

**Cleveland County Board of Commissioners**  
**November 1, 2022**

The Cleveland County Board of Commissioners met on this date, at the hour of 6:00 p.m. in the Commission Chambers of the Cleveland County Administrative Offices.

**PRESENT:** Kevin Gordon, Chairman  
Deb Hardin, Vice-Chair  
Johnny Hutchins, Commissioner  
Doug Bridges, Commissioner  
Tim Moore, County Attorney  
Brian Epley, County Manager  
Phyllis Nowlen, Clerk to the Board  
Kerri Melton, Assistant County Manager  
Katie Swanson, Social Services Director  
Martha Thompson, Chief Deputy Attorney  
Allison Mauney, Human Resources Director  
Chris Martin, Planning Director  
Tiffany Hansen, Health Department Director  
Scott Bowman, Maintenance Director  
Daryl Sando, Electronic Maintenance Director  
Lucas Jackson, Finance Director  
Sherry Lavender, Tax Assessor  
Stori McIntyre, E-911 Communications Director  
Colt Farrington, Building Inspections Director  
Sandra Orvig, Foothills Shooting Range Director  
Marty Gold, Information Technology Director  
Josh Davis, Solid Waste Director  
Tommy McNeilly, Emergency Medical Services Director

**ABSENT** Ronnie Whetstine, Commissioner

**CALL TO ORDER**

Chairman Gordon called the meeting to order and members from the Cleveland County Veteran's Advisory Board provided the invocation and led the audience in the Pledge of Allegiance.

**AGENDA ADOPTION**

**ACTION:** Commissioner Hutchins made the motion, seconded by Commissioner Bridges and unanimously adopted by the Board to, ***approve the agenda as presented.***

**SPECIAL PRESENTATION**

**OPERATION GREEN LIGHT FOR VETERANS**

Chairman Gordon recognized Cleveland County Veteran's Services Officer Julie Crotts to present information regarding Operation Green Light for Veterans. The National Association of Counties (NACo) and the National Association of County Veteran Service Officers (NACVSO) invite the nation's 3,069 counties, parishes, and boroughs to join Operation Green Light and show support for veterans by lighting buildings green the week of Veteran's Day. The initiative is designed to raise awareness about the unique challenges veterans face and the resources available to assist them and their families at the county, state, and federal levels. Commissioners presented the following proclamation:



## Resolution

28-2022

### Support for Operation Green Light for Veterans

**WHEREAS**, the residents of Cleveland County have great respect, admiration, and the utmost gratitude for all of the men and women who have selflessly served our country and this community in the Armed Forces; and

**WHEREAS**, the contributions and sacrifices of the men and women who served in the Armed Forces have been vital in maintaining the freedoms and way of life enjoyed by our citizens; and

**WHEREAS**, Cleveland County seeks to honor these individuals who have paid the high price for freedom by placing themselves in harm's way for the good of all; and

**WHEREAS**, Veterans continue to serve our community in the American Legion, Veterans of Foreign Wars, religious groups, civil service, and by functioning as County Veteran Service Officers in 29 states to help fellow former service members access more than \$52 billion in federal health, disability and compensation benefits each year; and

**WHEREAS**, Approximately 200,000 service members transition to civilian communities annually; an estimated 20 percent increase of service members will transition to civilian life in the near future; studies indicate that 44-72 percent of service members experience high levels of stress during transition from military to civilian life; and

**WHEREAS**, Active Military Service Members transitioning from military service are at high risk for suicide during their first year after military service; and

**WHEREAS**, the National Association of Counties encourages all counties, parishes and boroughs to recognize Operation Green Light for Veterans; and

**WHEREAS**, Cleveland County appreciates the sacrifices of our United State Military Personnel and believes specific recognition should be granted;

**NOW, THEREFORE, BE IT RESOLVED**, with designation as a Green Light for Veterans County, Cleveland County hereby declares from October through Veterans Day, November 11<sup>th</sup> 2022 a time to salute and honor the service and sacrifice of our men and women in uniform transitioning from Active Service; therefore, be it further

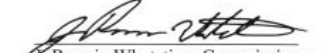
**RESOLVED**, that in observance of Operation Green Light, Cleveland County encourages its citizens in patriotic tradition to recognize the importance of honoring all those who made immeasurable sacrifices to preserve freedom by displaying a green light in a window of their place of business or residence.

**Adopted this, the 1<sup>st</sup> day of November, 2022.**

  
Kevin Gordon, Chairman

  
Deb Hardin, Vice-Chairman

  
Johnny Hutchins, Commissioner

  
J. Ronnie Whetstone, Commissioner

  
Douglas Bridges, Commissioner



### WORKFORCE DEVELOPMENT GOVERNOR'S AWARDS

Chairman Gordon recognized Foothills Workforce Development Board Director David Lee to present the Cleveland County winners of the Workforce Development Governor's Awards:

- NextGen Youth Program – Outstanding Teen Award Levi Blanchard
- Outstanding Employer Award – STI Kings Plush, Inc.

Mr. Lee spoke about the awards, the county's recipients and their significance to the area. Commissioners each gave congratulations to the winners.

### CITIZEN RECOGNITION

**Robert Williams, 814 E. Stagecoach Trl., Fallston** – spoke about an ongoing lawsuit involving Cleveland County and a former county employee.

### CONSENT AGENDA

#### APPROVAL OF MINUTES

The Clerk to the Board included the Minutes from the **October 13, 2022** Commissioners' Work Session and the **October 18, 2022** regular meeting in Board members' packets.

**ACTION:** Commissioner Bridges made a motion, seconded by Commissioner Hutchins, and passed unanimously by the Board to, **approve the minutes as written.**

#### FINANCE DEPARTMENT: MONTHLY MANAGER'S REPORT

- The Finance Department continues working though the audit process for FY22 with our external audit firm Thompson Price Scott & Adam's. Final adjustments are being made to the County's Financial Statements for review and submission to the Local Government Commission in November. Included in this audit are

additional analytical procedures for entities receiving funds from Cleveland County. These entities include fire departments and non-profits. Completion of these analytical procedures are schedule for the end of the work week ending October 28, 2022, barring any unforeseen circumstances affecting the auditor's timeline.

