

The Board of Commissioners for the County of Cabarrus met for a Board Retreat in the Multipurpose Room at the Training Room at 4855 Milestone Avenue in Kannapolis, North Carolina at 8:00 a.m. on Saturday, February 26, 2022.

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

Also present were Mike Downs, County Manager; Rodney Harris, Deputy County Manager; Kyle Bilafer, Area Manager of Operations; Lauren Linker, Clerk to the Board; Wendi Heglar, Finance Director; Rosh Khatri, Budget Director; and Elie Landrum, Management Analyst.

The meeting was called to order at 8:19 a.m.

Commissioner Shue arrived at 10:00 a.m. and was present for the remainder of the meeting.

Welcome, Introductions and Overview

Mike Downs, County Manager, welcomed board members, staff and guests to day two of the annual Board of Commissioners' retreat.

FY22 Budget Update

Wendi Heglar, Finance Director, presented an update of the FY22 Budget. The following information was presented:

- FY22 Revenues - Current Property Taxes
- Property Taxes - Collections Per Year
- FY22 Revenues - Sales Taxes
- FY22 Revenues - Major Fees
- FY22 Personnel Expenditures
- FY22 Budget Forecast
 - Revenue Outlook
 - Expense Outlook
 - Next Steps
- Education Funding Projected Increases
- General Fund Expense Summary Continuation Budget
- Expansion
 - Position Needs
 - Non-Personnel
 - Outside Agencies
- General Fund - Current Tax Rate
- Pending Requests / Issues
- Remaining Budget Calendar

There was discussion throughout the presentation. During the presentation, Ms. Heglar, Mike Downs, County Manager, and Rodney Harris, Deputy County Manager, responded to a variety of questions from the Board.

FY23 Budget Forecast

Rosh Khatri, Budget Director, presented the FY23 Budget Forecast. The following topics were discussed:

- Revenues
 - Property Tax Trend
 - Sales Tax Trend
- Revenue Outlook
- Expenses
- Components of Continuation Budget
- Pay Adjustments
 - Current
 - Retirement
- Education Funding Projected Increases
 - Cabarrus County Schools
 - Kannapolis City Schools
 - Charter Schools
 - Rowan-Cabarrus Community College
- General Fund Expense Summary

- Expansion
 - Position Needs
 - Non-Personnel
 - Outside Agencies
- Pending Requests / Issues
- Next Steps

There was discussion throughout the presentation. Mr. Khatri, Mike Downs, County Manager, Rodney Harris, Deputy County Manager, and Kelly Sifford, Planning and Development Director, responded to questions from the Board.

Break

The Board took a short break at 9:06 p.m. The meeting resumed at 9:23 p.m.

Capital Improvement Plan

Rodney Harris, Deputy County Manager, and Kyle Bilafer, Area Manager of Operations, presented an overview of Debt Capacity and Capital Needs. Capacity, Capital Requests and Upcoming Changes were addressed. Capital Improvement Projects (CIP) totaling \$342,721,166 and Deferred Maintenance items were also reviewed.

There was discussion throughout the presentation. During the presentation, Mr. Harris, Mr. Bilafer, Mr. Downs and Dr. John Kopicki, Cabarrus County Schools Superintendent, responded to questions from the Board.

This item was continued later in the meeting in order to stay on schedule.

School Reports - Cabarrus County Schools

John LeGrand, Cabarrus County Schools (CCS) Chief Operation Officer, presented Cabarrus County School's Capital Plan. The presentation included priorities for Capital Plan Development, Capital Plan sequencing priorities and goals.

A lengthy discussion ensued. During discussion, Mr. LeGrand, Mike Downs, County Manager, and Rodney Harris, Deputy County Manager, responded to a variety of questions from the Board.

Also in attendance were: Carol Herndon, CCS Chief Financial Officer, Holly Grimsley, CCS Board of Education Chair, Laura Blackwell, CCS Board of Education Vice Chair, and Rob Walter, CCS Board of Education member.

