

**Durham County ABC Board**

**Minutes of the Special Meeting**

**June 15, 2015, 5:30 p.m.**

The Durham County ABC Board met at the administrative office, 3620 Durham Chapel Hill Boulevard. The purpose of the meeting was to conduct a public hearing on the Proposed Budget Document for FY 2015-2016. Notice of the date, time, location and purpose for the meeting was published on May 29, 2015.

Wayland Burton, Board Chair, called the meeting to order. Board members Deirdre Guion, Norwood "Andy" Miller, Robert "Bob" Nauseef and Pilar Rocha-Goldberg were present. General Manager, Barry Sessoms, and attorney George W. Miller, Jr. were also present. Perlie Davis, Support Services Director for Durham County ABC, Durham County ABC Chief, Rufus Sales, and Lee Keatts, Durham County ABC Finance Officer, were also in attendance.

**Conflict of Interest Review and Declaration**

Chairman Burton read the Board's Conflict of Interest Review and Declaration statement and asked Board members if they have an actual conflict or appearance of a conflict of interest with any items that were known to be coming before the Board and, if so, does any Board member having a conflict wish to recuse him/herself from deliberating and voting on the matter. All Board members verbalized that they do not have a conflict.

**Public Comment**

Chairman Burton stated that there are not any members of the public present this evening.

**General Business**

**Proposed Budget for FY 2015-2016**

**Capital Budget**

**General Facilities**

Dr. Guion initiated a discussion with the Board regarding facility upkeep and maintenance of retail stores. The Board discussed ongoing maintenance projects.

**Technology Items**

The Board had a general discussion regarding technology items included in the proposed budget.

**Law Enforcement**

Chief Sales presented to the Board the process and steps included to ensure compliance by ABC law enforcement with the last resort being use of a Taser to deescalate extreme situations. The Board had a general discussion regarding scenarios which call for different levels and necessary use of force.

Chairman Burton requested a vote to accept the proposed Capital Budget as presented to include general facilities, technology items and law enforcement. Board member Miller motioned to accept the proposed Capital Budget. Mr. Nauseef seconded the motion and the Board approved without objection.

**Compensation Plan**

**COLA, Individual, Unit Increases (Consolidated or Individual) and 401K**

The Board had an extensive discussion regarding the proposed cost of living allowance and individual and unit salary increases. Mr. Nauseef motioned to provide to DCABC employees an annual salary increase of 6.43% to include all categories that comprise the compensation plan with a cost of living allowance increase of 1.43%, merit increase of 3% and unit performance increase of 2%. Ms. Rocha-Goldberg seconded the motion and the Board approved with a 3-2 vote.

The Board had a discussion regarding implementation of a 401K program in addition to the retirement program presently in place. Dr. Guion motioned to offer a 401K retirement program to DCABC employees. Ms. Rocha-Goldberg seconded the motion and the Board approved with a 3-2 vote. Dr. Guion motioned for DCABC to provide a 401K program that will match employees' contributions of 2.5%. Ms. Rocha-Goldberg seconded the motion and the Board approved with a 3-2 vote.

The Board discussed annual profit distributions to the County and City. Chairman Burton motioned to distribute \$1.8M to the County and \$200K to the City. Dr. Guion seconded the motion and the Board approved without objection.

Chairman Burton requested that the Board utilize an independent group to provide data through comparative studies of DCABC employees' salaries by position to gage whether DCABC salaries are in line with similar positions in comparable counties. The Board had a general discussion on the topic.

Mr. Nauseef motioned for the meeting to adjourn. The motion was seconded by Board member Miller and the Board unanimously approved.

Approved By:   
Wayland Burton, Board Chair