

The Sampson County Board of Commissioners convened for their regular meeting at 7:00 p.m. on Monday, March 3, 2014 in the County Auditorium, 435 Rowan Road in Clinton, North Carolina. Members present: Chairman Jefferson Strickland, Vice Chairman Jarvis McLamb and Commissioners Albert D. Kirby, Jr., Billy Lockamy and Harry Parker.

The Chairman convened the meeting and asked EMS Director Ronald Bass to give a brief report on the anticipated winter weather for the evening. He then called upon Commissioner Parker for the invocation. Commissioner Lockamy then led the Pledge Allegiance.

### **Approval of Agenda**

Upon a motion made by Commissioner Lockamy and seconded by Commissioner Parker, the Board voted unanimously to approve the agenda with the addition of item h, to amend the Board's published meeting schedule for the budget session on March 18, 2014.

### **Roads**

Monthly Report - NCDOT Keith Eason, NCDOT Highway Engineer, was present to answer questions and concerns of the Board and citizens in attendance. Mr. Eason had no specific reports on secondary roads construction or maintenance due to the weather conditions of the season. Mr. Eason stated that due to the weather conditions the trucks were fitted with spreaders and plows, and crews would be ready depending on the outcome of the weather. Commissioner Lockamy and Commissioner McLamb expressed their appreciation for a job well done on maintaining the roads. The Chairman asked for an update on the Minnie Hall Road resurfacing, and Mr. Eason stated that he thought it was to be funded this year. Commissioner Parker inquired if the commercial traffic would allow for improvements to Ivanhoe Road, and Mr. Eason stated that the road was on the five year plan to resurface and widen due to the truck traffic. There were no comments from the floor.

### **Item 1: Action Items**

Public Hearing - Consideration of Appropriations and Expenditures for Economic Activities Related to Carolina Cellulosic Biofuels, LLC The Chairman opened the hearing and recognized Economic Developer John Swope. Mr. Swope reviewed a new revised incentive package for the Chemtex project because of a \$61,174,676 increase

in the proposed taxable investment to be made by the industry. He reviewed the County's incentives policy and how the project met the required thresholds, information from the company pledging investments and job/wage creation, incentives expected from the State (and passed through Sampson County), site maps and project benefits summary, the draft incentive agreement and a resolution approving the agreement and authorizing the execution of associated documents. He noted the timing of the payment of grant back incentives and the County's acceleration of receipt of tax revenues. The floor was opened for comments, and none were received; the hearing was closed. Upon a motion made by Commissioner Kirby and seconded by Commissioner McLamb, the Board voted unanimously to approve the resolution approving the revised incentive package and authorizing the execution of the associated incentive agreement documents.

Public Hearing – Consideration of Appropriations and Expenditures for Economic Activities Related to Brooks Brothers, Inc. The Chairman opened the hearing and recognized Economic Developer John Swope. Mr. Swope reviewed proposal for grant back incentives to be paid to an existing industry, Brooks Brothers, Inc., for their commitment of capital investments and employment levels related to the expansion of their Garland manufacturing plant and Clinton Distribution Center. He provided a company commitment letter and a draft of the incentive agreement. Commissioner Kirby asked about concerns that might be raised regarding the company's investment of modernized equipment that could be moved if the company left. Mr. Swope noted that the incentives were performance based, including employment commitments. If they did not meet required commitments, the incentives would not be paid. The floor was opened for comments, and none were received; the hearing was closed. Upon a motion made by Commissioner Lockamy and seconded by Commissioner Parker, the Board voted unanimously to approve the resolution approving the revised incentive package and authorizing the execution of the associated incentive agreement documents.

