

The Board of Commissioners for the County of Cabarrus met for an Agenda Work Session in the Multipurpose Room at the Cabarrus County Governmental Center in Concord, North Carolina at 4:00 p.m. on Tuesday, September 3, 2024.

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

live broadcast at 4:00 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  
Kenneth M. Wortman  
Timothy A. Furr

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

**1. Call to Order**

Chairman Morris called the meeting to order at 4:00 p.m.

**2. Approval of Agenda**

Updated:

Discussion Items No Action  
4.1 Atrium Health - Blue Zones  
4.2 WSACC - Masterplan

Discussion Items For Action

5.4 Human Resources - Compensation Market Study - General Government Departments

Additions:

Closed Session  
7.1 Closed Session - Pending Litigation

Removed:

Discussion Items For Action  
5.13 County Manager - City of Concord Downtown Streetscape

**UPON MOTION** of Commissioner Measmer, seconded by Commissioner Wortman and unanimously carried, the Board approved the agenda as amended and including moving item 5.1 to 3.3.

**3. Discussion Items for Action**

**3.1 Soil and Water- Grant Application to NC Agricultural Development and Farmland Preservation Trust Fund and USDA Agricultural Land Easement**

Daniel McClellan, Senior Resource Conservation Specialist, requested consideration for the Soil and Water Conservation District Board to apply for State and Federal farmland preservation grants to purchase development rights for permanent agricultural easements on two tracts of farmland. The board did not receive the grants applied for last year and wishes to apply this year for two State and two Federal programs.

**3.2 Soil and Water- Grant Application to NC Agricultural Development and Farmland Preservation Trust Fund Local Agricultural Growth Zone**

Amy Cook, Resource Conservation Easement Specialist, requested consideration to apply to a program that would purchase development rights for permanent agricultural easements on farmland in Cabarrus County. The program is more lenient in choices of easements. It would require a county match in the amount of \$600,00. Ms. Cook reported the Soil and Water Conservation District Board advised the matching funds could come from the Ned Hudson Fund (back tax from the present use value).

A discussion ensued.

Daniel McClellan, Senior Resource Conservation Specialist, was in attendance.

**3.3 Youth Commission - Suicide Awareness and Prevention Week Proclamation**

Molly Murray, Extension Agent, provided a brief overview of the efforts made to promote change, create awareness, and prevention of Suicide awareness and prevention. Ms. Murray introduced Nihar Kummetha, Youth Commissioner, who read the proclamation aloud.

**UPON MOTION** of Commissioner Furr, seconded by Vice Chairman Shue and unanimously carried, the Board suspended the Rules of Procedure due to time constraints.

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

Chairman Morris commended the Youth Commission for taking a stance on mental health.

Proclamation No. 2024-19

PROCLAMATION - SUICIDE AWARENESS AND PREVENTION WEEK  
SEPTEMBER 8<sup>th</sup> - 14<sup>th</sup> 2024

SUICIDE AWARENESS AND PREVENTION WEEK - SEPTEMBER 8<sup>th</sup> - 14<sup>th</sup> 2024  
"CHANGING THE NARRATIVE: HOPE LIVES"

WHEREAS, September 10 was established in 2003 as **World Suicide Prevention Day** by the International Association for Suicide Prevention (IASP) in conjunction with the World Health Organization (WHO) to draw attention to suicide as an important global public health issue, and IASP has announced its 2024-2026 theme as "Changing the Narrative on Suicide" to promote discourse and changing public perception of this complex issue from silence and stigma to openness, understanding and support while promoting systemic responses based on the notion that suicides are preventable; and

WHEREAS, since 2008 September has been recognized as **National Suicide Prevention Month** by SAMHSA, the CDC, and other governmental and non-governmental organizations concerned with public health and mental health in particular as a means of focusing attention on suicide, its warning signs, and how to seek assistance; and

WHEREAS, the 988 Suicide and Crisis Lifeline became nationally available on July 16, 2022, enabling callers to connect with local crisis counselors using the easy-to-remember three-digit number that people can access via phone, text, or chat, and since that time usage of the lifeline has dramatically increased though many people remain unaware of this resource; and

WHEREAS, suicide remains a major public health challenge, with over 1,500 North Carolinians dying by suicide annually and approximately 49,000 deaths by suicide in the United States; suicide is the eleventh leading cause of death in the United States, according to the CDC, and the second leading cause of death among individuals between the ages 10 and 34; and, according to the North Carolina Injury & Violence Prevention Branch, in 2022 there were 54,770 ED visits related to suicidal ideation and 14,154 ED visits related to self-inflicted injury in our state; and

