

IREDELL COUNTY BOARD OF COMMISSIONERS

Pre-Agenda Meeting

December 3rd, 2024

4:30pm

The Iredell County Board of Commissioners met in Pre Agenda Meeting on Tuesday, December 3rd, 2024, at 4:00pm in the Commissioners' Meeting Room located in the Iredell County Government Center 200 South Center Street, Statesville, NC.

Board Members Present

Chair Bert Connolly

Vice-Chair Melissa Neader

Brad Stroud, Sr.

Scottie Brown

Gene Houpe

Staff present: County Manager Beth Milton, Assistant County Manager Rodney Harris, Deputy County Manager Susan Robertson, Finance Director Caroline Taylor, Iredell County Sherriff Darren Campbell, Clerk to the Board John Bess.

I. CALL TO ORDER: by Chair Connolly

II. ADJUSTMENTS TO THE AGENDA:

Item VIII.8 Lease Renewal with NC Department of Adult Correction - Probation

III. ADMINISTRATIVE MATTERS:

VIII.1. Request from Finance for approval of Budget Amendment #27 to appropriate fund balance to continue contracting to have Human Resources personnel files scanned in an effort to move towards paperless personnel files.

Caroline Taylor

Caroline Taylor states, Human Resources started earlier this year scanning personnel files in an effort to move towards electronic personnel files. We put \$25,000.00 in the budget for this year and are not quite through the year but have almost spent those funds. We are asking for another \$25,000.00 to continue this project.

Vice Chair Neader asks, has the process gone smoothly to your knowledge

Caroline Taylor states, from what I understand from Sandra it has gone smoothy. We have contracted with People Share and have 1 person working between 20 and 40 hours a week scanning records.

This item was placed on consent.

VIII.2. Request from the Finance Department for approval of Budget Amendment #24 to allocate additional capital money to Iredell Statesville Schools and Mooresville Graded School based on the actual sales tax received in FY 23-24

Caroline Taylor

Caroline Taylor states, our capital of allocation base to schools are what we estimate each year's sales tax to be. At the end of the year, when we see what sales tax was collected, we then go back to the prior year and allocate anything else. That is article 40 & 42 sales tax 30% of article 40 and 60% of article 42 goes to capital for schools. For 2024 we have an additional \$2.6 million dollars over what was allocated to schools, leaving Iredell/Statesville to get a little over 2 million and Mooresville graded will get \$582,000.00

This item was places on consent.

VIII.3. Request from Finance to amend the Arpa Special Revenue Grant Ordinance to reallocate current projects for final obligation reporting.

Caroline Taylor

Caroline Taylor states, ARPA funds must be obligated by December 31,2024 and we are quickly approaching that deadline. We have gone through and looked at projects and have allocated what we thought we would spend. We have gone through contracts and shifted things around to ensure we are spending 100% of the funds. This request is just to shift funds to ensure use of the entire fund balance. Currently the open projects are The Simulcast project, The Jennings Park Water project and The Jennings Park Sewer project.

This item was placed on consent.

VIII.4. Request from Administration to approve budget amendment #26 to transfer funds budgeted in CIP for Government Center New Entryway project to cover contingency.

Caroline Taylor
David Saleeby

Caroline Taylor states, when the New Entryway project was brought to the board in July it did not include contingency funds. Now that we are moving into the project, we are asking to appropriate an additional \$200,000.00 for contingency. These funds would come from the Capital Improvement Plan and would be approval of a budget amendment to transfer funds and an amendment to the Facility Improvement Fund where this project is being funded from.

Commissioner Houpe states, do you think this is enough for any unforeseen issue.

David Saleeby states, this will be enough.

Manager Milton states, we initially we did not budget for contingency but ended up having to have an additional study done for asbestos. We found that there in fact was an issue to be dealt with. Now that we know what we are dealing with we are confident that the \$200,000.00 will cover any unforeseen expense.

Commissioner Stroud asks, how are we looking on the timeline?

David Saleeby states, we are digging into a 1966 building that is tied to an 1899 building and there are always special surprises that you will find. However, we do think this will be plenty.

Manager Milton states, the goal is not to use it all. David, would you give them a brief update?

