

## ORANGE COUNTY BOARD OF COMMISSIONERS AGENDA

BOCC Budget Work Session  
June 9, 2016  
7:00 p.m.  
Southern Human Services Center  
2501 Homestead Road  
Chapel Hill, NC

- 7:00-9:30      1.      Discussion with County Departments within the following Functional Leadership Teams (including Operations, Fee Schedule changes, and Capital Projects):
- Community Services – (Functional Leadership Team Ranking Form, Pg. 510)
- Animal Services, Pg. 53
  - Cooperative Extension, Pg. 106
  - Department of Environment, Agriculture, Parks and Recreation, Pg. 121; Fee Schedule Change, Pg. 517; Capital Projects:
    - Blackwood Farm Park, CIP Pg. 56
    - Cedar Grove Park – Phase II, CIP Pg. 58
    - Conservation Easements, CIP Pg. 59
    - Mountains to Sea Trail, CIP Pg. 64
    - Hollow Rock Nature Park (New Hope Preserve), CIP Pg. 65
    - River Park – Phase II, CIP Pg. 67
    - Little River Park – Phase II, CIP Pg. 69
    - Fairview Park Access and Parking Improvements, CIP Pg. 70
    - Efland-Cheeks Community Center Upfit, CIP Pg. 73
    - Parks and Recreation Facility Renovations, Repairs, and Safety Improvements, CIP Pg. 74
  - Economic Development, Pg. 138; Article 46 Sales Tax, Pg. 64
  - Orange Public Transportation, Pg. 404
  - Planning and Inspections, Pg. 420; Fee Schedule Changes, Pgs. 520-522; Capital Projects:
    - Water & Sewer Projects CIP Pgs. 76-87
  - Solid Waste, Pg. 461; Fee Schedule Changes, Pg. 546; Capital Projects:
    - Solid Waste CIP Pgs. 88-97
  - Sportsplex, Pg. 471; Capital Projects:
    - Sportsplex CIP Pgs. 98-102
- General Government – (Functional Leadership Team Ranking Form, Pg. 511)
- Board of County Commissioners, Pg. 77
  - Board of Elections, Pg. 82
  - County Attorney, Pg. 111
  - County Manager, Pg. 114
  - Register of Deeds, Pg. 437; Capital Project:
    - Register of Deeds Automation, CIP Pg. 36
  - Tax Administration, Pg. 473

Support Services – (Functional Leadership Team Ranking Form, Pg. 514)

- Asset Management Services, Pg. 66
- Community Relations and Tourism, Pg. 100
- Finance and Administrative Services, Pg. 326
- Human Resources, Pg. 360
- Information Technologies, Pg. 366; Capital Project:
  - Information Technology CIP Pg. 35

9:30-10:00      2.      Discussion of Employee Pay and Benefits, Pgs. 479-507

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**ORANGE COUNTY  
BOARD OF COMMISSIONERS**

**ACTION AGENDA ITEM ABSTRACT**

**Meeting Date:** June 9, 2016

**Action Agenda  
Item No. 1 and 2**

**SUBJECT:** Discussion of County Departments' FY2016-17 Recommended Budgets within the Functional Leadership Teams, and Discussion of Employee Pay and Benefits

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**DEPARTMENT:** County Manager and Finance and Administrative Services

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**ATTACHMENT(S):**

**INFORMATION CONTACT:**

Bonnie Hammersley, (919) 245-2300  
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Gary Donaldson, (919) 245-2453  
Paul Laughton, (919) 245-2152

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**PURPOSE:** To review and discuss FY 2016-17 recommended departmental budgets within the structure of Functional Leadership Teams, and discussion of Employee Pay and Benefits.

**BACKGROUND:** The County Manager presented the FY 2016-17 Recommended Operating Budget on May 5, 2016. Subsequently, the Board has conducted two public hearings to receive residents' comments regarding the proposed funding plan. On May 26, 2016, the Board discussed recommended FY 2016-17 budgets for Durham Technical Community College, Chapel Hill-Carrboro City Schools Board of Education and Orange County Schools Board of Education. Additionally, the Board reviewed and discussed fire district tax rate increase requests from New Hope Fire District and Orange Grove Fire District, and continued discussion of specific Capital Investment Plan (CIP) projects.

Tonight's work session offers the Board an opportunity to review and discuss the recommended budgets directly with County departments within the structure of Functional Leadership Teams, including operations, department fee schedule change recommendations, and applicable CIP projects, as well as discuss Employee Pay and Benefits.

## **1. Functional Leadership Teams:**

The following Functional Leadership Teams are scheduled to attend tonight's work session:

### Community Services:

- Animal Services
- Cooperative Extension
- Department of Environment, Agriculture, Parks and Recreation
- Economic Development
- Orange Public Transportation
- Planning and Inspections
- Solid Waste
- Sportsplex

### General Government:

- Board of County Commissioners
- Board of Elections
- County Attorney
- County Manager
- Register of Deeds
- Tax Administration

### Support Services:

- Asset Management Services
- Community Relations and Tourism
- Finance and Administrative Services
- Human Resources
- Information Technologies

## **2. Employee Pay and Benefits**

Staff has provided information relating to FY 2016-17 employee pay and benefits in Appendix A of the Manager's Recommended Budget. The information provided includes background information on employee pay and benefits over recent years and information on specific pay and benefits plan elements. Key components of the recommended employee pay and benefits plan include:

- A total wage increase of 3% is recommended for all permanent employees hired on or before June 30, 2016, with 2% effective July 1, 2016, and an additional 1% effective January 1, 2017.
- No In-Range adjustments for FY 2016-17.
- Meritorious Service Awards – recommends three levels as one-time performance bonuses, effective with employee Work Planning and Performance Review (WPPR) dates from July 1, 2016 to June 30, 2017:
  - \$500 – proficient performance
  - \$750 – superior performance
  - \$1,000 – exceptional performance
- Compression Reduction Program – a total of \$500,000 for salary compression adjustments to affected employees, effective July 1, 2016.

- No changes to retirement, health, or dental premium contributions
- Living wage increase from \$12.76/hour to \$13.15/hour for all County employees

**FINANCIAL IMPACT:** There is no financial impact associated with the discussion of the Manager's Recommended FY 2016-17 Operating Budget and projects related to the FY 2016-21 Capital Investment Plan. Decisions that the Board makes as part of its discussion on the Manager's Recommended FY 2016-17 Annual Operating Budget and FY 2016-21 Capital Investment Plan will have financial impacts.

**SOCIAL JUSTICE IMPACT:** There are no Social Justice Goal impacts associated with this item.

**RECOMMENDATION(S):** The Manager recommends that the Board review and discuss the Manager's Recommended FY 2016-17 budget, including the Employee Pay and Benefits, and provide direction to staff, as appropriate.