

CASWELL COUNTY BOARD OF COMMISSIONERS
MEMBERS PRESENT

June 12, 2023
OTHERS PRESENT

John Dickerson, Chair
Tim Yarbrough, Vice Chair
Ethel Gwynn
Finch Holt
Jeremiah Jefferies
Rick McVey
Frank Rose

Bryan Miller, County Manager
Carla Smith, Clerk to the Board
Melissa Williamson, Deputy County Manager
Aisha Gwynn, Assistant County Manager
Jennifer Hammock, Finance Director
Melissa Miller, Deputy Finance Director

The Board of Commissioners for the County of Caswell, North Carolina, met in a budget work session on Monday, June 12, 2023 at 5:30 pm at the Gunn Memorial Library.

WELCOME:

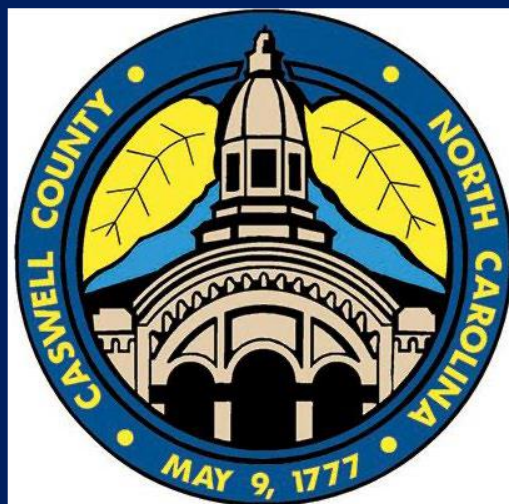
Chairman Dickerson called the meeting to order and welcomed everyone to this Budget Work Session. Then all paused for a moment of Silent Prayer, and the Board of Commissioners and all the guest in attendance recited the Pledge of Allegiance. The floor was then turned over to the County Manager.

BUDGET WORK SESSION:

County Manager Miller said Commissioners, thank you for being here tonight. This is the continuation of our Budget Presentation that we've had over the past several weeks. I've got a short presentation. I've been asked a lot of questions in the last couple of days. Then the County Manager shared a brief presentation with the Board. This is the Recommended Budget with some facts and figures.

**Recommended
Budget**

Fiscal Year 2024



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**FY2024
RECOMMENDED
ED BUDGET**

TOTAL GENERAL FUND

\$34,303,000

TOTAL BUDGET - ALL FUNDS

\$39,143,000

**PROPOSED 1.9 CENT INCREASE IN
THE PROPERTY TAX RATE**

Recommended Tax Rate of .7540 per \$100 of
Assessed Property Value (Remains lowest
among like counties)

LONG TERM FINANCIAL SUSTAINABILITY



Develop Fund Balance Policy

Establishes targets for total and
unassigned fund balance that ensures
positive cash flow and reserves for
unanticipated events



**Property Revaluation
Revaluation**

Opportunity to consider a property tax
rate that supports excellent service and
long-term financial sustainability

BUDGET OBJECTIVES GUIDING THE PROCESS

Address recruitment and retention challenges, particularly a concern in Public Safety

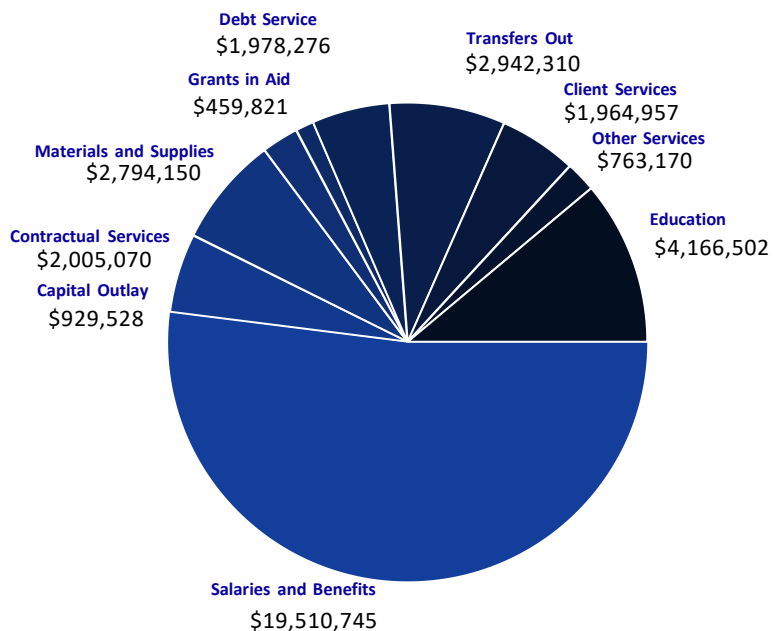
Limit reliance on fund balance for recurring expenditures

Maintain service levels and invest in maintaining facilities

Create a foundation for a successful 2024 Property Revaluation and Tax Rate Reset for FY 2025

GENERAL FUND EXPENDITURES BY TYPE

\$34.3 MILLION



I can't get the last slide to come up. This is the last slide. I will have to read to you this slide. This is potential cost reductions. From the General Fund, a one cent tax increase produces roughly \$173,652. So that's the target for a one percent or a one cent tax increase or decrease

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however you want to see it. So for salary and benefits, I was asked what would the numbers look like if we reduced the salary and benefits by 20%, which means 12% for Public Safety and 4% for General Employees. So that cost reduction would be \$285,000. A 1% reduction in Public Safety equates to about \$65,000, and a 1% reduction for General Employees equates to about \$90,000. 54 out of our 255 full-time employees make over \$50,000. So it's a very limited number of employees that make over \$50,000, and the average salary for those that make over \$50,000 is \$63,104. So the average salary for all full-time employees is \$40,183. The average salary for Public Safety employees is \$43,349. The average salary for non-public safety employees is \$38,304. So that's a breakdown on our salary and benefits and how any reductions may affect the overall budget. There are two positions recommended from the General Fund, and one of those is Communications Director. That's a total of \$72,000 with benefits included. The other is a Grants Manager, and that totals \$72,000 including benefits. So if you chose to cut both of those, that cost reduction would be about a \$144,000. I just want to bring to the Board's attention one more time that we do have a salary and grade scale. The minimum salary is set at 10% lower than was originally proposed. The midpoint of the salary and grade scale is really the market rate, and only 44 of our employees are at or above midpoint for the market rate. So that's basically the slideshow presentation that I have to present to you tonight. I've made my recommended budget. So at this point in time, the budget is truly the Board's, and it's up to you to discuss how you want to proceed, what you want to discuss, and so on and so forth.

Commissioner McVey said Mr. Miller, the school tax, 1.9, is that in there? County Manager Miller said the 1.9 cent tax increase was to pay for the high schools which was included on the referendum that was passed several years ago, and the high school has been completed. So I implemented the proposed tax at the time in my recommended budget. So it is in my recommended budget.