- Cleveland County currently has approximately \$93,000,000 in Federal and State grants. Finance has made a concerted effort to organize all the associated grant documents, requirements, key dates, and other information in a convenient format for the future use of research and reporting. Development of a new website to actively track these grants, retain needed documents, and update key processes was completed and is the trial phase of launching.
- County Project Manager, Blake Myers has overseen a major project to repair an erosion issue adjacent to the County Health Department. This project had previously been noted by the City of Shelby Stormwater Department. This project has increased the stability of approximately 500' of ditch line and has included removal of trees, stumps, and other items that have in the past created a burden on the bank's stability.
- With the design of the Justice Center project actively moving forward, staff has met with consultants to develop a plan of action for securing financing for a project of this magnitude and obtaining approval from the required agencies to do so. Including in these discussions were leveraging of funds to produce the maximum efficiency of grants and ensure the best management of county funds.
- The second and final tranche of ARPA funds were received on September 29, 2022. These funds were allowed to be used for COVID related expenditures and economic impacts felt as a result of the pandemic.

County of Cleveland, North Carolina  
 Manager's Budget Summary  
 Presented at the November 1, 2022 Board Meeting  
 Time Period Covered : 9/28/22 thru 10/25/22  
 For Fiscal Year Ending June 30, 2023

BUDGET TRANSFERS LEGEND: D = DEPARTMENTAL; L = LATERAL

BUD #	BUDGET TYPE	DATE SUBMITTED BY DEPT	DEPT NAME TO	EXPLANATION	BUDGET AMOUNT
1330	D	9/28/2022	040.210	Move funds to cover professional services	\$ 33,000
1331	D	9/28/2022	010.492	Move funds to cover various expenses	\$ 19,258
1332	D	9/28/2022	060.651	Move funds to cover Insurance expense	\$ 3,550
1333	D	9/28/2022	492.249	Move funds to cover contracted services	\$ 48,000
1334	D	10/3/2022	010.446	Move funds to cover advertising	\$ 3,500
1335	D	10/4/2022	010.426	Move funds to cover contracted services	\$ 1,000
1336	D	10/4/2022	020.600	Allocate existing budgeted funds to correct lines	\$ 1,156,114
1337	D	10/6/2022	012.548	Move funds to correct account	\$ 18,287
1338	D	10/6/2022	012.548	Move funds to correct account	\$ 3,089
1339	D	10/6/2022	010.426	Move funds to cover maintenance expense	\$ 3,500
1340	D	10/6/2022	012.535	Move funds to cover maintenance expense	\$ 100
1340	D	10/6/2022	012.537	Move funds to cover training	\$ 375
1340	D	10/6/2022	012.538	Move funds to cover contracted services	\$ 100
1340	D	10/6/2022	012.540	Move funds to cover department supplies	\$ 100
1340	D	10/6/2022	012.543	Move funds to cover department supplies	\$ 10
1340	D	10/6/2022	012.546	Move funds to cover various expenses	\$ 1,762
1340	D	10/6/2022	013.660	Move funds to cover maintenance expense	\$ 100
1341	D	10/11/2022	012.548	Move funds to cover training	\$ 25
1343	D	10/13/2022	010.411	Move funds to cover various expenses	\$ 5,000
1344	D	10/13/2022	060.651	Move funds to cover Insurance expense	\$ 899
1345	D	10/14/2022	010.411	Move funds to allocate to appropriate account	\$ 53,220
1346	D	10/14/2022	010.412	Move funds to cover various expenses	\$ 9,140
1347	D	10/14/2022	010.421	Move funds to cover dues/subscriptions	\$ 30,000
1348	D	10/14/2022	010.470	Move funds to cover various expenses	\$ 500
1349	D	10/17/2022	026.454	Move funds to cover maintenance expense	\$ 695
1350	L	10/17/2022	010.560	Move funds to cover transportation costs	\$ 15,500
1351	D	10/17/2022	010.495	Move funds to cover various expenses	\$ 530
1352	D	10/17/2022	054.474	Move funds to cover dues/subscriptions	\$ 5,000
1353	D	10/17/2022	040.210	Move funds to cover transportation costs	\$ 25,000
1354	D	10/14/2022	010.446	Move funds to cover various expenses	\$ 620
1355	D	10/14/2022	010.447	Move funds to cover departmental supplies	\$ 1,873
1356	D	10/14/2022	055.480	Move funds to cover dues/subscriptions	\$ 1,500
1357	D	10/19/2022	010.448	Move funds to cover professional services	\$ 673
1358	D	10/19/2022	054.473	Move funds to cover capital equipment	\$ 103,375
1359	D	10/20/2022	010.440	Move funds to cover capital equipment	\$ 10,500
1360	D	10/21/2022	495.251	Move funds to cover professional services	\$ 5,000
1361	D	10/21/2022	044.802	Move funds to cover erosion control project	\$ 400,000
1362	D	10/24/2022	010.444	Move funds to cover departmental supplies	\$ 23





**PLANNING DEPARTMENT: REQUEST TO SETA A PUBLIC HEARING FOR TUESDAY, DECEMBER 6, 2022 FOR CASE 22-31; REQUEST TO REZONE 1103 HENDRICK LAKE ROAD FROM RURAL AGRICULTURE (RA) TO RESIDENTIAL (R)**

Parcels 35784, 35785, and 58603 are approximately eight acres combined, located on Hendrick Lake Road, and are currently zoned Rural Agriculture (RA). The applicant, Kimberly Holland is requesting to rezone these parcels from Rural Agriculture (RA) to Residential (R). In June 2021 the Board of Commissioners rezoned 31 parcels just west of the applicant's parcels from Rural Agriculture to Residential. The surrounding area consists of mostly single-family residential uses. Surrounding zoning is Residential (R) and Rural Agriculture (RA).

**ACTION:** Commissioner Bridges made the motion, seconded by Commissioner Hutchins, and unanimously adopted by the Board, *to approve scheduling the public hearing as presented.*

**PLANNING DEPARTMENT: REQUEST TO SETA A PUBLIC HEARING FOR TUESDAY, DECEMBER 6, 2022 FOR CASE 22-32; REQUEST TO REZONE 4206 FALLSTON ROAD FROM RURAL AGRICULTURE (RA) TO RESIDENTIAL (R)**

Parcel 65342 is approximately three acres, located at 4206 Fallston Road and is currently zoned Rural Agriculture (RA). The applicant, Amy Boulanger is requesting to rezone parcel 65342 from Rural Agriculture (RA) to Residential (R). In October 2021 the Board of Commissioners rezoned two parcels just north of the applicant's parcel from Rural Agriculture to Residential. The surrounding area consists of single-family residential uses and some commercial uses. Surrounding zoning is Residential (R) and Rural Agriculture (RA).

**ACTION:** Commissioner Bridges made the motion, seconded by Commissioner Hutchins, and unanimously adopted by the Board, *to approve scheduling the public hearing as presented.*

**CLEVELAND COUNTY SCHOOLS: SURPLUS PROPERTY – PARCEL 17575**

Parcel 17575, commonly known as the old Shelby Middle School ballfield, is a 6-acre parcel located on Sumter Street in Shelby. Per the Cleveland County Board of Education Policy and North Carolina General Statute 115C requires the county to have the first opportunity to obtain the property. If Commissioners have no desire to acquire this parcel, the Board of Education will consider alternative options including potential interest from the City of Shelby.

