

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, October 21, 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
Kenneth M. Wortman
Timothy A. Furr

Also present were Mike Downs, County Manager; Rich Koch (electronic means), County Attorney; Aalece Pugh, Assistant 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 CORRECTION OF MINUTES

UPON MOTION of Vice Chairman Shue, seconded by Commissioner Wortman and unanimously carried, the Board approved the minutes of June 2, 2024 (Work Session) and June 17, 2024 (Regular Meeting) as presented.

(B) APPROVAL OF THE AGENDA

Chairman Morris reviewed the following changes to the agenda.

Updated:
Reports
H-3 Budget - Monthly Budget Amendment Report

Consent Agenda
F-10 Information Technology Systems (ITS) - Storage Area Network Refresh

Additions:
Recognitions and Presentations
C-6 Emergency Management Hurricane Helene

Closed Session
K-1 Closed Session - Pending Litigation and Personnel

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

Chairman Morris recognized Youth Commission member, Matthew Torres in attendance.

(C) RECOGNITIONS AND PRESENTATIONS

(C-1) Proclamation - Planning Department-Weatherization Day 2024

Robert Anderson, Community Development Manager, read the proclamation aloud.

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

Proclamation No. 2024-24

Proclamation of Weatherization Day 2024

Whereas, October is National Energy Awareness Month, and October 30th is designated as National Weatherization Day; and

Whereas, the County of Cabarrus has a long-standing commitment to conserve its resources and to help low-income households through its Weatherization Assistance Program; and

Whereas, the State of North Carolina has administered the Weatherization Assistance Program since its inception in 1976, providing a variety of state and federal resources through numerous community action agencies, housing authorities and departments of local government that serve people in every county in the state; and

Whereas, it is important to recognize the importance of those programs that ensure that all residents, especially those living at or below the federal poverty level, have the opportunity to live in energy efficient, healthy, safe, and comfortable homes as provided for by the Weatherization Assistance Program;

Now, Therefore, Be it Resolved, that the Cabarrus County Board of Commissioners do hereby proclaim October 30th, 2024 as:

"Weatherization Day"

in the County of Cabarrus and I urge all citizens to join me in this observance.

Adopted this 21st day of October, 2024

/s/ Stephen M. Morris
Stephen M. Morris
Chairman of Board of Commissioners

(C-2) Proclamation - Veterans Services - Operation Green Light

Tony Miller, Veterans Services Director, read the proclamation aloud.

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

Proclamation No. 2024-25

Supporting Operation Green Light for Veterans

WHEREAS, the residents of Cabarrus County have great respect, admiration, and the utmost gratitude for all the men and women who have selflessly served our country and this community in the Armed Forces; and

WHEREAS, the contributions and sacrifices of those who served in the Armed Forces have been vital in maintaining the freedoms and way of life enjoyed by our citizens; and

WHEREAS, Cabarrus County seeks to honor individuals who have made countless sacrifices for freedom by placing themselves in harm's way for the good of all; and

WHEREAS, veterans continue to serve our community in the American Legion, Veterans of Foreign Wars, religious groups, civil service, and by functioning as County Veterans Service Officers in 29 states to help fellow former service members access more than \$52 billion in federal health, disability and compensation benefits each year; and

WHEREAS, Approximately 200,000 service members transition to civilian communities annually; and

WHEREAS, an estimated 20 percent increase of service members will transition to civilian life in the near future; and

WHEREAS, studies indicate that 44-72 percent of service members experience high levels of stress during transition from military to civilian life; and

WHEREAS, active military service members transitioning from military service are at a high risk for suicide during their first year after military service; and

WHEREAS, the National Association of Counties encourages all counties, parishes and boroughs to recognize Operation Green Light for Veterans; and

WHEREAS, the Cabarrus County appreciates the sacrifices of our United States military personnel and believes specific recognition should be granted;

PROCLAIMED, with designation Cabarrus County as a Green Light for Veterans County, to salute and honor the service and sacrifices of our men and women in uniform transitioning from active service; therefore, be it further

NOW, THEREFORE, BE IT PROCLAIMED, that in observance of Operation Green Light, Cabarrus County encourages its citizens in patriotic tradition to recognize the importance of honoring all those who made immeasurable sacrifices to preserve freedom by displaying green lights in a window of their place of business or residence from November 4th through the 11th, 2024.

