

**Special Work Session - Courthouse Security Discussion**

The Sampson County Board of Commissioners convened at 4:30 p.m. on Monday, February 3, 2014 in the County Administration Building. Members present: Chairman Jefferson Strickland, Vice Chairman Jarvis McLamb and Commissioners Albert D. Kirby, Jr., Billy Lockamy and Harry Parker.

Chairman Jefferson Strickland called the Board to order and recognized County Manager Ed Causey who recapped the situation to date. He noted that Judge Parsons had entered an order that as of April 1, 2014 manned screening devices would be used and that by June 1, 2014 panic buttons would be installed at all three court facilities. He explained that at the Board's direction, staff had diligently worked to put together information on the costs to meet the intent of the Judge's order, explained that the information was still being put together as late as 3:00 p.m. that afternoon. He noted that the personnel cost estimates provided were probably as close as possible, but that there could possibly be some adjustments to the equipment costs. He reviewed the general breakdown of anticipated Courthouse security costs for the remainder of the current fiscal year and for the following full fiscal year as follows:

**ANTICIPATED COURTHOUSE SECURITY COSTS FY 2013-14**

Personnel w/associated equipment and supplies (remainder of 2013-14 budget)	\$121,895
Facility improvements and security equipment	<u>\$264,990</u>
	<b>\$386,885</b>

**RECURRING COURTHOUSE SECURITY COSTS (FY 2015)**

Personnel, uniforms and vehicle insurance	<b>\$424,935</b>
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Finance Officer David Clack reviewed the proposed budget amendment allocating the funds in the current fiscal year, noting expenditures to hire five deputies, 2 contracted security guards, the purchase of the related security equipment, and funds for the construction of a command booth to implement the security at the Courthouse. He noted that DSS could support 75% of the cost of a Juvenile Officer because when Juvenile Court was in session, a Juvenile Officer would be in the courtroom anyway. The revenues from housing out-of-county prisoners would be allocated to offset some of the costs (\$326,005), with other revenues from DSS and the Board's contingency account. Mr. Clack noted that there was a lot of capital (one-time) cost in getting this underway. The Sheriff was asked about training the new officers, and he explained that fortunately he currently had a number of dual certified officers he could pull for the new positions; they would still have to be trained, but that there would be time before April for them to do field training. He would then have to fill the positions which would be left vacated.

Commissioner Kirby stated that nearly half a million dollars added to the debt service every year is what concerned him. He stated that it had to be done, obviously. But, he said, he had people from his district going to the Courthouse, and in the afternoons there is never court, and he wondered whether or not moving around the schedule could do something to eliminate that process and save the taxpayers some money. He stated that it was rare that they have court after twelve o'clock in Sampson County. He noted that in places such as Duplin, where the number of cases are commensurate with cases here, they rotate. They don't have criminal court every week; they rotate it every other week. Sometime they have big calendars, but they get by. He stated that he understood that the Clerk did not like the idea of having criminal court every other week, as opposed to every week or changing the schedule, but the more his constituents talk to him about it and the more that he sees it -he is up in court almost every day - it is rare that he sees court after twelve o'clock. He stated that he sees four bailiffs in one courtroom because they leave one courtroom and there is nowhere else to go; when one court finishes they move over to another one. He stated that in the long run, unless there is some more revenue coming in, he predicted they were going to have to hit the taxpayers with a tax increase that would not going be pleasant or would have to cut services. He stated that he understood it was not the Board's doing, it is what the Resident Superior Court Judge says, but you can't say "I don't want that" if it is something that might save the taxpayers \$500,000, because people are going to wonder. He stated that he was only echoing what people were saying to him and what he saw. . It might be that they could not do it, but they used to do when he first came back to Sampson County to practice law. They had criminal court every other week, and according to Mr. Norman Wayne Naylor himself the caseload has not increased. It is about the same number of cases as when he started practicing law here in Sampson County back in 1990, in general.

Chairman Strickland noted that his same argument came up three years ago, and the County Manager noted that in the Courthouse Security Committee meetings there had been significant discussion as to whether the court facilities could be reduced to two buildings. He stated that they were told by several judges at the time - Judge Thagard and Judge Lanier - that three were what was needed. This time, Mr. Causey stated, Judge Parsons told the Board that there was not a question of reducing the courts. However, he stated, staff was prepared to do as the Board directed.

