

The Board of Commissioners for the County of Cabarrus met in regular session in the Commissioners' Meeting Room at the Cabarrus County Governmental Center in Concord, North Carolina at 6:30 p.m. on Monday, August 19, 2024.

Public access to the meeting could also be obtained through the following means:

live broadcast at 6:30 p.m. on Channel 22

<https://www.youtube.com/cabarruscounty>

<https://www.cabarruscounty.us/cabcotv>

|           |                |                        |
|-----------|----------------|------------------------|
| Present - | Chairman:      | Stephen M. Morris      |
|           | Vice Chairman: | Lynn W. Shue           |
|           | Commissioners: | Christopher A. Measmer |
|           |                | Timothy A. Furr        |
|           |                | Kenneth M. Wortman     |

Also, present were Mike Downs, County Manager; Richard M. Koch, County Attorney; Rodney Harris, Deputy County Manager; Kelly Sifford, Assistant County Manager; and Lauren Linker, Clerk to the Board.

Chairman Morris called the meeting to order at 6:30 p.m.

Chairman Morris led the Pledge of Allegiance.

A moment of silence was observed.

**(A) APPROVAL OR CORRECTIONS OF MINUTES**

UPON MOTION of Commissioner Measmer seconded by Vice Chairman Shue and unanimously carried, the Board approved the minutes of April 2, 2024 (Work Session), April 15, 2024 (Regular Session), April 17, 2024 (Cabarrus Summit), April 18, 2024 (Budget Meeting), as presented.

**(B) APPROVAL OF THE AGENDA**

Update:

New Business

G-2 County Manager - Messer GMP 3 for Behavioral Health Center

G-4 Finance - Reimbursement Resolution

Additions:

New Business

G-3 Juvenile Crime Prevention Council (JCPC) - Allocation of FY2024-25 Funding

Closed Session

K-1 Closed Session - Pending Litigation, Economic Development

UPON MOTION of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board approved the agenda as amended.

**(C) RECOGNITIONS AND PRESENTATIONS**

**(C-1) Proclamation - Active Living and Parks - Senior Center Month**

Londa Strong introduced Myra Baumgardner who read the proclamation aloud.

UPON MOTION of Commissioner Measmer, seconded by Commissioner Wortman and unanimously carried, the Board adopted the proclamation.

Proclamation No.2024-16

Senior Center Month 2024  
"Powering Connections"  
A Proclamation

WHEREAS, older Americans are significant members of our society, investing their wisdom and experience to help enrich and strengthen our community; and

WHEREAS, the Active Living & Parks Department has acted as a catalyst for mobilizing the creativity, energy, vitality, and commitment of the older residents of Cabarrus County; and

WHEREAS, through the wide array of services, programs, and activities, active living centers empower older citizens of Cabarrus County to contribute to their own health and well-being and the health and well-being of their fellow citizens of all ages; and

WHEREAS, the Cabarrus County Board of Commissioners have recognized the growing population of the older residents and supported this through the development of a replacement active living center in Mt Pleasant and a new active living center in the Afton area; and

WHEREAS, the active living centers in Cabarrus County affirm the dignity, self-worth, and independence of older persons by facilitating their decisions and actions; tapping their experiences, skills, and knowledge; and enabling their continued contributions to the community;

NOW, THEREFORE, the Cabarrus County Board of Commissioners do hereby proclaim September 2023 National Senior Center Month. And call upon all citizens to recognize the special contributions of the senior center participants and the special efforts of the staff and volunteers who work every day to enhance the well-being of the older citizens of our community.

Adopted this 19th day of August, 2024.

/s/ Stephen M. Morris  
Stephen M. Morris, Chairman  
Cabarrus County Board of Commissioners

**(C-2) Proclamation - Child Support Awareness Month Proclamation**

Susan Dillon, Program Administrator, introduced Child Support Awareness Month with a video presentation.

Sonya Tillman, Child Support Agent, read the proclamation aloud.

**UPON MOTION** of Vice Chairman Shue, seconded by Commissioner Furr and unanimously carried, the Board adopted the proclamation.

Proclamation No.2024-17

CHILD SUPPORT AWARENESS MONTH  
IN CABARRUS COUNTY  
A Proclamation

WHEREAS, children are entitled to financial support from their parents and Cabarrus County continues to improve its efforts with child support collections; and

WHEREAS, in SFY2024, over \$12.4 million in child support was collected from parents of children whose cases are managed by Cabarrus County Child Support Services; and

WHEREAS, there are nearly 4,500 active child support cases in Cabarrus County, working to ensure that children receive financial support from their parents; and

WHEREAS, children who do not receive adequate financial and emotional support from both parents may experience greater difficulty in becoming healthy, happy, and productive citizens; and

WHEREAS, many concerned and dedicated judges, district attorneys, clerks of court, sheriffs' personnel, and child support professionals work to establish and enforce child support orders for Cabarrus County's children, one of our State's most vital resources:

NOW, THEREFORE, BE IT RESOLVED, that the Cabarrus County Board of Commissioners does hereby proclaim the month of **August** as

CHILD SUPPORT AWARENESS MONTH IN CABARRUS COUNTY

Adopted this 19th day of August 2024.

/s/ Stephen M. Morris  
Stephen M. Morris, Chairman  
Cabarrus County Board of Commissioners

**(C-3) Proclamation - Economic Services Appreciation Month Proclamation**

Hollye McCallum, Department of Social Services Director, read the proclamation aloud.

UPON MOTION of Commissioner Furr, seconded by Commissioner Wortman and unanimously carried, the Board adopted the proclamation.

Proclamation No. 2024-18

ECONOMIC SERVICES APPRECIATION MONTH  
IN CABARRUS COUNTY  
A Proclamation

WHEREAS, individuals, families and children are entitled to public assistance services and support they may be eligible for; and

WHEREAS, Food and Nutrition Services is a USDA federal food assistance program that provides low-income families the food they need for a nutritionally adequate diet; and

WHEREAS, Cabarrus County FNS eligibility staff have assisted in providing Food & Nutrition benefit allotments to address food insecurity for FY24 in the amount of \$48,242,076; and

WHEREAS, Medicaid is dedicated to providing access to physical and behavioral health care and services to improve the health and well-being of over 2.1 million North Carolinians; and

WHEREAS, Cabarrus County Department of Human Services' Medicaid eligibility have assisted in providing medical and behavioral health care to the citizens of Cabarrus County for FY24 in the amount of \$341,234,385; and

WHEREAS, in FY24, Cabarrus County Department of Social Services' Economic Services eligibility staff processed over 16,671 Medicaid applications and 8,858 Food and Nutrition Services applications meeting federal and state timeliness requirements in both programs while experiencing staff shortages; and

WHEREAS, there are currently 54,133 active Medicaid recipients and 23,741 active Food & Nutrition Services recipients in Cabarrus County; and

WHEREAS, Economic Services staff in Cabarrus County work tirelessly to ensure individuals, families and children receive access to medical care and financial support for food and nutrition services; and

NOW, THEREFORE, BE IT RESOLVED, that the Cabarrus Board of County Commissioners for Cabarrus County, North Carolina, do hereby proclaim the month of AUGUST as

ECONOMIC SERVICES APPRECIATION MONTH IN CABARRUS COUNTY

Adopted this 19th day of August, 2024.

/s/ Stephen M. Morris  
Stephen M. Morris, Chairman  
Cabarrus County Board of Commissioners

**(D) INFORMAL COMMENTS**

Chairman Morris opened the meeting for Informal Public Comments at 6:49 p.m. He reviewed the public participation policy and stated each speaker would be limited to three minutes.

Jeeter Anderson, a resident at 133 Kennedy Avenue, Kannapolis, commented on a Department of Human Services matter.

Jerry Anderson, a resident at 133 Kennedy Avenue, Kannapolis, spoke regarding a Department of Human Services matter.

Taranda Miller, a resident at 6137 Charlie Walker Road, Kannapolis, spoke regarding abandoned homes and community issues in the Fisher Town/Princeton Park. Ms. Miller requested guidance as to who to speak to on the issues.

Rich Wise, a resident at 3403 Brickwood Circle, Midland, commented on debt financing.

Laura Blackwell Lindsey, a resident at 5807 Stratford Court, Harrisburg, spoke regarding debt financing and property acquisition.

Chris Cranston, a resident at 475 High Meadow Drive, Concord, commented on the future of Cabarrus County.

Brittany Evans, 83 Glendale Avenue SE, Concord, commented on debt financing and property acquisition.

Larry G. Pittman, a resident at 250 Roberta Road SW, Concord, spoke regarding debt financing and property acquisition.

Marie Tucker, a resident at 5213 Ellie Court, Concord, commented on property acquisition and inflation.

Wesley Huneycutt, a resident at 2700 Cal Bost Road, Midland, spoke regarding debt financing.

Steven Bullock, a resident at 39 Franklin Avenue NW, Concord, commented on debt financing for the school systems.

Kelley Cartrett-Phifer, a resident at 40 Franklin Avenue NW, Concord, spoke regarding financing for the school systems.

Philip Curley, a resident at 24 Franklin Avenue NW, Concord, commented on funding for schools.

Kelly McCarthy, a resident of 31 Georgia Street NW, Concord, spoke on debt financing for school systems.

Leslie Godinez, a resident at 98 Franklin Avenue NW, Concord, commented on Coltrane Webb Elementary School.

Alena Leinweber, a resident of 96 Cabarrus Avenue W, Concord, commented regarding funding appropriations to fund the school.

Jennifer Goodwin, a resident at 116 Union Street N, Concord, commented on funding appropriations to fund the schools.

Will Staton, a resident at 75 Grove Avenue NW, Concord, commented regarding debt financing and concern for the education system.

Jim Quick, a resident at 126 Spencer Avenue NW, Concord, spoke regarding debt financing and concern for the Cabarrus County School Systems.

There was no one else to address the Board, therefore Chairman Morris closed that portion of the meeting.

Commissioner Measmer provided a brief response to the citizens who commented on funding for the education system.

**(E) OLD BUSINESS**

None.

**(F) CONSENT**

**(F-1) Appointments Adult Care Home Community Advisory Committee**

Sandra Miller and Diamond Staton-Williams's terms on the Adult Care Home Community Advisory Committee expired July 31, 2024. Both would like to serve another term. It was recommended Ms. Miller and Ms. Staton-Williams be reappointed for a three-year term ending July 31, 2027 including an exception to the length of service provision of the Appointment Policy for Ms. Miller.

**UPON MOTION** of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board reappointed Sandra Miller and Diamond Staton-Williams to the Adult Care Home Community Advisory Committee for a three-year term ending July 31, 2027; including an exception to the length of service provision of the Appointment Policy for Ms. Miller.