Adopted this 21st day of October, 2024.

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

(C-3) Proclamation - Veterans Services - Veterans Day Proclamation

Tony Miller, Veterans Services Director, read the proclamation aloud.

Mr. Miller invited everyone to the Veterans Day program on November 11, 2024 at 11:00 a.m. at The Boys and Girls Club.

Commissioner Wortman **MOVED** to adopt the proclamation. Commissioner Measmer seconded the motion.

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

Proclamation No. 2024-26

Proclamation

Veterans Day 2024

WHEREAS, America was founded on the principles of liberty, opportunity and justice for all; and

WHEREAS, America has called on her men and women in uniform to protect our national security, to preserve our rights and freedoms and to keep our democracy safe; and

WHEREAS, through their steadfast defense of America's ideals, our service members have ensured our country still stands strong, our founding principles still shine, and nations around the world know the blessings of freedom; and

WHEREAS, on Veterans Day November 11, 2024, we recognize the men and women of our Armed Forces who valiantly defended these values throughout our Nation's History; and

WHEREAS, we also remember and pay tribute to the American armed forces whose courage and sacrifice secures our freedom, keeps the peace and defends our values around the world;

NOW, THEREFORE, BE IT PROCLAIMED the Cabarrus County Board of Commissioners do hereby proclaim November 11, 2024, as National Veterans Day and call upon our citizens to always remember and honor our veterans, and those who continue to serve this country so willingly to preserve the principles of justice, freedom and democracy for all.

Adopted this 21st day of October, 2024.

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

(C-4) Proclamation - World Polio Day

Chairman Morris read the proclamation aloud.

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

Proclamation No. 2024-27

Proclamation
World Polio Day

On behalf of all Rotary Clubs in Cabarrus County, North Carolina
October 24, 2024

WHEREAS, World Polio Day is observed annually on October 24th to commemorate the birth of Jonas Salk, who led the first team to develop a vaccine against poliomyelitis; and

WHEREAS, the global effort to eradicate polio has been one of the most successful public health initiatives, reducing polio cases by over 99% since 1988; and

WHEREAS, Rotary International, the World Health Organization, the U.S. Centers for Disease Control and Prevention, UNICEF, and the Bill & Melinda Gates Foundation have led the Global Polio Eradication Initiative; and

WHEREAS, polio is a highly infectious disease that can cause paralysis and sometimes even death, primarily affecting children under the age of five; and

WHEREAS, thanks to extensive vaccination efforts, polio is now endemic in only two countries, Afghanistan and Pakistan, but it remains a threat until it is eradicated everywhere; and

WHEREAS, the eradication of polio will prevent an estimated 10 million cases of paralysis in children over the next 40 years and will save over \$40 billion in healthcare costs, particularly in low-income countries; and

WHEREAS, continued vigilance and immunization are essential to ensure that polio does not return to polio-free countries; and

WHEREAS, the residents of Cabarrus County are encouraged to support polio eradication efforts and raise awareness about the importance of vaccination; and

WHEREAS, the commitment to eradicating polio is a testament to what can be achieved when communities, governments, and organizations around the world work together toward a common goal; and

WHEREAS, on this World Polio Day, we honor the dedication and efforts of healthcare workers, volunteers, and organizations who strive to eliminate this disease and improve global health.

NOW, THEREFORE, Be It Resolved, that the Cabarrus Board of County Commissioners hereby proclaims October 24, 2024, as World Polio Day in Cabarrus County and urges all residents to recognize the importance of continued support and efforts to eradicate polio globally.

