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**Minutes**  
**Cumberland County Board of Commissioners**  
**September 18, 2000, 7:00 p.m.**  
**Regular/Rezoning Meeting**  
**Courthouse, Room 118**  
**Fayetteville, NC**

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**PRESENT:** Chairman Edward G. Melvin, Jr.  
Vice Chairman J. Lee Warren, Jr.  
Commissioner Talmage Baggett  
Commissioner J. Breeden Blackwell  
Commissioner Jeannette M. Council  
Commissioner Billy R. King  
Commissioner H. Mac Tyson II  
Cliff Strassenburg, County Manager  
James Martin, Deputy County Manager  
Juanita Pilgrim, Asst. County Manager  
Cliff Spiller, Asst. County Manager  
Grainger Barrett, County Attorney  
Marsha Fogle, Clerk to the Board  
Viola Walker, Planning Staff

**INVOCATION:** Commissioner Billy R. King  
**PLEDGE OF ALLEGIANCE**

**ADDITIONS TO THE AGENDA:**

Proclamation declaring September 24, 2000 "Hunting and Fishing Day in Cumberland County"

**MOTION:** Commissioner King moved to add to the Consent Agenda.  
**SECOND:** Commissioner Blackwell  
**VOTE:** UNANIMOUS

Consideration of naming the Visitors Center at the Lake Rim Park for former County Commissioner J. McN. Gillis

**MOTION:** Commissioner Warren moved to add this item to the agenda.  
**SECOND:** Commissioner Baggett  
**VOTE:** UNANIMOUS

## **1. Public Hearings**

### **Uncontested Rezoning Cases**

Upon finding the requests to be reasonable, neither arbitrary or unduly discriminatory and in the public interest, the following motion was offered:

**MOTION:** Commissioner King moved to follow the recommendation of the Planning Board on the uncontested rezoning cases.

**SECOND:** Commissioner Tyson

**VOTE:** UNANIMOUS

**A. Case P00-47. The rezoning from RR Rural Residential to R10 Residential, or to a more restrictive zoning district, between L.A. Dunham Road and Division Place, east of Cedar Creek Road, the property of Gerald and Faye Williams.**

The Planning Board recommends approval to R10.

**B. Case P00-50. The rezoning from A1 Agricultural to R40A Residential, or to a more restrictive zoning district on the northeast side of NC Highway 210 South, southeast of Ruth Vinson Road, the property of Stephen and Elizabeth Laza.**

The Planning Board recommends approval of R40A.

**C. Case P00-51. The rezoning from R15 Residential to R20 Residential, or to a more restrictive zoning district, on the east side of Gateway Drive, between Tip Top Avenue and Knob Hill Avenue, the property of National Realty, Inc.**

The Planning Board recommends approval of R20.

### **Contested Rezoning Cases**

**D. Case P00-48. The rezoning from R6 Residential to R6A Residential, or to a more restrictive zoning district, on the south side of Rosehill Road, west of Pleasant Loop, the property of John A. House Life Estate.**

The Planning Board recommends denial of the rezoning request.

**SPEAKERS:**

1. Lee Zuravel, Attorney, representing surrounding neighborhood: Mr. Zuravel noted four reasons the residents oppose this rezoning, (1) more trailers could be put on the site; (2) not consistent with the character of the neighborhood; (3) inconsistent with 2010 Land Use Plan; and (4) inconsistent with current development in the neighborhood. Mr. Zuravel asked the Board to follow the recommendation of the Planning Board and deny the rezoning request. He presented a petition signed by residents in the area opposing the rezoning.

**MOTION:** Commissioner Council moved to deny the rezoning request.  
**SECOND:** Commissioner King  
**VOTE:** UNANIMOUS

**E. Case P00-49. The rezoning from M2 Heavy Industrial and RR Rural Residential to A1 Agricultural, or to a more restrictive zoning district, on the south side of Slocomb Road, between Foxrun and River Bend Roads, the property of Ila Jeanette Morris.**

The Planning Board recommends denial of the rezoning request.

