

NOVEMBER 27, 2012

**MINUTES OF MECKLENBURG COUNTY BOARD OF COMMISSIONERS**

The Board of Commissioners of Mecklenburg County, North Carolina, met in Recessed Formal Session in the Meeting Chamber of the Charlotte-Mecklenburg Government Center located at 600 East Fourth Street, Charlotte, N.C. at 3:00 p.m. on Tuesday, November 27, 2012.

**ATTENDANCE**

**Present:** Chairman Harold Cogdell, Jr. and Commissioners Karen Bentley, Dumont Clarke, George Dunlap, Bill James, Vilma Leake, Jim Pendergraph, Matthew Ridenhour, and Jennifer Roberts  
County Manager Harry L. Jones, Sr.  
County Attorney Marvin A. Bethune  
Clerk to the Board Janice S. Paige

**Absent:** None

*Note: Commissioner Neil Cooksey passed away on October 10, 2012.*

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**-FORMAL SESSION-**

*Note: This was a recessed Regular meeting from Tuesday, November 20, 2012.*

***Commissioner Dunlap was absent when the meeting was called to order and until noted in the minutes.***

***Chairman Cogdell called the meeting to order, which was followed by introductions, after which, the matters below were addressed.***

**MANAGER'S REPORT**

*Note: Commissioner Leake asked who was acting as the County Assessor, in light of former Assessor Garrett Alexander's resignation. Chairman Cogdell said no one at this time. He said the appointment of a new County Assessor would be a matter for the incoming Board to decide.*

**(12-0621) 2011 REVALUATION REVIEW**

The Board continued its discussion of Pearson's Appraisal Service's written report on the County's 2011 Revaluation Review and the County Manager's, as well as, Chairman Cogdell, Commissioners Bentley, Clarke, and Robert's recommendations in response to the report.

***A copy of the report is on file with the Clerk to the Board.***

The Board took the following actions:

**MECKLENBURG COUNTY BOARD OF COMMISSIONERS**  
**ACTION IN RESPONSE TO FINDINGS AND RECOMMENDATIONS**  
**ARISING OUT OF THE 2011 REVALUATION REVIEW**  
**AGENDA ITEM #12-0621**

Motion was made by Commissioner Pendergraph, seconded by Commissioner Bentley and carried 8-0 with Commissioners Bentley, Clarke, Cogdell, James, Leake, Pendergraph, Ridenhour, and Roberts voting yes, to approve the Goals noted below, items 1-4.

**Goals:**

1. Identify and address major issues of inequity in all neighborhoods in the County.
2. Develop a detailed work plan and accelerated timetable for next revaluation.
3. Build a strong culture of customer service within the Assessor's Office.
4. Restore trust and confidence in the capacity of the Assessor's Office to undertake fair and accurate countywide revaluations and in the Board of Equalization and Review to fairly and justly review citizen appeals.

**Immediate Board Actions:**

Actions addressing future property revaluations:

Commissioner Roberts questioned the use of the caption 'Actions addressing future property revaluations' under the heading of Immediate Board Actions. Commissioner Roberts said the items listed under Immediate Board Actions addressed fixing current problems as well as future revaluations. In light of Commissioner Roberts' comment, it was the consensus of the Board to delete the phrase 'Actions addressing future property revaluations' under the heading of Immediate Board Actions.

Commissioner Leake said it was important that neighborhoods with minor issues be addressed also, not just those with major issues.

Commissioner Bentley asked was the County required by law to solicit bids with respect to having someone rework all of the neighborhoods. *County Attorney Bethune said there was no legal requirement to issue a Request for Proposal.*

Commissioner Bentley asked, in light of County Attorney Bethune's response, would it be okay for the County to continue to use Pearson's Appraisal Service to do additional work. *County Attorney Bethune said yes.*

Commissioner Bentley said she would recommend the Board continue to use the services of Pearson's Appraisal Service.

