

MINUTES OF THE MEETING OF THE BOARD OF
ROWAN COUNTY COMMISSIONERS
REGULAR MEETING
JUNE 6, 1988

The Board of Rowan County Commissioners met in Regular Session in the Community Building on June 6, 1988 at 9:00 A.M.

PRESENT: Richard D. Messinger, Chairman
J. Newton Cohen, Sr., Vice-Chairman
Wilborn Swaim, Member
George c. Knox, Member
Jamima P. DeMarcus, Member

The County Manager, Finance Director, County Attorney and Clerk to the Board were also present as well as various Rowan County citizens and administrative staff.

Chairman Messinger called the meeting to order and the invocation was given by Commissioner Knox.

APPROVAL OF MINUTES OF MAY 2, 1988:

- * Page 3--In regards to all Board Appointments reading "upon approval and second" should be "upon motion and second".
- * Page 4--Paragraph 1 (AIRPORT SEAGULLS: MYRNA STARNES)
"Mr. Starnes" should read "Mrs. Starnes".
- * Page 4--AWARD OF ANNUAL AUDITING CONTRACT: Commissioner DeMarcus noted that this motion was not unanimous. She had voted for McCoy and Hillard at the April 19, 1988 meeting because they were a local firm as well as a low bidder. It was then decided that the record reflect Commissioner DeMarcus' previous vote in the May Minutes.
- * Page 8--First Paragraph reading "Clarence Kluttz advised the Commission to recommend the road being closed to the Highway Commission." should read "Clarence Kluttz recommended the Commission consult with the Highway Commission".

In regards to the War Memorial Plaques referenced on Page 9 of the May Minutes, Commissioners DeMarcus feels these plaques should be updated and other names added that died during the Vietnam and Korean Conflict. She also felt that since this building had been dedicated as a War Memorial Building at least one (1) of the complete plaques should remain there.

Commissioner DeMarcus suggested a new plaque be recommended to the Veterans of Foreign Wars. Chairman Messinger concurred that he would be in favor of a new plaque as well as keeping the one that was already done. The Commission suggested the County Manager discuss this with the Veterans to obtain their approval.

With no further discussion of the minutes, Commissioner DeMarcus made a motion to approve the minutes as amended and Commissioner Swaim seconded with unanimous approval.

ADDITIONS TO THE AGENDA:

* The County Manager distributed a Grant Notification received last week regarding the State Grant Award.

* Chairman Messinger received a letter from Governor Martin's Chief Assistant, Phil Kirk, thanking the Commission for their suggestions in handling Solid Waste and Staffing. Chairman Messinger received another letter from Representative Speed.

* Chairman Messinger also received a late request from the Schools for transfer of Capital Funds.

CORRESPONDENCE:

* An Annual Audit Report from the Rowan County Rescue Squad was provided to the Commission for their review. This report indicates the Rescue Squad's financial position for the year of December 31, 1987.

* A note from Chairman Messinger in appreciation of the flowers due to his illness was submitted.

* A letter from the Town Clerk of Landis was submitted notifying the Commission that on May 2, 1988 the Board of Alderman adopted the Rowan County Water/Sewer Extension Policy.

* A letter from the North Carolina Association of County Commissioners' Board of Trustees was submitted regarding the Workmans Compensation Self-Insurance fund. The amount of refunds for Rowan County for years 1983 and 1984; 1985 and 1986; and 1986 and 1987 totalled \$11,655.49. The County pays dividends or premiums into this pool based upon a classification system. Based on all the claims, NCACC pays the actual claims after the year's end versus premiums. In regards to the NCACC's General Liability Program, the County Manager stated that the deductible is \$1,000 for General Liability and \$100 for Property and Automobile. This is much less than what the County had with a private carrier. It seems that the claims are 31% of total premiums which is well below the

industry average. The County Manager stated that they have been notified for this coming year starting July 1, 1988 that the premiums will not increase--the only increase would be based on increased valuations of property.

ROAD PETITIONS:

Commissioner Knox presented the three (3) road petitions to the Commission making a request that these be added to the State Road System:

- 1) Frontier Circle (Timberfield Lake) in China Grove Township--
Thirteen (13) houses at this point (.41 miles).
- 2) Tony's Lane off Milton Street in China Grove Township--
Fourteen (14) houses at this point (.32+ miles).
- 3) Miles Drive in the Homestead Hills area in Loticle Township--
Six (6) houses at this point (2/10 miles).

Commissioner Knox then made a motion that these requests be added to the State Road System and Commissioner Cohen seconded with unanimous approval.

BOARD APPOINTMENTS:

* Region F Emergency Medical Services Advisory Council--Commissioner DeMarcus made a motion to reappoint Dr. John F. Barr and Commissioner Knox seconded with unanimous approval.

* Region F Aging Advisory Committee--Commissioner DeMarcus made a motion to reappoint Bea Amendola and Commissioner Swaim seconded with unanimous approval.