**(F-2) Appointments - Mental Health Advisory Board**

Past Directors of the Department of Social Services have always been represented on the Mental Health Advisory Board. Hollye McCallum has been hired as the new Director of Social Services and has agreed to represent the Department

of Social Services (DSS) on the board for a three (3) year term. Mount Pleasant Mayor Tony Lapish has agreed to complete the term of outgoing Mayor Del Eudy, which is December 2024. An exception to the Multiple Boards provision of the Appointment Policy will be needed for Mr. Lapish. A request to reappoint Tara Conrad to continue filling the seat for Partners Healthcare Management. The seat for Kannapolis City Schools has been vacant since the resignation of Jessica Grant in December 2023. John Basilice has been hired for that position and has agreed to participate on the Mental Health Advisory Board. John has previously participated through his work with Cabarrus County Schools.

**UPON MOTION** of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board appointed Hollye McCallum and John Basilice to the Mental Health Advisory Board for a three-year term ending September 30, 2027.

**UPON MOTION** of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board appointed Tony Lapish to the Mental Health Advisory Board to fill the unexpired term ending December 31, 2024; including an exception to the Multiple Boards provision of the Appointment Policy.

**UPON MOTION** of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board reappointed Tara Conrad as the Partners Healthcare Management representative for a three-year term ending December 31, 2026.

**(F-3) (Appointment) and Removal - Human Services Advisory Board**

Natalie Atwell has resigned from the Human Services Advisory Board.

**UPON MOTION** of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board removed Natalie Atwell from the Human Services Advisory Board roster and thanked her for her service.

**(F-4) Active Living and Parks - Healthy Aging NC Grant**

Healthy Aging NC is funded in part by a 5-year Centers for Disease Control and Prevention Grant (2023 - 2028). The purpose of this project is to improve quality of life for individuals across North Carolina. Active Living and Parks has been awarded \$5,000 that will be utilized to provide free exercise programs for Cabarrus County participants. The programs will include Walk with Ease, Tai Chi for Arthritis, and Living Healthy with Chronic Pain.

**UPON MOTION** of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board accepted the grant award and adopted the associated budget amendment.

**Budget Revision/Amendment Request**

Date:  Amount:

Dept. Head:  Department:

Internal Transfer Within Department     Transfer Between Departments/Funds     Supplemental Request

Healthy Aging NC Grant of \$5,000 that requires no county match. Funds will cover the costs associated with instructor training, hours, and program supplies providing Arthritis Appropriate Exercise Based Interventions to Active Living and Parks Participants.

| Fund | Indicator | Department/ Object/ Project | Account Name         | Approved Budget | Increase Amount | Decrease Amount | Revised Budget |
|------|-----------|-----------------------------|----------------------|-----------------|-----------------|-----------------|----------------|
| 001  | 9         | 00198110-9114-WellC         | Contracted Employees | 77,000.00       | 5,000.00        |                 | 82,000.00      |
| 001  | 6         | 00168145-6387-WellC         | Healthy Aging Grant  |                 | 5,000.00        |                 | 5,000.00       |
|      |           |                             |                      |                 |                 |                 |                |
|      |           |                             |                      |                 |                 |                 |                |
|      |           |                             |                      | 77,000.00       | 10,000.00       | -               | 87,000.00      |

**(F-5) Construction Standards - Approval of Funds for Demolition of Property at 4509 Manteo Drive**

In early 2023 the county received multiple complaints from surrounding property owners regarding a burnt-out mobile home, some RVs, and some make-shift forts not in compliance with building or zoning codes. In January 2024, the board approved a nuisance ordinance, which allowed the property owners to be cited and allotted them 60 days to remove the nuisances or bring them up to code. The county received bids for demolition and cleanup per Cabarrus County Ordinance 2024-01, the lowest bid was \$10,800.

UPON MOTION of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board approved the necessary budget amendment.

**(F-6) County Manager - Fiscal Year 2024 Funding Re-appropriations**

Funds budgeted in the prior fiscal year (FY24) need to be carried over to fiscal year (FY25) for use. These funds were not used in FY24 for a variety of reasons. Carrying over these funds from FY24 to FY25, through an appropriation of fund balance or revenue for reimbursement grants, is required to complete purchases as planned.

UPON MOTION of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board approved the amended Fiscal Year 2024-2025 Budget Ordinance to allow the carry-over of unspent funds and approve the associated Budget Amendment.

Date:  Amount:

Dept. Head:  Department:

Internal Transfer Within Department       Transfer Between Departments/Funds       Supplemental Request

| Fund | Indicator | Department/ Object/ Project | Account Name                  | Approved Budget | Increase Amount | Decrease Amount | Revised Budget |
|------|-----------|-----------------------------|-------------------------------|-----------------|-----------------|-----------------|----------------|
| 001  | 6         | 1210-6901                   | Fund Balance Appropriated     |                 | 203,000.00      |                 | 203,000.00     |
| 001  | 9         | 1210-9445                   | Purchased Services            |                 | 3,000.00        |                 | 3,000.00       |
| 001  | 9         | 1210-963701                 | Child Care Tuition Assistance |                 | 200,000.00      |                 | 200,000.00     |
| 001  | 6         | 1230-6901                   | Fund Balance Appropriated     |                 | 5,000.00        |                 | 5,000.00       |
| 001  | 9         | 1230-9635                   | Education Programs            |                 | 5,000.00        |                 | 5,000.00       |
| 001  | 6         | 1710-6901                   | Fund Balance Appropriated     |                 | 25,000.00       |                 | 25,000.00      |
| 001  | 9         | 1710-9603                   | Auditors                      |                 | 7,000.00        |                 | 7,000.00       |
| 001  | 9         | 1710-9605                   | Consultants                   |                 | 18,000.00       |                 | 18,000.00      |
| 001  | 6         | 1810-6901                   | Fund Balance Appropriated     |                 | 1,385,001.54    |                 | 1,385,001.54   |
| 001  | 9         | 1810-9570                   | Service Contracts             |                 | 1,385,001.54    |                 | 1,385,001.54   |
| 001  | 6         | 1910-6901                   | Fund Balance Appropriated     |                 | 232,608.00      |                 | 232,608.00     |
| 001  | 9         | 1910-9124                   | Sign On / Referral Bonuses    |                 | 232,608.00      |                 | 232,608.00     |
| 001  | 6         | 1925-6901                   | Fund Balance Appropriated     |                 | 1,950,000.00    |                 | 1,950,000.00   |
| 001  | 9         | 1925-940004                 | Broadband                     |                 | 1,950,000.00    |                 | 1,950,000.00   |
| 001  | 6         | 1952-6901                   | Fund Balance Appropriated     |                 | 38,150.00       |                 | 38,150.00      |
| 001  | 9         | 1952-9445                   | Purchased Services            |                 | 38,150.00       |                 | 38,150.00      |
| 001  | 6         | 2110-6901                   | Fund Balance Appropriated     |                 | 971,756.54      |                 | 971,756.54     |
| 001  | 9         | 2110-9316                   | Supplies                      |                 | 34,000.00       |                 | 34,000.00      |
| 001  | 9         | 2110-9331                   | Minor Office Equipment        |                 | 154,000.00      |                 | 154,000.00     |
| 001  | 9         | 2110-9445                   | Purchased Services            |                 | 43,000.00       |                 | 43,000.00      |
| 001  | 9         | 2110-9863                   | Motor Vehicles                |                 | 725,000.00      |                 | 725,000.00     |
| 001  | 9         | 2110-9860                   | Equipment & Furniture         |                 | 14,697.66       |                 | 14,697.66      |
| 001  | 9         | 2110-9340                   | Uniforms                      |                 | 1,058.88        |                 | 1,058.88       |
| 001  | 6         | 2110-6375-20095             | State Budget Allocation       |                 | 46,488.73       |                 | 46,488.73      |
| 001  | 9         | 2110-9113-20095             | Overtime                      |                 | 41,488.73       |                 | 41,488.73      |
| 001  | 9         | 2110-9316-20095             | Supplies                      |                 | 5,000.00        |                 | 5,000.00       |
| 001  | 6         | 2110-6375-20097             | State Budget Allocation       |                 | 1,177,966.73    |                 | 1,177,966.73   |
| 001  | 9         | 2110-9101-20097             | Salaries & Wages              |                 | 328,922.60      |                 | 328,922.60     |

