



We're listening

*Parks - Libraries - Public Safety - Environment
Education - Transportation*

Community Input Workshops

Give leaders your feedback on priorities and expectations.
Your participation will set our strategic plan.
Ask your friends, family and neighbors to join the discussion.

Compiled Results



CABARRUS COUNTY
America Thrives Here

MORE INFORMATION AT
WWW.CABARRUSCOUNTY.US



Name of Group: Kannapolis Library

Strengths: the county is well organized, structures

Fiscal resources - well spent

Leadership - strength and collaboration

Collaboration across municipalities, businesses chamber, school systems

Relationship with CCS and KCS

Likes the pockets of economic growth in certain areas, project not knowing who is responsible for the growth but love the growth all over the county expansion of infrastructure roads

Likes the changes at DHS and Karen's vision for the future.

Loves working with law enforcement every department is willing to work with (partnership for children)

County tax office is especially friendly and the planning and zoning office too it is a reflection of the leadership (customer service)

Customer Service

Areas to Improve: DHS – funding for more staff members to serve more students

School funding for capital and facilities

Logan community has had no developmental attention – some restriction that have been lifted in the past few years. Concerns why there is no visible attention to the development or preservation to the Logan community.

Access and advertisement for the services provided by Cab Co and getting the information out to the citizens where they are. Improve the visibility of the service. Technology

What's App – Text Groups – Next Door App: Communication/Targeted Audience

Charlotte CRC model

Critical Needs: Trash and what is to come for the landfill. What is the next 5 to 10 year plan for trash in Cab Co . Household waste - Landfill

Affordable housing knowing it is an issue and thinking about the median income and what they can buy no longer looking at the unwelcomed term, but thinking about young adults college students and how they could afford to live in our county.

Spoke about the allowance of tiny houses in the county in regards to homelessness and

Homelessness concerns - transitional housing

Transportation for access to the whole county suggested more stops longer hours to follow working hours. Length of wait time for transportation

Homelessness would be nice to have transitional houses for those people

Mental health being accessible, having more services available once discharged from the homes

Recommended Priorities:

Education with quality preschools – for kids 3 and 4 years old starting school unprepared for kindergarten. Nonexistence head start is a huge issue, but transportation to those programs is the biggest issue. Need for child care providers in the county. There are not enough providers, lack of the capacity in facilities pocket of no facilities on 3 and 73 towards Mooresville. Mount Pleasant and Midland area.

Housing – transitional housing, affordable housing and run down areas, emergency housing for immediate needs.

Healthcare is a very expensive in this area, mental health and physical

Focusing on the pockets of need will be able to move the county further forward

Name of Group: Arena

Strengths:

Keeping the streets clean – ground work – landscaping
Care about the citizens – involvement in the community and safety, etc.
Parks system – lots of them, accessible, good upkeep, events bring everyone together
Take care of the senior citizens – engage them – transportation – care
Extension office –
Encourages and seeks out engagement from government and citizens
Collaborative – open door policy
Pays attention to what is needed and where the money needs to go – budget-wise
Contacts and interaction – helpful – IT – IAM
Programs – LunchPlus and programming – all over
Efficient at services provided
Nice facilities – buildings well maintained – Jailhouse is nice
Veterans Services – helpful – job search – appreciation breakfast
Board of elections – early voting
Safety/security
Fire/EMS

Areas to Improve:

Libraries – Mt Pleasant needs more space
Schools in their needs and priorities
Elected officials not being in touch with the common citizens – more aware – listen more and listen to a lot of different people
Animal rights – no kill shelters – adoptions – spay/neuter at low or reduced cost
More involvement with farmers and agriculture – built up with schools but not a lot of support
Agriculture side of the fair seems to be going away
Find ways to eliminate duplication of services across municipalities and schools
Be careful of growth that happens too fast – make sure we don't set ourselves up for failure
Sustainability – recycling – more options/locations – easier for citizens

Critical Needs:

Schools pertaining to growth – classroom size – deferred maintenance – new buildings
Services will need adjusting/updating
Traffic patterns
Afton
Seeking out talent – recruitment to address issues in the future
Downtown revitalization – restaurants – hang-out spots – make it more user-friendly so that people want to go there
Crime – drugs – trafficking – school shootings –
Adding Sheriff's employees to address issues – top notch training
Mental Health resources
Public health resources – health alliance type programs (kids, pregnant women currently served – MEN need services too)

Drugs in schools – change the culture that it's acceptable

Resource officers – attention and training – accountability – clear job expectations

Recommended Priorities:

Schools – Teachers – Facilities – SROs and nurses

Public Safety - Emergency – EMS – Fire

Park Staffing and safety

Homelessness – Services provided

Unified development ordinance – working in conjunction with the municipalities

Name of Group: Youth Commission

Strengths:

Social services- one student didn't realize they did as much as they did. Cover a lot of aid needed in Cabarrus County. Some people will always need more but this department covered a wide array.

Booming in growth, a lot more people and businesses

Good blend of native folks and visitors who stay

Native and a lot of tradition here and people when we they come here want to stay here.

Tradition: Bell game of AL brown and Concord (tied to schools and other things)

Parks here in the County (a lot of Parks, clean and a very green county).

Charging stations through Tesla's [Symbol] green environmental friendly and green space and open space

Concord Regional Airport

Rich history

Local businesses and easy to start a business here and well known and rich heritage

A lot of opportunities (entertainment, village park, iFLY, 4h program)

Biggest 4h in the State

Preserving history

Household waste is good (trash collection)

School consistency- buses

Early college is a strength

Sheriff department is efficient in turning over permits (handguns)

Great library system

Letting citizens know about programs at the libraries

Libraries do more to bring information to the public (mobile library)

Mobile library [Symbol] better communication on what is happening on programs at the library

Language course

Medic and Fire Services are good

Areas to Improve:

Roads (filling potholes, widening)

Kannapolis (I 85) [Symbol] Exit 58

Roberta road (narrow, bumpy)

Redistricting

Parks are clean but rivers around neighborhood and roads are dirty

Moss creek there is a sand bed that is gross

Litter issues

Rocky River is gross

Moorhead to the speedway

More walkability (sidewalks[Symbol] in rural areas)

More public garbage cans[Symbol] courthouse "uptown"

CIP for restrooms at track at Northwest Cabarrus

Drivers Ed

Schools nutrition

School counselors to help aid in depression and anxiety

Managing money and getting in careers in right (poverty simulation for high school students)

More parks (ball fields and amenities)
More fishing at parks
Homeless outreach
Employment (short term)
Soil and water conservation
Low flow toilets
Preserve natural resources
Grey water
More farmers market for local farmers market
More hours
Cox mill road flooding

Critical Needs:

Smoking on public benches
Dab pen (weed in a cigarette)
Funding for college scholarships
Rehabilitation for students on drugs (DARE)
Address the opioid epidemic more
Regular town hall sessions for major issues scheduled throughout the year
More communication efforts (more citizen communication regarding government practices and what we are doing)
Public benches in downtown
Trashcans and recycling in more urban areas so people don't litter
Security vestibules (metal detectors too much)
Routing for more escape windows and redirect those funds for more infrastructure improvements
Self-defense classes
OSHA regulations in schools (fire code/capacity issues)

Recommended Priorities:

Business growth and supporting local businesses and at the same time, economically/ecological safe and if you take up land for a purpose to recreate open space
Balancing new growth with the environment
Tax incentives to local business
Deputy raises
Pay the teachers (could be apathetic)
Pay equity between local and state teachers
Metal detectors for schools
Increase the community relationship between public safety and the community
Law enforcement and student relationships
Technology awareness among the elderly
More career advancement tests and classes
Career days (job placement)
CTE in schools

Name of Group: West YMCA

Strengths: Accessible - Call, visit, answer, in person

Active shooter training

EMS - responsive

Board of Elections volunteers

BOC are visible

Responsive Sheriff's Dept. - Patrol area, show up with calls

Senior Games

Communications - Weather closings/Emergencies, Robo calls

Areas to Improve: Seniors - call to check in, senior safety, home-bound seniors

Educate seniors on legal/property matters - prepare when spouse passes

Educate seniors on health/wellness - issues and preventative measures

Veterans Services - Awareness/promotion

Transportation to senior center from Logan and other routes

Communication on services

Provided in county - Realtors

Critical Needs: Senior housing

homeless services

substance abuse

food deserts (accessibility to healthy food

policies to support

Environmental Policies to support recycling and sustainable living

Recommended Priorities: Safety - personal

Education - teachers, schools, CTE emphasis as college alternative

International Commerce

Transportation - public, accessible, available

Name of Group: Planning and Zoning

Strengths: Wellness programs

internal relationships

timeliness of responses

support staff

low crime - good law enforcement

County's willingness to work with employees who have special situations

Staff experience level

Excellent hiring practices

Location (proximity to Charlotte, central NC, entertainment, sports, recreation)

willingness to work with public

accessible to public input

Branding

Inspection promptness

Support from top level down

Esprit de corps

Approachability of management

stability of leadership - Board of Commissioners, consistent leadership

Customer service - especially compared to other cities, towns, counties

Knowledge base of employees

tax base still relatively low but need to balance with new programs

Understanding growth and planning for growth

fiscally responsible

Areas to Improve: KRONOS - clunky - flexibility in system

GIS (internal and external)

Insurance - out of pocket - benefits in general - helps with employee retention and hiring

Animal Shelter accessibility

Look at other areas for parks - some areas of county don't have parks

County collaboration with municipalities - city/county services - ACCELA

Communications and outreach - followthrough - Truly service ALL departments

County stormwater and soil and erosion

Senior services - aging population will need more services, housing

Road - main and congestions

Grounds maintenance - ballfields

Ramps to trails - greenway

increase car washes in county vehicles

Critical Needs: Landfill

Water - Access

Sewer Expansion

Increasing revenues

cultural recreational opportunities

public outreach for all changes, next generation

outdated technology

stormwater control in unincorporated county
Roads - Traffic, public transportation
Water service
New and Aging infrastructure - replacements
Power grid - vocational/trade schools
Age of staff
Sheriff officer retention
citizens academy for process
faster updating maps for new neighborhoods
Attracting business/industry for jobs - so local people can work here
succession planning
senior services/housing/programming
Attracting new employees to government
broadband, internet to rural areas
schools, school construction
managing growth, working with cities to develop where infrastructure is already

Recommended Priorities: Staff retention and recruitment

debt
maintaining good relationships with municipalities and partners
Parks, open space
how to create revenue
Construction of schools (build for more students)
look at local funding allocation for teacher assistants, where teachers are needed, how money is used
hold schools accountable
too much growth, not enough infrastructure
transportation improvements
Staff retention - competitive salaries
Senior housing - programming
How water - sewer expands into rural areas
workforce development
Landfill
New businesses, business retention

Name of Group: Child Welfare

Strengths: Transparency

County cares
supportive technology
Employee wellness
cheaper gas
hands on
social workers
supporting integrative approach services
Diversity
Internal trainings
optimistic
open minded
inclusive
HUBB
supportive of agency needs
employee appreciation/ Recruitment
family oriented
team players
clean county
community supports
Prevention services
lower violent crime rates
overflow of money - no bankruptcy
good retirement
follow principles of sustainability
plan for the future
thoughtful, well-rounded, fair
promote wellness
Well-informed
pay is okay-ish
county management is approachable
accommodating/promote work/life balance
flexible with child welfare staff
Prevention at DHS (PASS)
Progressive thinking
good public safety
Insurance/ benefits
good schools
Growth - population and cultural
lower taxes
cheaper gas
Innovative solutions
pension
leadership - county run - supportive
Diversity (cultural)
Small town caring in a big community

Great parks
service collaboration
Employee Appreciation
Fiscally responsible with tax dollars
comp time for child welfare staff
Open to input by staff and county residents
Funding availability for CPS and APS clients
county cars provided for DHS
Programs for seniors
Parks
Library
EAP services

Areas to Improve: More services for homeless population (especially dads with kids)
Meals on wheels - more funding
county transportation to rural areas (midland, Mt. Pleasant, Harrisburg)
Housing - affordable, shorter waiting lists
Provide services to inmates at jail (substance abuse, anger management, etc.)
Spanish speaking resources (counseling, substance abuse, parenting, domestic violence)
children's mental health services and adults
Competitive salary - HR
Employee insurance program - HR
Better technology - IT - Constantly locked out, connection issues offsite
liason between county programs
food supplies
on call incentive is way too low for child welfare division
DHS County cars check out system, cars clean
county issued phones for CPS instead fo stipend of increase the stipend
Don't tax wellness or incentives
Juvenile Justice - resources to deal with 16-18 year old groups
Crisis mental health services - beds, longer stay, wrap around services
Housing programs - affordable, adults and children
More domestic violence - all resources programs
Transportation for our underserved community - rural access, Midland, certain areas of concord
Respite care for emergency placements
Satelite DSS locations - districts
Prevention support services
substance abuse programs
more food resources for rural areas
Flexibility with hours (telecommuting options)
Having to use personal comp time in inclement weather
reinstate travel reimbursement for early am/late pm travel
Public parking garage hours extended
Staffing as the population increases
DSS Crisis shelter - shelter for women and children
Employee health insurance
Car seats/resources for families
Comp time utilization (flexibility, not use for incliment weather)

school services and academic performance
diverse community based activities
Mental health services/family based services (need to be more individualized, easier to navigate)
Accrual increases of vacation time
Process for involuntary commitments (too stringent)
Programs/services for Hispanic Communities
More pay when on-call
Work cell phones or increase from \$35 to \$50 without taxes
Limited resources for middle class families (private insurance)
Affordable/ appropriate housing
better collaboration between schools and child welfare
expand community free clinic - more locations with DHS as centralized
New DHS building at centralized locations (add locations)
More affordable daycare/summer camps
DJJ services for unruly children/youth
NCFAST - improvements or alternatives
Pregnancy services (housing supplies, education)
Modernize building DHS
Court transparency (DA, judges) Ombudsman

Critical Needs: Youth respite/ 911 placements

Highway 29 traffic
deer population
address sex trafficking
collaboration with schools and courts
staff turnover
Affordable Summer youth programs
County vehicles - contract to clean them
DHS agency/facility
Medicaid reform
Collaboration with the hospitals
Affordable daycare
community service collaboration
support to bridge poverty gap
maternity leave
Affordable housing (income-based, wage based, low/middle class)
Homeless shelters/housing
domestic violence shelters
Residential treatment for mothers and children
In-patient substance abuse treatment (Mommy and me)
Satellite offices - DSS/Resource coordinator from main office
Transportation
employee salaries and vacation time
Financial plans for expanding county
child welfare - competition, compensation
address juvenile justice programs
programs to deal with aging out juveniles

more employment opportunities and how to support new and out of state resident
No more apartments
Salary money
better insurance
competitive compensation
job skills program
No cardinal - DHS develop their own Mtt program
Promote small businesses
Better recruitment for foster parents
better use of funding for substance abuse
Drop out prevention program
centralized medical provider system
Work on policy and regulations on affordable housing
emergency equipment or technology for workers out in the field
Better health care for employees
affordable housing (not apts)
Mental Health (Providers) - quality provider, spanish speaking - delete cardinal innovations - need a new provider
Safety issues for employees
Increase access for transportation and LINKS system
Transparency of courts (DA, Judges) with ombudsman program
Stop or decrease multi-family housing
inmate rehab program for release
increase employee salaries
Educating schools regarding child welfare and law enforcement
Increase in services for seniors
More affordable daycare

Recommended Priorities: retention of employees

Educational incentive/ tuition reimbursement
Competitive Salary
better insurance
equal compensation - salary - compression study
More trauma informed providers
no more apartments
paid comp/ overtime
no raised taxes
Increase merit raises
Being able to work from home
Mental Health - Cardinal Innovation and providers
substance abuse services - affordable
stop tax increases for middle class
Retention of county employees - cant keep good employees
Better pay and benefits
Cost of living raise - match inflation
Trauma informed solutions for students (cab co schools)
Take proactive approach to mental health

more programs for inmates prior to and after release (re: employment, anger management, substance abuse)

substance abuse treatment facilities that you can bring children to

housing (decrease waiting list for affordable)

Security and safety for agency in field

Increasing sick and vacation time

Population growth (manage it)

affordable housing

Transportation in rural areas

Services/housing for homeless population

Domestic violence resources and services

More schools/ remodel old ones

Raises for county employees (competitive with surrounding counties)

Move DHS to more centralized location or add locations

Improve flow of traffic in rural areas

Improve roads

Court transportation (DA, Judge) ombudsman

Inmate release program

Adequate funding for DHS

Change in policy for inclement weather and driving own car/ using time

Accruing more vacation time

Competitive salaries (surrounding counties) and Overtime pay

Financial planning for expanding county

Safety training for workers in field and crisis resources on the spot when needed

Satellite offices (rural areas)

increase the social worker to school ratios

Public transportation to rural areas

Ability to obtain licensure (professional) - grad school, LCSW, etc.