* Aging Advisory Council--The County Manager stated that the Region F Aging Advisory Committee is an appointment for the Council of Government Advisory as a representative from all eight (8) counties. Commissioner Cohen made a motion to reappoint the following to the Advisory Board and Commissioner Knox seconded with unanimous approval:

Frieda Nikolai
Beatrice Amendola, Exofficio
C. H. Watson, Sr.
Edith Hinshaw
Addie Morris

* Domiciliary Home Community Advisory Committee--Commissioner Knox made a motion to reappoint the following people to this Advisory Committee and Commissioner Swaim seconded with unanimous approval:

Rev. Jimmy Thompson
Mrs. Max (Ruth) Sifford
Allen Mitchell

* The County Manager stated that the Commission is to make an appointment for the Coalition of the Homeless. Commissioner DeMarcus stated that although

Mr. John Wilkerson indicated this appointment does not have to be one of the Commission Members, Elizabeth Cress was under the impression that this appointment was to be someone from this Board as well as someone from the City Council. With this in mind, Commissioner Knox agreed to be appointed to this Board. This met with the consensus of the Commission.

TAX COLLECTOR'S REPORT - WAYNE SIMPSON:

Mr. Wayne Simpson presented the Tax Collector's Report to the Commission. The deposits for tax collections for all units and all years totaled \$129,640.74. Approximately \$97,000.00 needs to be collected during the month of June of the current year to meet the budget. The loan for the Federal Land Bank of approximately \$30,000 will pay off this month. Next week, their audit will begin of delinquent (overdue) accounts. The overall collection rate is approximately 97 1/2%.

Ambulance Fees were increased July 1, 1988 and a "lead-in" time of approximately ninety (90) days before most of this can be collected. Therefore, this will result in year-end accruals. This is being done strictly on deposits so the year-end accruals should equate to the budgeted amount.

The County Manager stated that a letter was sent to all municipalities last week indicating anticipation of increase landfill costs sometime next year based on discussion from the Commission during a Budget Session. A 50% increase was estimated and given to the municipalities as a conservative budget cost per the new landfill. This is anticipated to take effect on or around January 1, 1988. Fees would be determined by the timing, location, and type of new landfill. Chairman Messinger stated that action would be taken on this during the Budget Hearing to be included in the Budget Ordinance for FY88-89.

CERTIFICATE OF APPRECIATION TO MS. MILLIE FINK:

Ms. Fink's plaque was sent to her as she has been unable to be present at the Commissioners' Meetings.

PROPOSAL OF USE OF OLD POST OFFICE - DR. BILL MASON:

Dr. Mason could not attend the meeting as he is out of town. Chairman Messinger stated that Dr. Mason is Chairman of NSSA and wants to propose using the Old Post Office as a Hall of Fame Headquarters.

GRANT NOTIFICATION:

Notification was submitted to the County Manager's Office from the Governor's Office regarding the County's proposal to the Pollution Prevention Challenge Grant. On June 1, 1988 the Governor notified us that the County was awarded \$5,000 (50% Grant) for the project "Voluntary Recycling for Solid Waste Reduction". These funds will assist in the County's educational components to provide citizens with information about recycling. Although these funds cannot be used for equipment, they can be used for advertising, billboards, bumper stickers, and brochures as an educational process.

Commissioner DeMarcus noted that there has been evidence of brown paper bags being thrown in with the newspaper. This results in a mixed load and, therefore, payment is decreased. Commissioner DeMarcus stated that citizens recycling newspapers should empty their paper into the "newspaper" containers and place the brown paper bags with the "cardboard". Commissioner DeMarcus then requested that the Press inform the public on this new information. Commissioner Knox suggested running a small ad in the paper giving citizens directions as to where the recycling boxes are located.

Commissioner Knox indicated the need to have a recycling center in the North Kannapolis area. Chairman Messinger suggested having Paul Canup survey the land in North Kannapolis to see what is available.

Chairman Messinger then noted that the Commission would need to consider recycling for the municipalities as it will soon be incumbent upon the County to facilitate recycling for the City. The County would then need to participate in pick-up boxes as the City would increase a lot of volume for recycling. Commissioner DeMarcus noted that an evaluation on the recycling program will be done at the end of September. Commissioner DeMarcus also stated that although the garbage collection within the City is the City's responsibility, the County would be willing to work with them on recycling. Chairman Messinger anticipated within two (2) years, the County will have fifteen (15) to twenty (20) recycling centers including municipalities as the County's commitment to recycling and good trash-handling will demand this.

CONCERN OF CABLEVISION SERVICES - CHRIS DOYLE:

Mr. Collins and Mr. Doyle conversed on Friday, May 6, 1988 involving Mr. Collins refusing to give Mr. Doyle written correspondence on the newest plan. Mr. Doyle received written correspondence from Vision Cable this morning which is twenty-six (26) days after it was discussed.

Mr. Doyle stated that Vision Cable is a valuable marketing tool for a builder as some people will not come into a subdivision where they feel cable will not be available.