***Commissioner Dunlap entered the meeting.***

**Immediate Board Action #1**

Commissioner Leake asked would County staff be involved in identifying other neighborhoods with issues of inequity. *Chairman Cogdell clarified that Pearson's Appraisal Service would be responsible for identifying all other neighborhoods where there were or might be major issues of inequity, as stated in Immediate Board Action #1.*

Motion was made by Commissioner Clarke, seconded by Commissioner Roberts and **unanimously carried** with Commissioners Bentley, Clarke, Cogdell, Dunlap, James, Leake, Pendergraph, Ridenhour, and Roberts voting yes, to **approve Immediate Board Action #1** as

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presented with the addition of the following language from the County Manager's revised recommendations: *This should be prioritized by reviewing pending appeals with the Property Tax Commission, then pending 2012 appeals to the BER, then all other neighborhoods.* Thus, Immediate Board Action #1 reads as follows

1. Approve amending the Pearson's Appraisal Service contract to engage Pearson's services to identify all other neighborhoods where there are or may be major issues of inequity. This should be prioritized by reviewing pending appeals with the Property Tax Commission, then pending 2012 appeals to the BER, then all other neighborhoods. Estimated cost: \$180,000. Estimated time to complete: 90 days.

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**Immediate Board Action #2**

Motion was made by Commissioner Clarke, seconded by Commissioner James and **unanimously carried** with Commissioners Bentley, Clarke, Cogdell, Dunlap, James, Leake, Pendergraph, Ridenhour, and Roberts voting yes, to **approve Immediate Board Action #2** as presented with the addition of the following language: *Pending the appointment of a new tax assessor by the Board of County Commissioners.* Thus, Immediate Board Action #2 reads as follows

2. Direct the County Manager to assign day to day operational oversight of the Assessor's Office to a General Manager, pending the appointment of a new tax assessor by the Board of County Commissioners. Expand the Pearson contract to include the evaluation of the departmental structure of the Tax Assessor's office and bring forth recommended changes that mirror best practices of like-sized counties.

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**Immediate Board Action #3**

Motion was made by Commissioner Clarke, seconded by Commissioner Dunlap and **unanimously carried** with Commissioners Bentley, Clarke, Cogdell, Dunlap, James, Leake, Pendergraph, Ridenhour, and Roberts voting yes, to **approve Immediate Board Action #3** using the wording from the County Manager's revised recommendations in its entirety, instead of the language proposed in Chairman Cogdell's proposal; and with the addition of the phrase, Subject to the Board of County Commissioners approval as suggested by Chairman Cogdell and accepted by the makers of the motion. Thus, Immediate Board Action #3 reads as follows

3. Direct the County Manager to have staff immediately begin reworking neighborhoods where Pearson's has identified major issues using the same priorities as in #1 above. Staff may need to contract for additional resources, subject to the Board of County Commissioners' approval, and/or expertise based on Pearson's guidance. Staff will be directed to rework the neighborhoods under Pearson's guidance, and that Pearson's must review staff recommendations to determine that it meets Pearson's definition of acceptable before being provided to the BER for approval. By doing this, reworking the neighborhoods can begin immediately and concurrent with Pearson's identifying other neighborhoods where there are major issues of inequity.

Prior to the above vote on #3, Commissioner James asked about the cost associated with #3. *County Manager Jones said the cost was not known at this time, however, it should be less than \$1.5 million. He said staff would report back on cost.*

Commissioner Pendergraph asked was any work done with respect to commercial properties. *Director Cary Saul said commercial properties were looked at and would be going forward.*

Commissioner Pendergraph said it was important that commercial properties be looked at also.

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Commissioner Bentley asked that staff request an estimate from Pearson's Appraisal Service with respect to cost and time after Pearson's had taken a comprehensive review of all of the Board recommendations. *County Manager Jones said staff would do that.*

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**Immediate Board Action #4**

Motion was made by Commissioner Clarke, seconded by Commissioner Roberts and **unanimously carried** with Commissioners Bentley, Clarke, Cogdell, Dunlap, James, Leake, Pendergraph, Ridenhour, and Roberts voting yes, to **approve Immediate Board Action #4** as presented with the addition of the following language: *with the advice and assistance of Pearson's*. Thus, Immediate Board Action #4 reads as follows

4. Direct the assigned General Manager, with the advice and assistance of Pearson's to develop and oversee a process to address the minor issues Pearson has identified, or will, during the extended period of Pearson's service to the County in a manner that is consistent with Pearson's recommendations. The process developed by the General Manager for addressing minor issues shall be brought to the Board within 60 days for review and approval prior to implementation. Pearson's Appraisal Service shall be asked to provide feedback to the Board on the effectiveness of the minor issue corrective measures recommended by the General Manager prior to Board consideration of approval.