Award of Bid for Comprehensive Review of Job Classification, Compensation and Benefits Programs County Manager Ed Causey noted the item has been tabled from the February meeting for further discussion. He cautioned that positive things could result from the study if it were approved, but it was not an "end-all;" it would be a program to create opportunities for the County workforce and protect the interests of the citizens in the long run. He recapped that an RFP was issued in the November, and the six proposals received by December 30, 2013 by prospective vendors were evaluated by a management team consisting of the County Manager, Assistant County Manager, Finance Officer, Deputy Finance Officer, and Human Resources Management Director. He discussed the study's three major components: the pay study component to resolve retention issues; the job classification study to resolve potential disparity and unintended discrimination issues; and a benefits study to evaluate the appropriate levels of employee benefits offered for the future. He discussed the efforts that would

be made to ensure every employee had an understanding of the process and the opportunity to meet with the chosen contractor. He noted that the evaluation team recommended the bid be awarded to Springstead Incorporated (working through a contract with the NC Association of County Commissioners) at a bid price of \$41,778, plus expenses not to exceed \$4,800. Mr. Causey discussed that there would be multiple ways to implement the recommendations made by the study.

Commissioner Kirby reiterated concerns that there would be no way of knowing what the recommendations would be and thus the vote today would be an “open check” saying that the Board would implement whatever the consultant would recommend. Mr. Causey speculated that while employees appreciated what had been done to date, there could be reasonable increases in salaries, but that the County’s benefits may have to be adjusted and determinations made as to how and when levels of benefits would be available to new employees and as post-employment benefits. Commissioner Kirby asked to what extent the classification study would include facets of the County’s Personnel Resolution, and Mr. Causey stated it would be reviewed. Initial discussions on the career path may have to be eliminated as job classifications are placed on the pay grade scale, he noted.

Chairman Strickland stated that the easiest thing to do would be an across-the-board increase of a particular percent, but that could not be done; a comprehensive approach to County employment, including benefits, needed to be done.

Mr. Causey clarified earlier statements regarding the need to approve the study only if the Board was willing to implement its recommendations, noting that there could be a range of options for implementation to meet goals over a period of years. He noted that not everyone would probably benefit initially.

Commissioner McLamb moved that the bid be awarded to complete the job classification, compensation and benefits study as recommended; the motion was seconded by Commissioner Lockamy. Deviating from traditional practice and procedure, the Chairman, with the Board’s acknowledgement, opened the floor for public discussion before the vote. The following comments were received:

Ann Knowles, Veterans Service Office: I thank you for what you are fixing to do. It’s what we talked about at the last Commissioner’s meeting when you again gave me the opportunity to plead with you to do this pay study because it is important. As I said to you then, it will probably not help me. I have got too many years in, but the girl that has three years in my office, it will help her. It will let her see the light of day that if she does a good job for this County and she serves the Veterans well, she can promote on up. Maybe when she has 39 ½ years, she may be able to retire and go home because as I told you last time, I can’t go home. I bought the family farm, and I’ve got to pay for it

and my retirement is not there. So, I thank you on behalf of my office and any others that won't speak, I thank you on their behalf because you now give us the opportunity. Mr. Causey is going to bring this back for us, and we have a lot of faith in him that this is going to help the county employees. Thank you.

Michael Warren, IT Dept.: Good evening, commissioners. Sometimes I don't feel like what we discuss to you all does not resonate. I have been with the County nine years, going on ten. When I started gas was a \$1.80 per gallon. If you have priced it today, you can tell it is tough, with groceries that have tripled since I started working under the County. It has become one of the advantages in working in this County that I am at home, and I have the convenience of being at home. But when I can't make ends meet then I have to do away with the conveniences and look elsewhere. So, in the near future I am getting to the point with the cost of living that I am going to have to move on to a better paying job. I have got no other choice, and there is nothing really here that I can take that would pay me more that I am making now in the field that I am in. So, I am going to have to go out of town. I am not only speaking for myself and other county employees. Because I work in the IT Department I see and hear about a lot that goes on in the County. I hear other employees talking, and they are struggling just like me. I just think we need to look at doing something because everybody is struggling to the point that if they have a lot of years in, they think they can't leave. Those that don't have a lot of years in, we are losing valuable talent. We have had two to leave our department that were outstanding workers, very smart, and we have allowed them to walk out the door. They have gone to other counties and they have a second salary just by leaving our county. So, I just want you to add that under your belt and consider that, and I thank you.