Chairman Messinger requested the County Attorney research the franchise contract. Mr. Bob Melton, General Manager of Vision Cable Metrolina, stated that Mr. Little serves the lion share of the County and he serves the South Rowan area. The subdivision in question, Southern Springs, is on the dividing line, the northeast portion of the territory he serves and the southeast portion served by Salisbury. Once this subdivision meets the requirements, Vision Cable will serve it without question. He stated that a subdivision like Southern Springs looks as though it will develop but there are no guarantees. This is why the Franchise requires forty-five (45) homes per linear cable mile following existing utilities. As their industry has grown, they have voluntarily reduced this requirement. Although the franchise states forty-five (45), they are servicing anything down to thirty (30) homes per mile. While there are no guarantees that the subdivision will develop, they must execute the requirements of the franchise. He also stated that they are in a difficult position to indicate when construction will take effect as they have no way of really knowing. In regards to Southern Springs, it appears the way construction is going now, that sometime in early or mid-1989 there will most likely be twenty-seven (27) homes per mile there. Over the past seven (7) years that Vision Cable has been in operation, they have built a minimum of fifty (50) miles of new cable plan every year just for situations like this and feels this trend will continue. Chairman Messinger addressed the concern that Mr. Doyle wants to advertise his subdivision as having cable available. Chairman Messinger then asked if there is a provision for the developer to pay part of this. Mr. Melton replied that although it is not really "spelled out" this way in the franchise, they would be willing to enter an agreement with any developer. If the developer wanted to pre-pay this construction cost, they would then be willing to enter an agreement whereby when twenty-seven (27) homes were built, they would refund the construction cost. Mr. Melton stated that the franchise contract is up for renewal by 1993. It is a fifteen (15)-year franchise that was issued in 1978. Major portions of the first franchise have been subject to federal regulations and many things that were in the old franchise no longer hold true. Chairman Messinger suggested making something available to the Commissioners that gives the essence of what the franchise agreement is so the Commission will fully understand the key points.

SECOND READING OF AMENDMENT TO COUNTY'S HAZARDOUS AND SOLID WASTE
ORDINANCE:

Tim Russell stated that at the last meeting the Commission introduced, read, and adopted the amendment to their present Hazardous and Solid Waste Ordinance. The purpose of these revisions are to include the prohibition of citizens rummaging through the sites as well as depositing certain solid waste materials that are not acceptable. These items are listed in Section E of the Amendment. The purpose of the prohibition of these items is to allow the greenbox disposal systems to be utilized for residential waste only. This ordinance was read and passed at the previous meeting. Due to Commissioner DeMarcus being absent at the last regular meeting, Commissioners Swaim made a motion to approve the amendment to the Hazardous and Solid Waste Ordinance and

Commissioner Knox seconded with unanimous approval. The County Manager anticipated advertising this amendment in the newspaper as well as posting signs.

RECYCLING CENTER ON HIGHWAY 152 PROPOSAL:

The County Manager stated that he was approached by some residents who live around the proposed recycling site last week. In response to Chairman Messinger's inquiry at the last meeting indicating the County would be interested in trading or allowing these residents to help the County find another site. These individuals notified the County Manager of another site they would be willing to trade. The County Manager reported this small piece of land is located close to the other site and would be adequate for a recycling center. The County Manager then suggested to the Commission to delay this Plan and he would come back with a recommendation to trade the site. Although this site is less conspicuous, it is still as convenient which would benefit the citizens to a great extent. Commissioner DeMarcus indicated her appreciation for these citizens interested in helping the County find a solution to the recycling center.

OTHER BUSINESS:

Chairman Messinger reported a request from Wade Mobley, Superintendent of Rowan County Schools, asking the Commission to approve certain transfers in the Capital Outlay Fund with reservation that this would be approved by the Board of Educational at their regular scheduled meeting on June 13, 1988. Commissioner Swaim made a motion to approve the School Board's request subject to the School Board formally approving it at their next scheduled meeting on June 13, 1988 and Commissioner Knox seconded with unanimous approval.

MANAGER'S REPORT - TIM RUSSELL:

* Personnel Activity Report - The County Manager noted to the Commission that Employee Appreciation Day was held on March 21, 1988. Approximately 734 individuals were present for this event.

* Interest - The County Manager reported that the total interest earned through May 31, 1988 amounted to \$667,295.

* Refunds - Commissioner DeMarcus made a motion to approve the following refunds reported by the County Manager and Commissioner Cohen seconded with unanimous approval.

TO: Ambulance payment for May, 1988 in the amount of \$467.02

TO: Belle Realty in the amount of \$121.87 from the County

Assessor.