**SPEAKERS:**

1. James Huff, Attorney representing the petitioner. Mr. Huff noted he wanted to clear up some rumors about what will be done with the property. He said it would not be used for hatchery operations (the current zoning already allows this), it won't be used for a slaughter house, and it will not be used as a septage disposal center. He noted the property will not perk. Mr. Huff said the owner has a buyer for the property.

2. Mrs. Herbert White: Opposed to the rezoning. Still is not clear how the property will be used.

3. James Culbreth: His property adjoins subject property. Would like to have some environmental testing done on the site to see if any health hazards are present. Also thinks the Inspection Department should enforce regulations. He noted the property used to be a brick yard.

4. Bradford Hudgins: He opposed the salvage yard when it first came in. He highly objects to rezoning the property.

5. Delores Arno: Does not want the zoning changed. She drives a school bus and is concerned about the traffic (big trucks) and passing them on the narrow road.

**MOTION:** Commissioner Warren moved to follow the recommendation of the Planning Board.  
**SECOND:** Commissioner Tyson  
**VOTE:** UNANIMOUS

## Other Public Hearings:

**F. Case P00-65. Amendments and revisions to the Cumberland County Subdivision Ordinance Article I Section 1.8, Definitions; Article II, Section 2.7, the Final Plat – Recording; Article III, Section 3.15, On-Site Water and Sewer Systems; Section 3.17, Street Design; Section 3.20, Lot Standards; Section 3.21, Group Developments; Section 3.4, Thoroughfare Plans, Article IV, Section 4.2, Minimum Design Specifications, Private Streets; Article IV, table III, Minimum Development Atandards for Urban, Suburban and rural Densities; Article V, Section 5.2, Final Plat; and Article VI, Section 6.3, Deed Disclosure Certification.**

Management recommends that this item be referred to the Policy Committee, which will meet on September 21, 2000.

Mr. Matt Rooney, Interim Planning Director, said the amendments affect four areas of the Ordinance:

1. Urban development standards – increase density of development that requires concrete sidewalks on one side of the street and concrete curb and gutter from two units per acre to five units per acre (concrete or rolled asphalt curb and gutter);
2. Minimum lot standards – increase minimum lot size in unzoned areas from six thousand to thirty thousand square feet; setback requirements for individual lots and group developments were also changed;
3. Standards for public streets were changed to mirror NC DOT standards;
4. Final Plat/Deed Disclosures – disclosure statements will have to be included on the Final Plat and deeds when there is on-site sewer/water.

## SPEAKERS:

1. Dohn Broadwell: Mr. Broadwell reiterated some of the above information. He also noted there has been a decrease in stick built homes from 2,300 in 1993 to 700 this year. He said the regulations that were approved in 1993 plus other things helped to cause this decrease in starter homes. He said other counties are reaping the benefits of our regulations, because it is cheaper to build in those counties. He said the homebuilders association can live with the amendments as outlined.

2. Walter Moorman: Mr. Moorman noted that some of the regulations adopted in the 1993 ordinance were more restrictive than those in the City of Fayetteville. He said the above amendments are a good compromise and asked the Board to support them.

Commissioner Warren noted the 1993 regulations crippled the county causing homebuilders to construct homes in surrounding counties. He noted the loss of jobs as

reported by Dr. Sid Gautam at an earlier meeting.

**MOTION:** Commissioner Warren moved to rescind the 1993 Urban Services Standards.

**SECOND:** Chairman Melvin

**DISCUSSION:** Commissioner Baggett concurred that the 1993 Ordinance required things that rural communities were not interested in, i.e., sidewalks, curb & gutter, etc. He said we need to make a change in our regulations and he would be supporting Commissioner Warren's motion. He also noted the lack of a county-wide water/sewer system has hurt Cumberland County. Commissioner Council said she too was ready for a change. Commissioner King said he did not think the motion to totally rescind the standards was appropriate, as the public was not informed that this would be an option at the public hearing. He said the topic advertised was an amendment to the ordinance as outlined above. He said the motion goes beyond what the public could reasonably expect at this meeting or what was included on the agenda.

Commissioner Warren withdrew the above motion.

