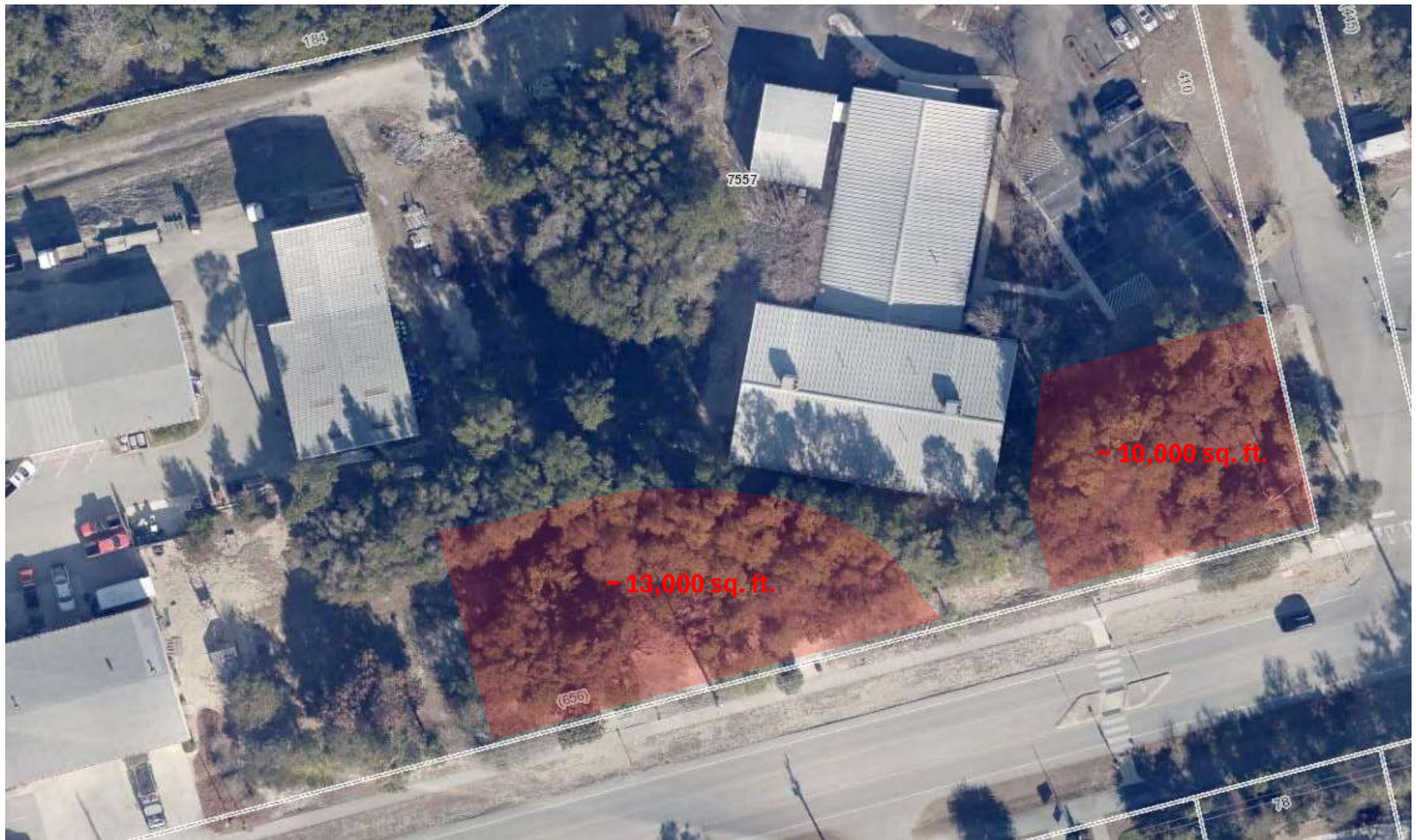
- **Multiple viable Town-owned locations exist**
- **Costs vary widely based on scale and amenities**
- **Next steps: Refine concepts, prioritize projects, pursue grants**



Thank you!

Questions?

Potential Recreation Improvement Locations



Potential Recreation Improvement Locations



Potential Recreation Improvement Locations



Potential Recreation Improvement Locations





Nice Matters!

