

STATE OF NORTH CAROLINA)
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COUNTY OF STOKES)
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OFFICE OF THE COMMISSIONERS
STOKES COUNTY GOVERNMENT
DANBURY, NORTH CAROLINA
MONDAY FEBRUARY 4, 2019

The Board of Commissioners of the County of Stokes, State of North Carolina, met For Budget/Goals Work Session in the Third Floor Conference of the Ronald Wilson Reagan Building (Administration Building) located in Danbury, North Carolina on Monday, February 4, 2019 at 6:00 pm (rescheduled from Tuesday January 29, 2019 at 5:00 pm) with the following members present:

Chairman Ronnie Mendenhall
Vice Chairman Andy Nickelston
Commissioner Rick Morris
Commissioner Jimmy Walker
Commissioner Jamie Yontz

County Personnel in Attendance:
County Manager Jake M. Oakley
Assistant County Manager/Clerk to the Board Shannon Shaver
Finance Director Julia Edwards
Assistant Finance Director Lisa Lankford

Chairman Mendenhall called the meeting to order and welcomed those in attendance.

INVOCATION

Chairman Mendenhall delivered the invocation.

GENERAL GOVERNMENT-GOVERNING BODY-PLEDGE OF ALLEGIANCE

Chairman Mendenhall invited those in attendance to join the Board in the Pledge of Allegiance.

GENERAL GOVERNMENT – GOVERNING BODY – APPROVAL OF AGENDA

Chairman Mendenhall entertained a motion to approve or amend the February 4th Agenda.

Commissioner Yontz moved to approve the February 4th Agenda as presented.

Vice Chairman Nickelston seconded.

Chairman Mendenhall opened the floor for any discussion/questions/comments.

With no further discussion the February 4th agenda was approved unanimously.

Open Discussion – Board of County Commissioners

Chairman Mendenhall commented:

- I am going to turn it over to Mr. Oakley in just a moment.
- He will be addressing the Board first tonight.
- Just want to remind everyone that our main goal here is develop a plan of action that will address issued throughout the budget process.
- One time appropriations can increase the budget for future years to come.
- It is important to develop a budget you can be proud of as well as the citizens of Stokes County.

Chairman Mendenhall turned the floor over to County Manager Jake Oakley.

County Manager Oakley presented the following information to the Board:

- The questions that were answered at the last meeting have been filled in with the answers you provided in the meeting.
- Please review and if there are any items that you believe need to be changed please let me know.
- My objective with this is to be sure I am meeting the expectations of the Commissioners and what you want to see in the Budget.
- I will also be contacting each of you to speak with you one on one concerning the budget.

1. What are the Commissioners top 5 projects for the 2019-20 budget?

Commissioner Morris remarks: school security, salary study completed this calendar year and implemented in the 20/21 budget, improve our vehicle fleet, look at recreating the health and DSS boards, right sizing the county government, Green box sites safety issue, especially Pinnacle and Walnut Cove, look at opening the sites back up on Wednesday's.

Commissioner Yontz remarks: Economic Development, capitalize off tourism/recreation, Possible Business Park, School safety and school funding, Revisit 4 cent school fund, Salary study

Vice Chairman Nickelston remarks: High speed internet, Water and sewer, Keep taxes low, Improve schools, Opioid crisis

Commissioner Walker remarks: Wellness Center, ER in southwest part of the county, School transparency, Internet access,

Chairman Mendenhall remarks: Increasing Economic Development, Salary Study, Wellness Center – willing to do a feasibility study, Infrastructure, School safety.

2. Would you like to meet with Department Heads budget request after they have met with the budget team for appeals?

Commissioner Morris remarks: Would like to have department heads meet with us during the budget process.

Commissioner Yontz remarks: Would like to have department heads at the table anytime they can be there, It is hard to know their needs.

Vice Chairman Nickelston remarks: I would like to meet with the department heads.

Commissioner Walker remarks: I am not saying no to meeting with department heads, but it can lengthen our budget process.

Chairman Mendenhall remarks: I would have to think about department heads being part of our budget meetings. Have not been a part of that.