- TO: Manufacturers Hanover Wheelease in the amount of \$73.92 from the County Assessor.
- TO: Michael Todd Basinger in the amount of \$37.72 from the County Assessor.
- TO: Charlie Plyler in the amount of \$55.00 from the Inspection Department.
- TO: Ronald S. Bost in the amount of \$105.32 from the Inspection Department.
- TO: Mr. Earl Feimster in the amount of \$25.00 from the Health Department.
- TO: Terri L. Haynes in the amount of \$25.00 from the Health Department.
- TO: Steven D. Taylor in the amount of \$50.00 from the Health Department.
- TO: Sharon Jones in the amount of \$25.00 from the Health Department.
- TO: Harvey Scott Claypool in the amount of \$25.00 from the Health Department.
- TO: John Parrish in the amount of \$25.00 from the Health Department.
- TO: D. L. Fraley in the amount of \$50.00 from the Health Department.
- TO: Donald Cartner in the amount of \$25.00 from the Health Department.
- TO: Otis Saulters in the amount of \$7.37 from the Inspection Department.

* The County manager noted a request for payment of the Attorney Fees totaling \$1,001.50 representing work done in several cases. Commissioner Swaim made a motion to approve this request and Commissioner Knox seconded with unanimous approval.

CLOSING OF HAPPY LAKE ROAD - FREDDIE UNDERWOOD:

The County Manager reported that the Commission deferred the closing of Happy Lake Road from the last meeting. Mr. Freddie Underwood made a presentation to the Commission at the last meeting requesting Happy Lake Road be closed due to the condition of the dam and the road. A petition has been provided to the Commission dated May 17, 1988 regarding the opposition on the consideration of closing Happy Lake Road.

In discussions with Mr. Honeycutt, Department of Transportation, the County Manager reported that the State would require the Commission to make a decision to recommend to the State Department of Transportation. When this proposal was first made to the Commission, there was very little opposition at all to the closing of this road. However, in looking at all the issues and talking with the Department of Transportation, it is apparent that the road is used by a great many citizens and would be a disadvantage if it were closed. The Commission would have to hold a Public Hearing to recommend to the Department of Transportation that the Road be closed. As long as the road is safe, as noted at the last meeting, the State would support leaving the road open. Commissioner Cohen stated that he personally visited the site and the road appears to be in good shape but the dam is in poor condition due to the owner's responsibility. At some time in the past, it appears the owner of this property may have agreed with the State that this become a State road. When the present owner bought the property, he/she assumed whatever agreement was made between the previous owner and the State.

Mr. Don Schroyer, resident in this area and property owner for half the dam, stated that the survey line goes down the yellow line of the road. Although he understands the problems as far as the traffic and the impact it would have on the dam, he does not feel the rest of the neighborhood should be penalized.

Ms. Sherry Mullis stated that Steve Yost, resident of Happy Hollow, has been responsible for repairing this dam through the years for previous owners and will be willing to do so again to keep it from deteriorating.

Commissioner Swaim felt that the safety of the road is the responsibility of the State Highway and in view of the fact of a lot of opposition to close the road and only one (1) in favor, he felt the Commission should take no action on the request or make a motion to deny the request. Commissioner Knox stated that in looking at the road with Mr. Honeycutt, the road serves a great many people. Also, Mr. Honeycutt feels that the road is very safe, and it also appears that the wall itself has a waterproofing problem. The water has ran over and behind the rock wall which has caused the sand to fall from it. With this in mind, Commissioner Knox made a motion that the request be denied. Commissioner Swaim seconded with unanimous approval.

APPRECIATION TO HOECHST CELANESE FOR DONATION OF VAN/AMBULANCE:

The Commission expressed their appreciation to Mr. Carl Repsher, Manager of Hoechst Celanese, for all his company has done for Emergency Management Services not only in this particular gift of a vehicle but over the past several years. Mr. Repsher then presented the title for the vehicle to the Chairman. Mr. Wayne Ashworth also thanked him for his company's donation as well. Mr. Ashworth made note that Hoeschst Celanese Plant bought a new vehicle and gave EMS a new Chevrolet van which will be utilized for carrying hazardous materials as well as medical supplies.

UPDATE ON LIBRARY CONSTRUCTION PROJECT - BILL BURGIN:

Mr. Bill Wagoner, President of Wagoner Construction Company, was present at this meeting with Mr. Burgin. Mr. Burgin stated that the quality of work they are receiving is good, and there are no problems with the construction methods. The materials are all scheduled to be delivered on time but there is one (1) problem that Mr. Burgin felt Mr. Wagoner would be able to help the Commission understand in terms of time element.

Mr. Wagoner stated at this stage they will be commencing with the roofing on the third (3rd) floor exterior which is a critical item. Construction will begin on this project next week. The major problem they have experienced is finding a sufficient quantity of masons to install the caliber brick work that is needed. This job is a very fine brick job with a lot of details that will render the building in having the appearance it should. Although the present masonry subcontractor is doing a satisfactory job, his ability to hire more masons has been very limited. Mr. Wagoner has attempted to hire more masons for him. They have even offered wages that is in excess of those paid in the area, historically, for the last twelve (12) months.