David Saleeby states, the heavy demolition is complete at this point. We have found the remains of what appears to be a tunnel. As we dig through things we find that there are surprises that you can't find when you're doing your Due Diligence. We have done some testing in areas and were surprised with the results, but asbestos was a miracle material when these buildings were built. We are on schedule and on budget and most importantly have incurred zero accidents or safety issues.

Commissioner Stroud asks, are we also replacing windows on the lower level at Veterans Services etc.?

David Saleeby states, all storefront windows and doors are being replaced and will all match. They are like the windows in the 1936 wing where Finance is, energy efficient and won't open.

Commissioner Brown asks, did you find anything in the tunnel?

David Saleeby states, we sent a robot down and its partially collapsed and only about 18 feet long. We are boring into the existing breezeway, and we are going to be filling the entire area with flowable fill concrete.

Manager Milton states, if you remember we also found a tunnel from here to the old jail.

David Saleeby states, there have been a few surprises, but it will be nice once it's done.

This item was placed on consent

VIII.5. Request from Administration to approve budget amendment #5 to appropriate ARPA- Enable funds to complete the Jennings Park Water and Sewer project including contingency.

Caroline Taylor
David Saleeby

Caroline Taylor states, this request is in conjunction with the ARPA request. When we went through ARPA and were trying to move projects to ensure funds would be spent there were some uncertainties with Jennings Park Sewer and Water. We weren't sure we could spend all the funds but still need them appropriated. This item is moving funds from ARPA but also, we did not include contingency, so we are also asking for \$100,000.00 for that.

This item was placed on consent

VIII.6. County Construction Projects Update

Beth Milton

Manager Milton states you've just received an update from David regarding the Government Center project. If you have any other questions, I will be happy to answer those.

Chair Connolly asks, are we still looking at March of 2025 for Jennings Park?

Manager Milton replies, yes.

VIII.7. Request from Administration to approve minutes from the meetings on February 28,2023, March 20,2023, June 4, 2024, June 12, 2024, September 17,2024, October 10,2024 and October 15,2024.

Beth Milton

Manager Milton asks, are there any suggestions for revision or correction?

This item was placed on consent.

VIII.8. Iredell County Lease Renewal with the NC Department of Adult Correction-Probations.

Antonia Stines

Antonia Stines states, before you are four, (3)-year dollar lease agreements to be entered into with NC Adult Department of Adult Corrections. The term of these agreements begins January 1st, 2025, and will terminate December 31st, 2027. The terms and conditions address Iredell Counties responsibility and requirements for providing provisions for the Probation office. According to:

NC General Statute 15-209:

Accommodations for probation offices.

(a) The county commissioners in each county in which a probation office exists shall provide, in or near the courthouse, suitable office space for those probation officers assigned to the county who have probationary caseloads and their administrative support.

Iredell County will ensure that the Department of Corrections space is maintained, secured providing adequate lighting heating and ventilation as well as providing and insurance, utilities and janitorial services. The county will also be responsible for performing maintenance and repairs. For the Cooper Street location, the county will oversee the lease and performance of the lease for those offices. Submitting these leases before the board shows Iredell Counties commitment to the Department of Adult Corrections and Probation Officers in Iredell County.

This item was place on consent.