3. Are you willing to have a tax increase?

Commissioner Morris remarks: Will not rule out a tax increase, would rather not.

Commissioner Yontz remarks: I would rather not have a tax increase but am not unwilling to consider it, sounds like we have an indirect tax increase on the way with double digit revaluations

Vice Chairman Nickelston remarks: I would not want a tax increase.

Commissioner Walker remarks: Tax increase considered as a last resort.

Chairman Mendenhall remarks: I do not want a tax increase

4. Would you like to see all personnel requests from each department?

Commissioner Morris remarks: Like to see all personnel requests.

Commissioner Yontz remarks: Would like to see all personnel requests.

Vice Chairman Nickelston remarks: Yes to all personnel requests

Commissioner Walker remarks: No, we have a county manager and he is qualified to run the county on a daily basis.

Chairman Mendenhall remarks: I would not like to see personnel request- rely on County Manager.

5. Will you like to see the education fund (4C) handle all capital projects for schools and county needs?

Commissioner Morris remarks: Would like to revisit the 4 cent fund, and explore additional uses for that fund.

Commissioner Yontz remarks: Need to revisit the 4 cent fund

Vice Chairman Nickelston remarks: 4 cent fund needs more discussion.

Commissioner Walker remarks: We need to look at the commitment we made to the people when we put the 4 cent in place. We need to be credible.

Chairman Mendenhall remarks: Same as Jimmy on the 4 cent

6. Would you like to see the education funds rate increased to 8¢?

Commissioner Morris remarks: No to the 8 cent fund.

Commissioner Yontz remarks: No increase

Vice Chairman Nickelston remarks: Not in favor of 8 cent

Commissioner Walker remarks: Would have to be convinced that 8 cent is needed to get on board

Chairman Mendenhall remarks: No on the 8 cent

7. Would you like to have SRO officers budgeted for all schools?

Commissioner Morris remarks: SRO officers budgeted for all schools and I am in support of that. I don't want to insist on that if the Sheriff and the Superintendent have a better idea.

Commissioner Yontz remarks: I am in favor of SRO officers at all schools.

Vice Chairman Nickelston remarks: Yes to SRO officers

Commissioner Walker remarks: With SRO officers I would rely on our Sheriff's input.

Chairman Mendenhall remarks: I am open to discussion.

8. At what percent are you willing to bring the fund balance down to?

Commissioner Morris remarks: Would like to know what the LGC recommends on the level of fund balance.

Commissioner Yontz remarks: 20 to 25 percent is more than healthy but would like to get the info from LGC

Vice Chairman Nickelston remarks: 22 to 25 percent on the fund balance.

Commissioner Walker remarks: It has taken a lot of dedication of our county employees to build the fund balance. They went years without raises. Our balance was 3 percent at one time. This did not fare well.

Chairman Mendenhall remarks: 25 percent on the fund balance

9. How many budget work sessions would you like to have? What are the dates?

Commissioner Morris remarks: Would like to have as few as possible budget work sessions.

Commissioner Yontz remarks: Few as possible.

Vice Chairman Nickelston remarks: Few as possible work sessions while still getting the job done.

Commissioner Walker remarks: What it takes to get the job done.

Chairman Mendenhall remarks: The less budget work sessions the better. I am willing to work until we get the job done.

10. How do you feel about the new tax rates?

Commissioner Morris remarks: Ok with tax rate being 31/31

Commissioner Yontz remarks: OK with how this is set up, some counties have 65 percent school tax. No problem with how tax rate is set up.

Vice Chairman Nickelston remarks: No problems with new tax rate

Commissioner Walker remarks: Like the new tax rate.

Chairman Mendenhall remarks: I am good with the split tax rate.

11. I would like to know the areas of infrastructure (water and sewer). Pinnacle, Pine Hall, Germanton, Walnut Cove, Danbury, King. The city of king is looking into building their own sewer treatment plant. Does the county want to help with this in return for sewer being run to Pinnacle?

Commissioner Morris remarks: Would like to develop the Pinnacle area for water and sewer.

Commissioner Yontz remarks: In favor of helping King with water/sewer and expanding to Pinnacle/good area for a possible business park.