| Fund | Indicator | Department/<br>Object/ Project | Account Name                          | Approved<br>Budget | Increase Amount | Decrease Amount | Revised Budget |
|------|-----------|--------------------------------|---------------------------------------|--------------------|-----------------|-----------------|----------------|
| 001  | 9         | 2110-9201-20097                | Social Security                       |                    | 17,390.42       |                 | 17,390.42      |
| 001  | 9         | 2110-9202-20097                | Medicare                              |                    | 4,070.13        |                 | 4,070.13       |
| 001  | 9         | 2110-9205-20097                | Group Hospital Insurance              |                    | 50,700.63       |                 | 50,700.63      |
| 001  | 9         | 2110-9206-20097                | Vision Care                           |                    | 99.79           |                 | 99.79          |
| 001  | 9         | 2110-9207-20097                | Life Insurance                        |                    | 154.67          |                 | 154.67         |
| 001  | 9         | 2110-9210-20097                | Retirement                            |                    | 36,321.88       |                 | 36,321.88      |
| 001  | 9         | 2110-9230-20097                | Workers' Compensation                 |                    | 6,714.67        |                 | 6,714.67       |
| 001  | 9         | 2110-9235-20097                | Deferred Compensation                 |                    | 13,937.42       |                 | 13,937.42      |
| 001  | 9         | 2110-9356-20097                | Special Program Supplies              |                    | 25,000.00       |                 | 25,000.00      |
| 001  | 9         | 2110-9605-20097                | Consultants                           |                    | 659,750.00      |                 | 659,750.00     |
| 001  | 9         | 2110-9610-20097                | Travel & Education                    |                    | 25,000.00       |                 | 25,000.00      |
| 001  | 9         | 2110-9863-20097                | Motor Vehicles-20097                  |                    | 9,904.52        |                 | 9,904.52       |
| 001  | 6         | 2110-6606-GHSP                 | Program Fees                          |                    | 840.79          |                 | 840.79         |
| 001  | 9         | 2110-9333-GHSP                 | Safety Training & Equipment           |                    | 840.79          |                 | 840.79         |
| 001  | 6         | 2110-6255-HTRAF                | Dept of Public Safety Grant           |                    | 501,494.06      |                 | 501,494.06     |
| 001  | 9         | 2110-9101-HTRAF                | Salaries & Wages                      |                    | 293,749.20      |                 | 293,749.20     |
| 001  | 9         | 2110-9201-HTRAF                | Social Security                       |                    | 17,927.65       |                 | 17,927.65      |
| 001  | 9         | 2110-9202-HTRAF                | Medicare                              |                    | 4,191.88        |                 | 4,191.88       |
| 001  | 9         | 2110-9205-HTRAF                | Group Hospital Insurance              |                    | 67,177.98       |                 | 67,177.98      |
| 001  | 9         | 2110-9206-HTRAF                | Vision Care                           |                    | 171.20          |                 | 171.20         |
| 001  | 9         | 2110-9207-HTRAF                | Life Insurance                        |                    | 184.78          |                 | 184.78         |
| 001  | 9         | 2110-9210-HTRAF                | Retirement                            |                    | 47,691.34       |                 | 47,691.34      |
| 001  | 9         | 2110-9230-HTRAF                | Workers' Compensation                 |                    | 5,993.83        |                 | 5,993.83       |
| 001  | 9         | 2110-9235-HTRAF                | Deferred Compensation                 |                    | 14,225.30       |                 | 14,225.30      |
| 001  | 9         | 2110-9340-HTRAF                | Uniforms                              |                    | 6,901.62        |                 | 6,901.62       |
| 001  | 9         | 2110-9420-HTRAF                | Cell Phone                            |                    | 40.00           |                 | 40.00          |
| 001  | 9         | 2110-9610-HTRAF                | Travel & Education                    |                    | 15,763.38       |                 | 15,763.38      |
| 001  | 9         | 2110-9862-HTRAF                | Technology                            |                    | 24,088.00       |                 | 24,088.00      |
| 001  | 9         | 2110-9863-HTRAF                | Motor Vehicles                        |                    | 3,387.90        |                 | 3,387.90       |
| 001  | 6         | 2110-6342-TRAFU                | NC Dept. of Transportation            |                    | 26,861.78       |                 | 26,861.78      |
| 001  | 9         | 2110-9101-TRAFU                | Salaries & Wages                      |                    | 17,825.86       |                 | 17,825.86      |
| 001  | 9         | 2110-9201-TRAFU                | Social Security                       |                    | 1,241.49        |                 | 1,241.49       |
| 001  | 9         | 2110-9202-TRAFU                | Medicare                              |                    | 290.34          |                 | 290.34         |
| 001  | 9         | 2110-9205-TRAFU                | Group Hospital Insurance              |                    | 2,967.01        |                 | 2,967.01       |
| 001  | 9         | 2110-9206-TRAFU                | Vision Care                           |                    | 7.53            |                 | 7.53           |
| 001  | 9         | 2110-9207-TRAFU                | Life Insurance                        |                    | 3.97            |                 | 3.97           |
| 001  | 9         | 2110-9210-TRAFU                | Retirement                            |                    | 1,870.61        |                 | 1,870.61       |
| 001  | 9         | 2110-9230-TRAFU                | Workers' Compensation                 |                    | 610.77          |                 | 610.77         |
| 001  | 9         | 2110-9235-TRAFU                | Deferred Compensation                 |                    | 957.77          |                 | 957.77         |
| 001  | 9         | 2110-9610-TRAFU                | Travel & Education                    |                    | 1,086.43        |                 | 1,086.43       |
| 001  | 6         | 2115-6605                      | Deputy Reimbursement                  |                    | 566,855.00      |                 | 566,855.00     |
| 001  | 9         | 2115-9316                      | Supplies                              |                    | 8,700.00        |                 | 8,700.00       |
| 001  | 9         | 2115-9331                      | Minor Office Equipment                |                    | 53,000.00       |                 | 53,000.00      |
| 001  | 9         | 2115-9340                      | Uniforms                              |                    | 6,200.00        |                 | 6,200.00       |
| 001  | 9         | 2115-9342                      | Minor Technology Equipment            |                    | 6,800.00        |                 | 6,800.00       |
| 001  | 9         | 2115-9445                      | Purchased Services                    |                    | 10,000.00       |                 | 10,000.00      |
| 001  | 9         | 2115-9863                      | Motor Vehicles                        |                    | 482,155.00      |                 | 482,155.00     |
| 000  | 6         | 2130-6352                      | State Criminal Alien Asst Grant       |                    | 66,271.00       |                 | 66,271.00      |
| 001  | 6         | 2130-6901                      | Fund Balance Appropriated             |                    | 13,598.00       |                 | 13,598.00      |
| 001  | 9         | 2130-9853                      | State Criminal Alien Assistance Grant |                    | 79,869.00       |                 | 79,869.00      |
| 001  | 6         | 2140-6901                      | Fund Balance Appropriated             |                    | 76,840.00       |                 | 76,840.00      |
| 001  | 9         | 2140-9355                      | Other Operating Cost                  |                    | 3,250.00        |                 | 3,250.00       |
| 001  | 9         | 2140-9331                      | Minor Office Equipment                |                    | 12,600.00       |                 | 12,600.00      |
| 001  | 9         | 2140-9445                      | Purchased Services                    |                    | 2,930.00        |                 | 2,930.00       |
| 001  | 9         | 2140-9863                      | Motor Vehicles                        |                    | 58,060.00       |                 | 58,060.00      |

| Fund | Indicator | Department/<br>Object/ Project | Account Name                   | Approved<br>Budget | Increase Amount | Decrease Amount | Revised Budget |
|------|-----------|--------------------------------|--------------------------------|--------------------|-----------------|-----------------|----------------|
| 001  | 6         | 2145-6901                      | Fund Balance Appropriated      |                    | 51,971.16       |                 | 51,971.16      |
| 001  | 9         | 2145-9860                      | Equipment & Furniture          |                    | 12,500.00       |                 | 12,500.00      |
| 001  | 9         | 2145-9628                      | Donations                      |                    | 39,471.16       |                 | 39,471.16      |
| 001  | 6         | 2710-6901                      | Fund Balance Appropriated      |                    | 39,091.59       |                 | 39,091.59      |
| 001  | 9         | 2710-9482                      | EMPG                           |                    | 30,334.50       |                 | 30,334.50      |
| 001  | 9         | 2710-9431                      | McGuire                        |                    | 8,757.09        |                 | 8,757.09       |
| 001  | 6         | 2715-6901                      | Fund Balance Appropriated      |                    | 6,675.00        |                 | 6,675.00       |
| 001  | 9         | 2715-9330                      | Tools and Equipment            |                    | 1,050.00        |                 | 1,050.00       |
| 001  | 9         | 2715-9445                      | Purchased Services             |                    | 5,625.00        |                 | 5,625.00       |
| 001  | 6         | 2730-6901                      | Fund Balance Appropriated      |                    | 57,926.43       |                 | 57,926.43      |
| 001  | 9         | 2730-9560                      | Minor Equipment Maintenance    |                    | 10,900.00       |                 | 10,900.00      |
| 001  | 9         | 2730-9863                      | Motor Vehicles                 |                    | 47,026.43       |                 | 47,026.43      |
| 001  | 6         | 2740-6901                      | Fund Balance Appropriated      |                    | 284,871.00      |                 | 284,871.00     |
| 001  | 9         | 2740-9331                      | Minor Office Equipment         |                    | 31,050.00       |                 | 31,050.00      |
| 001  | 9         | 2740-9445                      | Purchased Services             |                    | 102,983.00      |                 | 102,983.00     |
| 001  | 9         | 2740-9860                      | Equipment & Furniture          |                    | 150,838.00      |                 | 150,838.00     |
| 001  | 6         | 3270-6901                      | Fund Balance Appropriated      |                    | 10,000.00       |                 | 10,000.00      |
| 001  | 9         | 3270-9445                      | Purchased services             |                    | 10,000.00       |                 | 10,000.00      |
| 001  | 6         | 5240-6312-0488                 | 5311 Grant Capital             |                    | 103,724.00      |                 | 103,724.00     |
| 001  | 9         | 5240-9631-0488                 | 5311 Grant Capital             |                    | 103,724.00      |                 | 103,724.00     |
| 001  | 6         | 5410-6901                      | Fund Balance Appropriated      |                    | 10,436.63       |                 | 10,436.63      |
| 001  | 9         | 5410-9104-4HCAN                | Temporary Employees            |                    | 4,000.00        |                 | 4,000.00       |
| 001  | 9         | 5410-9201-4HCAN                | Social Security                |                    | 526.99          |                 | 526.99         |
| 001  | 9         | 5410-9202-4HCAN                | Medicare                       |                    | 123.23          |                 | 123.23         |
| 001  | 9         | 5410-9230-4HCAN                | Workers' Compensation          |                    | 10.17           |                 | 10.17          |
| 001  | 9         | 5410-9610-4HCAN                | Travel & Education             |                    | 775.00          |                 | 775.00         |
| 001  | 9         | 5410-9356-4HCAN                | Special Program Supplies       |                    | 5,001.24        |                 | 5,001.24       |
| 001  | 6         | 5615-6901                      | Fund Balance Appropriated      |                    | 121,289.25      |                 | 121,289.25     |
| 001  | 9         | 5615-9461-232-1                | AFDC Emergency Assistance      |                    | 121,289.25      |                 | 121,289.25     |
| 001  | 6         | 5630-6901                      | Fund Balance Appropriated      |                    | 288,909.36      |                 | 288,909.36     |
| 001  | 9         | 5630-9332                      | Adoption Svs program           |                    | 285,394.73      |                 | 285,394.73     |
| 001  | 9         | 5630-94003                     | Triple P Funding               |                    | 3,514.63        |                 | 3,514.63       |
| 001  | 6         | 5630-627601-ELVT               | Teen Pregnancy Prevention Prgm |                    | 15,000.00       |                 | 15,000.00      |
| 001  | 9         | 5630-947601-ELVT               | Teen Pregnancy Prevention Prgm |                    | 15,000.00       |                 | 15,000.00      |
| 001  | 6         | 5660-630101-ADH                | CCOG ARPA                      |                    | 49,581.00       |                 | 49,581.00      |
| 001  | 9         | 5660-944501-ADH                | CCOG ARPA Purchase Services    |                    | 49,581.00       |                 | 49,581.00      |
| 001  | 6         | 5660-630101-CHOR               | CCOG ARPA                      |                    | 24,897.75       |                 | 24,897.75      |
| 001  | 9         | 5660-944501-CHOR               | CCOG ARPA Purchase Services    |                    | 24,897.75       |                 | 24,897.75      |
| 001  | 6         | 5695-6901                      | Fund Balance Appropriated      |                    | 1,530,534.51    |                 | 1,530,534.51   |
| 001  | 9         | 5695-9445                      | Start-up funding for the BHC   |                    | 1,530,534.51    |                 | 1,530,534.51   |
| 001  | 6         | 8110-6901                      | Fund Balance Appropriated      |                    | 500.00          |                 | 500.00         |
| 001  | 9         | 8110-9610                      | Travel & Education             |                    | 500.00          |                 | 500.00         |