Commissioner Kirby reiterated that he was only echoing facts as someone who practices law there in Sampson County and in Duplin County. He acknowledged that judges in Duplin County hate it. But, he stated, he wanted someone to explain to him why it would not work in Sampson County, and he would be 100% satisfied and he could tell the people who come up to him all the time about courts starting at 10 o'clock and ending at twelve o'clock. Sheriff Thornton noted that before he was elected in 2002 he was the District Manager over Probation for Sampson, Duplin and Jones, and he had twice the staff in Sampson as Duplin because the caseload was larger in Sampson

County (twice the criminal cases). Commissioner Kirby stated he had checked with the Clerk and the cases for civil and criminal were static, but if what the Sheriff were saying were true that may be the reason for the need for more courtrooms. Commissioner Lockamy stated that it looked like the judges have been fair and honest, and if they could have moved the courts around to save the taxpayers they would have done it, that they had been very patient with the Board with regard to security.

Commissioner Kirby emphasized that he was not insinuating that any of judges would do anything that was not aboveboard. He stated that his vote was not no, but he was troubled if they did not do everything in their power to avoid spending nearly a half million a year of the taxpayers' money. He stated that it was going to get harder every year to swallow.

Commissioner Kirby discussed how he worked when he was a DA in Cumberland County, starting earlier. Chairman Strickland observed that it was not the Board's charge to arrange the court calendar for Sampson County; it was the judges'. It was the Board's charge to provide security. Commissioner Kirby replied that if the court system's way of arranging the calendar was costing the taxpayer a half million dollars a year, the Board had a responsibility to say something to them about it.

The Board then continued to discuss the possibility that the revenues from housing out-of-county prisoners next year could cover the ongoing costs for security. Commissioner Parker cautioned that this was speculation, that the Board must consider other alternatives that would impact taxpayers. Chairman Strickland suggested that once the Board voted on the matter, two commissioners and the Manager visit with Judge Parson to see if there were any "wobble room" in the scheduling to save money. The need to seek legislative approval of increases in facilities fees, misdemeanor confinement fees was discussed.

Upon a motion made by Commissioner Lockamy and seconded by Commissioner McLamb, the Board voted unanimously to approve the following budget amendment to fund the personnel and equipment costs to implement Courthouse security measures:

<u>Expenditure Account Code</u>	<u>Description (Object of Expenditure)</u>	<u>Increase</u>	<u>Decrease</u>
11141600-555000	Capital outlay other	235,000.00	
11141600-558000	Bldg Improvements	25,000.00	
11243100-512100	Salaries	33,525.00	
11243100-518100	FICA	2,085.00	
11243100-518120	Medicare FICA	495.00	
11243100-518278	Retirement	2,520.00	
11243100-518300	Group insurance	4,675.00	

11243100-518400	Dental insurance	135.00	
11243100-518900	401k supplemental retirement law enf	1,680.00	
11243100-545000	Insurance	1,725.00	
11243100-521300	Uniforms	14,590.00	
11243100-526200	Department supplies	8,665.00	
11243100-526201	Equipment	10,000.00	
11243100-552000	Capital outlay data processing	12,500.00	
11243100-555000	Capital outlay other	15,000.00	
11243100-544000	Contract services	14,300.00	
11998110-596053	Transfer to DSS	8,630.00	
11999000-509700	Contingency		30,000.00
13553100-544101	Juvenile officer (Sheriff)	34,520.00	
<b><u>Revenue Account</u></b>	<b><u>Source of Revenue</u></b>	<b><u>Increase</u></b>	<b><u>Decrease</u></b>
<b><u>Code</u></b>			
11034320-404212	Housing out of County	326,005.00	
11034310-409624	DSS contract	34,520.00	
13535310-403300	DSS administration	25,890.00	
13535310-409600	County contribution	8,630.00	

It was determined that the Chairman and Commissioner Kirby would visit with Judge Parsons regarding court security and court scheduling, along with the Manager, Sheriff Thornton and Public Works Director Lee Cannady.

County Manager Ed Causey briefly discussed a request from the Probation Office for additional space. He explained that due to changes at the Courthouse Annex for courthouse security and the unavailability of space that the Clerk of Court is using, the only space that is available is a modular unit on the County Complex currently attached to Inspections and used for storage for Inspections and Recreation. He explained that this has been discussed with Probation, and they pointed out that if used the County would need to add a bathroom for drug testing. They would like to have the entire building, but the County Manager stated that due to anticipated changes in Planning he was reluctant to recommend this. He recommended that we provide the three offices, with renovations for a bathroom, understanding that we may have to provide wiring, if the building wiring is not adequate for state standards, and possibly some furniture. Mr. Causey stated he has informed Probation that renting them space was not an option. Public Works Director Lee Cannady estimated that the work could be done for around \$15,000 - \$20,000.

Upon a motion made by Commissioner McLamb and seconded by Commissioner Kirby, the Board adjourned to their regular meeting.