Vice Chairman Nickelston remarks: In favor of this.

Commissioner Walker remarks: We need to build the infrastructure with water and sewer. Would like to know if there is substantial interest from businesses.

Chairman Mendenhall remarks: I am behind all infrastructure.

12. Would you like to see the much discussed wellness center placed in the budget and move forward with the demolition and site cleanup?

Commissioner Morris remarks: Would like to discuss funding feasibility for the wellness center, I will not support it being done in house, On the land where the prison is I would like to see it cleaned up and a strategic plan in place.

Commissioner Yontz remarks: I have been misunderstood on the wellness center. I am not against it. I want to be sure that if it is done, we build it right. Stokes County is not known for completing phase 2. In favor of cleaning up old jail site.

Vice Chairman Nickelston remarks: Wellness center – from where I am now, want to wait until we can build it right. Would support old jail clean up.

Commissioner Walker remarks: Would like to see multiple wellness centers around the county. Our insurance company applauded us for considering the wellness center.

Chairman Mendenhall remarks: My stance has always been clear; I am in full favor of the wellness center. I am also on board for the site clean-up.

13. Are we going to fund RiverStreet Communication in a way that would help speed up connectivity?

Commissioner Morris remarks: RiverStreet hasn't asked for any more money and I am not interested in any more funding.

Commissioner Yontz remarks: We should not choose winners and losers in the high-speed internet business.

Vice Chairman Nickelston remarks: No funding to RiverStreet

Commissioner Walker remarks: RiverStreet has committed to spending \$2 million on finishing the backbone. Willing to look at other options to fill the need until RiverStreet can complete the project. RiverStreet may not be able to pull this off.
Chairman Mendenhall remarks: No on RiverStreet additional funding.

14. Are you willing to look into other high-speed internet providers?

Commissioner Morris remarks: I am willing to look at other opportunities from companies on getting the internet to our unserved and underserved areas.
Commissioner Yontz remarks: Again I will repeat my previous answer, we should not choose winners and losers in the high-speed internet businesses.
Vice Chairman Nickelston remarks: Open to other options.
Commissioner Walker remarks: Yes to other options.
Chairman Mendenhall remarks: Yes to other options.

15. Would you be willing to lease the county vehicle fleet, and move away from purchasing vehicles?

Commissioner Morris remarks: I am willing to lease vehicles. Would like to see us look into more propane vehicles.
Commissioner Yontz remarks: I am definitely in favor of this for vehicles. I want our employees to feel safe when driving a county vehicle.
Vice Chairman Nickelston remarks: Yes.
Commissioner Walker remarks: I am in favor of looking at leasing the vehicles.
Chairman Mendenhall remarks: In support of leasing the county fleet

16. The EMS is still requesting a 24/72 work schedule. Are you willing to provide this?

Commissioner Morris remarks: In support of 24/72 for EMS.
Commissioner Yontz remarks: Would consider 24/72 for EMS.
Need to see how it would affect us budgetary.
Would like to give them a chance to talk about how 24/72 can help them.
Vice Chairman Nickelston remarks: Yes to 24/72.
Commissioner Walker remarks: I do not support a 24/72 schedule for EMS.
Chairman Mendenhall remarks: Need more information on the 24/72.

17. Are you willing to start an incentive program for our municipalities?

Commissioner Morris remarks: Would like to see the municipalities incentives looked into further.
Commissioner Yontz remarks: Municipalities incentives, would love to talk to Jake more about that in depth.
Would certainly entertain this idea.
Vice Chairman Nickelston remarks: Incentive program –need more info

Commissioner Walker remarks: I am in favor of working with incentives for municipalities.

Chairman Mendenhall remarks: Would definitely be in favor of starting an incentive program for our municipalities.

18. What are you going to do about our medical facilities? Is LifeBrite going to be able to continue providing this service?

Commissioner Morris remarks: In favor of keeping medical center if possible or urgent care.

Commissioner Yontz remarks: Not willing to keep providing funding to LifeBrite without seeing a plan.