In order to mitigate these problems on the masonry, they have attempted to rework sequencing of some construction elements in a manner other than what would normally be done. They have begun doing brick work on the third (3rd) floor area and completion of this is anticipated this week. The reason for doing this is because of the way the roof ties into the third (3rd) floor wall as they want to get the roof on as quickly as possible. This will also allow them to work inside on some items while the masons are working on the outside on the first and second floor walls. They have already installed the window units from the ground to the top of the second floor before the brick work on the outside is complete. Typically, they would have completed the brick work before installing the units. They have also installed a different anchoring system and now in the interior of the building they built a frame to allow them to be able to get the arches on the inside done plus creating a different piece that will allow them to be able to do the brickwork when the windows are completed. This is having to be protected. All of these changes will enable them to start sheetrocking. Other essential materials that go in the building will be subject to moisture problems.

The construction of the elevator will begin in a few days, the sheetrock will be hung within two (2) weeks, and the roof will be started next week. The roof is already on the top of the third (3rd) floor building and the rest of the roof needs to go on the top of the second (2nd) floor. This will cause them to begin their site work which is around the base of the building, sidewalks, and landscaping. The pavement and the sidewalks adjacent to the building will be done at a later sequence.

Commissioner Swaim confirmed that the October projection is based on the present number of masons. Mr. Burgin replied that this is included in the general contract. The furniture will be delivered October 15 which is fifteen (15) days ahead of substantial completion. Also, the shelving contractor has filed Chapter 11 in their favor.

UPDATE OF SOCIAL SERVICES RENOVATIONS - DOUG TENNANT:

Mr. Doug Tennant anticipated the carpet taking a week to be placed in the building. This will enable the staff to move the furniture as scheduled later this month.

UPDATE OF RECYCLING PROGRAM - PAUL CANUP:

The County is now being paid fifty (50) cents per one-hundred (100) pounds for scrap material at the landfill. The county could be paid \$1.50 per one-hundred (100) pounds if the doors are removed from the appliances. They also do not accept wire ropes.

The cardboard and newspapers are filling up before the containers are completely full. The glass containers are taking three (3) times as long to fill up. The 55-gallon cans are being utilized as four (4) for clear glass, one (1) for brown glass, and one (1) for green glass. This has been agreed to be picked up with one (1) charge. Mr. Canup suggested using large containers for newspaper and other large containers for cardboard.

Commissioner Cohen indicated the concern of the letters that Mr. Canup sent to people who were not in compliance of erosion control. These letters were provided to the Commission for their review. Mr. Canup replied that one (1) is completely in compliance and the others were, as of Friday, over fifty (50) percent complete with their work. Therefore, each of the others requested an extension for ten (10) days. This was granted by Mr. Canup because they were over fifty (50) percent finished with their work. Commissioner Cohen asked if Mr. Canup's department has the authority to fine people who are not in compliance of erosion control. Mr. Canup replied that their policy was changed. Previously, they sent the first letter and if an extension was requested by someone showing good faith, then this was granted. This is no longer done. If these people do not complete their work by the warning letter, then they send a Notice of Violation as recommended by the State. After Notice of Violation, it

is brought before the Board of Commissioners. This has cut down on non-compliance tremendously.

OTHER BUSINESS:

Mr. Jim Foltz and Ms. Renita Ritchie presented a letter to the Commission as requested by Mr. Ed Listerman. The letter read as follows:

We are very pleased to advise you that ALCOA Foundation recently approved a grant of \$2,250 to Rowan County Board of Commissioners for support of Rowan Parks and Recreation, Dan Nicholas Park Nature Center, and Rowan County Parks Special Populations. The Nature Center will be receiving \$1,250 and the Special Populations will be receiving \$1,000. In due course, we would appreciate having a report describing the use of these funds. A Foundation check in this amount is enclosed. Very best wishes of ALCOA Foundation is sent with it. If there should be any recognition of this grant, ALCOA Foundation should be credited. Sincerely yours, Earl L. Gadberry.

Mr. Foltz noted that Ms. Ritchie submitted the application for the Grant. Ms. Ritchie stated that this is the fourth (4th) consecutive year that ALCOA has helped the Special Populations and the second (2nd) consecutive year that ALCOA has helped the Nature Center. This letter was then presented to the Chairman. Commissioner DeMarcus suggested inviting a representative from ALCOA so the Commission could present a Certificate of Appreciation. Mr. Foltz stated that he would contact Mr. Listerman on this and get back with the Commission.

PROPOSED CONTRACT FOR TESTING MILK SAMPLES - HERBERT HAWLEY:

Mr. Herbert Hawley provided the Commission with a contract for Milk Sampling to take place. There is not a milk processing plant in Rowan County. Even though Rowan County does not have a milk processing plant, they are still required to have sampling done from the local distributors such as Food Lion Warehouse. Food Lion is a large distributor of milk in Rowan County. Mecklenburg County would do the County's samples at \$5 a piece, approximately eight (8) times a year. This would consist of approximately fifteen (15) to eighteen (18) samples each time and would cost as much as \$600 per year. Commissioner DeMarcus made a motion for the Health Department to enter into a contract with Mecklenburg County Health Department for milk sampling and Commissioner Knox seconded with unanimous approval.

