

**MINUTES
BURKE COUNTY BOARD OF COMMISSIONERS
BUDGET / STRATEGIC PLANNING**

The Burke County Board of Commissioners held a Budget / Strategic Planning (regular) meeting on Friday, March 7, 2025, at 8:00 a.m. at the NC School of Science and Mathematics Barn, located on Burkemont Avenue, in Morganton, NC. The meeting was recorded and uploaded to the County's YouTube channel, BurkeCountyNC. The agenda, in its entirety, was posted to the County's website, www.burkenc.org, several days prior to the meeting. Pursuant to Resolution No. 2024-17, adopted and effective on August 20, 2024, the Burke County Board of Commissioners conferred upon itself all the power, duties and responsibilities of the Board of Health and the Social Services Board. Those present were:

COMMISSIONERS: Jeffrey C. Brittain, Chairman
Phil Smith, Vice Chairman
Brian Barrier
Randy Burns
Mike Stroud

STAFF: Brian Epley, County Manager
Margaret Pierce, Finance Director/Deputy County Manager
Kay Honeycutt Draughn, Clerk to the Board
Various Department Heads and Staff

STAFF ABSENT: Destin Hall, County Attorney (Excused)

CALL TO ORDER

Chairman Brittain called the meeting to order at 8:01 a.m.

APPROVAL OF THE AGENDA

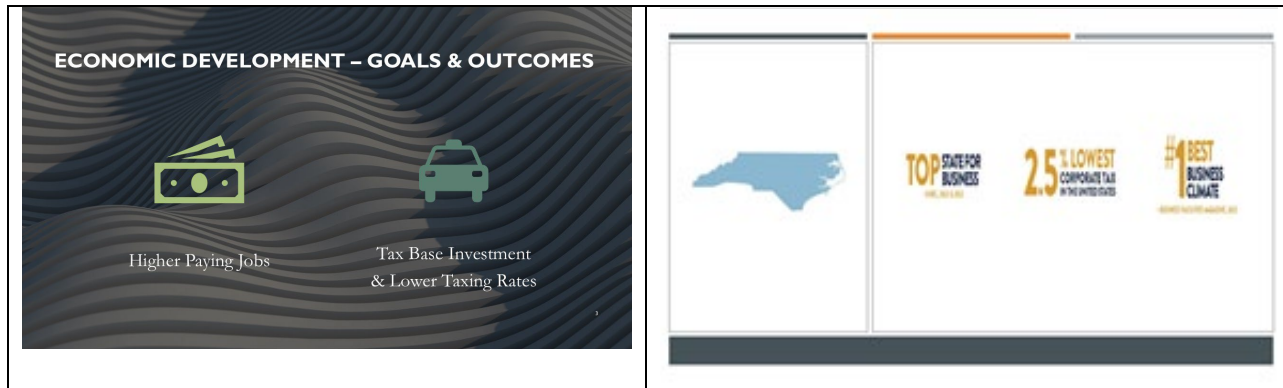
Motion: To approve the agenda as presented.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Phil Smith, Vice Chairman
AYES:	Jeffrey C. Brittain, Phil Smith, Brian Barrier, Randy Burns, and Mike Stroud

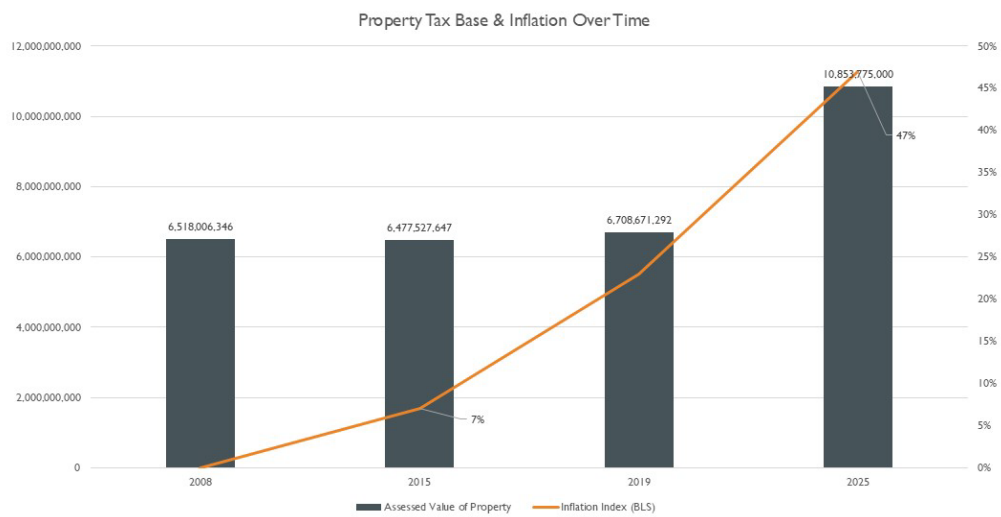
CM - ECONOMIC DEVELOPMENT FORECAST

County Manager Brian Epley provided a recap of the previous day's sessions and introduced the Economic Development Forecast with a presentation. He also noted that the Board would have an opportunity later in the day to engage in a strategic planning exercise focused on key policy priorities.