Vice Chairman Nickelston remarks: LifeBrite- nice to have but can't keep funding them

Commissioner Walker remarks: With medical care, we cannot continue to fund them.

Chairman Mendenhall remarks: LifeBrite –will talk about Monday.

19. Are you willing to consider urgent care facilities instead of a hospital?

Commissioner Morris remarks: I want the hospital to succeed. If not, would consider urgent care.

Commissioner Yontz remarks: We need more urgent care in the county.

Vice Chairman Nickelston remarks: Yes to urgent care.

Commissioner Walker remarks: I want the people in the county to have the best medical care that can be provided. Yes to urgent care.

Chairman Mendenhall remarks: Yes to urgent care.

20. I would like to know if you would like to do a comprehensive study on all county buildings (5 year plan).

Commissioner Morris remarks: In support of a five year plan for buildings.

Commissioner Yontz remarks: In favor of a five year plan, it is a must.

Vice Chairman Nickelston remarks: In favor a 5 year plan.

Commissioner Walker remarks: Would not oppose a 5 year plan.

Chairman Mendenhall remarks: In favor of a 5 year plan, it is valuable.

21. Do we move forward with a salary study in this upcoming budget?

Commissioner Morris remarks: salary study completed this calendar year and implemented in the 20/21 budget

Commissioner Yontz remarks: Would like to complete the salary study for county employees.

Vice Chairman Nickelston remarks: In favor of a salary study.

Commissioner Walker remarks: I don't think we promote enough people. I am for merit. Promotions are a good way to reward our people.

Chairman Mendenhall remarks: Would support a salary study.

County Manager Oakley continued:

- There is a lot of bridge construction going on around the county.
- The bridge on Dodgetown Road is being replaced and during this the state has extended an offer to build a river access there where the old bridge is.
- I am also interested in your thoughts on creating one fueling station at Autumn Square that is adequate for our needs.
- There are a couple of options where these tanks could go at this site.
- If we can do this in the budget I would request we shut down the old sites as they are currently having a lot of issues and require a lot of maintenance.
- If you are interested in the Enterprise program for vehicles, I would love to have them come and provide you with a presentation on this fleet management program.
- There would be 84 vehicles in the first year set to be replaced.
- These are the oldest vehicles that have the most issues and require maintenance.
- Please keep in mind that I want to know how much funding you are willing to put towards economic development, as far as infrastructure.

Commissioner Morris commented:

- I would like to see a proposed plan from our Economic Development Director and then I will comment on it.
- I don't want to put money in it until I know what we are doing.

Commissioner Walker commented:

- I think what Jake is looking for is our input to devise a plan based on what we would like to see.

Commissioner Yontz commented:

- I have mentioned the possibility of a business park.
- We can't do anything without infrastructure.
- Water and sewer are so important.
- These are the keys to everything.

Commissioner Walker commented:

- Lot to look at in this budget cycle.
- We have an area that has all of this infrastructure.
- In King we would front the money to developers to be paid back over time.
- Need to recognize the importance of high speed internet.
- More interested in trying to do something for the folks that are way down the list.
- It can take 10 years or more for this to happen fully with RiverStreet.
- I am looking at other options to get these folks service now.

Vice Chairman Nickelston commented:

- Internet is a way of life.
- We lost the Loves truck stop because of not having water/sewer in the Pinnacle area.
- I think this area is where we need to start at.
- We have to have the infrastructure.

Chairman Mendenhall commented:

- I am in agreement with what I have heard.
- High speed internet, sewer, and water are my priorities.

County Manager Oakley commented:

- May require some studies to decide what kinds of businesses we are looking to grow.
- I would like guidance on what you are interested in so I have some idea what I am looking into.
- We are completing some now in Mark Delehants department on water.
- Keep in mind that Duke Energy is working on doing away with the coal pile once they change over to natural gas.
- I don't know if it will happen this year but it is coming.
- I would say the conversion will take place sometime in the next couple of years.
- Once the coal is gone and natural gas starts it will be a huge loss of revenue.
- I have spoken with some counties and they lost 90 million in what is stock piled.

Vice Chairman Nickelston commented:

- Has Will come to you with a dollar amount that he needs for economic development for projects he has in mind?