**MOTION:** Commissioner Warren moved to agenda this item for the October 2, 2000 meeting.

**SECOND:** Chairman Melvin

**DISCUSSION:** Commissioner Blackwell said it was his understanding that the Board would consider these issues at the October 2 meeting, following review by the Policy Committee on Thursday of this week. He noted he had learned some things tonight he was not aware of and would like an opportunity to hear all the facts before making a decision. He said from the statements made from the speakers he felt pretty comfortable with the amendments as recommended by the Planning Board. In response to a question, the County Attorney said it was his opinion that the motion to rescind the standards goes beyond what was set for the agenda or advertised in the paper as the public hearing on this matter; however he noted it was the Chairman's ruling to make. Mr. John Gillis, Planning Board member, said this set of changes is really the first step in bringing this ordinance into line. He said it is a "work in progress"; however, the amendments recommended above should be adopted as soon as possible. He said the amendments are a compromise and in the best interest of the homebuilders, homebuyers and the community at large. Commissioner King said he is not totally convinced the 1993 regulations are totally to blame for the decrease in housing construction, but they may have had some effect. He also said he thought the Planning Board was looking at the regulations in a rational, reasonable fashion and the Commissioners should consider their recommendations. He said he did not want to see all of the urban services area standards rescinded. Commissioner Blackwell said he would like to have information at the Policy Committee meeting on Thursday that shows the regulations as they are, how the amendments affect the ordinance, and how rescinding all of the standards will affect the community.

**VOTE:** UNANIMOUS

## **G. Public Hearing on the 1999 Consolidated Annual Performance and Evaluation Report (CAPER).**

The Caper is available for public inspection from September 12-26, 2000. The purpose of this public hearing is to receive citizen input.

Sonya Green, Community Development Office, reviewed the CAPER. She said it is available for public inspection at various locations throughout the county, as well as in the County Commissioners' office. She noted that Cumberland County received \$2,255,000 in CDBG funds, \$844,000 in HOME funds and \$80,000 in ESG funds.

No speakers.

No action required.

The Board took a five minute recess.

The meeting was called to order by Chairman Melvin.

Commissioner Warren said on Item 1(F), that instead of advertising it as a public hearing to consider rescinding the 1993 Urban Services Area standards, that it be presented on October 2, 2000 as it has been presented tonight (recommendations on amendments to the Subdivision Ordinance). The Board concurred.

## **2. CONSENT AGENDA**

Commissioner Talmage Baggett asked that item 2F be discussed separately.  
(See item 2F for discussion)

**MOTION:** Commissioner Baggett moved to follow staff recommendations on the items on the Consent Agenda (to include 2F).

**SECOND:** Commissioner King

**VOTE:** UNANIMOUS

### **A. Approval of Minutes: September 5, 2000**

**ACTION:** Approve

### **B. Approval of Additions to State Secondary Road System: Southview Subdivision: Miranda Drive**

**ACTION:** Approve

### **C. Approval of a Proclamation proclaiming October 2000 Domestic Violence Awareness Month**



ACTION: Approve

## PROCLAMATION

WHEREAS, domestic violence is a serious crime that affects people of all races, ages, income levels and sexes; and

WHEREAS, the crime of domestic violence violates an individual's privacy, dignity, security and humanity due to the systematic use of physical, emotional, sexual, psychological and economic control or abuse; and

WHEREAS, one out of every four American women report that they have been physically abused by a husband or boyfriend at some point in their lives; and

WHEREAS, in one year alone, twenty-six percent of women murdered in the U.S. were killed by their intimate male partners and six murders (of 25 reported) in Cumberland County/Fayetteville this year have been labeled domestic homicides; and

WHEREAS, about fifty percent of the men who frequently assault their wives also frequently abuse their children and forty percent of teenage girls age 14 to 17 report knowing someone their age who has been hit or beaten by a boyfriend; and

WHEREAS, the total health care costs of family violence are estimated in the hundreds of millions each year; and

WHEREAS, the total health care costs of family violence are estimated in the hundreds of millions each year; and

WHEREAS, only a coordinated community effort will put a stop to this heinous crime.