**ACTION:** Commissioner Bridges made the motion, seconded by Commissioner Hutchins, and unanimously adopted by the Board, *to decline the first opportunity from Cleveland County Schools to obtain parcel 17575.*

**LEGAL DEPARTMENT: ABC PERMIT DESIGNEE**

A referendum for county-wide sales of malt beverages and unfortified wine (beer and wine) passed at the May 17, 2022 election. At the June 7, 2022 Commissioner's meeting, the Board designated the County Manager as the County Official for the ABC Permit Designee. The modified resolution for consideration is to recommend the appointment of the Sheriff as Cleveland County's ABC Permit Designee.

The North Carolina ABC Commission is the sole determiner of who receives permits for the sale, manufacturing and distribution of beer and wine. In accordance with North Carolina General Statute 18B-904(f), before issuing a retail permit, the North Carolina ABC Commission shall determine that an applicant is a suitable person and that a location is a suitable place. The governing body of a county designates an official to make recommendations concerning the suitability of a person or of a location for an ABC retail permit.

**ACTION:** Commissioner Bridges made a motion, seconded by Commissioner Hutchins, and unanimously adopted by the Board to, *approve the Sheriff as the Cleveland County Alcoholic Beverage Control Commission designee.*



**PUBLIC HEARING**

**PLANNING DEPARTMENT: CASE 22-30 REQUEST TO AMEND SECTION 12-161 OF THE CLEVELAND COUNTY UNIFIED DEVELOPMENT ORDINANCE (UDO)**

Chairman Gordon called Planning Director Chris Martin to the podium to present Planning Department case 22-30: request to amend section 12-161 of the Cleveland County Unified Development Ordinance (UDO). A Recreational Vehicle (RV) Park is a plot of land that is established or maintained for occupancy by recreational vehicles of the general public as temporary living quarters for recreational or vacation purposes. Mr. Martin reviewed the number of permitted RV Parks in Cleveland County since 2015, noting the number of RV Parks in the county has increased since that time. He outlined the following information to the Commissioners.

- October 2000: Allowed in Residential (R), Rural Agricultural (RA), and General Business (GB) Districts  
No development standards
- During 2019: 5 cases in one year  
1 case from 2016 through 2018
- February 2021: Development standards adopted  
Setbacks, density, and landscape screening
- May 2021: Zoning Districts amended  
Limit zoning districts to General Business (GB) and Neighborhood Business (NB)
- January 2022: Standards Revised  
Eliminated the one-mile separation  
Roads required to comply with North Carolina Fire Code  
Eliminated 1000' maximum road length
- September 2022: Work Session

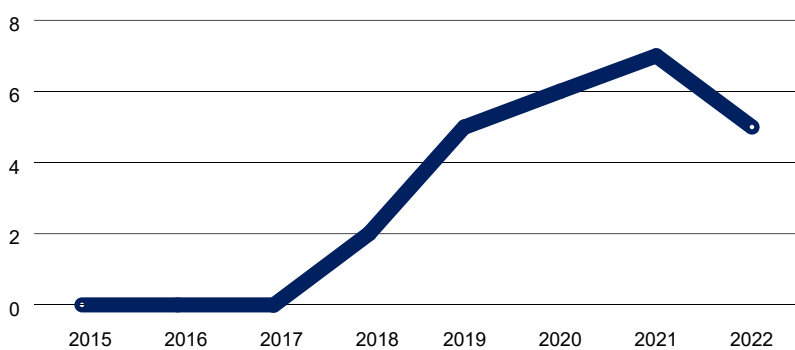
The Board was reminded at their September work session, staff was given direction to evaluate separation standards for RV Parks to address development density. Staff has drafted a proposed ordinance that addresses density, method of measurement, and application of the ordinance. Separation requirements have previously been a standard in the UDO and were eliminated after the zoning districts RV Parks were allowed in were limited to only the business districts. The Planning Board voted 4-2 to recommend approval of the requested text amendment, stating this could be an extra tool to help regulate future development. The following information and PowerPoint were presented to the Board.



**Recreational Vehicle Parks**

A plot of land that is established or maintained for occupancy by recreational vehicles of the general public as temporary living quarters for recreational or vacation purposes

Permitted RV Parks in Cleveland County



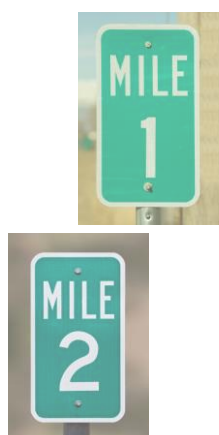
- OCT 2000:** Allowed in Residential Rural Ag, and General Business Districts  
No development standards
- 2019 5 cases in one year**  
1 case 2016-2018
- FEB 2021: Development standards adopted**  
Setbacks, density, and landscape screening
- MAY 2021 :** **Zoning Districts amended**  
Limit zoning districts to General Business and Neighborhood Business
- JANUARY 2022: Standards Revised**  
Eliminated one mile separation  
Roads required to comply with NC Fire Code  
Eliminated 1000' maximum road length
- September 2022: Work Session**  
Board directed staff to propose 1 mile Separation



**Separation Standards**

CONSIDERATIONS

- Provides tool to manage density
- Method of measurement
- Application of standard



**Separation Standards**

Proposed Text

There shall be a minimum distance of one (1) mile, 5,280 feet, from one parcel containing a permitted Recreational Vehicle Park to another parcel containing a permitted Recreational Vehicle Park, this distance being measured using property boundaries of the least distance between the parcels. A Recreational Vehicle Park shall be considered "permitted" for the purposes of this ordinance once the applicant has obtained a zoning or special use permit, as the case may be, to use property for a Recreational Vehicle Park. If said zoning or special use permit expires, the Recreational Vehicle Park shall no longer be considered "permitted" under this ordinance.

- Planning Board approved 4-2





## Options

- Approve
- Deny
- Approve with modification



Chairman Gordon opened the Public Hearing at 6:41 pm for anyone wanting to speak for or against Planning Department case 22-30; request to amend section 12-161 of the Cleveland County Unified Development Ordinance (UDO). (*Legal Notice was published in the Shelby Star on Friday, October 21, 2022 and Friday, October 28, 2022.*)

Hearing no comments, Chairman Gordon closed the Public Hearing at 6:42 pm.