Staff safety

Trauma response team to address first responder secondary trauma

Recruit more psychiatrists/psychologists and develop specialists

Homelessness - affordable housing

Employee insurance improvement

Substance Abuse providers/ quality

Increased pay for first responders

behavioral support for children in schools (KCS)

Bilingual mental health providers

security in schools

juvenile probation services - increase funding

more jobs - more pay so people can afford to live here

student loan forgiveness incentives

Name of Group: Concord Library

Strengths: Sheriff community relationship

Support Sheriff's Dept.

Board is approachable

neighborhood schools

Extension office is excellent - master gardener

Great parks - Liske and Wallace

Senior center has great programs

Interest in being the lead agency for collaborations (like mental health)

Change transparency - leader networking

Safety

Ease of permits

have the interest of the people at heart

EMS (awesome)

collaboration engagement

Areas to Improve: Mental Health

Preserve and expand (promote) neighborhood schools

Transportation (bus routes, CCTS)

Sheriff's Dept. staffing/salaries

Manage homelessness better

Senior citizen centers (more of)

Roadside Litter needs to be tended to

Fire Dept volunteer

Financial Technology and entrepreneurship

nighttime services/housing - Homeless

More targeted community activities

variety/retention workforce

Take care of neighborhood schools

support small communities to survive and keep identity

grow "smart"

adequate buildings for schools

civic knowledge

Critical Needs: Traffic - expansion of roads (I don't want to hear that they are town and state maintained. We can do better by working together with our representatives in Raleigh)

Regulated growth apartments/houses

affordable housing

school overloading (cox mill)

Housing population

Entrepreneurship-friendly and financial technology

Minority representation - CRC

Jobs - skilled labor vs white collar

culture of health in community

Neighborhood schools (smaller) - beverly hills

Infrastructure related to growth - all support needed for new homes/residents

Homes in 175-250 k range

Move division 10 (State highway division) from albemarle (non-growth area) to cabarrus

Develop subject matter task forces that can advocate with the state for commissioners

We need 7 commissioners instead of 5

We are growing and only 5 can't keep up.

Recommended Priorities: Innovation, forward thinking

entrepreneurship

planned communities - edequate - bike, walk paths, sidewalk expansion, incorporated green spaces, expansion and connection

continue expanding thread trail

transitional housing (Mental health, homeless veterans, LINKS kids)

street infrastructure - widen, restripe

Bring light rail to Cabarrus

expand transportation (CCTS) bus routes

Community schools maintained (Beverly Hills)

Landfill

Economic Development

Community engagement/youth development

Quality of life

purpose driven citizens

Education and municipality partnerships - strategic economic development, pipeline of students

Sustainable future with what we have

foster downtown history - gentrification to help not push out

Walkable neighborhoods

Name of Group: IAM

Strengths: Stable employment

public safety
accessible to citizens
Transparency
BOC access
Supportive management
Variety of amenities
County amenities - parks - open space
Availability of both urban and rural
fiscal responsibility - big picture - value
well trained employees
IAM is versatile
provided opportunities to grow and learn
customer service
leadership
priorities/utilization
collaboration between departments

Areas to Improve: Zoning - tied in with BOC Plause? - planned growth

Accountability of schools for county funding - mismanagement
DHS services - clearly communicate
Publicize ALL county services - outreach
Advertising concord mills brand
School facilities - too many mobile classrooms, growth
Community programs - advertise - libraries
Finance - procedures - communication and improved
expand hours and availability of household hazardous waste and other services
Realistic expectations of IAM by county staff and public standards
Direct callers to appropriate staff/Departemnt
Do employees know who does what?, Establish protocol

Critical Needs: Infrastructure -roads, schools, building, traffic, utility, refuse removal

drugs - education
employee - hiring and retention
economy, retention, trades
Stancil pending retirement (Mr. Cabarrus)
Public transportation
downtown concord sustainability/development
protecting current resident - not to displace them, low income

Recommended Priorities: Schools - but held accountable, expand facilities or build new ones

mental health - awareness, access to assistance/treatemnt - drugs
expand presence and visibility of county services outside downtown concord
expand household hazardous waste, recycling trash facilities
economic development, industry, class A officers

Name of Group: Nonprofit

Strengths:

Most collaborative government
Most approachable
Government is engaged in the community that you don't often see
The unity and wanting to create personal relations with organizations working within the community
They will take action when needed
A lot of community input
Supportive of community agencies
Again very collaborative work willing to brainstorm to solve a problem
Staff – wonderful staff top notch employees – Good interaction – customers services – creativeness – problem solving – their expertise to benefit the organizations
Strength of county's relationship with municipalities
Leadership and responsibilities of municipalities
Active in citizen organizations

Areas to Improve:

Transportation for seniors to drive, increased options for non-driving seniors
Affordable senior living
Affordable housing general
Utilizing school facilities affordable by nonprofits
Expansion of reliable affordable child care
Special needs children before and after school care
School facilities locations, number of schools
CTE programs and trade work involvement
School choice
Educating future workforce about debt and awareness of future jobs and the perception, priority, education of wages for trades
Home improvement – grant opportunities,

Critical Needs:

Population growth – schools, affordable housing, infrastructure/roads,
Food Desert
Employment Wages – pursuing jobs with a higher living wage (Eco Dev), workforce preparedness, job readiness,
Substance abuse – vaping, for high school age students, affordable treatment options
Schools guidance of passion to a job options
Public transportation – more routes, for workforce,
Wage diversity throughout the county – look at creating a workforce to support trades
Mental health – continuation of both mental health focused boards and specialty positions to aid
Workforce housing – safety, critical repairs, affordable, creating access to, creating more capacity,
Healthcare shortages – how do we recruit younger generations to come back to Cabarrus or come to
Creating the smaller home areas safer to be more attractive to younger generations
Teacher supplement is lower than surrounding areas how to build relationships with universities to bring student teaching and other programs – teacher recruitment and teacher supplement
County oversight of program spending for schools – sports vs general education

Housing – mill houses, protection of areas that are structurally ageing

Recommended Priorities:

Transportation

Affordable/workforce housing

- vouchers

- critical repairs

- NOAH

- invest in current facilities

Invest in the younger generations (8 year olds + 10 = 18 years old)

Prevention for mental health and

Figure out the gaps what services are offered and where improvements need to happen(Comprehensive Study)task force,

Literacy

Housing Trust fund – looking at how other communities have gone about addressing the issue

Build awareness of community issues – educate the public on

Name of Group: Large Business

Strengths:

Great professional staff – very responsive, effective, asset to the community
Opportunity for input and feedback
Leadership Cabarrus – knowledge sharing and communicating the information needed
Use of technology – inspections, using tech effective to help share information as quickly as possible
Growth and expansion locally with a growing business
Safety and fire staff is wonderful great with community and very quick response in comparison to other counties
DHS staff have excellent communication
Emergency management and their preparation of plans to keep safe

Areas to Improve:

Transportation – broader transportation options for shift work
Change or expand in routes of current bus system, conscious of safety of the stops, North and West routes in Kannapolis, no stops on 29 into Kannapolis, include sidewalks to allow for safer stops
Expansion of the area look at secondary roadway maybe connections to 77 looking, how can you connect to metropolis to the livable areas such as to Mooresville Harrisburg, being about to look at local

Critical Needs:

Transportation transferred from improvements
Workforce development – utilizing the early colleges, community college, High schools, recruiting, training, and retention for qualified employees. Focus on trade skills, look at regional trade schools or even
Soft skill development and basic skills
Competing with the charlotte market discussed if it was draw to lifestyles or something else that could be looked at
Continued challenges of drug addictions – societal not just county but having the county prepared for those type issues. Not only opioids, but addiction in general
Growth long range planning – infrastructure needs, water sewer, vibrant downtown for the culture, attract workers, the want to parks trails things to attract

Recommended Priorities:

Quality of life aspects
Transportation – secondary roads, comprehensive transportation plan, planning for the future
Safety of citizens – quality of life
Mental Health/Addiction
Education – to create workforce development, aging of current infrastructure,
5G availability, fiber connection to keep and attract companies to the area
Vision and tone are so very important to the community and it is very happening now. Allow the great staff to do their jobs
Water pressure for S&D in the case of a fire could be an issue

Name of Group: Small Business

Strengths:

Easy to reach and responsive
Outreach and communication from the county – social media, email
Options through ALP – greenways, parks, always something to do,
Very positive and upbeat attitude from staff and commissioners towards businesses and citizens
Relationship with the chamber
Municipalities' relationship with each other and the county
The commissioners are very visible in the county and are great with communications
Schools – choices, STEM, International,
CHA services
Non-profits community and relationships
Early college is awesome

Areas to Improve:

Efficiencies – building inspections, but was a staff increase and collaboration with the cities
Zoning – is there any thought process to coordinate apartment builds and using the land best
Stonewall Jackson Property Building Improvements
NCDOT communication to business and citizen
Sheriff patrol in unincorporated area in neighborhoods
Traffic at concord mills exit 49
Planned growth
Affordable housing – determine the need for more affordable homes & apartments for all ages,
Litter – everywhere – coordination between citizens and cities to help
HWY 49 improvements through Harrisburg, congestion/safety

Critical Needs:

55 and older community –
Economic Development around the area of royal oaks and winecoff to help bring people to live in these areas. The schools are low how can we help those schools to attract the families
Congested Roads – branchview and Hwy 3
Managing growth if the property displacement due to easement areas and right of ways
Litter - Gateways properties unkempt and cleanliness of those areas, empty houses,
Zoning Enforcement -

Recommended Priorities:

Economic Development – Phillip Morris Property, Options not just warehouse, mixed use, Class A office space, Ballentine area example, keeping awareness of the green space, incentives
Schools – increase the performance of the schools to be attractive to new comers, how to show the schools as a positive schools system is viewed to new comers, support system and maintain growing schools, strict grading system on faculty, performance level, statewide grading levels, RCCC – internship options
Jobs – Workforce Readiness RCCC,
Looking holistically with all three above for families
Affordable recreation to emphasize the quality of life for citizens – public and private opps.
Quality County Staff – strategic focus on county staff recruitment and retention

Name of Group: Midland

Strengths: Schools - money allocated by county

Growth - planned
Kayak on Rocky river (Grist mill to Little's)
County Transportation - Senior transit
County Staff - approach, help, technology
Senior Center
Visibility of Board meetings and Channel 22
Hospital Care (hospice)
Veteran's Services - accessible
Household hazardous waste
Road Support - infrastructure
Library
Court system
Commissioner participation in town meetings - summits with municipalities
Allowing citizen input - providing a response
Responsive to Park request at Rob Wallace
EMT service
County park system
Fire Dept services
Sheriff Dept satellite location
Economic development corporation - new jobs by business in community
Low tax rate for counties

Areas to Improve: Better control of public works or private contractors to complete projects

More accountability on public works projects
More officers based on growth
More lunchplus sites in town limits
Better long range planning on projects (ie. Utilities, growth)
School bus routes (streamline)
Education system and better planning from development side
Spillway on Pond needs a bridge or handrails (Rob Wallace park)
Trail around pond should be paved because it is difficult for walkers (Rob Wallace Park)
Have more coverage from SD
Traffic coverage (police) at schools
Veterans memorial at Rob Wallace Park
Senior Center in Midland
YMCA in Midland
Extend library hours (consistent hours among all branches)
School proximity to Midland (Middle and high)
Transportation Services expanded
Speed on Bethel School Rd (working with state @ park entrance) - crosswalk with state
Sidewalk on Bethel School Rd (in progress from Saddlebrook to park)
Lunch plus or satellite senior center
Rob Wallace park continued phases on CIP

Water feature of Rob wallace park
Growth future planning (infrastructure) all services
Economic further consideration
Water testing off 24/27 before Meck Co. line - can't use wells
Community policing efforts
More inspectors to speed along building process
More stringent rules/standard for inspections (more collaborations_ - land use plans
Satelite station for county functions
Better communication/access
Extending water and sewer lines
Satelite campus for RCCC
Landfill and recycling more convenient to Midland

Critical Needs: Teacher Supplement - retain

Competitive Healthcare
Old Bethel School Revamp - land
Equality of services
Schools - Education, Area High school and Middle school
Get ahead of population growth with schools
SRO at Bethel elementary - traffic
Traffic - need more traffic lights in Midland on Hwy 24, 27, Bethel school, and 601
Consider proposed bypass
Speed assessed
Long term planning for development
Managing Capital growth - services, schools, population
Sewer information in Midland area for development/support from County
Collaboration for Eco Development
Help for pressure issues to increase capacity
Caution at access to park/walkway
Eco Development for Midland area - grocery - restaurants
Expanded Transportation - public, Dr appt
Extended Library hours
Midland Senior center aff.
Completion of phases of Rob wallace park
Thoughtful zoning

Recommended Priorities: Publicity, Communication, paper newsletter at Library

School construction - get ahead of growth
Zoning
Public transportation
New parks - complete park
Promote recreation
Land wildlife conservation
Thread trail - hiking/camping
Public safety - increase SF services
Fire, EMS
Veterans Memorial at Rob Wallace Park
Event center/Rustic - Outdoor

Senior Center - Senior services

Clean roads/litter

Highway Safety crossing road at park

Highway - lower speed, enforce speed limit

traffic lights, sheriff services

SF school traffic directing

Children library programs - Expand hours

Equalize everythingg around county - services, infrastructure

Economic Development

More consumer business - infrastructure, sewer

Name of Group: Mt. Pleasant

Strengths: Fiscally sound

libraries - homeschool friendly

animal shelter

safety

diversity of people

foster care

Register of deeds (Customer service and efficiency)

Nice signs

Construction standards

Nice parks

Responsive county staff/services

Emergency Services and Response - Planning for disaster, qualified staff

Transparency

County supported Fair

Sheriff's department - Responsice, friendly

Veteran's services Dept.

