

**MINUTES OF A  
WORK SESSION  
OF THE JACKSON COUNTY  
BOARD OF COMMISSIONERS  
HELD ON  
APRIL 21, 2015**

The Jackson County Board of Commissioners met in a Work Session on April 21, 2015, 10:00 am, Justice & Administration Building, Room A227, 401 Grindstaff Cove Road, Sylva, North Carolina.

Present: Brian McMahan, Chairman  
Mark Jones, Vice Chair  
Charles Elders, Commissioner  
Vicki Greene, Commissioner  
Boyce Deitz, Commissioner

Chuck Wooten, County Manager  
Angela M. Winchester, Clerk to Board

Chairman McMahan called the meeting to order.

**(1) BOARD OF EDUCATION:** Ken Henke, Chairman introduced Dr. Murray, Superintendent; Board Members Elizabeth Cooper, Matt Wike, Ali Laird-Large, and Margaret McRae; Staff Members: David Proffitt, Technology Director; Laura Dills, Instructional Technology Coordinator; and Gwen Edwards, Finance Officer.

Dr. Murray presented the State Budget Process:

- (a)** Changes by the Legislature in 2013-14 Session
  - Planning allotments for LEAs no longer based upon previous budgets.
  - DPI will try to provide a 'guesstimate' to LEAs.
  - No information has been received on possible budget to date.
- (b)** 2015-2016 Local Budget
  - With no direction from the legislature or DPI, Jackson County Public Schools must build a budget based upon best guess and consider the stated intentions of the Governor and Legislators.
  - Must consider recent trends in state funding.
- (c)** Source of Operating Revenue (by fund) FY 2014-2015
  - State Public School Fund \$22,744,834
  - Jackson County \$6,779,482
  - Direct State, Federal and Local Grants \$890,954
  - Fines and Forfeitures \$190,000
  - Federal Grant Fund \$3,222,467
  - Child Nutrition \$2,233,036
- (d)** Areas of expenditure by object – All operating Funds as budgeted (excluding capital outlay)
  - Salaries and benefits-all departments 78%
  - Instructional services, including contracted services 7%
  - Maintenance of plant (utilities, contracted repair, supplies, etc.) 5%
  - Transportation (fuel, repairs and maintenance, etc.) 3%
  - Administration (insurance, legal and audit fees, dues and membership, etc.) 1%
  - Child Nutrition 3%
  - Charter Schools 1%
- (e)** Areas of expenditures by object – State funds budgeted FY 2014-2015
  - Salaries and benefits (all departments) \$20,555,214 (90%)
  - Instructional services (including contracted services, textbooks, supplies, etc.) 6%
  - Transportation (fuel, repairs and maintenance, etc.) 4%