Chairman Dickerson said so you mentioned two positions, wasn't there a third one that you proposed at the landfill? County Manager Miller said yes, but that's not in the General Fund. That's an Enterprise Fund. So we're just dealing with the General Fund here. Chairman Dickerson said could you explain the difference on that for clarity for everybody watching at home. County Manager Miller said so an Enterprise fund is a fund that for the most part is self-sustained. The fees collected or the Solid Waste fees should fund the Solid Waste program along with the revenues that are received throughout the year. That's an Enterprise fund. So realistically in a perfect world no tax dollars are spent in an Enterprise fund. It's basically funded from fees that are collected. In the General fund, the General fund is made up of tax revenues and other General revenues that the county receives throughout the year.

Commissioner Holt said but aren't they asking for money from the trash collection. County Manager Miller said well the fee remained flat from last year to this year, and I don't believe there's a general fund balance appropriation. Is there? The Solid Waste Director said no.

Commissioner McVey said so that salary or that person would come out of an Enterprise fund? County Manager Miller said that's correct.

Chairman Dickerson said well isn't that a distinction without a difference because truly if you add another employee and the fees for the Solid Waste are supposed to be covering all of the expenses for that department, given an artificially high tax rate to add another employee or artificially high fee rate to pay for an additional employee being added to that department? County Manager Miller said so the fee rate stayed flat from last year to this year. The Solid Waste Director looked at the solid waste fees and was able to cut quite a few fees out of the schedule to make room for the new position. Chairman Dickerson said but if we didn't have that new position and we had had all that cutting back, couldn't we lower the rate that the county citizens are paying to have their trash disposed of. County Manager Miller said well there's a good chance that if you cut that rate, the money that was cut will need to be added back to Solid Waste or at least some portion of it to offset the work that may have not been done by the employee. Chairman Dickerson said I'm confused by that last statement. County Manager Miller said okay. So the new employee will create efficiencies within the department. By creating those efficiencies, we're able to keep better control of our Solid Waste sites. Therefore, when there's a problem we're able to address it sooner rather than later, and that may save us an extra load of gravel here or an extra load of gravel there. It may allow us to repair rather than replace one of the wooden decks leading up to a compactor. It may prevent a compactor malfunction that requires repair later on. Chairman Dickerson asked what is the cost of that position again? The Finance Director, Jennifer Hammock said the salary is \$32,000. Chairman Dickerson asked what would that be with benefits, and County Manager Miller said that's usually 20%. As a general rule, it's about 20%. Commissioner Rose said it looks like \$46,645.

Then Commissioner Rose said question Mr. Miller. I know he has two full-time positions. How many part-time total positions? County Manager Miller said well you know truthfully I don't know how many part-time positions the Solid Waste Director has, and I think that's true of mainly most of our departments. You can have as many part-time employees as you'd like. It's the budget far as part-time employees that really drives what you do with those part-time employees. So he may have 7, 10, or 12 part-time employees, but he can only utilize those employees up to his available budget. I know a lot of times, a lot of agencies will have excess part-time employees simply because they are part-time employees. While they're good employees, they have other jobs, other lives, and just because you need them Thursday at 2 o'clock to work for six hours, doesn't always mean that that specific employee is available Thursday at 2 o'clock for six hours. You may have to go to two or three other employees to be able to find that coverage.

Commissioner Yarbrough said so just a few comments, but no questions for the Manager at the moment. Just a few things come to mind concerning the budget. I think we can do some cutting, and I think we will do some cutting. I think we can pass this budget with no tax increase on the citizens of the county. I hear a lot of talk about the taxpayers, and we're all taxpayers in varying

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forms whether sales tax, property tax, or whatever. The taxpayer also expects a level of service. When they pick up that phone, and call 9-1-1, Sheriff, or EMS, they expected somebody to answer that call. We have an obligation to fund them as much as possible. Everybody's not going to get everything you want. We already know that. I don't think we can cut taxes unless we're going to bring the fund balance down to a level that's not acceptable to any of us. We've been going through this budget process since the third or fourth week of April. We've had the department heads or the majority of them come before this Board. We've had a chance to answer questions. This Board has had a copy of the Manager's budget it's probably been 10 or 11 days ago. It was emailed, and we received a hard copy at our in-person meeting last Monday night. We've all had a plenty of time to look over it. We've had time to ask the Manager questions. We've had time to ask Finance Director questions. If you haven't done it, that's your own fault. Not their fault. I pick up the phone if I got a question for the Manager, and I call him. If I got a question for Jennifer in Finance, I call Jennifer in Finance. If I can't quite grasp the answer, like today Jennifer, I had to go meet Jennifer in person. They need to come out with a book called Budget for dummies, and then I would be able to understand everything that's in the budget. She had to sit down and show me, and once she did, I understood. She answered my question and I understood her. We can sit her, and we can talk about it. We can go through this thing line by line, if that's what the Board wants to do. I do not see the point in it. I think we've all looked at it, and we can say well I think we need to change this number to this. We need to reduce this by this amount. I've done it. I've expressed to the Manager part of what I would like to see. He asked me what do you want to see in the budget. I don't know if he had that conversation with everybody or not. I said Mr. Miller from my point, no tax increase and no more than \$2.5 million coming out the fund balance right now, and I believe that would bring expenditures down somewhere around six hundred thousand dollars from what you propose. That's my opinion. I'm more than willing to listen to others opinions. We'll have it out, and it'll all come together in the end. We'll make sausage out of it. Some of us might not like the way it goes together, but we'll get to that point where we can vote on a budget and get it approved.

Commissioner McVey said Commissioner Yarbrough are you suggesting that we do not put 1.9 cent tax on the Bartlett Yancey school? Commissioner Yarbrough said I'm suggesting no tax increase. Commissioner McVey said so to me that means and I'm going to put it out there for the residents to pay for it. Commissioner Yarbrough said the residents are going to pay for it regardless. Commissioner McVey said well we are going to have to pull the money. Where is the money coming from Bryan? Out of fund balance? County Manager Miller said so I think one of the key things about this year's budget is that we're building on a revaluation reset for the 2025 tax year. So the next year when we do the budget, we'll be looking at a revenue neutral rate, and we'll also be looking at rates to support the county operations. At that point in time, we can address the pavement for the Bartley Yancey High School and reduce the tax rate this year or reduce my recommendation for a tax increase this year or whatever the Board says. If you want one cent, we'll do one cent. If you want it 0.9 cent, we'll do 0.9 cent. If you want nothing, we'll

do nothing, and that's doable. I can tell you now that's doable, but next year during that reset it's going to have to be addressed one way or the other. Salaries and the debt service will have to be addressed.