Areas to Improve: Transportation - Roads (potholes), vehicle-less citizens (public transit)

Parks, Urban, developed areas

Unique play spaces (recycled materials used)

Water sewer hook up - connection

Planning process - Educate citizens

Parks and recreation programming

Library weekend programming

Housing improvement money - senior housing

more solid waste companies in the area

County website updated - navigation through content, "stale" - mobile response

Public art (pretty stuff_, landscaping along roads, ordinance - business response

Critical Needs: School construction

Rapid development - future growth

Human services - foster care, substance abuse (crisis)

Facilitate discussion between municipalities, county, state regarding planning for development

Land use planning - master plan update - strengthen

Economic mobility of citizens

Recommended Priorities: Funding for school construction - Legislation similar to system dev. Fees

Coordinating planning .development with school construction/ between county, cities, school board

East Cabarrus District Park Needed

Additional funding/staffing grants for Rural Fire Districts

Plan for furute growth - roads, sewer, water, 4 lanes

Infrastructure - utilities to support planned growth

multigenerational focus on county state, fed funded services

Crisis prevention focus

Re-purpose older buildings

Name of Group: EFSS

Strengths: Appreciation of employees

wellness program
community involvement
clean streets
Nice parks
Providing employment
Open doors on time to agency -accessibility
growth in community
Pay is competitive
Dedicated employees
Support of schools
Provide employee training
libraries - programs
Parks - many programs
Employee health clinic
EAP program
Paid insurance
low taxes
A lot of resources - employment, churches
A lot of good programs for the elderly - lunch plus, coltrane center
lower taxes than neighboring counties

Areas to Improve: Better communication through programs available

availability of paid comp time
intake process - cut off time for processing apps - DHS
Transportation for all shift workers
better health care for employees
weekend and after hours for health clinic for employees
Healthcare - Make it more affordable - especially for family coverage
Need to focus on all communities especially non-english speaking
More sidewalks, more greenways
more interpreters
Better service for veterans
Housing program other than shelters
Better schools
Paper towels and hot water for bathrooms
better roads, less flooding
Upgrades of software
More lighting on greenways and police call boxes
Affordable housing (lack of) for low income populations
Less luxury apartments
infrastructure cant keep up with growth
Police, schools, facilities cant keep up with growth
Need more youth centers, services for youth 14 and older

Human trafficking education - awareness needed

Community paramedic program could be improved for outreach to youth in schools to reduce drug use

Fire the garbage pick up - quality of service is based on the community you live in

Critical Needs: Accountability and follow up on clients over-using services

Employee Health insurance - consider lower options

increase sheriff, EMS due to population growth

Early projection for tax increases

human trafficking

Additional needs for public safety - incentives to hire/retain employees

race relations (bridge the gap between races) across county functions

Cultural awareness, get out the box

services for non- english speaking

Housing other than shelters

Quality of staff in schools - increase pay for all staff

Bilingual staff in schools - all schools

Home buyers program for low income families

Budgeting classes for all

New Home construction and an infrastructure that can't handle all the new people

Cost of living too high

Road conditions

School overcrowding

Lack of affordable housing for low income populations

need more jobs

Cabarrus County Gov needs to have longevity incentives to retain employees

Re-evaluate probationary period for employees to retain employees

Recommended Priorities: Road Conditions

Emergency drills more hands on

"Stop the Bleed" Programs in Gov buildings

Housing (affordable)

Invest in youth and employees and buildings

bridge gap in community services for all

Parking lot not safe - DHS

Paper towels in ladies room please

Better security for staff

adult services for housing, bills, etc.

Employee salaries

schools

county website improvement - ease of navigation for clients/public. Do not understand "our" language

DHS building - old - safety - needs renovation and cleaner air and bring back paper towels

inclement weather policy not comparable to other counties

Stop forcing employees to use leave for inclement weather and/or building closure

DHS parking lot not safe (full of trash, used needles, bandages) - designated parking for employees

Hot water/changing rooms for fitness classes

Disparity between county facilities

Safety of county building especial DHS - need metal detectors

Growth not being able to keep up with schools, public safety and other needed services

Name of Group: ALPS

Strengths: Collaboration - agencies and businesses with municipalities
County support of services and encouragement of collaboration
Staff - non-siloed knowledge - shared info - succession - cross training
Internal communication and county improvements
Good locations - parks, senior center
Management involvement
Staff enthusiasm
Budget process
Listening to staff by management and the board
Diversity of skill, knowledge ALP staff
Internal staff support, training opportunities and money
Wellness program
Non mandated services are strong - parks and senior centers
Support of board
Neo Gov - improved hiring process
Economic Development
Longevity/tenure of county staff
Support of training and education opportunities (internal and external)
Variety of programs/opportunities for citizens - libraries, older population, all citizens
Marketing - "look" - professional, clean (not necessarily branding)
Planning and zoning - protecting watersheds/easements with growth and development
Land use plans
Master gardener program
not duplication of programs/service

Areas to Improve: Collaboration with municipalities on events and advertising
More/better technology - for signu-ups, kiosks at more locations
Outdated processes (time, funding - efficiencies
Do more research/focus groups before making big changes
Staff incentives and benefits - retention
More commissioners with growing county
health clinic - full time doctor, consistency of info - Clinic vs HR
IT - quick response and response to rural locations, tech "holes"
PT orientation, availability of required trainings, KRONOS!!!
Public education on city v. county responsibility - continue to build our story
NW - park/rec and Senior center additions
county rec. center
Aging infrastructure
Fitness center for older adults
Cost/capita needs to increase
More staff to meet trend needs - social media
School and municipality and county relationships
Greenways
Updating online presence (update address on Google)
User friendly time system - KRONOS

Natural resource conservation - preserving land, open space, natural preserves, biodiversity, natural resource management plan - have one

Transportation - additional senior resources, transport to senior centers, and general public

Child support services - more need than available support

Internal communications - more than banners, flyers, social media, use newspaper, increase marketing of department services

Sponsorships

Increase staff to support need for programming

Reaching baby boomers - all programs/ senior services

Work flow for required trainings

Critical Needs: Tournament facility - all in one

West side - senior center, ALPS, Library

Aquatic facilities

Mt pleasant - park and rec based

Update and expand all county facilities to support growth

Land banking

Focus on trends - what's changing

Consolidation of departments/services - schools and departments working together

Public transportation - new routes - expand to populated/business areas, more stuff

Adjust services/programs to meet needs of aging population

Facilities to accommodate need - camp. ropes courses - low/high

Roads - to accommodate growth

Staffing at all ALPS during all open hours - police presence

Recommended Priorities: Employees - incentives, merit, retention, insurance, hiring to meet needs

Buy land - preservation and management

Accessibility - transportation, public, ability to "age in place", greenways

Demand of services with growing/changing population - diversity changes (packets of certain ethnicities)

Trend changes and adjustments to policies

Name of Group: Logan Community Center

Strengths: Transportation - CCTS, public access
Animal control/shelter
Senior Center improved
Partnerships between county and municipalities
Sheriff's department overall
cooperative extension - rural/Ag Programs
Growth
Low crime rates - compared to neighboring areas
Libraries - nice facilities, accessible, computer use available
Parking garage downtown
well maintained county facilities
greenways - well kept
EMT response time
Courthouse upgrade/building

Areas to Improve: Better citizen education on services provided by county
Roads - Hwy 601, congestions, accessibility, widening roads, city of concord resurface roads
Yard waste pickup service
BOC representation - district voting
Stronger conservation policies and enforcement, development
Central response line for citizen call/issues regarding environment
communications/outreach
BOC presence at local meetings/events, be in communities to meet citizens, community meetings
Flooding in heavy rains
Erosion and sedimentations control - program, bring it back
Mental Health - adequate resources to meet demand/need, school services to students
Collaboration between mental health services in cities and county and state to work with all citizens
Board of Elections - Voting sites - better representation (early voting sites)
Voting security

Critical Needs: Homeless Services - Transportation (connect communities), mental health, financial services
Growth development - comprehensive plan, residential/businesses, conservation focus, roads/throughways
Comprehensive conservation plan
56 cell tower - possible issues with SG Signal
sustainability of resources with planned growth
Affordable housing - planning and development, land for section 8 incentives

Recommended Priorities: Developers - change fees for development instead of incentives
Housing - affordable, low income
Integrated services - partner to achieve common goals
Education - safety of students, mental health, teacher recruitment/retention, county supplement, civics focus/curriculum
Environmental - development, conservation/sustainability, green spaces

Name of Group: Department Heads

Strengths: Benefits

Great facilities - IAM, EMS (except willowbrook)
Quality of employees
Customer Service
Collaboration and expertise
Creativity and willingness to try new things
Technology/IT resources
Diversity people/services
Transparency
Handling growth of services
BOC support
Cooperation of most all local government
Staff appreciation
being proactive/forward thinking
Employee health/wellness
Good leadership
Listening...feedback to/from public and stakeholders
Ethics
branding
fiscally responsible
Good BOC - work with others
Staff - Customer Services, working relationships
Relationship with municipalities
Continuing ed
Access to technology
low crime rate
D-town Concord location (for employees)
Concord Mills and Great Wolf Lodge
Ability to disagree agreeably / Cooperation

Areas to Improve: Flexible schedules

money for non-mandated services
better funded senior services
transportation (options, routes, etc.)
More child care services
More county vehicles for staff
Better communication between departments
continuity for all employees
highlight more quality of life programs and services
More DSS family foster licenses
Support for internal training
Salary and compression
Project/initiative follow-through
Levels for growth with departments (Accountant I, II, III, etc)
Succession Planning

Revisit merit (broader range)
More opportunities for bonus
Developing accountability for support departments providing service to operational depts.
Broader and more available mental health and substance abuse services
Increase/create transportation options
CAP program (in home care)

Critical Needs: Start landfill planning - alternatives
Growth management - Smart, planned, infrastructure
School funding - treat more as a county department/Accountability
Substance abuse/Mental Health - services, enhancing, connecting people
Homeless Issue
Transportation - partnerships, infrastructure money, connectivity, airport
Defining identity outside of Meck
Healthcare Funding for employees and citizens
Aging population - housing, transportation, healthcare, medical - for all
Volunteer services and lack of volunteers – volunteer recruitment – utilize retirees
Advocate with legislature to meet needs - sales tax
Jobs/industry
Non-school Facilities - senior center, libraries, parks, DHS, etc.
Employee salary compression/fair and equal pay
Succession planning
Follow through on goals/projects/strategic plan

Recommended Priorities: Education - nothing else good happens without education, Pre-K
Landfill - new one
Transportation - mass transit/light rail, roads, helicopters
Managing and meeting needs of growth - 10,000 per day turn 60, senior citizens
Water quality; Water supply; Stream buffers, flood management
Unmet need for food security
Revenue generation - more than just property taxes
Maintain current infrastructure
Prepare for rainy day - depression
Mental Health care services
Transportation - Veteran/special needs
Expand senior services - Transportation programs, Supplemental income, Elder abuse prevention,
Housing/Health Care, they're active longer
School security
Land banking
Quality of life (Game on)
Affordable Housing (all)
Improve Communication
Smart Growth
Keep tech up to date
Sustainability - using resources wisely, employee practices
Benefits, appreciation, etc. of your greatest asset (employees)
Civic education
Promote and use volunteers/interns as a recruitment tool.

Name of Group: Economic Services

Strengths: Willingness to interest to change communication
Very positive environment
Recognizing affect of charlotte growth on cabarrus county
Free entry into county parks
Reutilizing buildings employee health center - Access, low cost
NC Works at DHS
Excellent customer service
Park Development
Community partners
HUBB
Medical transportation and transportation for seniors
EMS service
Community events
Free clinic
Government 101 program
Free classes at library
Downtown's upgrades
Expansion that's happening with county's growth
Job growth/ new businesses
Available recreational activities
As a new employee, I have felt very welcomed
Wellness programs
Effectively delivers services to all clients
NASCAR income for county
Medicaid transport
Parks family oriented
DHS "fitness center" relieves stress
Effective communication within ESD
Development of better programs (DirectConnect, Kronos, NeoGov)
Technology - alarm alerts on computer, alarms in rooms
Comp time access - helps workers from getting behind
DHS wellness clinic
Health insurance - county's investment in our health weight watchers, fitness center, health coaching
family activities (Family Day at the Arts Council)
Movie nights in the park
Great amount of diversity
Transportations expansion
policy and procedures
New HUBB and running - good location
No high tax increases
Parks managed well
Wellness program = excellent! - trainers, competition, variety
EHC - No sick time and cost
Employee appreciation
New weather policy - Yay!

Veteran services available locally
Literacy program doe non-English speakers - library
Communication - asking for input for changes
Employee appreciation event - Awesome raffle ticket prizes
Library online training
NeoGov - Learn trainings
Alertus worked well the other day for tornado warning
Services for senior citizens are good such as lunchplus/senior center activities
School lunch program provided during summer break
Veterans citizens
Channel 22
Lots of good perks with multiple activities

Areas to Improve: Transportation for rural areas
More affordable housing
Access to childcare
Educating community on ALL county programs
More training space and better equipment (True training rooms) at DHS
IT - better server
Climate control at DHS
Infrastructure for community
Roads/sidewalks in community DHS not safe by road
More outreach in the community to inform citizens of programs and resources such as "summer meal program" - senior programs such as lunchplus
More interpreters for other languages on site (Spanish, Vietnamese, Chinese)
More shelters - homeless, battered women and children
Provide more farmer markets and make available to Food and nutrition services recipients (vouchers)
More ESD Caseworkers to reduce burnout
Utilize city parks for county wellness activities (Kann. Safrit - softball village)
All are necessary of what is available
Cafeteria provides instead of Canteen at DHS
Alternate food trucks available at office locations
More shelters and available counseling, legal resources for victims of domestic violence
Safety and security in county buildings and schools
More ESD workers so accuracy and turnover will be reduced
Larger buildings for DHS
Supplies for staff
More food banks/shelters
Roads to grow with mass housing projects
Library in more areas in the county
DHS satellites/Easier client access
Daycare funding increase
Affordable Housing - elderly/low income
Bus transit expansion to more city areas
More services at EHC - more comprehensive services to be a true primary
Another senior center to make it accessible without long transportation needs
Decrease property taxes or increase COLA

HR needs to be more involved with enforcing changes based on exit interview complaints

1 set of taxes for all county ie. kannapolis and cabarrus needs to be 1

Affordable medical centers for those ineligible for medicaid

Better health insurance for employees costs keep increasing

Teen homelessness shelters

More homeless shelters in county

More program assistants for veterans/sense of urgency

Assistance for elderly

Transportation county-wide

Urge DOT to expand more roads

Affordable Housing and safe

Teen recreation facilities

Improvement to computer servers

Improve county facilities (DHS)

Food services (Kids, elderly) - in more communities

Medicaid eligibility

Services for those that are not eligible for medicaid/ FNS

Medicaid income levels

FNS income levels for single parents, elderly

Daycare waiting list alternative affordable program

Another community care clinic - a better gap for 18-65 year

Public pools

Free summer lunch programs

Reallocation of FNS benefits for senior citizens

Mental Health programs - Free

Less road construction projects at once

More spay and neuter programs

More animal shelters

Jail Community service for non-violent offenders

Critical Needs: Larger gyms (employees)

better road maintenance

Onsite computer access for EPASS applications

Affordable childcare for community employees

Better customer service for employees

Consider paid overtime

Better parking at DHS

Employee pd Birthday

Educational Programs for young children (toddlers)

Physical programs for young children ex. Soccer, t-ball, etc. - toddlers too

Walkable city

Better computer system

Hire some temps for ESD to address high turnover due to work load

More detailed training process

NC Fast improvements

County growth - employers, elderly transportation to run errands (groceries, etc.), construction to accommodate growth

housing needs - Affordable

Better security - metal detectors - more on site security (visible)
More DHS locations throughout the county
higher minimum wage
work from home options (at least one day per week)
Expansion of DHS Services related to increase population
Larger DHS facility
Satelite DHS offices
More employees at DHS
Better insurance/lower deductible
Expansion of EHC
Safety training
Road constructions
Transportations availability for citizens that live further in the county
Affordable housing
More places/activities for teens
Shelters
Jobs for teens
Affordable Housing
Affordable afterschool programs
Fixing the roads
Getting paid overtime
Program/Services for disabled
Adoption/foster care - more workers
Parks/Basketball
Affordable basketball camps
Dress code - consistency
Rapid growth in county - Housing/roads, etc schools overcrowded
Rotate Red cross listing when emergency
Crime rate increases from chall.
Summer jobs for youth
Moderating the growth of the community - providing services based on "all" population groups -
creating diversity in services
developing programs that reach individuals that are homebound - elderly, disabled. not able to travel,
falling through the cracks - bridge the gap between these people and the available services
Creation of public safety
Awareness programs and implementation of programs - making them available to every age group
Education of community of all county programs including DHS through outreach at schools, colleges,
churches, beyond social media and CCTV
Technology
DHS needs new building
Affordable daycare for employed single parents
Inceas cost for services for more higher population
More affordable housing
More safe housing
Address people using cell phones while driving
Bonuses
Overtime pay for employees
More staff