- (f) Areas of expenditure by object – Local operating budgeted FY 2014-15
  - Salaries and benefits (all departments) \$5,735,961
  - Instructional services 9%
  - Maintenance of plant (utilities, contracted repairs, supplies, etc.) 18%
  - Transportation (fuel, repairs and maintenance, etc.) 5%
  - Administration (insurance, legal and audit fees, dues and memberships, etc.) 4%
  - Charter schools 5%
- (g) Teacher Assistant Funding FY 2015-2016
  - They suspect the state will only allot funds based on the kindergarten enrollment
  - Current teaching assistants have been informed of the following changes:
    - 40 hours reduced to 32.5 hours per week
    - Work on student days and paid for scheduled AL and Holidays (201 days)
    - No changes to current benefits
  - \$700,000 in local funds will be required to pay for existing teacher assistants at reduced hours and employment days.
- (h) Teaching Positions FY 2015-2016
  - They were not expecting additional teacher positions.
  - Additional positions would reduce class size; however, they would require more funding.
- (i) Salary Increases
  - The governor’s budget has requested an increase in the salary of teachers who have 5 or less years of experience.
  - The cost of retirement, which is a percentage of gross salary, is expected to increase along with cost of hospitalization insurance.
  - They have several federal and state funding sources that provide a flat dollar amount, not a guaranteed number of teachers.
  - The lowest cost teachers are paid from these grants.
  - As salaries and related benefit costs rise, if the funding does not increase correspondingly, the district will be required to cover the costs with local funds.
  - There has been no indication whether these state or federal grants will increase.
- (j) Teacher Supplement FY 2015-2016
  - Requesting the Commissioners continue providing a 2% supplement for certified teachers (\$422,592) with the option to use these funds in the operating budget if necessary.
  - Recruitment and retention continues to be a challenge. In addition to the supplement, the district will continue to offer a \$1,000 signing bonus for new classroom teachers. In the 2014-15 school year, the cost of this incentive was \$50,000.
- (k) Drivers Education Funding
  - The 2014-15 budget removed funding of driver education from the transportation trust fund. DPI now has the option of funding driver education, but there is no requirement. Unless the law is changed, the school district will be required to fund the program.
- (l) Charter School Legislation. Legislation has been introduced that would expand the definition of funds that LEAs would have to share with charter schools to include:
  - Sales tax refunds (even though LEAs only get back the county portion of sales taxes they paid and charter schools get back state and local sales taxes they paid).
  - Interest earned on idle funds.
  - Fund balance expended during the year, even though the charter schools received 100% of the funding to which they were entitled in the year the county allotted the funding.
  - State, federal and local grants, unless the grant requires being accounted for in a separate fund.
- (m) Impact of Charter School Expansion
  - Expanded charter schools in Haywood County has the potential of taking ADM funding from Jackson County Public Schools.
  - Two virtual charter schools are set to open 2015-16 with a student body of 3,000. A significant number of these students are expected to have been home schooled. These students were never in any funding formulas.
  - If state funding is not expanded to cover these students, funding on a per pupil basis will drop.

- Currently, Jackson County Public Schools pays approximately \$475,000 to the two charter schools.

Capital Outlay

<b>Phase 1 – Most Urgent Critical Facility Needs</b>
<b><u>\$3,332,338</u></b>
School of Alternatives: Replace Water Pipes
Smoky Mountain High: Reroof Bldgs A, B, C, D; HVAC Renovation; Upgrade Athletic Fields
Cullowhee Valley: Replace Roof K-2 Wing
Smokey Mountain Elementary: Reroof Commons Area

*Requesting permission to ask for financial assistance with emergency repairs that would exceed \$20,000*

<b>Phase 2</b>
<b><u>\$3,542,805</u></b>
Blue Ridge Schools: Reroof Buildings A, B, C; Reroof Cafeteria; HVAC Renovation
Smoky Mountain High: Athletic Field Lighting

<b>Phase 3</b>
<b><u>\$3,284,514</u></b>
Smokey Mountain Elementary: HVAC Renovation
Smoky Mountain High: New Track Surface

<b>Phase 4</b>
<b><u>\$2,861,060</u></b>
Cullowhee Valley: HVAC Renovation
Smoky Mountain High: Track Completion

<b>Phase 5</b>
<b><u>\$1,597,377</u></b>
Fairview Elementary: Reroof Admin, Media Center, Buildings A, C, D
Scotts Creek School: Upgrade Athletic Fields
Smoky Mountain High: Tennis Courts with Lights

David Proffitt presented Technology:

- (n) Technology Funding Sources
  - State 16%
  - Local 84%
- (o) Technology Expense Category
  - End-user devices
  - Engineering
  - Support, licensing, software
  - Network hardware
  - Supplies
  - Professional development
- (p) Technology Budget Breakdown 2014-15
  - End-user devices \$193,372 (39%)
  - Engineering \$98,876 (20%)
  - Hardware \$70,500 (14%)
  - Support, licensing, software \$66,447 (13%)
  - Supplies \$52,200 (10%)
  - Professional development \$18,661 (4%)
- (q) State Wireless Initiative
  - No local cost
  - Funded by: Race to the Top and E-Rate
  - Funding request: \$488,305.14

(r) Currently one technician position is funded from a federal grant. It is unknown if the grant will continue to be funded; if not they will need to pick up that position locally.