| Fund | Indicator | Department/<br>Object/ Project | Account Name                          | Approved<br>Budget | Increase Amount | Decrease Amount | Revised Budget |
|------|-----------|--------------------------------|---------------------------------------|--------------------|-----------------|-----------------|----------------|
| 001  | 6         | 8111-6901                      | Fund Balance Appropriated             |                    | 1,500.00        |                 | 1,500.00       |
| 001  | 9         | 8111-9357                      | Park Operation Supplies               |                    | 1,500.00        |                 | 1,500.00       |
| 001  | 6         | 8112-6901                      | Fund Balance Appropriated             |                    | 2,500.00        |                 | 2,500.00       |
| 001  | 9         | 8112-9357                      | Park Operation Supplies               |                    | 2,500.00        |                 | 2,500.00       |
| 001  | 6         | 8113-6901                      | Fund Balance Appropriated             |                    | 1,500.00        |                 | 1,500.00       |
| 001  | 9         | 8113-9357                      | Park Operation Supplies               |                    | 1,500.00        |                 | 1,500.00       |
| 001  | 6         | 8145-6345-ARPA                 | Senior Center Operations Grant - ARPA |                    | 503.00          |                 | 503.00         |
| 001  | 6         | 8145-6901                      | Fund Balance Appropriated             |                    | 706.18          |                 | 706.18         |
| 001  | 9         | 8145-9496-ARPA                 | Senior Center Operations Grant - ARPA |                    | 1,209.18        |                 | 1,209.18       |
| 001  | 6         | 8210-6806-CANO1                | Cannon Grant                          |                    | 58,000.00       |                 | 58,000.00      |
| 001  | 9         | 8210-9356-CANO1                | Special programming supplies          |                    | 58,000.00       |                 | 58,000.00      |
| 001  | 6         | 8210-6901                      | Fund Balance Appropriated             |                    | 70,000.00       |                 | 70,000.00      |
| 001  | 9         | 8210-9302                      | Circulation stock                     |                    | 70,000.00       |                 | 70,000.00      |
| 100  | 6         | 9120-6901                      | Fund Balance Appropriated             |                    | 100,000.00      |                 | 100,000.00     |
| 100  | 9         | 9120-9609                      | Legal Fees                            |                    | 100,000.00      |                 | 100,000.00     |
| 442  | 6         | 5910-6901                      | Fund Balance Appropriated             |                    | 3,865,505.50    |                 | 3,865,505.50   |
| 442  | 9         | 5910-9397                      | Miscellaneous                         |                    | 3,865,505.50    |                 | 3,865,505.50   |

**(F-7) Education - CCS / KCS Maintenance Agreement for Fiscal Year 2024-25**

The annual maintenance agreement between Cabarrus County Schools and Kannapolis City Schools expired in June and has been updated for fiscal year 24-25 school year. The school districts asked the Board of Commissioners for approval of the new agreement.

**UPON MOTION** of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board approved the Fiscal Year 24-25 maintenance agreement between Cabarrus County School District and Kannapolis City School District and allowed the Chairman to sign the agreement on behalf of the Board.

**(F-8) Finance - Reimbursement Resolution**

Note: Item moved to New Business as G-4.

**(F-9) Human Resources - Personnel Ordinance Changes**

Human Resources shared research and recommendations for benefits updates during the February budget retreat. Human Resources presented detailed recommendations for three time-off accruals including: Vacation Tiers, Bereavement Leave and Parental Leave, along with the Personnel Ordinance and policy language required to support these changes. Additionally, new Ordinance language covering the Pregnant Workers Fairness Act was presented.

**UPON MOTION** of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board approved new benefit recommendations, supporting policy and Personnel Ordinance language.

Personnel Ordinance Updates  
BOC Work Session  
August 5, 2024

Several Ordinance sections need some minor updating as clarifications or to return language inadvertently omitted from a previous edit. Several new sections are proposed to address current policies and practices and to cover proposed new time off categories.

**General Updates**

**Lateral transfer section dropped from previous updates and needs reinstatement.**

**Section 6. Pay Rates in Promotion, Demotion, Transfer, and Reclassification**

- (a) All transitions described below must start on the first day of a new pay cycle.
- (b) When an employee is promoted to a position in a higher salary range, the employee shall be eligible for a salary increase equivalent to the competitive market rate. Increases shall be calculated based on credit for experience and education. Increases that exceed the 35<sup>th</sup> percentile of the range must be approved by the County Manager.
- (c) When an employee is demoted for non-disciplinary reasons or has a job status change which results in a lower salary range being assigned to the employee's job, the employee's pay shall remain the same (except that it shall not exceed approximately 7.5%) over the maximum of the new range until general schedule adjustments or range revisions bring it back within the lower range); OR his or her salary may be reduced to any amount in the lower salary range, as long as the reduced salary does not fall below the minimum salary rate of that range.
- (d) When an employee is demoted for disciplinary reasons which results in a lower salary range being assigned to the employee's job, the employee's pay will be placed at the hire rate of the lower salary range or have his or her salary reduced by approximately 10%, whichever is less, upon the recommendation of the department head with the approval of the County Manager. In no case should the reduced salary fall below the minimum of the new salary range.
- (e) When an employee is transferred to a position in the same salary range, he or she will normally retain the same salary. Adjustments to the salary can be made for special situations, if justified, upon recommendation by the department head with the approval of the County Manager.
- (f) When a position is reclassified to a higher salary range, the employee in the position shall receive approximately 5% or an increase to the entry level of the new salary grade, whichever is greater.
- (g) When a position is reclassified to a lower salary range, the employee's salary in the position moves to the new range at the current rate of pay. It cannot exceed the maximum rate of pay of the salary grade by more than approximately 7.5% until general schedule adjustments or range revisions bring it back within the lower range.

#### ARTICLE VI. LEAVES OF ABSENCE

##### Firefighters 24-hour schedule needs to be added.

##### Section 5. Vacation Leave - Maximum Accrual

Vacation leave may be accrued without any applicable maximum until December 31 of each calendar year. At the end of each benefit year on December 31, any County employee with accrued vacation leave in excess of 240 hours (252 hours for law enforcement officers working a 12-hour shift schedule, 318 for fire fighters working 24-hour shift schedule) shall have the excess vacation leave converted to sick leave. Converted sick leave shall be used in the same manner as accrued sick leave and may be used for authorized sick leave purposes. Like regular sick leave, any unused converted sick leave may be counted toward creditable service at retirement as regulated by the North Carolina Local Governmental Employees' Retirement System or Law Enforcement Officers' Benefit and Retirement Fund.

##### Section 6. Vacation Leave - Payment on Separation

An employee who is separated shall be paid for vacation leave accumulated to the date of separation, not to exceed a maximum of 240 hours (252 hours for law enforcement officers working a 12-hour shift schedule, 318 for fire fighters working 24-hour shift schedule).

The estate of an employee who dies while employed by the County shall be entitled to payment for all of the accumulated vacation leave credited to the employee's account not to exceed a maximum of 240 hours (252 hours for law enforcement officers working a 12-hour shift schedule, 318 for fire fighters working 24-hour shift schedule). The date of death shall be used as the date of separation for purpose of determining such payment.

##### Adding a section regarding the order of accrual time usage.

##### Section 15. Family Medical Leave Act

Federal legislation made the Family and Medical Leave Act (FMLA) effective on August 5, 1993 and FMLA regulations were revised on January 16, 2009. A copy of the Department of Labor, Wage and Hour Division Publication 1420, Employee Rights and Responsibilities Under

the Family and Medical Leave Act poster, is posted on Cabarrus County intranet.

In compliance with the FMLA, Cabarrus County provides up to 12 weeks of job protected leave or up to 26 weeks of military caregiver leave (unpaid if accrued paid leave time is not available) to employees if they have worked for the County for at least 12 months, normally within seven years, and for 1,250 hours over the previous 12 months.

(a) Eligible employees may use FMLA leave for the following events or conditions:

1. For the birth of a son or daughter or to care for the child after birth;
2. For placement of a son or daughter for adoption or foster care or to care for the child after placement;
3. To care for the employee's spouse, son, daughter or parent (but not a parent "in-law") with a serious health condition;
4. Because of a serious health condition that makes the employee unable to perform the functions of the job;
5. For qualifying exigency leave for families of members of any component of the Armed Forces when the covered military member (employee's spouse, son, daughter, or parent) is deployed or called to deploy with the Armed Forces to a foreign country; or
6. For military caregiver leave to care for an ill or injured servicemember to include certain veterans (employee's spouse, son, daughter, parent, or next of kin) with a serious illness or injury incurred or preexisting serious injury or illness aggravated in the line of duty while on active duty. Next of kin is defined as the closest blood relative of the injured servicemember.

The 12-month period for determining leave entitlement will be a rolling 12-month period. The 12 months immediately preceding the current leave request will determine the entitlement. Eligible employees are entitled to up to 12 weeks of unpaid FMLA leave less any leave used for a qualifying FMLA purpose during the preceding 12 months. Employees may not take more than 12 weeks unpaid/paid leave for a qualifying FMLA purpose in any 12-month period. An employee may be allowed additional accrued paid leave or leave without pay on recommendation of the department head and approval of the County Manager.

Military caregiver leave may extend up to 26 weeks in a single 12-month period beginning the date caregiver leave begins. FMLA leave already taken for other FMLA reasons is deducted from the 26 available weeks.

An FMLA covered absence runs concurrently with the use of available accrued leave and compensatory time for the FMLA absence. An FMLA covered absence also runs concurrently with a Workers' Compensation absence. Available accrued leave and compensatory time must be used for an FMLA absence prior to the use of approved leave without pay, except for Workers' Compensation absence.

#### Section 17. Leave Without Pay

When an employee will be absent from work and does not have sufficient accrued paid leave to cover the hours in their workweek, Leave Without Pay (LWOP) must be utilized to close out the pay period. Time should be requested before the absence if possible. The employee must have exhausted all forms of accrued paid leave which would have otherwise covered the requested leave time.

Approval of Leave Without Pay is an administrative decision and may be granted only in extraordinary situations with the approval of the Department Head (less than one full shift) and the County Manager (one full shift or greater than 8 hours).

The employee should request the need for leave prior to being absent from work. The supervisor will initiate the request and make estimates of time needed based on information known, then make a recommendation to approve or disapprove to the department head. If disapproved, the employee may be subject to disciplinary action. The County Manager will receive notification for all LWOP requests if more than one shift is required.

Prior to recommending, the employee's supervisor shall consider the occurrence of peak workload periods, employee's length of service and other factors relevant to the operations of the department. The supervisor shall also review the personal circumstances of the employee before recommending approval or denial of a Leave Without Pay request.

If Leave Without Pay is denied and communicated to the employee and the employee does not report for work as scheduled, this will be considered a disciplinary incident subject to the County disciplinary process. Failure to report for duty at the expiration of an approved Leave Without Pay event shall be

considered a resignation.

If money is not available to cover benefit deductions, the employee will be responsible for making those payments to Finance, for example employee and dependent premiums for health, dental, etc.