Stop lights on sensors on timers
Diversity - upper management
Extensive hours on public transportation
Cheaper insurance for other family members
Better benefits
Health insurance better - no deductible
Efficacy in training process/time management skills, organization skills, processing skills
Equal pay
Mental Health - more free sessions
Internet access for everyone
Opioid crisis and task force
More robust workplace violence training
Access to low cost quality healthcare for citizens
Need for teen programs/recreation
Family appreciation event for county employees - picnic in the summer where county employees bring their families
Better networking and getting to know each other

Recommended Priorities: Accountability of management

high turnover
Housing for the homeless - upgrade abandoned buildings for the homeless
Hubs for the homeless - public showers or mobile shower
Public transportations for homeless
More programs for the elderly - medications, dental/health, meals
Mental health facilities - CtRS
Pedestrian walkways and crossing
With increase trend of housing costs increases, develop safe parking spots for those who live in their cars
job retention study
cover for bus stops
County/city mowing for streets every two weeks
More schools
affordable housing
infrastructure
public services (police, sheriff, ems, fire)
Larger DHS facility
Employee compensation (financial)
better insurance
increase staff within DHS (to increase accuracy - reduce errors and county pay-back)
Increase safety in county agencies/schools
More free resources (food banks, clinics, shelters)
More diversity
Paid time and a half for employees
accrual time for vacation/merit raise increase
Bereavement pay - separate from sick
Tuition reimbursement/grants
Equal opp for employment
No new positions if management cannot manage a high turnover

reflect merit raises for city employees who live in the county and taxes are increased
Pd OT not comp time
More flexibility on flex time
Supervisors non exempt
Cashing in vacation time after thanksgiving
Improving internet speed - servers
Affordable housing
Security and safety
DHS building needs - we are outgrowing this building
New DHS building with windows
Transportation and infrastructure expansion needs due to increase population
Affordable housing and safe
Visionary plan looking forward so that all departments become the priority at some point - ex. this year is schools, next year something else, and so on
Longevity bonuses for our staff that are here to stay
On-site childcare for county employees (with great qualified teachers)
Change hiring process and include looking at that persons work not just eval and scores and how well they interviewed or friendships.
Public parks
Public schools
Police, fire, rescue
Sidewalks for safety around DHS
Competitive pay
paid overtime
childcare for employees
Insurance deductible removed
Public awareness of where things are located such as doctors
Library to county employees that arent residents of cabarrus ie. a map passed out at orientation
More DSS locations, such as office in each city ie. midland, locust, mount pleasant, and harrisburg or offer rotating office hours in more rural locations
EAP on site
Paid bereavement
Better on-site security
County-wide employee appreciation day - ex. all offices close at 12pm (paid day) food and activities
Comprehensive background check on education staff
Universal meal program for programs (free/included)
Improvement on safety/security in schools - More trained SROs, technology/security improvement, mental health training to staff
Safety/security improvements to DHS
Another LEO to cover lunch or additional areas
Extended coverage for staff working early/late
Not have to use personal time for weather related issues
Speed bumps in the parking lot
Put paper towels back in the bathrooms

Name of Group: Cooperative Extension

Strengths: Tax base in the county

Experienced county management team
Parks and walking trails
Libraries
Knowledgeable county staff
Accessible staff and departments
County takes care of employees (benefits, incentives)
Cabarrus Arena meeting space
Restaurant ratings
County IT - response time

Areas to Improve: 311 service

County website is not user friendly
Hard to find county classes/programs on the website through Rec1
Update Rec1 - not end user friendly
County Fair - support and offerings to include ALL citizens
Roads - placing schools - businesses on roads that can't support the traffic
Sr. Transportation gaps in the county
Reliable vans for county staff to use for programming
Facility cleaning and set up - more hours on site
Lack of meeting space in county facilities
Availability of county vehicles for all county staff
Mowing - grass clippings blown into planting beds

Critical Needs: Schools

Traffic - HWY 73 - lots of development
Growing Population - provide adequate services - hispanic diversity
Connectivity to Charlotte - transportation links to CATS
Technology - computers and cyber security
Adequate government facilities for the population

Recommended Priorities: Schools - facilities

Transportation - Link to charlotte
Safety staff for growing population (fire, police, ems)
Planned Development (schools, residential, business)
Quality of Life / Health Focus

Name of Group: Cooperative Extension Advisory Council

Strengths: Public Transportation - sr transportation

Agritourism - support for farmers

Easy access to county staff

Leadership - right people in right positions

Support of Extension

BOC Liason process

Volunteers in the county

Fair - ag focus for students

Access to county facilities for programs/meetings

Media coverage - Channel 22

Areas to Improve: Agritourism - support famers - don't fight them

Communications to public about programs and services available

Schools - money drain for buildings - better plan for future sites

Competitive pay for fire, sherrif, EMT, teachers

Better public education on safety and security

Transportation - Srs - more stops, more routs, better wait times

County provided vehicles for programs

Erosion control in property development

BOC understanding of Ag community

Critical Needs: Tenure of Sr Mgmt - changeover soon

Larger facility for Ag Community - accessible to farmers - represent county support for AG

Migrant worker outreach - medical care, meet needs w/o deportation

Planned Growth (infrastructure to support development - housing, business, live withing budget)

Keep Cabarrus separate identity from Charlotte/Mecklenburg

Promote rural / open space

Mental Health

Recommended Priorities: Managed Growth (Schools, Roads, Water/Sewer)

Landbank

Ag Complex - at fairgrounds location

ONLINE INPUT - STRENGTHS:

Friendly faces Consistent
Open minded. People's best interest in mind
Steady as she goes
Vision for the future
Seems well run
Transparency
Communications, specifically from Human Resources. Emails, flyers and other media keep us abreast of upcoming events.
Strong leadership
Haven't figured that out yet.
The strive they have for the community
Safety
Response to issues at hand and listening to the citizens
Sheriff's office
The willingness to listen to the feedback of the public is important.
Professionalism
Keeping the City Clean and lowering Crime.
Management of people and resources
Connected to residents. Focused on service quality. Accessible.
Caring and Focus on Safety
Commissioners
Communications
They occasionally listen and support residents concerns.
Unknown
Community, Business
Facebook page is informative
benefits
Friendly Hard working Knowledge
Communication.
Integrity
Local
Informing the public
keeping the community informed
Good people with in system, Great leaders
Strong police presence
Coordinate activity
Transparency
Strong law enforcement
Recognizing problems and attempting to solve them!
Transparency
Law enforcement, participation and support of 287g
Informing the citizens
Leadership
Development and public safety
Currently seems to have strong leadership in management.
Efficiency
Clean, safe, good schools
Unity and powa

ONLINE INPUT - STRENGTHS:

Sherriff's dept

Sheriffs dept and city council

Strong infrastructure Confidence in departments to work well

It's workers that don't get acknowledged but still perform with integrity day after day.

Is looking at ways to make cabarrus great

School system

PUBLIC SAFETY

Spending money

Sherriff's Office, Fire and Emergency Management and EMS

Communication- I get alot of info on Facebook about government snd events

Growth opportunities due to proximity to Charlotte, open mindset to attract businesses

Professionalism

listening to the needs of the citizens and employees

Provide quarterly updates through printed magazine

JOBS

It's front line employees

providing the best services to the people of the

providing the best services for the citizens

Working together to accomplish common goals.

Focusing on the Citizens and providing the best services it can to the community

Responsiveness Forward thinking

Involving citizen input on capital expenditures

Quick response, customer service

The people are open minded.

Accessibility. Commissioners at local events. Opportunity for public speaking at regular meetings.

Outreach for strategic planning....hearing citizen's concerns.

Collaboration

Good leadership

Public safety

Novel and organized

IT'S PEOPLE AND THEIR DETERMINATION TO DO WHAT IS BEST FOR THE PEOPLE.

Not Sure.. maybe the marriage certificates and death certificates?

Public safety

Listen to the citizens

Maintaining a low tax rate compared to other surrounding counties

Utilities

Parks and rec

Low crime rate

We've recently moved from Mecklenburg and don't have much experience with CC government. So I really can't speak to this.

Looking toward the future and growing in a constructive manner.

Receptive and open communication and collaboration with all government systems.

Communication

It doesn't tax as much as other counties.

government and the people of the on one accorded

Sherriff's department is very helpful when we have needed them.

Library system

Revitalization of the downtown of smaller cities

ONLINE INPUT - STRENGTHS:

Beautiful parks. Forward thinking in getting the solar farm. The speedy responses I receive from commissioners when I contact them.

Partnerships and Collaboration with Non Profits, Healthcare System and other organizations .

Safety, parks and upholding family value

Their willingness to listen to the people.

Community unity

the municipalities that are part of the

emphasis on growth; opportunity for community input; easily accessible

I think we are an efficient city that is nice to live in. We have room for improvement.

Wasteful spending of taxpayer money

Strong management and competent staff Stable elected body

Open communications and networking with the Towns and Cities.

Law enforcement,

Fantastic school systems, police and fire departments. Wonderful open spaces with lots of trees.

local people

Great library programs and Parks and Rec activities/parks. Good communication with residents.

communications

Willingness to listen to the public

Small

Approach-ability of our elected officials Transparency Responsiveness to community members

Cooperation between departments

Implementing Fair policies

To many favors shown to people with money. Needs to be more fairness shown to all

Development

Consistently working to improve- not resting on current accomplishments, but striving for greater achievements.

Its attempts to reach the community.

The amazing employees

Government does well on parks and recreation, and the library system.

Growing in the right direction

roadways

I don't know of any strengths, just day to day operations.

I can't think of any other than they only care about certain groups of people instead of what is good for everyone.

To provide services to help the county and it's people. To build onward towards the future goals. To keep current on the issues of the people and address them. To keep the citizens aware of plans and proposed plans to enrich and strengthen the community. To provide adequate services for health, safety and emergency Management.

Our parks are very nice.

Having a Focus Groups to provide input. For static planning

Emergency services

Sheriffs office

Cooperation with other municipalities and government agencies

Focus on today's ever changing environment.

Fiscally sound

communicate well with its community

Budget, controlled growth.

Services and engagement

ONLINE INPUT - STRENGTHS:

Wasting money.

Strategic/innovative planning to improve the resources available to the community

Attracting new businesses

Communication

Working together, appreciate support for the Senior Centers, Senior Games, etc.

listening to the community

Veterans Issues!!

Being business friendly so we can continue to have positive growth.

The members are our neighbors and act like it

Quality Elected officials

A united front working to support a growing community.

Fiscal responsibility, and historically adequate support for schools

Love the community involvement of the elected officials

Communication

Most of the government officials are originally from here and have a deep understanding and true concern for the community.

Cooperation with municipalities

Partnership with area organizations and non-profits. Open communication with citizens. Accessibility.

Providing the necessary elements for senior citizens to enjoy this stage of their life. it has been absolutely wonderful to see the effort towards programs

Good Management Support Education

Experience and transparency

Moderation, commitment to education

Engaged Board Loyal Staff Excellent programs and services Emergency Medical Services Emergency Management Parks Employees Collaborative efforts to solve growth and financial issues

Working at being inclusive

The ability to work collaboratively with community members for the good of everyone. Government is supportive of it's citizens and the needs of the citizens as well as making the County a place businesses will want to come.

Equitable, fair, and community-oriented

united community with the right ideas and goals to grow as a community. It is a great community to raise a family and grow as an individual. There are opportunities for everyone. It is rich in culture and colorful with many people from many different cultural backgrounds. We are unique and it makes us strong. We are growing, but we need to catch up with our growth in some areas. We need more ways to reach out to those who need to access to housing, counseling (bilingual), financial stability. A lot of our community members lack simple resources because of the language gap. We need a centralized location that is open to everyone needing help and if resources are not available at DHS office, then direction to other resources would be helpful. We need a starting point, a first call for help, for all those who may not be eligible for other government benefits in NC. At the end, it's affecting the children who end up involved in CPS because of lack of resources or situations the families or parents could have prevented on their first visit to a DHS office.

Financially sound to meet the needs for the population. Good leaders to focus on those needs.

Health insurance, listening to feedback from community and employees, following growth & development.

Leadership, vision

Transparency, passion for serving community.

I think we have good, solid leadership

Employees and management structure that can get things done

ONLINE INPUT - STRENGTHS:

Teamwork

They do okay yet I am unable to name anything they are specifically strong in.

Collaborations Asking for input

Strong, committed staff to better the lives of the residents.

Commitment, Honesty, Accountability

Customer Service focused; experienced leadership with expertise, culture, availability of resources, innovation

A lot of employees are passionate about what they do, and that's a strength.

They support their employees and work for a better community

Family oriented, great place to work, competitive wages

time management & dedication

Communication, employee wellness activity, opportunity

Customer Service friendly, especially at the Coop office

customer-service focused;

Proactive planning and assessment

Community Partnerships

Being able to locate info through our technology had greatly improved.

Communication

Employees

Easy for the community to work with, i.e. website ease, location of services.

try to improve lives of citizens

It's employees.

Master Control

Progressive, Open, Creative

communication

Engagement and Progressiveness

Doing the best to help the community.

Flexibility, benefits

Not really sure, honestly.

Good Sheriffs office, Ems, and Iam.

Priorities

Concept of Family

Employees are helpful and resources are easy to find

Sincere concern for the residents

We have the top of the line Emergency Management Services

Employee support in time of need

Good county system to work for. Good to see the new fire station in Harrisburg.

Customer service focused, Dedication to community and families who live here

Community oriented

Job security

Providing quality service to the community. Community support such as charities.

Employee appreciation events, Wellness program, and employee health clinic

Organized, supports their community

Works well with other community leaders

1. Having vacation and sick time as an employee 2. Parks 3. Transportation is better 4. Continuing working on traffic signal and traffic flow 5. Downtown is growing with better restaurants 6. New parking deck

Growth and vision

ONLINE INPUT - STRENGTHS:

communication- friendly atmosphere to all who enter the facility
Financially sound, growing
organized
OPEN DOOR POLICY
Pushes for healthy living
Stability of jobs.
Flexibility
communication
Communication, leadership, listening.
Progressive, offer excellent salaries, cares for employees and clients alike.
Parks & Rec, and the Senior center are both run extremely well.
KEEPS RESIDENTS INFORMED
serving all of the public equally with respect, integrity, and competence.
leadership & cooperation within the governments
Communication
the employees
Job security and good employees Nice work environment with realistic challenges
GROWTH
Good funding for ems, leading in positive trials for trying new methods of treating patients
The staff that keep it running, and the involved Commissioners who try to be engaged and active in order to make informed decisions.
They have a mission statement - this keeps all of us on the same page in regards to what we are expected as employees.
Good benefits (except health insurance) flexibility
Communications & transparency. Value for programs and services delivered to residents. Forward thinking departments that strive to be the best in their fields.
The employees
Communication
Employee oriented, structure, longevity workers
providing for the elderly and foster children
I think the departments work well together, and are always willing to help each other out. strong upper management.
great customer service for the community.
Helping those in need
Great place to work.
Cooperative Extension
value employees. Never stop giving to your employees, for they will never stop giving to you.
Leadership, accountability
Communication, creativity
Management Involvement; Long Term Planning; Succession; Budget; Communications; Training Opportunities
Safe environment to work
Low turnover in administration
Community oriented collaboration
Customer Service
the library system and all that it provides the citizens
the many programs that it offers our citizens
Employees and Customer Service

ONLINE INPUT - STRENGTHS:

The tight knit community

employee training opportunities cost of living raise competitive salaries

Everyone's willingness/desire to do what is best for citizens.