County Manager Oakley responded:

- Will has said he would like to have half a million dollars to work with.
- Anywhere from 300,000 to 500,000 put in a dedicated fund to have available for projects he is trying to get started.
- Some of the funding may go towards studies on wellness, water, and sewer.

Commissioner Morris commented:

- We all want infrastructure.
- I want Will to come to us with a specific set of prioritized items that he wants funded.
- He needs to give us something to work with on the obvious parts of economic development.
- If Will comes to us with good ideas I would give him plenty of money. With no idea I would not give any money.
- The other thing I would like to see him do and I have asked him about this is to look at doing an Economic Development Corporation instead of being a county department.

Commissioner Walker commented:

- Some of what Will would be working on would be proprietary.
- It would not be something you can discuss in an open meeting like this one.

- When Ron Morgan was here we had a nonprofit organization.
- I wish someone who was here during that and could remember why we steered away from that.
- I know Will has some projects in mind.
- He is looking at things in a good way and I commend him for it, and what it will take to address those needs.
- Hope we could find a way to not use a lot of county money.
- I know we are going to have to use some county money though.
- It would be nice to have some money available.
- Find ways to attract investors.
- County could cooperate with finding ways to help them.
- We have to get serious with economic development.
- It is important to our citizens.

Commissioner Yontz commented:

- How do we capitalize on natural gas?
- I would like to get a site map on where the line runs.

County Manager Oakley responded:

- You need to promote the Pine Hall area.
- That is where the natural gas is, railroad and the river.
- Duke Power bought Piedmont Natural Gas.
- It is coming out of Rockingham County.
- Need to focus on the Pine Hall area.

Chairman Mendenhall commented:

- The expectations of the Board can be given to Economic Development.

Commissioner Walker commented:

- We have six miles of interstate running along the Pinnacle area.
- Pine Hall/311 is certainly worth looking at.
- The problem with the King area is the land is so high.
- Businesses take a look and keep going sometimes.
- We have to fix this or work around it.
- Would like updates from Will, what he is working on, and what he would like to be working on.
- These could be quarterly updates.
- Does anyone know what the number was on the Meadows traffic count?

County Manager Oakley responded:

- 5,000 in Meadows

- I was very disappointed when I heard that.
- Walnut Cove at the stop light is 13,000.

Vice Chairman Nickelston commented:

- Would like to see what the traffic count is in Pinnacle.
- I am sure it is low right now.
- I am sure it is not much now but it could be.
- Definitely need to look at the Pine Hall area.

Commissioner Morris commented:

- Finish the public water system in meadows since we have sewer there.
- We aren't going to attract much with half of the infrastructure.
- We had looked at going down to south stokes fire dept.
- 311 next, we have one big company there I don't know why we couldn't get another.
- Pinnacle is just about as important.
- As far as internet goes I find that more important than water and sewer even.
- Would like to see this come from other funding and not county funds.
- Would like Will to look for that.

Commissioner Yontz commented:

- We don't need to rule out Walnut Cove.
- We definantly need to look into the Pinnacle area.
- When we were in Asheville everyones top concern was internet.
- I am wondering how much our legislators will push it.

Commissioner Walker commented:

- We need more people like Mark Black.
- I have heard he needs more room and wants to hire more people.
- We are not going to get huge factories here.
- How long are we willing to wait on internet access?
- I agree grants are nice and would love to see us get some for this but we can't wait forever on this project.
- Didn't we set a precedent with funding RiverStreet?
- If someone comes along with a viable idea wouldn't it be reasonable to do the same thing we did with RiverStreet.

Commissioner Morris responded:

- Not without competing and bidding.
- There were two bidders.
- Surry telephone and RiverStreet.
- RiverStreet won the contest.
- You can't legally give people money without due process.

Vice Chairman Nickelston commented:

- Places like Mark's business needs to be able expand.
- He is held to 12 employees.
- I don't understand that concept since it was a school.
- I am not sure how things have changed that much.

County Manager Oakley commented:

- There are some upgrades that need to be completed that Mr. Black is aware of what the state requirement is.
- This was discussed at a meeting that I was at.

