

# DRAFT MINUTES

1 **TOWN OF APEX**  
2 **TOWN MANAGER'S RECOMMENDED BUDGET PRESENTATION**  
3 **THURSDAY, APRIL 16, 2026**  
4 **3:00 PM**  
5

6 The Apex Town Council met for the Town Manager's Recommended Budget  
7 Presentation on Thursday, April 16, 2026 at 3:00 PM in the Council Chambers at Apex  
8 Town Hall, located at 73 Hunter Street in Apex, North Carolina.  
9

10 This meeting was open to the public. Members of the public were able to attend this  
11 meeting in-person or watch online via the livestream on the Town's YouTube Channel.  
12 The recording of this meeting can be viewed  
13 here: <https://www.youtube.com/watch?v=U2s1lAPa2HE&t=5833s>  
14

## 15 **[ATTENDANCE]**

### 16 Elected Body

17 Mayor Jacques K. Gilbert (presiding)  
18 Mayor Pro Tempore Terry Mahaffey  
19 Councilmember Ed Gray  
20 Councilmember Arno Zegerman  
21 Councilmember Sue Mu  
22 Councilmember Shane Reese  
23

### 24 Town Staff

25 Town Manager Randy Vosburg  
26 Deputy Town Manager Shawn Purvis  
27 Assistant Town Manager Marty Stone  
28 Assistant Town Manager Demetria John  
29 Town Attorney Laurie Hohe  
30 Town Clerk Allen Coleman  
31 All other staff members will be identified appropriately below  
32

## 33 **[CALL TO ORDER | PLEDGE OF ALLENGIANCE]**

34  
35 **Mayor Gilbert** called the meeting to order at 3:00 p.m. and led in the Pledge  
36 of Allegiance. He acknowledged John Mullis, Director of Public Works, Kathy Moyer,  
37 Electric Utilities Director and Karmen McGee, HR director, as superstars and wished

## DRAFT MINUTES

1 them all a happy birthday. He clarified that today was to only receive the budget  
2 information and there would be more time later for discussion.

3

### 4 **[TOWN MANAGER'S RECOMMENDED BUDGET PRESENTATION FOR FISCAL YEAR** 5 **2026-27]**

6

7 **Town Manager, Randy Vosburg** opened the presentation with a video  
8 highlighting goals for the upcoming fiscal year. He expressed appreciation to staff for  
9 their efforts in preparing the budget. He stated that the proposed budget is  
10 grounded in maintaining stability for the Town while navigating an uncertain  
11 economic environment and continuing to meet community expectations. He noted  
12 that, while the budget does not address every need, it prioritizes the most critical  
13 items to ensure the Town remains steady, reliable, and well-positioned for the future.

14

15 **Town Manager Vosburg** then provided the following budget presentation:

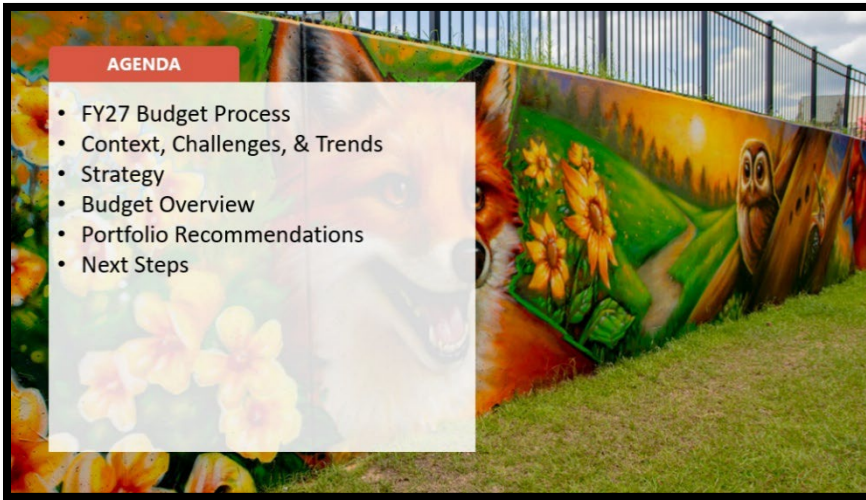
16 **[SLIDE 1]**



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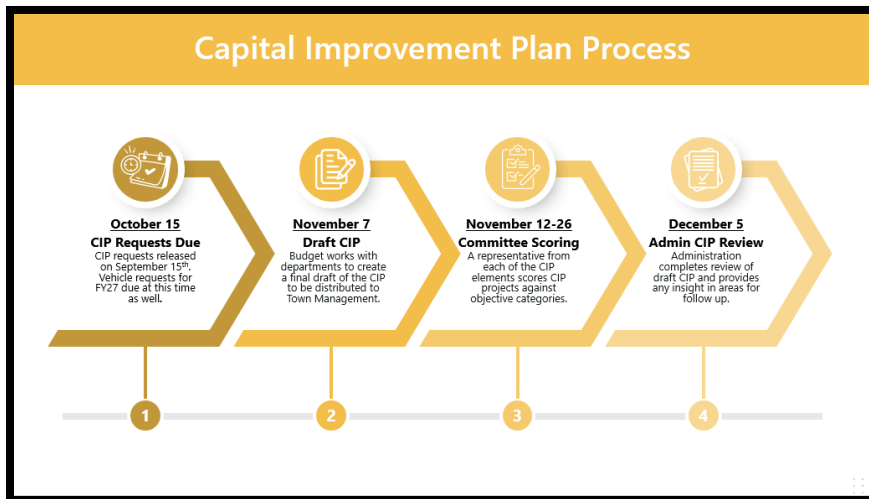
1 [SLIDE 2]



2

3 **Budget & Performance Management Director, Jessica Hoffman**, gave the  
4 next portion of the presentation.

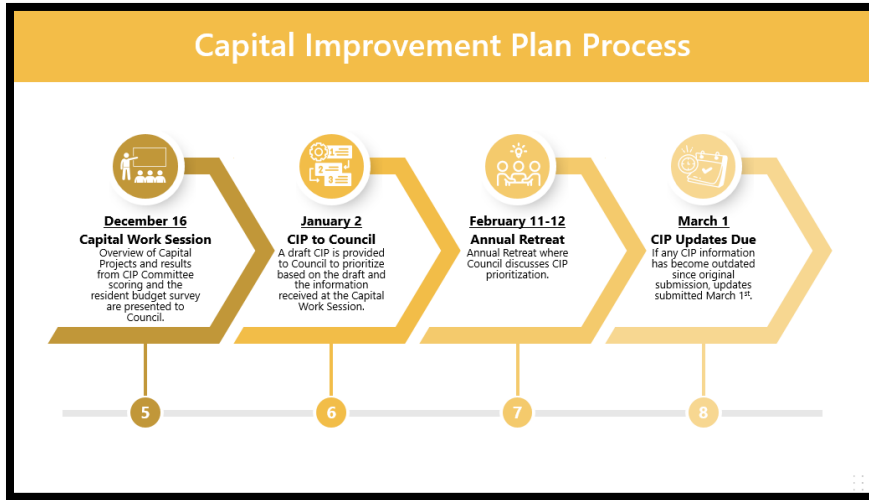
5 [SLIDE 3]



