

MINUTES OF THE BOARD OF
ROWAN COUNTY COMMISSIONERS
JUNE 6, 1995 - 9:00 A.M.
SETH MURDOCH AUDITORIUM, AGRICULTURE BUILDING

PRESENT: Todd Arey, Chairman
Thomas M. Webb, Vice-Chairman
J. Newton Cohen, Member
Steve Blount, Member
Jim Neely, Member

The County Manager, Clerk to the Board and Finance Director were also in attendance. Chairman Arey called the meeting to order. He then reviewed the Manager's message reminding members it was only a recommendation. Mr. Russell reviewed an explanation of revenues and how the tax base was determined after the revaluation. Mr. Russell then reviewed the continuation budget as proposed for 1995-96.

Private/Non-Profit Agencies - Chairman Arey stated he wanted to make sure the appropriation to Tri-County Mental Health was held in escrow until a balanced budget is presented to show how the appropriation will be spent. Mr. Russell stated the appropriation is made on a quarterly basis and the first installment can be held until they have a plan in place.

Mr. Russell pointed out that with the continuation budget and mandated services there would be \$388,480 left for expansion.

Merit Pay Plan - Mr. Russell stated that the merit pay plan was included in the continuation budget, but a cost of living increase would be in expansion funds. There was discussion over automatic increases in merit and a plan based on work performance that exceeds expectations in evaluations. Mr. Russell stated that the County did not pay market rates and in return had the automatic increases in the merit system as a way to bring those on the bottom of the pay scale closer to a market rate. He stated the new plan will bring salaries to market, but merit would no longer be automatic. The merit would have to be earned by merit review. Chairman Arey stated he felt reducing the turnover rate in employees would save money long term. Commissioner Webb stated he had concerns over how the department head may justify giving an increase to one employee and not another. He stated that if an employee did not receive a merit within three years it should be reviewed. Commissioner Neely stated he would like to see a program implemented that would give a department head a certain amount of money to be divided by him/her, but the division plan must be approved the County Manager.

Expansion - The following items were listed as expansion items for funding.

1. Retirement of school bond interest \$730,300
2. County owned industrial park \$500,000
3. Economic Development \$120,789 increase in budget. There was discussion over the funding formula proposed by the EDC Commission which would tie the funding formula to the tax base. Chairman Arey stated if the Board would commit to fund this increase amount for the next four years the formula for funding would not be needed.

Additional Positions - Only two positions were recommended for addition. The positions were a utilities/inspector position and a planning technician. Commissioner Cohen stated he felt general services was in need of an additional position for maintenance.

The Board decided to take a consensus on each expansion item stating that the votes were non-binding.

1. School bonds \$730,300 - 5/0
2. County industrial park \$500,000 2/3 (Arey, Blount/Webb, Cohen, Neely)
3. EDC budget increase \$120,789 - 2/3 (Arey, Blount/Cohen, Neely, Webb)
4. Strategic planning \$70,000 - 4/1 (Arey, Blount, Webb, Neely/Cohen)
5. Cost of living \$375,000 - 3/2 (Arey, Neely, Webb/Cohen, Blount)
6. Building Inspection Fees (Increase Revenue) \$66,000 - 5/0
- 6a. 2 positions using the building inspection fees \$66,000 - 2/3 (Arey, Webb/Blount, Cohen, Neely)
7. Connect Administration center to county building \$50,000 - 5/0
8. GIS(phone tax) only parts related to emergency services - 5/0
9. EMS fee schedule - 5/0
10. Schools - the Board decided to discuss the schools as a separate item
- 11a. RCCC Continuation \$30,630 - 4/1 (Arey, Blount, Cohen, Webb/Neely)
- 11b. RCCC expansion equipment \$100,000 - 1/4 (Blount/Arey, Cohen, Webb, Neely)
12. 4115-601 United Arts Council \$2,550 1/4 (Blount/Arey, Cohen, Webb, Neely)
4115-602 Army Aviation Flight Facility - 1/4 (Webb/Arey, Cohen, Neely,
Blount)
4115-605 National Guard \$300 - 1/4 (Webb/Arey, Cohen, Neely, Blount)
4115-609 Vocational Workshop \$2,759 - 0/5
4115-609 Forestry Service \$1,280 - 0/5
4115-611 Rescue Squad \$25,480. Commissioner split this into two categories:
protective clothing and new boats. Protective Clothing \$12,850 3/2(Webb, Neely,
Blount/Arey, Cohen). New Boats 0/5.
4115-613 Cabarrus Rowan Parks Commission \$1,481 4/1 (Arey, Cohen, Webb,
Neely/Blount)
4115-614 Transportation Museum \$20,000 - 2/3 (Arey, Webb/Cohen, Blount,
Neely)
4115-616 Community Service Council \$2,934 - 0/5

- 4115-678 Carolinas Partnership \$425 - 2/3 (Arey, Blount/Cohen, Neely, Webb[maybe])
- 4115-680 Partnership for Children \$50,000 - 1/4 (Blount/Arey, Neely, Cohen, Webb)

Several Commissioners stated they would like to revisit some of the request because they did not have a full understanding of what was requested.

- 13. Software for accounting \$35,000 - 2/3 (Webb, Cohen/Arey, Blount, Neely)
- 14. Market Adjustment \$300,000 - 4/0 (Arey, Webb, Neely, Blount/Cohen abstained)
- 15. Road Paving Program \$250,000 - 2/3 (Blount, Neely/Arey, Cohen, Webb)
- 16. Parking plan \$250,000 - 2/3 (Blount, Cohen/Webb, Neely, Arey)
- 17. Renovate 402 N. Main \$40,000 - 0/5
- 18. Automate base maps \$26,000 - 0/5
- 19. Medical training officer \$34,300 - 1/4 (Webb/Arey, Cohen, Blount, Neely)
- 20. COPS ahead program \$12,743 - 4/1 (Arey, Webb, Blount, Neely/Cohen)
- 21. Replace Senior Services moneys \$19,848 - 2/3 (Neely, Blount/Cohen, Webb, Arey)
- 22. Maintenance staff for new building \$22,500 - 3/2 (Arey, Cohen, Webb/Blount, Neely)
- 23. Health Department requests \$197,477 - 0/5
- 24. Department of Social Services requests \$121,899 - 0/5

The Board decided to eliminate all items voted “no” and to revisit the items that received “yes” or “maybe” status.

Commissioner Webb moved to delete the funding formula and not to approve the EDC by-laws as submitted. Commissioner Neely seconded and the motion passed by a vote of 4/1 with Commissioner Blount voting against the motion.

Commissioner Cohen moved to adjourn the meeting until June 7, 1995 at 6 p.m. in the Red Room. Commissioner Blount seconded and the motion passed unanimously.

Respectfully Submitted,

Kelly Dickinson,
Clerk to the Board