Break

The Board took a short break at 10:27 p.m. The meeting resumed at 10:42 p.m.

School Reports - Cabarrus County Schools (Continued)

John LeGrand, Cabarrus County Schools (CCS) Chief Operation Officer, continued Cabarrus County School's Capital Plan presentation. Items discussed included land for future schools, new schools, and replacements and renovations for existing schools and school facilities.

A discussion ensued. During discussion, Mr. LeGrand, Mike Downs, County Manager, and Rodney Harris, Deputy County Manager, responded to a variety of questions from the Board.

School Reports - Kannapolis City Schools

The presentation began with a video of A.L. Brown High School highlighting programs and students. Following the video, Kevin Garay, Kannapolis City Schools (KCS) Superintendent, and Will Crabtree, KCS Director of Business Operations, presented a PowerPoint presentation regarding the schools' profiles, strategic plans, current initiatives, and career and technical education. During the presentation, videos highlighting special programs at Jackson Park Elementary School and North Kannapolis Elementary School also were viewed.

There was discussion following the presentation. During discussion, Mr. Garay, Mr. Crabtree, Mike Downs, County Manager, and Rodney Harris, Deputy County Manager, responded to questions from the Board.

School Reports – Rowan-Cabarrus Community College

Dr. Carol Spalding, Rowan-Cabarrus Community College (RCCC) President, presented an update of RCCC regarding their strategic plan, Advanced Technology Center, workforce development programs, early colleges, 2023 budget requests, 2023 capital budget requests, future capital budget requests and current operating increase requests.

A discussion ensued. During discussion, Dr. Spalding responded to a variety of questions from the Board.

Lunch Break

The meeting recessed for lunch at 12:24 p.m. and returned at 1:01 p.m.

Strategic Plan Update

Elizabeth Landrum, Management Analyst, and Lauren Linker, Clerk to the Board, presented a PowerPoint presentation regarding the County's strategic plan to date and moving forward.

A discussion ensued. During discussion, Ms. Landrum, Mike Downs, County Manager, Rodney Harris, Deputy County Manager, and Ms. Linker responded to questions from the Board.

Employee Compensation and Benefits

Lundee Covington, Human Resources Director, and Johanna Ray, Health and Wellness Manager, presented a PowerPoint presentation regarding health and dental insurance. Items addressed included the transition plan to USI Insurance Services.

Larry Reece, USI Senior Vice President and Lynda Clyne, USI Senior Account Executive, presented an overview of marketing results. Comparisons between CIGNA and Aetna were presented.

Ms. Ray advised the recommendation is to remain with CIGNA for medical and pharmacy and switch dental coverage to Delta Dental. There was consensus from the Board for staff to proceed with the recommendations.

Ms. Covington then reported on employee compensation, the current compensation study, the FY24 compensation study, and policy and recruitment policies.

Mike Downs, County Manager, reported on potential bonus pay.

There was discussion throughout the presentations. During the presentation, Ms. Covington, Mr. Downs, and Rodney Harris, Deputy County Manager, responded to a variety of questions from the Board.

Capital Improvement Plan – (Continued)

Rodney Harris, Deputy County Manager, and Kyle Bilafer, Area Manager of Operations, continued the presentation of the projected Capital Improvement Projects for Cabarrus County, Cabarrus County Schools, Kannapolis City Schools, current and upcoming debt, and requested improvements for the Animal Shelter.

There was lengthy discussion throughout the presentation. During discussion, Mike Downs, County Manager, Mr. Harris, Mr. Bilafer, and Sheriff Van Shaw, responded to questions from the Board.

Adjourn

UPON MOTION of Commissioner Honeycutt, seconded by Commissioner Shue and unanimously carried, the meeting adjourned at 3:39 p.m.




Lauren Linker, Clerk to the Board