Angie Sanderson, Sampson County Tax Office: The one thing that I want you to understand is in the department that I am in we deal with the public every single day, eight hours a day, five days a week, and it is hard dealing with the public. It is okay when everybody is happy and all that, but we see the bad side of it. You don't want to pay your taxes no more than I do, and some people just take offense to a lot different. But, as far as the employees that we have, these girls work hard. They work very hard; they take money, they listen to people grumble and griping. They answer the telephone. They multi task a lot, and I can't keep a girl because we are not paying them enough, and it is very hard to do the job that you are asking them to do if we have to train somebody every two to three years because they have left to go somewhere else. I am like Mike, I have been there too long and I can't afford to go anywhere else, But, most of the girls I have now haven't got that many years in, and if something comes up and someone is going to offer them more money, I can't blame them for going. Thank you.

Dee Bryant: I am a citizen of Sampson County. I am not, however, an employee of Sampson County. Mr. Causey, you seem to have a real good grasp on what needs to be done. I don't know if it is consultation with these other consulting firms, but spending

\$50,000 for someone to come in here and tell you what you businessmen and employers already knows needs to be done, seems to me like a waste. That's just my opinion. I just can't see. You seem like you guys could get together, form a committee, and make these decisions and not have to wait however long it is going to take and plus spend \$50,000 of the County's money.

County Manager Ed Causey: I think one of the things that are different between us and the industries: in this study you have 101 different positions that need to be classified. That is different than me running my own business where I have four or five positions. We have 101 different classifications and when you start comparing those classifications with different areas coming up and making sure we are comparing apples with apples is a little bit different than just sitting here trying to routinely come up with the decision.

Dee Bryant: So the salaries now are not based on classifications?

County Manager Ed Causey: Yes, they are based on classification that have not been reviewed and evaluated and were not implemented in 2003, so it is continued. As we have changed technology we have not changed the classification.

Dee Bryant: And it takes a special consulting firm to do that.

County Manager Ed Causey: It generally takes people with a lot of expertise.

Heather Bonney, Library Director: I can testify to the changes this county has undergone just since I have been here. I came here in 2002. Most of my libraries had one or two computers. We had moxies and monks - Chris could tell you about this. I had to teach myself how to administer a server. We had to install Wi-Fi. We had to put in high tech fiber. Now we are talking about trying to upgrade to get more speed because I have got over three hundred to three hundred and fifty people coming to my libraries during the summer just in Clinton. I have more than sixty to seventy thousand people hits on the internet every single year for people who can't afford their own internet connections at home. They can't afford to keep their computers up to date because it is changing rapidly, and my library system is the only one that provides them with these things. Garland, I know we have the only Wi-Fi access there. Newton Grove, I am pretty sure we are probably the only one there. Roseboro might not be. But Clinton, we are down town, and we get hit all the time. Commissioner Kirby, you come in the library you see how busy we are, and my people who work there, one of them has been there for over thirty years. Lark Thornton is just now going to be retiring this year in about two months. She came with the building in Newton Grove in 1982. We didn't know anything about computers in 1982. My people have had to learn computer things, and when the public comes in we are the ones that have to go over to the computer - not actually have to, we get to. We love to help people; that is why we got into the service we are in. We had to teach ourselves how to use this technology in order the help Sampson County citizens, and so we read, we learn, we adjust, and we

adapt and overcome. I think is endemic of everyone in Sampson County government. You know, we see a need in the public and we try to move in order to meet that need. When you are talking about the different classifications you are right; my people didn't even know anything about the internet fifteen years ago, but now we do. My stuff still says that we are typing catalogue cards in my classification study, We don't even have catalogue cards any more now; we have an online computer system. It talks about things that we don't even do anymore or because the process and procedures that had made them antiquated, or we got rid of. So when you are talking about reclassifying and doing this kind of stuff I wouldn't even know where to begin to even rewrite my own stuff, and I am pretty good at it. But, I just wanted to say all of that to say thank you for considering this seriously because I lost six people last year. We adjusted. Again, we overcame. We are still seeing actually Newton Grove, and Roseboro has seen an increase in their usage percentage wise per day, even though we are closed one day. We are still seeing this many people go and are still doing with what we have got and all my people wanted was exactly what you are doing - just a little bit of recognition that something needs to be done. Let's make it a couple of short steps toward a goal of some sort instead of feeling kind of hopeless and not being able to make any progress. I guess that is basically what I want. As a Sampson County employee, I want to go back to my people and look at them in their eyes and say we are starting to do something. It's going to look better and be better. I know bread costs \$3.00 now when it use to cost \$1.25 five years ago but, we are going to start to do something. So, I do want to show my appreciation and my staff's appreciation for your taking your time in thinking about this.