The employees.

providing health services through our clinic and our wellness programs. I like that we provide parks and recreation for our citizens including our senior citizens.

financial status

Vision, leadership and compassion.

Employee's strive to provide excellent Citizen / customer service Current Board of Commissioners work to provide balanced spending between funding schools and other services Collaboration with other municipalities

Staying on top of current issues

It is beginning to involve the Latino community in some of its projects.

ONLINE INPUT – AREAS FOR IMPROVEMENT:

DSS- child abuse

Schools are still over crowded. Teachers are leaving in droves due to their pay in comparison to surrounding counties. Both my wife and I left CCS to teach in a neighboring county. My wife taught 4 days of the week and makes more money then she would teaching 5 in CCS.

More for seniors.. more .places to exercise at no charge..places to eat at no charge

Construction department efficiency

Cycling

Parks..public transportation

Schools, parks

Good job providing programs and services for a wide variety of needs. However, there seems to be a lack of services, or at least, less restrictive services for men in need. It may just be ignorance on my part but i am unaware of any services for single, elder or special needs (physical limitations) men.

More law enforcement officers

Not really sure what they provide

ems

Have more activities for the community to be involved in.

Partnering with NCDOT to make our roads safer. Also cleaning up in-road-debris.

Kids programs

More activities

Education

Animal Shelter, Sheriff's Office and Courthouse to have adequate funding for officers and equipment.

Love to see a crack down on loud motor vehicles especially these little cars with the loud mufflers or no mufflers at all and put up no jake brakes for all trucks in the city limits and inforce these laws. Limit housing until we get the infrastructure to take care of the traffic. Live off Poplar Tent and its stop and go in morning's and evening's but I see new construction of condo's, apartment's, housing, and business's going up everywhere with no new roads to take care of the traffic this creates.

Personal training and stress massage for employees

Satisfied with current services

Re Zoning and Environmental Awareness and Security

Don't know of any

Attracting business.

Would like to see more funding to volunteer fire departments to help with the growth that they have approved and brought in.

Stop building new developments without first improving the infrastructure! There are too many new residential areas being developed in areas where the roads and schools cannot handle the added population.

Kids programs and expansion of parks

If any of these programs cause a rise in taxes then I dont need them. Get the water and sewer costs down. Roads are too narrow as many towns or cities keep adding residential homes left and right.

Active living, programs for veterans, homeless

More benefits for 911 telecommunicators

Make sure kids and homeless are feed

More communication on parks and rec activities

fitness, more fitness equipment would be nice

Community event Health insurance Pay

Health and wellness being implemented as a necessity.

Development

Trash/recycling Police Water Roads

ONLINE INPUT – AREAS FOR IMPROVEMENT:

Better communication between law enforcers and civilians. Adequate training to improve performance and knowledge of laws in law enforcement.

bussing, large waste pick up

Planning and zoning

Little league sports

Summertime programs for youth. Sports, meals, community outreach

DSS

Law Enforcement Officers! We need more! And first responders all need to be paid for their services!

Street lights at all road intersections.

More police officers

Animal Control being able to enforce barking dog laws and smelly dog lots. Also, needs a puppy mill ordinance so that a female dog owner can't have more than one female having puppies at or about the same time. The puppies learn their barking skills from the older dogs and all the puppies barking at the same time as the adults is quite a bit of noise. When neighbors call KPD or Animal Control we're told there is nothing they can do about the barking. Same goes for the smelly dog lots. Nothing can be done.

After school programs Assistance for lower class Better food in schools

Public safety. The Sheriffs Department and Fire Departments are not meeting the same standards as surrounding municipalities such as Concord, Charlotte, etc. The fire service is way behind in standards.

The Sheriffs Department still police like it's the 1980s. I expect that the Sheriffs Department could and should be data-driven and strategic in their law enforcement.

Transportation

Active living and parks

More Health and wellness programs

Recovery coaching to inmates to help them overcome and learn new way of recovery. So they when they get out they will have had some recovery coaching and a recovery coach available. To help get the streets cleaned up and save lives.

City council and pay raise for sheriffs dept

Friendlier people when dealing with public

Resources for homeless, opioid addiction, juvenile rehab instead of having to commit them or lock them up, community programs that are actually out in the communities so the ones who would truly appreciate it are able to get to them, better assistance for shut ins, options for elderly with mental illness with no family.

Mass transit

Education, traffic control

I would like to see the representatives both from state and federal at town hall meetings

affordable housing

I can't think of ideas to improve

They should all be improved, starting with the IT department that is unreliable and seems uneducated.

They don't seem to be able to fix issues in a timely manner, and they typically don't know how to fix the issue or make an attempt that doesn't work. Start with IT and move from there into the departments for health and safety, such as the health department, sheriff's department, or the social services department.

BETTER TRAINING AND BENEFITS

More patrol officers

Public transit- it's fine to have buses go to outlying neighborhoods, but pointless until there are sidewalks to get safely to bus stops

More money for schools as a result of growth

ONLINE INPUT – AREAS FOR IMPROVEMENT:

I would like to see improved pay and benefits for Sheriff's Office.

sheriffs office , ems, fire dept more funding r all

Smaller classroom sizes & more support for teachers - ie. teacher aids in the classrooms - More consideration for building new schools as the housing opportunities continue to grow Community center located nearer to the Concord Mills Mall end of Concord

MORE SERVICES FOR RETIRED EMPLOYEES

Better insurance

public safety

public safety

understanding what each department does for the citizens.

Public Safety

Continue to improve services and resources for seniors and the aging.

Shorten handgun permit application process.

Clerk's office in particular

Road repair has been great and hope it continues. I do wish we had safe bike lanes on our roads but I know that would be too much to ask.

Water quality & management

Zoning for grocery in Midland

glad there's a library in Midland

Medicaid to become more seamless. Have someone who can answer questions as to how Medicare

Medicaid and social security are related

Roads

I would like government to be proactive in supporting the small elementary schools in the city of Concord. Citizens in center city and historic downtown Concord have paid taxes for DECADES, and their schools have received minimal maintenance and are endangered of being eliminated. There is great positive outcome from having the CHOICE of smaller schools. Parents want this option. They do not want their children "lost" in huge elementary schools. I suggest citizens living in the "growth" areas accept that they are the ones that should be affected by redistricting and fill Royal Oaks Elementary School. It's time for tax dollars of 28025 to be honored by spending them on smaller central city schools. It is the will of the people.

Recycling Availability

Be more inclusive and diverse. Programs for non-English speakers seniors.

Better security and traffic control In terms of expanding roads

Kids programs and recreation facilities

SENIOR CITIZENS PROGRAMS

spending of monies that affect schools and our downtown.

Mental health

More healthy restaurant options.

Sewer to the 24/27 midland area,

Police in underserved areas

trash pick up improvements

Greenways and being more mindful of residential and commercial development with regards to where, who and what. Mostly referring to Harrisburg.

Parks and rec

None thus far.

ONLINE INPUT – AREAS FOR IMPROVEMENT:

Helping Midland constructively-planning for the boom that is starting in this area. With the hospital at 24/27 and the 50 & over community just down the street. We need to manage it not it manage us at the last minute.

Human services to be more specifically defined for the public to understand and have access too.
all of them

Water and streets

Public transportation, busses in cities like Midland.

police presents in certain areas

Midland forgotten. Even Information is seldom provided us about is offered.

More libraries, police stations

Our commissioners. They are not visible to the community and the people's voice is ignored

I think everyone should be made aware of being more "green."

Grant funding for Non Profits serving diverse Communities; address Mental Health and support programs that benefit Latino/Hispanic families.

DSS, Food Stamp program and affordable housing

Public Transportation

a park in eastern area along with recreation activities organizes by the Rec dept; library support throughout

Parks and greenways... not that they are currently bad...

All. Public transit, tax valuation appeals, public works and facilities.

social services

program that reach all areas not just Concord or Kannapolis

focus more attention on the eastern part instead of major emphasis on Kannapolis area

Housing for the homeless. If you drive by Union Street in Concord you will see several homeless people on any given night. Not to mention, we have chronically homeless individuals. We are a small city and should be able to prevent this issue. No person should be sleeping on the street. You need to make this a priority while the issue is manageable. I strongly urge you to start a task force to tackle this issue head on. We also need to tackle poverty. If you drive through Concord you will see very large disparities between the wealthy and poor. We need to provide adequate housing as well as economic opportunities for everyone in Concord, not just those from privileged backgrounds.

Road repair. The roads are up kept by the dot. But the Dot is not being held responsible enough for fixing problems areas.

Continued investment in schools and libraries

More parks in eastern part and better funding to assist with staffing for rural fire departments.

Stop building so many empty buildings and apartment homes and complexes. You have taken away so much natural area, it's impossible to enjoy nature anymore. Leave the Phillip Morris open pasture like it is on Hwy 29. It's the ONLY part that makes you feel and remember our History

Planning and zoning is a mess. More apartment buildings are being built than there are services/roads/schools to accommodate the number of people using. Parks need to be improved and expanded along with roads widened/more lanes added to accommodate all the increased traffic. Schools need to find a way to retain teachers and increase access to music and art programs while keeping to a high standard of education/knowledge.acquisition. Adding to the bike/walking trails throughout.

parks and rec

Senior citizen resources

Take steps to schools with low Carolina School Hub rankings. Add libraries so all residents can easily reach one and enlarge some of the existing libraries, like the Mt. Pleasant branch.

keeping growth limited. We are growing too fast

ONLINE INPUT – AREAS FOR IMPROVEMENT:

School System

When services run so smoothly, it is hard to think of what's missing...there are no obvious gaps that come to mind

Library

Infrastructure such as getting the roads maintained.

More programs for elderly

Parks in Eastern side as well as transportation/traffic improvements.

Library services to aid for more areas dedicated to quiet study in library facilities.

Outreach. Giving departments opportunities outside of simply passing out info.

Communication between departments and updated (working) technology.

The school system could improve the way they deal with bullying and behavioral issues. The programs to help kids in school who struggle with disabilities and mental illness.

I would say more improvement is needed in communicating what the various departments are doing. I talk to residents all the time that are not aware of the services and resources offered. We offer so many great things, but people don't know about them. More social media presence would be a good start. I would also say that the technology infrastructure needs to be improved both on the staff side, as well as for the community. It can be very frustrating for the public when they are unable to be served due to technology issues. It can leave a bad impression toward everything we do, and makes people think we are behind the times.

Services for Children and Families (libraries and schools)

Senior Center

Easy access to government technology. It is very difficult to get information.

Schools

Road maintenance and repair. Awareness and help services to the needy, elderly and homeless. To adequately prepare a plan of action for bullying and security for the schools.

Permitting (especially for water/septic services) is extremely slow and seems to be very disorganized.

A weight loss program for its police and sheriffs departments. To actually implement standards and maintain them throughout their tenure. Most are basically pathetic fat asses.

Continued neighborhood safety programs. Work on solving traffic congestion

Squad 410. That money needs to be reallocated to all of the fire depts. The squad was a good idea but they get dispatched to a lot of calls and look on paper like it's helping a lot but it's not really. They are either cancelled prior to arriving or arrive to late in the call to be of any help. That budget would be enough to put another person on each fire truck. Because think about it, if Odell has a call and the squad is on it too by the time they get there it's all over. Or if northeast fd has a call squad 410 has to drive past two more fire depts to get to the call, if the closest fd was sent it would be more of a benefit instead of squad 410 coming from 20 + minutes away.

Mental health support, GPS locating devices not just radio frequency devices for elderly, autistic children that may run or wander

Parks and rec

Youth activities

I think the proposed HUBB stop will be a great asset in meeting the needs of more of citizens.

Active Living and Parks, Rural Fire District staff funding

The building permit and inspections need to be more resident friendly and not geared to contractors and professionals.

Traffic control, more police visibility to help deter crime & enforce current laws.

Roads

Crime prevention

More help for the elderly

ONLINE INPUT – AREAS FOR IMPROVEMENT:

More allotment of funds to aide the seniors: HCCBG and the Housing & Development Schools

Services for senior adults and information on how to access them

Veterans Issues

Permitting. It is taking businesses too long to get approvals throughout the construction process.

More in-home services and adult day care funding for the elderly and disabled adults to enable them to remain home and not enter a long term care facility.

Communication

More Parks,

Equal support for other areas of the county that have been somewhat forgotten. Not everything should stay focused on Concord and Harrisburg.

Student success, teacher support, education, schools

Schools---Law enforcement

More community outreach

I know they are working in all of these areas already as much as they can, but schools, transportation and housing are always issues.

Tourism taxes more evenly distributed. Better code enforcement

More parks and outside recreational opportunities.

Would like to add programs. have national events here

Social Services Recreation Services Services to help Low Income Citizens and Veterans

Public utilities

More school facility funding and higher teacher supplements.

Parks Department - expand facilities and services - more passive parks and facilities Planning

Department - less regulations - help solve community issues Fire Service - need more volunteers or create county-wide district Youth Athletics

Sidewalks, public transportation

- transportation for those in need; better coordinated between agencies and municipalities

There needs to be an increase in mental health resources and a better understanding of mental health issues affecting the community.

Great job with its programs, there is always room for growth, but I am pleased with the services.

Outreach to community members who may have a limited english proficiency.

Health Services to meet the growing drug problem.

Community outreach: go to schools, churches, centers and educate our citizens on what programs we offer. It's surprising how many do not know the purpose of our programs or have false information.

Transportation

At this time, I think all are great.

Keep up the support for our Veterans

a better way to eliminate fraud in all programs offered

Not program per say, but more communication among departments.

As an employee one area that needs improvement is technological resources. Staff is unable to operate as efficiently as possible due to slow systems. Many times there are system changes that affect us yet there is no communication as to what the changes are how it will affect us and how to utilize the changes made.

More parks and senior centers Welfare regulations

Parks

Housing

More robust and active training program - soft skills, new supervisor, computer, etc.

ONLINE INPUT – AREAS FOR IMPROVEMENT:

I feel like different departments have no idea what other departments do, and since we frequently need to work together -- and there are lots of areas where we could work together and aren't currently -- we should really try to understand each other's day to day workflow. An example would be - while helping me with a ticket, an IT employee asked me whether there was an email among the 15 unread in my inbox that I needed to answer. Answering email inquiries and using email to coordinate with other staff is HUGE in our department, maybe not elsewhere, so it sort of took me aback that he thought I wouldn't need to reply to all 15. I know that supervisor boot camp has departments sort of presenting about what they do to other supervisors, but I feel like it would be great to know more about what each one does. It would certainly help spark ideas about how we could work together efficiently and innovatively on problems we are already tackling.

The Health Center is great! Other programs in place for better health are good. the time to use them isn't there. While the thought is good, most people won't rush to get to them to have to rush back because the stress to be back causes you to lose the benefit gained from participation

Conservation awareness. Recycling improvement and yard waste enforcement

Knonos is still a work in progress and sometimes confusing. I would like to be able to reserve a room with less steps than what we have to now.

Hand sanitizer by public elevator/stairwells in all buildings

Reply time to emails and telephone calls to various departments

improved library services for the rapidly growing West Cabarrus area. website improvements to create a better user experience for residents (I know the website was revised recently, but I get frequent feedback from the public that they can't find the information they are looking for.) I would also like to see improvement/increased resources in IT services for departments and employees. That is not a directly public-facing service, but it affects everyone's else's interactions with the public. I've worked for multiple other government entities within NC, as well as a private non-profit. The amount of productive staff time I see lost here as a result of routine work processes being stopped or severely slowed by recurring IT issues is more than I've experienced elsewhere.