Signed this 21st day of October, 2024,

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

(C-5) Recognition - Retirement for EMS Sargent Jeff Penninger

Jimmy Lentz, Emergency Medical Services Director, and Justin Brines, Emergency Medical Services Deputy Chief, recognized Sergeant Jeff Penninger on his upcoming retirement. Highlights from Sargent Penninger's career were shared.

Vice Chairman Shue presented Sargent Penninger with a gift of appreciation for his service.

Sargent Penninger expressed his appreciation.

(C-6) Emergency Management - Hurricane Helene County Response

Jason Burnett, Emergency Management Director and Sheriff Van Shaw provided an update on Cabarrus County staff's deployment to assist in the Hurricane Helene recovery efforts in Western North Carolina.

Chairman Morris thanked staff.

(D) INFORMAL COMMENTS

Chairman Morris opened the meeting for Informal Public Comments at 7:06 p.m. He stated each speaker would be limited to three minutes.

Jerry E. Anderson, a resident at 133 Kennedy Avenue, Kannapolis, spoke regarding matters in connection with the Department of Social Services.

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

Kirby Bullard, a resident at 858 Tanglewood Court, Concord, thanked Chairman Morris for his service on the Board of Commissioners.

Bob Anderson, a resident of 280 Virginia Street, Concord, commented regarding the purchase of real property for the location of the Department of Human Services and Behavioral Health Center.

Diane Honeycutt, a resident at 2635 Danbury Court NW, Concord, thanked Chairman Morris for his work while on the Board of Commissioners.

Dick Snyder, a resident at 594 Bent Oak Trail, Concord, thanked Chairman Morris for his service.

Taranda Miller, a resident at 5835 Charlie Walker Road, Kannapolis, expressed appreciation for leadership and staff's assistance and information regarding matters in the Fishertown community.

Margaret Dabbs, a resident at 514 Wellbourne Court, NW, Concord, commented on Chairman Morris' work in the community.

Tim Foley, a resident at 265 Union Street S, Concord, thanked the Commissioners for their service. He expressed appreciation to Chairman Morris for his loyalty to the community.

Scott Padgett, a resident at 693 S Union Street, Concord, thanked all the commissioners for their service.

Judy Grey, 2710 Eva Drive, Concord, spoke regarding Cabarrus County Courts, mental health and law enforcement.

David Baxter, a resident at 4964 Wynford Court, Harrisburg, commented on community needs. He also expressed appreciation for the work of county commissioners and thanked Chairman Morris for his service.

Wesley Huneycutt, a resident of 2700 Cal Bost Road, Midland, commented regarding debt financing.

Steven Steinbacher, a resident at 1513 Hansom Lane, Concord, thanked first responders for their assistance with Hurricane Helene relief efforts. He also thanked Chairman Morris for his service.

Cindy Fertenbaugh, a resident at 5620 Village Drive NW, Concord, thanked the Board for the adoption of the World Polio Proclamation bringing attention to the effort to eradicate polio. She also thanked Chairman Morris for his service.

Chris Cranston, a resident at 475 High Meadows Drive, Concord, commented on local government and county debt.

Eulonda Rushing, a resident of Concord, spoke regarding the Department of Human Services.

Grace Mynatt, a resident of Concord, spoke regarding community growth and thanked Chairman Morris for his service.

Commissioner Wortman requested to respond to informal comments in the general comment section of the agenda.

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

(E) OLD BUSINESS

None.

(F) CONSENT

(F-1) Appointment - Juvenile Crime Prevention Council (JCPC)

The Juvenile Crime Prevention Council recommended approval of Meghan Kabat-Newcomer to fill the vacant expired term of the Active Living & Parks

Department Representative. This is a statutorily designated seat that was vacated by Jacob Wentink in July 2024.

UPON MOTION of Commissioner Measmer, seconded by Commissioner Furr and unanimously carried, the Board appointed Meghan Kabat-Newcomer to fill the vacant seat for the Active Living & Parks Department Representative, term ending September 30, 2026.

(F-2) Appointments - Library Board of Trustees

The Town of Harrisburg voted to recommend the appointment of Juliane Hofmann for a three-year term to fill the expired vacant Harrisburg representative position on the Library Board of Trustees.