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frush@emeraldisle-nc.org



A Family Beach

AGENDA ITEM #24

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners

FROM: Frank A. Rush, Jr., Town Manager

SUBJECT: Future New Town Facilities

I have scheduled time on the January 30 meeting agenda for the Board to engage in big-picture, long-term discussion about future new Town facilities to meet the Town's needs for the next several decades. Specifically, this discussion is focused on a future new Fire / Police headquarters, including an EOC / Board meeting room and potentially Town administration offices AND a future new Community Center.

The intent of this discussion is merely to begin to think about and discuss such initiatives. I fully recognize that any such initiatives are many years away, and potentially cost prohibitive, however, one must start somewhere and the Board should engage in this discussion with that spirit in mind.

Existing Town Facilities

The existing Fire Station 1 includes approximately 8,000 sq. ft. total, including Fire apparatus bays and offices, a training room, bunk rooms, and other living space. The building was constructed in 1992, and is now approximately 34 years old. This building is arguably the least attractive Town building that is highly visible to the public.

The existing old EMS station was constructed by the Town and Emerald Isle EMS, Inc. in 2008, includes approximately 4,900 sq. ft. of ambulance bays and offices, a training room, bunk rooms, and other living space. The building is now approximately 18 years old, but remains in good shape and includes the Town's newer exterior appearance with a more coastal look.

The existing Police station actually consists of two buildings that were constructed in the late 1970s or early 1980s, and that were connected together during a significant renovation in 2007. The existing Police Station includes approximately 5,800 sq. ft. of office and other Police operations space. The exterior of the building includes a brick façade, and is very institutional in appearance.

The existing Community Center was constructed in 1991, and is now approximately 35 years old. The Community Center includes approximately 16,000 sq. ft., with a gymnasium, weight room, children's classroom, meeting room, aerobics / yoga studio, and offices.

Early Concept for New Fire / Police / EOC / Meeting Room Facility

The attached aerial photo map indicates a new Fire / Police / EOC facility at the site of the existing Fire Station 1 that would be connected to the current old EMS station building. This new / expanded building could also potentially house Town administration staff, and

the EOC would likely double as a new Board meeting room if desired. The attached map identifies a suitable building footprint of approximately 20,000 sq. ft., with the potential to include 2 or 3 stories if desired.

Under this concept, the existing old EMS station bays would be modified to become additional bunk space, new Fire apparatus and ambulance bays would be constructed directly adjacent, and the eastern part of the new / expanded building would house the Police Department, an EOC / Board meeting room, and potentially other Town administration offices. Ultimately, the existing Police Station and Board meeting room would be demolished, and the resulting vacant land could be converted to parking, wastewater, or other recreational uses.

For discussion purposes only, I am assuming an additional 7,000 sq. ft. of Fire apparatus and ambulance bays (with the Fire Department occupying the current 4,900 sq. ft. in the old EMS station for offices, bunk rooms, living space, etc.). I am also assuming a total of approximately 8,000 sq. ft. for a new Police Station, a total of 3,000 sq. ft. for the EOC / Board meeting room, and a total of 4,000 sq. ft. for other offices. Combined, this results in 22,000 sq. ft. of new space, supplemented by nearly 4,900 sq. ft. of existing space in the old EMS station. Assuming a ballpark cost of \$500 per sq. ft., this yields a total cost of approximately \$12 - \$13 million. If the construction of such a facility is financed with new debt, the first year debt service payment would likely be approximately \$1.2 million, or the equivalent of 2 cents on the Town's property tax rate. If the Board ultimately decides to pursue such an initiative, I would recommend that the Town conduct a general obligation bond referendum to effectively gauge our citizens' support for such an initiative and their willingness to pay for such.

Early Concept for New Community Center

The attached aerial photo map indicates a new Community Center located on approximately 1 acre of land located directly across Archers Creek from the existing Community Center. Under this concept, the new facility would be accessed by a bridge(s) across the creek, and all parking would remain on the south side of the creek. The existing Community Center would be demolished, and the resulting vacant land could be converted to parking, wastewater, or other recreational uses.