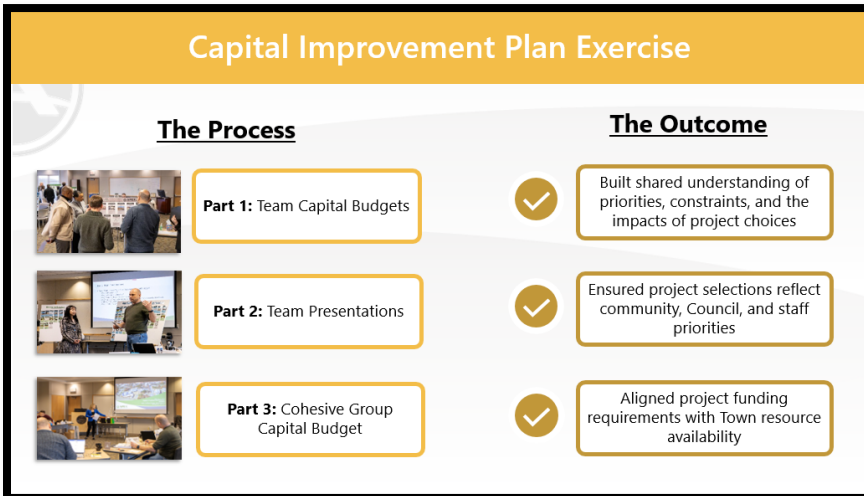
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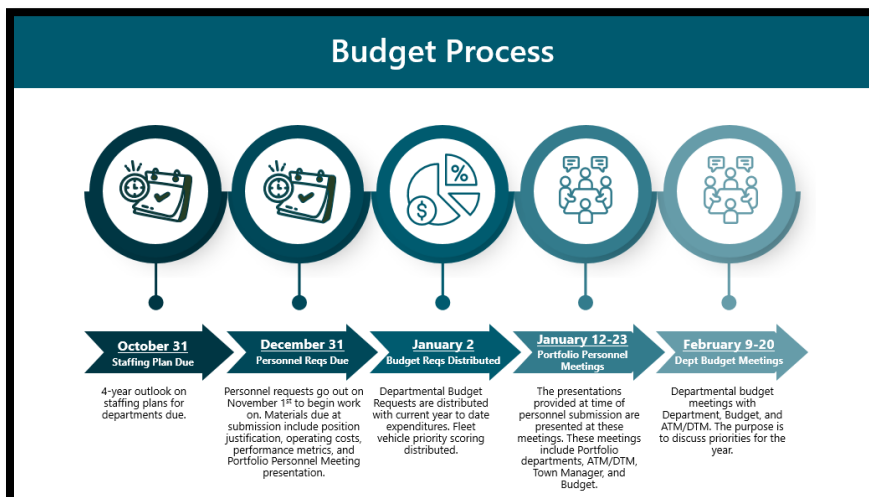
1 [SLIDE 4]



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3 [SLIDE 5]



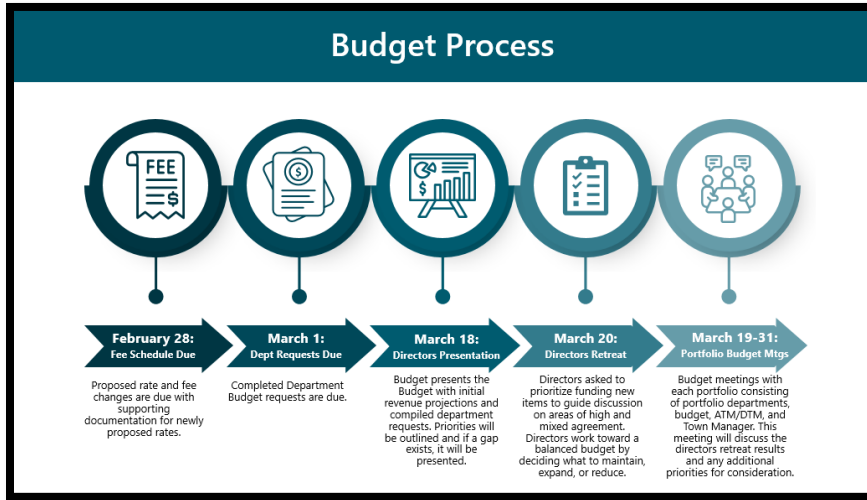
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5 [SLIDE 6]



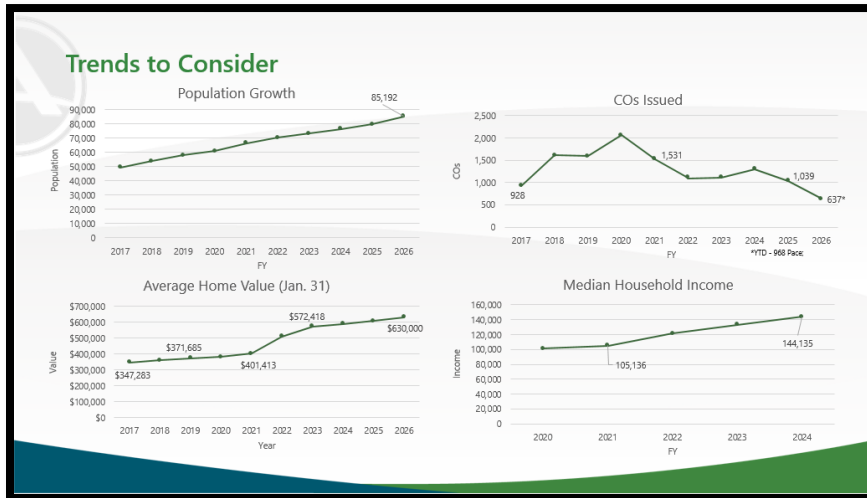
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1 [SLIDE 7]



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3 [SLIDE 8]



4  
5 [SLIDE 9]

### FY26-27 Budget Challenges: Revenues

- **Property Tax**
  - Drop in County Tax Collection Rate
  - 2025 actual assessed value growth 4.02%
    - Originally projected for 5.4%
    - 2026 projected at 3.2%
  - Proposed legislation on property tax reform
- **Sales Tax**
  - Federal level decisions creating uncertainty and volatility in market
  - Increased fuel costs impact sales tax and create more operating expense
- **Interest Rates**
  - Investment earnings down ~35%
  - \$1M impact on General Fund, \$220k on Water Sewer, and \$100k on Electric