NOW, THEREFORE, in recognition of the important work done by domestic violence programs the Cumberland County Board of Commissioners proclaims the month of October 2000 "Domestic Violence Awareness Month". The Board further urges all citizens to actively participate in the scheduled activities and programs sponsored by the Family Violence Awareness Task Force Coalition to work toward the elimination of personal and institutional violence against women.

### **D. Approval of the Continuation of the Cumberland County Work First Program Designation as a "Standard" Program**

BACKGROUND: On October 20, 1997 the Board of Commissioners voted unanimously that Cumberland County be designated a "Standard" Program County. It is now time to make a decision as to whether we wish to continue as a "Standard" Program County.

ACTION: Approve the continuation of the Cumberland County Work First Program

designation as a "Standard" Program and notify the Division of Social Services of this action.

**E. Approval of Declaration of Surplus Cape Fear Valley Health System Equipment and Furnishings and authorization for disposition**

BACKGROUND: The Hospital Board of Trustees declared certain property surplus, subject to approval by the Board of Commissioners, (List of Property – Attachment A to these Minutes)

ACTION: Approve disposition of property as recommended by the Hospital Board of Trustees

**F. Approval of a Resolution in Support of the Community College and University Bonds**

BACKGROUND: The citizens of North Carolina will have an opportunity to vote for a bond referendum for capital projects for community colleges and public universities on November 7, 2000. Fayetteville Technical Community College requests that the Board of Commissioners adopt a resolution in support for the bond referendum

ACTION: Adopt the Resolution

RESOLUTION OF SUPPORT  
BY THE CUMBERLAND COUNTY BOARD OF COMMISSIONERS  
FOR FAYETTEVILLE TECHNICAL COMMUNITY COLLEGE'S CAPITAL NEEDS

WHEREAS, Fayetteville Technical Community College has served Fayetteville and the surrounding community since 1961; and

WHEREAS, as an "open door" college for the people of Cumberland County, Fayetteville Technical Community College will continue to serve the educational needs of students at a minimal expense and to prepare them to join the workforce;

WHEREAS, the Board of Trustees of FTCC has approved a Capital Needs Plan to expand facilities in order to meet the rapidly changing and growing workforce demands of Cumberland County;

WHEREAS, the construction of new facilities will expand educational access for the citizens of Cumberland County; and

WHEREAS, the expansion of the FTCC campus will locate training opportunities in targeted growth areas of the County; and

WHEREAS, Fayetteville State University will also greatly benefit from the passage of this bond referendum; and



WHEREAS, an investment in technology-based educational facilities will enhance the economic development of Cumberland County.

NOW, THEREFORE, BE IT RESOLVED that the Cumberland County Board of Commissioners endorses the Michael K. Hooker Higher Education Facilities Financing Act as it supports FTCC and its ability to meet its commitment to the Citizens of Cumberland County and the improvements that could be made to Fayetteville State University as a result of passage of these bonds.

Commissioner Baggett asked Dr. Larry Norris, FTCC President, to say a few words about the bonds. Dr. Harris stated that if the Bonds were approved FTCC would be eligible to receive up to \$38 million over a six year period. He also noted that some of the money Cumberland County already has approved for FTCC can qualify as some of the match for the bond money, if approved. He said FTCC could draw down \$17.4 million, based on the money already give to FTCC by the County. If the County agrees for FTCC to draw the whole amount, the County will have to match in the additional amount of \$15.8 million (over six year period).

Dr. Norris noted FTCC is keyed to Economic Development in this county and provides training and services to entice new industry here.

He asked the Board to consider approval of the Resolution endorsing the bond issue.

In addition, Commissioner Blackwell asked that the Board also include endorsement of the Bonds for Fayetteville State University in the Resolution.

#### **G. Approval of a bid award for a Remanufactured Landfill Compactor for Solid Waste Management**

BACKGROUND: The following bids were received for a remanufactured Rex 3-70 Trashmaster Landfill Compactor:

Al-Jon	\$174,997
Road Machinery	\$164,495

ACTION: Award the bid to Road Machinery in the amount of \$164,495.

