

The Board of Commissioners for the County of Cabarrus met for a Board Retreat in the Multipurpose Room at the Cabarrus County Governmental Center in Concord, North Carolina at 8:00 a.m. on Saturday, February 22, 2025.

Present - Chairman:	Christopher Measmer
Vice Chair:	Laura Lindsey
Commissioners:	Larry G. Pittman
	Kenneth M. Wortman

Absent -	Lynn Shue
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Also present were Kelly Sifford, Deputy County Manager; Aalece Pugh, Assistant County Manager; Lauren Linker, Clerk to the Board; Additional department heads were present as well as other county departments.

The meeting was called to order at 8:00 a.m.

#### Rowan-Cabarrus Community College

Dr. Carol Spalding, Rowan-Cabarrus Community College (RCCC) President, presented a PowerPoint presentation titled "Cabarrus County Update". Topics included:

- Mission
- Vision
- 2023-2028 Strategic Plan Themes
  - Learn
  - Engage
  - Innovate
  - Lead
  - Belong
- 2024-2025 Enrollment Numbers
  - Best Results, Best Growth
  - Enrollment - 54% of Rowan-Cabarrus' curriculum enrolled students are from Cabarrus County
  - Institutional Profile
  - Continuing Education - 2023-2024 Enrollment
  - 298 companies served
  - 57,609 total registrations
  - 1,587 Graduates - 46% were from Cabarrus County
- Year in Review
  - Nationally recognized
    - Top 3 in exemplary CEO/Board Relationship
    - Top 5 in outstanding college/corporate partnership
    - Top 150 in the Aspen Prize (for community college excellence)
  - College Station - average 46 clients per day service by students
  - Cabarrus Business & Technology Center - awarded \$1.25 million to upfit space to add to the automotive program in Cabarrus County
  - South Campus
    - Welding - increased from 11 to 81 students enrolled with 19 students on the waiting list
    - Basic law enforcement training (BLET)
    - Emergency Medical Services (EMS)/Emergency Medical Technician (EMT)
    - Certified Nurse Aide
  - Dr. Carol S. Spalding Advanced Technology Center
    - Transferable engineering degree, cybersecurity, mechatronics and more
    - 34% increase in students service through the global western hemisphere training site from Okuma
    - 108 students trained in the RJG National Plastic Injection Molding Training Center, serving 47 national companies
  - Biotechnology Building: Nursing and BioWork
    - Served over 211 students annually in three nursing programs
    - 101 graduates since 2023
  - Work-Based Learning Success
  - Small Business Center and Retail Lab
  - New Second Chance Program at Cabarrus County Detention Center
  - Apprenticeship program
  - Public Service training for Cabarrus County
- Where We're Headed

- AI Center of Excellence
- Strategic Priorities
  - Land Acquisition
  - Renovating Current South Campus Buildings
  - Constructing a New Workforce Innovation Center

A discussion ensued. During discussion, Dr. Spalding responded to questions from the Board.

Tara Trexler, Rowan-Cabarrus Community College, Chief Financial Officer; Jonathan Chamberlin, Rowan-Cabarrus Community College, Chief of College Environment; and Sarah Devlin, Rowan-Cabarrus Community College, Chief Officer of Governance, were in attendance.

### **Kannapolis City Schools**

Mr. Todd Adams, Kannapolis City Schools Board of Education Chair introduced fellow board members, Anita Parker and Brenda McCombs who were in attendance. He then introduced Dr. Chip Buckwell, Kannapolis City Schools (KCS), Superintendent, who introduced Chris Triolo, Kannapolis City Schools Assistant Superintendent, and Scott Rodgers, Kannapolis City Schools Director of Operations and Maintenance. Dr. Buckwell, Mr. Triolo, and Mr. Rodgers presented a PowerPoint presentation that included the following topics:

- Vision
- Mission
- KCS Four Pillars
  - Culture
  - Core instruction
  - Support and interventions
  - Multiple measures of success
- 2020-2025 Strategic Plan
- 2024-25 Areas of Focus/Goals
  - Instruction
  - Supplements and staff retention
  - Safety
  - KMS transition
  - Facilities and growth
- Who Are We
- Background on Funding Categories
- Background on Cabarrus County Funding
  - Instructional services
- Academics 2023-25 Goals
  - Big Rocks 2024-35
    - Engaging and aligned core
    - Data drives problem solving and decision maker
    - Student-centered inclusive culture
    - Parent and community partnerships
  - Technology
- Small Capital Projects
- CIP/Deferred Maintenance Projects
- Large Capital Projects
- Our Process
  - Internal Planning and communication
- Legislative Priorities
- What's Next?
  - Reductions and Efficiencies
- Challenges for FY2026
- Themes for FY2026
- FY 2026 Priorities

A discussion ensued. During discussion, Dr. Buckwell and Mr. Adams responded to questions from the Board.

### **Break**

The Board and staff took a short break at 9:52 a.m. The meeting resumed at 10:00 a.m.

### **FY26 Budget Forecast and Board Priorities, Continues/Q&A**

Moved to be included with "Budget Guidance from BOC".

Community Investment Fund Forecast and Project Prioritization

Kelly Sifford, Deputy County Manager, and Michael Miller, Design and Construction Director, presented a PowerPoint presentation, "Open Construction Projects and Priorities," that included the following:

- Projects Underway
  - Behavioral Health Center
  - Afton Library and Active Living Center
  - Governmental Center Basement Renovation
  - The Cabarrus County Department of Social Services at Progress Place
- Adopted FY2024-2025 CIP
  - Debt Funded Projects
  - Known Projects Pending Prioritization
- Future County CIP Projects Prioritized by Staff and/or Board of Commissioners
  - Frank Liske Park Second Entrance
  - Vietnam Veterans Park Boardwalk
  - Animal Shelter Replacement
  - Concord Library Renovations
- FY25 Capital Improvement Plan (CIP) - PayGo Projects
- CIP Fund - Debt Capacity

There was discussion throughout the presentation. During discussions, Ms. Sifford, Mr. Miller and Sheriff Van Shaw responded to questions from the Board.

Fee Study Presentation

Matt Love, Construction Standards Director; Jacob Thompson, Fire Marshal; and Susie Morris, Planning and Development Director, provided a presentation titled "2024 Development Services Fee Study Update", which included the following:

- Departments:
  - Construction Standards
  - Planning and Development
  - Fire Marshal's Office

## Construction Standards

- A-2 (restaurants and banquet halls) - complete
- B (offices, medical, professional, etc.) - upfit
- R-2 (multi-family) - complete
- S-1 (moderate hazard) - shell
- R-3 Custom or model single family dwelling
- R-3 Single family repeat
- R-3 Single family duplex
- R-3 Single family townhome
- R-3 Single family remodel/upfit
- Miscellaneous Items
- MPE Items
- Timeline

## Fire Marshal's Office

- Areas of Responsibility Related to Fees and Fines
- Key Findings and Considerations
- What Is Our Goal
- 2024 Identified New Fees and Fines
- Examples of Possible Increases
- Possible Options

## Planning and Development

Ms. Morris reviewed the following items connected to Planning and Development:

- History of Planning and Zoning structure and fees
- Fee utilization
- Permits
- Cost recovery

A Results Analysis report was provided.

There was discussion throughout the presentation. During discussions, Kelly Sifford, Deputy County Manager, Mr. Love, Mr. Thompson and Ms. Morris responded to questions from the Board.

#### Lunch Break

The Board and staff took a lunch break at 11:52 a.m. The meeting resumed at 12:33 p.m.