(s) Efforts to reduce costs

- Waste removal
- Personnel
- Purchasing card
- Surplus equipment
- Power bill

(t) Request Summary: In addition to the amounts funded in 2014-15 (operating \$6,779,482; Capital \$235,000

- Teacher supplement funding (continued funding) \$422,592
- New funding
  - Phase One capital funding \$3,332,338
  - Teaching assistant funding \$700,000
  - Technology funding and One to One Pilot \$400,000 and \$320,700

**(2) SAVANNAH FIRE DEPARTMENT:** Darrell Woodard, Chief presented:

(a) History:

- 1978 organized
- 1983 received class 9 rating for 3 mile district
- 1988 received a 2 mile fire district extension (5 miles)
- 2003 received a 1 mile fire district extension (6 miles, which would never be less than a class 9 per ISO)
- 2004 board and officers met and discussed future plans for substations in Pumpkintown and Greens Creek Communities
- 2005 Pumpkintown CDC gave land for substation
- 2007 Pumpkintown substation was completed and put into service
- 2010 purchased land in Greens Creek for future substation
- 2012 received a class 6 rating after ISO inspection (5 mile)
- 2014 finished paying off land at Greens Creek

(b) Greens Creek Stats:

- Class 10 unprotected area (possibly no insurance coverage)
  - 29 property owners in the class 10 unprotected area
  - 16 residences located in the class 100 unprotected area
- Class 9 – 6 mile
  - 282 property owner in class 9 – 6 mile
  - 166 residences in the class 9 – 6 mile
- \$21,606,210 of residential property value in the 6<sup>th</sup> mile and the class 10 area
- An average savings of 32% on homeowner's insurance

(c) Request:

- Build a substation with an estimated cost of \$500,000 as projected by Western Builders and Architect Odell Thompson. United Financial of North Carolina and Local Government Credit Union have given quotes for financing options, interest rates, terms and payment schedules.
- Additional \$15,000 per year increase for maintenance of the substation.
- Savannah VFD already has the equipment and personnel for the substation. No additional is requested.
- Savannah VFD would obtain the loan, the county would agree to pay the debt service payment on the loan.

*Commissioners directed Mr. Woodard to obtain the following additional information before considering moving forward with this request:*

- *Engineering study to confirm compaction rate*
- *Cost of a three bay building as opposed to a four bay*
- *Flood plain certificate*

**(3) PUBLIC LIBRARY BUDGET:** Tracy Fitzmaurice, Librarian requested a budget increase of \$57,806. An estimated \$46,000 of that amount is for staffing, which includes a 1.7% cost of living increase for all staff, a new part-time children's services librarian in the Cashiers Library and she has reclassified one employee from a Circulation One to a Circulation Two as a promotion. Also, health insurance rates will be increasing at an estimated average rate of 15%.

**(4) DEBT SERVICE:** Mr. Wooten and Darlene Fox, Finance Director reported the county's debt service requirements for the current year. There were three loans that paid out during the current fiscal year. The debt service requirements will decrease by \$1,534,000. However, there are new requests throughout the budget that will require those funds in order to meet those requests. The total amount of the debt at June 30<sup>th</sup> will be \$26,038,000. The county currently has a debt capacity of 8% of the tax value, which is approximately \$891,000,000. The 26 mil is far below the debt capacity, which puts the county in a good financial position. All county loans have been refinanced at this time. The current debt service will be re-budgeted as is. The total annual debt service between the schools and the county is \$3,857,000. Based upon on this information, they proposed not issuing any new debt at the time. However, this could change depending on Commissioners decision with capital requests.

*Chairman McMahan requested Mrs. Fox contact the Fire Departments the county has debt service for and work with them to inquire about possibly refinancing those loans.*

**(5) SOUTHWESTERN COMMUNITY COLLEGE (SCC):** Dr. Don Tomas, President and Clifford Stalter, Vice President for Financial and Administrative Services presented:

(a) Historical operating funds requests:

	14-15	13-14	12-13
Requested	\$2,145,474	\$1,963,234	\$1,971,016
Appropriated	\$1,776,460	\$1,606,460	\$1,574,960
Estimate/Actual	\$1,890,968	\$1,756,326	\$1,818,261

(b) Historical capital funds requests:

	14-15	13-14	12-13
Requested	\$991,817	\$151,817	\$97,000
Appropriated	\$216,817	\$151,817	\$142,678
Estimate/Actual	\$99,167	\$132,667	\$96,056