Ray Jordan, Expo Center Director: Thank you for the opportunity to speak with you, and I want to turn this around a little bit different circle. Sampson County is roughly six hundred employees. It would be the same size of our large manufacturing operations. As long as I have been here, almost sixteen years, we do not have a Human Resource Department. And (to Ms. Bryant) to answer your question, we have no one to turn to other than the County Manager or any other Administrative staff in areas relating to Human Resources. I have been here sixteen years, and the thing that troubles me is that when I retire who is going to take my place because what the citizens do deserve, they deserve someone that is in that job that is happy in that job and wants to serve the public. That is hard to find these days, especially when we are at the levels we are now with our salary. But more importantly is that if I hire someone today to come to work for me, how can I assure them that I can step them through and help them create a career for them within our government? It goes back to our employees as well, and we have to put forth the effort for you, and I think that's what our employees do every day. I certainly appreciate you taken this under consideration. I know it is a tough thing to consider, and there are a lot of employees out here that do good work, and I am glad to be a part of their team.

John Turner, EMS: One of the concerns I see is in reference to the study that was done a few years ago, one of the same surveys. We have not seen, and there has been a lot of

discussion, but we have not seen a lot of changes for the money we paid then so what are we going to get from this one that we didn't get from the last one?

Ed Causey, County Manager: Hopefully implementation.

John Turner : Along that line I have concerns. I have only been with the County two years, so I see myself as pretty new in the service, especially with EMS, with mostly the people that have been there for years. I don't see any advancement. I guess that will come in with the classification. Because right now, other than the director, three supervisors, a training officer, and three FTOs, all positions are just base level positions. There is no progression for me. It looks bad for me to apply for a job and put down I have been an EMT paramedic with Sampson County for eight years, and I have no advancement in my pay or my position. I hope that we can look at that and find a way to show some progression for some employees and some milestones for some people to progress to that would allow us to look like we are doing something to better ourselves for the County.

Ed Causey, County Manager: What he is talking about is obviously anybody coming to work would like an opportunity for a promotion and many instances hoping it would be possible. The other side of the coin is that sometimes we can get into career fields where that is the position that you are going to be in for a good long time. I think what the gentlemen is talking about having something, if I come to work with you today, is there any chance that my salary is going to improve if I stay in the same position over the next few years. Hopefully we have the potential to come up with an answer to correct that, to be able to offer employees some indication of how they might get there in an orderly fashion that is fair to everyone.

Teresa Smith, Tax Office: As crazy as it may sound I love my job. I absolutely love it. I work in the mapping department and work with deeds, and I love it. I love working with the people, but I hate my pay. I have been there almost ten years. My check is just a little more than \$100.00 than the very first check I got, and that is sad. My husband passed away, and I am by myself. Pay your bills on \$1,200.00 a month. Buy your groceries, pay your light bill, pay your phone bill, buy gas for your car, pay for your medicine - do it on \$1,200.00 for a month. I challenge you. It is hard, but I love my job; I love working for the County, and I appreciate my job. I appreciate having the opportunity to come to work, but if you can help us with our pay I will greatly appreciate it, and I know all employees will to. Thank you.

There were no other comments from the floor. Commissioner Lockamy asked if the costs for the study were included in the budget, and Mr. Causey stated no. Commissioner Lockamy noted that he hated to spend money as much as anyone does, but that sometimes you have to spend money to make money; sometimes you have to spend money to save money. He noted that he was a businessman and knew his business fairly well - a farming operation and two/three insurance agencies - but with the multiple employees and jobs (600 employees and 100 positions), the County

Manager had asked for some help. He stated that he was a taxpayer, and the employees were taxpayers living in this county, and that he thought they were headed down the right road; they definitely have to make some changes, benefits for employees, salaries and positions.