Chairman Mendenhall commented:

- We need to give Jake the dollar amount the fund balance can be withdrawn too?

Finance Director Julia Edwards commented:

- LGC recommends 33.6% for counties our size for combined funds.
- We are at 43, which includes some funds that cannot be used such as MOE, Health Dept., and the Dedicated Fund.
- 28.75 % is General Fund only.

Commissioner Walker commented:

- We have people that say we should give some of this money back.
- Our task is to balance all this out.

Commissioner Morris commented:

- Do you have any idea if the \$2.9 million will actually be used to balance the budget.

Finance Director Julia Edwards responded:

- Trying to complete a quarterly review.
- I will know more after that is complete.

Commissioner Morris commented:

- Not less than 20% for the fund balance.
- I would go down to 20% before I would do a tax increase.

Chairman Mendenhall commented:

- One important thing to remember is we cannot go into the fund balance for reoccurring expenses.

Commissioner Walker commented:

- We are in rather good times.
- I don't think we can assume things will always be this good.

Chairman Mendenhall commented:

- In 2008 it was not a good time.

Commissioner Walker commented:

- When the hold harmless money happened we went down to 3 percent.

Commissioner Yontz commented:

- 20 to 25 percent for the fund balance.
- When is the last time we used the money appropriated?
- We do know what the future looks like to a certain extent when we heard Richard Brim tell us that we will have a double digit increase on property taxes.
- It seems historically we have not had to use the money appropriated to balance the budget.

Vice Chairman Nickelston commented:

- 22 to 25 percent on the fund balance.
- Would like to see an occupancy tax.

County Manager Oakley commented:

- I am hearing if we have to take the fund balance under 20 percent we need to look at a tax increase.

Finance Director Julia Edwards commented:

- I am not seeing revenues go down but we have six more months to go.
- I budget revenues conservatively.

County Manager Oakley commented:

- Would you consider raising fees?

All Board members excluding Commissioner Walker agreed to look into increasing or in some cases charging fees for services.

County Manager Oakley commented:

- Where are you on 24/72?

Vice Chairman Nickelston commented:

- At this rate I have to say no.

Commissioner Walker commented:

I have always been against 24/72

Commissioner Morris commented:

- Would look at true time and half as a solution.

- Would never be able to implement this in one year.
- What's the turnover rate in EMS?
- Want to compensate them enough to stabilize.
- Until we get a salary study that may help.
- I would entertain any proposals from the EMS Director.

Assistant County Manager/Clerk to the Board Shannon Shaver commented:

- They were fully staffed a few weeks ago for the first time in a long time but he has 3 vacancies now.

Finance Director Julia Edwards commented:

- This is worst case scenario with the over \$800,000.00
- Communications will have to be done at the same time so that would add another \$100,000.00 plus.

Commissioner Yontz commented:

- There has to be something in the middle.
- I am not in favor of 24/72 and this kind of increase.

Commissioner Walker commented:

- I am for merit.
- Would have to be some organizational structure to use a merit system.
- I am not sure if we even do annual evaluations.

Vice Chairman Nickelston commented:

- How do you keep track of that?

Commissioner Morris commented:

I had a system in place and quit doing it because it did not have any money attached to it.

County Manager Oakley commented:

- I am completing annual reviews and there is no money attached to them.

Commissioner Walker commented:

- We may get to the point where we need to contract out our service with some departments such as EMS.
- Contracting with Life Star now.
- How's that going?

County Manager Oakley responded:

- It is going well.
- They are just making all of the money.
- I am getting a consensus that we need to look at time and half.

Chairman Mendenhall commented:

- Want to make sure our EMS is treated fairly but cannot do this kind of increase.
- It is not feasible in any way.
- I think everyone knows I have had two massive heart attacks.
- They did a great job reassuring me.
They were my former students.
- I cannot justify voting for that type of increase.

Vice Chairman Nickelston commented:

- Good meeting.
- Appreciate the work put in and the information brought forth by Jake at this meeting.