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**Immediate Board Action #5**

Motion was made by Commissioner Clarke, seconded by Commissioner Leake and **unanimously carried** with Commissioners Bentley, Clarke, Cogdell, Dunlap, James, Leake, Pendergraph, Ridenhour, and Roberts voting yes, to **approve Immediate Board Action #5** as presented, but with the deletion of the words *cost/benefit analysis and instead say cost analysis* in the Note section of #5, as suggested by Commissioner Bentley and accepted by the makers of the motion. Thus, Immediate Board Action #5 reads as follows:

5. Direct the County Manager, in consultation with Pearson's Appraisal Service, to develop a detailed work plan for the next revaluation that would include:

- a. Updating property record cards;
- b. Developing a strategy to insure that the County does a first rate, highly customized job of assessing property values in complex areas, particularly pre—1980 heterogeneous neighborhoods, including a review and identification of software that is suitable to the size and structure of the county (e.g., by field visits or contracting with appraisers experienced with the types of neighborhoods);
- c. Using project management of areas with a high volume of appeals;
- d. Developing strategies for quality control of all activities in Assessor's Office;
- e. Engaging appraisers and consultants to conduct construction cost and commercial market studies;
- f. Evaluating the feasibility of greater use of the income approach to assessing commercial properties;
- g. Establishing informal appeal objectives and standards (e.g., face-to-face meetings with property owners, one appraiser working all appeals in a neighborhood, deadlines for notices and managing

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informal appeals, mandatory explanation to property owners for denial of adjustment);

h. Revising operating procedures for the Board of Equalization and Review, including the roles of Assessor and his staff in interacting with the BER members. Review, develop and implement, where necessary, rules of ethics for BER members and Assessor's Office staff during any periods where the BER is in session; and

i. Developing a projected organization and staffing model, which outlines other resources and associated costs to implement the work plan and maintain ongoing operations of the Assessor's Office.

Note: The detailed work plan, which will include a timetable for each part of the work plan and will be presented to the Board for any revision and/or concurrence. Prior to presentation to the Board, the detailed work plan will be reviewed by Pearson's Appraisal Service for consistency with that firm's recommendations. The plan also will be disseminated to the public for input/feedback. Pearson's review of the plan will be included in the contract amendment referenced in paragraph #1 above. The detailed work plan is estimated to be developed by June, 2013. The work plan should include for each of 5(a)-5(i) an estimated cost analysis with an estimate of the overall incremental cost of implementing the work plan.

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*Note: Commissioner Bentley suggested that Immediate Board Action #7 as presented by Chairman Cogdell's proposal, be #6 and that #6 be #7. There was no objection to Commissioner Bentley's suggestion. Thus, #6 and #7 below reflect that suggestion.*

#### **Immediate Board Action #6**

Motion was made by Commissioner Leake, seconded by Commissioner Bentley and **unanimously carried** with Commissioners Bentley, Clarke, Cogdell, Dunlap, James, Leake, Pendergraph, Ridenhour, and Roberts voting yes, to **approve Immediate Board Action #6** as presented, but with the following additional language: 1) as suggested by Commissioner Clarke and accepted by the makers of the motion, add '*all current BER members*' with respect to the removal of members; 2) as suggested by Commissioner Roberts and accepted by the makers of the motion, '*that all current BER members be allowed to apply to serve again, relevant to the new requirements and that consideration be given to geographic expertise/diversity when appointing members to the BER*'; 3) as suggested by Chairman Cogdell and echoed by Commissioner James and accepted by the makers of the motion '*that Pearson's make a recommendation to the Board*'. Thus, Immediate Board Action # 6 reads as follows:

**6.** Direct staff to develop a timeframe and process for removing all current BER members and appointing new highly skilled and qualified BER members and utilize the CRAC and Pearson's to make recommendations to the BOCC in identifying the most qualified applicants as a part of the BER appointment process. In addition, that all current BER members be allowed to apply to serve again, relevant to the new requirements and that consideration be given to geographic expertise/diversity when appointing members to the BER.

