

**Windsor, North Carolina**  
**FEBRUARY 20, 2023**  
**STRATEGIC PLANNING**  
**WORK SESSION**

The Bertie County Board of Commissioners met for a regularly Strategic Planning Work Session today at 9:00AM inside the Commissioners Room, 106 Dundee Street, Windsor, NC. Because of the COVID-19 pandemic, this meeting was hosted partially in person, and partially via Zoom (conference call). The following members were present or absent:

Present:	Ronald “Ron” Wesson, District I Michael White, District II Ronald “Ron” Roberson, District V John Trent, District IV
Absent:	Corey Ballance, Sr. District III
Staff Present:	County Manager Juan Vaughan, II Assistant County Manager David Scarborough  Assistant County Attorney Jonathan Huddleston
Staff Present :	Clerk to the Board LaShonda Cartwright Joseph Wilkes (Zoom) – Information Technology Project Consultant Robin Payne
Other:	Program Manager Nicole Outlaw

**CALL TO ORDER**

Chairman Wesson called the meeting to order.

**INVOCATION & PLEDGE OF ALLEGIANCE**

Commissioner Wesson gave the Invocation and led the Pledge of Allegiance.

**STRATEGIC PLANNING DISCUSSION FACILITATED**  
**BY PROJECT CONSULTANT ROBIN PAYNE**

Robin started the Strategic Planning session off with a recap from the last Strategic Planning Session that was held in October 2022.

Robin stated that in this session they would expand on the topics from the previous session. She would start off with the Vision for Bertie County, and then they would dive into the objectives, meaning what will we do to get to that point.

Vision for Bertie County

Robin then had the Board to think about what their visions were for the Bertie County citizens long range.

The Board stated to Robin their visions were:

- Developing West Bertie County
- Expanding housing opportunities
- Making Bertie become more of an attractive place for citizens to live
- Grow our population and retain existing population
- Create an Industrial Park
- Infrastructure
- Education

Commissioner White stated the vision was “a place where families and people can meet all of their needs”.

**RECESS – LUNCH**  
**STRATEGIC PLANNING DISCUSSION CONTINUED**

The Board continued their Strategic Planning discussion while having lunch.

Robin along with the Board discussed the subcategories that aligned with the visions for Bertie County which included the following categories:

- Recreation
- Senior Services
- Health
- Economic Development Industry
- Workforce/Market Rate Housing

## APPROVAL OF MINUTES

The Board approved the minutes of the February 6<sup>th</sup> meeting.

## CLOSED SESSION PURSUANT TO NCGS § 143-318.11(A)(3), (4) and (6)

Commissioner Trent made the **MOTION** to into Closed Session. The **MOTION** was **SECONDED** by Commissioner Roberson. The **MOTION PASSED** with a **4-0** vote.

## OPEN SESSION

County Manager Vaughan explained that the Communications Department currently has two rates for new employees – a certified rate and an uncertified rate. He further explained the importance of using the same methodology of determining starting salaries for the Communications Department as used for other departments, which gives consideration to years of experience. County Manager Vaughan stated that to adopt this practice and to alleviate compression in this department, there would be an approximate increase of \$6,000 to this fiscal year's budget and an approximate increase of \$15,000 in future years. County Manager Vaughan recommended moving forward with this practice and the associated increases. He added that there are enough funds currently in the Communications budget to cover the costs for the remainder of this fiscal year. Commissioner Trent made the **MOTION** to move forward with the pay increase for Communications, resulting in increases of approximately \$6,000 this fiscal year and approximately \$15,000 in future years. The **MOTION** was **SECONDED** by Commissioner Roberson. The **MOTION PASSED** with a **4-0** vote.

## OTHER ITEMS AS NEEDED

There were no other items to discuss.

## RECESS

Commissioner Trent made the **MOTION** to recess the meeting until February 21<sup>st</sup> at 9:00 AM. The **MOTION** was **SECONDED** by Commissioner Roberson. The **MOTION PASSED** with a **4-0** vote.

The meeting recessed.

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Ronald D. Wesson, Chair

ATTEST:

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LaShonda Cartwright, Clerk