I live in another county and from my interactions in my department and with other departments here, I think Cabarrus offers excellent services to all citizens. The parks and rec are amazing, the library staff are so creative. Veterans affairs and services for aging and disabled citizens are great. My interactions with school staff have been great. I have limited experience with law enforcement, EMS and tax offices but any training they have provided has been great. IT is responsive and we have so many resources . Management is supportive of staff.

Services to low income seniors - especially as it relates to affordable housing, transportation. We needs services to help elderly who have little to no family support.

Accessibility to locations needs to improve. I know they will be doing the huddle site that hopefully will be easier for folks further out like in Harrisburg or Mt Pleasant be able to access services and things.

Another thing that would help with that would be DHS having more than one fax line. My customers complain a lot about there faxes not showing sent due to line being busy; I usually advise to fax after hours if possible but an additional line would help with that. I also would like them to consider covering things for weight loss such as the surgeries. A lot of the time it is as simple as purchasing the rider for our plan. I work for DHS and from what I can see over half our staff is obese.

expand library services; more schools; road improvement

Health Insurance - PPO and or more options

veterans services and homelessness

All programs related to children, senior citizens and veterans. Programs/assistance for first responders to help them connect with all demographics.

Work environment

Senior living and activities.

ONLINE INPUT – AREAS FOR IMPROVEMENT:

Insurance for employees

move trainings to more web based

Wrap around services for all individuals, even those without children, and families in our community.

Longevity incentives

Departments that serve other departments - it, Finance, hr, IAM - dont seem interested in the needs and growth of the departments they serve. Red tape, bureaucracy, territorialism, and inability to listen to our needs makes us feel stifled, unable to move forward or grow and change or fulfill our mission.

Pay raises

Schools

A better understanding of a patient refusing transport. What is that line? If they truly need it, but refuse.

If ETOH on board, they need transport, but answers all Q.

I'm satisfied with the level of services.

Skilled Nursing and Assisted Living facility availability.

Transportation to Senior Centers and LunchPlus Clubs

Employee Safety in the field. Protocol to debrief with employees who have experienced traumatic events.

Planning--just seems that growth in some areas does not take into account all the infrastructure needs of the area.

The delivery of Medicaid benefits- NCFASST system difficulties make it difficult for the line staff to meet required goals. As NCFASST is not progressing in its development the only option I can see is to add staff to work the cases which take much longer and require constant system work arounds to deliver the services our clients need.

customer service

Health insurance

FNC and FNS staff support. More positions.

Housing. More affordable housing for families.

Transportation

I believe that all areas could be improved

I feel since I work at the sheriffs department, we don't get a lot of what is going on with the government office.

1.Better dental and eye insurances for employees 2.Throughout the neighborhoods more policing of trash, furniture, tall grass and etc., clean up. 3. Affordable Housing please especially for families. It can be apartments or homes 4. More food pantries and more friendly finding in locations 5. Health care for citizens without insurances. Make it so each citizens can take one physical a year including dental, eyes and breast health. 6. Affordable Health Care for the citizens 7. Help the homeless that are sleeping on the benches whether they have mental help or not. Help them please!

Technology

I'd love to see additional classes offered for fitness- YOGA especially. She's excellent.

Benefits for employees.

Housing is a concern and we do not have a housing program

COMMUNICATION FROM ALL PROGRAMS TO WORK TOGETHER

to allow current health insurance to pay for some procedures that is considered plastic surgery when it is not. Look at tax discounts for employees who live & work in the here (i.e. property tax, etc.) or more pay increase to compensate when increases taxes

I feel that the need for bereavement pay should be addressed. This is a very important need!

Knowledge of all we have to offer citizens. They don't know!

Child Welfare Division

insurance

ONLINE INPUT – AREAS FOR IMPROVEMENT:

Health insurance. I can't afford my doctor or medications anymore.

housing for elderly

Additional funding for the Sheriff's Office to add officers, and programs that will benefit the citizens.

HEALTH INSURANCE,DENTAL,EYE CARE

improve the website so it is easier to find items of interest

transportation for the elderly

Community participation

educational opportunities within departments

Drinkable water from the water fountains (Filtered water) Gym - needs bench press

WELLNESS AND EMPLOYEE BENEFITS

Would like less of the "good old boy" system and more professional/objective handling of employee treatment

Quality of life measures that affect all citizens, and things that helps maintain some charm and character. Arts, parks, libraries, entertainment venues, support for small businesses, etc.

The library has been improving since I started with the County - I would like to see the children's programs continue to grow & expand working with the schools.

health insurance salary (not comparable to other counties and nothing done to address workers making more than supervisors or supervisors making more than PM's)

At this point I can't think of one. Keep up the good job.

More education to citizens about recycling. Compostable item pickup for all citizens to prevent food waste from entering the landfill. More education to citizens on soil conservation. Greater emphasis on greenways and mixed use neighborhoods.

Benefits for employees (other counties get a multitude of restaurant discounts for their employees), informing the public through public sessions to teach them about various activities (tax bills mailed, when they can pay and how, etc)--like an information session
schools employment

I would like to see parks and rec more involved with local rec league sports. I live in Mount Pleasant and we pay \$90 per kid for baseball/softball. The fields are in bad shape, not maintained, lack of seating, concessions, trash cans, bathrooms etc.

To continue to give great customer services to the community.

help with improvements to homes with poor conditions

I want Laser tag back at Employee Appreciation.

Strengthen zoning laws to limit growth so it's done using "smart growth" techniques.

I can't think of any at the current moment.

All. Services no matter how good they are all need improvements

Health & Wellness - mental health

IT; Wifi Access at outlying areas of government;

A park in Mt. Pleasant

housing assistance for the elderly

medicaid

I would like for us to be better stewards of Tax Payer money.

better facilities and money for the library system since the provide so many different services to the people living here

Schools, supplies , and do away with common core math

Recycling

employee wellness

better communication about the services offered affordable housing

I cannot think of anything specific

ONLINE INPUT – AREAS FOR IMPROVEMENT:

We should put a lot of effort into stamping out homelessness, we make sure no child goes hungry, and we should welcome diversity.

Trail system

Eliminate duplication and increase sharing of services between departments and with other municipalities. Create more public private sector partnerships in providing services.

Access to Mental Health programs and services for all ages.

Transportation for pre-kindergarden children

A better approach to the whole community in general in terms of courses, events and services and recycling in general.

ONLINE INPUT – CRITICAL NEEDS:

Funding for training on sexual assault and the abusers. Funding for more prosecutors and more judges
Improve education. Keep the hometown feel by slowing both residential and commercial development.
We don't want to become Huntersville/North Mecklenburg area.

Over population... we need Mello Roos districts in this state!! Stop all the building for 1 year

Controlled growth in MP

Taxes, funding for road improvement, immigration

Tax rate

Growth

Pay. There's absolutely no excuse for a full-time employee, who has over a decade of service, to qualify for welfare. Specifically "career" positions. The pay "package" means very little if the bring-home pay doesn't pay the bills.

Increased pay for law enforcement

More money for public safety

more ems units

Population

I would say income for the employees. Cost of living is on the rise since we are growing which means housing is more expensive as well as other things. To comfortably live, we would need to speak on raises for the employees.

Growth. People are moving from Charlotte due to cheaper housing. We need to plan for this.

The constant redistricting of schools, 3 different schools in 3 yrs is a little much and we've been in same house for 15 yrs

medical insurance employee retention salary

Higher salary for deputies

The quality of education and public transportation, and acquisition and utilization of resources to combat winter weather (especially in Mount Pleasant) should be focused on in order to improve the living standards of residents. Public schools, especially high schools, are incredibly important for the growth of the young population and many schools are poorly managed and receive very little funding.

The accessibility of the public transportation system is mediocre at best and does not reach its full potential. Winter weather resources such as road salt and snow plows are used when the weather is not very severe and often results in a lack of those resources during more severe weather later in the winter. This also impacts the education of students since areas such as Mount Pleasant often have snow on the ground longer than other areas, causing all students throughout to miss school and thus miss out on the education that they could be benefitting from. The planning and budgeting for all of these things should be better managed in order to allow these things to improve for the good of the public.

The continuous high rate of population growth, sex and child trafficking, street gangs, opioid crisis.

Roads into and out of the city to accommodate the traffic of all the new construction.

Employee benefits and pay

School system growth and infrastructure

1. Growing more Trees 2. Building more Schools 3. NO MORE APARTMENTS

Population and traffic

Infrastructure, roads, utilities.

The staffing and wasteful spending on the squad 410 program. This program provides very minimal assistance to departments that really need it and let's not forget the danger it puts many others in by them driving across the county to respond to a call.

Widen some of the more crowded roads, and put a hold on new residential building allowances without new schools and roads being in place.

STOP the building of apartments and build more schools.

ONLINE INPUT – CRITICAL NEEDS:

Schools. My daughter attends JM Fries because it is STEM. Love that program. But lack of busing because it overlaps with Hickory Ridge Middle sucks. Spend two hours out of our day sitting and waiting in carlines to drop off or pick up kids. Why don't we have bus passes for kids? To help identify those that ride the buses and certain routes. I worry about sending my daughter to any high school because of the drug problems and teachers not passionate about being a teacher of kids but focus only on testing.

Homeless, veterans.

Realizing that a general plan that benefit 8hr employees does not benefit all employees

Quit trying to make us Charlotte!!!

Increase of residents and what that does to traffic, zonings, crime and expansion in general pay raises to telecommunicators, more opportunities for civilian employees.

Sheriff's pay and health insurance Recruitment Keeping employees

Salaries and benefits.

Overcrowded areas

Growth and congestion and soaring housing/rental prices outpacing income increases - becoming too congested and unaffordable

No news or public communication was brought up if the water problem that could possibly cause cancer was fixed. This is something that happened in 2018 and was said that it would be fixed in 6 months.

The teachers pay

traffic,schools

Growth is too fast and it is hard to keep up with schools and roads

Infrastructure

Increasing Traffic

Overdoses

DSS

Pay for law Enforcement and other first responders!

Employee compensation/insurance

Defeating organized crime

Growth, public safety

Puppy mills, barking dogs, smelly dog lots.

Crime

School system

Law enforcement. Move from reactive policing to proactive. Quit being Mayberry cops and start getting in front of issues before crime increases.

Traffic congestion

Slow growth

Nee mor wata

Traffic. Stop allowing all the housing development until infrastructure can handle it, it is already miles behind. Water run off due to all the developments is a major issue, causing flooding when there should not be flooding. STOP looking for \$\$\$\$\$, fix what we have

Limiting neighborhood development without proper schools, roads, etc in place

Substance abuse coaches to inmates, while in there

Our officers need pay raises to help their families

Illegal immigration Road improvements illegal

Opioid addiction, situations with no effective outcome or resources like elders living alone with mental illness, disabled adults who have no place to go, juveniles who need intensive therapy instead of jail or commitments. Resources that actually will commit to helping those in crisis. Better equipment and working equipment for emergency services personnel

Growth vs road capacity vs schools

ONLINE INPUT – CRITICAL NEEDS:

To much growth going on

The traffic and bringing jobs

public services that inline with growth

Just serve the people fairly and justly.

Growth, school overcrowding, and traffic

Staffing priorities within departments, especially those within the sheriff's department. It seems they hire for positions that are not required by law before filling the critical positions that are required, such as detention and civil. step in and control the hiring of employees to reflect the requirements by law before filling positions that are not critical. Second is the fact that employees already working need to be considered for promotions before hiring outside the departments. The sheriff's department seems to hire people as deputies from the street instead of promoting officers that are currently waiting to become a deputy. No one seems to listen to the employees that are being ignored.

TRAINING

County-wide municipal water service

Limit and control development

Voting equality

Schools, roads, public safety

Increased need for more Officers. Increased pay for those Officers to retain them.

more funding for the previous mentioned departments and better insurance for employees

Building new schools and adequate funding to care for all students (especially as autism and students with emotional challenges continue to increase at such a high rate)

BETTER THINGS FOR RETIRED EMPLOYEES

Pay for ccso employees

Better benefits for the employees

traffic and the and the diverting diamonds

Salary of staff so we don't lose employees to other careers or agencies.

Continuing to keep the crime rate low and improving Emergency Medical Response and Fire response to the Citizens

Merge bus services between Concord/Kannapolis and Cabarrus. Continue to develop senior services. As our population continues to grow, develop and fund a forward plan for our Schools.

Slowing growth

For us to have so much potential growth available, the majority of roadways look terrible. Doesn't appear that the county cares about the impression it makes to visitors or potential businesses which may locate here. Roadway landscaping is not kept up or doesn't exist at all.

Growth, keeping taxes low

Infrastructure issues

Jobs, you need to figure out how to attract more high paying jobs, so I don't have to drive to Charlotte.

Warehouse jobs are low paying and will be automated in a short 10-15 years. Look ahead and attract real development and jobs.

Growth, infrastructure, schools!!

Amount of housing projects being built in Midland

make sure growth not too fast to overtake infrastructure and resources

Clean up website and make it more user friendly

More roads with all the building going on.

Support smaller elementary schools. Build them, people will come. Folks from ALL over the US seek this option for their children. 800 seats available at Royal Oaks Elementary School to address the growth of in 28027 area. Keep the current 400 seats at Beverly Hills Elementary School. Have a true redistricting study that includes ALL schools. I would appreciate not having data skewed.

ONLINE INPUT – CRITICAL NEEDS:

Aging Infrastructure

Public transportation Affordable housing Education

Expanding roads and proving solar powered street light in very communities and control where street lights are missing to provide extra security

schools, traffic and infrastructure

GROWTH AND HOW TO LEVEL IT OUT.

schools (control the absurdity that CCS has been pushing...that is beyone crazy and unethical!!!!)

Concord Downtown cannot compete with City of Concord.. why not work together?

Mental health, drug addiction, recovery centers and places that can take persons for these issues instead of jail

More healthy food options to accommodate all diets.

Over population, Control Growth, Traffic management roads

What I mentioned in last question

Commercial development along 24/27.. No more self storage places.

I live right inside Midland, and would love to see some of the same conveniences that those in Mint Hill are afforded, especially retail and restaurants along 24/27.

Growth and assistance for people addicted to drugs and alcohol.

Mental health, substance use and crime; as they often are intertwined.

getting sewer all over midland

Water and street maintenance

Minimize growth, public transportation, senior services, keep taxes low

more set down resturants and inside amusements

Senior citizens services.

Growth

Schools-overcrowded along with roads. Stop the growth and let everything catch up

Keeping a commitment to our environment. Safe and clean water.

Transportation Mental Health Education and Economic Development Housing Homelessness

jobs, homelessness and affordable housing

Population Growth Affordable Housing Crisis

Library support for existing municipality branches Build a park in east

Smart Development so as not to lose its "small town" rural appeal

Growth Traffic Crappy schools

Inclusion of the growing immigrant community Education Mental health schools

expansion of schools in Midland area; add more services such as bus service and park/library activities to this end

1. Homelessness on Union Street. 2. Poverty in Concord. 3. Health Disparities between the wealthy and poor (goes back to poverty) 4. Add pedestrian lights in the walkable areas in Concord with car traffic (e.g., the streets in Concord by the Court House).

The wasteful spending of a duplicate fire service. The volunteer departments should be allocated the million dollar a year budget spending to keep a pickup truck in service with most of the time 2 people.

The county is being lied to by it's own employees with hidden agendas. Split the money up among the remaining volunteer departments and the citizens will gain 10 fold the amount of coverage they are getting by this "manpower unit" and do so by getting it done faster.

8 million new apartments

Funding for schools Keeping up with population growth

Schools, parks, public safety.

ONLINE INPUT – CRITICAL NEEDS:

SLOW the GROWTH. We are packed in like sardines in a can.

Keeping schools at a high level. Widening roads. Increasing the number of parks and size of current parks. Not building so many apartment complexes - instead focus on smaller homes that are affordable for first time home buyers.

growth, infrastructure, parks and rec

Catching the supply up with the demand as more people move here Especially with resources for people who need it most like seniors and youth.