## **Sampson County Board of Commissioners Regular Meeting**

The Sampson County Board of Commissioners convened for their regular meeting at 7:00 p.m. on Monday, February 3, 2014 in the County Auditorium, 435 Rowan Road in Clinton, North Carolina. Members present: Chairman Jefferson Strickland, Vice Chairman Jarvis McLamb and Commissioners Albert D. Kirby, Jr., Billy Lockamy and Harry Parker.

The Chairman convened the meeting and called upon Commissioner Kirby for the invocation. Commissioner McLamb then led the Pledge Allegiance. The Chairman thanked the Department of Transportation, Public Works and others who worked to ensure the safety of others during the winter weather of the previous week and complimented the staff of the County Manager's office in getting the agendas out in advance of office closures for the storm.

### **Approval of Agenda**

Upon a motion made by Commissioner McLamb and seconded by Commissioner Parker, the Board voted unanimously to approve the agenda as published.

### **Item 1: Roads**

Monthly Report - NCDOT District Engineer Keith Eason reviewed the plan for road resurfacing in the coming fiscal year, noting that primary and secondary resurfacing would be let as one contract:

#### Primary Routes:

- US 701 from Bladen Co line through Garland
- 701 South Bypass, area from northern part of bypass to just past North Blvd.
- NC 242 from NC 411 Roseboro back to 24 (through downtown Roseboro)
- US 701 from Hobbton School to Johnston County line

#### Secondary Routes:

- SR 1338 Rabbit Street and Harnett Church Road
- Autry Mill from Highway 13 to SR 1006
- Tew Road from SR 1006 to Highway 13
- Giddensville Road from NC 403 to NC 50 to Duplin County line
- Suttontown Road from Highway 701 to NC 50 to Suttontown

The roads will be worked on in regions as the contractor's schedule allows. Commissioner Kirby asked how the plan was determined, and Mr. Eason explained that it was primarily based on road condition, but also the amount of traffic that travel

the roads. Commissioner Parker expressed his appreciation for the work done on NC 242 outside of Roseboro. There were no comments from the public in attendance.

## **Item 2: Planning and Zoning Items**

TA-1-14-1 The Chairman opened the hearing and recognized Planning Director Mary Rose who reviewed the request to amend the Sampson County Zoning Ordinance to include Section 9.7 Business and Industrial Signs (off premises), which had been unanimously recommended by the Planning Board. Ms. Rose reviewed each provision of the text amendment, requested by George Hi Plantation to allow for off-premises signage in order for patrons to find their business. (The applicant was present, but had no comments.) Commissioner Kirby noted that the amendment did not speak to a situation where the sign might interfere with the visibility by an adjoining landowner and asked how this might be addressed. Ms. Rose stated that the 10 foot setback from the road right-of-way and from an adjoining property line should address this adequately. Commissioner Kirby asked if there were a mechanism by which the adjoining property owner could come before the Planning Board, and Ms. Rose stated not at this time. Commissioner Kirby noted that his concern was there was no ability for adjoining landowners to appeal, and Ms. Rose stated that the only mechanism through zoning would be that directional signage would be required to have a special use permit, with a site specific application, thus providing an avenue for adjoining landowners to speak. In this specific case, there was a public notice of the hearing, but it was not sent to the adjoining landowners because it was a text amendment, not a rezoning. There being no further comments, the hearing was closed. Upon a motion made by Commissioner Kirby and seconded by Commissioner Lockamy, the Board voted unanimously to approve the request to amend the Sampson County Zoning Ordinance to include Section 9.7 Business and Industrial Signs (off premises) as recommended by the Planning Board.

Planning Board Appointments Upon a motion made by Commissioner McLamb and seconded by Commissioner Parker, the Board voted unanimously to reappoint Gary Mac Herring and to appoint Gary Henry to the Sampson County Planning Board.

## **Item 3: Reports and Presentations**

Presentation – Sampson County Farm Bureau Tate Pope, President of the Sampson County Farm Bureau Federation Board of Directors, and Eloise Register, Chairperson of the Sampson County Farm Bureau Women, presented the Board of Commissioners with tote bags of Sampson County food products in appreciation of their service to the community.