PROPOSED REVISION TO COUNTY WATER/SEWER EXTENSION POLICY -
HARRY WHALEN:

Mr. Harry Whalen reported that the EDC is looking at a Project that would

be quite significant for the County. Three (3) months ago, the County Commissioners asked the EDC to review the County's Water/Sewer Extension Policy. Mr. Whalen noted this would be done in the upcoming month. However, at present, the EDC is requesting an addendum be placed in the Water/Sewer Extension Policy. An addendum to the policy would give the County Commissioners flexibility to make decisions within the current policy. The proposed addendum is stated in the last sentence of the memo dated May 12, 1988. Mr. Whalen stated that this addendum gives the Commission their support in the policy. Commissioner DeMarcus confirmed that there is not any vast difference in the present policy except for this statement and this would be judged on individual cases each time. As stated by Clarence Klutz, County Attorney, this addition is not necessary as the Commission can still do these things, but this helps the EDC in presenting the policy to a prospective industry.

Within the next two (2) months, the EDC will have a meeting of all the municipalities within the County to review the overall policy. Commissioner DeMarcus expressed that this policy has worked very well for the past 3 1/2 years since its adoption but the EDC may want to look at making some changes as far as annexation clauses, pay-back period, what the investment from the company would be, and what it would mean in terms of jobs and tax base for the County.

Commissioner DeMarcus asked if the EDC was receiving agreements from the municipalities as the Commission did receive one (1) from Landis as attached to these minutes. Mr. Whalen replied three (3) years ago the EDC asked the communities to endorse the use of the County's policy by formal action. Landis and China Grove have done this but they are still waiting a reply from East Spencer and Spencer. Rockwell has indicated a desire not to use the policy. Salisbury has not yet taken formal action on this policy. Although Cleveland has not taken formal action, they have used the policy on an extension of sewer service two (2) years ago. The annexation clause is something that should be warranted as the County and the municipalities can share this together. Whether an industry is annexed or not, the County is still in a position to receive tax benefits for the development.

Commissioner DeMarcus made a motion to approve the addendum to their present policy and Commissioner Swain seconded with unanimous approval. Therefore, all services not included under the Water/Sewer Extension Policy may be provided if specifically approved by the County Commissioners.

Commissioner Cohen expressed the concern of the EDC considering to move to the Wachovia Bank Building. He then suggested that the EDC seriously consider remaining at the Chamber Building. He felt this would put some institutions to an unfair advantage and some at a very favorable advantage if they locate in one of the bank facilities in the County. Mr. Whalen stated that this would be a Board decision to locate in a better business environment. Mr. Whalen also stated that this has been a separate organization working very closely with the Chamber, but as an agency responsible for industry and recruitment for the County, the EDC is a singular organization with support from the Chamber and the

County as well as the municipalities. The EDC is looking for better accommodations as far as meeting places. Mr. Whalen indicated that Wachovia is being very gracious as they are not requiring in monthly rental on the property. Commissioner Swaim stated that this is a concern of his because even though it may be rent-free now, Wachovia may begin charging rent. This would then become an addition to the EDC's expenses. Commissioner Swaim then stated that there are still a lot of advantages to being with the Chamber. Commissioner DeMarcus spoke in support of the EDC by stating that this would be a privilege of using free office space. She stated that EDC may be ready to move out and something else could move in such as the Tourist and Convention Authority. Commissioner DeMarcus suggested obtaining an agreement with Wachovia (contract) specifying at least having the space for a number of years. Mr. Whalen replied that his Board would be doing this and is not looking to give an answer to the Bank for ninety (90) days.

PERSONNEL ACTIONS - KEN DEAL:

The minutes of the June 1, 1988 meeting of the Personnel Committee was provided to the Commission. Chairman Messinger stated the first issue discussed was the Intern Education Program with Livingstone College and felt they reached a consensus of the Committee to participate in this program at a cost of \$5,104 per year. This cost would consist of two (2) students at \$3.52 per hour working twenty (20) hours per week. Commissioner Cohen made a motion to approve this request and Commissioner Swaim seconded with unanimous approval.

Mr. Ken Deal then presented the items of reclassification as specified in the Personnel minutes. There was some concern over the amount of increase that employees receive during a reclassification. It was the consensus of the committee to increase an employee's salary to 7.5% or one step up to a new class--whichever would be greater for the employees. In all instances, the employees would not receive more than 7.5% on their salary unless Step 1 was greater. This would be the only exception to the rule.

