

LEE COUNTY

NORTH CAROLINA

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BUDGET KICKOFF WORK SESSION
OF THE
LEE COUNTY BOARD OF COMMISSIONERS
LEE COUNTY GOVERNMENT CENTER
106 HILLCREST DRIVE
GORDON WICKER CONFERENCE ROOM (FIRST FLOOR)
SANFORD, NORTH CAROLINA 27330

FEBRUARY 9, 2015

The budget kickoff work session of the Lee County Board of Commissioners for the County of Lee, State of North Carolina, convened at 5 p.m. in the Gordon Wicker Conference Room, First Floor, Lee County Government Center, 106 Hillcrest Drive, Sanford, North Carolina, on said date. Commissioners present at the beginning of the meeting were Amy M. Dalrymple, Dr. Ricky D. Frazier, Larry "Doc" Oldham, Robert T. Reives, Timothy S. Sloan, and Kirk D. Smith. Commissioner Dr. Andre Knecht joined the meeting at 6:28 p.m. Staff in attendance included County Manager John Crumpton, Assistance County Manager/Finance Director Lisa Minter, County Attorney Kerry Schmid, Management Fellow Michael James, and Clerk to the Board Gaynell Lee.

Chair Dalrymple called the budget work session to order.

Commissioner Sloan delivered the invocation.

The pledge of allegiance was recited.

Members of the Central Carolina Community College Board of Trustees met with Commissioners to discuss the construction timeline for the bond projects approved during the November election. Julian Philpott, Chairman of the CCCC Board of Trustees thanked Commissioners for the meeting and stated this was an exciting time for the college. He further stated the CCCC Building & Grounds Committee will be making a recommendation to the CCCC Board of Trustees at their Wednesday, February 11th meeting for an architect for the projects. County Manager John Crumpton stated the Commissioners would need to study the matter before anything on the project is finalized. Mr. Crumpton further stated the project needs to be completed within 36-months due to low interest rates at this time and construction costs that can go up the longer the project takes. The County can't go to bond counsel to borrow money until bids are received and approved. It was also recommended that one bond issuance be made in order to save money for the full \$23 million project. Commissioner Sloan encouraged the use of local contractors if possible for the project.

Finance Director Lisa Minter discussed the County's current outstanding debt and proposed funding of the Community College bonds. Different options will be looked at for refunding of debt that could save the County money.

General Services Director Russell Spivey shared with the Board a five-year Facilities Master Plan for his department. Mr. Spivey stated that during the 2012 Evergreen audit it was recommended

that the County initiate a more formal, ongoing process of facilities planning based on a Five-Year Facilities Master Plan. The idea is that year one of the plan becomes next year's spending plan. Once year one becomes a part of the upcoming years adopted budget, a new year five is added to the plan. The following plans were outlined for specific years:

- Years 2015-16
 - Reroof New Courthouse
 - Replace HVAC unit at Daymark Building
 - Replace HVAC at Government Center
 - Repaint exterior at old Courthouse
 - Repaint meter pool at O.T. Sloan
 - New carpet at Summit Building
 - Replace roof at Super Ten Building on Steele Street
 - Change out HVAC system on 2nd floor at the Government Center

- Years 2016-17
 - Replace HVAC unit, boiler and air handler at Main Library
 - Replace/redo skylight windows at Main Library
 - Repave parking lot at Enrichment Center
 - Recoat roof at Wicker Gym
 - Upgrade bathrooms at Horton, Kiwanis, Temple and O.T. Sloan Parks
 - Repair terrazzo floors at Old Courthouse
 - Replace HVAC controls at Government Center (1st Floor DSS)

- Years 2017-18
 - Re-coat lower roof at Government Center (over DSS and Commissioners Board Room)
 - Reroof Parks & Recreation offices
 - Install vinyl siding on all Park bathrooms
 - Upgrade fire panel at Courthouse/Jail
 - Replace boilers at Courthouse/Jail
 - Replace fire panel at Government Center

- Years 2018-19
 - Replace carpet at Enrichment Center
 - Re-coat roof at Board of Education (Heins Building)
 - Re-coat roof at Environmental Health/Inspections offices (if County still owns building at this time)
 - Upgrade fire panels at Enrichment Center and McSwain building
 - Upgrade fuel system at General Services
 - Repave McSwain Center parking lot

Commissioner Smith left the meeting during the above discussion at 6:28, and Commissioner Knecht arrived at the meeting at this time.

- Years 2019-20
 - Upgrade and replace piping at O.T. Sloan meter pool
 - Refinish tennis courts at O.T. Sloan and Kiwanis Children's Park Place
 - Repave parking lot at Kiwanis Children's Park Place
 - Repave parking lot at O.T. Sloan Park
 - Repave parking lot and greenway at Kiwanis Family Park
 - Upgrade generator at Government Center
 - Replace controls at Courthouse/Jail
 - Replace HVAC units at McSwain Center

The next item of business was a request to implement a pay classification study. Human Services Director Joyce McGehee stated that based on Lee County's Financial Policy – a pay and classification study must be conducted every 5-years. Lee County contracted with Springsted, Inc., Richmond, Virginia, in November 2011 to conduct a study. The study was completed and presented to Commissioners in April 2012. In November 2012, Commissioners approved the use of the new job descriptions and job titles as well as using the new methodology to develop new job descriptions and classify new positions as needed developed by Springsted. Salary adjustments were not made at that time due to budget constraints. Ms. McGehee stated several factors have changed since the completion of the last pay study. Economic conditions have changed and employees are taking positions in other jurisdictions at higher pay. Several applicants have declined offers to come to Lee County due to the amount of salary offered. No changes have been made to the pay ranges since June 2011. Ms. McGehee stated if the Board approved a pay classification study at this time it could be completed within 70 days, and incorporated into the upcoming budget. After discussion, Commissioner Reives moved to approve a pay classification study with Springsted, Inc., not to exceed \$20,000. Upon a vote, the results were as follows:

Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously.

County Manager John Crumpton discussed goals and guidelines for the FY 2015-16 Budget to give staff clear guidelines of the board's expectations. A list was provided to Commissioners of items from the FY 2014-15 Budget process that were not funded and the Board wanted to reconsider in FY 2015-16. After discussion, Commissioner Reives suggested Commissioners look at the list provided and prioritize what they would like to see funded in the upcoming budget.

With no other items to be considered, Commissioner Reives moved to adjourn the meeting. Upon a vote, the results were as follows:

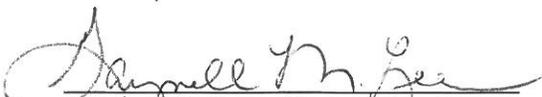
Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously and the meeting adjourned at 7:15 p.m.



Amy M. Dalrymple, Chair
Lee County Board of Commissioners

ATTEST:



Gaynell M. Lee, Clerk to the Board