#### **H. Report of Formal Bid Awards less than \$100,000 approved by management**

BACKGROUND: Pursuant to the County Purchasing policy authorizing the County Manager to award formal bids for purchases of \$100,000 or less, the following bid was awarded:

Cavalier Equipment	\$81,846.35	Knuckle Boom Truck for Solid Waste Department
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Note: Bids received are as follows: Cavalier Equipment \$81,846.35

	\$88,246.00 (Alternate)
Smith International	\$87,400.00
Volvo, GMC	\$81,648.00*
	\$82,852.55 (Alternate)
\$94359.00 (Alternate)	

\*Did not meet specifications.

ACTION: Include in Minutes.

## **I. Budget Revisions**

**(1) Solid Waste: Revision in the amount of \$16,760 to appropriate fund balance for additional funds needed to purchase a Knuckle Boom Truck (B01-140) Funding Source – White Goods**

**(2) Sheriff: Revision in the amount of \$8,285 to appropriate fund balance to open a substation in accordance with Inter-local Agreement with the Town of Stedman (B01-143) Funding Source – County**

**(3) General Government Other: Revision in the amount of \$24,276 to rebudget unexpended prior year grant funds (B01-139) Funding Source – County**

### **(4) Social Services**

**a. Revision in the amount of \$50,000 to reallocate TANF Foster Care Therapeutic expense and revenue lines for tracing purposes (B01-144) Funding Source – State**

**b. Increase in revenue/expenditures in the amount of \$1,200 to recognize funding for Child Care subsidy payments (B01-145) Funding Source – Federal & State**

**c. Revision in the amount of \$127,140 to appropriate fund balance to rebudget unexpended Hurricane Floyd SBA Grant funds remaining from FY2000 (B01-146) Funding Source – State**

**d. Increase in revenue/expenditures in the amount of \$174,002 to recognize new TANF funding for three social worker positions, to enhance child welfare services (B01-147) Funding Source – Federal**

**e. Increase in revenue/expenditures in the amount of \$100,000 to recognize Families For Kids funds to establish one social worker position and one computing consultant**

**position, to enhance efforts in adoption services (B01-148)  
Funding Source – State**

**(5) Library**

**a. Read-to-Me: Increase in revenue/expenditures in the amount of \$43,908 to recognize additional funding for a part-time Spanish storyteller and a salary upgrade for the Coordinator's position (B01-141) Funding Source – State**

**b. MotheRead: Increase in revenue/expenditures in the amount of \$19,917 to recognize additional funding for a part-time Spanish speaking instructor (B01-142) Funding Source – State**

**(6) Public Health – Environmental: Decrease in revenue/expenditures in the amount of \$592 to reconcile the county budget to the actual amount approved by the State (B01-130) Funding Source – State**

**ACTION: Approve**

**J. Approval of a Proclamation proclaiming September 24, 2000  
"Hunting and Fishing Day in Cumberland County."**

**ACTION: Approve Resolution**

**RESOLUTION**

**WHEREAS, hunting and fishing have always been an important part of the North Carolina tradition; and**

**WHEREAS, hunters and anglers have been at the forefront of the conservation movement by requesting special fees and taxes on their equipment to pay for wildlife management, habitat restoration and other conservation programs; and**

**WHEREAS, this financial support has provided the basis for scientific research, habitat restoration and education which have led to the dramatic come back of wildlife in North Carolina; and**

**WHEREAS, dollars and cents alone do not represent the true worth of our outdoor traditions; and**

**WHEREAS, wealthier than any millionaire is one with greater awareness, understanding and respect of the natural environment and its wildlife; and**

**WHEREAS, wealthier still are the ethical hunters and anglers who share this**

treasure with a youngster, friend or relative.

NOW, THEREFORE, the Board of Commissioners proclaims September 24, 2000 "Hunting and Fishing Day" in Cumberland County and urges all hunters and anglers to recognize this observance by inviting a friend, family member or co-worker to experience the outdoor traditions and to continue the important work in wildlife conservation.

## **REGULAR AGENDA**

### **3. Nominations to Boards/Committees**

#### **A. Area Mental Health Board (1 vacancy)**

**BACKGROUND:** Lisa McRae, appointed to the Mental Health Board in March, has not attended any meetings; therefore the Mental Health Board is asking that a replacement be appointed to fill that slot (at-large position).