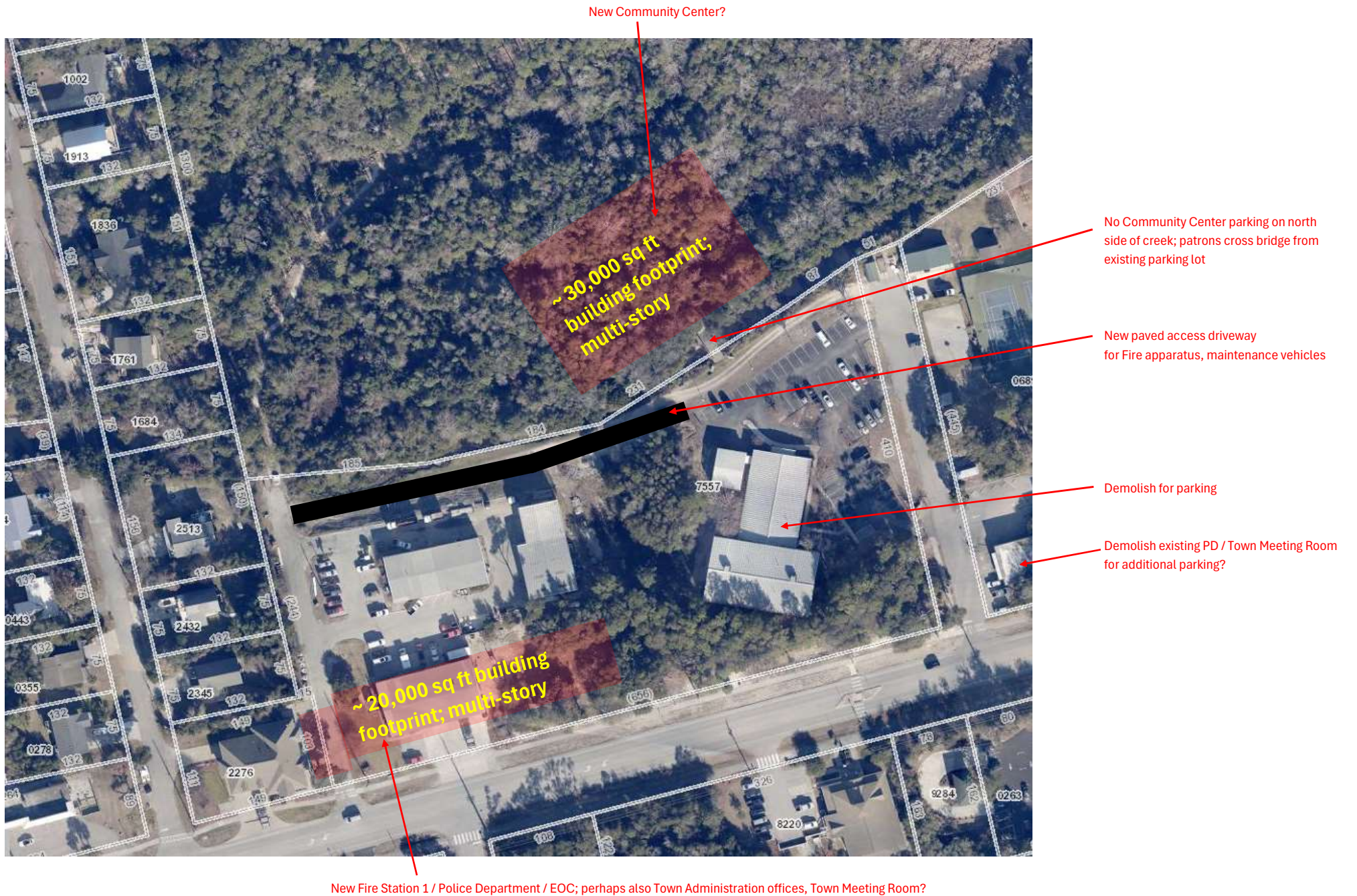
Theoretically, the new Community Center could include two gymnasiums, an indoor swimming pool, an expanded weight room, multiple aerobics / yoga studios, multiple children's classrooms, and multiple meeting rooms for senior and youth programs. The community may also wish to consider dedicated indoor pickleball and/or racquetball facilities and more. The new Community Center could conceivably be approximately double the size of the existing facility, depending on the community's overall goals and priorities.