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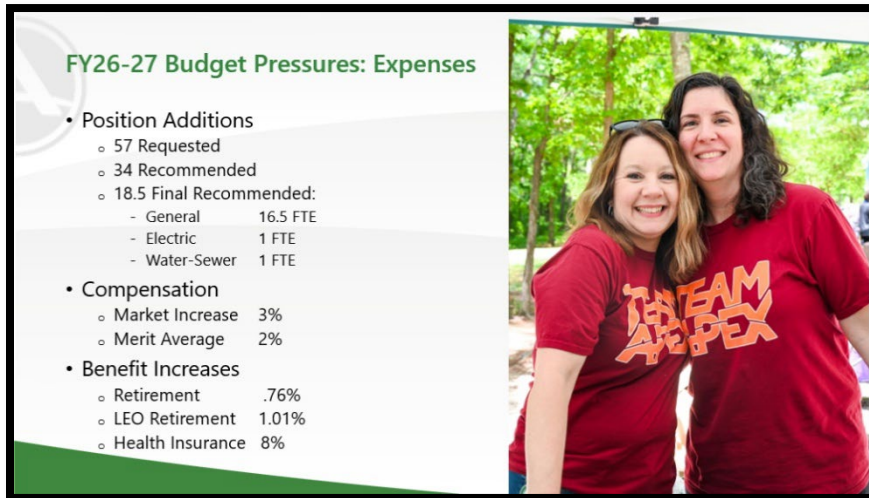
## 1 [SLIDE 10]



**FY26-27 Budget Pressures: Expenses**

- Equipment & Supplies Inflation
  - +3% over March 2025
  - LED lights, pipe, building materials
- Bids Exceeding Engineer Estimates
  - Pump Station+30%
  - LED Light Replacements +166%
  - Salem Streetscape +57%
- Long Lead Times for Equipment & Vehicles
  - Fire Engine: 2+ years
  - Automatic Side Loader: 2 years
  - Transformers: 2 years
  - Electric Poles: 6 months

## 2 3 [SLIDE 11]



**FY26-27 Budget Pressures: Expenses**

- Position Additions
  - 57 Requested
  - 34 Recommended
  - 18.5 Final Recommended:
    - General 16.5 FTE
    - Electric 1 FTE
    - Water-Sewer 1 FTE
- Compensation
  - Market Increase 3%
  - Merit Average 2%
- Benefit Increases
  - Retirement .76%
  - LEO Retirement 1.01%
  - Health Insurance 8%

4  
5 **Town Manager Vosburg** provided additional information regarding employee  
6 health insurance as part of the proposed budget. He noted that open enrollment will  
7 begin May 4 and run for three weeks, with additional information and educational  
8 sessions to be provided by the Human Resources Department. He clarified that the  
9 proposed budget does not include a reduction to PEAK lifestyle dollars.

10  
11 **Town Manager Vosburg** stated that a second health insurance plan option will  
12 be introduced. He noted that the current no-cost premium plan for individual  
13 employees will remain available, and a second, more benefit-rich plan will be offered  
14 with a \$50 monthly premium for individual employees, with tiered rates for  
15 dependent coverage. He further noted that the Town is experiencing an approximate  
16 8% increase in health insurance costs, and that the two plans will differ primarily in

## DRAFT MINUTES

1 premium and co-pay structure. He reiterated that a no-cost premium plan will  
2 continue to be available and that employees will be supported in selecting the option  
3 that best meets their needs.

4

5 **Town Manager Vosburg** continued with the presentation:

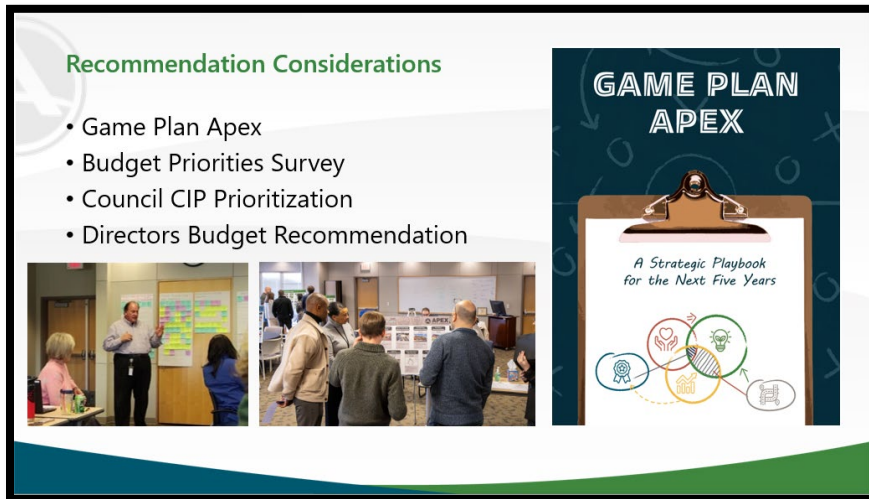
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7 **[SLIDE 12]**



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9 **[SLIDE 13]**




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## 1 [SLIDE 14]

### Survey Results Review

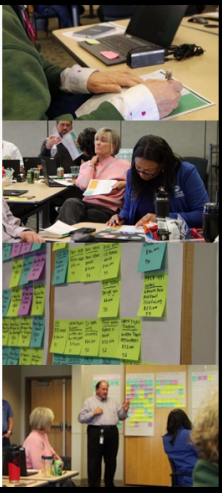
- Responsible Development**
  - Maintain and improve existing roadways 32%
- A Welcoming Community**
  - Improve existing parks and greenways 20%
  - Vibrant and accessible downtown community spaces 19%
- High Performing Government**
  - Competitive employee pay and benefits 32%
  - Professional employee development and training 23%
- Environmental Leadership**
  - Community forestry efforts 30%
  - Improve stormwater runoff and collection 27%
- Economic Vitality**
  - Expand infrastructure to support new & growing businesses 49%



## 2 3 [SLIDE 15]

### Finding Balance


- Directors Budget Presentation**
  - Established a shared understanding of financial constraints and priorities
- Directors Budget Retreat**
  - A unified, director-supported draft budget
- Portfolio Budget Meetings**
  - Enabled transparent discussions to review retreat results, identify gaps, and consider additional funding needs
- Town Managers Budget Meeting**
  - Aligned director priorities with broader organizational goals, refining and balancing the proposed FY27 budget




## 4 5 [SLIDE 16]

### Closing the Budget Gap

General Fund: ~\$24M	
\$2.9M Personnel \$1.3M Operating \$10.3M Capital	\$3.3M Fund Balance \$900K Yard Waste \$5.3M Tax Rate Adjustment