UPON MOTION of Commissioner Measmer, seconded by Commissioner Furr and unanimously carried, the Board appointed Juliane Hofmann to the Library Board of Trustees as the Harrisburg representative for a three-year term expiring June 10, 2027.

(F-3) Appointments - Youth Commission

The Cabarrus County Youth Commission held interviews on August 26th at the Cooperative Extension Office. The Youth Commission will continue to recruit and fill open positions as applications are received. After deliberation by the Youth Commission, the following persons were recommended for appointment by the Board of Commissioners:

- | | |
|-----------------------|--------------------------------|
| Ansh Kamdar | Concord High School |
| Ana McAuley | Mt. Pleasant High School |
| Ved Modak | Cox Mill High School |
| Laila Parker | Hickory Ridge High School |
| Emilia Sanchez | Northwest Cabarrus High School |
| Nihar Kummetha | At-Large |
| Suryacharan Pentakota | At-Large |
| Hillary Jara | At-Large |
| Amoria Rose | West Cabarrus High School |
| Rudra Shah | Northwest Cabarrus High School |

Additionally, Hadi Abdul, was appointed to fill a seat as a Northwest Cabarrus High School representative. He has resigned from that seat per the Youth Commission by-laws. Mr. Abdul will move to fill an At-Large seat with the term ending June 30, 2025.

UPON MOTION of Commissioner Measmer, seconded by Commissioner Furr and unanimously carried, the Board removed Hadi Abdul as the Northwest Cabarrus High School representative and appointed him to an At-Large seat, term expiring June 30, 2025.

UPON MOTION of Commissioner Measmer, seconded by Commissioner Furr and unanimously carried, the Board appointed the following persons to the Youth Commission for a two-year term ending June 30, 2026: Ansh Kamdar, Concord High School; Ana McAuley, Mt. Pleasant High School; Ved Modak, Cox Mill High School; Laila Parker, Hickory Ridge High School; Emilia Sanchez, Northwest Cabarrus High School; Nihar Kummetha, At-Large; Suryacharan Pentakota, At-Large; Hillary Jara; At-Large; Amoria Rose, West Cabarrus High School; and Rudra Shah, Northwest Cabarrus High School,

(F-4) Cooperative Extension - Cannon Foundation Grant Budget Amendment

A budget amendment was presented for consideration to increase both revenues and expenses to accommodate additional funding awarded to the Cabarrus County 4-H Afterschool Program through the Cannon Foundation.

UPON MOTION of Commissioner Measmer, seconded by Commissioner Furr and unanimously carried, the board adopted the budget amendment.

Date: Amount:
 Dept. Head: Department:

Internal Transfer Within Department Transfer Between Departments/Funds **Supplemental Request**

This budget amendment is increasing both revenue and expenses to accommodate additional funding awarded to Cabarrus County 4-H Afterschool Program through the Cannon Foundation.

Fund	Indicator	Department/ Object/ Project	Account Name	Approved Budget	Increase Amount	Decrease Amount	Revised Budget
001	6	5410 6606 4HCAN	Program Fees due to Cannon Foundation Grant	-	40,000.00		40,000.00
001	9	5410 -9104 4HCAN	Temporary Employees	4,000.00	18,000.00		22,000.00
001	9	5410-9201-4HCAN	Social Security	526.99	837.01		1,364.00
001	9	5410-9202-4HCAN	Medicare	123.23	195.77		319.00
001	9	5410-9230-4HCAN	Worker's Comp	10.17	16.23		26.40
001	9	5410-9356-4HCAN	Special Program Supplies	5,001.24	20,950.99		25,952.23
Total							89,661.63

(F-5) County Manager - Property Switch with Rocky Ridge United Methodist Church

Cabarrus County staff worked with the State of North Carolina to obtain additional property from the Stonewall Jackson property in order to make a property swap with Rocky Ridge United Methodist Church. The property would allow the county to gain second access to Frank Liske Park by way of the Stonewall Jackson property. This is a much-needed access since the park has only one access with a railway spur across it.