Staff Report – Update on the Wellhead Completion Project Public Works Director Lee Cannady and Matt West and Matthew Watt of Dewberry engineering firm were

present to provide an update on the wellhead completion project. Mr. Cannady reported that they were nearing the completion of the project and turning on the wells and were seeking the Board's direction with regard to remaining project grant funding. Mr. West reported that the two production wells were nearly complete (one on NC 403 and one on Old Warsaw Road - with a combined safe yield of 800,000 gallons of water per day). He stated that his firm had certified the wells and expected approvals from DENR any day, which would be followed by performance of some additional testing to be sure that the wells would fill the tanks. He estimated that the project should be substantially complete within 7-10 days, assuming no more weather delays. When the wells come online, the amount of water purchased from Dunn should be reduced by 50%, he estimated. He stated that this will have to be refined as this goes on, that Mr. Cannady and his staff will have to make sure the operation makes sense and determine what scenario works best for their system. The good news for the project budget, he added, was that there was \$375,000 in contingency of the grant funds remaining (loan monies had to be expended first), but USDA does have restrictions on how these funds may be used. The use must have been addressed in the preliminary report and environmental assessment, so based upon that there were two options for the use of the remainder of the funds - the construction and development of a well near the Hobbton tank on 701 North or the construction of water transmission lines to connect the northern part of District II (north of Highway 24) with the southern part of District II (south of Highway 24). Mr. West stated that in addition to the groundwater supplementing the water being purchased from Dunn, transmission lines would supplement the water currently being purchased from the City of Clinton. He stated that the construction of the transmission lines was the recommended option at this time, which would consist of approximately 3600 linear feet of 12-inch water main on Old Warsaw Road, approximately 6100 feet of 8-inch water main on Matthis Road, approximately 5900 linear feet of 12-inch water main on Moltonville Road, with the line from NC 24 to Moltonville connecting at Rowan and Beamon Woods Roads to provide the link to the south. He stated that this is the County's best option to maximize the use of the funds; the siting of a well would be a little more of a risk. It will serve as a baby step to provide an additional supply to the southern districts, but not to add customers at this point because they are transmission lines. To move forward, he recommended that the County authorize Dewberry to design and permit the additional line improvements. Since there is a contractor currently under contract to complete the wellhead design, the County can negotiate with this contractor or seek other prices; however, there is a time crunch. USDA has explicitly notified the County that the grant funds must be expended no later than September 1, 2014. Negotiating with the current contractor will save some time, he noted. Once the negotiations are completed, the change order would be brought back to the Board for approval to proceed with construction. Commissioner Kirby asked if the County could ultimately be independent of the need to purchase water from other entities and if it could ever be the "exporter" of water to other local governments, and Mr. West stated that it may be down the road, but that Sampson County was sitting on a large groundwater resource. Upon a motion

made by Commissioner Lockamy and seconded by Commissioner Kirby, the Board voted unanimously to accept the recommendation of the engineer to utilize the remaining grant funding to construction transmission lines, to authorize Dewberry to design and permit the additional line improvements.

Staff Report - Feasibility of Planning Position Co-Located at Inspections/Environmental Health County Manager Ed Causey noted that at the Board's last work session, staff was asked to work toward co-locating a Planning staff person in the offices of Inspections (adjacent to Environmental Health). He stated that he and Planner Mary Rose and Inspections Director Myron Cashwell were having ongoing discussions, as evidenced in the materials provided in the Board's agenda. He noted that the group was targeting July 1<sup>st</sup> as a start date, as the City was hiring a new planning staff member and wished to get them hired and trained first so they could work a rotation in the process. Mr. Causey stated that he saw no major roadblocks to the plan at this time. In response to Board questions, Ms. Rose noted that there could be some one-time costs for a computer, desk, chairs, a filing cabinet, and an additional ongoing ARC GIS license at approximately \$750 per year. The Board noted that this would provide a convenience for citizens, thanked the staff and asked them to proceed.

**Item 4: Action Items**

Public Hearing (continued from December 18, 2013) - Consideration of Appropriations and Expenditures for NOVI Carolina Digester III, LLC (site 2) The Chairman opened the hearing and recognized Economic Developer John Swope. Mr. Swope requested that the hearing be continued to April to allow for additional negotiations with the landowner. Upon a motion made by Commissioner Lockamy and seconded by Commissioner Kirby, the Board voted unanimously to continue the public hearing until their April meeting.

Public Hearing - Naming of Private Roads The Chairman opened the public hearing and called upon Assistant County Manager Susan Holder who reviewed the recommendations of the Road Naming Committee. There were no other comments, and the hearing was closed. Upon a motion made by Commissioner Kirby and seconded Commissioner Parker, the Board voted unanimously to name the private roads as follows:

PVT 1842 333 141 266	Valencia Drive
PVT 1842 333 141 400	Faith Lane
PVT 1842 333 141 266 51	Love Lane
PVT 1842 333 141 266 95	Hope Lane
PVT 1325 1561	Wolf Trail Lane

Tax Department - Report of Unpaid Taxes and Request to Advertise Tax Administrator Jim Johnson was present and reported the amount of unpaid taxes for



the current fiscal year which were liens on real property as of January 31, 2014 was \$3,381,030.59. He reported that, by comparison, last year's figure was \$3,518,474.05. Mr. Johnson requested authorization to advertise the unpaid taxes on April 3, 2014, with a deadline for payment to avoid publication being March 28, 2014 at 5:00 p.m. Upon a motion made by Commissioner McLamb and seconded by Commissioner Lockamy, the board voted unanimously to approve the request.