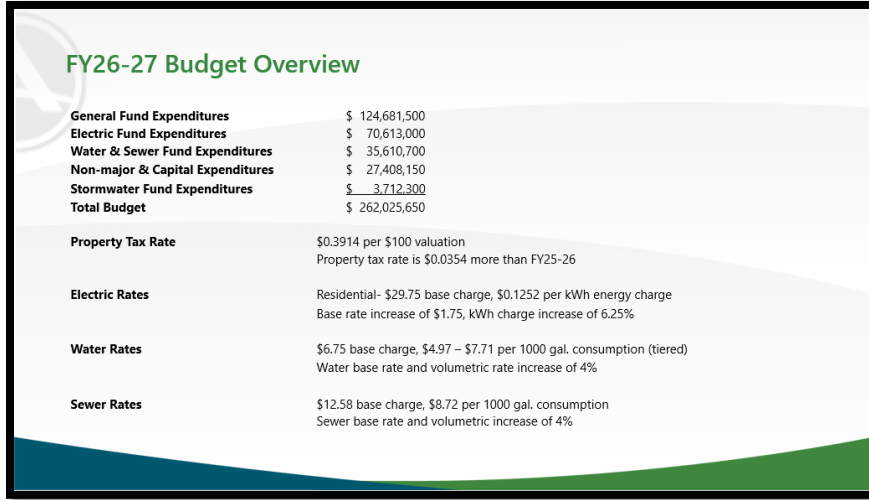




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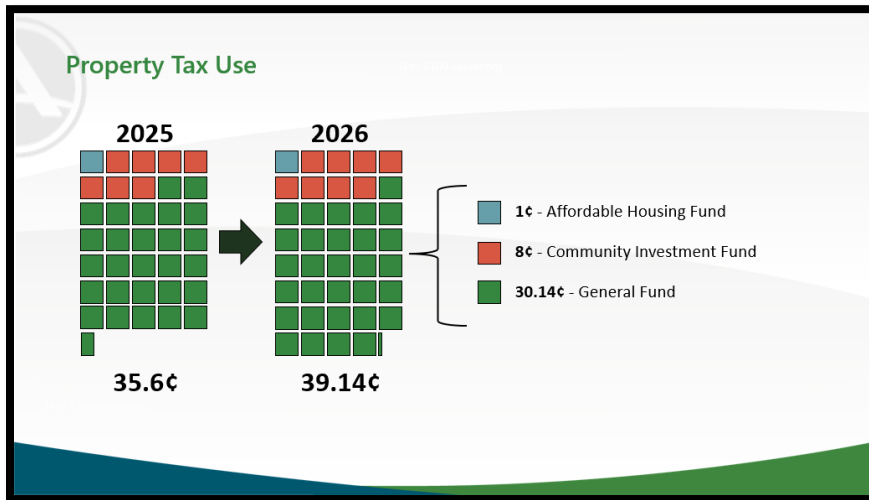
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3 [SLIDE 18]

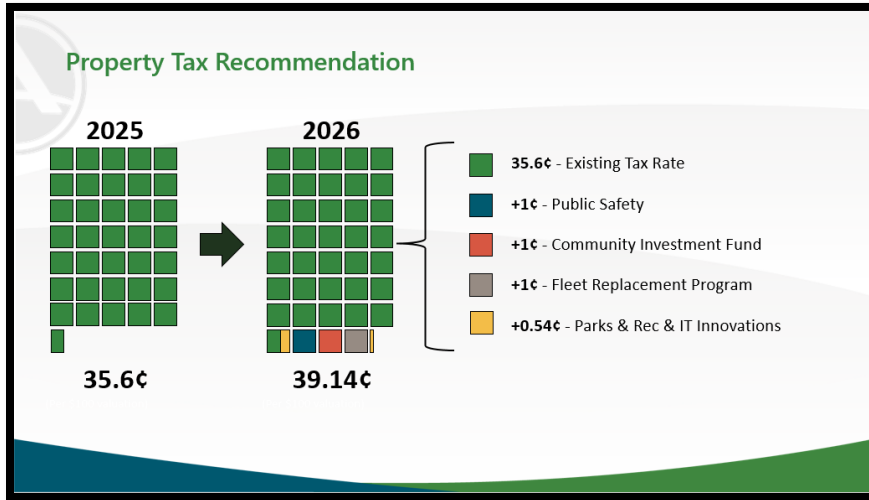


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5 [SLIDE 19]



# DRAFT MINUTES

1 [SLIDE 20]



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3 [SLIDE 21]



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5 [SLIDE 22]

**Property Tax Rate Change Effect for Residents**

Proposed increase: \$.0354

Home Value	Property Tax Rate Comparison						Change (CY-Rec.)	Monthly Change
	\$0.356 (Current)	\$0.366 (+1¢)	\$0.376 (+2¢)	\$0.386 (+3¢)	\$0.3914 (Rec.)			
\$400k	\$1,424	\$1,464	\$1,504	\$1,544	<b>\$1,566</b>	\$142	\$11.80	
\$600k (average)	\$2,136	\$2,196	\$2,256	\$2,316	<b>\$2,348</b>	\$212	\$17.70	
\$800k	\$2,848	\$2,928	\$3,008	\$3,088	<b>\$3,131</b>	\$283	\$23.60	

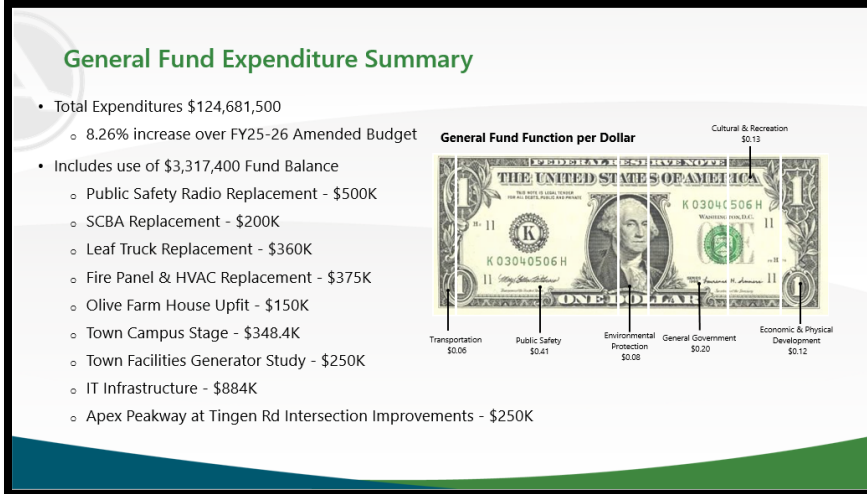
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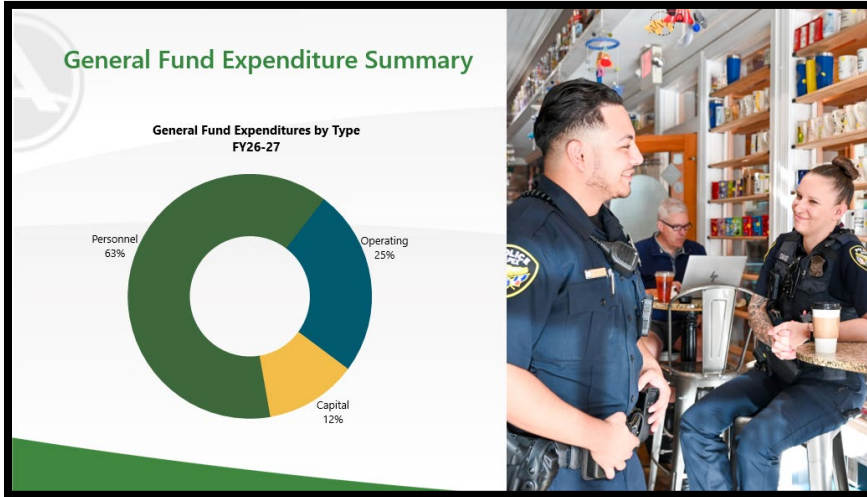
Director Hoffman provided an overview of all the major funds.