Commissioner Kirby noted that he had been practicing law for about 25 years and was a trial lawyer who had tried lots of cases throughout the nation. He noted that when he was picking the jury one of the first things he talked to them about was the fact that we are sum total of our experiences. He recounted that he was born in a shotgun house on Steel Street in the middle of District Five and grew up poor. His father struggled with alcoholism all of his life, and his mother struggled with five children, in abject poverty, but she made it. He stated that perhaps this painted the way he considered this. There are sixty-four thousand citizens out there, so the Board couldn't just consider the six hundred. He stated that he was not saying that the Board should not increase the salaries or do something about the salaries, but that he could not see how they could spend \$50,000 to get answers to something the Board already knew. He stated that he thought they should try what the Board tried to do two years ago, but in a different way. He noted that the Board attempted to do the career path but ran into problems because they had some unwanted effects, situations where some were getting money and others were not getting it, or some were getting big amounts and others were not getting it. It did not appear to be fair. He recalled that it troubled him some people were coming in saying it was not fair, and it would create hostility among employees for some to get huge raises and some to get none. He stated that the principle of the Personnel Resolution was very good. He stated that he was not voting against addressing the issue, but thought that they needed to sit down among themselves and figure it out as an organization - not have an open where we are not knowing how it is going to be implemented, not knowing how the classification would come into effect, and not knowing how much it is going to be. He stated that he thought it was a bad idea at this point, and that was why he would be against it just as it was proposed - not against addressing salaries.

Commissioner Parker stated that he was the only commissioner on the Board who had worked for the County; he had served thirty-four years in this county. He stated that he felt for the employees because he knew some of them out there and had worked with them. He stated that the employees need help; he was for it, but how depended on the Board. He stated that if you want something that you have never had, you had to do something different. He noted that they, as county commissioners, employees, they loved this county, but it takes sacrifice, and the county employees have sacrificed a lot. He stated that they could not continue the way that we are and what they were doing now about the employees. He stated that he voted for something to be done and they keep their trained employees which other counties have taken because we are just a training ground for them.



Chairman Strickland recalled there was a motion and a second on the floor, and Finance Officer David Clack clarified that the motion would also need to include an appropriation from Contingency to pay for it.

Commissioner McLamb stated that he thought the County employees needed a raise too and was not against the employees but was not really sure, but thought that they should go ahead and try this and see where it led.

Commissioner Kirby asked if there would be any position where they could look to see during the process where we stand as far as other aspects of the budget, if as the study was being done what would be the impact on other budgetary issues before they got to the bottom line. Mr. Clack noted that they may not have the results until after the Board adopted the budget. He noted that the Board may decide to set aside funds to implement a part of it if they saw fit to do that in this first year, or to look at the budget during the year to see if there was any other money to appropriate to implement it at some time during the year. He stated that unless they left money in the budget specifically to try to do this, they would have to find funds to implement it or go one year further out before it was implemented. Ideally, they would make a provision in the budget for at least part of it.

Commissioner McLamb stated that this Board of Commissioners thought the world of its employees. They would try to do something; if this is not it, they will try something else.

The motion was clarified and amended to award the bid as recommended and to appropriate the contract amount from Contingency to cover the cost of the study. The vote was held, and passed 4-1, with Commissioner Kirby voting against. Commissioner Kirby reiterated that his objection was not to the raises for the employees.

Review of Attorney Classification and Advice Regarding Medicaid Contracts  
The Chairman recognized Attorney Joel Starling who reviewed the Board's previous actions with regard to the award of the Medicaid Transportation contracts. He noted that the statutes did not require that these be bid; however counties could choose to bid out service contracts such as this. Mr. Starling recalled that in September the secondary contractor submitted a lower bid causing concerns based upon the language in the contracts and the Medicaid manual with respect to using the lowest cost provider to avoid what the County interpreted as the possibility of "chargebacks" whereby the County would not be reimbursed by the state because we "knowingly" did not utilize the lowest available cost provider. Attorney Starling noted that for that reason the County directed his firm to inquire into the matter, and they contacted the Division of Medicaid Assistance Compliance, who referred their office to the State Attorney General's Office. He noted that they were initially asked by the AG's office whether they were requesting a formal or informal advisory opinion, and his firm responded that they wanted a formal opinion, the document that would most insulate the County from the possibility of Medicaid chargebacks. He noted that Commissioner Kirby also