WHEREAS, each death by suicide directly impacts numerous family members, friends, coworkers, loved ones, and often the entire community; the vast majority of those who die by suicide have mental health issues, sometimes unrecognized and untreated; volunteer-based organizations such as the American Foundation for Suicide Prevention (AFSP) are committed to "save lives and bring hope to those who lives are affected by suicide"; and

WHEREAS, Cabarrus County is committed to promoting protective factors against suicide, and suicide prevention requires a comprehensive, multi-level approach that encompasses strategies for prevention, early intervention, treatment, and postvention after a death has occurred; and by working collaboratively across sectors, we can create a more supportive and compassionate society where everyone feels valued and understood and suicidal behavior becomes less likely; and

WHEREAS, Cabarrus County, along with organizations such as AFSP, encourages people to recognize that deaths by suicide are preventable, that there is no single cause for suicide and no single prevention program effective for all communities, that coping with stress, safety planning, and reducing access to lethal means must be part of routine health and behavioral care for all, and that everyone has a role to play in suicide prevention; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners for Cabarrus County, North Carolina, do hereby proclaim September 8-14, 2024 as

SUICIDE AWARENESS AND PREVENTION WEEK and commend its observance to all citizens.

Adopted this 3rd day of September, 2024.

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

#### **4. Discussion Items - No Action**

##### **4.1 Atrium Health - Blue Zones**

Asha Rodriguez, Vice President, Facility Executive with Atrium Health, introduced Dan Buettner Jr., Chief Development Officer, Blue Zones, together presented a PowerPoint presentation to include the following:

- Healthy Communities: Aging and Older Adults
  - Our Why?
  - Enter Blue Zones
    - Who We Are
    - Our Mission
  - What are Blue Zones?
- Power 9
  - Applying the Research
  - Life Radius
    - Policy
    - Places
    - People
  - Blue Zones Transformations
- Our Partners
  - Financial Partners
  - Core Workgroup
  - Key Stakeholders
- Timeline and Next Steps
  - Planning (June - July)
  - Community Assessment (September)
  - Findings & Readout (September - November)
  - Blue Zones Community

A discussion ensued. During discussion, Ms. Rodriguez and Mr. Buettner responded to questions from the Board.

##### **4.2 WSACC - Masterplan**

Thomas Hahn, Assistant Engineering Director, Water and Sewer Authority; Chad Von Cannon, Executive Director, Water and Sewer Authority; and Lee Campbell, Project Manager, Black and Veatch; provided an overview of the recently completed Water and Sewer master plan. The PowerPoint presentation included:

- WSACC FY22 Master Plan
- Objectives
- Future Growth
  - Land Supply
  - Future Land Use
  - Suitability Analysis
  - Growth Forecasts
- Input from Member Jurisdictions
- Final Water Usage Forecasts
- Final Sewer Flow Forecasts
- Water Resources Analysis
  - Safe Yield
  - Bathymetric Surveys
  - Water Supply Needs
  - Bridging the Gap from Operational to Safe Yield
- CIP Development
  - Recommended CIP Projects through 2050
    - Capacity-Driven Projects
    - WWTP Expansion Projects (~\$930M)
      - RRRWWTP
      - MCWWTP
    - Condition-Driven Projects
- Use of Dashboard Tools
  - Obligated Flows Dashboard
  - Jurisdictional Flow Monitoring Dashboard
  - iCIP Dashboard

- Action Items

A discussion ensued. During discussion, Mr. Campbell, Mr. Hahn and Mr. Von Cannon responded to questions from the Board.

## **5. Discussion Items - For Action (Con't)**

### **5.1 Youth Commission - Suicide Awareness and Prevention Week Proclamation**

Item 5.1 moved to 3.3 due to time restrictions.

### **5.2 Finance - Ambulance Receivable Write Off**

Jim Howden, Finance Director, reported part of the county's year-end process is to adjust the accounts receivable ambulance balance to reflect what we truly believe to be collectable. Historically, anything over four years should be written off because it is considered uncollectable. This year's write off amount is \$1,942,915.92 from the ambulance accounts receivable balance. The county will continue to make efforts to collect balances, however, this reflects an accounting entry.

### **5.3 Finance - Lottery Proceeds**

Jim Howden, Finance Director, reported lottery proceeds are provided to the county, which can be used for school construction, renovations, and payment of debt. In Fiscal Year 2025, \$2,300,000 was budgeted from the lottery fund to help pay off a portion of previous school debt. Mr. Howden advised a budget amendment will be needed.