UPON MOTION of Commissioner Measmer, seconded by Commissioner Furr and unanimously carried, the Board approved the resolution for proposed property swap with Rocky Ridge United Methodist Church and authorize the County Manager to execute all the necessary documents after review and revision by the County Attorney.

Resolution No. 2024-38

RESOLUTION AUTHORIZING THE EXCHANGE OF REAL PROPERTY BETWEEN CABARRUS COUNTY AND ROCKY RIDGE CHURCH, INC.

WHEREAS, N. C. Gen. Stat. § 160A-271 allows a County to exchange real property with another property owner so long as the statute is complied with and the public is notified;

WHEREAS, the County now owns most of the Stonewall Jackson Training School site and the adjacent Frank Liske Park property. The Park property has one entrance and exit which requires crossing a railroad spur line;

WHEREAS, the County has been seeking a second entrance for the Park for a number of years to improve traffic flow and safety in and out of the Park;

WHEREAS, Rocky Ridge Church, Inc. (the "Church") owns property adjacent to the Stonewall Jackson Training School property owned by the County, part of which property connects to Jackson Terrace, a public street;

WHEREAS, in order to facilitate this exchange, the State of North Carolina conveyed an additional 0.998-acre tract to the County of its remaining Stonewall Jackson Training School property, for the County to combine with a 1.529-acre tract already owned by the County;

WHEREAS, the County desires to exchange the combined 0.998-acre tract and the 1.529-acre tract to the Church for a 0.375-acre tract owned by the Church which provides access to Jackson Terrace for the Park and parts of the Stonewall Jackson Training School property owned by the County partly through a 20-foot right of way which connects to Jackson Terrace and was conveyed by the State to the Church and recorded in Deed Book 151, Page 125;

WHEREAS, the property being conveyed to the Church is unimproved, vacant and landlocked and because of those features, County staff believes that the property being conveyed to the Church is approximately equal in value to the

property being conveyed to the County, even though the size of the property being conveyed to the Church is larger; and

WHEREAS, the Church has asked the County to move the fence that surrounds the Church cemetery from the property being conveyed to the County, which is from the unused cemetery land, to construct a berm between the existing cemetery and the property being conveyed to the County and a gate to prevent people using the County property from cutting across the Church property to get to Old Charlotte Road.

NOW, THEREFORE, BE IT RESOLVED that the Cabarrus County Board of Commissioners approves the transfer of the described County property to the Church, the receipt of the Church property and the construction by the County of the improvements requested by the Church in connection with this exchange.

ADOPTED this 21st day of October, 2024.

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

ATTEST:

/s/ Lauren Linker
Lauren Linker
Clerk to the Board

(F-6) Human Resources - Time Off Benefits

Human Resources staff presented additional time off options that were introduced at the budget retreat. Since that time additional research has been conducted to develop proposals for the following areas: addition of a floating holiday, personal days and adjustments to sick leave credits from previous North Carolina State and local government employment.

UPON MOTION of Commissioner Measmer, seconded by Commissioner Furr and unanimously carried, the Board approved recommendations for the new time off benefits projects.

Personnel Ordinance Updates - General and Total Rewards

October 16, 2024

Updated based on Commissioners' request at October 7th Work Session.

NEW

Section 31. Personal Leave

Full time and part time (9102) employees may qualify for 1 annual day of Personal leave time. The purpose of this day is to support employee's physical, mental and/or emotional well-being for self-care or care of others. While advance notice is always preferred, this time could include more spontaneous needs that are not addressed by other accrual banks of time including preventative wellness, mental health/recovery time and/or immediate family concerns. Time may be taken as either a full day or less but will not be carried over for use on another date. This day will be established on an annual basis and will not carry over or be paid out if not used during the calendar year.

October 8, 2024 (Should be October 7, 2024)

A few updates are needed as we implement these projects. A rounding error in the vacation tables needs correction. Also addressing the issue of prior "creditable" service.