submitted a request to the AG's Office. Mr. Starling reported that the response from the AG's office was to Commissioner Kirby, and essentially answered no to two questions: whether the Medicaid manual required the County to amend its contracts and shift primary transportation duties to a provider each time that provider submits a new, lower rate; and whether the County was required to enter into new contracts with new providers if such approached the County with a lower rate. Mr. Starling stated that he did not disagree with the AG's Office but noted, however, that the Board should be aware that this was an advisory letter, not as authoritative as a formal opinion. The State AG's Office stated it would not provide an advisory opinion on Medicaid matters. Mr. Starling noted that since the State merely administers federal Medicaid dollars, the federal government might not agree. After discussion of the Board's options, Commissioner McLamb made and Commissioner Lockamy seconded a motion that the Board defer action on Enroute's request until the County received further guidance from the federal government. The vote was unanimous. (Copy of the Memorandum on Medicaid Transportation contract filed in Inc. Minute Book \_\_\_\_ Page \_\_\_\_).

Consideration of Amending Request to Board of Elections to Conduct Alcohol Beverage Referendum The Chairman called upon Attorney Joel Starling who discussed the Chairman's request that the Board consider amending the previously adopted resolution to remove provisions for "on-premises" sales. He confirmed that the resolution could be amended at this time. Upon a motion made by Commissioner Lockamy and seconded by Commissioner Kirby, the Board voted unanimously to revise the resolution to limit the options to "off-premises" sales of malt beverages and unfortified wine. (Copy of the revised resolution filed in Inc. Minute Book \_\_\_\_, Page \_\_\_\_.)

Consideration of Request for Office Space for Probation County Manager Ed Causey, Public Works Director Lee Cannady, and Information Technology Director Chris Rayner presented the anticipated costs for improvements to space to provide three offices and restroom facilities to accommodate Probation offices on the County Complex. Upon a motion made by Commissioner Parker and seconded by Commissioner Lockamy, the Board voted unanimously to authorize the transfer of funds in the amount of \$15,000 from Contingency to provide funds for the improvements to accommodate the Probation officers.

Appointment -Workforce Development Commission This item was tabled.

Appointment - Adult Care Home Community Action Committee Upon a motion made by Commissioner Jarvis McLamb and seconded by Commissioner Lockamy, the Board voted unanimously to appoint Ms. JoAnn Parker (City representative) and Mr. Winfred Ashford (County representative) to serve on this Board.

Appointment-Airport Authority Upon a motion made by Commissioner McLamb and seconded by Commissioner Kirby, the Board voted unanimously to reappoint Ted Thomas and Teddy St. Pierre to the Airport Authority.

BOC Committee/Advisory Board Assignments Staff provided the Board a list of the assigned committee/advisory boards on which the Commissioners serve.

Amendment to the Board's Published Schedule The Chairman requested that the budget meeting on March 18, 2014 be rescheduled from 4:00 p.m. to 5:00 p.m., and the Board discussed concerns with regard to commissioner availability on that date. The Board elected to amend its schedule to hold the meeting on March 25, 2014 at 4:00 p.m.

## **Item No. 2: Consent Agenda**

Upon a motion made by Commissioner McLamb and seconded by Commissioner Lockamy, the Board voted unanimously to approve the Consent Agenda items as follows:

- a. Approved the minutes of the January 6, 2014 meeting
- b. Authorized the renewal of the lease for the ATM on County Complex property (Copy filed in Inc. Minute Book \_\_\_\_\_, Page \_\_\_\_\_.)
- c. Approved the contract with Thompson, Price, Scott, Adams & Co., PA to conduct the audit for period July 1 2013 - June 30, 2014 and authorized the execution of their engagement letter (Copies filed in Inc. Minute Book \_\_\_\_\_, Page \_\_\_\_\_.)
- d. Accepted the Single Family Rehabilitation Loan Pool Grant Funds and authorized the execution of the Funding Agreement documents (Copies filed in Inc. Minute Book \_\_\_\_\_, Page \_\_\_\_\_.)