A brief discussion ensued. During discussion, Mr. Howden and Mike Downs, County Manager, responded to questions from the Board.

### **5.4 Human Resources - Compensation Market Study - General Government Departments**

Lundee Covington, Human Resources Director, provided a brief overview of projects. She then introduced Becky Drodz, Compensation and Human Resources Consultant, Guerrilla HR LLC, who presented a PowerPoint presentation regarding the Market Pricing Study for Cabarrus County, which included:

- Introduction
- Market Pricing Study Review
  - Departments Included
  - Market Research Methodology
  - Sponsored Survey Participants
    - City of Concord
    - City of Kannapolis
    - City of Raleigh
    - County of Johnston
    - Iredell County
    - New Hanover County
    - Rowan County
    - Union County
    - Wake County
  - Recommendations
    - Adjust grade assignments for applicable jobs based on external market average, internal equity, and budget
    - Provide one-time market adjustment based on recommended reclassifications
    - Market adjustment calculated using graduated levels to meet budget constraints:
      - 1 grade, 5%
      - 2 grades, 9%
      - 3 grades, 13%
      - 4 grades, 18%
  - Future Actions
    - Continue annual review of internal compensation equity
    - Continue 2-year cycle to review external market equity
    - Ad hoc analysis for new positions, or positions with high turnover
    - Collect annual comp trends for structure adjustment

A discussion ensued. During discussion, Ms. Drodz and Ms. Covington responded to questions from the Board.

**5.5 Information Technology Systems (ITS) - Storage Area Network Refresh**

Todd Shanley, Chief Information Officer, reported Cabarrus County's storage area network is refreshed every 3-4 years. The current lease has expired. Funds in the amount of \$368,000 have been budgeted for a new 48-month lease. Mr. Shanley requested consideration for the County Manager to sign the new lease upon review by the Finance Director and County Attorney.

A brief discussion ensued. During discussion, Mr. Shanley responded to questions from the Board.

**5.6 Library - Library Board of Trustees By-laws**

Melanie Holles, Library Director, presented changes to the Library Board of Trustees by-laws for the Board's consideration. Changes included:

- Article V: Board Member Ethical Standards
- Article VIII: Meetings

A brief discussion ensued.

**Break**

The Board took a break at 5:47 p.m.; the meeting resumed at 6:11 p.m.

**5.12 County Manager - Property Switch with Rocky Ridge United Methodist Church**

Kelly Sifford, Assistant County Manager, advised County Staff has been working with Rocky Ridge United Methodist Church and the State of North Carolina on a property exchange plan to obtain a second access to Frank Liske Park. A second access will be necessary since there is a railway spur across the current park entrance.

A discussion ensued. During discussion, Ms. Sifford; Rich Koch, County Attorney, and a representative from Rocky Ridge United Methodist Church responded to questions from the Board.

**5.7 Legal - Animal Ordinance**

Rich Koch, County Attorney, advised the County has received several complaints concerning vicious dogs, leading us to convene a committee to look at changes to Chapter 10 of the Code of Ordinances concerning animals. The committee reviewed ordinances from other local jurisdictions in hopes of making changes that would streamline the procedures for the Sheriff's Department and Animal Control. It would also clarify the due process procedure that obtains if an animal is seized and the range of options available to the Sheriff.

A lengthy discussion ensued. During discussion, Mr. Koch and Evan Lee, General Counsel, responded to questions by the board.

**5.8 Planning Department - Community Development Budget Amendment**

Robert Anderson, Community Development Manager, advised the County recently received contracts for grants for the Community Development department. A budget amendment will be required to reflect the funding received through the grants.

**5.9 Tax Administration-2014 Write-Off, Real and Personal Outstanding Taxes**

David Thrift, Tax Administrator, advised the Tax Collector uses every legal effort to collect all delinquent taxes. However, NC General Statute 105-378 expresses a ten-year statute of limitations prevents the Tax Collector from using remedies to collect taxes remaining unpaid prior to tax year 2015. "USE OF REMEDIES BARRED" states that no county or municipality may maintain an action or procedure to enforce any remedy provided by law for the collection of taxes or the enforcement of any tax liens unless the action or procedure is instituted within ten years from the date the taxes became due. Mr. Thrift requested consideration from the Board to the write-off of outstanding real and personal taxes for 2014 totaling \$114,300.60.

A short discussion ensued. During discussion, Mr. Thrift responded to questions from the Board.