Tax Department - Scheduling Board of Equalization and Review Hearings Mr. Johnson asked the board to consider setting dates for the 2014 Board of Equalization and Review hearings. Upon motion made by Commissioner Kirby and seconded by Commissioner Lockamy, the board voted unanimously to schedule the Board of Equalization hearings for April 22, April 24 and April 29, each session to convene from 1-6 p.m.

Request to Board of Elections to Conduct Alcohol Beverage Referendum County Attorney Joel Starling reviewed a memorandum explaining the procedure for calling for calling alcoholic beverage elections under Chapter 18B of the General Statutes. He noted that the process had changed somewhat since the Board first discussed the issue in 2012. No longer was there a floating 60-120 day time window the request would have to "squeeze" into in order to time an election. Now, he noted, it is conducted in the way that a special election is done, which means for the County's immediate purposes, the next available election would be the primary election in May, or at another general election. He explained that either the citizens of the County could circulate a petition signed by 35% of the registered voters, or the governing body can issue a written request (a resolution) requesting that the County Board of Elections conduct an alcohol beverage election. The statute requires that the resolution specify the types of elections, and Mr. Starling described the way each were set out in the statute with regard to malt beverages and unfortified wine. For malt beverage elections the different propositions are: (1) to permit the "on-premises" and "off-premises" sale of malt beverages; (2) to permit the "on-premises" sale only of malt beverages; (3) to permit the "off-premises" sale only of malt beverages; or (4) to permit the "on-premises" sale of malt beverages by Class A hotels, motels, and restaurants only and to permit the "off-premises" sales by other parties. For unfortified wine elections the different propositions are: (1) to permit the "on-premises" and "off-premises" sale of unfortified wine; (2) to permit the "on-premises" sale only of unfortified wine; or (3) to permit the "off-premises" sale only of unfortified wine. Mr. Starling noted that a countywide election would not affect municipalities which have already approved a certain type of alcoholic beverage election; for instance, a disapproved election would not rob a municipality of its approved election. By the same token, he noted, if there is a municipality that has not approved an alcoholic beverage election, and it is approved in the county, it will be approved for the whole county and municipalities cannot go back and disapprove the County's action. Mr. Starling also noted that there were additional provisions and restrictions for ABC stores and mixed beverages, but he was limiting his discussions to

malt beverages and unfortified wine because those all the items the Board had indicated they were specifically interested in at the time; these could be added to the request to be on a ballot as well.

Commissioner Lockamy discussed the value of the allowing the sale of alcoholic beverages in restaurants, hotels and motels off of Interstate 40. Commissioner Kirby moved that the resolution be adopted as presented with the date of the May 6 primary, as it contains all the provisions for malt beverage and unfortified wine exactly as they appear in the statute. Commissioner Parker seconded the motion. After subsequent discussion about potential concerns with having a number of broad options, the motion passed unanimously. (Copy filed in Inc. Minute Book \_\_\_\_\_, Page \_\_\_\_\_.)

Award of Bid for Comprehensive Review of Job Classification, Compensation and Benefits Programs County Manager Ed Causey noted that this item was something that had been discussed for a long time; in the fall, the Board had authorized staff to prepare and distribute a Request for Proposals for a pay, classification and benefits study. He explained the process used to solicit and evaluate the proposals received and reported that Springstead Incorporated had the highest score and was recommended by the evaluating team at a rate of \$46,578. He reported the positive references received on the company, including the NCACC, and discussed the thorough process to be used by the vendor, which had been well recommended by their references. Mr. Causey stated that if the Board was committed to going forward with implementing whatever a consultant's recommendations might be, over a period not to exceed four years, then he recommended awarding the bid for the pay study to Springstead.

Commissioner Parker asked if an efficiency study would be done first, and Mr. Causey responded that he had sent the Board some information in the past six or eight weeks and had not heard any feedback from any of the Board members of their interest. He noted that the estimated cost for an efficiency study was about \$100,000, and often they point out that more resources are needed rather than less. Commissioner Parker asked if the staff could do an efficiency study, and Mr. Causey stated that he did not think that they had the experience or the background to do so.