Commissioner Holt asked how is it doable. Where would you get the money? County Manager Miller said well I said a one cent tax or 1% reduction in certain Public Safety salaries, a 1% reduction in general employee salaries, and the two positions. Those are cuts. So if you cut enough money out of just those areas and there may be other places that the Board would like to talk about cutting, but if you cut just from those areas, you could come up with enough to offset the 1.9 cent tax increase. Commissioner Yarbrough said Bryan mentioned that 12 and 4, I asked him about that number. I don't know if anybody else did or not. I said figure out what would a 20% reduction in salary increases mean. Which means 12 and 4. If you reduce 15 by 20%, it's 13%. If you reduce 5% by 20%, you're at 4%. In his budget presentation Monday night, he said it's going to cost \$1.4 million thereabouts. County Manager Miller said right. Commissioner Yarbrough said so if you reduce it by 20%, does that mean we will shave \$280,000 off of the budget, and evidently I was fairly close to 285. County Manager Miller said that's correct.

Chairman Dickerson said I love the sound of not having a tax increase, but not at the peril of having a revaluation be locked in and we have to pay a higher rate to cover our expenses that should have been covered in this budget process. I would have whole lot rather talk about the number of unfilled positions in the county, how long they haven't been filled, and start taking some of those out of the equation altogether. If a position hasn't been filled in three to six months and they've been running without it in that department, do we really need to keep paying for that position and have that money rolled into each department. I'd like to have a quite honest discussion about how we cut money out of the budget in that manner.

Commissioner Holt said I think that's a huge kitty that's running around that everybody's using because it's like two or three here, two or three there, and it's all about all these positions. They're saying they're not filled. You can see it on the internet where people are applying for jobs, and they're not even getting interviewed. I think that's everybody's personal kitty. It's what I think the game is. If we put a stop to that, it's going to pick up a whole lot of money because I can't imagine how many open positions there are in this County.

County Manager Miller said so the way our Budget Ordinance works is we can't transfer money out of salaries and benefits to fund anything else. Chairman Dickerson said stop. Didn't you put a hundred thousand dollars' worth of money from unfilled positions back for this proposed budget with everything that was put out in your recommendation. One of the revenue sources you said with a hundred thousand dollars was coming from unfilled positions. County Manager Miller said well there's actually a lot more than that if you'll look through the budgets. Chairman Dickerson said how is it good in that avenue, but we can't do it in the other avenue. County Manager Miller said well I'm not saying you can't cut out the positions, but what I'm saying is if the Sheriff has a hundred thousand dollars' worth of lap salaries, he can't go out and buy a truck

with that. He either has to use it for salaries or it feeds back into the general fund. Chairman Dickerson said you took out a number of salaries for the unfilled positions, did away with them, and rolled that money back in. You know what savings you have at that point. You know that all that money can be used to fund these other raises and all this other increased spending that is being proposed here today. County Manager Miller said yes, and that's currently done in this budget. So if you'll look at the department lines. For instance, the Sheriff's Office if you look at probably the second or third line down, you'll see vacancy rate. You'll see that it's budgeted in at a negative number, and that's about 400,000. I think DSS has a vacancy rate. I.T has a vacancy rate. Chairman Dickerson said how many positions? Let me ask you another way because we're going around in circles here. How many positions were done away with that we will not be filling in the future to come back and be a burden on the taxpayers of this county? County Manager Miller said none. Chairman Dickerson said well then you haven't got rid of any expenses. All you've done is smoke in mirrors. You come back and said we got savings from unfilled positions, but at any time they can be hired and filled. We're under the obligation to pay those salaries. That is not a revenue stream. That is a shifting of or that's a disingenuous way of showing how to pay for what's been proposed. County Manager Miller said so that's the way other jurisdictions do it. That's one of the only ways that you can enter a negative line item number into a budget. Chairman Dickerson said and two months down the road when they hire for those positions and they fill them, you're paying for that position. That fake number that was put on that line is going away. There is no real savings there. County Manager Miller said so Jennifer can you tell me what our lapsed salaries were for this year. Were they over two million dollars? Finance Director, Jennifer hammock said I don't have the exact figure because for some reason I am not able to open Excel. County Manager Miller said I am having problems as well. Anyway it was over a million or over two million dollars in lapsed salaries. So we took into account for exactly what you're speaking of. We know that if you approve this budget and we start trying to recruit today, it's going to take six months or seven months if ever the Sheriff's Office, DSS, or whomever can get fully filled again. So when we when we average those rates and included them in the budget, we did that at less than 50% or less. Finance Director Jennifer Hammock said it was less than 50%. County Manager Miller said it was less than 50% of our actual vacancy rate. So if there was let's just say two million dollars or \$2.6 million, Jennifer says, in lapsed salaries last year, I think we only appropriated or we only included \$1.1 million in lapsed salaries for this fiscal year. So we didn't use the total number. Chairman Dickerson said Mr. Miller, we could go back and forth. You're going to call it six one way, and I'm going to call it a half dozen another. The truth of the matter is, if you can't show me where you cut out actual positions and you're not going to hire for that position in the future, it is not true savings we can put toward paying for the proposed spending increase. That's simplicity in itself. I will yield the floor to anybody else that has got questions.

Commissioner Rose said straight up I went through this budget. We went through it together. I been through it two or three times. I'm not saying these communication positions are not needed.

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I would love to see a clean audit before I said yes to them. The Solid Waste position, they do, I guess, have seven people on the list part-time. I think we need to hold off on that. I think we as a Board tonight have a much bigger problem. That's the critical phase we've gotten to with the Sheriff's Department. I've done a lot of moving and crunching numbers. Mr. Yarbrough brought it up and he has talked to the County Manager about looking at 12-4. The one thing that I have checked with Guilford County, Greensboro, and the State of North Carolina is that everybody is going to sign-on bonuses. One time. I think we need to take a hard look at it. The reason being, if we go with a sign-on bonus and we don't get anybody to apply, we've lost nothing. That money will set there. If we get 10 people in the door from one sign-on bonus, whether it's a \$2,500 sign-on bonus or a \$5,000, 10 people won't be over \$60,000. We can get the department up to where it needs to be. We owe it to the citizens of this county to make sure they have adequate protection, adequate EMS protection, and I think that is something we have got to take a long hard look at. I know we cannot compete with Burlington or Alamance County. We've got to be able to keep them in our site. We've got to be able to do something and try to get you know, and I'm saying we do a sign-on bonus. I'm not saying just give them the money. They got to sign a contract. I talked to Raleigh yesterday for a matter of fact, and they make them sign to get a sign-on bonus that they will stay. Commissioner Holt said what is the time limit? Commissioner Rose said Guilford County has a 36 months internally. Now they do, well I can't remember what their sign on bonus is, they give so much when they start and so much so many months down the road. I think that's something the Board needs to look at to see if we can recruit or see if we can get people in here. If we can get somebody in to say 18 months, they might stay. But if nobody comes and we offer that, we have lost nothing. That money is still sitting right there. If they don't show up, we have done what we could as a Board.