**5.10 Transportation - FY26 5311 Community Transportation Grant**

Charles Ratliff, Transportation Manager, requested consideration to apply for the North Carolina 5311 Community Transportation Grant for Fiscal Year 2026. The grant offers predetermined amounts. The administrative portion will be

\$194,578 and will require a 15% county match in the amount of \$29,188. The capital portion will be \$250,000 and will require a 10% county match in the amount of \$25,000. The grant total will be \$444,578 and the county portion will be \$54,188. A public hearing will be required and it was requested to be held on September 16, 2024 at 6:30 p.m.

#### **5.11 BOC - Appointments to Boards and Committees**

Chairman Morris reported information regarding appointments to boards and committees was provided in the agenda. He announced for the benefit of the public, that there are always vacancies, and encouraged people to get involved. He advised these appointment requests would be included in the Consent section of the September 16, 2024, regular meeting agenda.

#### **5.13 County Manager - Temporary Construction and Permanent Easement**

Kelly Sifford, Assistant County Manager, reported The Concord-Kannapolis Rider Transit system has requested to purchase for \$105 a temporary construction easement and a permanent easement on Martin Luther King Blvd/110 North Rose Avenue in Kannapolis to construct a new bus stop. The easement will be on the A.L. Brown High School campus. Kannapolis City Schools has requested no shelter only a concrete pad and a sign.

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

### **6. Approval of Regular Meeting Agenda**

#### **6.1 BOC - Approval of Regular Meeting Agenda**

The Board discussed the placement of the items on the agenda.

**UPON MOTION** of Commissioner Measmer, seconded by Commissioner Furr, and unanimously carried, the Board approved the agenda as follows for the September 16, 2024, regular meeting with changes made and to schedule all public hearings.

#### Approval or Corrections of Minutes

- Approval or Correction of Meeting Minutes

#### Approval of the Agenda

#### Recognitions and Presentations

- Proclamation - Library - Library Card Sign Up Month
- Proclamation - Hispanic and Latino Heritage Month
- Proclamation - Cabarrus County Smart Start - Smart Start Month

#### Consent

- Appointments (Removals) - Juvenile Crime Prevention Council (JCPC)
- Appointments - Library Board of Trustees
- Appointments - Mental Health Advisory Board
- Appointments - Public Health Authority of Cabarrus County
- County Manager - Property Switch with Rocky Ridge United Methodist Church
- County Manager - Temporary Construction and Permanent Easement
- Finance - Ambulance Receivable Write Off
- Finance - Lottery Proceeds
- Human Resources - Compensation Market Study - General Government Departments
- Information Technology Systems (ITS) - Storage Area Network Refresh
- Library - Library Board of Trustees By-laws
- Legal - Animal Ordinance
- Planning Department - Community Development Budget Amendment
- Sheriff's Office - Awarding of Service Weapon to Deputy Stephen Brent Russell Upon His Retirement
- Soil and Water - Grant Application to NC Agricultural Development and Farmland Preservation Trust Fund and USDA Agricultural Land Easement
- Soil and Water - Grant Application to NC Agricultural Development and Farmland Preservation Trust Fund Local Agricultural Growth Zone
- Tax Administration - 2014 Write-Off, Real and Personal Outstanding Taxes
- Tax Administration - Refund and Release Reports - August 2024

#### New Business

- Transportation - FY26 5311 Community Transportation Grant - Schedule a public hearing for September 16, 2024 at 6:30 p.m.

#### Reports

- BOC - Receive Updates from Commission Members who Serve as Liaisons to Municipalities or on Various Boards/Committees
- BOC - Request for Applications for County Boards/Committees
- Budget - Monthly Budget Amendment Report
- Budget - Monthly Financial Update
- Communications and Outreach - Monthly Summary Report
- County Manager - Cabarrus Arena and Events Center Financial Report
- County Manager - Monthly Building Activity Reports
- EDC - August 2024 Monthly Summary Report

**7. Closed Session**

**7.1 Closed Session - Pending Litigation**

UPON MOTION of Commissioner Wortman, seconded by Vice Chairman Shue and unanimously carried, the Board moved to go into closed session to discuss matters related to acquisition of real property as authorized by NCGS 143-318.11(a)(3).

**Return to Open Session**

UPON MOTION of Commissioner Measmer, seconded by Commissioner Wortman and unanimously carried, the Board returned to open session.

**6. Adjourn**

UPON MOTION of Commissioner Wortman, seconded by Vice Chairman Shue, and unanimously carried, the meeting adjourned at 7:18 p.m.



  
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Lauren Linker, Clerk to the Board