(c) Operating budget request 14-15 total \$1,897,481

- 48% salaries and fringes \$916,454
- 24% utilities \$458,600
- 9% repairs, maintenance, supplies \$178,200
- 7% security \$130,000
- 5% insurance coverage \$97,827
- 4% miscellaneous \$68,350
- 3% transportation \$48,050

(d) Assumptions:

- Retirement and health care estimated to increase by 3%
- No salary increase
- Should the state increase salaries, it is anticipated that the budget will increase approximately \$27,000

(e) Employment Metrics: SCC is below state guidelines for maintenance and custodial employees, a total savings of \$403,909.

(f) Capital request 14-15 total \$330,361

- 69% site improvement \$213,361
- 20% building alterations/additions \$63,000
- 8% vehicles \$43,800
- 3% equipment \$10,000

(g) Dr. Tomas gave a brief update on capital projects from past years the county had funded:

- Founders Hall renovations are in the final negotiation stage
- Bradford Hall's elevator installation to ADA specifications
- Student eating area at the center of campus is ongoing
- Parking lot area and driveway behind the Burrell Building in underway
- Parking lot in front of Balsam is complete
- Roundabout at the entrance to the college is underway

(6) **NEW CONSTRUCTION CASE STUDY:** Tony Elders, Code Enforcement Director stated his officer was first notified of the construction of a new single-family residence on riverside property in Dillsboro in July, 2014. Before issuing Land Development Compliance Permits on any property, his office is charged with reviewing the application for compliance with any applicable county ordinances.

The Erosion and Sedimentation Control Ordinance requires review of the appropriate stream classifications. The section of the river where the construction is taking place is in a Class B, which means a stream buffer zone would not be required for the area. The Mountain and Hillside Development Ordinance was adopted on August 6, 2007. However, there were exemptions to this ordinance for existing lots of record under Section 8.4.

The property in question was recorded by the Register of deeds in November, 1991, which was before the ordinance was adopted in 2007. This would make their property exempt from any restrictions mentioned in the ordinance. This construction site is currently not in violation with the Code Enforcement Office.

(7) **R-5000 DIRT SITES UPDATE:** Tony Elders, Code Enforcement Director stated the R-5000 sites are where fill dirt is placed from one site to another. In his opinion, NCDOT waste sites should be grouped with the NCDOT projects and standards. NCDOT and contractors are aware that if it is a private dump site, there is a loop hole in the language in the county ordinance. The Sylva Herald had mentioned 15 sites in the county, but there are only three sites with any significant amounts of dirt. Some of the sites were for only one load of dirt being dumped for someone's garden, etc.

The site with the most attention is on Locust Creek, where two property owners obtained permits for fill. Although NCDOT standards are stricter for fill sites, the county ordinance did not prohibit it. The issue with this particular site is that they did not gage their slopes to standard. The area DENR supervisor has been to the site two times with county code enforcement personnel, who issued a notice of violation to the Locust Creek site. They have 30 days to come into compliance. If they do not come into compliance, the county will move forward with fines. The county issues violations based on DENR's recommendation.

An additional site of concern are the storage buildings on 107. The recommendation is if any additional building permits are issued for this site, buildings cannot be closer to the slope. The other site is on 441, past East Fork on left, past the storage buildings.

Mr. Elders recommended looking at the county ordinance in the near future to close the opportunity to take advantage of the county ordinance as compared to the state requirements.

(8) **NON-PROFIT ALLOCATIONS:** Mr. Wooten and Darlene Fox, Finance Director presented funding requests from non-profits and other related entities. The majority of allocations requested were the same as last fiscal year with the following exceptions:

<b>Description</b>	<b>FY 15-16 Allocation Request</b>	<b>Request more or less</b>
Mountain Mediation Services	\$6,000	2,000
Mountain Projects Circle of Hope	\$3,360	\$3,360
Mountain Projects Foster Grandparents	\$4,678	\$426
Mountain Projects Senior Companion	\$4,203	\$1,262
NC Forestry Service	\$79,650	\$2,309
REACH of Macon capital request	\$0.00	(\$25,000)
Smoky Mountain Senior Games	\$1,000	\$500
The Gathering Table	\$6,000	\$4,000
United Christian Ministries	\$4,500	\$2,500
WATR	\$39,668	\$19,238
Appalachian Women's Museum	\$15,000	\$10,000
ARF	\$0.00	(\$5,000)
Arts Council	\$10,000	\$859
Barium Springs	\$5,124	\$268
Cashiers Chamber of Commerce	\$15,000	\$2,500
Cashiers Humane Society	\$4,000	\$2,000
Catman II	\$4,000	\$2,000
Community Table	\$24,000	\$9,000
CURVE	\$19,050	\$19,050
Disabled American Veterans	\$2,000	\$1,000
Fishes and Loaves	\$0.00	(\$2,000)
Good Samaritan Clinic	\$61,400	\$15,000
Highlands Community Child Care	\$0.00	(\$2,500)
Jackson County Farmers Market	\$5,000	\$5,000
Jackson County Humane Society	\$4,000	\$2,000

Commissioners will further discuss allocations at the reconvened work session on April 28<sup>th</sup>.

**(9) WESTERN CAROLINA UNIVERSITY (WCU) BOND:** Mr. Coward, County Attorney stated that WCU will begin a project in the near future where “Mad Batter” was located on campus, before the fire. They will not be using a typical type of bond or local government commission, rather they are using a Wisconsin State Bonding Organization, which finances large projects. Wisconsin State Statutes require approval from the local government wherein the project will be built, which in this case is the Jackson County Board of Commissioners. They require this approval before they will issue the bonds. The bond nor the approval by the Board obligates the county in any way.

Notice must be given of a public hearing that must be conducted by the Commissioners before the bond program can be approved. WCU would like to move on this project in June.

**Motion:** Commissioner Greene moved to set a public hearing on May 21<sup>st</sup> at 5:50 p.m. to be held at the Justice & Administration Building, Room A201, 401 Grindstaff Cove Road, Sylva, North Carolina. Commissioner Elders seconded the Motion. Motion carried by unanimous vote.

**(10) FIRE DEPARTMENT, RESCUE SQUAD, EMS SERVICE ALLOCATIONS:**

Mr. Wooten and Darlene Fox, Finance Director presented fire department and rescue squad, EMS service allocations. Assuming that a fire tax will be established, the following are the proposed allocations:

	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Proposed</u>
<u>Department</u>	<u>FY12-13 Budget</u>	<u>FY13-14 Budget</u>	<u>FY14-15 Budget</u>	<u>FY15-16 Budget</u>
Cashiers Fire Department	150,890.00	153,908.00	156,986.16	
Cullowhee Fire Department	120,890.00	123,308.00	125,774.16	128,289.00
Sylva Fire Department	103,619.00	105,692.00	107,805.84	109,962.00
Canada Fire Department	86,350.00	88,077.00	89,838.54	91,636.00
Savannah Fire Department	103,619.00	105,692.00	107,805.84	109,962.00
Balsam Fire Department	103,619.00	105,692.00	107,805.84	109,962.00
Qualla Fire Department	103,619.00	105,692.00	107,805.84	109,962.00
Highlands Fire Department	6,908.00	7,046.00	7,186.92	7,186.92
Qualla Building Payment	62,382.00	62,382.00	62,382.00	62,382.00
Balsam Substation Building Pmt	57,131.00	57,131.00	57,131.00	57,131.00
Savannah Building Payment	19,552.00	19,552.00	19,552.00	19,552.00
Sylva Fire Dept Substation	198,705.00	179,068.00	179,068.00	171,993.00
Future Building Projects			210,615.00	210,615.00
<b>TOTAL</b>	<b>\$1,117,584.00</b>	<b>\$1,113,240.00</b>	<b>\$1,129,143.00</b>	<b>\$1,181,447.00</b>
				<b>0</b>
Cashiers Fire Department				\$160,126.00
Highlands Fire Department				\$7,331.00
Cashiers Fire Dept Position				\$43,158.00
<b>TOTAL</b>				<b>\$210,615.00</b>
<b>RESCUE SQUADS</b>				
Jackson County Rescue Squad	86,350.00	101,350.00	103,377.00	105,445.00
Cashiers-Glenville Rescue Squad	86,350.00	86,350.00	88,077.00	89,839.00
Jackson County Rescue Squad Building Payment	78,382.00	78,382.00	78,382.00	78,382.00
<b>TOTAL</b>	<b>\$251,082.00</b>	<b>\$266,082.00</b>	<b>\$269,836.00</b>	<b>273,665.00</b>
<b>EMS SERVICES</b>				
WestCare EMS	\$558,360.00	\$570,086.00	\$581,488.00	593,118.00
Cashiers Glenville EMS	517,000.00	527,857.00	606,988.00	619,128.00
<b>TOTAL</b>	<b>\$1,075,360.00</b>	<b>\$1,097,943.00</b>	<b>\$1,188,476.00</b>	<b>\$1,212,246.00</b>
				<b>0</b>