Prior to the vote on #6, Commissioner Clarke asked County Attorney Bethune about the statutory requirement with respect to removing members from the BER. *County Attorney Bethune said per the Board resolution establishing the BER, the Board has the authority to remove someone from the BER at anytime, with or without cause, which was consistent with the legislation.*

Commissioner Dunlap brought the issue of not removing everyone to the Board's attention, which Commissioner Roberts then suggested the wording noted in the above motion.

Director Saul asked for clarification with respect to the current BER and whether they were still in

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place, because there were appeals pending. *County Attorney Bethune said the current BER had not been dissolved, so yes, they were still functioning.*

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Actions addressing the 2011 property revaluation:

**Immediate Board Action #7**

Motion was made by Commissioner Roberts, seconded by Commissioner Leake and **unanimously carried** with Commissioners Bentley, Clarke, Cogdell, Dunlap, James, Leake, Pendergraph, Ridenhour, and Roberts voting yes, **to approve Immediate Board Action #7** as presented and noted below.

**7.** Direct the Board of Equalization and Review (BER) to implement changes to its process for scheduling hearings that are more convenient to both appellants and Board members. The newly elected Chairman of the Board (BOCC) shall appoint a subcommittee to review current BER policies and practices and recommend to the full Board (BOCC) appropriate and necessary changes that would bring the BER practices and operating procedures more in alignment with the Goals outlined in paragraphs 1-4 above. This sub-committee of the Board (BOCC) shall work in consultation with Pearson's Appraisal Service and county staff per the direction of paragraph 5(h) to develop an appeals hearings process that is customer focused and time efficient, while maintaining the integrity of the process and compliance with the Machinery Act.

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**Immediate Board Action #8**

Motion was made by Commissioner James, seconded by Commissioner Bentley, to approve Immediate Board Action #8 as presented, but with the additional language that the Board supports in concept, legislation to provide refunds with interest to taxpayers, as well as levies where needed.

Substitute motion was made by Commissioner Dunlap, seconded by Commissioner Leake and **carried 5-4** with Commissioners Clarke, Cogdell, Dunlap, Leake, and Roberts voting yes and Commissioners Bentley, James, Pendergraph, and Ridenhour voting no, **to approve Immediate Board Action #8** as presented and noted below.

**8.** Direct the County Attorney to consult with the N.C. School of Government, N.C. Department of Revenue, N.C. Assessor's Association, the City of Charlotte, and all Mecklenburg County towns regarding the legality, implications and consequences of any possible state legislation authorizing retroactive property appraisals back to January 1, 2011 necessary to eliminate inequities identified in the Pearson report that would include issues of resulting taxpayer reimbursement and taxpayer levies, and report his findings back to the Board within 60 days.

Prior to the above vote on #8, Commissioner James asked Director Saul was it correct that his record keeping system and the tax assessor's system could keep complete and accurate records of any and all differences between the 2011 and 2012 values, before and after, and who or what entity may or may not be owed money. *Director Saul said he "believed that to be correct."*

Commissioner James asked this out of concern that if the Board received the legislation needed to grant refunds that it would be known, who was entitled to those refunds.

**Management Actions (Not requiring Immediate Board Approval):**

Motion was made by Commissioner Roberts, seconded by Commissioner Leake and **unanimously carried** with Commissioners Bentley, Clarke, Cogdell, Dunlap, James, Leake, Pendergraph, Ridenhour, and Roberts voting yes, **to approve Management Actions (Not requiring Immediate**

**Board Approval)** as presented and noted below.

The County Manager is directed to develop a customer service improvement plan for the Assessor's Office. The first step shall be to contract with an outside firm to conduct an independent customer service assessment of the Assessor's Office and make findings and recommendations for improvement. The goal of the improvement plan will be to reform and transform the Assessor's Office and make customer service and satisfaction a top priority.

