

MINUTES
CHATHAM COUNTY BOARD OF COMMISSIONERS
BUDGET WORK SESSION
MAY 26, 2003

The Board of Commissioners ("the Board") of the County of Chatham, North Carolina, met in the Ag Auditorium and the Henry H. Dunlap, Jr. Building Classroom, located in Pittsboro, North Carolina, at 9:00 AM on May 26, 2003.

Present: Chair Tommy Emerson; Vice Chair Carl Outz, Commissioners Margaret Pollard, Bob Atwater, and Bunkey Morgan; County Manager, Charlie Horne; Assistant County Manager, Paul Spruill; Finance Officer, Vicki McConnell; and Clerk to the Board, Sandra B. Sublett

The meeting was called to order by the Chairman at 9:00 AM.

PLEDGE OF ALLEGIANCE AND INVOCATION

- Chairman Emerson invited everyone present to stand and recite the Pledge of Allegiance after which Commissioner Pollard delivered the invocation.

Agenda

Fiscal Year 2003-2004 Recommended Budget

- **Solid Waste Fee Proposal or Alternates**
- **Employee Pay and Benefits**
- **Chatham County School's Budget**

- **Edith Calhoun**, 2965 Black Twig Road, Pittsboro, NC, voiced concern with regard to the reduction in operating hours at the libraries. She stated that the freeze in the 16 hour per week children's librarian was supposed to be temporary; and that the requested increase in library funding to restore services was not funded. She asked that the Board reconsider and reevaluate their request.

Robin James, 2058 Arthur Teague Road, Siler City, NC, asked the Board to consider retaining the "pay-for-performance" systems in the budget. She stated that Chatham County employees have worked extremely hard; that many have taken work home with them to complete when they were unable to complete it at work; that to eliminate it would create a downward spiral in moral; and that employees have made many valuable contributions to the County this year and performed at or above contract level; and that employees have felt empowered in participating in the "pay-for-performance" process. She asked the Board to please consider funding for the "pay-for-performance" system.

Ann Granath, stated that the Pittsboro Library manages with a staff of only three; that the library has nearly one hundred patrons per month; that they are reaching out to more home-schooled children; that the library has great resources for adults and children alike; that many teachers are using the library for classroom preparation; that they are growing by leaps and bounds; that that is what they want, but they want to be able to serve them; that many patrons want Saturday morning services; that the Chapel Hill Library has raised its annual fee to \$50.00; that libraries are good for commerce; that the library is a wonderful gathering place for new people to the community; that they need support at a higher level; and that much more help is needed to help handle the growth.

Carolyn Miller, Chatham County Human Resources Manager, stated that she wanted to make a couple of points about the pay-for-performance system; that government had fought mediocrity for years; that this system rewards excellence and encourages employees to improve efficiency and effectiveness; that there were many success stories of employees making contributions to the County, such as the Emergency Operations Department reorganizing and training to allow for the reduction in staff by two positions; and that a library assistant solicited donations for a new circulation desk and is overseeing the project at no-cost to the County that the standards to which employees are held and the stringent accountability for their performance they must provide help insure that the program is equitable. She stated that the audit process further guarantees accountability and equity across departments and that cost of living adjustments (COLA) should not be confused with merit raises.

Neha Shah, Chatham County Tourism Director, stated that as an employee, she has observed an increase in teamwork; that employees are empowered by management; that employees are motivated to find cost-cutting areas; that it is great for career development and employees have really blossomed; and that it helps to inspire and retain employees.

Gerald Totten, 106 Petty Road, Siler City, NC, stated that although he had no objection to merit increases, it was the amount of the increases to which he objected; that there is also an increased benefit package for employees; that the turnover rate has not improved; that no salaries include benefits; that if an employee does not meet expectations, why is he still around; that the west side of the County consistently sees less services than the east side; that he pays taxes and recycling fees; that he doesn't want to see fee increases; and that he sees all the money coming in to Pittsboro, but very little coming back.

A question and answer period ensued.

RECESS

- The Chairman recessed the meeting to the Henry H. Dunlap Classroom.

SOLID WASTE

- Bob Holden, Solid Waste Manager, explored options for funding and/or cost reductions at the Chatham County Collection Centers.

After further discussion, the Board asked that he return with a modified plan to include fees, if hours at recycling centers are reduced and towns are charged fees, at the next scheduled Work Session to be held on Friday, May 30, 2003.

EMPLOYEE PAY AND BENEFITS - PAY FOR PERFORMANCE

The Board discussed the employee "Pay-for Performance" program and possible options for the next fiscal year.

LUNCH RECESS

The Chairman called for a one-hour lunch break.

RESOLUTION IN SUPPORT OF THE PRESENT SYSTEM OF ALCOHOLIC BEVERAGE CONTROL

- Commissioner Pollard moved, seconded by Commissioner Atwater, to adopt **Resolution #2003-17 in Support of the Present System of Alcoholic Beverage Control**, attached hereto and by reference made a part hereof. The motion carried five (5) to zero (0).

GENERAL FUND

Commissioner Morgan moved, seconded by Commissioner Atwater, to restrict the general fund appropriated fund balance to \$1,000,000 with \$500,000 of the \$1,000,000 to be set aside for transfer to the utility reserve fund resulting in a \$653,000 cut from general fund expenses. The motion carried five (5) to zero (0).

Upon further discussion, the Board left it to staff discretion as to where the \$653,000 would come from on the expenditures side of the general fund budget.

Chairman Emerson stated that he would like to have, once per quarter, a comparative budget report, expenditures and income to date, and expected revenues.

ADJOURNMENT

Chairman Emerson adjourned the meeting at 3:11 PM.

Thomas J. Emerson, Chairman

ATTEST:

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