IX. ANNOUNCEMENT OF VACANCIES OCCURRING ON BOARDS & COMMISSIONS.

None

XI. UNFINIHSED BUISNESS

XI.1. Market Study Update

Beth Milton

HIRE DATE	IN POSITION DATE	2023/2024	YOS	TIP	ANNUAL SALARY	PAY GRADE	Min	Mid	Max	% = Min	Grade Difference	Prop Grade	Prop Min	Prop Mid	Prop Max	Salary at Same % Above Min	Adjustment Amount	% Adjustment	Time in Position Factor 8 Yr	Prop Salary Based on TIP	Greater of TIP or Cur Salary	Salary Increase Amount	Pct Change	YOS Factor 8 Yr	Prop Salary Based on YOS	Greater of YOS or Cur Salary	Salary Increase Amount	Pct Change	Salary Adjustment Based on YOS & TIP	Proposed Salary with TPI/TCS	Greater of YOS/TIP or Cur Salary	Salary Increase Amount	Pct Change
05/26/2024	05/26/2024	0.51	0.51	\$46,782.26	126	44,884	57,431	70,018	107.00%	1	127	47,128	60,324	73,529	48,051	2,169	5.00%	0.7013	47,128	47,128	1,347	2.94%	0.7013	47,128	47,128	1,347	2.94%	1,347	47,128	47,128	1,347	2.94%	
11/24/2019	11/24/2019	18.14	18.14	\$70,018.41	126	66,854	57,431	70,018	105.00%	1	127	47,128	60,324	73,529	71,513	1,521	5.00%	1.0000	60,324	70,018	0	0.00%	1.0000	60,324	70,018	0	0.00%	0	70,018	70,018	0	0.00%	
06/22/2024	06/22/2024	0.44	0.44	\$51,343.27	127	47,128	60,324	73,518	109.00%	2	129	51,958	65,587	81,765	56,815	5,215	10.20%	0.7013	51,958	51,958	\$03	1.91%	0.7013	51,958	51,958	\$03	1.91%	\$03	51,958	51,958	\$03	1.91%	
04/18/2013	04/18/2013	11.47	14.4	\$65,122.89	127	47,128	60,324	73,518	118.20%	2	129	51,958	65,587	81,765	71,813	6,587	10.20%	0.8000	65,122	65,122	0	0.00%	1.0000	60,324	68,557	1,514	2.60%	647	65,880	65,880	647	1.00%	
01/11/2021	06/13/2024	1.21	0.47	\$42,746.28	225	42,746	54,715	66,684	100.00%	1	226	48,888	57,431	70,018	44,884	2,147	5.00%	0.7013	44,884	44,884	2,147	5.00%	0.8000	48,415	48,415	3,708	8.67%	2,878	45,663	45,663	2,521	6.84%	
08/17/2026	06/12/2021	18.30	11.51	\$53,569.52	225	42,746	54,715	66,684	123.41%	1	226	48,888	57,431	70,018	53,518	2,558	5.00%	1.0000	57,451	57,451	8,451	12.72%	1.0000	57,451	57,451	8,451	12.72%	8,451	57,451	57,451	8,451	12.72%	
01/02/2024	01/02/2024	0.55	0.55	\$48,831.00	325	42,746	54,715	66,684	182.00%	0	325	42,746	54,715	66,684	43,601	0	0.00%	0.7013	42,746	43,601	0	0.00%	0.7013	42,746	43,601	0	0.00%	0	43,601	43,601	0	0.00%	
09/12/2011	01/24/2014	13.31	13.31	\$52,830.45	325	42,746	54,715	66,684	172.84%	0	325	42,746	54,715	66,684	52,510	0	0.00%	1.0000	54,715	54,715	2,205	4.00%	1.0000	54,715	54,715	2,205	4.00%	2,205	54,715	54,715	2,205	4.00%	
																22,421				12,755							15,684			14,242			
																24%	5,830			3,317							4,072			3,035			
																26.11%				16,072							19,757			17,277			

Manager Milton states, looking at the first two examples are two different individuals who are in the exact same position. Looking at the salaries you will see the min, mid and max numbers. The Consultant is recommending in this position for it to increase 1 grade. Instead of being a grade 126 it will move up to 127 and you will see the new proposed min, mid and max. This is your comparison of those positions in the market and the consultant suggests these changes to get to market. In green you will see, salary at the same % above the min and that is basically if we took these two people and picked them up and put them in the same spot of the new grade. That would be moving them 5% which is what we have between pay grades. What we asked him to help us fix compression and help us with recruitment which are our two biggest issues. Retaining staff is important but if we can't, we need to be able to hire the most qualified individuals. The benchmark of what the consultant is looking at is the midpoint or Market which should be around 8 years. If you look at the employee's time in position and look at the salary in the new grades the first individual that has been with us for half a year it is proposed they would get a 2.94% increase or \$1,347.00 to get them to market. The other employee being with us 19 years has no projected increase because they're already at \$70,000.00. Looking at the years of service, this one carries through about the same way. The employee with the least amount of time would get an increase and the employee with us for 19 would not get an increase. Based on recent Market studies we have done the latter of the two employees have gotten them to market. The last example is a blend of time in position and years of service to come up with what increase is recommended. The two employees, one has been with us for .44 years and the other 11.47 years. In this situation it is recommended that they increase two grades from a 127 to a 129. If you look throughout the columns, if you are looking at just time in position the salary of the individual just starting would increase \$589.00 and the 11-year individual would not get an increase. If you look at years of service, the new individual will get nothing, and the 11-year employee would get an increase of \$1334.00. Then you look at both and see the increase that both individuals would get. Next column down comparing two individuals with different years of service and time in position. Both individuals started in different positions and were promoted so the time in position is less than years of service with the county. If you carry that across the chart it is suggested they move up one pay grade from 225 to 226. The first individual, if you look at time in position would get a \$2923.00 increase but, the other individual having 13 and