Raising school standards and improving the quality of education for students.

1) Limiting Growth. It seems out of control. 2) Population Density. 3) Limit multi-person housing

Lower our property taxes on new purchases such as vehicles, houses, personal water crafts, motorcycles.

Over crowding in schools

Homelessness Library access to the growing population Infrastructure for the incredible growth we are experiencing

SLOWING residential growth, while slowly, reasonably, and responsibly increasing business growth. We don't have the infrastructure to support much more population, but residents do not want a property tax increase (via either a rate increase or revaluation increase) to fund more roads and schools. Focus on preserving the rural areas, the green space that is already there rather than focusing on creating green space.

Affordable housing. Updated water and sewer systems. Improvements to Highway 601 and highway 3

More structure in our school systems and more punishments for drug users

Parks in East as well as transportation/traffic improvements

Diversity in employment across departments.

Technology and communication. Between different departments there is a clear barrier where often times we do not cross paths at all and it makes it hard to communicate when we end up having to since we're not always familiar with who to contact.

Appropriate sized schools, affordable homes, and accessible services to serve the massive population growth.

to address mental illness and treatment issues. They should also address people with other kinds of disabilities. I also think the area of illegal immigration needs more work.

- Affordable housing -- many people are struggling to buy homes or make rent, which could negatively affect our tax base in the future - Providing services to the Western part -- I live in the West Cabarrus area and hear my neighbors complain all the time that it is very difficult for them to access certain services (parks, libraries, senior centers, etc.). Many are paying to access these services in Mecklenburg. growing SO FAST; will infrastructure be there to keep up with this? Some roads areas already seem to be overcrowded/poorly planned/not ready for this crush of people. Are we growing Smarter or just Faster? roadways and school

Upgrade technology services. Treat all municipalities equally. Less emphasis on the western part.

Wake up "sleepy" downtown Concord.

Stop the growing population of people and the development of farm land.

School safety and security. Maintenance of historic buildings and markers.

Growth that cannot be supported by our community and infrastructure. Keeping big shopping centers and apartment buildings from being erected will help.

Keep the town of Harrisburg from continuing to do stupid shit!

Teachers respect and pay! Protecting and rewarding our policemen, firefighters etc These are our Local Hero's they deserve complete admiration.

ONLINE INPUT – CRITICAL NEEDS:

Mental health support, support social needs children with childcare. Elderly services are up and running fabulous. Why can't we start young though? Helping families with autistic children locate services quickly for early intervention.

Growth and infrastructure

Uncontrolled growth

Affordable Housing is a must. This is so crucial to citizens.

Funding for school construction and better coordination with municipalities to pace growth with school capacity

improve roads and intersections. Not being able to go straight at intersections is not only a waste of time but dangerous when making U turns on highways

Growth, infrastructure, crime.

Road, school funding

No jobs, doing absolutely nothing to attract companies here.

It is getting too crowded, we are like a mini Charlotte. Do not let developers build so many homes.

Schools and roads are packed now.

Transportation; Housing; Mental Health

Classroom sizes are too large. Need more schools.

Transportation to all parts, setting up satellite places for DSS

Keep taxes as low as possible so seniors can afford to keep their properties and take care of themselves.

There are now more senior adults than children being born. Who will take care of the many people that need it?

schools. affordable housing for the elderly

Veterans Issues

Schools. We need more of them. Obviously funding is the issue. Maybe we look at requiring new homebuilder communities to impose a new house tax that goes straight to new schools. Do the same for apartment builders bc the tax base doesn't cover the amount of students they add to our system.

The significant growth of the aging population in the coming years and preparing for the challenges for the long term supports and services for them. Acknowledge and plan for the changing age profile as the demand for services for the older residents will increase.

Construction or lack thereof. Infrastructure... and to be working with education people in regard to new homes/schools

Unknown

Low taxes,

Transportation and roadways for the growth. parks and outdoor spaces as well as the continued over growth of many schools.

Student success, teacher support, education, schools

Schools--- Infrastructure, roads, utilities to support the intense growth.

Road safety

Schools - equality of resources from school to school. Transportation and Housing - more resources for economically disadvantaged. These are the needs the issue is primarily growth in population and economic stability for citizens.

School crowding and additional law-enforcement

School system improvements/aide.

Improvement in lowering pharmaceutical prices, Transportation

School Facilities Low/Moderate Income Housing Transportation Government Personnel Diversity

1.traffic 2. Homeless population 3. Drug use & abuse

School facilities

ONLINE INPUT – CRITICAL NEEDS:

Growth Management Mental Health and Substance Abuse Affordable workforce housing Workforce development - high school and community college Economic Development Solid Waste Disposal Transportation

Food deserts, access to care, Opioids

- growth; how can we begin to control growth (residential)? - growth; how can we help to recruit businesses with higher wages and attractive benefits? - cost of schools: county and schools appear to be disjointed in their efforts to stay on top of growth and maintenance

Growth while keeping the quality of life. I think the community needs to be more walkable. You should be able to go to the movies, shops, and restaurants without getting into your car to go to each place.

Having an area similar to Birkdale Village would be an asset I think we need to focus on bringing the younger (workforce ready) population back once they graduate college. Make this a place they want to be, and I believe they don't like to drive everywhere.

Growth

Programs availability to all community members, ways to reach out to those in need who do not have the ability to reach out to resources or help.

Drugs issues

keeping up with the growth of our community and the services (from all related departments) that will be required to maintain this growth. Our neighboring county has a city that was named top five for population growth for census.

Growth, access

Affordable housing and better recycling efforts.

Ever increasing population

population growth and infrastructure to handle it

Customer Service.

More focus on the 'little guy'. Cabarrus is growing at such a rate that it does not have adequate resources or finances to support the growth.

Land acquisition for future development Connectivity for Greenways Transportation

Growth of new areas and supplying sponsored facilities

Growth, Roads and Schools

Supervision

population growth, DHS building; transportation

growth - the population has increased but we don't have service points in some of the areas where many of these people are moving to (example - no library in West Cabarrus even though there are many families out there asking for one). Homelessness - we have more and more residents experiencing homelessness and I feel most of the resources for these folks are provided only through religious

organizations. We need to acknowledge this community and ask how we can better serve them, not try and pretend that we can't see them/they aren't there. More one-stop shop options - I feel like the HUBB is an excellent idea but there's always more we can do. I'm sure there are other areas that would benefit from a one stop shop center where they could access staff they need to meet with (example

DHS, library, etc.) Early Childhood education/care - there just aren't enough day care and preschool options for the number of kids. Future success can be determined by those early years and it's important to have lots of options for parents at all income levels so that kids can all have a good start

DHS employees have heavy case loads and it is very stressful to meet timelines and maintain quality work due to high employee turnover rate

roads

Security - Our current deputy is never in plain sight.

space needs

public education concentration population i.e. less house developments causing more needed schools

ONLINE INPUT – CRITICAL NEEDS:

managing growth intelligently keeping up with rapidly changing technology recruiting and retaining a skilled workforce (particularly if the economy continues to expand & housing costs rise faster than wages. I have already seen co-workers struggle to find local housing they can afford)

Growth and being able to maintain and expand on services and keep costs under control.

Affordable housing and transportation

Overall health of certain agencies, again DHS has a high percentage of obesity and are extremely stressful positions.

adjusting for growth in schools, public services, roads

buildings more staff more affordable housing

Better pay/more competitive pay for Emergency Services (EMS, Sheriff's Office)

soaring cost of living

Infrastructure for the rapidly increasing population. Attracting and retaining quality educators and making sure they have the resources they need.

Employee moral

rapidly growing and the infrastructure needs to be significantly improved in order to keep up with the increased traffic demands.

growth with services to meet the needs this growth creates.

Health Insurance Salaries Office Space at DHS

Increase and wider available for transportation via bus so individuals can get to work at more locations.

Wrap around services for all individuals and families in our community. Review pay for employees to stay current and retain staff.

Growth of population and services offered to public, staffing needs

Improve infrastructure and quality of life.

Stop wasting money on parks and put it where it will benefit the most people.

Social Service and mental health funding

Allowing more training time on equipment to allow a fluid use of said equipment for better patient care.

I can't speak for other departments, but, in my opinion, my department (EMS) is doing nothing in the area of employee retention. We do well to attract young candidates, hire, and train them. When they become experienced and an asset, they leave; either for another EMS agency or another career field. I do not believe we have a "work environment" problem, I just don't believe that we offer any incentive for people to stay; nothing to make them think twice before they quit. We're spending a lot of money to assess, hire, train, and clothe people, just to have them walk away, and we repeat the process over again. If we had something of a retention or longevity program to entice people to stay, then I believe that money would be saved in the long run, as well as fielding more experienced paramedics who will be more of an asset to the people.

Infrastructure and roadways

Baby Boomers turning 65

Medicaid Transformation Families 1st Prevention Act Improve employee insurance coverage

Growth in Harrisburg seems to not always take into account the already overcrowded schools, roads and library.

More staff to combat the NCFast related delays and issues in delivering benefits timely and accurately.

When factoring in the growth rate it is a problem that grows daily. Over development- there have been so many apartment communities added with no road development to handle the new residents.

Increased pay for employees. Grown considerably, and it only appears upper management benefits on the pay scale, more people to provide services for more money coming in and very little pay increases.

Employee retention and health insurance

Pay increase, more office supply's and better technology system

HOUSING. There is a need for more affordable housing for families.

ONLINE INPUT – CRITICAL NEEDS:

Transportation

Cultural and others differences trying to ensure that everyone's culture is represented
communication

1.Traffic signals where needed 2.Restaurants 3.Wages up for adults to support their family 4.Jobs other than retail 5.Affordable Housing 6.Help the homeless people, get help for them especially with mental health people. 7.No veteran should be living on the streets without help they need. 8.Community Development should help more widows and low income working citizens and not the lazy citizens. 9.Affordable Insurance 10.Health facilities make it more noticeable/locations so citizens can go when sick, please. Other than emails and newspaper, make it visual.

Schools growth of parks and roads

issues with IT in general. Lots of malfunctions with software.

growth and employees

housing

COMMUNICATION OR DETAILED PROCESSING OF CASE(S)

protection for employees that work with the public. pay raises for all teachers (full & subs). high turnover at DHS

Being able to retain employees long term.

Overcrowding and running out of resources.

Retention in Child Welfare, management, vacation accrual, Inclement Weather policy regarding vacation time

affordable insurance

Health insurance.

affordable housing, but build the infrastructure first.

Growing population, increased crime, and stagnant law enforcement employee numbers.

POPULATION GROWING

cutting out unnecessary expenditures, lowering taxes, etc.

economic development, mental health, homelessness

Retention of current employees and look at hiring even if this requires a change in how long an employee has to work before eligibility of half or full coverage of retirement insurance, and making salaries compatible with other agencies

keeping salaries up to retain our employees

Cola Health insurance

GROWTH AND EMPLOYEE BENEFITS.

Need better distribution of ems; some areas need less than they have some need more; also fix dispatch avl system

Funding. The major needs seem to be well known at this point, but there needs to be a serious discussion as to how we are going to keep up with demand, INCLUDING looking at increasing tax rates.

Growth of population will be leading to the need for more schools. Bringing in diversified businesses.

health insurance salary/being more equitable and comparable to other counties

Senior services, maintenance of residents safety, and quality of life programs and services such as parks, libraries and senior centers.

The large amounts of neighborhoods that are being created without infrastructure such as sidewalks/greenways/and grocery stores. The amount of clearcutting allowed without regards to the sediment entering the waterways or the requirement to substantially replace the amount of fauna that was removed. Along with this, the amount of money being spent on new school projects seems excessive, I would like to see a closer scrutiny of the construction budgets.

everything involved with the tremendous growth. With the growing tax base schools and emergency services HAVE to be addressed.

ONLINE INPUT – CRITICAL NEEDS:

I don't know of any critical issues to address

roads schools employee incentives

The growth has put a serious strain on our school system and the cost to build new schools has reached prices that seem incredibly inflated. better plan on how to control the growth and get creative with school spending.

To take care of the elderly and veteran's of the community.

Addiction, mental health

growth and infrastructure to handle mass growth. Especially as Charlotte keeps expanding.

Jobs, traffic, smart growth, education (including cooperative extension)

Citizens want to feel supported by their local government. With the current federal government, we don't feel that support. But that's where local governments can come in to help.

Trainers. Having the correct people to do training to make sure they understand and have the means to do their job

Consistency in how problems are addressed

Land Purchase for Parks; Fleet Management; Updating Existing Buildings;

Mt. Pleasant Library needs expansion

diversity diversity diversity

housing needs assistance for the elderly

population increase

Management needs to understand that Employees are their best asset. Employees have good ideas.

We need to be better stewards of Funds. We need to address Mental Illness. Training of Citizens and Employees to better serve.

safety, libraries, growth, infrastructure

Monitor and control growth, keep it with what our infrastructure can support

School Growth and how to pay for schools without issuing more debt.

employee training employee accountability

security measures at dhs

Growth (housing), Education, Road maintenance and how to accommodate the additional cars and people because of the growth

Growth needs to be addressed, can our water, roads, schools and our housing sustain the estimated doubling of our population in 10 years.

Growing schools and other needs do to growing population. Also needs of aging population.

Growth management Economic Development Funding for Schools and services Transportation Waste Management

controlled growth, access to mental health services

The Education

Access roads, places for recreation and sports, improvements in downtown Concord and parking.

ONLINE INPUT – RECOMMENDED PRIORITIES:

Education and strategic land development to maintain a healthy growth.

Transportation

Plans for better roads

Lowering taxes

Parks..transpiration

Our insurance plan. Obviously we are being pushed to the non-copay plan because it benefits the county. However, one night in the hospital and that measly benefit is gone. I tried that plan one year and lost my shirt. One night in the hospital cost me over 3k out of pocket, which was nearly a 10th of my bring home pay FOR THE YEAR.

Additional law enforcement and opioid programs

public safety and teachers

widen branchview dr from 49/601 to Kannapolis pkwy, widen 601/warren c coleman from 49/601 to Cabarrus av

Population issues

I believe it would be a great idea to focus on lunch plans for schools. No child should feel as though they don't have enough money to be fed.

Advertising what services are offered.

Law enforcement and schools

Improving accessibility to transportation and resources for the homeless, and quality of transportation and education throughout the CCS system.

Recruiting and retaining the best employees to address the critical issues.

A true pay scale that lets the employee earn a fare wage

Growth management. School crowding, and transportation concerns

NO MORE APARTMENTS OR REZONING IN CHRISTENBURY NEIGHBORHOOD CLOSE TO COX MILL SCHOOL ZONE

Use of fUnds

Improving infrastructure to accommodate growth.

Schools and expansion

Improving roads and improve schools

I think a better community outreach along with the small business community.

Benefits for telecommunicators. They are the first person who you talk to if you have an emergency.

Try can keep it small

More transparent communication, increase in residents and how that will impact many aspects of government

Employees being retained

Taking care of employees physically, mentally, emotionally and financially.

Road changes

Growth and affordability

Adequate and effective training of governmental officials.

traffic, infastructure

Better roads

Infrastructure

Helping kids get out of situations with mothers who have drug problems

To overall serve and better the community, we need to see better relationships between the citizens and law enforcement. The generation upon us has no respect for police anymore because police are not able to police. There need to be stricter guidelines on police authority.

Retention and recruitment of quality employees Including and understanding all department needs

Strong law enforcement.

ONLINE INPUT – RECOMMENDED PRIORITIES:

Growth

Have public meetings about what your plans are.

School system

Fire and law enforcement modernization.

Traffic congestion

Preserving what we do well and not over burdening our schools, roads and services

Mor wata

Traffic

Middle school in south east

Mental health, certified coaches for addicts.