**Consensus:** Move forward with Savannah and Cullowhee VFD's building requests in the upcoming year.

Mr. Wooten stated that he and Chairman McMahan would schedule an appointment with Senator Davis while they are in Raleigh for County Assemble Day. They will ask him to submit a request on behalf of Cullowhee VFD for a partial contribution towards the construction of the proposed new fire station.



**(11) NEW POSITIONS AND RECLASSIFICATIONS:** Mr. Wooten and Danielle Wittekind, Human Resource Director presented reclassification and staffing requests FY 15-16, which totals a difference of \$368,285.45:

<u>Department</u>	<u>Name</u>	<u>Current Position</u>	<u>Current Grade</u>	<u>Current Step</u>	<u>Proposed Position</u>	<u>Proposed Grade</u>	<u>Proposed Step</u>
Aging	Buchanan, Linda	Cashiers Senior Services Manager (72.5%)	17	1	Cashiers Senior Services Manager	17	2
Aging	Griffin, Marsha	Temp. PT	-	-	Adult Day Care Activity Manager (50%)	-	-
Aging	Rodi, Laura	Senior Health and Wellness	16	1	Senior Health and Wellness	17	2
Board of Elections	Cauley, Lindsi	Department	15	1	Elections Systems Specialist	17	2
Emergency Mgmt.	Forbis, Michael	EM Specialist/Deputy Fire Marshall	20	11	Fire Marshall	24	4
Finance	Fox, Darlene	Finance Director	34	34	Finance Director	35	35
Green Energy	-	-	-	-	Program Manager (50%) Vacant	17	1
Green Energy	-	-	-	-	Studio Technician (50%) Vacant	17	1
Health	-	-	-	-	Animal Control Shelter Attendant - Vacant	15	1
Health	Bigelow, Adam	-	-	-	Public Health Educator I - Vacant	21	1
Health	Plaster, Samuel	Animal Control Shelter Attendant	15	1	Animal Control Officer I	18	2
Housekeeping	-	-	-	-	Housekeeper (50%) - Vacant	13	1
Legal	-	-	-	-	County Attorney - Vacant	34	1
Maintenance	-	-	-	-	General Utility Worker III - Vacant	17	1
Planning	-	-	-	-	Planner - Vacant	24	1
Planning	Livesey, Nicole	Administrative Assistant I (50%)	15	1	Administrative Assistant I (100%)	15	2
Recreation	Broom, Lynn	Andrews Park Assistant Manager	16	1	Andrews Park Assistant Manager	17	2
Sheriff's office	-	-	-	-	Deputy	SH46	1
Sheriff's office	-	-	-	-	Deputy	SH46	1
Sheriff's office	-	-	-	-	Detention Officer	SH45	1
Sheriff's office	Anthony, Van	Bailiff (80%)	SH46	1	Bailiff (100%)	SH46	2
Sheriff's office	Ashe, Geneva	Administrative Assistant	13	1	Administrative Assistant I (100%)	15	2
Soil & Water	Fitzgerald, Jane	Soil & Water Technician	20	1	Education Coordinator	21	2
Tax Collections	Queen, Linda	Deputy Tax Collector	15	1	Deputy Tax Collector	16	2
Tax Collections	Smith, Mary	Deputy Tax Collector	15	1	Deputy Tax Collector	16	2
Transit	Leary, William	Lead Transit Driver	15	2	Transit Operations Supervisor	17	2
Transit	Shuler, Kimberly	Mobility Coordinator	15	1	Mobility Coordinator	17	2