a half years in the position would get \$6481.00. Looking at years of service the employee with 1.23 years would get a \$3,708.00 increase and the one with 18 years would get a \$6481.00 increase. Then look at combination of the two and you can see the increase. The final example recommends no change, and you will see how that flows through. Looking at the chart and the totals at the bottom if you just use time in position the total cost is \$16077.00, looking at years of service the total cost is \$19,737.00 and the combo of both would be \$17,907.00 and this would bring these employees to market. If you use this methodology and then do a 2% increase across the board, you will get everyone above market. This chart gives you several examples of how this would play out looking at different methodologies.

Chair Connolly, so if I am looking at this right the one that is topped out, if we went with years of service and time in position, they would get no increase, correct?

Manager Milton states, using just the methodology that is correct but if we did the 2% across the board on top of that they would.

Commissioner Houpe states how does that not adjust them if you look at the first white box that doesn't have a colored heading like in the second area. That one moves the max to \$73,519.00 so if we didn't go across the board with an increase, they would not get anything.

Manager Milton states, they would not. They have been with the county for 19 years and they are at the top of the pay scale. According to study they are at market, but they would receive an increase if we did the 1 or 2 % across the board. This is an individual at the top of the pay scale, while they may not increase the salary, they have it will increase the range.

Commissioner Stroud states, we have one Department with a lot of senior folks that could leave. If we open up the range, we may be able to entice them to stay on another year.

Commissioner Houpe states, it just seems to me looking at this, there is always an adjustment except for those with longevity.

Manager Milton states, in every example I've given you the people with longevity are getting more of an increase except for 1.

Commissioner Houpe states, if you did just market, they would see nothing unless you did the percentage across the board.

Manager Milton states, correct that moves the entire pay scale. The consultant had a block that was time in position and years of service or 2% whichever is greater. That really isn't fair to some employees. I think the blend of two to get us to

market and then if the board wanted to entertain a 2% across the board to get us above market.

Commissioner Brown states, when I was hired as a Director, I was already at the top of my pay scale, and I would get small increases and a one-time bonus to compensate me for that.

Commissioner Houpe asks, if we got to market and did a 2 or 3 percent raise why would that not accomplish the same thing.

Manager Milton states, with years of service and time in position should reward longevity to those employees. The pay scale adjustment would increase the min, mid and max 2% and get us ahead of the market.

Commissioner Houpe asks, you just want approval of a methodology?

Manager Milton states, that depends on when the board want this implemented. I need a decision on the methodology tonight. Once we have that we have to send the Consultant a new spreadsheet so he can update his record and run the formulas.

Commissioner Houpe states, once you get the methodology we can circle back and look into specifics of each department.

Manager Milton states, once you tell me the preferred methodology, he will run the numbers on that methodology. I then have a list of the boards concerns and I can go through and address those. The original number that was given was a 3-million-dollar number given yesterday in the Market Study. I do not think this addressed everything the board had asked for which was to address years of service, recruitment, offer competitive salaries and get us slightly above market.

Chair Connolly states, the number was \$3,027,254.00

Manager Milton states, the Market Study has employees getting to Market but not above Market.

Commissioner Houpe asks, what would the number be if we did the 2% above the Market Study suggestions?

Manager Milton states, if you pick the methodology, it will be less than the 3 million number. We would then do a 2% pay scale adjustment on top of that. I do need a Methodology selection before I can get that number though.

Commissioner Stroud asks, how much have we set aside for this? I think 4 million is the number and would we be able to make this retroactive if we do not get this implemented by Jan 1.

Caroline Taylor states, it would just be a lump sum payment.

Manager Milton states, once we get all of the information from the Consultant, we still have a lot of work to do. We have to make sure everyone's years of service information is correct, along with time in position information before we enter it in.