Commissioner Lockamy questioned if the funds to complete the study were budgeted, and Finance Officer David Clack stated that they would have to come from Contingency. Implementation costs would be phased in over a three to four year period. Chairman Strickland asked how it would take to complete the study, and Mr. Causey stated that it should take about 120-150 days.

Commissioner Kirby stated that he was regrettably unable to support the administration recommendation at this time, and offered a sincere and honest apology if there had been a misunderstanding. He stated that he was under the impression that they were looking at conducting an efficiency study, as a matter of fact when he met

with the Manager and staff, he echoed the same theme of what could be done to improve productivity, enhance government services by evaluating job responsibilities and duties, eliminating positions if we could, and to what extent would eliminating positions have on the level of service. He noted that he was not talking about firing anyone, but by eliminating positions through retirement – how could those jobs be replaced by technology, or by changing duties. He stated he wanted to know to what extent the County could eliminate duplication of efforts and replace human efforts with technology. Mr. Kirby stated that he did not believe that the County had the money to fund a pay increase at this time, with school debt service coming online, Courthouse security that was just voted for at \$500,000 per year forever, and building infrastructure in need of funding. Mr. Kirby added that he was unable to agree with the way the recommendation is stated, “if the Board is prepared to implement the consultant’s recommendations, “which, in other words, he stated, sounds like a blank check. He stated that he did not believe that they needed to spend one penny to have a consultant tell us that we need to pay our employees more money. He noted that he did not think there was a commissioner sitting on the stage that did not understand that employees needed to get more money; the problem is that the County does not have the money. He stated that the only way to get it done would be to raise taxes substantially on the citizens, and he could not commit to a blank check.

Mr. Causey apologized for any misunderstanding he may have caused. He recalled that the meeting Mr. Kirby referred to was with Mr. Steve Allan of Solutions, Inc. At the end of those conversations, Mr. Allan had stated that it was not an efficiency study the County was seeking, but a staff development plan, which would be done for about \$30,000. This was shared with the Board, and to Mr. Causey’s recollection, no one asked him to pursue it. Mr. Causey also noted that he had talked with a second company regarding an efficiency study, and they offered to provide proposal. A preliminary proposal was provided to the Board. The company asked that it not be shared for public discussion unless the Board was interested in doing the study, and Mr. Causey noted that he received no feedback from the Board on their interest in pursuing it. With regard to the pay plan RFP, Mr. Causey stated it was not his intent to say that the Board was required to implement what the consultant recommended, only that if the Board had any reluctance in trying to implement their findings in a reasonable amount of time, then the Board may not wish to pursue the project. Mr. Causey stated that he fully recognized that the County had dire challenges, most of the challenges we have had since he had been here, including the infrastructure, which points out that at some point in time we are going to have to have a plan to address the challenges and their full costs. He cautioned that the current pay system was “corrupted” in the sense a copper pipe gets corrupted and is hard to use. He noted that if the County does not proceed now and tries to seek bids again later, it could be difficult to get companies to bid.

Commissioner Lockamy stated that the County has had work sessions and has not accomplished anything, and has spent more money than it saved, but they had tried. He stated there was a problem with salaries and positions, and the County Manager was asking for help from a professional firm. While he agreed with Commissioner Kirby that the County did not have the money, but the County had employees leaving; the County trains them and they leave for higher wages.

Veterans Services Director Ann Knowles was present and asked to speak. She stated that she was probably one of the longest serving employees at 39 years. In her employment, she noted, the County had had three efficiency studies since 1975, and they weren't worth five cents. With regard to bringing technology in to replace some positions, she stated she hoped she never saw the County replace employees with an answering machine. She discussed how hard it was to get medical assistance for a person, pushing ten different buttons, not able to talk to a person for assistance. That is not what they wanted for the citizens of the County, she stated. She stated that people want to do a good job, but they need money to raise their families. Two parent incomes are no longer the norm, she added. She asked the Board to work on some solution for the employees, noting it was too late for her, she cannot retire at her low salary. The issue is the debt the County chose to have, she said, and was supposed to raise taxes to pay, but did not. County employees are footing the bill, she stated. She pled with the Board, especially Commissioner Parker as a former County employee, to think about the employees' future.

Chairman Strickland expressed concerns regarding the uncertainty on the recommendations for implementation. Commissioner Lockamy asked about other counties who had completed similar studies and staff noted that surrounding counties, such as Pender, Brunswick, Robeson, Onslow, Craven, Person, Lee had completed such. Commissioner Lockamy asked if this is why they are paying higher salaries, and staff explained that many have done a market study and are set up to adjust for market increases to keep their systems current to avoid compression issues. The goal of the study, staff noted, is to be able to recruit and retain employees, so counties who have done studies more than likely have implemented increases throughout their grades. Finance Officer David Clack noted that the last time the County conducted such study it took several years of implementation just to get employees up to the minimum of where they should be on their grade, which resulted in compression of salaries, a person who has worked ten years making the same as a new employee. Mr. Causey also noted that the other part of the study is the benefit review; the benefits offered by the County may be higher than the market.