## [SLIDE 23]



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## [SLIDE 24]



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# DRAFT MINUTES

1 **[SLIDE 25]**

### Solid Waste Fee Change Effect for Residents

- Yard Waste Collection increase \$3.05
  - 100% Cost Recovery

Solid Waste Monthly Fees			
Rate	Existing	Proposed	Cost Difference
Yard Waste Collection	\$7.83	\$10.88	\$3.05
Roll-out Cart	\$10.35	\$10.35	\$-
Recycling	\$5.44	\$5.44	\$-
Total	\$23.62	\$26.67	\$3.05

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3 **[SLIDE 26]**


### Electric Fund Summary

Total Expenditures \$70,613,000

- 10.25% increase over FY25-26 Amended Budget

**Electric Expenditures by Type  
FY26-27**

Type	Percentage
Purchase for Resale	59%
Capital	14%
Personnel	14%
Operating	6%
Sales Tax	6%
Debt Service	1%



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5 **[SLIDE 27]**

### Electric Rate Change Effect for Residents

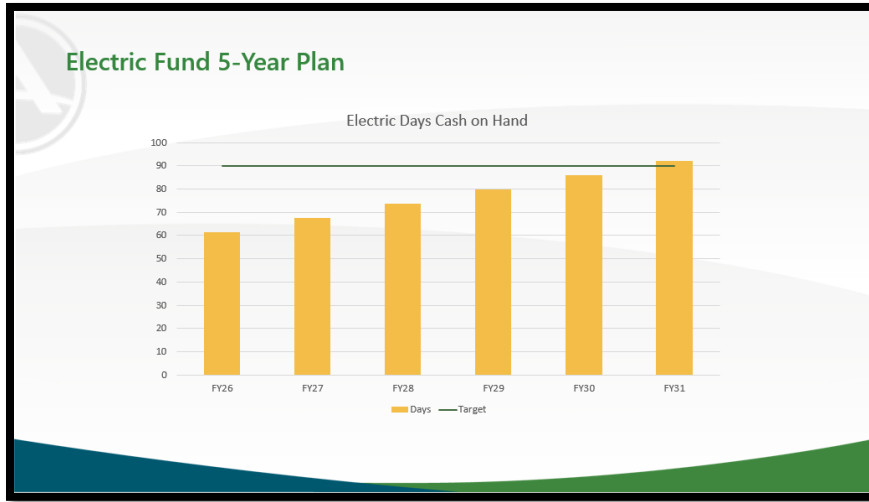
- Base rate increase \$1.75
- Energy rate increase 6.25%

Apex Residential Customers			
kWh	Current Avg/ Month	Proposed Avg/ Month	Monthly Change
950	\$139.91	\$148.66	\$8.78
1,150	\$163.47	\$173.73	\$10.26
1,250	\$175.25	\$186.25	\$11.00
1,350	\$187.03	\$198.77	\$11.74

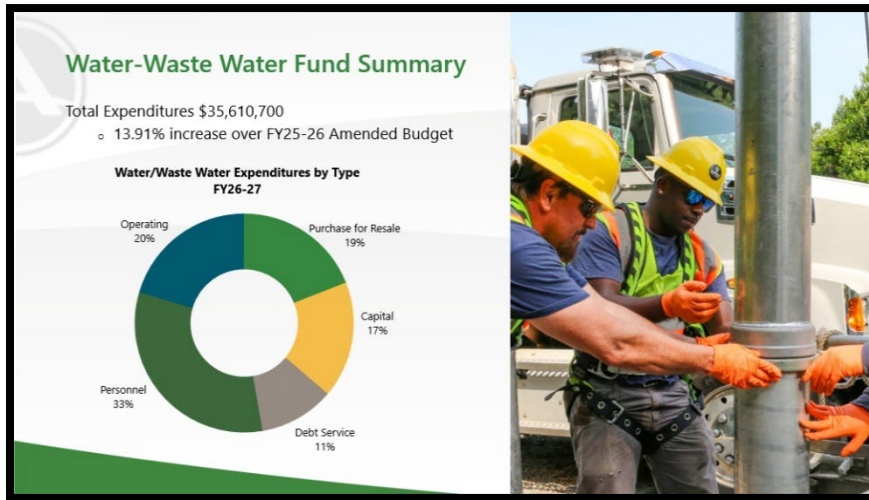
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1 [SLIDE 28]



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5 [SLIDE 30]

### Water & Sewer Rate Changes Effect for Residents

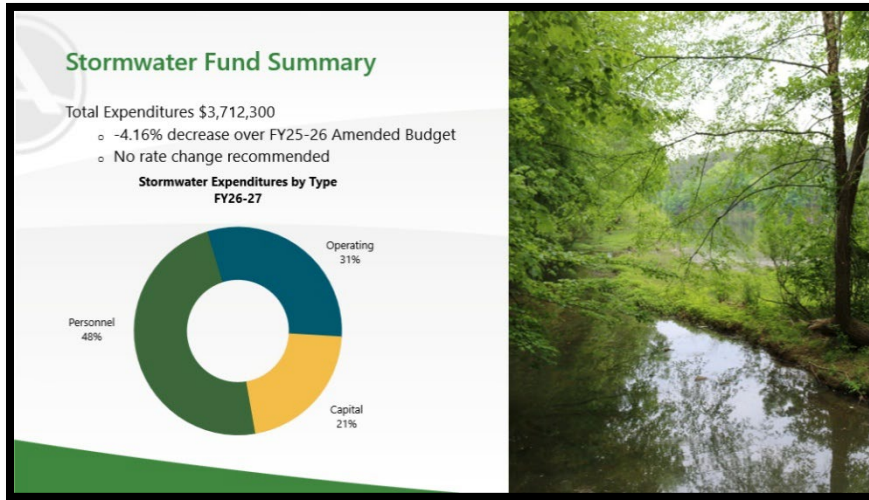
- Base rate increases
  - Water – \$0.26
  - Sewer – \$0.48
- Volume rates increase 4%

Consumption	Water Rates		Sewer Rates		Combined Water & Sewer Total				
	1,000 gals	Existing	Proposed	Existing	Proposed	Existing	Proposed	% Change	Monthly Change
0		\$6.49	\$6.75	\$12.10	\$12.58	\$18.59	<b>\$19.33</b>	4.00%	\$0.74
2		\$16.05	\$16.69	\$28.86	\$30.02	\$44.91	<b>\$46.71</b>	4.00%	\$1.80
4		\$25.61	\$26.63	\$45.62	\$47.46	\$71.23	<b>\$74.09</b>	4.00%	\$2.86
5		\$30.39	\$31.60	\$54.00	\$56.18	\$84.39	<b>\$87.78</b>	4.00%	\$3.39
6		\$35.17	\$36.57	\$62.38	\$12.58	\$97.55	<b>\$101.47</b>	4.00%	\$3.92
8		\$50.49	\$52.51	\$79.14	\$82.34	\$129.63	<b>\$134.85</b>	4.00%	\$5.22
10		\$61.49	\$63.95	\$95.90	\$99.78	\$157.39	<b>\$163.73</b>	4.00%	\$6.34
16		\$125.05	\$130.11	\$146.18	\$152.10	\$271.39	<b>\$282.21</b>	4.00%	\$10.98

