

The Board of Commissioners for the County of Cabarrus conducted a remote virtual meeting, as allowed by the Board's Remote Participation Policy during the Covid-19 state of emergency, for a Board Retreat for Cabarrus County in Concord, North Carolina at 4:00 p.m. on Friday, February 26, 2021.

Public access to the meeting could be obtained by email to publiccomment@cabarruscounty.us.

Present - Chairman:	Stephen M. Morris
Vice Chairman:	Diane R. Honeycutt
Commissioners:	F. Blake Kiger
	Lynn W. Shue
	Barbara C. Strang

Also present were Mike Downs, County Manager; Jonathan Marshall, Deputy County Manager; Rodney Harris, Deputy County Manager; Kyle Bilafer, Area Manager of Operations; Debbie Brannan, Area Manager of Innovation and Technology; Lauren Linker, Clerk to the Board; David Goldberg, Deputy County Attorney; Tony Miller, Veterans Services Director; Wayne Nixon, Register of Deeds; Kevin Grant, Environmental Management Director; Kate Sharpe, Fair Director; Rosh Khatri, Budget Director; Lundee Covington, Human Resources Director; Jon Bradley, Risk and Safety Manager; Wendi Heglar, Finance Director; Michael Miller, Infrastructure and Asset Management Director; Kenny Robinson, Cabarrus Arena and Events General Manager; Van Shaw, Cabarrus County Sheriff; Karen Calhoun, Human Services Director; Kelly Sifford, Planning and Development Director; Steve Langer, Emergency Management and Fire Services Director; Emery Ortiz, Library Director; Londa Strong, Active Living and Parks Director; Robbie Furr, Cooperative Extension Director; David Thrift, Tax Administrator; Elie Landrum, Management Analyst; Carol Soles, Board of Elections Director; Yesinia Pineda, Budget Analyst; Jimmy Lentz, Emergency Medical Services Director; Kasia Thompson, Communications and Outreach Director; and Todd Shanley, Information Technology Services Chief Information Officer.

Also present: Dr. Michael Walden, NC State University; and Jessica Stanford, UNC - Carolina Demography.

The meeting was called to order at 4:00 p.m.

Welcome, Introductions and Overview

Mike Downs, County Manager, welcomed staff and participants to the virtual meeting and provided an overview of the agenda.

Introductions were made by staff in attendance.

Economic Outlook

Rodney Harris, Deputy County Manager, introduced Dr. Michael Walden, North Carolina State University, William Neal Reynolds Distinguished Professor and Economist and Member of the Graduate Economics Faculty with the Pulse College of Management.

Dr. Walden presented a PowerPoint presentation titled "Economic Outlook: The "Mandated Recession," Uncharted Territory, and Permanent Changes to the Economy." The following topics were presented:

- The economy was very good prior to the virus
 - Record length of economic growth
 - Growth rate (real GDP) of 2%
 - Rising real wages
 - 50-year low unemployment
 - Low inflation
 - Gains at the lower part of the economic ladder
- Today's recession caused by Covid-19
 - Contagious
 - Deadly
 - Our worst nightmare
 - But could have been a false alarm
- To control the spread, health experts said personal contact must be limited
 - Results
 - Shutdown orders
 - Stay-At-Home Orders
 - Debated over whether people would have done so anyway
 - The "Mandated" recession

- How bad of a recession
- Monthly change in non-farm employment, US & NC
 - Charlotte Metro Area
- Unemployment rates
 - Varied by economic sector
- The Federal response
- Worries over State and Local Governments losing revenues
- Leading NC Index suggests recovery
- Forecasted path of North Carolina's real GDP
- Forecasted path of North Carolina's unemployment rate
- Globalization re-considered
- More labor market disruption
- Big implications for education
- Tele-working
- Reconsideration of residential location
- Implications for region and Cabarrus County

A discussion ensued. During discussion, Dr. Walden responded to questions from the Board.

Census Report

Jonathan Marshall, Deputy County Manager, introduced Jessica Stanford, University of North Carolina, Carolina Demography.

Ms. Stanford presented a PowerPoint presentation regarding demographic trends, titled "Demographic Trends: North Carolina vs. Cabarrus County." The following topics were presented:

- About Carolina Demography: What we do
 - Data Acquisitions
 - Data Analysis and interpretation
 - Custom population estimates and projections
 - Workshops, trainings and presentations
- The four major demographic "stories"
 - Growth
 - Urbanization
 - Aging
 - Diversity
- Population growth and urbanization
- Projected job sectors for growth
- Migration as a key to growth in North Carolina and Cabarrus County
 - Components of population change in North Carolina (2019-2018)
- An aging population
- Increasing diversity with each generation

Ms. Stanford also reviewed other services available to assist local governments.

A discussion ensued. During discussion, Ms. Stanford responded to questions from the Board.

Break

The Board took a short break at 6:03 p.m. The meeting resumed at 6:15 p.m.

Leadership Activity

Debbie Brannan, Area Manager of Innovation and Technology, provided a broad overview of the School of Government Employee Survey. Ms. Brannan then led staff and the Board in an exercise to discuss ideas or ways to improve certain hot topic areas found in the survey.

Strategic Plan Update

Rodney Harris, Deputy County Manager, introduced Elizabeth Landrum, Management Analyst.

Ms. Landrum presented a PowerPoint presentation regarding Strategic Planning. The following topics were presented:

- What is Strategic Planning?
 - Where are we now?
 - Where do we want to be?
 - How will we get there?
- Why do we need Strategic Planning?
 - Growing Population
 - Shifting Demographics
 - Smart Growth and Sustainability
 - Transportation
 - Opioid Epidemic and Mental Health
 - Education Funding
 - Technology Changes
- Mission and Vision
- Strategic priorities
 - Healthy and Safe Community
 - Culture and Recreation
 - Sustainable Growth and Development
 - A Thriving Economy
 - Transparent and Accountable Government
- County-Wide Goals
- Departmental Goals
- Strategies, Objectives
- Performance Measures
- Looking Forward
 - Alignment
 - Training and Reviews
 - Guided Exercises
 - Strategic Planning Team
 - Technology
 - Software
 - Dashboards
 - Data Analysis and Capacity
 - Accountability
 - Regular Reporting

Mike Downs, County Manager, presented an overview of the next day's agenda.

Chairman Morris thanked everyone for their participation and provided closing comments.

Recess

The meeting was recessed at 7:39 p.m. until 8:00 a.m. Saturday, February 27, 2021 on MS Teams. Public access to the meeting could be obtained by email to publiccomment@cabarruscounty.us.




Lauren Linker, Clerk to the Board