Commissioner Kirby stated that he respected Ann Knowles, but in response to her comments about technology, there were technologies which could be implemented in sophisticated ways that could save manpower. He noted that Sampson County has 64,000 citizens, and we were talking about less than 600 employees. He stated there are

many people who don't even have a job, and who don't have the County's healthcare benefits, so you cannot sell short what County employees have now. He stated that he had talked to several people who were looking for jobs and would gladly take a job that somebody left. He reiterated that the County did not have the money to give a pay increase without jacking up taxes or sending people home. He stated that he would love to say go ahead and implement the best program, but we do not have the money.

Commissioner Lockamy stated that the Board needed to help the County Manager find an answer, and the Board needed to look at it. He discussed the concerns that had been expressed to him by department heads losing employees, especially Technology. Commissioner Kirby stated that he noticed things, and you can come here on Friday and you can't even find some people. There are some people not coming in and working. It was hard for him to talk about doing something that was going to cause a burden on the Sampson County citizens when there are other people who perceive that there are individuals who are not even working. He added that not all of them are that way, there were some dedicated working employees, but there were some of them who are not working and doing their jobs. They are staying at home and not doing their jobs, he stated. Commissioner Parker stated that that is why he mentioned doing a study into employees' daily habits and things. Chairman Strickland reminded the Board that some departments work on a four-day week, and Commissioners Kirby and Parker stated that was not what they were referring to.

Upon a motion made by Commissioner Lockamy and seconded by Commissioner McLamb, the Board voted unanimously to table the item. Commissioner Lockamy asked that the item be placed on the next regular meeting agenda.

Scheduling of Work Sessions and Special Meetings The Board discussed the need to schedule a work session regarding the proposed animal control ordinance, a joint meeting with the Chamber and Museum Board of Trustees, and a budget session with the city and county school systems, as well as a breakfast with the County's legislative delegation. The following dates were set:

February 26<sup>th</sup> - 4 pm: Work Session on Animal Control Ordinance

March 26<sup>th</sup> - 4 pm: Budget Work Session with Schools

March 3<sup>rd</sup> - 3 pm: Dinner/Tour with Chamber and Museum Board of Trustees

Tentative Dates for Legislative Breakfast: March 11<sup>th</sup> or 12<sup>th</sup>

Appointments Consideration of the appointments to the Workforce Development Commission, the Adult Care Home CAC and the BOC Committee/Board Assignments were tabled, upon motion made by Commissioner McLamb and second by Commissioner Kirby and by unanimous vote of the Board.

**Item No. 5: Consent Agenda**

Upon a motion made by Commissioner Kirby and seconded by Commissioner Parker, the Board voted unanimously to approve the Consent Agenda items as follows:

- a. Declared parcel number 11001748001 (509 Whit Road, Newton Grove) acquired through foreclosure as surplus, and authorized sale pursuant to the upset bid procedures of GS 16A-269, setting a minimum bid of \$7,000
- b. Declared the Sheriff's Office Ford Expedition 4x4 as surplus and authorized transfer to Roseboro Rescue
- c. Approved late applications for disabled veterans tax exclusions for Raybon Reardon and Marilyn Register (widow)
- d. Approved the following tax refunds:

#5994	Homer Gary Baggett	\$103.75
#5993	Concord Farms	\$361.65
#5988	Belvia Boone Jones	\$173.24
#5986	Robert Joseph Werner	\$323.86
#5985	Jayson Michael Faircloth	\$110.92
#5969	William Leroy Sutton	\$107.02
#5998	Honda Lease Trust	\$123.44
#6006	Upton and Helen P. Tyson	\$2,324.70

- e. Approved the following budget amendments:

<u>EXPENDITURE</u>		<u>Sheriff/Detention Center</u>	
<u>Code Number</u>		<u>Description (Object of Expenditure)</u>	
11243100	521300	Uniforms	22,376.00
11243200	539901	Juvenile Detention	7,000.00

<u>REVENUE</u>			
<u>Code Number</u>		<u>Source of Revenue</u>	
11034310	402602	UDDOJ-BPV Grant	15,376.00