In most of their reclassification studies, employees do not necessarily have to obtain the 7.5% increase. This is just the maximum cap that would be allocated. Some of these studies have not been conducted for ten (10) or fifteen (15) years. When a person is classified to an Accounting Clerk, they have to be in Step 1 of this grade to be performing this type of duty. Although these people are not actual accountants, Accounting Clerks work by the County definition. Since some concern was raised as to the title of Accounting Clerks, Mr. Deal offered to provide the Commission with the definition for Accounting Clerks as well as the job descriptions to indicate that it compares in duties and responsibilities. Mr. Deal noted that each Step is still 2.5% on the new grade system.

Commissioner Swaim asked the County Manager if he agreed with this reclassification of Accounting Clerk. The County Manager replied that he felt the terminology of Accounting Clerk or Accounting Technician implies something

that maybe it is not, but would suggest Mr. Deal make available to the Commission a copy of the job descriptions. The County Manager stated that they have used the title "Office Assistant" very liberally throughout County Government because several years ago, the State mandated the County to have a State classification system for Social Services and Health Department. The State came up with a very elaborate State Coding Classification System but yet the County retained a County Coding System, and while DSS Clerks were called Clerk Typists, the County described that any other non-state agency as an Office Assistant. Even though their duties are in part County work dealing with the County a lot of it, too, is bank transactions in which they are dealing with receiving money and crediting accounts.

In regards to the Tax Collector's reclassifications, Mr. Deal stated that the Personnel Office compares each individual with the classification book housed in the Personnel Department. As a person writes a job description, the Personnel Office talks with that person and compares the job description to what is in the manual to justify what everyone else is doing in the County. As a result, the County provides equal pay for everyone. Commissioner Swaim made a motion to approve the reclassifications for the Tax Collector's Office to be effective July 1, 1988 as attached to these minutes and Commissioner Swaim seconded with unanimous approval. Commissioner Swaim then made a motion to approve the maximum cap of 7.5% for reclassifications and Commissioner DeMarcus seconded with unanimous approval.

The Attorney I position for Social Services was found to be properly classified by the Personnel Commission and no further action was taken.

Reclassification requests were made for the Social Worker position and provided to the Commission as attached to these minutes. A 7.5% cap was used on the reclassification request or Step 1 of the reclassification. These requests are mandated by the State effective July 1, 1988. Commissioner DeMarcus made a motion to approve the reclassification for the Social Workers as listed to become effective July 1, 1988 and Commissioner Knox seconded. This was approved and passed by Chairman Messinger and Commissioners DeMarcus, Knox and Swaim and opposed by Commissioner Cohen.

EXECUTIVE SESSION - LANDFILL:

Commissioner DeMarcus made a motion to go into Executive Session to discuss landfill issues and Commissioner Knox seconded with unanimous approval. Commissioner Cohen made a motion to come out of Executive Session and Commissioner Knox seconded with unanimous approval. No action was taken in Executive Session.

BUDGET REQUEST - SHERIFF MARTIN:

Sheriff Martin stated that although the DARE (Drug Abuse Resistance Education) Program is funded by the State, the County has to fund the first DARE Officer/Instructor. This is the first DARE program this year retroactive in the month of May. So far they have been able to service four (4) schools, Enochville, Cleveland, Rockwell, and Landis and have had several requests from other schools. Another DARE Officer would enable the Sheriff's Department to provide an officer to all the schools in the County as well as private schools. The State has indicated that 80% of crimes committed are drug related.

Sheriff Martin then request two (2) additional Baliffs. Judge Seay and Judge Montgomery have formed a Court Security Commission as a result of the concern of security in the courtroom. Sheriff Martin feels the County would be in good condition as far as liability to have sufficient security in the courtroom. If a baliff is confined to the courtroom, a fugitive officer could then issue warrants as normally done by the baliff.

Sheriff Martin expressed the need for two (2) permanent part-time cooks to work on Saturday and Sunday in the jail. This position would not have County benefits and would reduce part-time help in the jail.

The Town of Rockwell and the Town of Landis has requested more feasibility as far as the Sheriff's Office. These towns have indicated that if the County could fund four (4) positions, they would fund four (4) positions which would enable the Sheriff's Office to make two (2) additional zonings in the Granite Quarry and Rockwell area as requested by the Mayor of Rockwell and Granite. Chairman Messinger stated that it is the Commission's effort to allocate a certain amount of money to the Sheriff's Office and allow them to spend this the best way possible.

Sheriff Martin noted that he had written off the request for undercover funds. This was worked out with the Court Sanctions and now they have \$20,000 available for undercover funds.

The microfiche computer at \$10,000 is now being funded through Rowan-Cabarrus Community College, Rowan Memorial Hospital, and the YMCA as they, too, have access to this computer.

A request of \$29,000 for a computer was also presented to the Commission.

Sheriff Martin expressed the importance of obtaining this computer as this is one of the few agencies that does not have one.

The present radio console is no longer manufactured; therefore, Sheriff Martin requested a system that could be inserted in the present console to eliminate additional expenses. The servicing contract on the new system would remain the same. The cost of the new system would be \$12,500. It would cost a considerable amount of money to keep the old system going.

