

April 2024 CBC BOD Meeting

April 17, 2024

CBC Conference Room

Those Present: Aaron Bradley, Doris Johnson, Tagan Crowe, Tara Reed-Cooper, Benny Graves, Donnie Owle

Those Absent: Brad Letts, Perry Shell

Also Present: Greg Owle, Jackie Bradley, Rhonica Via, Heather Sneed, Sharon Dills, Leslie McEntire, Jessica Wachacha, Tiff Reed

The meeting was called to order by President, Aaron Bradley.

Prayer by Greg Owle.

Roll call completed by Tagan Crowe.

Benny requested to do the resolutions that were submitted first on the agenda due to him having to leave at 9:45 am.

Resolution 2024-0018 – Tabled/Revised – Doris stated she reviewed the job description when Donnie sent to her. She provided recommendations for it. Benny made the motion to approve. Tara questioned raising salaries for certain positions and not for all positions. She stated the Shop/Garage is still in the red budget-wise. Changes need to be made to make the Shop profitable. She wants to see a plan soon to make this happen. Donnie stated this position will bring in more quality employees. He is also planning on adjusting prices of parts and labor rates. Donnie stated EBCI still isn't paying CBC what they owe. They haven't paid for the mowing services since August. Aaron suggested we stop services, such as waste hauling until they pay us what they owe. Tara stated that we have a contract in place. Our audit being behind is the reason we haven't been paid by EBCI. Tara asked if we have a strategy in place if EBCI cuts the costs, if/when renewing the CDOT contract. CDOT mentioned cutting \$100K from the \$400K budget for mowing. Tagan seconded the motion to approve. Motion did not carry with only 4 board members voting to approve. Donnie abstained and Tara did not vote.

Resolution 2024-0021 – Doris asked Tiff what grade/level the CBC managers and assistant managers are currently at. Tiff told her the assistant managers were a level 8 and managers are a grade 9. Doris stated she would like to keep the consistency that we currently have with the grades and levels. She also recommended doing a compensation study but keeping the level/grade at an 8. Benny made a motion to kill the resolution and do a comp. review. Tara advised him that if it is killed, it can't be brought back to the board. Doris also stated that the CBC pay scale hasn't been revised since 2017 and this should be done every two years. After the comp. study is complete, bring it back to the board and present it with the changes. Benny rescinded his motion to kill. Sharon Dills stated she would withdraw the resolution at this time.

Resolution 2024-0022 – After Tagan read the resolution, Benny made the motion to approve. Tagan seconded. Tara did not vote, the motion carried.

Aaron asked if everyone had read over the March 2024 Minutes. Benny made the motion to approve. Tagan seconded. Motion carried.

Tiff Reed – Report to the board – Tiff stated there are currently three employees who are planning to retire at the end of June 2024. First Citizens Bank will be doing a class at the Boys Club for upcoming retirees. Doris suggested having a pre-work meeting with all employees, to touch base and update everyone on any upcoming changes.

Leslie McEntire – Report to the board – Leslie went over the Child Development licensing report. There is a website, NCDEE.com for anyone who would like to look up licensures for childcare departments. She stated that Child Development received a violation in February 2024 for numerous issues. They received a letter stating if things weren't corrected, they would be placed on a provisional license. They have since corrected the issues and are moving forward. Leslie has submitted an appeal and is waiting to hear back. There haven't been any findings in the last two visits to the childcare centers. They are currently in 100% compliance with the state. Leslie said that Sarah Upton comes by once every four weeks, unannounced to make sure everything is correct and in compliance.

With no further business, Aaron adjourned the meeting at 11:14 am.

Minutes respectfully recorded by

Jackie Bradley
Executive Assistant to the General Manager