Chairman Gordon opened the floor to Commissioners for questions and discussion. Commissioner Hardin asked how long an issued permit is effective. Mr. Martin advised a permit is valid for one year, explaining if an applicant has not begun any type of construction to the property by the one-year mark, the permit becomes invalid. Commissioner Hutchins inquired what the process is for applicants who apply and are located less than one mile from each other. Mr. Martin explained, “*if a situation like that occurs, the second applicant would not be able to apply.*” Commissioner Bridges inquired how the one-mile mark is determined. Mr. Martin stated, the parcel boundaries are measured from parcel line to parcel line, measuring at the least resistance point.

**ACTION:** Commissioner Bridges made a motion, seconded by Commissioner Hardin, and unanimously adopted by the Board to, ***approve the request to amend section 12-161 of the Cleveland County Unified Development Ordinance (UDO).***

### **AN ORDINANCE PROHIBITING NEW RECREATIONAL VEHICLES PARKS WITHIN ONE (1) MILE OF EXISTING RECREATIONAL VEHICLE PARKS**

BE IT ORDAINED BY THE BOARD OF COMMISSIONERS OF THE COUNTY OF CLEVELAND IN REGULAR SESSION ASSEMBLED:

The following changes are hereby made to Chapter 12 of the Cleveland County Code of Ordinances. These changes shall be considered effective on the date that this ordinance is approved by the Cleveland County Board of Commissioners. Additions are indicated by underlined blue text, and deletion are indicated by ~~struck through red text~~.

#### **Sec. 12-161. Recreational vehicle parks.**

- The purpose of these regulations is to allow for the placement and growth of recreational vehicle parks while maintaining the health, safety, and general welfare standards of established residential and commercial areas in Cleveland County.
- Recreational vehicle parks shall be allowed pursuant to section 12-124 and are subject to the following standards:
  - No recreational vehicle park shall exist on a single parcel that is less than three (3) acres in size.
  - Density.
    - There shall be a minimum distance of one (1) mile, 5,280 feet, from one parcel containing a permitted Recreational Vehicle Park to another parcel containing a permitted Recreational Vehicle Park, this distance being measured using property boundaries of the least distance between the parcels. A Recreational Vehicle Park shall be considered “permitted” for the purposes of this ordinance once the applicant has obtained a zoning or special use permit, as the case may be, to use property for a Recreational Vehicle Park. If said zoning or special use permit expires, the Recreational Vehicle Park shall no longer be considered “permitted” under this ordinance.
    - There shall be no more than six (6) recreational vehicle sites per acre within a single recreational vehicle park.
    - For recreational vehicle parks within the water supply critical area overlay district, there shall be no more than three (3) recreational vehicle sites per one (1) acre.
    - Each recreational vehicle site shall include a parking spot that is at least twenty (20) feet wide and forty (40) feet long.
  - Setbacks.
    - A setback of one hundred (100) feet shall be required from all public or private rights-of-way, and a setback of fifty (50) feet shall be required from all other property lines.
    - A setback of twenty (20) feet shall be required between recreational vehicle sites.
  - Type B screening, as outlined in section 12-305, shall be required along all exterior property lines, unless existing screening is deemed sufficient by the administrator or the board of adjustment.

- An approved dumpster shall be required that is not visible from an adjoining property or a public street.
- Roads and road access.
  - No recreational vehicle site shall have direct access to a public road. Recreational vehicle sites shall be accessible only from interior roads.
  - Access roads shall be compliant with any applicable standards set forth in Appendix D of the North Carolina Fire Code, Fire Apparatus Roads, as determined by the fire code official.
- One non-illuminated sign allowed with a maximum area of twenty-five (25) square feet shall be allowed. The sign shall be set back a minimum of ten (10) feet from any property line or road right-of-way. No other signage shall be permitted unless required by law.
- Each recreational vehicle site shall have an address posted thereon to distinguish it from other sites on the property.
- The applicant shall obtain any required local and state permits such as environmental, building and North Carolina Department of Transportation driveway permits.
- A site plan shall be submitted to the administrator or the board of adjustment prior to approval. The site plan shall show any existing or proposed development or structures, including the location and number of all proposed sites, roads, setbacks, screening, and landmarks. The site plan shall further comply with section 12-33 of the Cleveland County Unified Development Ordinance.

Adopted this 1<sup>st</sup> day of November 2022.

  
Kevin Gordon  
Chairman  
Board of Commissioners

ATTEST:

  
Phyllis Nowlen  
Clerk to the Board of Commissioners





**REGULAR AGENDA**

**MINIMUM HOUSING – PARCEL 4171**

Planning Director Chris Martin remained at the podium to present the minimum housing case for parcel 4171, located at 112 Leslie Drive in Shelby. The purpose of minimum housing code is used as a tool that provides safe living conditions for county residents, helps eliminate blight and unsafe structures in neighborhoods and improves neighborhood quality of life.

Leslie Drive is a dead-end street off Davis Road, located between Shelby and Patterson Springs. 112 Leslie Drive is a single-family lot located in a neighborhood. The Planning Department received a minimum housing petition from the surrounding neighbors of parcel 4171. An inspection was performed on the property on May 7, 2021 and again most recently on July 7, 2022. A hearing was held on June 25, 2021 and July 20, 2021 and no evidence was presented by the landowners that showed the property was brought into compliance. An order was issued to repair or demolish the structure within 90 days. This order expired on November 1, 2021. Planning staff sent another letter in March 2022 advising the property owners the notice of order expired was received. A final inspection was completed in July 2022 and it was determined no work towards improvements had been made and the house was determined to be dilapidated. The property owner failed to bring the property into compliance.

The following information and PowerPoint were presented to the Commissioners.

112 Leslie Drive  
Minimum Housing

NOVEMBER 1, 2022

Cleveland County  
NORTH CAROLINA

Purpose

- **Minimum Housing**
  - Tool that provides safe living conditions for county residents
  - Helps eliminate blight and unsafe structures in neighborhoods
  - Improves neighborhood quality of life

2

Timeline

- May 2021
  - Petition received
  - Inspection Made
- June 2021
  - Hearing Notice sent to owner– was received
- July 2021
  - Hearing held– no owner made contact
  - Order letter to remove structure within 90 days sent was received in August 2021
- November 2021
  - Order expired
- March 2022
  - Notice of order expired was received
- July 2022
  - Final Inspection made– Determined to be dilapidated, no work had been done

3

PHOTOS FROM MAY 2021

4

PHOTOS FROM JULY 2022

5

PHOTOS FROM JULY 2022

6

1. Approve ordinance direction – staff to have structure removed and property cleaned.
2. Deny ordinance direction
3. Allow property owners more time

7

## QUESTIONS?

8

Chairman Gordon opened the floor to the Board for questions and discussion. Commissioner Bridges advised he drove past the property and it looks worse than the pictures presented. Commissioner Hardin asked if the pool would be filled in as well, Mr. Martin advised it would. Chairman Gordon inquired who would be doing the cleanup and removal. County Manager Brian Epley stated this project would be a contracted bid.