Assuming a 32,000 sq. ft. facility, with a ballpark cost of \$500 per sq. ft., this yields a total cost of approximately \$16 million. If the construction of such a facility is financed with new debt, the first year debt service payment would likely be approximately \$1.6 million, or the equivalent of 2.7 cents on the Town's property tax rate. If the Board ultimately decides to pursue such an initiative, I would recommend that the Town conduct a general obligation bond referendum to effectively gauge our citizens' support for such an initiative and their willingness to pay for such.

Again, this information is presented simply to provide some context for the Board's discussion, which is specifically intended to be big picture, long-term in nature. As noted earlier, one must start somewhere.....

I look forward to discussing this issue with the Board at the January 30 meeting.

Future New Town Facilities
CONCEPTUAL



New Community Center?

**~ 30,000 sq ft
building footprint;
multi-story**

**~ 20,000 sq ft building
footprint; multi-story**

No Community Center parking on north side of creek; patrons cross bridge from existing parking lot

New paved access driveway for Fire apparatus, maintenance vehicles

Demolish for parking

Demolish existing PD / Town Meeting Room for additional parking?

New Fire Station 1 / Police Department / EOC; perhaps also Town Administration offices, Town Meeting Room?



Nice Matters!

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frush@emeraldisle-nc.org



A Family Beach

AGENDA ITEM #25

January 30, 2026

MEMO TO: Mayor Lagos and Board of Commissioners
FROM: Frank A. Rush, Jr., Town Manager
SUBJECT: Other Items

I have included several other items in a “catch-all” agenda item for January 30, and my expectation is simply to provide a few minutes for the Board to offer brief input on each of these issues so that additional research may occur during the preparation of the FY 26-27 budget this spring.

Public Information Officer (PIO) Position

This position has been vacant since late June 2025, and there is approximately \$102,000 included in the FY 25-26 budget for this position. This budget capacity is theoretically available in the FY 26-27 budget and beyond.

I have intentionally not filled this position in recent months in order to determine the Town’s public information effectiveness without the position. Text-based public information duties have been performed by Town Clerk Lindsey Burton, Permit Technician Mikey Tata, Assistant Town Planner Greg Hayes, and myself in recent months, and I believe we have kept up reasonably well with email newsletters, Facebook posts, app notifications, and website maintenance – but perhaps not as good as having a dedicated PIO. We are, however, lacking in video production, as there’s currently no one on staff with the capabilities of the previous PIO. It is also helpful to have someone solely focused on public information efforts, particularly with regard to “covering” Town special events.

New Police Department Building Façade

Concern has been expressed about the non-coastal, institutional appearance of the current Police Station and Board meeting room building. The Board may wish to allocate funding in the future to add coastal-type features, such as hardi-plank siding and white decorative accents to attempt to make this building look more consistent with the Town Administration Building, old EMS Station, and the Welcome Center.

If the Town ultimately pursues a new Fire / Police / EOC facility, the new building will almost certainly have a more coastal design.

New Beach Access Signage

The current signage at the Town’s 63+ public beach access locations is old, deteriorating, and busy, and I’d like to replace all of the existing signage with something newer, with a higher quality standard, and with selective additional information that may be helpful to convey to beach visitors. A ballpark cost estimate to replace all signs is likely in the \$20,000 - \$40,000 range, depending on the copy and materials.

Senior Citizens Programs

Requests for additional senior citizens programs and/or meeting space have been received, and the Town may wish to consider adding more senior offerings, making certain Town meeting spaces available to established senior groups, or both. Ideas expressed include senior bus trips, structured game events, and more.

Dedicated Environmental Stewardship Fund

Recent public comment requested that the Board create a dedicated fund earmarked specifically for environmental initiatives in the community. Ideas include financial incentives for environmentally-friendly actions and/or dedicated funds for environmental projects.