Commissioner Walker commented:

- I am interested in how Brandon has been able to accomplish getting EMS mostly fully staffed.
- I would like to see all of our employees treated fairly.
- I think these meetings have been productive. I look forward to the one on one sessions with our manager.

Commissioner Morris commented:

- Definitely for looking at looking at propane fueling stations
- Leasing of the vehicles
- Health and wellness center; would like to see that come back to a regular meeting.
- DSS and Board Health; would like to discuss those at a regular meeting.
- Green box sites; open on Wednesday and look at sites that need remodeling.
- Veterans services; be sure we are operating enough hours for the benefit of the Veterans.
- Hiring policy.
- Draft RFP for the salary study.
- Commissioner pay; discussed at a regular meeting.
- Not in favor of hearing appeals from dept. heads but would like to meet with them.
- Voting machines.
- Level of school system fund balance, and how we are going to handle that.
- Lastly we have budget type work to do on the Assistant County Manager / Clerk to the Board position.
- We need a job description approved.
- We need to justify to FLSA that it is an exempt position.

- What new job duties does the board want in that new position?
- Supervisory responsibilities.
- Specific functional responsibilities
- What is the reporting chain of command?
- We need to at some point revisit this decision.
- I would like to know if it should be a split position or a separate position.
- Based on my experience I think it should be a separate position.
- We can't just pay more and call it something different.
- We also need to take a look at the County Manager's job description and see if it needs to be changed based on this.

Commissioner Yontz commented:

- I think our Budget/Goals meetings have been very productive.
- My mind has been changed on a couple of things.
- We need to look at the process of hiring new employees and the cost of that when we start looking at adjusting salaries.
- Turnover is expensive.
- I think we need to compensate our employees.
- We need to give the employees an incentive program.
- When you look at DSS and all the quotas they have to meet.
- These are all things you can use in the scoring system for an incentive program.

Chairman Mendenhall commented:

- I appreciate everybody being open about their opinions.
- I feel good about our meetings.
- We have made a lot of progress.
- I want to remind everyone of our meetings tomorrow at 5pm and 7pm.

Assistant County Manager/Clerk to the Board Shannon Shaver asked for the floor.

Chairman Mendenhall turned the floor over to Assistant County Manager/Clerk to the Board Shannon Shaver.

Assistant County Manager/Clerk to the Board Shannon Shaver commented:

- I would just like to comment on something if I can.
- I do not want to be out of line; please stop me if I am.
- I just want to touch on my position for a moment and all of the controversy that seems to have caused.
- I would just like to make a point that with what was done as far as exempting me, I actually stand to make less money.
- I made more income before with overtime pay.
- If we want to take that back the other way if it is going to continue to be a huge issue.
- As far as the title; a title means little to me.
- I just work hard and do my job all the time.

- If this is going to continue to be a subject that is continually brought up and cause issues, I would just as soon go back to where I was.
- I agreed to do that job because it honestly just made sense.
- If we have a situation where Jake is out I can fill in and keep things moving without any special action.
- At this point it is not worth it to me with what has gone on here.
- I cannot mentally or emotionally continue to handle that.
- I will continue to do my job to the best of my ability.
- I don't stand to gain from this.
- With all of the meetings now being at night the overtime pay was going to continue to build up.
- I wanted to eliminate that also.
- I just want to put that out there for you to what you like with it.
- I cannot continue to handle this and try and do my job.

Vice Chairman Nickelston commented:

- I would like to see you stay where you are.
- I know you were getting a lot of overtime hours.
- I have heard about it to and caught criticism for my vote.
- I stand by my vote.
- I appreciate all that you do.
- I appreciate all of you and the hard work you put in.
- The one thing that really stood out to me from the very beginning was that you texted me on Christmas Eve to help me prepare for the meeting the day after Christmas.
- That just really impressed me.
- I had already seen a glimpse of what you do.
- I am not trying to start an argument.
- That is not why I am bringing this up.
- I appreciate each and every one of you.
- You have had to deal with more than one person should have to deal with.
- I apologize for that.
- I would like to see you stay where you are.
- I do hate that you kind of got a bad deal with the supposed pay raise when you made more last month with overtime.
- I am fine with approving the job description.
- I think it is time to move on from this.
- There are more important issues to deal with in this county besides your job title.
- I just want you to know I appreciate you.