**ACTION:** Commissioner Bridges made a motion, seconded by Commissioner Hardin, and unanimously adopted by the Board to, ***authorize staff to demolish the structure and remove all debris from parcel 4171.***

① RECORDING FEE \$ 24.00  
Phyllis Nowlen

Doc No: 200083845  
Recorded: 02/08/2023 11:21:23 AM  
Fee Amt: \$26.00 Page 1 of 1  
Cleveland County North Carolina  
Betsy S. Harnage, Register of Deeds  
BK 1891 PG 2881 - 2881 (1)

CLEVELAND COUNTY  
NORTH CAROLINA

AN ORDINANCE AUTHORIZING THE CODE ENFORCEMENT OFFICER  
TO DEMOLISH THE DWELLING AND REMOVE ALL DEBRIS AT  
112 Leslie Drive, Shelby North Carolina

WHEREAS, pursuant to the provisions of Chapter 160D, Article 12, 6 of the North Carolina General Statutes, the dwelling located at 112 Leslie Drive, Shelby North Carolina has been inspected and found to be unfit for human habitation and to otherwise constitute a danger to persons and a threat to the health and welfare of the citizens within the County of Cleveland; and

WHEREAS, according to the procedures provided by law, the owner(s) of said property have been given notice of the aforesaid inspection, defective conditions, determination and order to bring said property into compliance with the minimum housing code of Cleveland County and the State of North Carolina by appropriate repair and/or demolition of said dilapidated dwelling; and

WHEREAS, the owner(s) have not complied with the Findings and Order by the Code Enforcement Officer within the period allowed by law; and

WHEREAS, the said dwelling remains, at this time, unfit for human habitation, dilapidated, and a danger to the health and safety of the citizens of Cleveland County and should be demolished in order to prevent and alleviate such danger and dilapidated conditions;

NOW, THEREFORE, BE IT ORDAINED BY THE CLEVELAND COUNTY BOARD OF COMMISSIONERS that the dilapidated dwelling located at 112 Leslie Drive, [Parcel 4171] now or formerly owned by Michael Roger Wright and Tara Wright Burdett; shall be demolished and all the debris removed, and a lien placed against the property for the costs incurred by the town as provided by GS160D-1203.

Adopted and approved this the 2nd day of November, 2022 by the Cleveland County Board of Commissioners in open session.

ATTEST

  
Phyllis Nowlen  
Clerk to the Board

  
Kevin Gordon, Chairman  
Cleveland County Board of Commissioners

### **CLEVELAND COUNTY EMPLOYER OF CHOICE**

Chairman Gordon recognized County Manager Brian Epley to present Cleveland County Employer of Choice. Becoming an Employer of Choice is one of the longest-standing strategic initiatives and one of the high priorities set by the Commissioners. To carry out that vision, staff utilizes resources to serve the county's purpose,

which is to improve our communities and make our community better. Cleveland County is a large corporate employer with 750 to 800 employees and another 100+ part-time employees.

The Board was reminded of the labor force shortage and statistical data that was presented in a Commissioner's meeting by Brandon Ruppe on October 18, 2022. The information included Bureau of Labor Statistics and data evolving on who the labor force is in Cleveland County and the challenges the county is experiencing as an employer. The labor force directly affects the county's ability to recruit and retain industries, build a tax base and create jobs that impact people's lives. The forecasted analytics said there were seven or eight more years of automation and ten or more years of labor supply coming in. However, the COVID-19 pandemic in 2020 caused a significant and negative impact on the country's workforce. With the effects of COVID-19 along with a personal supply shortage and a mass exodus of retirements, there are simply fewer people that are seeking jobs today in all markets. Other impacts on the low labor force include diminishing birthrates limiting future workforce supply and fewer proportional willing and active workforce participants.

Cleveland County is a large organization and needs people to provide county government services to the citizens. Innovation is critical to becoming an Employer of Choice to attract and retain limited talent and workforce. The concept of being an Employer of Choice is in the organization's culture, values, and purpose. The county continues to have competitive and market-measured wages and a commitment to the employees with training and career paths to give them an opportunity to continue their career growth and development. Staff continues to work on implementing a measurable performance-driven culture with the understanding that outcomes and work performance matter. They are also looking for innovative ways to differentiate Cleveland County from peer counties.