It is estimated that it will take 120 days for the County Manager to contract with the outside firm and develop the action plan. The Manager is directed to prepare for the Board's review and approval an estimate of the cost to taxpayers of both developing and implementing the improvement plan, including the cost of any additional part-time or full-time employees.

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Motion was made by Commissioner Bentley, seconded by Commissioner Pendergraph and unanimously carried with Commissioners Bentley, Clarke, Cogdell, Dunlap, James, Leake, Pendergraph, Ridenhour, and Roberts voting yes, to accept the Pearson's Appraisal Service, Inc. Report on the Review of the Mecklenburg County 2011 Revaluation in full, presented on November 20, 2011.

**Below is the final statement, per the above motions.**

**MECKLENBURG COUNTYBOARD OF COMMISSIONERS**  
**ACTION IN RESPONSE TO FINDINGS AND RECOMMENDATIONS**  
**ARISING OUT OF THE 2011 REVALUATION REVIEW**  
**AGENDA ITEM #12-0621**

The Pearson's Appraisal Service Incorporated Report on the Review of the Mecklenburg County 2011 Revaluation in full presented on November 20, 2011 is accepted.

**Goals:**

1. Identify and address major issues of inequity in all neighborhoods in the County.
2. Develop a detailed work plan and accelerated timetable for next revaluation.
3. Build a strong culture of customer service within the Assessor's Office
4. Restore trust and confidence in the capacity of the Assessor's Office to undertake fair and accurate countywide revaluations and in the Board of Equalization and Review to fairly and justly review citizen appeals.

**Immediate Board Actions:**

1. Approve amending the Pearson's Appraisal Service contract to engage Pearson's services to identify all other neighborhoods where there are or may be major issues of inequity. This should be prioritized by reviewing pending appeals with the Property Tax Commission, then pending 2012 appeals to the BER, then all other neighborhoods. Estimated cost: \$180,000. Estimated time to complete: 90 days.
2. Direct the County Manager to assign day to day operational oversight of the Assessor's Office to a General Manager, pending the appointment of a new tax assessor by the Board of County Commissioners. Expand the Pearson contract to include the evaluation of the departmental structure of the Assessor's Office and bring forth recommended changes that mirror best practices of like-sized counties.

3. Direct the County Manager to have staff immediately begin reworking neighborhoods where Pearson's has identified major issues using the same priorities as in #1 above. Staff may need to contract for additional resources and/or expertise subject to the Board of County Commissioners approval based on Pearson's guidance. Staff will be directed to rework the neighborhoods under Pearson's guidance, and that Pearson's must review staff recommendations to determine that it meets Pearson's definition of acceptable before being provided to the BER for approval. By doing this, reworking the neighborhoods can begin immediately and concurrent with Pearson's identifying other neighborhoods where there are major issues of inequity.

4. Direct the assigned General Manager, with the advice and assistance of Pearson's to develop and oversee a process to address the minor issues Pearson has identified or will during the extended period of Pearson's service to the County in a manner that is consistent with Pearson's recommendations. The process developed by the General Manager for addressing minor issues shall be brought to the Board within 60 days for review and approval prior to implementation. Pearson's Appraisal Service shall be asked to provide feedback to the Board on the effectiveness of the minor issue corrective measures recommended by the General Manager prior to Board consideration of approval.