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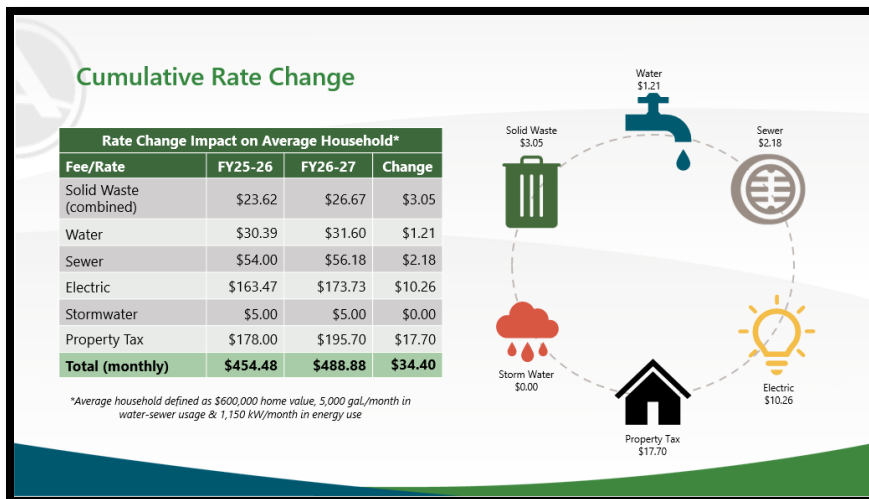
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1 [SLIDE 31]



2  
3 **Town Manager Vosburg** continued with the next part of the presentation on  
4 cumulative rate change.

5 [SLIDE 32]



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7  
8 **Deputy Town Manager, Shawn Purvis,** provided a presentation on the  
9 Performance and Strategy Portfolio.

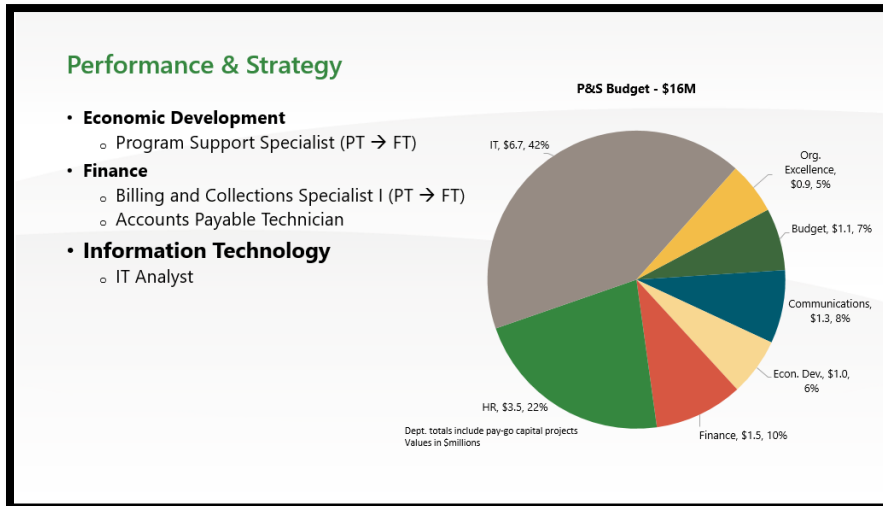
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# DRAFT MINUTES

1 [SLIDE 33]



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3 [SLIDE 34]



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# DRAFT MINUTES

## 1 [SLIDE 35]

**Performance & Strategy:  
Projects & Programs (\$2.32M)**

Finance	Cost
ACFR Reporting Tool Implementation	32,000

Human Resources	Cost
HR Infor Modules	300,000
Pay Scale & Classification Study	85,000

Information Technology	Cost
IT Infrastructure	955,000
Smart Cities & Innovations	817,500

Communications	Cost
Website Redesign	30,000

Budget & Performance	Cost
Strategic Plan Refresh	75,000

Organizational Excellence	Cost
One Apex Academy	3,000
Speaker Series	30,000

## 2 3 [SLIDE 36]

**Performance & Strategy Portfolio:  
Unfunded Opportunities (\$328K)**

Human Resources	Cost
Additional Workplace Safety Initiative	27,500

Economic Development	Cost
Depot Space Planning	20,000
Marketing Plan	15,000
Certified Entrepreneurial Community	25,000

Budget & Performance	Cost
EVSE Infrastructure	101,600
Townwide Solar Initiative	100,000

Communications	Cost
Mailed Community Survey	19,000

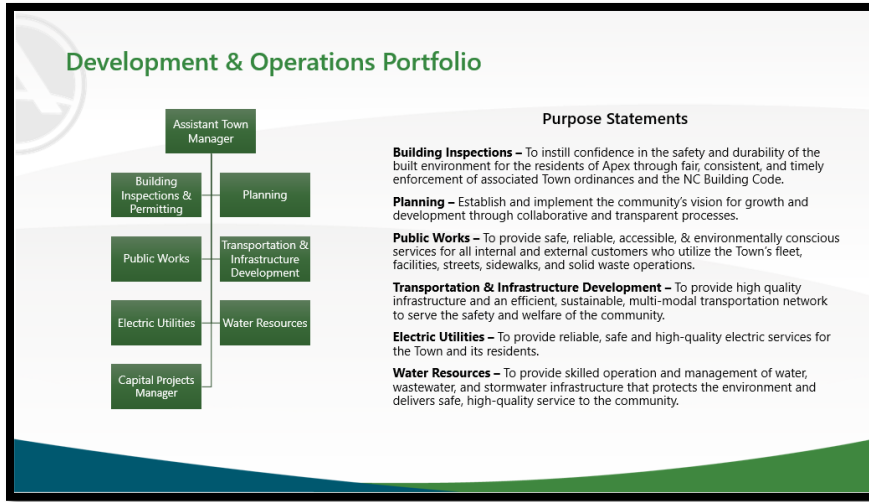
Organizational Excellence	Cost
Multigenerational Study	20,000

4  
5 **Town Manager Vosburg** asked for the Performance and Strategy team to  
6 stand for appreciation.

7  
8 **Assistant Town Manager, Marty Stone** provided a presentation on the  
9 Development and Operations Portfolio.