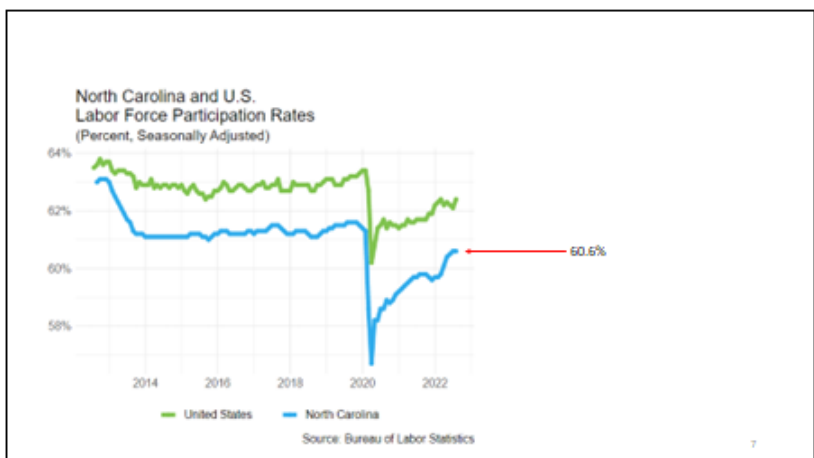
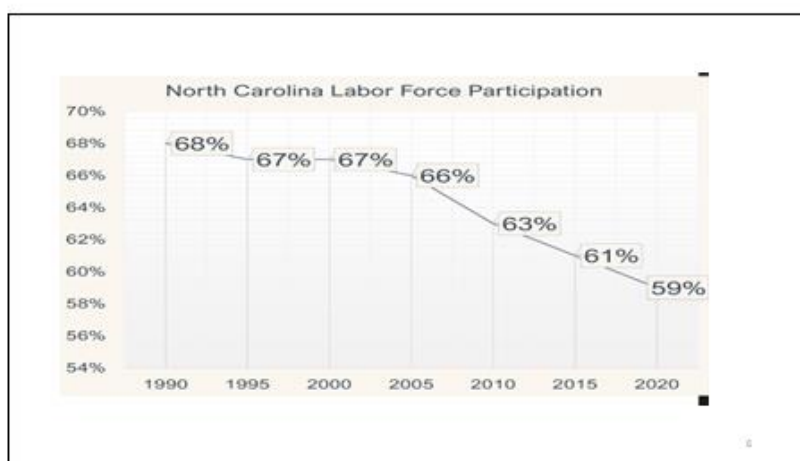
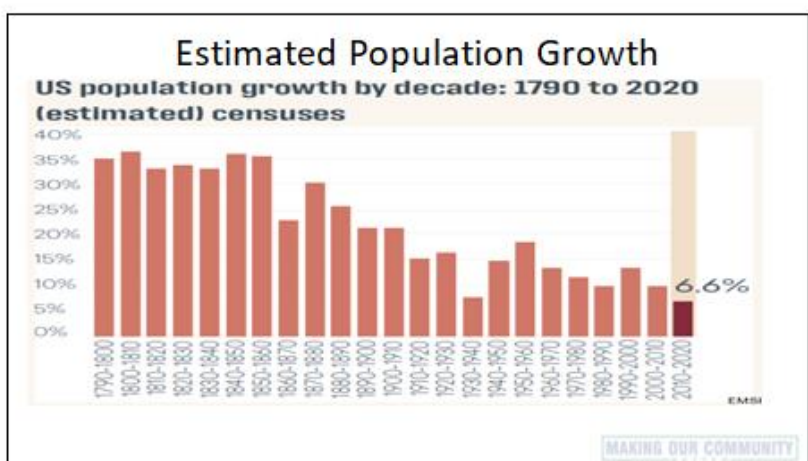
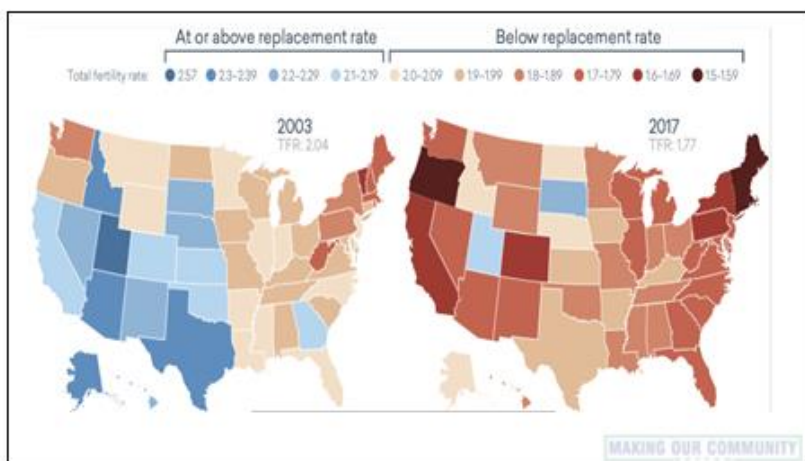
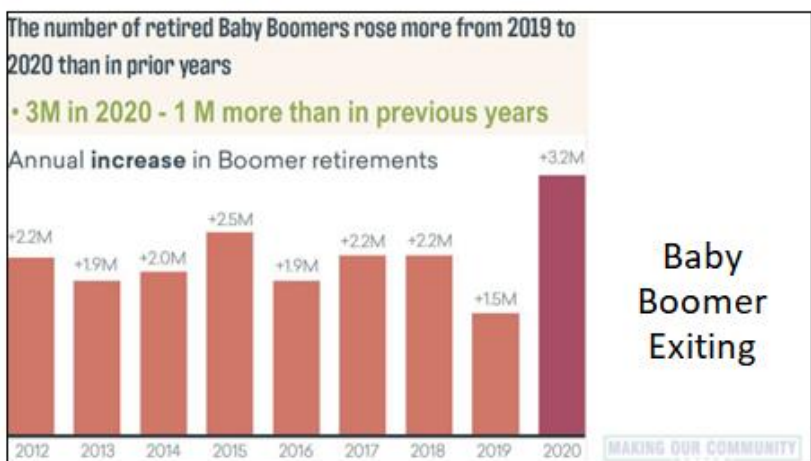
One avenue used to accomplish these goals and measure success is through key data metrics from the Human Resources Department. These metrics include predicting resignation, tracking trends, and measure and prevent replacement costs associated with turnover and training. Mr. Epley spoke in depth about the importance of talent retention, programs implemented to increase potential applicants, enhanced technology, and automation with investment in the employees. He also reviewed the county's ability to do more with less, right sizing the organization, employee development and training along with increased salaries in response to the recent pay study classification completed.

Mr. Epley detailed to the Board the employee wellness program and the positive impact it continues to have on county employees and includes programs such as disease management, diabetes control and weight loss classes. The program begins with biometrics which includes weight, waist circumference, blood pressure, triglycerides, and cholesterol screenings. He reminded Commissioners that Cleveland County won first place in the North Carolina group health for small and midsize employers for total workplace wellness. The county also won second place for all public and private midsize employers in the *Charlotte Business Journal*. Another benefit that has been added to the Employee Wellness Program in February of 2022 is Dr. Eric Davis, who is the county's Employee Support



Manager. He is an asset to the organization and employees. His employee visits increase monthly, reaching almost 90 per month. Staff hopes to see this number increase for continued employee wellness and support.

Next, Mr. Epley reviewed the monthly small group meetings with employees. Each month, employees are invited to join and participate the 45 minute meetings. There is no agenda, it is an open dialogue between them and the County Manager to discuss anything that may be going well or to address any issues or concerns. Through these meetings a lot of innovative ideas are created. An example is a childcare facility for county employees. Staff is diligently working to make this idea a reality. The following information and PowerPoint were presented to the Commissioners.



**Summary and Observations**

1. Higher than normal COVID retirements – primarily baby boomers
2. Diminishing birthrates limiting future workforce supply
3. Fewer proportional willing and active workforce participants

## What it all means for Cleveland County as a Employer

**1. Innovation is Critical**

1. Enhance Efficiency & Process
2. Automation

**&**

**2. Companies that differentiate will attract talent**

**Employer of Choice Culture**

MAKING OUR COMMUNITY

## Employer of Choice is Culture

**Culture is how we make decisions**

**Our Culture Is:**

- Purpose Focused
- Teams Based
- Performance & Data Driven

**Our Culture is Developed Through Investing In Systems:**

- People
- Physical Environment
- Technology

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**COMMISSIONERS STRATEGIC PLAN**

**FOCUS AREA 4: FISCAL SUSTAINABILITY**

To be a high-performing organization that effectively uses resources to provide high quality service to our residents.

1. Continued organizational focus on being an **employer of choice** through re-development of the Cleveland County Personnel Ordinance and continued review of market and pay plan alignment.