If the Board seeks to create such a fund, it may be prudent to implement a modest fee increase for Town development permits, with that portion of the fee dedicated to a new "environmental stewardship fund". For example, the zoning permit fee could be increased from \$100 to \$110, with \$10 from each permit fee contributed to the new fund. This action would generate approximately \$6,000 - \$8,000 annually. Alternatively, the Board could simply make a direct appropriation to the new fund each year.

Enhanced Community Engagement Efforts

Various suggestions have been made to create opportunities for more informal dialogue between the elected officials and our citizens. The most common suggestion is to create some sort of "open house" type event, perhaps similar to "Coffee With a Cop", where citizens would be invited to simply mingle and converse with the Mayor and Commissioners at a regularly scheduled informal event.

Alternatively, or additionally, the Town could engage in additional public information efforts sharing each elected officials' email address and/or telephone number, and encourage citizens to simply reach out to their elected officials with questions or concerns and/or to schedule a one-on-one meeting.

Beach Strand Trash Collection

The Town's current approach includes a mix of public beach access locations with trash / recycling containers and without trash / recycling containers. I understand that this issue has been somewhat controversial in the past, and it is still common to receive requests to restore trash / recycling containers on the entire beach strand. In a few cases since my return, we have administratively approved containers at specific locations upon request, and my understanding is that occurred occasionally prior to my return.

Generally speaking, it appears that there are trash / recycling containers at many beach access locations west of Bogue Inlet Pier, with few locations east of the Pier.

I look forward to discussing these issues with the Board at the January 30 meeting.

Agenda Item #26 - Additional Board Discussion, Identification of Additional Priorities, Concerns, Etc.

Summary - Budget Impact Associated With Various Issues, Initiatives, Projects

FOR ILLUSTRATIVE PURPOSES ONLY

FY 26-27 Projected

Potential Additional Revenue

Property Tax (conservative initial estimates)		\$	300,000	additional capacity
Property Tax Rate Increase		\$	609,000	each one cent increase generates
Special Motor Vehicle Tax		\$	180,000	at \$30 per registered vehicle
Parking Fee Increase / Renegotiation	\$ 23,000	- \$	105,000	depending on strategy pursued
Vacation Rental Permit Fee		\$	220,000	at \$100 per permit issued

Potential Additional Expenditures

Expiring Health Insurance Transition Credit		\$	(100,000)	BCBS unlikely to grant additional credit
Increasing Health Insurance Premiums	\$ (50,000)	- \$	(100,000)	10% - 20% increase anticipated
Fireworks		\$	(27,500)	does not include potential additional costs
Cost-of-Living Adjustment	\$ (166,000)	- \$	(249,000)	2% - 3% anticipated, based on CPI
Reed Drive Drainage (pay-as-you-go)		\$	(250,000)	if funded with current General Fund revenues instead of FEMA
Enhanced Street Resurfacing		\$	(133,000)	assumes 2.3 miles of resurfacing
Beach Access Walkway Replacements	\$ (30,000)	- \$	(40,000)	additional amount beyond current budget capacity
Pebble Beach Land - Fire Station 3	\$ (150,000)	- \$	(200,000)	initial debt service payment; may not occur until FY 27-28
New Comprehensive Plan		\$	(100,000) +	one-time cost, seek grant funding

Future Years

Potential Additional Expenditures

Reed Drive Drainage (5-year debt; annual payment)		\$	(60,000)	annually, if financed over 5-year term instead of FEMA
Construct New Fire Station 3	\$ (222,000)	- \$	(285,000)	annually, if financed over 10 years or 15 years; assumes allocation of FEMA funds
Additional Staffing - Fire Station 3		\$	(500,000)	annually, for 6 additional positions
Skate Park	\$ (750,000)	- \$	(1,500,000)	one-time cost, seek grant funding or issue debt
Splash Pad	\$ (400,000)	- \$	(900,000)	one-time cost, seek grant funding or issue debt
Pickleball	\$ (600,000)	- \$	(1,200,000)	one-time cost, seek grant funding or issue debt
Dog Park	\$ (75,000)	- \$	(250,000)	one-time cost, apply current reserve funds (\$32k)
New Fire / Police / EOC Facility		\$	(1,200,000)	annually, 10 year debt issue
New Community Center		\$	(1,600,000)	annually, 10 year debt issue