

The Board of Commissioners for the County of Cabarrus met for an Agenda Work Session in the Multipurpose Room at the Cabarrus County Governmental Center in Concord, North Carolina at 5:00 p.m. on Monday, January 5, 2026.

Public access to the meeting could also be obtained through the following means:

live broadcast at 5:00 p.m. on Channel 22

<https://www.youtube.com/cabarruscounty>

<https://www.cabarruscounty.us/cabcotv>

Present - Chair:	Laura B. Lindsey
Vice Chairman:	Ian Patrick
Commissioners:	Larry G. Pittman
	Kenneth M. Wortman
	Jeff Jones

Also present were: Kelly Sifford, Interim County Manager; Aalece Pugh, Assistant County Manager; Kyle Bilafer, Assistant County Manager; Doug Hall, County Attorney; and Ariadne Olvera, Clerk to the Board.

Commissioner Pittman led the invocation.

1. Call to Order

Chair Lindsey called the meeting to order at 5:00 p.m.

2. Approval of Work Session Agenda

2.1. BOC - Changes to the Agenda

UPDATES:

Discussion Items For Action

5.5 Boards and Committees - Home and Community Care Block Grant (HCCBG) Advisory Committee (Reflect language for recommended motion for the Regular Meeting)

5.10 Cabarrus County Planning & Development NCDEQ DOE Weatherization Grant Award - Acceptance of Funding for FY26 (Reflect language for recommended motions)

5.18 DHS - Social Services Family Support Cabarrus Health Alliance Grant Funds - Elevate (Date 2025 to 2026 on budget amendment)

5.21 BOC - 2026 Commissioner Board Appointments (Proposed 2026 Commissioner Board Appointments)

UPON MOTION of Commissioner Jones, seconded by Commissioner Wortman and unanimously carried, the Board approved the agenda as amended.

3. Discussion Items For Action

3.1 Human Resources - Agreement for Professional Recruitment Services

Ashley Dobbins, Human Resources Director, introduced Stephen Straus, President, Developmental Associates, who presented a PowerPoint proposal for executive recruitment services. The presentation outlined the firm's process, which includes job analysis and posting, input sessions, first- and second-round screenings, phone interviews and surveys, skills assessments to include emotional intelligence testing, in-person interviews, final selection, and success rates. The estimated cost of services was approximately \$27,000, plus additional fees.

A discussion ensued. During discussion, Mr. Straus responded to questions from the Board.

Commissioner Jones **MOVED** to suspend the rules of procedure to allow a vote to enter into an agreement with Developmental Associates for the purpose of professional recruitment services, seconded by Commissioner Wortman.

Following the discussion, Commissioner Jones withdrew his motion.

4. Discussion Items - No Action

4.1. Budget - FY27 Budget Update

Rosh Khatri, Budget Director, presented a PowerPoint titled "Budget Update - Fiscal Year 2027". The presentation included an overview of county funding

sources, noting that revenues are derived from the General Fund and the Community Investment Fund, each comprised of multiple revenue streams.

Mr. Khatri reviewed the following:

- Revenue and expenditure estimates for FY27
- The five-year financial plan
- Strategies to address the gap between revenues and expenditures
- Legally Mandated Services and Programs
- The education portion of the budget

He further presented information regarding the purpose and use of the fund balance and provided an overview of how those funds are allocated, including examples of mandatory services.

There was discussion throughout the presentation. Mr. Khatri and David Thrift, Tax Administrator, and Kelly Sifford, Interim County Attorney, responded to questions from the Board.

5. Discussion Items For Action (CON'T)

5.1. Active Living and Parks - Soccer Complex Contract Addendum

Byron Haigler, Active Living & Parks Director, presented a contract addendum for consideration. The 25-year agreement between the Charlotte Soccer Association (CSA), the City of Concord, and Cabarrus County will expire in April 2026.

The addendum aligns the agreement with the County's fiscal year by extending the contract for two months, from April 2026 through June 2026. It makes no changes to the existing terms, conditions, or use provisions other than extending the end date to June 30, 2026. If approved, the addendum will be presented to the Concord City Council the following month.

A discussion ensued. During discussion, Mr. Haigler responded to questions from the Board.

5.2. Boards and Committees - Early Childhood Task Force Advisory Board - Removal

The item was reviewed by the Board.