The amount of \$52,500 in Capital Outlay represents one (1) used vehicle for undercover work of \$4,500. If a car was bought for this then the Sheriff would want to trade this yearly for a new car so it could not be easily identified. This amount also represents four (4) additional vehicles if a new patrol zone is funded. Sheriff Martin requested seventeen (17) of the regular vehicles to be funded under State contract. Five (5) of these vehicles would be blazers for snow purposes.

Sheriff Martin also requested a new Crime Scene Van. The present van is a 1978 model with an excess of 100,000 miles on it. This vehicle has given them many problems and is constantly used.

Sheriff Martin stated that one of the dispatchers had an idea that if 911 was moved to China Grove a 24-hour dispatcher could be placed there as there is a lot less traffic in this area. This would give the County much better service.

Dr. Fink has agreed to stay with the same contract as before for the jail with the exception of one change--He would come into the jail one (1) day a week and his nurse would come in two (2) days a week. The Sheriff Department is presently working with the Health Department in obtaining a nurse to visit the jail two (2) or three (3) days a week so a nurse would be available all week. An increase of \$6,660 was made in the fee due to a great deal of inmates. Sheriff Martin reported that the Department is required to give medical attention to any inmate that requests it. The State has also mandated that the inmates have physicals. Dr. Watts has agreed to do the physicals at \$8.00 a piece.

PERSONNEL ACTIONS - KEN DEAL

A request was made to reclassify Ms. Linda G. Bame's position in Data Processing from Grade 30 to Grade 33. Commissioner DeMarcus made a motion to approve this request and Commissioner Knox seconded with unanimous approval.

Upon completion of a review and analysis of Ms. Nancy Evans position in the Board of Elections office, the Personnel Commission concurred that this position is properly classified and recommended no further action be taken.

Upon completion of a study done on the position of Administrative

Technician II in the County Assessor's Office, the Personnel Commission concurred with the recommendation of the Personnel Office that the position be reclassified to an Administrative Assistant, Pay Grade 22, Step 01 with an annual salary of \$14,939. Commissioner Knox made a motion to approve this request of the Personnel Commission and Commissioner Swaim seconded with unanimous approval.

The Personnel Commission also concurred with the recommendation to reclassify Lynn Aldridge's position from a Sanitarian (Grade 28, Step 05) at the Health Department to a Sanitarian Specialist (Grade 32, Step 04). Commissioner DeMarcus made a motion to approve this and Commissioner Knox seconded with unanimous approval.

The Personnel Commission also concurred with the recommendation of the Personnel Office that the Recreational Assistant at the Parks is properly classified and no further action is necessary.

Mrs. Jean Ramsey, Register of Deeds, has requested several positions in her office be reclassified. The Personnel Office requested additional time to analyze these positions and the Committee concurred with this request.

The Personnel Commission approve a recommendation from the Personnel Office to upgrade the Data Processing Director's position from Grade 43 to Grade 46. Commissioner Knox made a motion to approve this recommendation and Commissioner Swaim seconded with unanimous approval.

The Personnel Commission also approved a recommendation from the Personnel Office to upgrade the Finance Director's position from Grade 51 (\$28,155 to \$44,776) to Grade 53 (\$31,041 to \$47,027). Commissioner Knox made a motion to approve this recommendation and Commissioner Swaim seconded with unanimous approval.

The Personnel Commission approved thirty-four (34) employees for merit raises during the first quarter of 1988. These increases will be retroactive to April 1, 1988.

A discussion was held regarding the role of the Personnel Commission with reference to substantially equivalency requirements by the State. To become substantially equivalent in the appeals process, the State requires at least one (1) member of the Personnel Commission to represent the employees of the County. Such appointments would not include the County Manager, County Attorney, Incumbent County Commissioners, Department Heads, or their family members or relatives. This matter was deferred for several months.

The Personnel Commission concurred with the recommendation of the Personnel Director to change the Easter Holiday from Monday to Friday in 1989. Commissioner DeMarcus made a motion to approve this recommendation and Commissioner Knox seconded with unanimous approval.

The County Manager discussed the increase cost of health insurance for employees and advised the Personnel Commission that the County is presently seeking changes to the health insurance policy. More information will be provided as it is obtained from Blue Cross.

A request by the Personnel Director to establish a regular meeting schedule was approved. The Personnel Commission will meet the third Tuesday at 9:30 a.m. of every month.

Employee recognition was also discussed at the Personnel Meeting regarding policies and procedures. This issue will be discussed at a later date.

A Training and Development Tuition Reimbursement Program was discussed. The Personnel Commission directed the Personnel Director to implement several changes and resubmit the policy at a later date.

The County Salary Pay Survey was discussed with no action taken. This will be discussed at the Personnel Committee's September meeting.

With no further business, the regular meeting was adjourned at 4:50 p.m.

Respectfully submitted,

Wendy S. Powell
Clerk to the Board