

MINUTES
CHATHAM COUNTY BOARD OF COMMISSIONERS
BOARD RETREAT, DECEMBER 06-07, 2000

The Board of Commissioners (“the Board”) of the County of Chatham, North Carolina, met at Fearington Village, Old Laundry Room, located at 4000 Fearington Village Court, Pittsboro, North Carolina, on December 06-07, 2000.

Present: Chairman Gary Phillips; Vice Chair Margaret Pollard; Commissioners Bob Atwater, Rick Givens, and Carl Outz, County Manager, Charlie Horne; County Attorney, Robert L. Gunn; Assistant County Manager, Paul Spruill; and Finance Officer, Vicki McConnell

Tentative Agenda
December 06, 2000

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- I. Introduction
Establish Agenda
 - II. Roles and Expectations
 - 1. The Board of the Chairman
 - 2. The Chairman of the Board
 - 3. Board of Each Other
 - 4. Manager of the Board
 - 5. Role of Clerk to the Board
 - III. Evaluation of the Manager

Dinner at 6:00 PM

Tentative Agenda
December 07, 2000

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- IV. Anticipated Revenues
 - 1. Revaluation
 - V. Strategic Planning: Role and Goals
 - VI. Land Conservation & Development Plan: Next Steps
 - VII. Major Issues from Departments
 - 1. Hiring Full-Time Person for Audits, Training (Academy), Budget, and Safety
 - 2. Pay Plan

VIII. Board Time: Taking the Long View**IX. BOC Priorities for Fiscal Year 2002 Budget****X. Capital Improvements Program****XI. Other Items**

1. **Economic Development Issues**
 - Waste Industries
 - 3M
 - Cary Water
2. **Boards & Committees Appointed by Board of Commissioners**

December 06, 2000 Meeting:

The meeting was called to order by the Chairman at 12:00 PM.

Each of the issues on the December 6, 2000 agenda was discussed with follow-up to be forthcoming as required.

ADJOURNMENT**December 06, 2000 Adjournment:**

Commissioner Givens moved, seconded by Commissioner Pollard, to recess the work session on December 06, 2000. The motion carried five (5) to zero (0), and the meeting was recessed at 5:55 PM.

December 07, 2000 Meeting:

The meeting was called to order by the Chairman at 8:30 AM.

ANTICIPATED REVENUES

The Board reviewed a map illustrating the average increase in property taxes and the effect of a revenue neutral tax rate in each township.

Kim Horton, Tax Administrator, made a presentation detailing the effect of the revaluation on individual properties which represents a significant percentage increase for landowners whose large tracts of land were valued at far less than the more reasonable per-acre-value with the new revaluation. Also discussed was the effect of the revaluation on the population eligible for "Senior Citizen's Exemptions".

STRATEGIC PLANNING: ROLE AND GOALS

Members of the Strategic Planning Committee met with the Board to discuss a process for evaluating future decisions as they relate to land use and decision making at the program level with a process that incorporates the values of the County as defined by the Strategic Plan. The idea is to require information from a person submitting an abstract that speaks directly to the values expressed in the Strategic Plan. The County Manager stated that he does not disagree with the idea, but mentioned that such a commitment would require redesigning the current abstract process used to submit information to the Board of Commissioners.

Strategic Planning Committee members responded to questions from the Board concerning how the process might work within current Planning Board and Board of Commissioners review processes.

LAND CONSERVATION & DEVELOPMENT PLAN

The Board expressed their desire to review specific sections of the Land Use Plan based on feedback they are about to receive after the latest round of seeking input throughout the County.

The Board agreed to discuss the Land Use Plan at their January 2, 2001 work session.

MAJOR ISSUES

Pay-for-Performance:

Carolyn Chandre, Human Resources Director, presented a tentative time line for full implementation of the pay-for-performance plan. The County Manager clarified the old, reactive approach to the evaluation versus the new, proactive approach to the evaluation where the employee and supervisor work together on arriving at a plan for achieving awards based on specific levels of performance. The new system is one of choice where the employee selects his level of performance up-front and an evaluation tool is used to measure the employee's progress and the extent of the employee's reward.

Cary Water Plan:

Ron Singleton, County Engineer, offered a presentation involving Cary's response to Chatham County for buying into the physical facility located at Jordan Lake.

Pea Ridge Road Waterline Extension to Moncure:

Ron Singleton, County Engineer, summarized the Pea Ridge Road waterline extension to Moncure as one that would allow the County to connect its systems in order to free the County from water purchases from Sanford and Siler City.

The Board briefly discussed the enterprise fund concept and the long-term goal of keeping it at a self-supporting level.

Director of Organizational Development:

The County Manager discussed options for meeting a Board goal of increasing efficiency throughout the organization by introducing the position of Director of Organizational Development. He stated that this position would be responsible for internal audits, efficiency studies, assistance in budget projects, and the overall development of the Chatham Leadership Academy.

By consensus, the Board approved the Director of Organizational Development position. Commissioner Phillips expressed support, but reiterated that school funding is a critical issue and stated that he wants to be very conservative as it relates to future expansion. Commissioner Givens and Commissioner Pollard also expressed support. Commissioner Outz requested a progress evaluation at the end of one year to determine if the position is accomplishing its purpose.

Other:

The County Manager discussed the biennial budget process and the presentation of a plan to achieve

this type of document during the year. He expressed the benefit of looking one year ahead at all times.

Employee Computer Purchase Plan and Stipend Increase:

The Board discussed their participation in the employee computer purchase program in order to better communicate with each other and the Manager's Office. They also discussed an annual pay rate of \$12,000.00 per year and \$100.00 per month for a technology allowance.

Commissioner Givens moved, seconded by Commissioner Pollard, to approve a pay increase for Board members to \$12,000.00 per year plus \$100.00 per month for a technology allowance. The motion carried five (5) to zero (0).

Commissioner Pollard moved, seconded by Commissioner Givens, to approve Commissioner participation in the Chatham County Employee Computer Purchase Program. The motion carried five (5) to zero (0).

December 07, 2000 Adjournment:

Commissioner Pollard moved, seconded by Commissioner Atwater, to adjourn the meeting. The motion carried five (5) to zero (0), and the meeting was adjourned at 4:30 PM.

Gary Phillips, Chairman

ATTEST:

Sandra B. Lee, Clerk to the Board
Chatham County Board of Commissioners