Chairman Dickerson said how many people in the Sheriff's Department are at the hiring rate? The starting salary. What do you start a deputy of at? Commissioner Rose said I have no clue. I've been retired since 2017. All I know is that they're 12 positions down, and if I'm not mistaken they could be losing two more.

Commissioner McVey said Mr. Rose you are suggesting we do 12-4? Commissioner Rose said no I'm not suggesting to do the 12-4. I'm saying if we do the 15-5 and a \$2,500 one-time sign-on bonus with the stipulation that they have to sign a contract. I feel like if you go with the 12-4, I would like to see it increase to 5. But if you say 12-4, you're saving \$285,000. So if we got 10 employees hired, it isn't but \$50,000, so you're still looking at \$235,000 savings. If they don't show up and we can't get them here, we've lost nothing. That money will go right back into the general fund. We got to do something. We got to think outside the box. Everybody else is doing it. That's just my opinion. Commissioner Yarbrough asked the Sheriff's Department only? Commissioner Rose said I would say 9-1-1 is another one. That includes the Sheriff's Department, EMS and 9-1-1. Like I said once you get fully staffed, then you can do away with it. You don't keep it in place forever. Commissioner Jefferies said what about if you give this bonus and I'm making \$42,000 a year. I've been here two years, and you are going to come up and give

the new man a \$5,000 bonus. How do you think I'm going to feel? Commissioner Rose said well the thing you got to look at on that Mr. Jefferies is that there's a lot of people in these higher positions, they're not there for the money. They're there for that position. Your captains, your majors, and your lieutenants. They can't leave Caswell County. They can leave Caswell County and go somewhere for more money. They're not going there if they're losing that position, a major position. We're in tough times right now. Sometimes in tough times, you've got to take exact steps to try to correct. Commissioner Holt said I think what he's saying is if two years ago he's not in that hiring position and somebody comes on a couple months later and gets that \$5,000 he didn't get. If everybody's doing it, I mean let's think about it. I'd quit and go to Rockingham. Commissioner Yarbrough said you got to work. If you're going to do that, you're going to have to put some kind of retention bonus in there. I don't know if you going to go down the road, but you'll have to pay the employees you have on the payroll now something to kind of offset that hiring bonus you're giving to the new employees. What that dollar amount should be... For example, if you're going to do \$2,500 sign-on bonus for the Sheriff's department for a 24-month timeframe. You give him \$500 when he walks in the door. You get \$500 after 12 months, \$500 after 18 months, and the last \$500 when his two years are up. Just an example. You're going to have to do that same thing with your employee that you already have or something similar to it or he's going to walk out the door, go somewhere else, or quit and come back in six months to get his sign-on bonus. He'll be a new employee again. We don't want to get on that roller coaster.

Chairman Dickerson said well here's something I'll throw out there. It's going to muddy the water a little bit more, but building on Mr. Jefferies' point. If you give 911, the Sheriff's Department, and all them the 12% and you give the regular county employees 4%, you're going to bust a morale of all these people that work in the other departments because they're being viewed as second class citizens. I'd a whole lot rather see an across the board raise for all the County employees, and then try to concentrate on these positions in 9-1-1, the positions in the Sheriff's Department, and the higher up spots building on what Mr. Rose said. The higher ups in there, they're not going. They're not going to lose their Captain position. We can't fill the jobs to have people out in the patrol cars patrolling the county. So maybe the devil's in the details or rather let's say Solomon split the baby. We need to have a different strategy about how we're going to compensate our Sheriff's Department and our 9-1-1 people. Commissioner Yarbrough asked what is your suggestion. Chairman Dickerson said you know I thought a little bit about this, but I'd say that the state's getting a two and a half percent raise this year and a two and a half percent next year. I would propose you do five percent for everybody across the county, and then we look at some kind of bonuses on the low-end scale for the... not low end of the scale, but on the higher ends of the Sheriff's Department. You get something there that will bring people to Caswell County. As Mr. Rose said you get them to stay 18 months, and they're here. There you go. Commissioner Yarbrough said you're still back in the same spot John. If you go give everybody the same raise, and you're going to give the new hire a bonus. What's an existing

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employee going to say? Well he is not going to be a happy camper. I'll put it that way. Chairman Dickerson said well Mr. Yarbrough, we don't have unlimited funds. We've got to come up with a... Commissioner Yarbrough said we do not but we have our major vacancies in Emergency Services as well. Chairman Dickerson said it's going to be a fun budget process. Commissioner Yarbrough said it will, but we'll get through it. Like I said a while ago. We will make it. Chairman Dickerson said it's a costs to find out. Commissioner Yarbrough said we'll get it. Chairman Dickerson said I like sausage. Are there any more comments or if you'd like to express their opinions.

Commissioner McVey said Mr. Dickerson you said give 5% all the way across the board? Chairman Dickerson said yes sir. Commissioner McVey said what would that be? Finance Director Hammock said I can't get my spreadsheets to open. I have been working in them all day. County Manager Miller said it would \$775,000. Commissioner McVey said \$775,000 and the County Manager said yes. Commissioner Yarbrough said total if it was 5% across the board. County Manager Miller said that's correct. Well it drops the budget, I mean the salary increases for the budget for about \$1.4 million. So that almost cuts that number in half. I think based on the information that I've looked at for the Sheriff's Department, specifically the Sheriff's Department, that would leave the Sheriff's Department really vulnerable to outside influential pressures, but it's just the Sheriff's Department. Chairman Dickerson said well doesn't that go back to what Commissioner Rose was saying about how you bring those people into those positions or whatever the starting point is. Let's face it. For many years Caswell County has been like a training ground similar to what Dan River used to be for other employers around Danville, Greensboro, and other areas. They hire them, and they followed them in. I worked there as a supervisor, and I watched it happen over and over again. We'd lose guys out of the shop because after it's been a few years, they went on. We learned to adapt and roll with it because we had to. We had to start training from within. Maybe we need to be looking at other avenues along that line. If it takes a bonus to bring them in, well as Mr. Yarbrough said he may create some strife on that, but what are we going to do? We can't afford to pay everybody a 20% raise across the board. It'd be nice. I'd love to give all of the county employees that, but in the end, if you did that now if we let's say magically waved this wand and the money drops out of thin air and we give everybody that big bonus, how long do you think it's going to be before we're right back in the situation again because Rockingham County, Alamance, Guilford County, and everybody is following suit. It's like the dog chasing its tail into the quagmire that we can't get out of. We need to start talking about how we are going to do it long term. We are putting band aids on the problem.

Commissioner Jefferies said you have to realize some of these programs are mandated. If we don't do something, then the state is going to come in and take over, and the taxpayers are going to pay. Chairman Dickerson said yes. One is the Department of Social Services, correct? Commissioner Jefferies said yes. Chairman Dickerson said well my plan is to give them more money than they would get ordinarily if they were state employees. That's two and a half

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percent. Today we suggesting giving them people twice what the state is giving. Commissioner Jefferies said we not talking about two and a half; we are talking about the whole thing. The state pays a whole and the county has to pay. The county is going to pay more money than what they are paying elsewhere. Chairman Dickerson said that is why we are talking about steps moving forward.