Chair Connolly asks, if you get an answer tonight can you get it implemented by Jan 1.

Manager Milton states, I think that will depend on the consultant.

Chair Connolly states, I would like to ask the Board to consider recusing me from voting on this methodology since this will affect my salary with the Sherriff's Department.

Manager Milton states, we will have to do that at the 6pm meeting under unfinished business. Do you want to go above Market, and if so what percentage?

Commissioner Houpe asks, could you get us the numbers on that?

Manger Milton states, yes, we can get you that. I have to have a methodology decision by tonight to get the Consultant moving again.

**Motion: Commissioner Stroud makes a motion to go into closed session.
5 ays / 0 nays**

IREDELL COUNTY BOARD OF COMMISSIONERS

Regular Session

December 3rd, 2024

6:00pm

The Iredell County Board of Commissioners met in Regular Session Meeting on Tuesday, December 3rd, 2024, at 6:00pm in the Commissioners' Meeting Room located in the Iredell County Government Center 200 South Center Street, Statesville, NC.

Board Members Present

Chair Bert Connolly

Vice-Chair Melissa Neader

Brad Stroud, Sr.

Scottie Brown

Gene Houpe

Staff present: County Manager Beth Milton, Assistant County Manager Rodney Harris, Deputy County Manager Susan Robertson, Finance Director Caroline Taylor, Iredell County Sherriff Darren Campbell, Clerk to the Board John Bess.

I: CALL TO ORDER: By Chair Connolly

II. INVOCATION; Led by Vice Chair Neader

III. PLEDGE OF ALLEGIANCE: Led by Commissioner Stroud

IV. ADJUSTMENTS TO THE AGENDA:

Addition:

Administrative Matters:

Item VIII.8 Lease Renewal with NC Department of Adult Correction – Probation

Unfinished Business:

Market Study Examples discussed at the small Workshop Yesterday.

Motion to approve the Consent agenda by Commissioner Brown

5 ays/ 0 nays

V. PRESENTATION OF SPECIAL RECOGNITIONS & AWARDS

None

VI. APPOINTMENT BEFORE THE BOARD

None

VII. PUBLIC HEARINGS (6:00PM)

VII.1. Public Hearing to consider a request from applicant Aaron Feldman, of Lakeshore Holdings, LLC to rezone approximately 1.9 acres along Brawley School Rd.

Matthew Todd

Matthew Todd states, the property for rezoning tonight is on Brawley School Rd. Currently zoned Residential and the request is for it to be rezoned as Residential Office. Staff does recommend this as it does match the 2045 Horizon plan and has various existing commercial uses to the north or east and across Brawley School Rd. The board recommends this rezoning unanimously and we have not heard any opposition.

Chair Connolly asks, does anyone have any questions for the applicant?

Chair Connolly states, I would like to open this public hearing for a request from applicant Aaron Feldman, of Lakeshore Holdings, LLC to rezone approximately 1.9 acres along Brawley School Rd.

Jack Benyon 263 Beaten Path Rd Mooresville NC 28115

Jack Benyon states, I saw this and had a couple of questions. Under your required reviews by other agencies on page 3 it says that the applicant must provide a site plan for parking, landscaping, and watershed and I did not see where that has been presented. There are two parcels and apparently, they already have septic and well on the property and if the county info is correct parcel 1199 shows no well or septic and 1203 shows a septic for 3 baths and 2 beds. How is this going to be enough to take care of a building with a storeroom and a second building for retail?

Chair Connolly states, anyone else here to speak at this hearing?

Chair Connolly states, I will now close this public hearing.

Matthew Todd states, the statements in the staff report are the second review that takes place. If it is approved, he will have to submit a site plan showing how they meet the standard requirements. He will also have to apply with environmental health to see if the existing system will work for the project.

Commissioner Houpe states, once it is approved all of the concerns of Mr. Kenyon would have to be met prior to moving forward.

Aaron Feldman states, we have already had the existing septic tested by a soil scientist. The original house was removed prior to us purchasing. The current septic is useable, but we cannot get the permit until it is zoned properly. If approved by the Board, we would then submit to the County for the permit. The goal is for the office to look like a Barn dominium but not look like a garage as dozens nowadays are. The septic being a 3-bedroom septic for commercial purposes can actually support 30 people working in that office and the most we will ever have with the entire staff would be 6 staff and factoring in customers the max capacity would be 10 people. I do think we will have to abandon the well to meet requirements, but we are keeping the septic. Like all property in the are you will see a tree line in the back that we will not be touching.