5. Direct the County Manager, in consultation with Pearson's Appraisal Service, to develop a detailed work plan for the next revaluation that would include:

a. Updating property record cards;

b. Developing a strategy to insure that the County does a first rate, highly customized job of assessing property values in complex areas, particularly pre—1980 heterogeneous neighborhoods, including a review and identification of software that is suitable to the size and structure of the county (e.g., by field visits or contracting with appraisers experienced with the types of neighborhoods);

c. Using project management of areas with a high volume of appeals;

d. Developing strategies for quality control of all activities in Assessor's Office;

e. Engaging appraisers and consultants to conduct construction cost and commercial market studies;

f. Evaluating the feasibility of greater use of the income approach to assessing commercial properties;

g. Establishing informal appeal objectives and standards (e.g., face-to-face meetings with property owners, one appraiser working all appeals in a neighborhood, deadlines for notices and managing informal appeals, mandatory explanation to property owners for denial of adjustment);

h. Revising operating procedures for the Board of Equalization and Review, including the roles of Assessor and his staff in interacting with the BER members. Review, develop and implement, where necessary, rules of ethics for BER members and Assessor's Office staff during any periods where the BER is in session; and

i. Developing a projected organization and staffing model, which outlines other resources and associated costs to implement the work plan and maintain ongoing operations of the Assessor's Office.

Note: The detailed work plan, which will include a timetable for each part of the work plan and will be presented to the Board for any revision and/or concurrence. Prior to presentation to the Board, the detailed work plan will be reviewed by Pearson's Appraisal Service for consistency with that firm's recommendations. The plan also will be disseminated to the public for input/feedback. Pearson's review of the plan will be included in the contract amendment referenced in paragraph #1 above. The detailed work plan is estimated to be developed by June, 2013. The work plan should include for



each of 5(a)-5(i) an estimated cost analysis with an estimate of the overall incremental cost of implementing the work plan.

6. Direct staff to develop a timeframe and process for removing all current BER members and appointing new highly skilled and qualified BER members and utilize the CRAC and Pearson's to make recommendations to the BOCC in identifying the most qualified applicants as a part of the BER appointment process. All current BER members will be allowed to apply to serve again, relevant to the new requirements and consideration should be given to geographic expertise and diversity when appointing members to the BER.

7. Direct the Board of Equalization and Review (BER) to implement changes to its process for scheduling hearings that is more convenient to both appellants and Board members. The newly elected Chairman of the Board (BOCC) shall appoint a subcommittee to review current BER policies and practices and recommend to the full Board (BOCC) appropriate and necessary changes that would bring the BER practices and operating procedures more in alignment with the Goals outlined in paragraphs 1-4 above. This sub-committee of the Board (BOCC) shall work in consultation with Pearson's Appraisal Service and county staff per the direction of paragraph 5(h) to develop an appeals hearings process that is customer focused and time efficient, while maintaining the integrity of the process and compliance with the Machinery Act.

Actions addressing the 2011 property revaluation:

8. Direct the County Attorney to consult with the N.C. School of Government, N.C. Department of Revenue, NC Assessor's Association, the City of Charlotte, and all Mecklenburg County towns regarding the legality, implications and consequences of any possible state legislation authorizing retroactive property appraisals back to January 1, 2011 necessary to eliminate inequities identified in the Pearson report that would include issues of resulting taxpayer reimbursement and taxpayer levies, and report his findings back to the Board within 60 days.

**Management Actions (Not requiring Immediate Board Approval):**

The County Manager is directed to develop a customer service improvement plan for the Assessor's Office. The first step shall be to contract with an outside firm to conduct an independent customer service assessment of the Assessor's Office and make findings and recommendations for improvement. The goal of the improvement plan will be to reform and transform the Assessor's Office and make customer service and satisfaction a top priority.

It is estimated that it will take 120 days for the County Manager to contract with the outside firm and develop the action plan. The Manager is directed to prepare for the Board's review and approval an estimate of the cost to taxpayers of both developing and implementing the improvement plan, including the cost of any additional part-time or full-time employees.

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County Manager Jones announced that he would assign General Manager Bobbie Shields to oversee the County Assessor's Office until a permanent county assessor was appointed by the Board.

County Manager Jones said as staff moved forward with implementing the recommendations approved by the Board, that if staff ran into "road blocks" or encounter difficulties or barriers along the way, that would require a modification, revision, or deletion of any aspect of the approved recommendations, that staff would come back to the Board and ask the Board to do so.