<u>EXPENDITURE</u>		<u>Sampson County Exposition Center</u>	
<u>Code Number</u>		<u>Description (Object of Expenditure)</u>	
62998610	522102	Beer and Wine	7,500.00
62998610	522101	Liquor	2,500.00
62998610	529901	ABC Misc	10,000.00
62998610	526201	Dept Supply Equip	8,000.00

<u>REVENUE</u>			
<u>Code Number</u>		<u>Source of Revenue</u>	
62939861	404010	Bar Sales	28,000.00

<u>EXPENDITURE</u>		<u>CES Seminars (Health and Wellness)</u>		
<u>Code Number</u>		<u>Description (Object of Expenditure)</u>	<u>Increase</u>	<u>Decrease</u>
04449570	526200	Departmental Supplies	800.00	

<u>REVENUE</u>				
<u>Code Number</u>		<u>Source of Revenue</u>	<u>Increase</u>	<u>Decrease</u>
04034957	409900	Fund Balance Appropriated Balance	400.00	
04034957	40412	Revenue	400.00	

<u>EXPENDITURE</u>		<u>Social Services</u>		
<u>Code Number</u>		<u>Description (Object of Expenditure)</u>	<u>Increase</u>	<u>Decrease</u>
13554310	568401	State Foster Care	223,000.00	

<u>REVENUE</u>				
<u>Code Number</u>		<u>Source of Revenue</u>	<u>Increase</u>	<u>Decrease</u>
13535430	403309	State Foster Care	133,000.00	
13535310	403377	Medicaid Admin	90,000.00	

<u>EXPENDITURE</u>		<u>Social Services</u>		
<u>Code Number</u>		<u>Description (Object of Expenditure)</u>	<u>Increase</u>	<u>Decrease</u>
13554310	568401	State Foster Care	43,000.00	
13553100	526201	Departmental Supplies-Equipment	18,195.00	

<u>REVENUE</u>				
<u>Code Number</u>		<u>Source of Revenue</u>	<u>Increase</u>	<u>Decrease</u>
13535310	404010	Medicaid Fraud Collections	61,195.00	

<u>EXPENDITURE</u>		<u>4H Juntos</u>		
<u>Code Number</u>		<u>Description (Object of Expenditure)</u>	<u>Increase</u>	<u>Decrease</u>
04449500	531100	Travel	1,000.00	
04449500	526200	Departmental Supplies	2,780.00	

<u>REVENUE</u>				
<u>Code Number</u>		<u>Source of Revenue</u>	<u>Increase</u>	<u>Decrease</u>
04034950	404010	4H Juntos Program Revenue - NCSU Grant (approved Juntos contract along with budget amendment)	3,780.00	

**Item 6: Board Information**

The following items were provided to the Board for information:

- a. Annual Reports for the Adult Care Home and Nursing Home Community Advisory Committees
- b. Order by Judge Parsons Regarding Courthouse Security
- c. NCDOT Memo Regarding Changes to Secondary County Construction Program

- d. Announcement of Chamber of Commerce Annual Banquet

### **County Manager Reports**

County Manager Ed Causey reported that he and Assistant County Manager Susan Holder would be attending the NC City and County Manager's Conference Wednesday through Friday. He also reported that he had talked to the Chairman of the Elections Board, and that he was hopeful that they would have a candidate for the Elections Director position by the end of the week. They would like to meet with the Board at their next budget work session to seek approval of the salary for the candidate.

### **Public Comments**

There were no public comments offered.

### **Closed Session**

Upon a motion made by Commissioner Lockamy and seconded by Commissioner Kirby, the Board voted unanimously to go into Closed Session pursuant to GS 143-318.11(a)(4) to discuss matters related to the location of an industry. In Closed Session, the Board discussed matters related to incentives to be offered to NOVI, Brooks Brothers and Chemtex, as well as an unnamed prospect initiated by the State of North Carolina. No action was taken, and the Board returned to the Auditorium. Upon a motion made by Commissioner Kirby and seconded by Commissioner Parker, the Board voted to come out of Closed Session.

Upon a motion made by Commissioner Kirby and seconded by Commissioner Parker, the Board voted unanimously to schedule a public hearing regarding the consideration of appropriations and expenditures for economic development activities related to Brooks Brothers for Monday, March 3, 2014 at 7:00 p.m. or as soon as possible thereafter. Upon a motion made by Commissioner Kirby and seconded by Commissioner Parker, the Board voted unanimously to schedule a public hearing regarding the consideration of appropriations and expenditures for economic development activities related Chemtex for Monday, March 3, 2014 at 7:00 p.m. or as soon as possible thereafter.

### **Recess to Reconvene**

Upon a motion made by Commissioner Kirby and seconded by Commissioner Lockamy, the Board voted unanimously to adjourn.