Motion: Commissioner Houpe makes a motion for approval of the zoning map amendment, and to make a finding that said approval, is consistent with the 2045 Horizon Plan and is also reasonable and in the public interest because: the properties lie within the 2045 Horizon Plan Corridor Commercial designation, are surrounded by various existing commercial uses, and the requested district creates a desirable transition zone beside a residential area.

Motion carries 5 ays / 0 nays

VIII ADMINISTRATIVE MATTERS:

Manager Milton reviews the following items all placed on consent at the Pre-Agenda Meeting at 4:00pm.

VIII.1. Request from Finance for approval of Budget Amendment #27 to appropriate fund balance to continue contracting to have Human Resources personnel files scanned in an effort to move towards paperless personnel files.

VIII.2. Request from the Finance Department for approval of Budget Amendment #24 to allocate additional capital money to Iredell Statesville Schools and Mooresville Graded School based on the actual sales tax received in FY 23-24

VIII.3. Request from Finance to amend the Arpa Special Revenue Grant Ordinance to reallocate current projects for final obligation reporting.

VIII.4. Request from Administration to approve budget amendment #26 to transfer funds budgeted in CIP for Government Center New Entryway project to cover contingency.

VIII.5. Request from Administration to approve budget amendment #5 to appropriate ARPA- Enable funds to complete the Jennings Park Water and Sewer project including contingency.

VIII.7. Request from Administration to approve minutes from the meetings on February 28,2023, March 20,2023, June 4, 2024, June 12, 2024, September 17,2024, October 10,2024 and October 15,2024.

VIII.8. Iredell County Lease Renewal with the NC Department of Adult Correction-Probations.

Motion by Vice Chair Neader to approve the consent agenda.

Motion Carries 5 ays / 0 nays

X. APPOINTMENTS TO BOARDS AND COMMISSIONS

X1. Recreation Advisory Board: 1 appointment

Board of Health: 1 appointment

I-CARE Board of Directors – 1 appointment

Centralina Economic Development District: 2 appointments

Manager Milton states, we do have several appointments tonight. We have 1 appointment on the Recreation Advisory Board. Chris Moroch was recommended for appointment by the Recreation Advisory Board on Nov. 7th and they are asking for a 3-year term starting December 31st, 2024. We have 1 appointment for the Board of Health, Dr Robert Bundy has volunteered to serve for a third term. The I-Care Board of Directors has 1 appointment, Dr Linda Moser is stepping down. The Board has Tracy Weatherford volunteering to serve in this position for the first time. In Centralina Economic Development we have 2 appointments. Jenn Bosser has volunteered to serve again in the public sector representative position. Rodney Harris, Assistant County manager has volunteered to serve for the first time in the Public Sector Government Representative Role.

Commissioner Houpe states, I thought we had addressed this before I wanted to ask the Board. We had asked that all applications be sent to the Clerk and then submitted to the Board. There were 5 or 6 applications to the Recreation Advisory Board, and we only received the recommendation. We should contact the boards and make sure the applications are sent to the Clerk and then all are presented to us instead of just the recommendation. We want to make sure people are being chose fairly for these positions.

Manager Milton states, there are still open positions on the Recreation Advisory Board and the applications we received were after this appointment was added to the agenda.

Commissioner Houpe states, I would like to make sure we are seeing all applications moving forward.

Manager Milton states, John just double checked and there are 2 that are coming vacant soon and the one vacancy we are filling now for the Recreation Advisory Board.

**Motion by Commissioner Stroud to approve these appointments.
Motion carries 5 ays / 0 nays**

XI. UNFINISHED BUISNESS

XI.1.1 Market Study Discussion

Chair Connolly places the gavel with Vice Chair Nader.

Chair Nader asks, Manager Milton if you will debrief us again on what we discussed at the 4:00 hour and make sure we have the information we need.