5.3. Boards and Committees - Fair Advisory Commission - Appointment

Todd Shanley, Chief Information Officer, presented information regarding vacancies and appointments.

5.4. Boards and Committees - Fair Advisory Commission - Appointment

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5.5. Boards and Committees - Home and Community Care Block Grant (HCCBG) Advisory Committee - Removal

The item was reviewed by the Board.

Tammy Bare, Social Work Program Administrator, was in attendance.

5.6. Boards and Committees - Home and Community Care Block Grant (HCCBG) Advisory Committee - Appointment

The item was reviewed by the Board.

Tammy Bare, Social Work Program Administrator, was in attendance.

5.7. Boards and Committees - Home and Community Care Block Grant (HCCBG) Advisory Committee - Appointment

The item was reviewed by the Board.

Tammy Bare, Social Work Program Administrator, was in attendance.

5.8. Boards and Committees - Human Services Advisory Board - Appointment

The item was reviewed by the Board.

5.9. Boards and Committees - Tourism Authority - Appointment

The item was reviewed by the Board.

5.10. Cabarrus County Planning & Development - Community Development NCDEQ DOE Weatherization Grant Award - Acceptance of Funding for FY26

Susie Morris, Planning and Development Director, reported Cabarrus County was awarded funding from the North Carolina Department of Environmental Quality for the Department of Energy (DOE) Weatherization Program for FY26. The funds will be used to weatherize qualifying homes. Funding opportunities were included in the original Weatherization Grant application presentation for fiscal year 2025-2026 and in the adopted budget. A budget amendment was presented for the Board's consideration.

UPON MOTION of Commissioner Jones, seconded by Commissioner Pittman and unanimously carried, the Board suspended the Rules of Procedure.

UPON MOTION of Commissioner Jones, seconded by Commissioner Pittman and unanimously carried, the Board approved acceptance of DOE Weatherization (WX) funding for FY26; authorized the County Manager, or his/her designee, to enter into an agreement with the State upon review by the County Attorney; adopted the budget amendments to reflect corrected funding; and authorized staff to proceed with implementation of the associated program activities.

5.11. Cooperative Extension- Poultry Equipment Rental

Tracy LeCompte, Cooperative Extension Director, provided an overview of Cooperative Extension.

Sarah Newman, Cooperative Extension Agent, requested guidance regarding a proposed small-scale poultry equipment rental program to support backyard chicken owners. She noted the lack of local commercial poultry processing options and emphasized the importance of residents raising poultry responsibly and humanely. A safety and procedures document will be developed with Risk Management and the Legal Department.

Jon Bradley, Risk and Safety Director, addressed insurance and liability considerations.

There was discussion throughout the presentation. During discussion, Ms. LeCompte and Kelly Sifford, Interim County Manager, responded to questions from the Board.

5.12. County Manager - Consideration for Support of Coalition Against Bigger Trucks (CABT)

Kyle Bilafer, Assistant County Manager, advised the Coalition Against Bigger Trucks (CABT) is a nonprofit group made up of local government, law enforcement, public works, and Fire/EMS officials. The coalition opposes legislation to increase commercial truck size and weight on local streets and roads.

Mr. Bilafer further advised Congress is preparing a new infrastructure bill to fund roads and bridges around the country, Representative McDowell (NC-1) serves on the House Transportation and Infrastructure Committee. H.R. 3372, which would create a pilot project allowing states to increase truck weights from 80,000 to 91,000 pounds on interstates for up to 10 years, could be included in this bill. CABT's requests the Board of Commissioners consider sending letters, adopting a resolution, or contacting Congressman McDowell (NC-6) regarding this issue.

Commissioner Pittman provided additional information.

5.13. County Manager - Opioid Settlements Overview and Proposed Spending Authorization

Aalece Pugh, Assistant County Manager, provided a brief overview of Cabarrus County's opioid settlement background and related initiatives.

Ms. Pugh and Virginia Fagg, Opioid Settlements Program Manager, presented a PowerPoint presentation titled "Cabarrus County Opioid Settlement Funds." Topics included:

- Project overview
- Memorandum of Agreement (MOA) options
- Stakeholder engagement efforts
- Strategic plan development
- Collaborative strategic planning process
- Prioritized strategies
- Funded partners
- Proposed spending authorization to extend funding into FY27 for specific services

There was discussion throughout the presentation. Ms. Pugh and Ms. Fagg responded to questions from the Board.