**Adding section for prorated hours for PT 9102 staff.**

Section 25. Volunteer Service Leave

County Management recognizes the Board's commitment to volunteer activities which support the quality of education of children; enhance the community's quality of life through community support agencies.

County employees will receive up to 12 hours of County paid time off per calendar year for qualifying volunteer activities. **Part time 9102 staff will receive a prorated amount of hours based on their position FTE status.** Time must be during the employee's regularly scheduled workweek. Examples of qualifying events include school events such as tutoring, guest lecturer, EOG and exam proctoring, mentoring unrelated to the employee's child/ren, Special Olympics, Habitat for Humanity, Boys and Girls Club, etc.

An employee's job responsibilities take precedence over volunteer activities. Prior approval by the employee's supervisor is required for time away from work.

**NEW Section, legal requirement**

Pregnant Workers Fairness Act

The Pregnant Workers Fairness Act (PWFA) requires covered employers to provide a reasonable accommodation to a qualified employee or applicant's known limitations related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship." The PWFA applies only to accommodations. Other [laws](#) that the EEOC enforces make it illegal to fire or otherwise discriminate against employees or applicants on the basis of pregnancy, childbirth, or related medical conditions.

The PWFA went into effect on June 27, 2023. On April 15, 2024, the EEOC issued its [final regulation](#) to carry out the law. The regulation went into effect on June 18, 2024. You can find a summary of the regulation on the EEOC website.

**NEW Section, adding policy reference, policy created in 1994**

Leave Share

There are occurrences brought about by serious and prolonged medical conditions that cause employees to exhaust all available leave and therefore be placed on leave-without-pay (LWOP) status. It is recognized that all employees on LWOP could be without income at the most critical point in their work life. It is also recognized that employees may wish to voluntarily donate some of their accumulated vacation and sick leave to provide assistance to fellow Cabarrus County employees. A donation bank has been created for this purpose and a committee created to oversee requests for leave.

In cases of a serious and prolonged medical condition, an employee may apply for or be nominated to become a recipient of donated leave time from other employees. A medical condition is defined as a documented medical condition of an employee that is likely to require the employee's absence from duty for a period of four work weeks or more and to result in a substantial loss of income to the employee due to limited leave in the employee's account. For more detailed information see the Leave Share Policy.

**NEW Section** following FMLA section to address those without FMLA protection but potential ADA and PWFA

Personal Medical Leave – Non-FMLA

Full time and part time 9102 employees who do not meet the eligibility requirements for FMLA leave based on date of employment and hours worked may be approved to take time off work to deal with their own serious personal medical situation (as defined under FMLA). Medical procedures that do not qualify for FMLA are not eligible under this section. Medical documentation of the health condition is required. Time away may be covered by accrued time or may be under Leave Without Pay (LWOP) and will not exceed 6 weeks. During this time, the county is not required to hold the employee's position and the employee will be responsible for payment of all insurance premiums. This time is not to be added to exhausted FMLA time or to extend time for those who otherwise qualify for FMLA leave. See Extended Sick Leave for use of accruals after exhaustion of FMLA.

**Recommendations Related to Total Rewards: Time Off Benefits**

**Vacation Tier Changes/Recognition of Prior NC Government Service**

Section 3. Vacation Leave

All regular and probationary employees (personnel status of full time and part time) who are scheduled to work at least 1,000 hours during the calendar year shall receive vacation leave in accordance with this policy. Vacation leave may be used at the employee's discretion with prior approval of the employee's immediate supervisor or department head. Use of compensatory time may/will be required if a balance is available. Elected positions are not subject to this section and do not earn vacation leave.

Section 4. Vacation Leave - Manner of Accrual

The anniversary date of employment shall be used for determining earned vacation leave. Employees/applicants with prior service with NC local or state governments may receive credit for prior service upon appropriate proof of service. Any employee working a regular 40-hour workweek shall earn vacation leave at the following rates in Schedule A or B if applicable.

The County Manager may establish a vacation leave earning rate, consistent with this schedule, for a new employee when in the best interest of the County for recruitment of an experienced individual.

Vacation leave credited to regular and probationary employees scheduled to work at least 1000 hours during the calendar year but fewer hours than the regular 40-hour work week shall be determined in accordance with the formula set forth in Section 14 of this Article.

Schedule A is for all persons hired or rehired on July 1, 1997, or thereafter; and those in full time County employment immediately prior to that date who voluntarily chose to change from Schedule B in order to receive retiree health and life insurance benefits. See Article IX., Section 3 for retiree benefits information.

Schedule A - Employees Scheduled 80 hours per pay period

| Schedule A: Table 1            | Hired after 7/1/1997        |                        |        |                |
|--------------------------------|-----------------------------|------------------------|--------|----------------|
|                                | Vacation – 80 hour schedule |                        |        |                |
| Years of NC Government Service | Accrual Per Hour            | Accrual Per Pay Period | Annual | Days (Rounded) |
| Less than 5                    | 0.0462                      | 3.692                  | 96     | 12             |
| 5 but less than 10             | 0.0577                      | 4.615                  | 120    | 15             |
| 10 but less than 15            | 0.0692                      | 5.538                  | 144    | 18             |
| 15 but less than 20            | 0.0808                      | 6.462                  | 168    | 21             |
| 20 years or more               | 0.0923                      | 7.385                  | 192    | 24             |

Schedule A - Employees Scheduled 84 hours per pay period

| Schedule A: Table 2            | Hired after 7/1/1997        |                        |        |                |
|--------------------------------|-----------------------------|------------------------|--------|----------------|
|                                | Vacation – 84 hour schedule |                        |        |                |
| Years of NC Government Service | Accrual Per Hour            | Accrual Per Pay Period | Annual | Days (Rounded) |
| Less than 5                    | 0.0462                      | 3.877                  | 101    | 8              |
| 5 but less than 10             | 0.0577                      | 4.846                  | 126    | 11             |
| 10 but less than 15            | 0.0692                      | 5.815                  | 151    | 13             |
| 15 but less than 20            | 0.0808                      | 6.785                  | 176    | 15             |
| 20 years or more               | 0.0923                      | 7.754                  | 202    | 17             |

Schedule A – Employees Scheduled 96/120 hour per pay period

| Schedule A: Table 3            | Hired after 7/1/1997        |                                   |                                    |                        |                |
|--------------------------------|-----------------------------|-----------------------------------|------------------------------------|------------------------|----------------|
|                                | Vacation – 24 hour schedule |                                   |                                    |                        |                |
| Years of NC Government Service | Accrual Per Hour            | Accrual Per Pay Period – 96 Hours | Accrual Per Pay Period – 120 Hours | Annual Hours (Rounded) | Days (Rounded) |
| Less than 5                    | 0.0462                      | 5.587                             | 6.984                              | 163                    | 7              |
| 5 but less than 10             | 0.0577                      | 6.989                             | 8.736                              | 204                    | 9              |

|                     |        |        |        |     |    |
|---------------------|--------|--------|--------|-----|----|
| 10 but less than 15 | 0.0692 | 8.390  | 10.488 | 245 | 10 |
| 15 but less than 20 | 0.0808 | 9.782  | 12.228 | 286 | 12 |
| 20 years or more    | 0.0923 | 11.184 | 13.980 | 327 | 14 |

Schedule B is for all persons employed full time with the County on June 30, 1997, that earned vacation leave on this schedule and chose voluntarily to remain on this schedule after that date, in lieu of receiving County paid health plan and life insurance coverage at retirement. Anyone earning vacation leave under this schedule on July 1, 1997, who is separated from County employment and rehired at a later date, will earn leave as listed in Schedule A.

Schedule B - Employees Scheduled 80 hours per pay period

|  |                             |                               |               |                       |
|--|-----------------------------|-------------------------------|---------------|-----------------------|
| Schedule B: Table 4                                | Hired before 7/1/1997       |                               |               |                       |
|  | Vacation – 80 hour schedule |                               |               |                       |
| <u>Years of Continuous Cabarrus County Service</u> | <u>Accrual Per Hour</u>     | <u>Accrual Per Pay Period</u> | <u>Annual</u> | <u>Days (Rounded)</u> |
| 20 years or more                                   | 0.1038                      | 8.308                         | 216           | 27                    |

Sick Leave will need modification to modify bereavement content. New section for Bereavement Leave follows. There is also a change to general language that needs to be moved.

Section 7. Sick Leave

All regular and probationary employees who are scheduled to work at least 1,000 hours during the calendar year shall receive sick leave in accordance with this policy. Sick leave with pay is not a right which an employee may demand but a privilege granted by the Board of Commissioners for the benefit of an employee when sick and for other authorized purposes:

1. Sick leave shall be granted to an employee absent from work for any of the following reasons: sickness, bodily injury, required physical or dental examinations and treatment, or exposure to a contagious disease when continuing work might jeopardize the health of others.
2. Sick leave may be used for illness, injury, or a medical appointment of a member of an employee's immediate family.
3. After bereavement leave is exhausted, sick leave may also be used for death in the employee's immediate family, but may not exceed 40 hours (42 hours for law enforcement officers working a 12-hour shift schedule; 48 hours for firefighters working a 24-hour shift schedule) for any one occurrence.

Note for the purposes of 2 and 3. Immediate family shall be deemed to include spouse, mother, father, guardian, children, sister, brother, grandparents, grandchildren, plus the various combinations of half, step, in-law, and adoptive relationships that can be derived from those named. Foster children under the care of an employee shall be deemed immediate family for these purposes.

The County Manager may authorize additional sick leave use for extenuating circumstances.

Unless physically impossible, notification of the desire to take sick leave should be submitted to the employee's supervisor prior to the beginning of the scheduled workday.

Sick leave requested in a workweek or work period cannot result in paid hours that exceed the scheduled hours for the week or period. The sick leave hours requested but not needed to complete a scheduled workweek or work period will remain in the employee's accrued sick leave balance.

This section is applicable to all paid benefit accruals. Remove from this policy and add to the beginning of the Personnel Ordinance section on leave time.

**NEW Section**

Bereavement Leave

Time away from work for the death of an immediate family member is covered under a Bereavement Leave benefit/policy. Full and part time (9102) employees may receive up to 5 days (40 hours) for bereavement time for defined immediate family members. See Bereavement Leave for Immediate Family and Others Policy for more details.

**NEW Section**

Paid Parental Bonding Leave

Eligible full and part time (9102) employees may qualify for Paid Parental Bonding Leave (PPBL) to allow paid time off to care for and bond with a newborn or a child following adoption or long-term foster care placement or guardianship. Birthing mothers will be provided 6 weeks of continuous leave time and non-birthing parents, those adopting or fostering will be provided 4 weeks of continuous leave if policy requirements are met. See Paid Parental Bonding Leave Policy for more details.

**(F-10) Library - Library Card Sign Up Month**

September is Library Card signup month, and the Cabarrus County Library System charges a \$2 replacement fee for lost cards. The library system requested waving the replacement card fees for the month of September. June 2024 was one of the busiest months, generating \$140 total in replacement card fees.