Helping our communities

Illegal immigration. Cap on housing

Opioids, child abuse awareness, elder abuse, common property crime prevention, assistance which is actually available to the ones who need it and translations for the Hispanic community,

Growth/population

Control spending, stop the out of control growth

Let's citizens get more involved

prepare for housing growth

Clean water. Good roads. Get rid of fishing license.

Traffic issues

Provided more competitive pay to ensure that employees that are applying meet high standards and will increase the productivity. By providing competitive pay, we will not only attract better candidates for employment in every department, but also be able to retain employees that might decide to look elsewhere for better opportunities and advancement.

HAVING PERSONS WHO CAN TRAIN

Getting municipal water to the parts that don't have it

Maintain agricultural strength and safe communities

Roads, bridges and infrastructure upkeep and maintenance- fill a pothole before you replace another perfectly readable road sign for one in fancy, unreadable script.

Schools, roads, public safety

I believe that Law Enforcement needs to be a top priority.

better insurance for employees and improve in the services listed above

Continued planning for parks and building & linking greenways within our community as housing continues to grow

MORE SERVICES AND PROGRAMS FOR EMPLOYEES

Making employees a priority

public safety

ensuring safety of citizens, providing better fire,law and ems services

keeping up with the growth in all areas

Keeping the crime rate low and providing better law enforcement services.

Services and Education for a growing population.

More police

Smart growth in improving roads and moving traffic on secondary roads, landscaping main thoroughfares.

Small Business growth

Don't know

Jobs, keeping Cabarrus clean, it's very trashy around here.

Growth plan with schools, parks, transportation

ONLINE INPUT – RECOMMENDED PRIORITIES:

upkeep of roads zoning

bury power lines, sidewalks, keep acreage areas to keep country feel

Infrastructure

More roads.

Insist that Schools staff be true to their Mission Statement and Governing Principles (policies are the primary means by which the board expresses its vision). Their integrity and ethics are questionable.

Also, their expectation of professional ethics and personal standards include being sensitive and responsive to the rights of the public. They have NOT been respectful to the public or other professional relationships. SMALL ELEMENTARY SCHOOLS ARE GREATLY DESIRED BY CITIZENS OF THE 28025 AREA CODE.

Schools

Better roads

Transportation, we are growing and the need for a better transportation systems able to connect with cities around will improve it's economy

Security and safety on roads and homes

minimizing taxes and making more affordable

LAND MANEGEMENT AND GROWTH

A friggin plan!!! Work with the cities and towns and figure out what is needed... stop pulling stuff out of your armpits!!! Fire CCS Lowder ASAP... he is corrupt!

Mental health and social issues

To take into consideration the needs of the citizens

Making sure our services that are in place can keep up with the continued grow. (water,utilities, traffic control and increase law enforcement

Parks and expansion of law enforcement.

traffic

Harrisburg needs a big picture plan for what it wants for the "Town" to look like. Still looks like a highway with stores off the side. Maybe use Mint Hill or Mathews as examples.

Community safety Traffic volume

CC has an opportunity to make Midland a high end suburb of Mecklenburg, especially as affluent families search for cheaper taxes.

Growth I Midland.... I know there are plans to expand weather & sewer down 24/27 from 601. This is much needed for growth. Also when developers build the city needs to get them to widen roads and/or turn lanes to handle additional traffic. I think they already have to do sidewalks. Good infrastructure is so important to growth.

Early detection, prevention and treatment at the middle and high school levels on mental health and substance use. You can't end with DARE in 5th grade.

sewer plan and traffic on 24-27 intersections

More law enforcement

Bus service for cities other than Concord.

more for seniors

Better communications with us.

Growth and how to handle it

Stop the neighborhood building. Schools can't keep up and NC does not attract teachers

Bringing in green industries. We can be a leader.

Education Transportation Mental Health

jobs and affordable housing

Plan equitable growth and support in all areas

Economic growth and planned smart development

ONLINE INPUT – RECOMMENDED PRIORITIES:

Increase Job opportunities access to Mental Health Services Integration of the immigrant community schools

school expansion; improved traffic corridors; hold developers accountable for maintaining roads and common areas

1. Tackling homelessness in Concord while it is still manageable. 2. Preventing homelessness by providing services to those about to experience homelessness. 3. Providing adequate and affordable housing to those from less privileged backgrounds.

I agree with growth and growth is a good thing in reason. But sometimes you should start to limit the over development.

Growth of the city

Partnerships with municipalities Funding for schools, public health Funding transit plan Economic development

Working with the Towns and Cities for growth management.

Clean up the median areas especially at Poplar Tent and George Liles intersection. They are an eye sore

Maintaining current qualities of lifestyle - which means fewer apartments and more communities that are meant for first time home buyers. Keeping nature intact by adding parkland to existing parks and creating new parks/bike/walking paths. Maintain high education standards and find a better way to retain teachers, while also funding music and art programs in addition to the programs the schools currently have.

parks and rec...more parks, AQUATIC Center

Expansion of resources and programs

Better schools.

limiting growth

Keep high density living away from residents who own large lots or farmland.

Small neighbor hoods

Infrastructure upgrades and improvements Access to internet as readily available throughout as water and waste management

Business growth Low taxes for residents and businesses Insuring we don't become more of an extension of Mecklenburg.

Maintaining all school buildings. Updating all water and sewer systems.

Parks in East as well as transportation/traffic improvements

Library Facilities

More diversity. Not everything is white and Christian. There are other cultures that could be celebrated in combination with the holidays like Christmas.

Focus on education: schools and THE LIBRARIES!

The priorities should be mental illness, illegal immigration, and schools.

Planning BIG for the future, and by that, I mean looking at the BIG picture (developments, cities, neighborhoods, schools, etc. with greenways, sidewalks, diversity of housing for all needs, and looking at sustainability and the environment in the long run).

School and Transportation

Prioritize the municipalities The smaller towns are being neglected. There is more than Concord Mills and the Speedway. Have you forgotten that Reed Gold Mine is a historical site.

Stop building new houses and developments

1. School security and safety. 2. Homelessness and elderly care and services. 3. Determination to help farmers. 4. Crisis/terrorist training for both police, EMS, firemen and the public to have an action plan. 5. Road work without killing the citizens with taxes for it. 6. Plan to maintain and preserve historic buildings and markers. 7. Graveyard maintain and security for aged cemeteries that have all but been forgotten.

ONLINE INPUT – RECOMMENDED PRIORITIES:

Remaining a family-centered community.

Economic development.

Teachers, Local protection services staff (police, firefighters,etc) They are not compensated for all they do and the impact they have

Dissolving squad 410 and using that money to split equally between all the fire depts

Mental health support and awareness, helping families with special needs children not just the elderly

More parks and greenways

Growth Infrastructure improvements Continued support for our schools

Affordable Housing.

East Cabarrus District Park, Rural Fire District staff funding, funding and coordination with school board and municipalities for school construction

Roads

Roads and school funding

Get more jobs here. Not more warehouses that will be automated so no jobs.

Making sure our kids have a good ratio of teachers to students

How to make transportation more available to the senior and disabled individuals

More schools

Transportation

Not allow overgrowth beyond what services can be provided (infrastructure, affordable housing, transportation)

stop enabling the community

Veterans Issues

Inclusiveness - race, geography, sexuality, etc.

Infrastructure (updating the) Population growth and services

What are the vision, goals and objectives?

Quality of life

support and progress for the underserved areas like the east. The growth is moving that way. Parks, fields and resources need to be addressed.

Student success, teacher support, education, schools

A zoning plan to facilitate proper growth plans

More money to small business

Growth in population as it impacts schools, transportation and other areas. Poverty levels in our community and the needs of this population.

Public safety, increasing the fire tracks. And the immediate need for schools in the Harrisburg area as well as Cox Mill

Continued support of parks and recreation systems and quality of life planning.

School facilities, Teacher pay, Housing needs and Transportation

Traffic

Mental Health/Substance Abuse Capital planning for county and schools Public Safety Human Services

Chronic disease prevention,

recruitment of the best employees - addressing growth; let's be smart about it - transportation

Bringing new employers, have a work ready workforce, being a walkable community, supporting growth, and make our education system the best in the State.

Growth opportunities in schools and local communities

Bilingual services availability in all agencies. More bilingual staff with the ability to connect community members to other area resources, etc. Communication is not easily available in other languages.

Schools, Housing, mental health

Schools, infrastructure, employee positions, taxes (unfortunate as a resident of Cabarrus but a necessity)

ONLINE INPUT – RECOMMENDED PRIORITIES:

growth, access, infrastructure

Affordable housing.

Infrastructure for future growth

Infrastructure, transportation and education

Efficiency

Slowing the growth until there is a sufficient plan in place to handle the growth without the longtime residents suffering.

Future of Baby Boomer explosion and how to serve them. Getting a handle on school spending

Travel infrastructure, healthy lifestyles

Make the plan more accessible before enacting.

Safety of employees at DHS

innovation, strengthen employee engagement

We need more service points and more one-stop shop type centers for residents to access the government services they want and need. It costs money to build these things, but I think that the pay off for the community would be so, so worth it. I think if we have to raise taxes to make these service points a reality, it's worth it. So a priority would be raising money to build capital improvements throughout the community. Addressing the needs of underserved communities such as homeless folks, parents in need of childcare options so that they can work and their kids get a good start, folks for whom English is a second language, and more is a big priority. We need to hear from these communities and respond to their needs. It seems like our population growth isn't slowing, so planning for future growth -- even in areas where it isn't there yet -- would be great. Thinking about areas where we may soon wish we had service points, for example, and writing into plans that we may eventually want to establish not just HUBB centers or offices in areas currently begging for them, but in future, as yet unidentified parts of the county as well.

I am impressed with well-rounded strategic plans for both employees and residents.

Growth and the streets that support them.

Better security

need to know what the strategic plan is

population control roads educational opportunities

Growing intelligently so that we can maintain consistent levels of quality service to an expanding population Sustain and maintain what we already do at appropriate levels while we grow. (i.e. we can't pay for the growth by diverting the funds needed to maintain what we already have -- we need to keep up maintenance and strategic investment in infrastructure, salaries, etc. to make sure we are in a healthy and sustainable position for the future.)

Maintaining the services provided at the same or improved levels. Partnering public and private organizations to maximize funding sources. Continuing with the community/hometown values while growing in diversity.

Services and supports for seniors

Keep up with population growth

housing and mental health HOT WATER and PAPER TOWELS in all buildings

Raising Emergency Service pay to be competitive with other "like" counties. Raising taxes to provide better service and increase workers pay to a reasonable level. Quit wasting money on signage, "the blue signs", that you see every 50.

not penalizing taxpayers with higher fees and taxes

Educating the public as to how they can help and what they can do to help them. Many people do not know what services are out there. Educating all employees as to what services are provided so we can better serve the taxpayers. It would be helpful to know exactly what services are offered, where services are offered and contact information in each department so we can help people connect with the

ONLINE INPUT – RECOMMENDED PRIORITIES:

appropriate authority. What services are offered in the municipalities? If it's not something we offer, is there somebody who does?

Making work place more workable

Infrastructure repairs and development. More single family housing and less apartments.

Management of traffic as growth continues; creative management of funding to meet the needs growth creates

While focusing on the citizens; consider additionally focusing on the employees.

Strengthen assist to the community. Anticipate continued growth of the community and be proactive in preparation.

New positions at DSS and Sheriff office for the population growth, more recreational activities for children

Provide or pursue funding to address our growing homeless population. Improve and focus on affordable housing options - this is affecting CABCO staff!

Build A NEW feet maint. building.

Balanced budget

More training time

Attraction of businesses and industry that can offer stable employment; expanding the tax base and offering gainful employment to citizens.

Housing for elderly and low income residents.

Funding for Senior Centers

Development and implementation of the HUBB and services to support a better community for those who live in and work here.

Would love to see the Harrisburg Library expanded to accommodate this fast-growing community.

Would like to see approval of all the new single family homes be met with equal growth in schools, library, etc.

Info structure development, increasing staff to manage the economic benefits and growth through DHS Growth control, and take better care of employees..

Employee involvement

Pay increase

Creating a committee to review the high cost of renting in the area and to create plans to lower rates

Education

Your management team, should be a wide range of all represented in the community

better insurance

Strategic to get better paying jobs Affordable Housing Affordable Health Insurance and facilities Traffic

Infrastructure to handle the immense growth of the last 10 years

community should be #1

continued growth for employees is important. Keep the employees happy and they will provide better service to the community

focus on developing programs that reach all populations

SAME INFORMATION FOR ALL TO FOLLOW NOT INDIVIDUAL WORK PROCESS

establish a position that reviews the turnovers & addresses the findings & start holding management accountable for the turnovers. stop approving new positions when cannot keep current workers

Take care of your employees and they will take care of the citizens

Slowing growth to keep a place people want to live and that doesn't have to keep building schools.

Allowing employees to accrue more vacation time as they stay with the agency, better health benefits money

Health insurance.

ONLINE INPUT – RECOMMENDED PRIORITIES:

keeping the "hometown feel". Not overbuilding neighborhoods. Work on mass transportation systems. Paying police more and backing them.

Law Enforcement funding.

HEALTH INSURANCE

improved maintenance of school facilities so they do not deteriorate and necessitate replacement due to neglect (example: royal oaks elementary)

economic health, citizen health, hiring top-notch employees

Hiring and retention

retaining employees

Salary studies to keep employees here rather than losing them to Mecklenburg/Charlotte

INCREASE VACATION AND NOT HAVING EMPLOYEES USE OWN TIME TO COVER UNFORSEEN OFFICE CLOSURE INCLUDING WEATHER RELATED.

Keep up the good work with parks and public events

Funding strategies for the future that enable a high quality of life for all citizens, maintain competitive staffing measures in departments, and provide for facility needs.

Address building affordable housing, expanding services for senior citizens, plan for updating and building schools that will prepare the youth to be productive citizens (college & vocational opportunities)

health insurance salary housing resources

Senior services and smart residential growth and preservation of green space.

1. recycling 2. Land use with an eye towards retaining the natural areas and farmland that make this appealing. 3. Greenways in collaboration with city greenways enabling alternate methods of transportation. 4. Getting a handle on new school construction

Schools and emergency services.

Educating the public more-not everyone uses social media or watches tv or reads the paper-sometimes you have to go where the people are

roads need to be able to handle population growth employee incentives for longevity

Control the increased growth, better financial planning for schools.

To serve our community with the best service we can give them.

taking care of people

Just dealing with growth, etc.

Attracting jobs to the area but growing using smart growth instead of just paving over all of our farms!

Work to keep traffic flowing so we don't become a mini Charlotte.

I would say the priorities should always be the people we serve.

Growth

Hiring the right management and training them to address issues within the department to match what department heads and HR outlines

Citizen and Employee Input; Look at trends in other similar areas; budget control for tax purpose; take care of current employees to retain

Schools and libraries

diversify diversity diversify

housing preserving local history

Better Budgeting Recruit Business Support Seniors Improve Employee Insurance to assist with recruiting the right people for the right positions

the library system

Keep bringing good jobs to the area,

How to manage growth

ONLINE INPUT – RECOMMENDED PRIORITIES:

notifying prior to an event, not after or during. for example, the strategic planning meetings for the public. I would have attended if I had known in advance and what it was for.

inclement weather policy - using vacation or comp time for closures

Children and education

Taking care of our employees, making sure our schools are equal and fair to those in poor communities and they are in the richer neighborhoods. Taking care of the veterans in the area.

Balancing needs of population growth. Emphasis should be on effective and efficient schools which are not innovative enough. School system seems to be more reactive instead of proactive, hence the condition of schools and the overcrowding.

Create a livable and distinguished community Focus on community and civic engagement Target desirable economic development

Services for all ages.

Prepare the community to protect public safety. Provide different services of high quality to the community. Improve the quality of life and jobs in general.