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 and state governments or those with NC Local and State Government Retirement Systems creditable service may receive vacation credit for time worked in an eligible status 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			
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	Vacation – 80 hour schedule				
<u>Years of NC Government Service</u>	<u>Accrual Per Hour</u>	<u>Accrual Per Pay Period</u>	<u>(Corrected Rounding) PER PAY</u>	<u>Annual</u>	<u>Days (Rounded)</u>
Less than 5	0.0462	3.692	3.696	96	12
5 but less than 10	0.0577	4.615	4.616	120	15
10 but less than 15	0.0692	5.538	5.536	144	18
15 but less than 20	0.0808	6.462	6.464	168	21
20 years or more	0.0923	7.385	7.384	192	24

Schedule A - Employees Scheduled 84 hours per pay period

Schedule A: Table 2	Hired after 7/1/1997				
	Vacation – 84 hour schedule				
<u>Years of NC Government Service</u>	<u>Accrual Per Hour</u>	<u>Accrual Per Pay Period</u>	<u>(Corrected Rounding) PER PAY</u>	<u>Annual</u>	<u>Days (Rounded)</u>
Less than 5	0.0462	3.877	3.881	101	8
5 but less than 10	0.0577	4.846	4.847	126	11
10 but less than 15	0.0692	5.815	5.813	151	13
15 but less than 20	0.0808	6.785	6.787	176	15
20 years or more	0.0923	7.754	7.753	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				
<u>Years of NC Government Service</u>	<u>Accrual Per Hour</u>	<u>Accrual Per Pay Period – 96 Hours</u>	<u>Accrual Per Pay Period – 120 Hours</u>	<u>Annual Hours (Rounded)</u>	<u>Days (Rounded)</u>
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>(Corrected Rounding) PER PAY</u>	<u>Annual</u>	<u>Days (Rounded)</u>
20 years or more	0.1038	8.308	8.304	216	27

General edits on holiday and addition of new floating holiday.

ARTICLE VI. LEAVES OF ABSENCE

Section 1. Holidays

The County shall observe the same holiday observation schedule as the State of North Carolina for holidays. This includes one "floating holiday" annually that employees can choose as a day of personal significance to them. This day does not roll-over calendar years and is not paid out upon departure from the county. Paid holiday time is provided to eligible employees who are either full time status (9101) or part time working greater than 1,000 hours per year (9102) effective January 1, 2018. All other staff are not afforded paid holiday time but may be scheduled off in accordance with their business unit practice. Full time employees, not on paid leave, must work a full normally scheduled workday before or after the holiday or utilize paid time off to be eligible for holiday leave.

Part time (9102) employees will receive holiday time based on their FTE status. For example, a regular .5 FTE would receive 4 hours per holiday. To be eligible, at least one shift must be worked or paid status equivalent to a work shift must be entered in the holiday week to receive holiday pay. This must be in the pay period week the holiday actually occurs (ex. Friday - Monday schedule). Employees may wish to be away from work on a certain day for religious observances. Department heads should attempt to arrange the work schedule so that an employee may be granted vacation leave if requested for a religious observance.

If approved, this would expand the amount of sick hours eligible employees can bring over from their previous NC government employer.

Section 13. Sick Leave - Credit from Previous Employment

Employees hired after the effective date of this Ordinance and previously employed by a governmental entity in North Carolina will receive credit with Cabarrus County for up to 20 days' sick leave accrued at that entity. In extraordinary circumstances the County Manager may grant additional credit of transferable hours. Accrued sick leave over 20 days will be credited the pay period of separation from County employment. The employee must have been employed by a NC Local or State Government Retirement System eligible governmental entity immediately prior (within the last 90 days) to County employment. That entity must document the accrued sick leave amount and confirm that the employee was not reimbursed for any portion of the reported leave. Previous language on leave credits needs to be added back in.

Section 22. Military Leave or Federal Disaster Service Leave

The County commends the dedication and self-sacrifice of the employees serving in the uniformed services, as well as employees who serve in federal disaster response capacities. It recognizes the hardship experienced by these employees and their families for the public good.