Commissioner Jefferies said there were years I have grown to understand no new taxes.

Commissioner McVey said you would go the budget with no new taxes. Commissioner Jefferies said that's correct. He (Bryan Miller) can fix that. He knows what the tax increase will do.

Commissioner Yarbrough said it will be hard to make it go away. County Manager Miller said that's correct. Commissioner McVey said I don't want to pay any more taxes than I have to, but I believe the 1.9 should be put on the taxpayer because they voted for it. They voted to build that school. I feel personally that that needs to be put on them. I don't want to raise taxes myself because I pay a lot, but that's how it was voted for on the referendum. Commissioner Jefferies said the citizens will benefit and the taxpayers will pay the bill. They voted on the referendum to build a new school. Commissioner McVey said absolutely. These people knew what it was going to cost when the school was built. That man right down there, Mr. Miller, stood down there and told them what it would cost. We hoped we could get by with less than 1.9, but that's what it cost. I don't want to pay taxes any more than anybody else, but that falls on the citizens of the county.

Commissioner Holt asked property tax or sales tax? The 1.9? The commissioners replied property. Commissioner Yarbrough said regardless or not, if we include a 1.9, 0.9, 25, or pick your number legal, the taxpayers are going to pay that bill. It's got to be paid. That Debt Service, we don't have anything to do with that, that will not be changed. We have to pay our bills. Where the money comes from... I get what you're saying. Whether it's from a tax increase to pay that debt, we have savings from somewhere else, or we draw from the fund balance, but the money will get paid. We have some options on that. There's a lot of things in this budget we can change, but that's not one of them. We have to pay that fee. County Manager Miller said I'll just point out with Debt Service, that the county as a whole reduced its debt service by almost \$200,000 this year. It was the increase in the school that caused our debt service to increase to almost \$400,000. Commissioner Yarbrough said that's mainly interest on the money for the school. Correct? Is the majority of it in interest? County Manager Miller said most of it this year will be interest.

Commissioner Holt said I'd like to propose a five percent across the board for employees. It's on the lines that we use last year's numbers from the budget and everyone has to get last year's numbers on each department. Chairman Dickerson said the budget we approved last year? Commissioner Holt said yes budget be approved just like last year. We would have extra money that we could get to the Sheriff's Department, and I know these people have fluff in their departments. None of this will change before we start cutting out any extra positions.

Commissioner McVey said please explain that again. It's hard to hear you. Commissioner Holt said use last year's budget numbers for each department, give them 5% county wide, and let these department heads try to hold the lines to last year's numbers. Commissioner McVey said let them find the money? Commissioner Holt said yes. I think there is fluff in there. Commissioner McVey said you think there is some padding in each department? Commissioner Holt said I do. Commissioner McVey said I understand what you said now.

Chairman Dickerson said what is the pleasure of the Board? What would you all like to see done moving forward? Commissioner Yarbrough said I believe Commissioner Holt made a motion. Commissioner McVey asked did you make a motion, and Commissioner Holt said I made a proposal. Commissioner Holt said if someone wants me to I can make a motion. Commissioner Yarbrough said it's your call.

Commissioner Gwynn said this is 5% across the board for all departments? Commissioner McVey said correct me if I'm wrong, that's just \$775,000. County Manager Miller said that's correct. Commissioner McVey said and it cuts it what? County Manager Miller said it cuts almost \$700,000 or \$625,000 out of the budget.

Chairman Dickerson said so do we have a motion? Commissioner Holt said yes.

A **motion** was made by Commissioner Holt to propose a five percent across the board for employees. It's on the lines that we use last year's numbers from the budget and everyone has to get last year's numbers on each department. We would have extra money that we could get to the Sheriff's Department.

Chairman Dickerson said do we have a second? I'll **second** the motion. We'll do roll call voting? Commissioner Rose asked will we have discussion on it? Commissioner Yarbrough said you got to call for discussion. Commissioner Rose asked how is this going to fix the problem for Emergency Services? I don't think you understand. There's some times in this county we are not protected. God forbid your house gets broke into or mines. I'm not there, and my wife is there by herself.

Commissioner Holt asked did you hear him say that he could almost do this without a tax increase? Commissioner Rose said do what without a tax increase? Commissioner Holt said all this extra. That means the money is there. So what I'm saying is and what I said was with the extra monies, we could go help the Sheriff's Department and the EMS. Commissioner McVey said so you think there's fluff in the departments? Commissioner Holt said I do. I think all these departments have fluff. Commissioner McVey said extra money.

Commissioner Gwynn said this motion does not include Emergency Services with the 5%? Commissioner McVey said it is 5% across the board.

Commissioner Jefferies said Mr. Chairman I would like to make a motion.

A **motion** was made by Commissioner Jefferies to amend that motion to have the County Manager go back and look at it again to see what he come up with before we pass this.

County Manager Miller said so Mr. Chairman, right now Commissioner Jeffries is offering a friendly amendment to Commissioner Holt's motion. So before that amendment can be made, Commissioner Holt needs to accept that amendment. Commissioner Holt said I accept it. Then Chairman Dickerson asked do we have a second on the amendment. Commissioner Gwynn **seconded** the motion to amend.

Commissioner McVey asked Mr. Jefferies to restate the motion. Commissioner Holt said okay. The **motion** was 5% countywide for employees. That would be Sheriff, EMS, and everyone. Countywide 5%. We would be going back inside, just to make sure I've said this, anything over three months, did I say that or did I leave that out? Okay, I can't add that now. Anything other three months that has not been filled, I'd like to look at cutting it. I would be a lot less understanding than say to Mr. Durden not trying to hold their feet to the firearm like that. We would take the extra monies that we would save and use last year's budget numbers. That's what they would be given for each department. Chairman Dickerson said some of the vacant positions with 9-1-1, EMS, and the Sheriff's Department, they would be excluded in that position? Commissioner holt said yes. Commissioner Jefferies said you are not including the Sheriff's Department, EMS, and 9-1-1 in your motion? Commissioner holt said not in the 90 days' vacant position part. Commissioner Jefferies said in the 5%? Commissioner Holt said yes.

Chairman Dickerson said we have a motion, and we have an amendment to the motion. Do we have a second on the amendment to the motion? Commissioner Gwynn said I seconded it. Commissioner Yarbrough asked can you restate the amendment. Commissioner Jefferies said my motion was to amend the motion to have the County Manager go back and figure out something we can come with something to cut the 1.9 cent tax. Come up with a plan. That was my motion. Commissioner Yarbrough said I don't mind making sausage, but this is getting out there. Going by what Mr. Holt's motion to give across the board raises of 5% county-wide, all positions that have been open for three months or more to cut them except Emergency Services and to leave everything else in the budget at last year's level. Am I more or less stating what you said. Commissioner McVey said you're cutting DSS. Commissioner Yarbrough said wait a minute. Wait a minute there. Mr. Jefferies has moved to amend the motion to get the County Manager to go back and figure out a way to not have a tax increase. Well I don't know, but it's a lot in a motion. I mean that's a lot. I'll say it now; I'll be voting no because I think this is spreading it out there a little too far for my taste.