Assistant County Manager/Clerk to the Board Shannon Shaver responded:

- I knew it would be that way.
- I just did not want to keep getting all that overtime.
- I worked all day at home yesterday.
- When I was getting the overtime I was not turning in half of the time I worked at home.

- This is not a bonus.

Commissioner Walker commented:

- I really felt like when we promoted Shannon into the position that she is currently in that we were doing the right thing.
- I felt like we needed a designated person in case of Jake being out for vacation or a medical emergency like he had recently.
- Shannon filled in for you then and did a great job.
- I am tired of all the negative people.
- Our employees are better than this.
- I expect more from them.
- It has gone on long enough.
- It is time for Jake to take some corrective action if he can identify where it is coming from.
- I am not willing to rescind what we approved.
- To me that would be encouraging the people that have been causing this the feeling that they have won and caused us to change our mind.
- I support Shannon and will continue to.
- I did listen with interest to what Commissioner Morris said.
- If there is some clean up that we need to do I am open to that.
- I feel like if things are given half a chance it can be worked out.
- Is I a perfect decision?
- No; but very few decisions are.
- I am very comfortable with the decision we made and it is time to move on.

Chairman Mendenhall commented:

- I echo what Commissioner Walker and Commissioner Nickelston said.
- I have worked with Shannon now in my second year as Chairman.
- She is a blessing.
- The job she does is outstanding.
- I have no problem with the job description that Commissioner Morris mentioned.
- Shannon you have a 4-1 vote.
- Do you understand what that means?
- You have just had three people to tell you that.
- Your job title stays as is.
- I want Jake to handle the situation with what is going on here at work.

Commissioner Yontz commented:

- I am in complete agreement with what has been said.
- If anyone is working in a hostile environment, it needs to be handled, not tomorrow, but now.
- Shannon did not ask for this job.
- This Board gave her this job.
- I am in full support of Shannon and stand by my decision.

- Was it a perfect decision?
- No.
- It was very early in my term, and in all honesty I would like to have had a little more time to think about it.
- In hindsight do I think it is right?
- I think you are doing a great job.

Commissioner Morris commented:

- I would guarantee and agree with you 100 percent that it was not a perfect decision.
- It was done completely backwards.
- It was a budget issue.
- This Board should have brought it up in the budget and established a position before they hired a person to fill it.
- It is the most bizarre thing I have seen in my 9 years of being County Manager.
- It is an abuse of the reclassification system.
- We took a job that is way bigger than the job we were supposedly upgrading.

Commissioner Walker called Commissioner Morris out of order.

Chairman Mendenhall turned the floor back over to Commissioner Morris.

Commissioner Morris continued:

- Don't control my speech.
- I do not control yours.
- No wonder employees are mad, because when you abuse the reclassification system, you did not give them a chance to compete for that position.
- The job is larger than what it was added to.
- I love Shannon to death.
- I know her parents.
- She is doing a great job as Clerk to the Board.
- This is what happens when the Board completely abuses all of its own processes.
- When are we going to look at it and do some due diligence like we are supposed to do?
- This is a budget issue.
- I will support Shannon 100 percent no matter what we decide to do with her.

Chairman Mendenhall commented:

- There will be no change made.
- Commissioner Morris you had your chance to vote.

Vice Chairman Nickelston commented:

- I listened closely to what Commissioner Morris said about the job description.
- I also heard you say that everyone else has an Assistant County Manager.
- We have someone here who is working hard and doing the job.
- Why create another whole position and cost the county more money; at least \$60,000.00 with benefits.

- I have taken a lot of abuse for my vote from lots of people.
- I stand by what I voted for.

Adjournment

There being no further business to come before the Board, Chairman Mendenhall entertained a motion to adjourn the Goals/Budget Work Session.

Commissioner Yontz moved to adjourn the Goals/Budget Work Session.

Commissioner Walker seconded and the motion carried unanimously.

Shannon Shaver
Clerk to the Board

Ronnie Mendenhall
Chairman