# DRAFT MINUTES

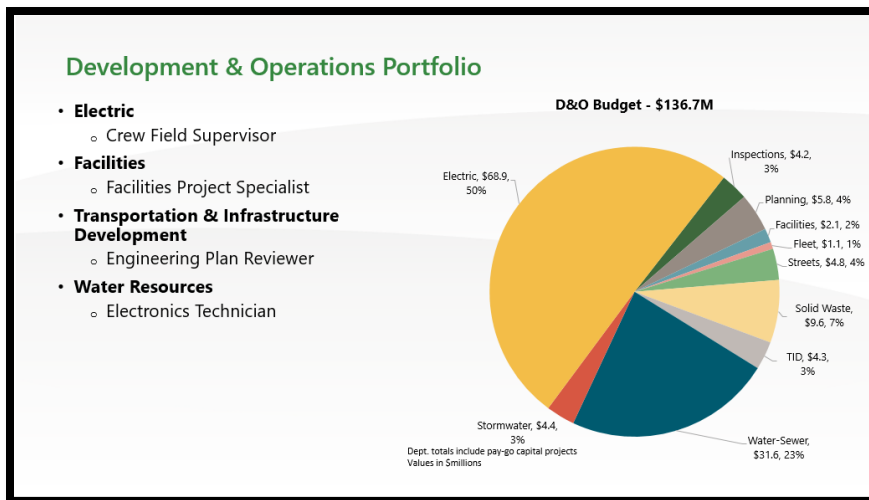
1 [SLIDE 37]



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4 [SLIDE 38]



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# DRAFT MINUTES

1 **[SLIDE 39]**

**Development & Operations Portfolio:  
GF Projects & Programs (\$4.99M)**

Facilities	Cost	Solid Waste	Cost
PWO Office Renovation	45,000	Replacement Vac Truck	360,000
Landscaping Replacement	15,000	New Automated Side Loaders (2)	1,000,000
Senior Center Pump Replacement	13,000	HVAC System Replacement	47,500
Facility Maintenance	50,000	Yard Waste Resident Engagement	50,000

Transportation	Cost	Planning	Cost
Crosswalk Beacon Upgrades	260,000	Plant the Peak	100,000
Vision Zero Traffic Safety	80,000	Transit	1,572,160

Streets	Cost
Annual Pavement Improvements	1,350,000
HVAC System Replacement	47,500

2  
3 **[SLIDE 40]**

**Development & Operations Portfolio:  
GF Unfunded Opportunities (\$2.46M)**

Solid Waste	Cost	Streets	Cost
Leaf Truck Replacement (1 of 2)	360,000	Traffic Signal & IT Camera Technicians (2)	310,800
Rear Loader Truck Addition	350,000	Vehicle & Equipment Replacement	252,000

Fleet	Cost	Planning	Cost
Carpool System (RFID Readers, Reservations, Key Check Out)	95,300	S-Line Mobility Study	100,000
Vehicle & Equipment Replacement	113,000	CSX Rail Relocation Study Phase 2	120,000

Facilities	Cost	Transportation	Cost
Facility Maintenance Mechanic	115,200	Crosswalk Beacon Upgrades	240,000
		Vision Zero Beaver Creek Commons Drive Improvements	240,000

Inspections	Cost
Building Code Official	159,300

\* Position costs include associated personnel, operating, and capital costs

4  
5 **[SLIDE 41]**

**Development & Operations Portfolio:  
Utility Projects & Programs (\$15.43M)**

Water Resources	Cost	Stormwater	Cost
Breakroom Utilization Cubicles	100,000	Street Sweeping	300,000
HVAC System Replacement	95,000	Green Stormwater Infrastructure	100,000
Water Quality Remote Analyzers (2)	104,000	Capitata Crossing Stream Stabilization	175,000
Automatic Water Flushers (3)	90,000	Seagrove Dam Repairs	350,000
Replacement Equipment (Tractors, Trailers, Mower)	125,000	Culvert Street Drainage Repairs	150,000
New (1) & Replacement (3) Vehicles	275,000		
Replacement Tank Truck	300,000	<b>Electric</b>	<b>Cost</b>
UV System Replacement	1,500,000	New Vehicles	183,000
SCADA System Upgrades	230,000	Replacement Vehicles	745,000
Waterline Gaps (Green Level West & Beaver Creek Commons)	315,000	Replacement Digger Derrick	430,000
System Flushing & Inspection	75,000	Emergency Radio Replacements	78,000
Flow Monitors	200,000	System Expansion	4,585,000
		Veridea System Expansion	2,500,000
		East Williams & Green Level Substations	2,425,000

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## 1 [SLIDE 42]

**Development & Operations Portfolio:  
Utility Unfunded Opportunities (\$1.37M)**

Water Resources	Cost
Meter Technician	177,000
Grounds Maintenance Technician	175,600

Stormwater	Cost
Senior Stormwater Engineer	165,800
Stormwater Compliance Specialist	143,300

Electric	Cost
Substation Technician	213,000
Load Management Technician	213,000
Electric Line Technician	130,500
Powerline Arborist	150,800

\* Position costs include associated personnel, operating, and capital costs

2  
3 **Town Manager Vosburg** asked for the team for Development and Operations  
4 to stand for appreciation.

5  
6 **Assistant Town Manager, Demetria John**, provided a presentation on the  
7 Community and Safety Portfolio.

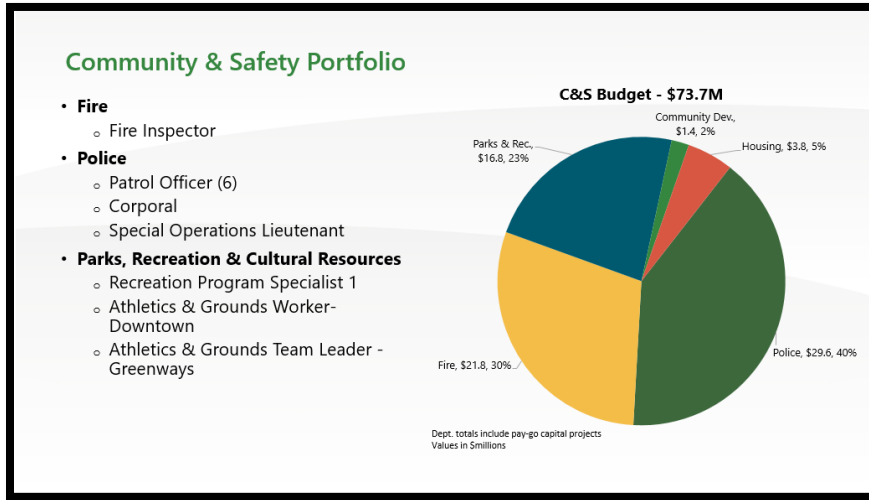
## 8 [SLIDE 43]



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# DRAFT MINUTES

1 [SLIDE 44]



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3 [SLIDE 45]

### Community & Safety Portfolio: Projects & Programs (\$5.83M)

PRCR	Cost	Police	Cost
Athletics Program Expansions	37,000	Public Safety Radio Replacement	500,000
Senior Center Program Expansions	67,000	Replacement Vehicles (25)	1,700,000
Vehicle Additions (2)	103,000	New Software (Forensics, Crash Reporting, Background Checks)	\$20,900
Town Campus Stage (50% Grant Funded)	696,700		
Shade Structures for Pleasant Park	97,000		