County Manager Miller said Commissioners, may I make a quick observation? So in following Commissioner Holt's motion, and I think I have this or I think I understand this right. He wants us to use last year's budget. Is that correct? Commissioner Holt said yes. County Manager Miller said so last year's budget numbers were 1.4 million dollars more than this year's budget. Chairman Dickerson said you're saying that you didn't ask for any increases in any other

spending for any of the county departments over the last year's levels. County Manager Miller said no, that's not what I'm saying. I'm saying the total budget last year was \$40,525,975. The total budget this year is \$39,143,000, which is a decrease of \$1,382,970. Commissioner Holt asked where are the changes? County Manager Miller said because the revenues went down. Commissioner Yarbrough said we don't have the ARPA funds. You don't have no COVID money. The COVID money is gone.

Chairman Dickerson said so what is the figure for last year's budget? All the areas where you have asked for an increase in your recommended County Manager amount. You're saying that none of that increase is caught up in the county anywhere. Is that what you're telling me? County Manager Miller said no. I'm saying there's not revenues to offset that. So if I may be so bold. I kind of like what Commissioner Jeffries asked. If you as a Board will give me your priorities, I'll go back and I'll make your priorities a reality. If you say no tax increase, if you save fund balance no more than 2.5 million, if you say whatever the Board wishes, we'll go back and we'll bring it back to you. But we need to know what your priorities are.

Commissioner Holt said you probably don't understand. I sat here, went through this book, and went through this book. There's not a single page that it didn't go up, what they're asking for from last year. So I don't know how you're exactly explaining it that it's less this year. County Manager Miller said so there's not as much revenue because of the ARPA and the COVID dollars coming in this year as they did last year. Commissioner Holt said the money that went to each department is what I said. County Manager Miller said and that money went to departments. So revenues and expenditures have to balance, and that balanced budget was the \$40 million.

Commissioner Yarbrough said if you had just for the sake of conversation Mr. Chairman. We had \$30 million in general fund money in 23, and we had \$5 million dollars of ARPA funds and COVID money. \$35 million. Well this year if we want to spend \$35 million, we don't have that COVID and ARPA money can rely on. Wo it would call for increased revenue from somewhere else. In this budget, expenditures are actually below last year's level, but it has to pull more money because we don't have as much revenue from other sources. Am I right? County Manager Miller said that's correct. That's it in a nutshell.

Chairman Dickerson said everyone needs to understand what is being said. County Manager Miller said so Commissioners, I'll say this. There's been some discussion about passing the budget or maybe to approve this for the budget, we're still in that phase of budget discussions tonight. An actual budget, this book that you have, that's not what you pass to approve the budget. You pass the budget ordinance, which we still haven't drawn up yet because we don't have your final stamp of approval on whatever we're doing. That will be what you pass. You cannot pass that until after the public hearing on the 19th, and there's a 10-day after publication and all that jargon. But long story short, you can't pass it until the 19th. That's the earliest.

Commissioner Holt said the only thing we're really voting on is to agree on the direction that we're trying to take. County Manager Miller said exactly. Commissioner Holt said I understand that. So take Family Services, last year it was \$181,215. This year \$188,335. So are they asking for more or less money? County Manager Miller said they're asking for more money, but Family Service is not a general fund department, which means they're a grant funded department for the most part. There is a \$20,000 match for Family Services appropriated. So \$20,000 is a net tax dollar amount that's spent for Family Service. The rest of it is received in grant funding. So there's not really a lot of extra revenue that we could cut from the tax base to fund Family Services.

Chairman Dickerson said all right. How about you explain about this one, and maybe I'll understand where the difference in the zoo is. I'm looking at salaries under Administration for the 24 line item budget expenditures. It says that in 2020 it was \$233 and it's \$259 in 23. The department has requested \$458,000, and the manager's recommendation is \$442,000, which would bring that to \$183,000 increase. Is that not an increase? County Manager Miller said that is. That's for the two positions. Commissioner Holt said what two new positions? County Manager Miller said the two that were the Communications Officer and the Grant Manager. Chairman Dickerson said okay, here's a better one. Let's get away from the salaries. I'm just trying to understand what it meant by what you're trying to betray. Let's go down to travel reimbursement and mileage under general fund and see the last year's numbers. It was \$6,000 in 2022, \$3,000 and 2023. They're requesting \$5,500, and then it says recommended versus 2023 budget additional \$2,500. County Manager Miller said are you still in administration? Chairman Dickerson said page two. County Manager Miller said so for the Tax department, they are requesting \$2,500 more in additional funding in travel reimbursement and mileage. They're reducing their travel subsistence by \$2,500 as well. So it's net zero. Chairman Dickerson said you got it listed as a \$2,500 increase over 2024. County Manager Miller said but the next line down is the red \$2,500 which negates the travel and training increase because it's increased in one line and decreased in the very next line. If we're talking about Finance, Finance total...No I'm sorry. Tax Department total on page two. Chairman Dickerson said let's go to page four. Maybe we got the right example there. Contractual service: you got 40 in 2022, you got 45 in 2023, they're requesting \$48,000 for the next budget year, and it's an increase of three thousand dollars. County Manager Miller asked for Information Technology? For maintenance and County buildings? Commissioner Rose said Information Technology is about halfway down. County Manager Miller said so it looks like we're talking about maintenance now. Yes, so Professional Services other. Chairman Dickerson said I mean if you go down two lines below that, that's another good example. It's 35, 35, and they're asking for 50. That's, if you can do the math, \$15,000 increase over what they got from the prior year. So I don't understand where you're coming with there's no increase in spending from one year to the next because there's examples of it one after another. County Manager Miller said I'm not saying that in general expenditures there's not been increases. There have been decreases in general expenditures too. I will say that.

However, total expenditures last fiscal year exceeded total expenditures in this fiscal year proposed budget by \$1.3 million. The difference in why the tax rate value is different is because we don't have the COVID money. We don't have the additional revenues that we had coming in last tax year this coming up fiscal year. Chairman Dickerson said you know I'm going to use this opportunity to throw something out there. When I've been on this Board for two years and all that out of control, spending increases, and spending that COVID money, I've said this day would come. That when the COVID money was gone, they would want to keep continuing on with the expenses, and the taxpayers will have to eat that cost. This is when the chickens come on the roost. If your logic is right, that's what you told me, all the COVID money's gone now, and we're going up on the taxes to make up on the revenue that was lost. Well I get some wording is improper, the lost revenue that we don't have from one time COVID funding. It's not a recurring thing, and I said the whole time we are shooting these millions of dollars on the budget is being spent on this, this, and this. But those budget items, a lot of them, were not one-time expenses. They were recurring expenses, and now we're going to have to pay for those recurring expenses.