5.14. County Manager - Resolution Establishing the Regional Behavioral Health Center Advisory Board

Aalece Pugh, Assistant County Manager, presented a resolution to establish the Regional Behavioral Health Center Advisory Board for consideration. She advised the agreement with Monarch, the operator of the center, included a provision requiring the establishment of an advisory board. The board must be formed in advance of the center's anticipated launch in June 2026.

The agreement outlines an 11-member advisory board. Four members will be appointed by Cabarrus County, three of whom will serve in roles associated with the County, with the fourth serving as a commissioner liaison. Three members will be appointed by Monarch. Once those seven members are appointed, they will select the remaining four members to complete the 11-member board.

There was discussion throughout the presentation. Ms. Pugh responded to questions from the Board.

5.15. County Manager- Resolution for Maintenance of Stallings Road

Kelly Sifford, Interim County Manager, reported the Town of Harrisburg (the "Town") reached out regarding a section of Stallings Road they would like to assume maintenance responsibility for from the State. The Town expressed interest in performing landscaping along the roadside without being subject to certain North Carolina Department of Transportation (NCDOT) restrictions.

Susie Morris, Planning and Development Director, clarified that NCDOT is not abandoning the right-of-way, but rather transferring maintenance responsibility for that specific section of Stallings Road. She noted a resolution of support would be required at the request of NCDOT. Once the resolution is submitted, the final decision will be made by the Transportation Board in Raleigh.

A brief discussion ensued.

5.16. DHS - Behavioral Health Center

Aalece Pugh, Assistant County Manager, advised the North Carolina Department of Health and Human Services awarded to the County an additional \$2.5 million in funding. As the Regional Behavioral Health Center will be a regional initiative, the State has provided funds to help defray certain soft costs associated with the project. A budget amendment was provided for consideration.

5.17. DHS - Social Services - Transfer Furniture to Cabarrus Health Alliance

Suzanne Moose, HHS Business Director, reported the County partnered with Cabarrus Health Alliance (CHA) to sublease space at the Dream Center in 2019. After reviewing service data, it was determined the need for services at this location no longer exists, and the lease was not renewed. CHA has expanded its services at the site.

Staff reviewed the furniture items owned by the County at the Dream Center and identified several items that cannot be utilized elsewhere within the County. The total value of the items is less than \$5,000. It was requested that the items be declared surplus and transferred to Cabarrus Health Alliance.

5.18. DHS- Social Services Family Support Cabarrus Health Alliance Grant Funds - Elevate

Lora Lipe, Family Support Services Program Administrator, requested approval of a budget amendment to appropriate an additional \$15,000 in grant funding from Cabarrus Health Alliance for the Elevate Program. The five-year grant (July 2023-July 2028) supports high-risk adolescents and their families. Funds will be used for operating costs, including school uniforms and hygiene items. No County match will be required.

5.19. Legal - Conveying Two Properties to the Board of Education

Doug Hall, County Attorney and General Counsel, reported pursuant to North Carolina General Statutes 115C-521, boards of education are required to hold title to school facilities. The County temporarily holds title to school properties to secure financing for capital improvement projects and conveys the properties back to the Board of Education once the associated debt is satisfied.

In May 2025, the Board approved a resolution transferring several properties back to the Board of Education, with the exception of two properties that remained encumbered at the time. The Deeds of Trust for Northwest Cabarrus STEM Middle School and Cox Mill Elementary School have since been paid in full.

Staff requests approval to execute deeds conveying the two properties back to the Board of Education.

5.20 Legal - Extension of Lease, St. Stephens Church Rd. Property

Doug Hall, County Attorney and General Counsel, advised the St. Stephens Church Road Park property consists of approximately 616 acres. In 2021, the Board approved a lease for 138.5 acres of the property to Landon Barrier for farming purposes at a rate of \$7,500 per year, which is consistent with the current market rate.

The lease will expire on March 31, 2026. While the original agreement did not provide for an automatic renewal, it allowed the parties to renew for an additional five-year term. A lease amendment will extend the term through March 31, 2031.

5.21. BOC - 2026 Commissioner Board Appointments

Chair Lindsey reviewed the Board liaison appointments for 2026.