*Chairman McMahan stated he wants to reinstitute the step each year and longevity pay plan for the county employees. Also, he asked that a plan be presented to the Board to consider recognizing years of service. Previously, the county recognized years of service when someone transferred to the county from another agency in the same position. He would like to reinstitute that program.*

**(12) SHERIFF'S DEPARTMENT OVER-TIME PAY:** Chip Hall, Sheriff requested consideration be given to begin paying over-time in the Sheriff's Office. The Sheriff's Department continues to have more comp time being earned than employees are able to use. He suggested the county allocate \$50,000 to begin looking at a paid overtime policy. He stated that taking comp time often creates a burden for the shifts.

Major Shannon Queen stated for example, there are 20 patrol officers in the county. Five officers are assigned per shift to patrol the entire county. Time off has to be taken for comp time, sick time, bonus leave, etc. With this time taken, the average shift is covered by five officers for less than 60 days a year. Realistically, there are only 4 officers covering the county at one time for patrol calls. Overtime would be paid for special operations only. It would not apply to general patrol, etc it would only be given for certain qualified events.

**Consensus:** *Authorize the Sheriff to move forward with preparing a policy for a paid over-time program in the Sheriff's Office for qualifying events, to be presented to Commissioners for review and approval.*

**(13) CAPITAL PROJECTS:** Mr. Wooten and Darlene Fox, Finance Director presented the five-year county capital improvement projects:

<b>Jackson County</b>	<b>FY 15-16</b>	<b>FY 16-17</b>	<b>FY 17-18</b>	<b>FY 18-19</b>	<b>FY 19-20</b>	<b>Total</b>
Health Department Advanced Planning	\$300,000					\$300,000
Health Department Renovations	\$1,206,000	\$2,000,000	\$1,850,000	\$1,000,000		\$6,056,000
Skyland Services Center	\$1,206,000					\$1,206,000
Animal Shelter / Adoption Center	\$50,000	\$1,000,000				\$1,050,000
Green Energy Park	\$374,409	\$176,663	\$70,630	\$75,755	\$470,575	\$1,168,032
Aging Center Parking Lot	\$150,000					\$150,000
Old Tuckaseegee Mills Parking Lot		\$500,000				\$500,000
Justice Center Addition / Renovations - AP				\$1,000,000		\$1,000,000
Justice Center Addition / Renovations					\$16,000,000	\$16,000,000
Justice Center HVAC	\$85,000					\$85,000
Property Acquisition	\$150,000	\$750,000	\$150,000	\$750,000	\$150,000	\$1,950,000
Recreation - Indoor Pool	\$350,000	\$4,000,000				\$4,350,000
Dillsboro Park	\$250,000	\$250,000				\$500,000
Recreation / Greenway	\$500,000	\$500,000	\$500,000	\$500,000	\$500,000	\$2,500,000
Remodel Insp & Code Enforcement - Cashiers	\$150,000					\$150,000
Routine Repairs and Renovations	\$100,000	\$250,000	\$250,000	\$250,000	\$250,000	\$1,100,000
Rainy Day Fund	\$250,000	\$250,000	\$250,000	\$250,000	\$250,000	\$1,250,000
<b>Total</b>	<b>\$5,121,409</b>	<b>\$9,676,663</b>	<b>\$3,070,630</b>	<b>\$3,825,755</b>	<b>\$17,620,575</b>	<b>\$38,815,032</b>
<b>Grand Total</b>	<b>\$9,553,747</b>	<b>\$14,269,468</b>	<b>\$7,905,144</b>	<b>\$18,736,815</b>	<b>\$20,267,952</b>	<b>\$70,233,126</b>

Chairman McMahan recessed the meeting to be convened on April 28, at 10:00 a.m.

Attest:

Approved:

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Angela M. Winchester, Clerk to Board

\_\_\_\_\_  
Brian Thomas McMahan, Chairman