**ACTION:** Make nominations

Nominees: Linda Hair  
Richard Fox III

### **4. Consideration of County Finance Committee Report & Recommendations**

#### **A. Proposal for Joint City-County Human Relations Commission**

**BACKGROUND:** At the September 7, 2000 Finance Committee meeting, Gwen Wright, Human Relations Specialist with the City of Fayetteville presented a proposal for a Joint City/County Human Relations Commission. Ms. Wright proposed the following:

- appointment of a 17-member board comprised of 7 appointees from the City Council, 7 appointees from the Board of Commissioners, and one representative from Fort Bragg Military, Fort Bragg Civilian and Pope Air Force military;
- the Human Relations Director will serve in an ex-officio capacity;
- the Human Relations Department will use recreation centers as cultural centers and expand human relations services to those centers; (services could also be expanded to County recreation centers)
- Funding proposal: County will fund ½ excluding Director's Salary, or \$88,411; City will fund 100% for the Director and \$88,410 in operating costs (based on information provided by the City, approximately 20% of the complaints are from county residents).

County management recommends pro rata allocation of costs between 20-25% of the

Human Relations Department operations effective January 1, 2001 which would be \$17,682 (January 1, 2001 – June 30, 2001). If approved, this money would come from the General Fund's Fund Balance. The FY02 allocation of costs to the County should be based on the percentage of county complaints and contacts received by the Joint Human Relations Commission during calendar year 2000.

**ACTION:** Consider management's proposal.

**MOTION:** Commissioner Council moved to approve the recommendation of the Finance Committee which is to approve the county management recommendation to fund a 20% pro rata share based on the number of complaints from County residents per calendar year, to run from January 1, 2001 to June 30, 2001, and appropriate \$17,682 from the General Fund's fund balance to cover the cost.

**SECOND:** Chairman Melvin

**DISCUSSION:** In response to a question, James Martin indicated he would forward this proposal to the City Council. Commissioner Baggett noted the recommended number of people to serve on the proposed Human Relations Board and asked if the number of people could be reduced. He noted that large Boards sometimes find it hard to have a quorum and sometimes are not quite as effective in getting things done. Ms Wright said she thought the number of people was workable, but it was just a proposal.

**VOTE:** UNANIMOUS

**B. Resolution relating to Federal Impact Aid for Fort Bragg Students attending Cumberland County Schools**

**MOTION:** Commissioner Tyson moved to remove this item from the agenda.

**SECOND:** Commissioner King

**VOTE:** UNANIMOUS

**5. Consideration of County Personnel Committee Report and Recommendations**

**A. Proposed reclassifications**

**BACKGROUND:** The County Personnel Committee recommends the following reclassifications:

Recreation Department

Parks & Facilities Manager to Asst. Director for Parks – Grade 72 – Salary \$41,794  
Assistant Recreation Director to Assistant Director for Recreation – Grade 72, no change in salary;

Special Activities Mgr to Recreation Program Mgr – Grande 67 – Salary – no change  
Recreation Program Coordinator to Asst Recreation Program Mgr – Grade 65 – Salary  
\$28,463

Total annualized funds needed: \$3,345

**ACTION:** Approve reclassifications and associated budget revision (B01-152).

**MOTION:** Commissioner Baggett moved to approve.

**SECOND:** Commissioner King

**VOTE:** UNANIMOUS

## **B. Performance Appraisal Implementation Plan**

**BACKGROUND:** The Personnel Committee recommends the following FY2001  
Performance Pay Implementation Plan:

September 15 – October 31 Develop "Factor Weight" for  
Supervisory & Non-  
Supervisory positions. Complete appraisal forms for all  
employees.

November 1 – November 20 Discuss appraisals with Reviewer & Employee

November 21 – November 30 Post employee "weighted rating" to departmental merit  
log. Departments must verify the accuracy of the ratings  
posted from the appraisal form to the log.

December 1 Deadline for submission of merit log to Finance  
and appraisal forms to Human Resources.