County Manager Miller said well I think the expenses we're really talking about are the expenses that are being proposed for FY24 which is the \$1.4 million in increased salaries and benefits for County employees, the two additional positions totally \$144,000, and some of the capital items that are included in the budget. But like I said if the Board just wants to give me direction like this is what we would like to see - no tax increase. I'll do it. 2.5 million dollars in fund balance. Fine, I'll get us there, but I just need some directions from the Board. At this point I've given you my recommendation, and it's your budget. I'm happy to do the legwork, go back and cut in the appropriate places, and figure it out.

Commissioner Holt said you could have done that a month and a half ago. You coming around here with those 15% raises. I mean look what you told them. I mean what was it 12 or 15%. You told everybody in the county to try to stay at. County Manager Miller said no, six and a half percent. Commissioner Holt said no, it was not. County Manager Miller said it was six and a half percent. You have the majority of the department heads setting behind you. Chairman Dickerson said you said 6.5% based upon the State was going to give us 6.5%. County Manager Miller said no. Chairman Dickerson said and the Stat did not. They are giving 2.5%. County Manager Miller said no. Chairman Dickerson said Commissioners, I want to ask right now. Commissioner Yarbrough said it was based on the rate of inflation. He told us six and a half percent because I asked him in a budget meeting.

Commissioner Yarbrough said Mr. Chairman, I've heard all I want to hear. There was a motion. Call the question. You have to move now. Chairman Dickerson said until it is clear. Commissioner Yarbrough said I have called the question; you must call for a vote right now. Commissioner Holt said no he doesn't. Do you want me to withdraw my motion? Commissioner Yarbrough said you cannot do that. Then Commissioner Yarbrough said we need to get the attorney on the phone. Commissioner Jefferies said I amended the motion. You have to voter on

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my motion first. That policy. Commissioner Yarbrough said you vote on the amendment before you vote on the motion with the amendment.

County Manager Miller called the County Attorney, Brian Ferrell.

Commissioner Holt said at this point it really doesn't matter because we have to wait until after the 19th, and it is sent out in the public.

Commissioner Yarbrough said a motion has been made, and the Chair has got to handle that motion. Chairman Dickerson said I will as soon as I get legal advice.

Attorney Brian Ferrell was reached via phone. County Manager Miller said to the attorney I'm going to put the phone between the Chair and Vice Chair and let them explain what's going on. Chairman Dickerson said Mr. Ferrell, we need a little clarification here. There has been a motion in a second, and there has been an amendment to the motion and the second for that motion. Now the original commissioner that proposed the first motion wants to withdraw the motion. The Vice Chair said he can't do that. You've got to vote on the motion. What is the legal precedent? How do we handle this? Attorney Ferrell said you will need to follow Robert's Rules of Procedure. Commissioner Yarbrough said before you get too far into your Robert's Rules, Mr. Ferrell, before the motion was withdrawn, I called the question. Then we waited. Chairman Dickerson said are you there, Mr. Ferrell. I think the reception was not good, Mr. Yarbrough will reiterate something he wants you to know before you look that up. Commissioner Yarbrough said before Commissioner Holt said he would withdraw his motion; I had called the question which as you probably know means we have to proceed to vote without any more discussions. Am I correct on that? Chairman Dickerson said I guess your last comment was you want to know what the original motion was. Attorney Ferrell said yes. Chairman Dickerson said the original motion was, let me see if I can get this right, five percent raise across the board to all county employees, to do away with any positions that have been vacant for over 90 days with the exception of the Sheriff's Department, 9-1-1, and EMS. An Amendment to that motion was made, and what was your amendment Mr. Jefferies? Mr. Jefferies said to give the County Manager the authority to go back and make this budget without a 1.9 cent tax increase. Chairman Dickerson said the amendment was made by Mr. Jefferies to have the County Manager to go back and try to implement a budget without the 1.9 cent tax increase. That amended motion had a second as well. So those two motions are pending before the Board. The original motion that started it, that commissioner now wants to withdraw that. It's in question with what Mr. Yarbrough told you now as to where we stand from a legal standpoint. Attorney Ferrell said okay fine. County Manager Miller said did you include the use of last year's numbers? Commissioner Holt said no, but none of it is going to hold true anyhow. We have to wait until the 19th, then we vote on the whole budget. Chairman Dickerson said Mr. Ferrell, there was another part to the original motion that the commissioner wants to bring to your attention. It was to use the budget numbers for the department expenses to use last year's numbers to not increasing any spending to those departments other than the salary increase.

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Attorney Ferrell said did the person that made the original motion accept the amendment as a friendly amendment. Was the original motion seconded? Chairman Dickerson said yes I seconded it. So we have a motion that was accepted, and an amendment that was properly motioned and seconded. Right. So we're supposed to have a friendly amendment. Basically the person who made the motion says yes, I forward that amendment. Right. So you don't necessarily have to vote. What you have is one motion now with the change that was accepted by the person that made it. Right. So you have a raise for all county employees, remove positions that have been vacant for over 90 days, and then there was an amendment that was offered and accepted by the person who made the motion, which would give the County Manager or instruct him to go back and provide a budget without a tax increase. Commissioner Yarbrough said that is correct. All of that can be incorporated into one motion. You don't have to get a second on the first motion, but you will need a second on the amendment to get the vote. Chairman Dickerson said but there was also a second on the first motion that had about four different parts to it. Attorney Ferrell said right, you had that motion but there was a friendly amendment that was made and accepted by the person who made the main motion. Chairman Dickerson said well there was a second to the main motion. Then the amendment was made an amendment and there was a second for the amendment to the original motion. But there wasn't a go back and vote on the original motion. It only had a motion and second before the amendment was added to it. Attorney Ferrell said okay. So you got two motions. You have a main motion and subsidiary motion because the idea of the amendment to not have a 2.9 cent tax increase is essentially another motion. So the real question is can someone who has a motion made with a second, withdraw it. Is that right? Chairman Dickerson said yes sir. Attorney Ferrell said because the second motion I think you can vote on it. I think you have to. It's not necessarily dependent on the first motion. Right? Whether or not the Manager comes back with the budget that doesn't have a 1.9 cent tax increase is not dependent on the first one.

Commissioner Yarbrough said Mr. Chairman, I may as well withdraw my opposition to Mr. Holt withdrawing his motion if he wants to do so. I believe Mr. Jefferies wants his motion voted on. He wants to make it a second motion. Chairman Dickerson said I think that the way the lawyer is going. He is saying we would vote on them individually and not as one whole motion. Commissioner Yarbrough said we have to vote on Mr. Jefferies motion first because it is an amendment. Commissioner Yarbrough said but when I called the question, you did not want to end the discussion. Commissioner Yarbrough said if you want to tell him we have come to a consensus, and Mr. Holt can withdraw his motion. That is fine with me.