UPON MOTION of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board approved the waive of \$2 library card replacement fee for the month of September 2024.

**(F-11) Sheriff's Office - Acceptance of Governor's Highway Safety Program (GHSP) Grant Award**

A request to accept funds for the third year of the current Governor's Highway Safety Program (GHSP) grant funding, which were used to expand the Traffic Enforcement and Education Unit. The grant amount of \$126,672 will be used for the continuation of this program. There is a county match of \$126,672 to meet the eligibility requirement of this grant.

UPON MOTION of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board accepted the grant award and approved the associated budget amendment.

**Budget Revision/Amendment Request**

Date: August 19, 2024 Amount: 126,672.00  
 Dept. Head: Sheriff Van W. Shaw Department: 2110- Sheriff's Office  
 Internal Transfer Within Department  Transfer Between Departments/Funds  Supplemental Request

Purpose: In Fiscal Year 2020, the Cabarrus County Sheriff's Office applied for and received funding through the Governor's Highway Safety Program (GHSP) for the formation of a Traffic Safety Unit for use throughout problem areas within Cabarrus County. These is a three year grant through the North Carolina Department of Transportation. This request is for the approval of allocating funds for year three in accordance with the agreement (attached). This grant is federally funded up to 50% with a 50% local match in the third year. The 50% local match includes personnel costs (salary & benefits) for 2 deputies and other indirect costs, which includes travel (in-state & out of state). Required to create a budget for the Traffic Grant 10/1/2024 and record Cabarrus County's 50% match.

| Fund | Indicator | Department/ Object/ Project | Account Name                          | Approved Budget | Increase Amount | Decrease Amount | Revised Budget |
|------|-----------|-----------------------------|---------------------------------------|-----------------|-----------------|-----------------|----------------|
| 001  | 6         | 2110-6342-TRAFU             | NC Department of Transportation Grant |                 | 126,672.00      |                 | 126,672.00     |
| 001  | 9         | 2110-9101-TRAFU             | Salary & Wages - TRAFU                |                 | 86,789.27       |                 | 86,789.27      |
| 001  | 9         | 2110-9201-TRAFU             | Social Security - TRAFU               |                 | 5,380.93        |                 | 5,380.93       |
| 001  | 9         | 2110-9202-TRAFU             | Medicare - TRAFU                      |                 | 1,258.44        |                 | 1,258.44       |
| 001  | 9         | 2110-9205-TRAFU             | Group Hospital Insurance - TRAFU      |                 | 10,680.00       |                 | 10,680.00      |
| 001  | 9         | 2110-9206-TRAFU             | Vision Care - TRAFU                   |                 | 21.00           |                 | 21.00          |
| 001  | 9         | 2110-9207-TRAFU             | Life Insurance - TRAFU                |                 | 40.80           |                 | 40.80          |
| 001  | 9         | 2110-9210-TRAFU             | Retirement - TRAFU                    |                 | 13,105.18       |                 | 13,105.18      |
| 001  | 9         | 2110-9230-TRAFU             | Workers' Compensation - TRAFU         |                 | 2,056.91        |                 | 2,056.91       |
| 001  | 9         | 2110-9235-TRAFU             | Deferred Compensation 401K - TRAFU    |                 | 4,339.46        |                 | 4,339.46       |
| 001  | 9         | 2110-9640-TRAFU             | Insurance & Bonds - TRAFU             |                 | -               |                 | 0.00           |
| 001  | 9         | 2110-9610-TRAFU             | Travel & Education - TRAFU            |                 | 3,000.00        |                 | 3,000.00       |

Resolution No. 2024-36

North Carolina Governor's Highway Safety Program  
 LOCAL GOVERNMENTAL RESOLUTION

WHEREAS, the Cabarrus County Sheriff's Office (herein called the "Agency") has completed an application contract for traffic safety funding; and that Cabarrus County Board of Commissioners (herein called the "Governing Body") has thoroughly considered the problem identified and has reviewed the project as described in the contract;

THEREFORE, NOW BE IT RESOLVED BY THE IN OPEN MEETING ASSEMBLED IN THE CITY OF CONCORD, NORTH CAROLINA, THIS 21<sup>st</sup> DAY OF August, 2023, AS FOLLOWS:

1. That the project referenced above is in the best interest of the Governing Body and the general public; and

2. That Sergeant Grady Christie is authorized to file, on behalf of the Governing Body, an application contract in the form prescribed by the Governor's Highway Safety Program for federal funding in the amount of \$ 126,672 to be made to the Governing Body to assist in defraying the cost of the project described in the contract application; and
3. That the Governing Body has formally appropriated the cash contribution of \$126,672 as required by the project contract; and
4. That the Project Director designated in the application contract shall furnish or make arrangement for other appropriate persons to furnish such information, data, documents and reports as required by the contract, if approved, or as may be required by the Governor's Highway Safety Program; and
5. That certified copies of this resolution be included as part of the contract referenced above; and
6. That this resolution shall take effect immediately upon its adoption.

DONE AND ORDERED in open meeting by /s/ Stephen M. Morris, Chairman

ATTESTED BY /s/ Lauren Linker

DATE: August 19, 2024

**(F-12) Sheriff's Office - Awarding of Service Weapon to Sgt. Michael Harris Upon Retirement**

Sgt. Michael Harris will retire from the Cabarrus County Sheriff's Office on August 31, 2024 after 30 years of service. Pursuant to NC General Statute 20-187.2 it is requested that Sgt. Harris' service weapon (Sig Sauer P320, SN 58C351937) be designated surplus and awarded to Sgt. Harris for a price of \$1.00 upon his retirement.

**UPON MOTION** of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board declared the Sig Sauer P320, SN 58C351937 surplus property and authorized disposition in accordance with the County's policy.

**(F-13) Sheriff's Office - Awarding of Service Weapon to Deputy Brandon Ayscue Upon Retirement**

Deputy Brandon Ayscue retired from the Cabarrus County Sheriff's Office on June 1, 2024 after 30 years of service. Pursuant to NC General Statute 20-187.2 it is requested that Deputy Ayscue's service weapon (Sig Sauer P320, SN 58C351912) be designated surplus and awarded to Deputy Ayscue for a price of \$1.00.

**UPON MOTION** of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board declared the Sig Sauer P320, SN 58C351912 surplus property and authorized disposition in accordance with the County's policy.

**(F-14) Tax Administration - Refund and Release Reports - July 2024**

The Release Report contains taxpayers' names, bill numbers, valuations, tax amounts, along with the justifications for releasing the valuation/tax amounts for outstanding levies in accordance with N.C.G.S. 105-381. The Refund Report is a summary sheet which lists data from each refund request form, along with the justification for the refunds to the taxpayers in accordance with N.C.G.S. 105-381.

Note: Due to the transition of motor vehicles onto the new North Carolina Vehicle Tax System (NCVTS), motor vehicle-related refunds and releases will begin to be displayed on the new report generated by NCVTS.

**UPON MOTION** of Commissioner Measmer, seconded by Vice Chairman Shue and unanimously carried, the Board approved the July 2024 Refund and Release Reports as submitted, including the NCVTS Refund Report, and grant authority to the Tax Collector to process the refunds and releases.

**(G) NEW BUSINESS**

**(G-1) County Manager - Concord Library Temporary Access Easement**

Kelly Sifford, Assistant County Manager, reported the City of Concord has requested a temporary access easement, which will allow the public to access the library lot and Concord's parking deck. The easement will begin on the corner of property at the intersection of Union and Grove Streets. The access will be across the parking lot of that building, the bank parking lot and through the library lot. The temporary access will cause the temporary loss of



a couple of parking spaces, and we will need to temporarily relocate the book drop box during this time. The City of Concord will make the necessary modifications to facilitate the access and repairs at the end of the easement use and will return the property it's previous state. The County's legal department has reviewed the agreement and has suggested changes to be sent to the City of Concord if approved.

A lengthy discussion ensued. During discussion, Ms. Sifford and Mike Downs, County Manager, responded to questions from the Board.

**UPON MOTION** of Chairman Morris, seconded by Commissioner Measmer the Board approved the County Manager to execute a temporary easement agreement that the legal team has reviewed and approved.

**(G-2) County Manager - Messer GMP 3 for Behavior Health Center**

Kelly Sifford, Assistant County Manager, presented Messer Construction's guaranteed maximum price (GMP) in the amount of \$41,640,356, which will be contract amendment number 3. This will be in addition to GMP number 1 and GMP number 22 for a total on the project.

Chairman Morris explained the Local Government Commission requires the contract to be signed prior to meeting with them regarding financing.

A discussion ensued. During discussion, Ms. Sifford and Mike Downs, County Manager, responded to questions from the Board.

**UPON MOTION** of Chairman Morris, seconded by Vice Chairman Shue, the Board approved GMP 3 and authorized the County Manager to execute the necessary documents upon approval from the Local Government Commission by the following vote: Ayes: Chairman Morris, Vice Chairman Shue, Commissioners Furr and Wortman, Nays: Commissioner Measmer.

**(G-3) Juvenile Crime Prevention Council (JCPC) - Allocation of FY 2024-25 Funding**

Chairman Morris provided information regarding the 2024-2025 Funding Plan.

The County receives funding from the Department of Public Safety (DPS) annually and passes the majority of funds to JCPC-approved sub-recipients. The total amount of funds to be received from DPS for FY 2024-25 is \$459,927.00. The JCPC FY 2024-25 Funding Plan includes \$15,500.00 for administrative expenses and \$402,732.00 to be awarded to youth programs. The JCPC will advertise a second Request for Proposals for the unallocated amount of \$41,695.00. With approval, these funds will be allocated prior to December 31, 2024.

Heather Mobley and Megan Baumgardner were present and available for questions.

Vice Chairman Shue **MOVED** to approve the JCPC FY 2024-25 County Funding Plan. Commissioner Measmer seconded the motion.

Following discussion, the **MOTION** carried unanimously.

**(G-4) Finance - Reimbursement Resolution (Previously (F-8))**

Chairman Morris reported the County may advance its own funds to pay certain expenditures associated with the following capital projects:

- New Elementary School
- Replacement Elementary School
- RCCC Workforce Innovations Center
- RCCC South Campus Building Renovations
- Behavior Health Facility
- Public Training Facility - Amended

The reimbursement resolutions will allow the County to reimburse themselves with future debt, if so desired, up to the amount on each resolution.

A discussion ensued. During discussion Jim Howden, Finance Director, responded to questions from the Board.