Cabarrus County is committed to protecting the job rights of employees covered by the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). USERRA protects employees that serve in the Uniformed Services of the United States, which includes the Army, Navy, Marine Corps, Air Force, Coast Guard, Space Force, Public Health Service Commissioned Corps, and National Oceanic and Atmospheric Administration Commissioned Corp, as well as the reserve components of each of these services. USERRA also protects employees who serve as members of the National Urban Search and Rescue Response System, reservists for the Federal Emergency Management Agency (FEMA), and members of the National Disaster Medical System.

In accordance with federal and state law, it is the County's policy that no employee will be subjected to any form of discrimination on the basis of his or her membership in or duty to perform service for any of the Uniformed Services of the United States or covered federal disaster services. No employee will be denied reemployment, promotion or other benefits or employment on the basis of such membership. Furthermore, no employee will be subjected to retaliation or adverse employment action because of his or her rights exercised under this policy.

Employees who are protected by USERRA will be allowed 120 hours of Military or Federal Disaster Service Leave per calendar year for training or activation. The employee shall receive his or her base salary during this leave. The employee must provide a copy of their duty orders. If military or federal disaster service duty is required beyond the available Military or Federal Disaster Service Leave, the employee may take accrued vacation leave, compensatory time, or leave without pay. Military or Federal Disaster Service Leave must be exhausted before Leave Without Pay (LWOP) will be granted. While taking military leave with partial pay or without pay, the employee's leave credits and other non-monetary benefits shall continue to accrue as if the employee physically remained with the County during this period.

Maternity Leave

(Temporarily Removed for Edits after approval of Paid Parental Bonding Leave, See Section 27 and 30)

Section 20. Maternity Leave

Time taken away from work for maternity-related reasons shall be considered a qualified Family and Medical Leave event. If FMLA is available, up to 12 weeks of time will be allowed for medical care pre or post delivery and family care/bonding time. If FMLA is not available, time away from work will be limited to medical recovery period, generally 6 weeks or as indicated by the physician's certification. This time may be covered by Non-FMLA Medical Leave if criteria are met.

At any stage of pregnancy, a supervisor or Department Head may request a doctor's certificate stating that the employee is still permitted and capable to perform all tasks and duties required by their position. If restrictions are required and the department cannot accommodate, they should contact HR/Risk Management for assistance.

Accrued leave and compensatory time is available for maternity reasons for the period of temporary disability in the same manner as for any other temporary disability. The attending physician shall indicate in writing the period during which the employee is physically unable to work.

For information on Paid Parental Bonding Leave see Section 30. See also Section 27. Pregnant Workers' Fairness Act for federal protections. Medical leave for up to a total of twelve weeks (FMLA if available) is available to the employee, before or after delivery. The employee may elect to use accrued time.

(F-7) Juvenile Crime Prevention Council (JCPC) - By Laws Amendments

The Juvenile Crime Prevention Council (JCPC) provided amendments to its by-laws for and requested consideration by the Board of Commissioners.

UPON MOTION of Commissioner Measmer, seconded by Commissioner Furr and unanimously carried, the Board approved the JCPC By-Laws as amended.

(F-8) Juvenile Crime Prevention Council (JCPC) - Transforming Youth Movement's Request For Transfer Of Equipment

The Juvenile Crime Prevention Council (JCPC) requested approval of TYM's (Transforming Youth Movement) request to transfer equipment from the inventory of SHIFT Mentoring to SHIFT Restitution & Community Service.

UPON MOTION of Commissioner Measmer, seconded by Commissioner Furr and unanimously carried, the Board approved the transfer of equipment from TYM's (Transforming Youth Movement) SHIFT Mentoring program to its SHIFT Restitution & Community Service program.

(F-9) Tax Administration - Refund and Release Reports - September 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 Commissioner Furr and unanimously carried, the Board approved the September 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

None.