- e. Approved the following tax refunds:

#6046	Rachael Sinclair Bullock	\$168.48
#6020	VT Inc as Trustee of World Omni LT	\$127.12
#6023	Prestage Farms	\$439.59
#5922	Leroy Smith	\$320.05
#6015	Charles Felton Lee	\$146.78
#6014	Rebecca Spell Willis	\$1,917.26

- f. Approved the following budget amendments:

		<u>Aging</u>		
<u>Code Number</u>		<u>Description (Object of Expenditure)</u>	<u>Increase</u>	<u>Decrease</u>
02558670	524100	Home Repairs - Materials	200.00	
<b><u>REVENUE</u></b>				
<u>Code Number</u>		<u>Source of Revenue</u>	<u>Increase</u>	<u>Decrease</u>
02035867	408400	Home Repairs - Program Income	200.00	
<b><u>EXPENDITURE</u></b>				
		<u>Juvenile Justice</u>		
<u>Code Number</u>		<u>Description (Object of Expenditure)</u>	<u>Increase</u>	<u>Decrease</u>
05558310	581000	Transfer to State Agency	5,897.00	
<b><u>REVENUE</u></b>				
<u>Code Number</u>		<u>Source of Revenue</u>	<u>Increase</u>	<u>Decrease</u>
05435831	409902	Fund Bal Approp Teen Court/Rest	1,851.00	
05435831	409900	Fund Bal Approp JCPC Admin	4,046.00	
<b><u>EXPENDITURE</u></b>				
		<u>Expo Center</u>		
<u>Code Number</u>		<u>Description (Object of Expenditure)</u>	<u>Increase</u>	<u>Decrease</u>
62998610	544008	Cont. Services Other	5,000.00	
<b><u>REVENUE</u></b>				
<u>Code Number</u>		<u>Source of Revenue</u>	<u>Increase</u>	<u>Decrease</u>
62939861	408903	Cont. Services Other	5,000.00	

- Approved Clinton City Schools budget amendments No. 2(State Public School Fund), No. 2(Current Expense Fund), No. 2 (Federal Programs Fund), No. 2(Capital Outlay), and No. 2(Special Revenue Fund) as submitted.

### **Item 3: Board Information**

The following items were provided to the Board for information:

- a. Letter to NCDOT Secretary Tata Regarding Completion of Final Sections of Highway 24
- b. Letter of Appreciation - NC Dept. of Justice/Criminal Appellate Section Regarding Fire Investigative Training

### **County Manager Reports**

County Manager Ed Causey reminded the Board of their scheduled meeting with their legislators at 8:00 a.m. on March 11, 2014 and the Rally for Agriculture at 6:30 p.m. on March 17, 2014.

## **Public Comments**

The following public comments were offered:

Eugene Pearsall: I think the Chairman at the last meeting tabled that appointment [to the Workforce Development Board]. Sampson County is the only one that really doesn't have all; we lack one member on that Board to be complete. Sampson County has been lacking the past four to five meetings; it is really getting tough. When you meet State requirements, that's the only thing that's stopping us, it's just Sampson County.

Commissioner McLamb and Parker expressed efforts to find a private sector representative. Assistant County Manager Susan Holder informed the Board that an email had been received that day from the Deputy Director Tarheel Challenge, who was appointed to the Workforce Development Board as the representative of a community based organization. He informed the County that there is now a new Director for Tarheel Challenge, and he will be requesting that the appointment be changed to him. Changes will be requested in the April agenda.

## **Closed Session**

Upon a motion made by Commissioner Lockamy and seconded by Commissioner Kirby, the Board voted unanimously to go into Closed Session pursuant to GS 143-318.11(a)(3) to consult with the attorney. In Closed Session, the attorney discussed matters related to a tax appeal. No action was taken, and the Board returned to the Auditorium. Upon a motion made by Commissioner Kirby and seconded by Commissioner Parker, the Board voted to come out of Closed Session.

## **Adjournment**

Upon a motion made by Commissioner Lockamy and seconded by Commissioner Kirby, the Board voted unanimously to adjourn.