**UPON MOTION** of Vice Chairman Shue, seconded by Commissioner Wortman the Board adopted the Reimbursement Resolutions.

Resolution No. 2024-30

SUPPLEMENTAL RESOLUTION DECLARING OFFICIAL INTENT TO REIMBURSE EXPENDITURES WITH PROCEEDS OF DEBT PURSUANT TO UNITED STATES DEPARTMENT OF TREASURY REGULATIONS

BE IT RESOLVED by the Board of Commissioners of Cabarrus County:

Section 1. The Board hereby finds, determines and declares as follows:

(a) On February 5, 2024, the Board adopted a prior resolution declaring official intent to reimburse expenditures with proceeds of debt (the "Prior Resolution") for the Public Safety Training Facility Project, as described in the Prior Resolution, a copy of which is attached hereto as Exhibit A.

(b) At the time of adoption of the Prior Resolution, the Board reasonably expected that the maximum principal amount of debt to be incurred with respect to the Public Safety Training Facility Project would be \$35,000,000.

(c) As of the date of this supplemental resolution, the Board now reasonably expects that the maximum principal amount of debt to be incurred with respect to the Public Safety Training Facility Project instead will be \$70,000,000, and desires to amend the maximum principal amount of debt stated in the Prior Resolution to reflect the same.

(d) The maximum principal amount of debt to be incurred for the Public Safety Training Facility Project that was set forth in the Prior Resolution is hereby amended to be \$70,000,000.

(e) Except as supplemented hereby, the Prior Resolution adopted on February 5, 2024, shall remain in full force and effect.

Section 2. This resolution shall take effect immediately.

Approved this the 19<sup>th</sup> day of August, 2024.

/s/ Stephen M. Morris
Stephen M. Morris, Chairman
Cabarrus County Board of Commissioners

Attest:
/s/ Lauren Linker
Lauren Linker, Clerk to the Board

EXHIBIT A

RESOLUTION DECLARING OFFICIAL INTENT TO REIMBURSE EXPENDITURES WITH PROCEEDS OF DEBT PURSUANT TO UNITED STATES DEPARTMENT OF TREASURY REGULATIONS

BE IT RESOLVED by the Board of Commissioners of Cabarrus County:

1. The Board hereby finds, determines and declares as follows:

(a) Treasury Regulations Section 1.150-2 (the "Regulations"), promulgated by the United States Department of Treasury on June 18, 1993, prescribes certain specific procedures applicable to certain obligations issued by the County after June 30, 1993, including, without limitation, a requirement that the County timely declare its official intent to reimburse certain expenditures with the proceeds of debt to be issued thereafter by the County.

(b) The County has advanced and/or will advance its own funds to pay certain capital costs (the "Original Expenditures") associated with financing, in whole or in part, (i) the design, acquisition, construction, installation and equipping of a new public safety training facility, including the acquisition of necessary land, easements and rights-of-way, (ii) site development, (iii) any and all related utilities relocation and (iv) various real and/or personal property improvements related to any of the foregoing (collectively, the "Public Safety Training Facility Project").

(c) The funds heretofore advanced or to be advanced by the County to pay the Original Expenditures are or will be available only on a temporary basis, and do not consist of funds that were otherwise earmarked or intended to be used by the County to permanently finance the Original Expenditures.

(d) As of the date hereof, the County reasonably expects that it will reimburse itself for such Original Expenditures with the proceeds of debt to be incurred by the County, and the maximum principal amount of debt to be incurred with respect to the Public Safety Training Facility Project is expected to be \$35,000,000.

(e) All Original Expenditures to be reimbursed by the County were paid no more than 60 days prior to or will be paid on or after the date of, this declaration of official intent. The County understands that such reimbursement must occur not later than 18 months after the later of (i) the date the Original Expenditure was paid; or (ii) the date the Public Safety Training Facility Project was placed in service or abandoned, but in no event more than 3 years after the Original Expenditure was paid.

2. This resolution shall take effect immediately.

Resolution No. 2024-31

RESOLUTION DECLARING OFFICIAL INTENT TO REIMBURSE EXPENDITURES WITH PROCEEDS OF DEBT PURSUANT TO UNITED STATES DEPARTMENT OF TREASURY REGULATIONS

BE IT RESOLVED by the Board of Commissioners of Cabarrus County:

1. The Board hereby finds, determines and declares as follows:

(a) Treasury Regulations Section 1.150-2 (the "Regulations"), promulgated by the United States Department of Treasury on June 18, 1993, prescribes certain specific procedures applicable to certain obligations issued by the County after June 30, 1993, including, without limitation, a requirement that the County timely declare its official intent to reimburse certain expenditures with the proceeds of debt to be issued thereafter by the County.

(b) The County has advanced and/or will advance its own funds to pay certain capital costs (the "Original Expenditures") associated with financing, in whole or in part, (i) the design, acquisition, construction, installation and equipping of a new replacement public elementary school, including the acquisition of necessary land, easements and rights-of-way, (ii) site development, (iii) any and all related utilities relocation and (iv) various real and/or personal property improvements related to any of the foregoing (collectively, the "Replacement Elementary School Project").

(c) The funds heretofore advanced or to be advanced by the County to pay the Original Expenditures are or will be available only on a temporary basis, and do not consist of funds that were otherwise earmarked or intended to be used by the County to permanently finance the Original Expenditures.

(d) As of the date hereof, the County reasonably expects that it will reimburse itself for such Original Expenditures with the proceeds of debt to be incurred by the County, and the maximum principal amount of debt to be incurred with respect to the Replacement Elementary School Project is expected to be \$51,000,000.

(e) All Original Expenditures to be reimbursed by the County were paid no more than 60 days prior to or will be paid on or after the date of, this declaration of official intent. The County understands that such reimbursement must occur not later than 18 months after the later of (i) the date the Original Expenditure was paid; or (ii) the date the Replacement Elementary School Project was placed in service or abandoned, but in no event more than 3 years after the Original Expenditure was paid.

2. This resolution shall take effect immediately.

I, Lauren Linker, Clerk to the Board of Commissioners for the County of Cabarrus, North Carolina, DO HEREBY CERTIFY that the foregoing is a true copy of so much of the proceedings of said Board of Commissioners at a regular meeting held on August 20, 2024, as relates in any way to the passage of the resolutions hereinabove referenced, and that said proceedings are recorded in Minute Book No. [41] of the minutes of said Board of Commissioners, beginning at page \_\_\_ and ending at page \_\_\_.

I DO HEREBY FURTHER CERTIFY that the schedule of regular meetings of said Board of Commissioners has been on file in my office pursuant to North Carolina General Statutes §143-318.12 as of a date not less than seven (7) days before said meeting.

WITNESS my hand and the corporate seal of said County, this 19th day of August 2024.

/s/ Lauren Linker  
Clerk to the Board of Commissioners  
for the County of Cabarrus, North Carolina

[SEAL]

Resolution No. 2024-32

**RESOLUTION DECLARING OFFICIAL INTENT TO REIMBURSE EXPENDITURES WITH PROCEEDS OF DEBT PURSUANT TO UNITED STATES DEPARTMENT OF TREASURY REGULATIONS**

BE IT RESOLVED by the Board of Commissioners of Cabarrus County:

1. The Board hereby finds, determines and declares as follows:

(a) Treasury Regulations Section 1.150-2 (the "Regulations"), promulgated by the United States Department of Treasury on June 18, 1993, prescribes certain specific procedures applicable to certain obligations issued by the County after June 30, 1993, including, without limitation, a requirement that the County timely declare its official intent to reimburse certain expenditures with the proceeds of debt to be issued thereafter by the County.

(b) The County has advanced and/or will advance its own funds to pay certain capital costs (the "Original Expenditures") associated with financing, in whole or in part, (i) the design, acquisition, construction, installation and equipping of a new public elementary school, including the acquisition of necessary land, easements and rights-of-way, (ii) site development, (iii) any and all related utilities relocation and (iv) various real and/or personal property improvements related to any of the foregoing (collectively, the "New Elementary School Project").

(c) The funds heretofore advanced or to be advanced by the County to pay the Original Expenditures are or will be available only on a temporary basis, and do not consist of funds that were otherwise earmarked or intended to be used by the County to permanently finance the Original Expenditures.

(d) As of the date hereof, the County reasonably expects that it will reimburse itself for such Original Expenditures with the proceeds of debt to be incurred by the County, and the maximum principal amount of debt to be incurred with respect to the New Elementary School Project is expected to be \$51,000,000.

(e) All Original Expenditures to be reimbursed by the County were paid no more than 60 days prior to or will be paid on or after the date of, this declaration of official intent. The County understands that such reimbursement must occur not later than 18 months after the later of (i) the date the Original Expenditure was paid; or (ii) the date the New Elementary School Project was placed in service or abandoned, but in no event more than 3 years after the Original Expenditure was paid.

2. This resolution shall take effect immediately.

I, Lauren Linker, Clerk to the Board of Commissioners for the County of Cabarrus, North Carolina, DO HEREBY CERTIFY that the foregoing is a true copy of so much of the proceedings of said Board of Commissioners at a regular meeting held on August 19, 2024, as relates in any way to the passage of the resolutions hereinabove referenced, and that said proceedings are recorded in Minute Book No. [41] of the minutes of said Board of Commissioners, beginning at page \_\_\_ and ending at page \_\_\_.

I DO HEREBY FURTHER CERTIFY that the schedule of regular meetings of said Board of Commissioners has been on file in my office pursuant to North Carolina General Statutes §143-318.12 as of a date not less than seven (7) days before said meeting.

WITNESS my hand and the corporate seal of said County, this 19th day of August 2024.

/s/ Lauren Linker  
Clerk to the Board of Commissioners  
for the County of Cabarrus, North Carolina

[SEAL]

Resolution No. 2024-33

RESOLUTION DECLARING OFFICIAL INTENT TO REIMBURSE EXPENDITURES WITH PROCEEDS OF DEBT PURSUANT TO UNITED STATES DEPARTMENT OF TREASURY REGULATIONS

BE IT RESOLVED by the Board of Commissioners of Cabarrus County:

1. The Board hereby finds, determines and declares as follows:

(a) Treasury Regulations Section 1.150-2 (the "Regulations"), promulgated by the United States Department of Treasury on June 18, 1993, prescribes certain specific procedures applicable to certain obligations issued by the County after June 30, 1993, including, without limitation, a requirement that the County timely declare its official intent to reimburse certain expenditures with the proceeds of debt to be issued thereafter by the County.

(b) The County has advanced and/or will advance its own funds to pay certain capital costs (the "Original Expenditures") associated with financing, in whole or in part, (i) the design, acquisition, construction, installation and equipping of a behavior health urgent care facility, including the acquisition of necessary land, easements and rights-of-way, (ii) site development, (iii) any and all related utilities relocation and (iv) various real and/or personal property improvements related to any of the foregoing (collectively, the "Behavior Health Facility Project").

(c) The funds heretofore advanced or to be advanced by the County to pay the Original Expenditures are or will be available only on a temporary basis, and do not consist of funds that were otherwise earmarked or intended to be used by the County to permanently finance the Original Expenditures.