Manager Milton states, I am giving you some examples of the Market Study suggestions and how they play out. I have given you 4 different positions with an individual that has been with the county less than 1 year and an individual who has been with the county greater than 10 years. The examples are if we looked at time in position, the second years of service and the latter being a combo of both. The long-term employee in this scenario is at the top of their grade. Regardless of either model we use here the long-term employee would receive more of an increase than the new employee. The reason for this is we do not have a longevity program, and the Board has made it clear we want to take care of and retain those long-term employees. I'll be happy to answer any questions the board has but we need to decide today on a Methodology.

Commissioner Houpe asks, so as we talked before at 4:00pm, using the blended model we can still stay within the allocated funds we have for this project?

Manager Milton replies, yes.

Motion: Commissioner Houpe' makes a motion that we recuse Charmian Connolly with him being a conflict of interest.

Motion Carries 4ays / 0 ays

Vice Chair Nader asks, are there any further questions?

Motion: Commissioner Houpe makes a motion to approve the blended model as recommended by staff from the Market Study.

Motion Carries 4 ays / 0 nays

XII. PUBLIC COMMENT PERIOD (2nd meeting of the month)

XIII. COMMISSIONER UPDATES

Commissioner Stroud states, I said it yesterday that I want to let each member of this board and staff know how appreciative I am for the professionalism and dedication that each of you show. I have been told by many people we are very approachable by the entire citizenry of the county. It is an honor to sit up here and represent 200,000 people in this county. We need to remember that every vote we cast up here have consequences and I think this board takes it very seriously.

Commissioner Houpe states, I had John to make a copy of several things. I would like staff to get us an update on vet clinics that could handle additional spay/neuter caseload. Reading from an email from Sandy Mills she states, “those of us who volunteer to help the animals in our community cannot adopt our way out of this very sad situation. Animals are be abandoned and unethnized daily from no fault of their own. Humane Society and Shelters can only help as many animals as space allows. The way to slow this process leading to rescue groups is sorely needed. We who volunteer are absolutely exhausted and heartbroken’. She would like taskforce to help come up with potential grant funding and other types of donations for additional space. This is an important issue we don’t want to see fall through the pipeline. If staff could get back with us at the next meeting with some sort of update.

Manager Milton states, Kristian did reach out to local facilities, and they just did not have the capacity to support this and unfortunately, being private facilities, we cannot force them to do it. In the southern end of the county, we have created an RFP to put out and see if anyone would be willing to partner with us for additional space. The Board has also approved us to do a small addition to our current facility for more kennel space.

Commissioner Houpe states, I think we also need to send a letter to legislature regarding this. Vicki said once we send correspondence and get a reply that they are unable to help remedy the issue that gives them the ability to tweak legislation. This would allow us to be able to help veterinary services. I appreciate her compassion in this very sad situation.

Commissioner Brown states, there is so much money being donated to this cause and people are not doing anything. We care about animals at the local level, but these big companies do not.

Commissioner Houpe states, at the next meeting could we have an update on the solicitation ordinance. Maybe work on some options for us. Third, Ken Journey needs to meet with Kent Greene and the Consultants. We need to make sure they are looking at way to educate the public on the benefits of the actions we are taking. I’ve sent this information to John to forward out to each of you.

Vice Chair Neader, I spent an evening out with Cooperative Extension, and we have a lot of great agricultural members of our community. I am honored to have the opportunity to continue to serve.

Chair Connolly states, thank you for everyone on the board and the staff. We have a lot to be thankful for regardless of the situations we face.

XV. COUNTY MANAGERS REPORT

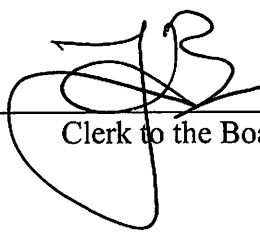
Manager Milton states, December is a very stressful time for Managers throughout the state of NC. Elections have changed Boards, and they are having to do complete about faces. I think it speaks volumes that all three of our incumbents were re-elected by voters. You continue to work and find solutions for the people of our community and want to make Iredell County a premier place to live and work as well. I am very thankful for the staff we have; they care and that comes from a Board that cares. You get beat up every time you turn around and as someone who knows how hard you work, I appreciate you.

Motion to adjourn by Commissioner Brown

Motion carries 5 ays / 0 nays

6:51PM

1/7/2025
Date approved by the Board


Clerk to the Board