Chairman Dickerson said Mr. Ferrell can we interject something else. We are going to stir it up a little bit more for you. The objection to withdrawing the first motion has been dropped by the commissioner that made it. Can we drop the first motion and vote on the second motion or amendment that was proposed to it? Attorney Ferrell explained that the second motion had to have a second. Where were you in the process. Were you about to vote? Chairman Dickerson said we had got a second on both and we had discussion going on. Then one of the

Commissioners wanted to end the discussion, so he called for a vote on the amendment on the proposals as they were presented to the Board. Then the original presenter of the motion that got all of it started wanting to withdraw it, pull it off, and not vote on it. He wanted to take it back. Attorney Ferrell said if everyone on the Board is okay with the motion being withdrawn. At this point, you can vote on that motion or someone can state a motion that includes all the request. You can do that.

Chairman Dickerson said before the call drops, I'm going to proceed forward. I don't want you to hang up yet in case we have more sideways turns here. So what I'm understanding is that it's okay as long as there is no opposition from anyone on the Board for the original motion made by Mr. Holt to be dropped. We have a consensus to allow him to drop that, and vote on Jeremiah Jefferies amendment separately by itself.

Attorney Ferrell said to avoid any controversy, just take a vote to allow the original motion to be withdrawn. You have a motion to withdraw the motion. Get a second and take a vote for it to be withdrawn.

A **motion** was made by Commissioner Holt and seconded by Commissioner Dickerson and **carried unanimously** to withdraw his motion. (Ayes: Commissioners Gwynn, Holt, Jefferies, McVey, Rose, Yarbrough, and Dickerson)

Chairman Dickerson said at this point, do we need to have a first and second on the secondary motion that was made to the one that should have been withdrawn, or do we just proceed to a vote on this motion.

A **motion** was made by Commissioner Jefferies to give the County Manager an opportunity to go back and look at the budget and take out the 1.9 cent tax.

County Manager Miller said so if I'm not mistaken Commissioner Jefferies is making a motion now and looking for a second.

A **motion** was made by Commissioner Jefferies and seconded by Commissioner Rose and **carried 6-1** to give the County Manager an opportunity to go back and look at the budget and take out the 1.9 cent tax. (Ayes: Commissioners Gwynn, Jefferies, Holt, Rose, Yarbrough, and Dickerson Nays: McVey)

Chairman Dickerson said I think we are now parting ways Mr. Ferrell. I'm going to hand you back Mr. Miller. The County Manager thanked Attorney Ferrell and ended the call.

Commissioner Yarbrough said Mr. Chairman, the motion that the Board just passed instructed Mr. Miller to come up with a budget that doesn't include a tax increase. That's all that motion does. Correct? County Manager Miller said that is correct. Commissioner Yarbrough said we will still have to pass out, look, or are we at the point where we're going to say no tax increase and pass the thing. Is that where we're at? County Manager Miller said so let me just be clear. This is your budget. Right So you all can direct me to do anything you want to. If you all want

to direct me to reduce it to 2.5 million dollars Max on fund balance, which I've heard. Whatever you want to do, I'll try to work out. But what I need from the Board are your priorities.

Commissioner Jefferies has done a good job by letting me know his priority is to do away with the tax. He's made a motion, you accepted it, and you voted on it. If that is the only priority the Board has, then I can definitely move forward with that and have you something tomorrow. I feel like the Board has more priorities.

Commissioner Holt said his was tied on to mine, but I still feel like that even though I've withdrawn it, that's where the basis came from. Commissioner Yarbrough said no, we didn't vote on your motion Mr. Holt. We voted on Mr. Jefferies motion. Commissioner Holt said that was the assumption. Commissioner Yarbrough said and that's all we voted on. We voted on his motion a few moments ago, and that was the only thing we voted on. Commissioner Holt said so what I'm asking you... I'm still going to bring that one back up. Just to get in Mr. Yarbrough's crawl. Commissioner Yarbrough said that's fine. Most folks get in my crawl every day. I gave you my two cents worth on the phone the other day about what I'd like to see. County Manager Miller said yes. Commissioner Yarbrough said so you have them. I won't be bugging you anymore. You know where I stand, but I'm only hoping all the commissioners will do likewise. And let you know I want to see this, or I don't want to see this. I hope they do not wait till we get back in here, meet again, or throw it at you.

Chairman Dickerson said I threw mine out and I wanted to see fairness going across the line and not trying to make a differences between county employees. All our County employees are valuable, but I do want to see how are you going to pay for it whatever raise or whatever increase you come up with. I don't want to see us do that through hundreds of thousands of dollars from unfilled positions. If positions have not been cut out, that's going to be a sticking point for me going forward as we go through this process. I want to see savings not money pulled out thin air that later it's going to evaporate when you hire somebody to fill that position.

Commissioner McVey said Mr. Dickerson, when you say you want to see the position cut out, is that across the board? Chairman Dickerson said whatever Mr. Miller uses as a funding basis for paying the raises and increased spending in the proposed budget. I don't want to see okay we've got two hundred thousand dollars in unfilled salaries. I want to see which salary is going to be done away with. What positions are going to be cut to show that \$200,000 worth. I don't want them to say \$200,000 worth of savings and not cut positions. Then six months down the road, they hire, and fill those positions. Then we have to pay two hundred thousand dollars for the positions, and we don't have any savings to put forward to this.

Commissioner McVey said so if DSS has 4 positions that have been open for longer than what, three months. Chairman Dickerson said it depends on which one he chooses to take out.

Commissioner McVey said but that's what you're saying. Positions that have been for over three months, then we cut them out. Chairman Dickerson said I'm saying they could be. That's going to

be up with him. He's been directed to do it without a 1.9 cent increase. I want to see how he's going to pay for it and not take positions out.

Commissioner Jefferies said I have one more thing to say. It's in my district and I'm getting calls. Guy came out to work on my combine and was asking about the Sheriff's Department. Everyone is asking about safety. Commissioner McVey said I got a bunch of calls today myself. Commissioner Gwynn said she received calls also about the Sheriff's Department as well as EMS. Commissioner Yarbrough stated that he did also when he was trying to get to the meeting.

Next meeting will be tomorrow, June 13, 2023 at 5:30 at the Gunn Memorial Library.

A **motion** was made at 7:03 pm by Commissioner Yarbrough and seconded by Commissioner McVey and **carried unanimously** to adjourn the meeting. (Ayes: Commissioners Gwynn, Holt, Jefferies, McVey, Rose, Yarbrough, and Dickerson)

Carla R. Smith
Clerk to the Board

John Dickerson
Chairman

June 12, 2023