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## Cleveland County's Commitment

1. Competitive & Market Measured Wages
2. Investment into Training & Career Paths
3. Performance Driven Workplace Culture
4. Innovative Value Add Propositions- Differentiation

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## Human Resources Key Data Metrics

- Head Count
- Turn Over
  - Predicted resignation—an approximate number of people that will leave the company in the near future.
  - Resignation trends—are more or fewer people quitting now than in the past quarter? Can you spot any patterns?
  - Estimated replacement costs—how much will it cost to replace those who leave the company?
  - Resignation drivers—why do people leave the organization?
- Compensation
  - Total Cost of Workforce
- Employee Engagement
- Productivity and Performance

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## Labor Market Response

• Since 2019, average applicants per position has decreased from 25%

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## Investment into Technology

automation, security, and citizen interface

- 134% Increase IT Budget
- Complete ERP Conversion
- Electronic Timekeeping
- Conversion to mobile device utilization
- Cloud Based Management
- I.T. Strategic Plan

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## Market Measured Wages

- 2017 Full Pay / Classification Study
- 2021 HR Essentials Consulting Pay Study
- **Average Wage Increase**
  - + 35 % since 2014
  - + 22% since 2018

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## Sustainability Strategies

- 2018-2021
  - 14% Reduction in FTE Headcount since 2018
- \$478,678 Reduction in Payroll Expense

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## Affordability Assessment

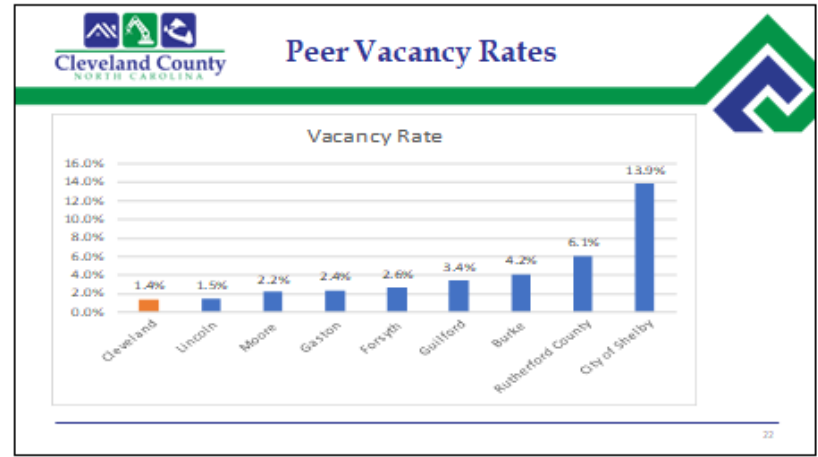
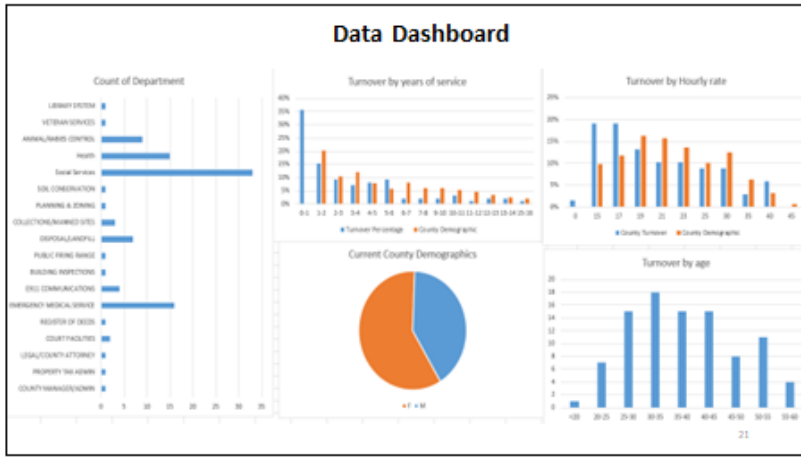
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## Talent Retention & Tenure

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## Talent Retention Rate

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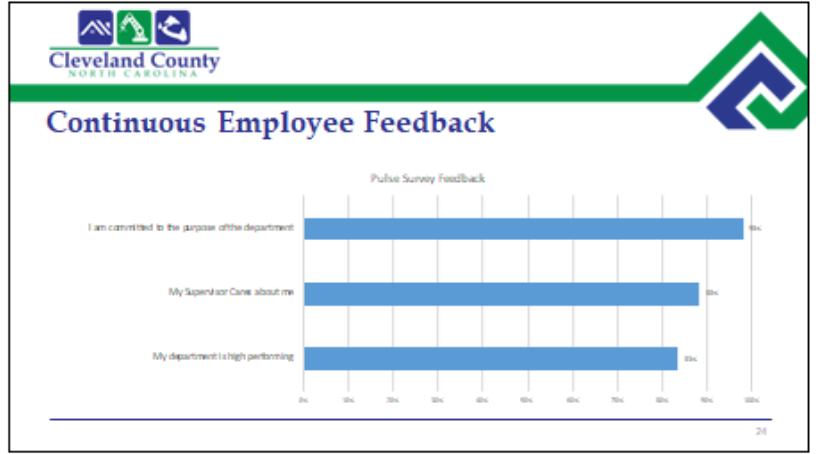
## Employee Development

### Supervisor Leadership Cohorts

### Individual Development Plans

**70-20-10 APPROACH TO LEARNING**

- 70%** LEARNING AND DEVELOPMENT THROUGH EXPERIENCE
- 20%** LEARNING AND DEVELOPMENT THROUGH OTHERS
- 10%** LEARNING AND DEVELOPMENT THROUGH STRUCTURED COURSES & PROGRAMS