(d) As of the date hereof, the County reasonably expects that it will reimburse itself for such Original Expenditures with the proceeds of debt to be incurred by the County, and the maximum principal amount of debt to be incurred with respect to the Behavior Health Facility Project is expected to be \$20,000,000.

(e) All Original Expenditures to be reimbursed by the County were paid no more than 60 days prior to or will be paid on or after the date of, this declaration of official intent. The County understands that such reimbursement must occur not later than 18 months after the later of (i) the date the Original Expenditure was paid; or (ii) the date the Behavior Health Facility Project was placed in service or abandoned, but in no event more than 3 years after the Original Expenditure was paid.

2. This resolution shall take effect immediately.

I, Lauren Linker, Clerk to the Board of Commissioners for the County of Cabarrus, North Carolina, DO HEREBY CERTIFY that the foregoing is a true copy of so much of the proceedings of said Board of Commissioners at a regular meeting held on August 20, 2024, as relates in any way to the passage of the resolutions hereinabove referenced, and that said proceedings are recorded in Minute Book No. [41] of the minutes of said Board of Commissioners, beginning at page \_\_\_ and ending at page \_\_\_.

I DO HEREBY FURTHER CERTIFY that the schedule of regular meetings of said Board of Commissioners has been on file in my office pursuant to North Carolina General Statutes §143-318.12 as of a date not less than seven (7) days before said meeting.

WITNESS my hand and the corporate seal of said County, this 19th day of August 2024.

/s/ Lauren Linker
Clerk to the Board of Commissioners
for the County of Cabarrus, North Carolina

[SEAL]

Resolution No. 2024-34

RESOLUTION DECLARING OFFICIAL INTENT TO REIMBURSE EXPENDITURES WITH PROCEEDS OF DEBT PURSUANT TO UNITED STATES DEPARTMENT OF TREASURY REGULATIONS

BE IT RESOLVED by the Board of Commissioners of Cabarrus County:

1. The Board hereby finds, determines and declares as follows:

(a) Treasury Regulations Section 1.150-2 (the "Regulations"), promulgated by the United States Department of Treasury on June 18, 1993, prescribes certain specific procedures applicable to certain obligations issued by the County after June 30, 1993, including, without limitation, a requirement that the County timely declare its official intent to reimburse certain expenditures with the proceeds of debt to be issued thereafter by the County.

(b) The County has advanced and/or will advance its own funds to pay certain capital costs (the "Original Expenditures") associated with financing, in whole or in part, (i) the design, renovations, construction, installation, and equipping at Rowan Cabarrus Community College's South Campus Building, including the acquisition of necessary land, easements and rights-of-way, (ii) site development, (iii) any and all related utilities relocation and (iv) various real and/or personal property improvements related to any of the foregoing (collectively, the "RCCC South Campus Renovations Project").

(c) The funds heretofore advanced or to be advanced by the County to pay the Original Expenditures are or will be available only on a temporary basis, and do not consist of funds that were otherwise earmarked or intended to be used by the County to permanently finance the Original Expenditures.

(d) As of the date hereof, the County reasonably expects that it will reimburse itself for such Original Expenditures with the proceeds of debt to be incurred by the County, and the maximum principal amount of debt to be incurred with respect to the RCCC South Campus Renovations Project is expected to be \$7,000,000.

(e) All Original Expenditures to be reimbursed by the County were paid no more than 60 days prior to or will be paid on or after the date of, this declaration of official intent. The County understands that such reimbursement must occur not later than 18 months after the later of (i) the date the Original Expenditure was paid; or (ii) the date the RCCC South Campus Renovations Project was placed in service or abandoned, but in no event more than 3 years after the Original Expenditure was paid.

2. This resolution shall take effect immediately.

I, Lauren Linker, Clerk to the Board of Commissioners for the County of Cabarrus, North Carolina, DO HEREBY CERTIFY that the foregoing is a true copy of so much of the proceedings of said Board of Commissioners at a regular meeting held on August 20, 2024, as relates in any way to the passage of the resolutions hereinabove referenced, and that said proceedings are recorded in Minute Book No. [41] of the minutes of said Board of Commissioners, beginning at page \_\_\_ and ending at page \_\_\_.

I DO HEREBY FURTHER CERTIFY that the schedule of regular meetings of said Board of Commissioners has been on file in my office pursuant to North Carolina General Statutes §143-318.12 as of a date not less than seven (7) days before said meeting.

WITNESS my hand and the corporate seal of said County, this 19th day of August 2024.

/s/ Lauren Linker  
Clerk to the Board of Commissioners  
for the County of Cabarrus, North Carolina

[SEAL]

Resolution No. 2024-35

RESOLUTION DECLARING OFFICIAL INTENT TO REIMBURSE EXPENDITURES WITH PROCEEDS OF DEBT PURSUANT TO UNITED STATES DEPARTMENT OF TREASURY REGULATIONS

BE IT RESOLVED by the Board of Commissioners of Cabarrus County:

1. The Board hereby finds, determines and declares as follows:

(a) Treasury Regulations Section 1.150-2 (the "Regulations"), promulgated by the United States Department of Treasury on June 18, 1993, prescribes certain specific procedures applicable to certain obligations issued

by the County after June 30, 1993, including, without limitation, a requirement that the County timely declare its official intent to reimburse certain expenditures with the proceeds of debt to be issued thereafter by the County.

(b) The County has advanced and/or will advance its own funds to pay certain capital costs (the "Original Expenditures") associated with financing, in whole or in part, (i) the design, acquisition, construction, installation and equipping of a new facility housing classrooms, labs, offices and support space to provide career credits in public safety, focused healthcare, education, local government and physical education programs, including the acquisition of necessary land, easements and rights-of-way, (ii) site development, (iii) any and all related utilities relocation and (iv) various real and/or personal property improvements related to any of the foregoing (collectively, the "RCCC Workforce Innovations Center Project").

(c) The funds heretofore advanced or to be advanced by the County to pay the Original Expenditures are or will be available only on a temporary basis, and do not consist of funds that were otherwise earmarked or intended to be used by the County to permanently finance the Original Expenditures.

(d) As of the date hereof, the County reasonably expects that it will reimburse itself for such Original Expenditures with the proceeds of debt to be incurred by the County, and the maximum principal amount of debt to be incurred with respect to the RCCC Workforce Innovations Center Project is expected to be \$47,000,000.

(e) All Original Expenditures to be reimbursed by the County were paid no more than 60 days prior to or will be paid on or after the date of, this declaration of official intent. The County understands that such reimbursement must occur not later than 18 months after the later of (i) the date the Original Expenditure was paid; or (ii) the date the Workforce Innovations Center Project was placed in service or abandoned, but in no event more than 3 years after the Original Expenditure was paid.

2. This resolution shall take effect immediately.

I, Lauren Linker, Clerk to the Board of Commissioners for the County of Cabarrus, North Carolina, DO HEREBY CERTIFY that the foregoing is a true copy of so much of the proceedings of said Board of Commissioners at a regular meeting held on August 20, 2024, as relates in any way to the passage of the resolutions hereinabove referenced, and that said proceedings are recorded in Minute Book No. [41] of the minutes of said Board of Commissioners, beginning at page \_\_\_ and ending at page \_\_\_.

I DO HEREBY FURTHER CERTIFY that the schedule of regular meetings of said Board of Commissioners has been on file in my office pursuant to North Carolina General Statutes §143-318.12 as of a date not less than seven (7) days before said meeting.

WITNESS my hand and the corporate seal of said County, this 19th day of August 2024.

/s/ Lauren Linker  
Clerk to the Board of Commissioners  
for the County of Cabarrus, North Carolina

[SEAL]

**(H) REPORTS**

**(H-1) BOC - Receive Updates from Commission Members Who Serve as Liaisons to Municipalities or on Various Boards/Committees**

Commissioner Wortman, Active Living and Parks liaison, reported the pool at Camp T.N. Spencer Park is only open on weekends now through Labor Day. Several parking lots at various facilities are being sealed and asked the public to please be patient during the process. He also reported the Cabarrus Visitors Bureau overall income revenue for 2023.

Vice Chairman Shue, Water and Sewer Authority liaison, reported that the Water and Sewer Authority's former director, Mike Wilson, retired from his role and the new director is Mr. Chad Von-Cannon. He announced there will be a ribbon cutting for the completion of the current project October 3, 2024, and invited everyone to attend.

**(H-2) BOC - Request for Applications for County Boards/Committees**

Applications are being accepted for the following County Boards/Committees:

- Active Living and Parks Commission - 4 Vacant Position
- Adult Care Home Community Advisory Committee - 13 Vacant Positions
- Concord Planning and Zoning Commission (ETJ) - 1 Vacant Position
- Early Childhood Taskforce Advisory Board - 2 Vacant Positions
- Industrial Facilities and Pollution Control Financing Authority - 1 Vacant Position
- Juvenile Crime Prevention Council - 2 Vacant Positions
- Library Board of Trustees - 3 Vacant Positions
- Mental Health Advisory Board - 3 Vacant Positions
- Nursing Home Community Advisory Board - 11 Vacant Positions
- Public Health Authority of Cabarrus County - 1 Vacant Position
- Region F Aging Advisory Committee - 2 Vacant Positions
- Senior Centers Advisory Council - 2 Vacant Positions
- Transportation Advisory Board - 5 Vacant Positions
- Youth Commission - 17 Vacant Positions

**(H-3) Budget - Monthly Budget Amendment Report**

The Board received the monthly budget amendment report for informational purposes. No action was required of the Board.

**(H-4) Budget - Monthly Financial Update**

The Board received the monthly financial update report for informational purposes. No action was required of the Board.

**(H-5) Communications and Outreach - Monthly Summary Report**

The Board received the monthly summary report for informational purposes. No action was required of the Board.

**(H-6) County Manager - Monthly Building Activity Reports**

The board received the monthly building activity report for informational purposes. No action was required of the Board.

**(H-7) Economic Development Corporation - July 2024 Monthly Summary Report**

The Board received the Cabarrus Economic Development Corporation (EDC) monthly report for the month of July 2024 for informational purposes. No action was required of the Board.

**(I) GENERAL COMMENTS BY BOARD MEMBERS**

None.

**(J) CLOSED SESSION**

**(J-1) Closed Session - Pending Litigation and Acquisition of Real Property**

UPON MOTION of Commissioner Measmer, seconded by Vice Chairman Shue, and unanimously carried, the Board moved to go into closed session to discuss matters related to Pending Litigation and Acquisition of Real Property as authorized by NCGS 143-318.11(a)(3) and (5).

UPON MOTION of Commissioner Measmer, seconded by Commissioner Furr and unanimously carried, the Board moved to come out of closed session.

**(K) ADJOURN**

UPON MOTION of Commissioner Furr, seconded by Commissioner Measmer and unanimously carried, the meeting adjourned at 9:10 p.m.



*Lauren Linker*  
 Lauren Linker, Clerk to the Board