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County Manager Jones said he didn't anticipate there would be any problems, but it should be kept in mind that staff would be implementing many of the recommendations, while at the same time moving forward with preparing for next year's budget.

Commissioner Leake asked that the Board be kept abreast of the progress made with respect to implementing the recommendations.

Chairman Cogdell expressed thanks to the current Board of Equalization and Review, the Citizen's Revaluation Advisory Committee, and Pearson's Appraisal Service for all of its work. He also thanked County Manager Jones for acknowledging publically that he "erred" in recommending that the Board not go down this avenue of reviewing the 2011 Revaluation.

Chairman Cogdell also thanked the public for its interest in this matter and for voicing their concerns.

**(12-0680) CLOSED SESSION – PERSONNEL MATTER**

Commissioner Clarke, on behalf of the Board's Compensation Committee, announced that in Closed Session held on November 20, 2012, the Board voted to amend Section 6. Vacation, Sick Leave, and Other Fringe Benefits of the County Manager's Employee Agreement, to state that the County agrees to pay for health insurance for his spouse until she becomes Medicare eligible, whether or not the Employee is employed by the County.

Commissioner Clarke said that was the principle change. He said the Board made other changes to "clean up" the agreement by removing provisions that were only applicable until December 31, 2011 and were no longer applicable at all.

Commissioner Clarke said the amendment to Section 6 of the County Manager's Employment Agreement may not be a substantive change to the agreement, but perhaps a clarification of potentially ambiguous language in the contract.

Motion was made by Commissioner Dunlap, seconded by Commissioner Pendergraph and unanimously carried with Commissioners Bentley, Clarke, Cogdell, Dunlap, James, Leake, Pendergraph, Ridenhour, and Roberts voting yes, to approve the amendment to Section 6. Vacation, Sick Leave, and Other Fringe Benefits of the County Manager's Employment Agreement, to read as follows: Employee will be eligible for the normal fringe benefits (including health and life insurance) and sick leave as accorded other County employees. In addition, Mecklenburg County agrees to pay for health insurance for Employee's spouse until she becomes Medicare eligible, whether or not the Employee is employed by the County.

**(12-0672) BOARD OF COMMISSIONERS PLAQUE AND CERTIFICATE PRESENTATION**

County Manager Jones presented plaques to outgoing members of the Board for serving the 2010-2012 term: Chairman Harold Cogdell, Jr.; Vice Chairman Jim Pendergraph; and Commissioner Jennifer Roberts. Certificates were given to those members returning to the Board for another term, 2012-2014 Commissioners Bentley, Clarke, Dunlap, James, and Leake.

**(12-0673) PRESENTATION OF GAVELS**

County Manager Jones presented a ceremonial gavel to the 2010-2011 Chairman of the Mecklenburg Board of County Commissioners, Jennifer Roberts and to the 2011-2012 Chairman of the Mecklenburg Board of County Commissioners, Harold Cogdell, Jr.

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*Note: Gavels are presented to members of the Board who served as Board Chairman during the 2010-2012 term of the Board of County Commissioners, to recognize their service to the Board, Mecklenburg County government and the community in the role of Chairman.*

**(12-0674) UNVEILING OF CHAIRMAN PORTRAITS**

County Manager Jones unveiled Commissioner Roberts' portrait in recognition of her service as Chairman of the Board of County Commissioner December 4, 2006 - December 5, 2011 and Chairman Cogdell's portrait in recognition of his service as Chairman of the Board of County Commissioner December 4, 2011 - December 5, 2012.

**(12-0678) REMARKS BY OUTGOING COMMISSIONERS**

Final remarks were made by outgoing Commissioners: Chairman Harold Cogdell, Jr.; Vice Chairman Jim Pendergraph; and Commissioner Jennifer Roberts.

**ADJOURNMENT**

Motion was made by Commissioner Leake, seconded by Commissioner Roberts and unanimously carried with Commissioners Bentley, Clarke, Cogdell, Dunlap, James, Leake, Pendergraph, Ridenhour, and Roberts voting yes, that there being no further business to come before the Board that the meeting be adjourned at 5:38 p.m.

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Janice S. Paige, Clerk