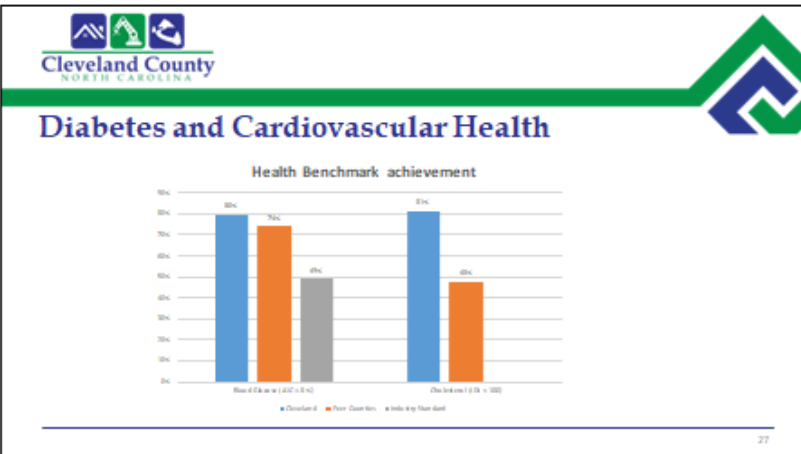
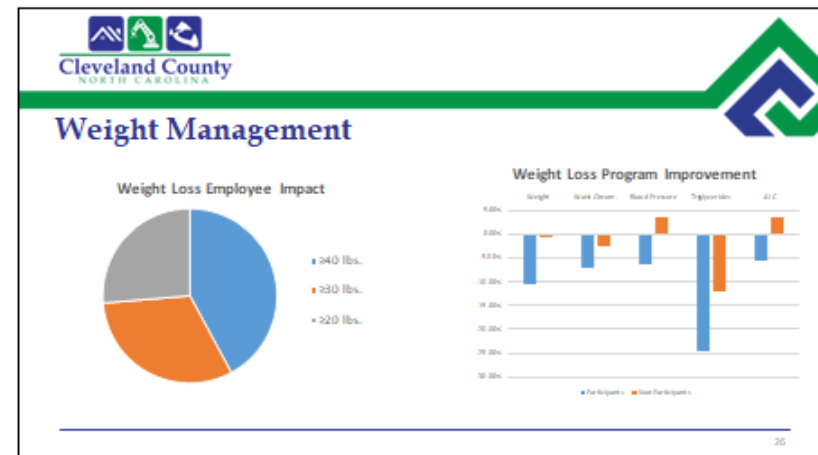


### Wellness Programs

NC Business Group on Health Culture of Wellness Small/midsize employer 1<sup>st</sup> place

Charlotte Business Journal Healthiest employers of 2022 2<sup>nd</sup> place

Program	Total Participants
Diabetes	89
Cardiovascular	91
Weight Loss	57
Total	237



### Small Group Meetings

What have you learned and what are you looking for?

### Lessons Learned

### Looking Around the Corner....

#### Childcare

Innovative Employer of Choice

Employee Pre-K Childcare Center

- Potential location and cost
- Pay as you go

### Empowering Workplace

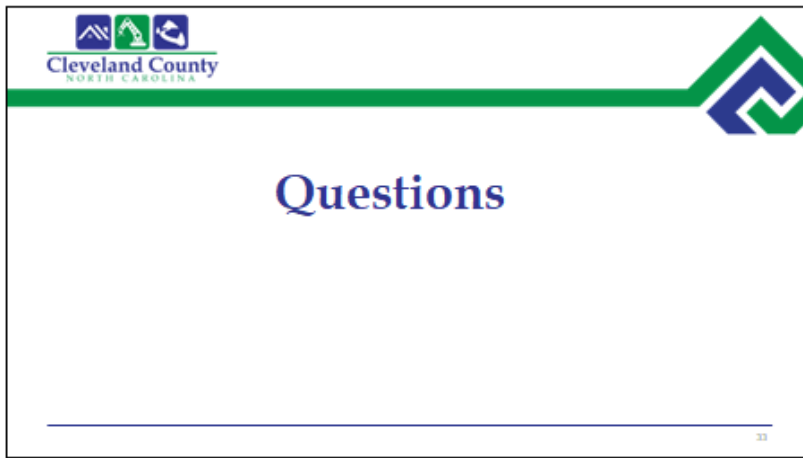
Mark your calendars!!!!  
**CLEVELAND CUP IS BACK**

### Spotlight

Tisha Browder  
Harry Carter  
Missy Parker  
Ashley Whetstine

- Social Services**
- Solid Waste**
- EMS**
- Finance**





In conclusion, Mr. Epley and Human Resources invited four employees from across the organization to address the Board about how they like working for Cleveland County. These employees were eager to participate and talk about what it means to work for the county and answer questions the Board may have.

**Tisha Browder, Social Services Department** – has been working for the county for 14 years and was recently promoted to child welfare program manager. She enjoys working for Cleveland County and the opportunities available to grow professionally and personally. She spoke about the positive ways the Social Services Department has evolved with internal employee morale, different process for growth and development, and avenues to encourage more qualified applicants to apply and become part of the Social Services team. She thanked Mr. Epley and the Commissioners for their continued support and vision for employee wellness and health.

**Harry Carter, Solid Waste Department** – has been working for the county for 16 years and is the Solid Waste Shop Supervisor. Mr. Carter started with the county as an entry level position and worked his way to management. He spoke about the great benefits offered by the county which was one of the reasons he initially applied. Mr. Carter explained the Employee Wellness Program has been life altering for him. He spoke about his health problems through the years and entered the health monitoring and medication program and have had great results and more control over his health. He spoke highly of his team and thanked the Board for what they do for the community and the employees.

**Missy Parker, Emergency Medical Services** – was recently promoted to Training Officer. She started her career with Cleveland County as a part-time employee in 2000 becoming a full time paramedic in 2001. Through opportunities and professional development, Ms. Parker advised she moved up through the ranks. She explained her love for the community and the citizens she serves. She also spoke highly of the benefits Cleveland County offers its employee and the Wellness Programs available.

**Ashley Whetstine, Finance Department** – started as a parttime employee in 2016 and did not plan on staying with the county for very long. Very quickly she discovered that she wanted to be a full time Cleveland County employee and that attributes to the benefits, employee wellness, support, professional development and the opportunity to learn and grow in her position. Mrs. Whetstine explained her health journey that started with biometric screenings. She thanked the County Manager and Commissioners for their support and all they do for the county and employees.

Board members each thanked Mr. Epley for the information presented and the employees for sharing their stories and all the work they do for the citizens of Cleveland County.

**BOARD APPOINTMENTS**

**FOOTHILLS DEVELOPMENT WORKFORCE BOARD**

**ACTION:** Commissioner Hardin made the motion, seconded by Commissioner Bridges, and unanimously adopted by the Board, *to reappoint David Pharr and Beth Norman to serve as members of this board*, for a period of three years, scheduled to conclude on June 30, 2025.

**FOOTHILLS REGIONAL COMMISSION**

**ACTION:** Commissioner Hutchins made the motion, seconded by Commissioner Hardin, and unanimously adopted by the Board, *to reappoint Larry Dooley and Commissioner Doug Bridges to serve as members of this board*, for a three-year term, scheduled to conclude on April 1, 2025.

**ADJOURN**

There being no further business to come before the Board at this time, Commissioner Hardin made a motion, seconded by Commissioner Hutchins and unanimously adopted by the Board, *to adjourn*. The next meeting of the Commission is scheduled for *Tuesday, November 15, 2022 at 6:00 p.m.* in the *Commissioners Chambers*.

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*Kevin Gordon, Chairman  
Cleveland County Board of Commissioners*

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*Phyllis Nowlen, Clerk to the Board  
Cleveland County Board of Commissioners*