#### Risk and Safety

Jon Bradley, Risk and Safety Director, presented a PowerPoint presentation titled "FY2026 Risk Management Requests/Updates" to include the following topics:

- Third-Party Administration (TPA) Services
- Change
- TPA Options Explored
- Best Option for Cabarrus
  - SCA
  - PMA
- SCA Comp One Additional Value
- Pricing
- Legal Fees
- Proposed Plan of Action

Chairman Measmer responded that he was okay with making the change of the third-party provider.

Mr. Bradley continued the presentation, which included the following:

- Americans with Disabilities Act - Transition Plan
- Examples of Transition Plans
- Cabarrus County Currently
  - Facility assessments
  - New buildings not necessary
  - Revising grievance policy
  - Revising ADA Policy
  - Revising accommodation form
  - Currently monthly training with disability rights and resources for county employees
- Website
- Estimated Pricing Options
- Disability Rights and Resources

#### USI Benefits Presentation

Johanna Ray, Health and Wellness Manager, provided an introduction. Larry Reece, USI, Senior Vice President, and Lynda Clyne, Senior Account Executive, presented a PowerPoint presentation titled Medical/Rx & Dental Renewal. Topics included the following:

- Medical/Rx Renewal, Plan Design & Employee Contributions (payroll deductions)
- Plan Design Value
- Medical/Rx Projections for FY26
- What's Driving Medical/Rx Claims Cost
- Strategies for Future Cost Savings Medical/Rx
- Highlights of Cabarrus County's Medical/Rx Program
- Dental Plan, 100% voluntary for Employees

There was discussion throughout the presentation. During discussions, Mr. Reece, Ms. Clyne, Todd Shanley, Chief Information Officer, and Kelly Sifford, Deputy County Manager, responded to questions from the Board.

#### Cabarrus County Schools

Rob Walter, Cabarrus County Schools Board of Education Chairman, provided opening comments. Dr. John Kopicki, Cabarrus County Schools (CCS) Superintendent and Phillip Penn, Chief Financial Officer, presented a PowerPoint presentation discussing the following matters:

- Who are we
  - Mission
  - Vision
- Core Commitments
- Commitments in Action
- Demographics
- Enrollment
- Strategic Priorities
  - Student Wellness
  - Teaching and Learning
  - Diverse Talent Pipeline
  - Early Learning
  - Technology-Enhanced Learning
  - Community Alignment
- Allocation of Local Funds
- Budget Resolution - Funding Sources
- Strengthening Education Funding
- Cabarrus County Schools Capital Updates
  - Construction projects completed over the last 10 years
  - FMD capital outlay projects completed over the last 10 years
  - 2022-2023 CCS capital plan projects
  - 2024-2025 CCS capital plan projects
  - FY '25 FMD Deferred Maintenance Projects
- Replacement Elementary School Project
- Opportunity School Project
- Mary Frances Wall Pre-K Project
- Northwest Cabarrus High School project
- 2024-2025 FMD HVAC Renovations
- 2024-2025 FMD Roof Replacements
- Cabarrus County Schools Board of Education Legislative Priorities

There was discussion throughout the presentation. During discussions, Dr. Kopicki, Mr. Penn and Kelly Sifford, Deputy County Manager, responded to questions from the Board.

Cabarrus County Schools Board of Education members, Greg Mills; Pam Escobar; Catherine Moore and Sam Treadway were in attendance.

#### Break

The Board and staff took a short break at 2:36 p.m. The meeting resumed at 2:50 p.m.

#### Budget Guidance from BOC

Kelly Sifford, Deputy County Manager, and Rosh Khatri, Budget Director, provided a review of budgets from FY2020-21 through FY2024-2025 by function (CIF and General Funds).

Ms. Sifford requested feedback from the commissioners to continue building the budget for next fiscal year.

A discussion ensued.

#### Closed Session: NCGS 143-318.11(a)(6) Personnel

None.

#### Adjourn

UPON MOTION of Vice Chair Lindsey, seconded by Commissioner Pittman and unanimously carried, the meeting adjourned at 3:29 p.m.



*Lauren Linker*  
Lauren Linker, Clerk to the Board