CDNC	Cost	Fire	Cost
ACT Outreach Event	50,000	SCBA Replacement	200,000
Community Engagement Mailers	32,000	Thermal Imaging Camera Replacements	25,000
		Ladder Truck - Replacement	2,300,000

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5 [SLIDE 46]

### Community & Safety Portfolio: Unfunded Opportunities (\$7.59M)

PRCR	Cost	Police	Cost
Business Development Supervisor	144,900	Police Officers (8)	2,013,800
PT Pleasant Park Attendant (2)	178,900	Sergeant	278,300
Park Operations Equipment	110,500	Task Force Officer	222,280
ACP Parking Lot Renovations	80,000	CART Mental Health Clinician & Officer	439,400
Replacement Vehicles	70,000	Corporal	243,400
KidsTowne	2,400,000	Rescue Retrieval Van	400,000
		Driving Simulator	220,000
		ALPR Camera Expansion	150,000
		PD Headquarters Development Study	150,000

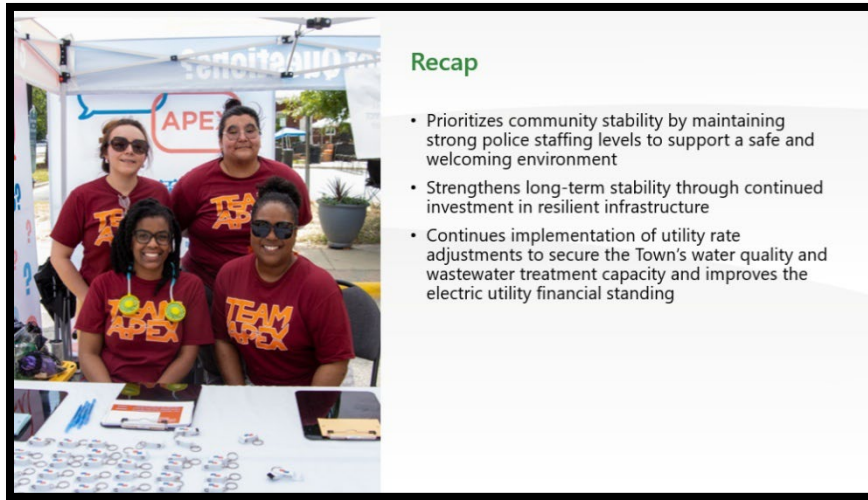
  

CDNC	Cost
Neighborhood Improvement Specialist	199,100

\* Position costs include associated personnel, operating, and capital costs

# DRAFT MINUTES

## 1 [SLIDE 47]



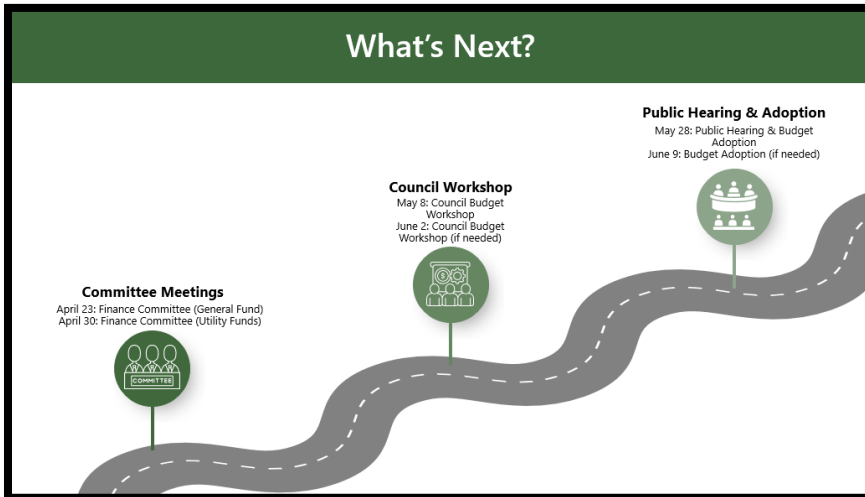
**Recap**

- Prioritizes community stability by maintaining strong police staffing levels to support a safe and welcoming environment
- Strengthens long-term stability through continued investment in resilient infrastructure
- Continues implementation of utility rate adjustments to secure the Town's water quality and wastewater treatment capacity and improves the electric utility financial standing

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**Town Manager Vosburg** asked the Community and Safety Portfolio team to stand in recognition and appreciation. He then proceeded with the final portion of the presentation.

## 7 [SLIDE 48]



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## [COMMENTS BY THE GOVERNING BODY]

**Mayor Gilbert** thanked everyone for all the work on the budget. He said he liked doing this format again this year, and said the Governing Body had work and discussions to do. He asked Council for comments.

**Mayor Pro-Tempore Mahaffey** thanked Town Manager Vosburg and all that worked on the budget and acknowledged it was a very challenging budget year.

**Councilmember Gray** thanked staff for the budget development process. He noted that while there are sometimes questions from the community regarding staff

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1 recommendations on funding needs, the process provides Council with valuable  
2 information and a clearer understanding of the complexity involved in developing the  
3 budget, and what cuts staff feel are most appropriate if they need to be made. He  
4 encouraged residents to review the information and share their feedback, noting that  
5 Council values community input as it considers how to move forward. He also stated  
6 that he would be focused on balancing the budget while also considering the needs  
7 of residents, particularly those on fixed incomes and those experiencing financial  
8 hardship. He also emphasized the importance of maintaining strong funding for  
9 public safety, noting that during times of economic uncertainty, it is important to  
10 ensure appropriate levels of service to support the community and uphold the quality  
11 of life in Apex.

12 **Councilmember Reese** said the budget was like attempting to “thread a  
13 needle”, noting the difficulty of balancing competing priorities. He expressed  
14 appreciation to staff and residents for their involvement in the decision-making  
15 process. He also noted the consistent focus on stability throughout the presentation  
16 and stated that he would be considering the impacts on household budgets,  
17 particularly for residents experiencing financial strain related to rising grocery and gas  
18 prices, as Council works through difficult budget decisions.

19 **Councilmember Mu** thanked all of the staff, Town Manager Vosburg and all  
20 Department Directors. She acknowledged the effort required to prepare the budget  
21 and compile the information presented, and said she would dig into the information  
22 to help inform a responsible decision.

23 **Councilmember Zegerman** thanked all of the staff for their hard work. He  
24 stated that the budget is the most important piece of legislation the Council adopts  
25 each year and reflects the Town’s priorities. He noted the significant effort by staff in  
26 developing the budget. **Mayor Gilbert** closed the meeting by referencing the  
27 opening video and commented that staff featured in the video had a bright future in  
28 movies.

29

### 30 [ADJOURNEMENT]

31 With no further business before the Town Council, **Mayor Gilbert** adjourned  
32 the meeting at 4:34 p.m.

33

Jacques K. Gilbert

34

Mayor

35 Allen Coleman, CMC

36 Town Clerk to the Apex Town Council

37 Submitted for approval by Town Clerk Allen Coleman and approved

38 on\_\_\_\_\_.