Commissioner Pittman provided comments.

5.22. BOC - Appointment Policy

Chair Lindsey invited Doug Hall, County Attorney and General Counsel, to review the proposed revisions to the Appointment Policy.

Mr. Hall advised on the process and provided a review of potential changes.

Vice Chair Patrick commented on his suggested changes.

A discussion ensued.

5.23. BOC - Economic Development Grant Program

Doug Hall, County Attorney and General Counsel, reviewed potential changes and updates to the Economic Development Grant Policy as recommended by the Board.

A discussion ensued.

5.24. BOC - Public Participation Policy

Doug Hall, County Attorney and General Counsel, reviewed potential changes and updates to the Public Participation Policy as it relates to public comment, citing updated case law that impacts how public comment periods are conducted.

A discussion ensued.

5.25. BOC - Rules of Procedure

Doug Hall, County Attorney and General Counsel, reviewed potential changes and updates to the Rules of Procedure as recommended by the Board.

A discussion ensued.

6. Approval of Regular Meeting Agenda

6.1. BOC - Approval of Regular Meeting Agenda

UPON MOTION of Commissioner Jones, seconded by Commissioner Pittman and unanimously carried, the Board approved the agenda for the January 20, 2026, regular meeting.

Consent Agenda

- Active Living and Parks - Soccer Complex Contract Addendum
- Boards and Committees - Early Childhood Task Force Advisory Board - Removal
- Boards and Committees - Fair Advisory Commission - Appointment
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- Boards and Committees - Home and Community Care Block Grant (HCCBG) Advisory Committee - Removal
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- Boards and Committees - Human Services Advisory Board - Appointment
- Boards and Committees - Tourism Authority - Appointment
- BOC - 2026 Commissioner Board Appointments
- BOC - Appointment Policy
- BOC - Economic Development Grant Program
- BOC - Public Participation Policy
- BOC - Rules of Procedure
- County Manager - Consideration for Support of Coalition Against Bigger Trucks (CABT)
- County Manager - Opioid Settlements Overview and Proposed Spending Authorization
- County Manager - Resolution Establishing the Regional Behavioral Health Center Advisory Board
- County Manager- Resolution for Maintenance of Stallings Road
- DHS - Behavioral Health Center
- DHS- Social Services Family Support Cabarrus Health Alliance Grant Funds - Elevate
- DHS - Social Services - Transfer Furniture to Cabarrus Health Alliance
- Human Resources - Agreement for Professional Recruitment Services
- Legal - Conveying Two Properties to the Board of Education
- Legal - Extension of Lease, St. Stephens Church Rd. Property
- Tax Administration - Refund and Release Reports - December 2025

New Business

- Active Living and Parks - Vietnam Veterans Park

Reports

- BOC - Receive Updates From Commission Members Who Serve As Liaisons To Municipalities Or On Various Boards/Committees
- BOC - Request for Applications for County Boards/Committees
- Budget - Monthly Budget Amendment Report

- Budget - Monthly Financial Update
- Communications and Outreach - Monthly Summary Report
- County Manager - Cabarrus Arena and Events Center Financial Report
- County Manager - Monthly Building Activity Reports
- EDC - November 2025 Monthly Summary Report
- Fire Marshal - Cabarrus County Fire Services Monthly Report
- Super Cab Co - Monthly Report

7. Closed Session

7.1. Closed Session - Consult with Attorney, Economic Development and Personnel

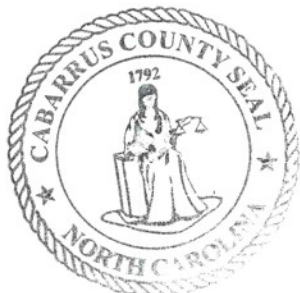
UPON MOTION of Commissioner Jones, seconded by Commissioner Wortman and unanimously carried, the Board moved to go into closed session to discuss matters related to Consult with Attorney, Economic Development and Personnel as authorized by NCGS 143-318.11(a) (3), (4) and (6).

8. Return to Open Session

A consensus was reached to return to open session.

9. Adjourn

UPON MOTION of Commissioner Jones, seconded by Commissioner Pittman, the meeting adjourned at 9:56 p.m.



Ariadne Olvera
Ariadne Olvera, Clerk to the Board