December 1 – December 11 Finance enters employees "weighted rating" scores  
in computer database.

December 12 – December 31 Information Services process implementation report.

December 31, 2000 Performance pay effective date (beginning of pay  
period)

**Note:** Performance pay increases will be based on current salaries as of the last  
pay period ending in October (October 21, 2000).

Employees eligible for performance pay must have been employed for one year as  
of October 21, 2000.

Employees who do not "meet expectations" must be given a detailed plan for



improvement. Supervisors should conduct an informal review with the employee each month and a formal re-appraisal at the end of six months.

The appraiser should review the employee's appraisal with the appraiser's immediate supervisor (interviewer) prior to review with the employee unless the appraiser is the Department Head or County Manager.

The Board of Commissioners will conduct the appraisals of the County Attorney, County Manager and Elected Officials.

The performance pay process applies to all employees who are eligible to participate in the County retirement systems and to all permanent part-time employees (including those who work less than 20 hours per week).

Performance pay increases will be granted to employees who have an overall rating score of 3.00 or greater.

The actual amount of the performance pay increase will be calculated after all evaluations have been completed and entered into the computer database. This is required to calculate the "Performance Raise Factor".

Performance pay for employees with equal rating scores will be computed at the same percentage. As the rating score increases, the percentage of the pay increase will also increase.

The implementation of a performance pay increase is not intended to cause an employee's annual salary to exceed the maximum annual salary range of the employee's classification. In any case where that would otherwise occur, the amount of the performance pay in excess of the maximum annual salary will be paid to the employee in a one-time lump sum payment.

**MOTION:** Commissioner Blackwell moved to approve.  
**SECOND:** Commissioner Baggett  
**VOTE:** UNANIMOUS

### **C. New County Manager's Employment Contract and Salary**

**BACKGROUND:** The County Personnel Committee recommends that the new county manager's salary be \$118,000 per annum, his travel allowance be \$675 per month, and his employment contract be the same as the current county manager, with the above noted exceptions.

**ACTION:** Approve the Personnel Committee's recommendation pertaining to the new county manager, as noted above.

**MOTION:** Commissioner King moved to approve.  
**SECOND:** Commissioner Blackwell

**VOTE: UNANIMOUS**

**6. Consideration of Approval of Extension of the existing Time Warner Television Franchise Ordinance**

**BACKGROUND:** The extension, if approved, will extend the franchise through September 31, 2001, coinciding with the expiration of Fayetteville's cable television franchise. The County's existing franchise expired in June and Time Warner wrote us to advise that it was deemed the current franchise to be a continuing one and in effect under federal law. Management agrees but recommends that the Board set a specific extension that would coincide with the City's franchise. Time Warner's Regional Vice President for Government Relations advised it has no objection.

The County Attorney reported that negotiations with Time Warner and the Cumberland County Cable Consortium have continued to drag on. Time Warner is currently considering a proposal sent to them a month ago which management believes removes most of the differences between the parties.

**ACTION:** Consider whether to extend Time Warner's cable franchise through September 13, 2001.

**MOTION:** Commissioner Baggett moved to approve.

**SECOND:** Commissioner King

**VOTE:** UNANIMOUS

**7. CLOSED SESSION - Attorney Client Privilege**

**MOTION:** Commissioner King moved to go into Closed Session for an attorney client matter.

**SECOND:** Commissioner Blackwell

**VOTE:** UNANIMOUS

**8. Consideration of naming the Visitors Center at the Lake Rim Park for former County Commissioner J. McN. Gillis**

Commissioner Lee Warren told the Board that the Recreation and Parks Board recommended naming the visitors center building at the Lake Rim Park for former Commissioner J. McN. Gillis. Commissioner Warren told the Board that today is Mr. Gillis' birthday (88 years old) and this would be a fitting time to honor Mr. Gillis.

**MOTION:** Commissioner Warren moved to name the Visitors Center at Lake Rim Park the J. McN. Gillis Visitors and Information Center.

**SECOND:** Commissioner King

**VOTE:** UNANIMOUS

MEETING ADJOURNED: 9:15PM

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Clerk to the Board