(H) REPORTS

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

Chairman Morris, liaison to the Library Board of Trustees, reported the ribbon cutting for the Mt. Pleasant Library and Active Living Center and Virginia Foil Park will be October 23, 2024 at 5:30 p.m.

(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 Vacancies
- Adult Care Home Community Advisory Committee - 13 Vacant Positions
- Concord Planning and Zoning Commission (ETJ) - 1 Vacant Position
- Early Childhood Task Force Advisory Board - 2 Vacant Positions
- Human Services Advisory Board - 1 Vacant Position
- Industrial Facilities & Pollution Control Financing Authority - 1 Vacant Position
- Library Board of Trustees - 3 Vacant Positions
- Mental Health Advisory Board - 1 Vacant Position
- Nursing Home Community Advisory Committee - 11 Vacant Positions
- Region F Aging Advisory Committee - 2 Vacant Positions
- Senior Centers Advisory Council - 2 Vacant Positions
- Transportation Advisory Board - 3 Vacant Positions

- Youth Commission - 7 Vacant Positions

Chairman Morris urged citizens to consider participating on a Board or Committee.

(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-6) Communications and Outreach - Monthly Summary Report

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

(H-7) County Manager - Monthly Building Activity Reports

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

(H-8) Economic Development Corporation - August 2024 Monthly Summary Report

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

(I) GENERAL COMMENTS BY BOARD MEMBERS

Commissioner Wortman acknowledged a public comment, and he commented on the debt funding approval. He then presented documents for total transparency with the citizens of Cabarrus County.

Commissioner Measmer inquired regarding the debt financing items and the LGC Meeting Agendas. A Board discussion ensued.

(J) WATER AND SEWER DISTRICT OF CABARRUS COUNTY

None.

(K) CLOSED SESSION

(K-1) Closed Session - Pending Litigation and Personnel

UPON MOTION of Vice Chairman Shue, seconded by Commissioner Furr and unanimously carried, the Board moved to go into closed session to discuss matters related to pending litigation and personnel as authorized by NCGS 143-318.11(a)(3) and (6).

UPON MOTION of Commissioner Measmer, seconded by Commissioner Wortman and unanimously carried, the Board moved to come out of Closed Session.

Return to Open Session

Chairman Morris **MOVED** to extend a contract to Deputy County Manager Kelly Sifford as prepared by the County Attorney. Vice Chairman Shue seconded the motion.

Chairman Morris opened the floor for discussion.

Commissioner Measmer responded by stating, "I will just make my comments for the record, um that you know Kenny, you just went on a transparency tirade in the chamber, and to talk about this in closed session come right back out and vote on it is highly inappropriate. And um if we have folks in the chamber who would realize that we have another item to vote on, they would probably stick around. But you talk about back room deals, that is exactly what this looks like and it is highly inappropriate. And I do want the record to reflect too, I do not blame Kelly for wanting this. I absolutely, anybody should ask for what they want. I'm sure there are many other county employees that have 29 years that would love to have a contract too. Um and you know, I don't know if she feels like Mike is going to fire her or what the purpose of this is. I

mean, you know, I I fell like Mike's probably satisfied with her work so you know, I don't really see the purpose of it."

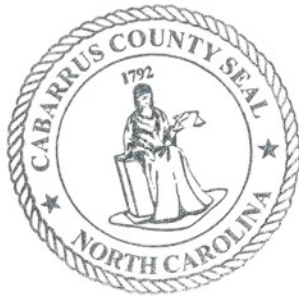
Following a lengthy discussion, the **MOTION** carried by the following vote:
Ayes: Chairman Morris, Vice Chairman Shue and Commissioners Furr and Wortman;
Nays: Commissioner Measmer.

Chairman Morris commented on the Peer Run Respite and the ability to apply for a grant. He requested the Clerk provide copies of the information to the Board.

A brief discussion ensued.

(L) ADJOURN

UPON MOTION of Commissioner Furr, seconded by Vice Chairman Shue and unanimously carried, the meeting adjourned at 9:03 p.m.



Lauren Linker

Lauren Linker, Clerk to the Board