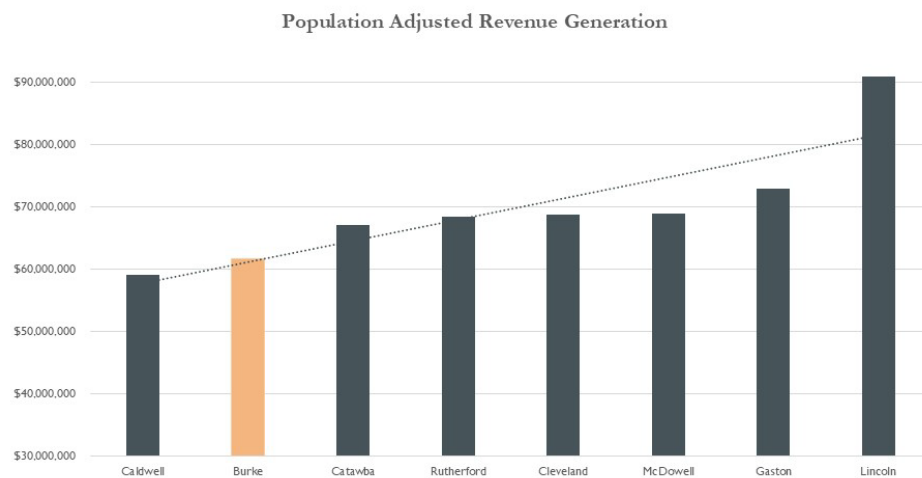
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Property Tax Base & Inflation:



Western North Carolina Regional Analysis:



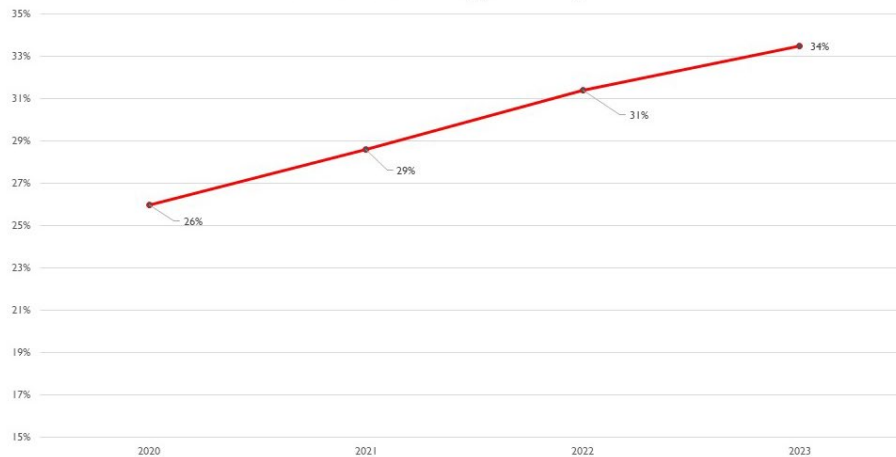
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Property Tax Base & Inflation:

Home Owner				
Assessed Value of Home Owner	Total Tax Levy at 56 Cents		Annual Cost of 1 Penny	Monthly Cost of 1 Penny
\$ 125,000	\$ 700	\$	13	\$ 1
\$ 250,000	1,400	\$	25	\$ 2
\$ 500,000	2,800	\$	50	\$ 4
Corporate Economic Development Citizen				
Assessed Value of Corporate Citizen	Total Tax Levy at 56 Cents		Annual Cost of 1 Penny	Monthly Cost of 1 Penny
\$ 75,000,000	\$ 420,000	\$	7,500	\$ 625
\$ 100,000,000	\$ 560,000	\$	10,000	\$ 833

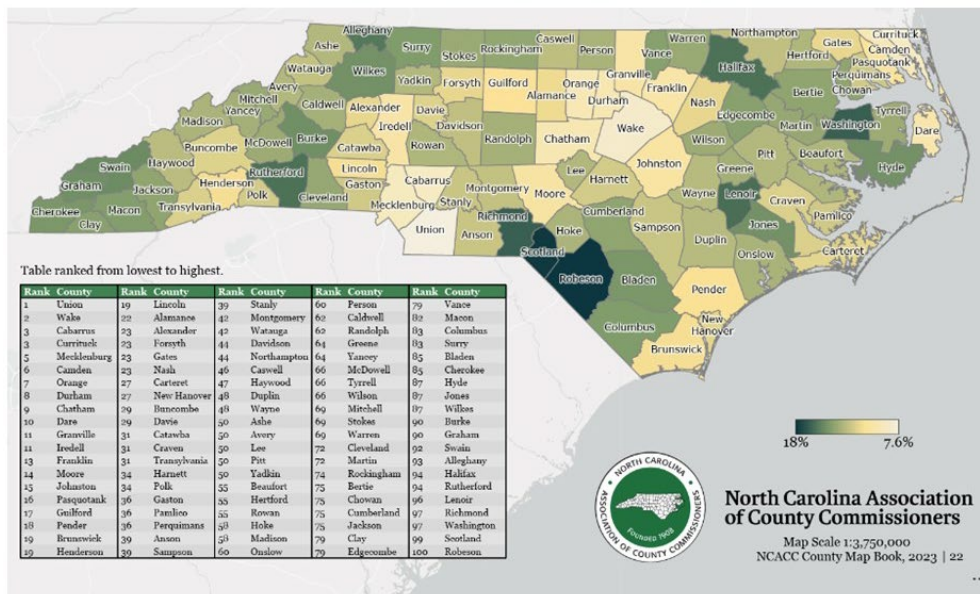
\$100,000,000 Corporate Investment is equivalent to 400 new homes valued at \$250,000

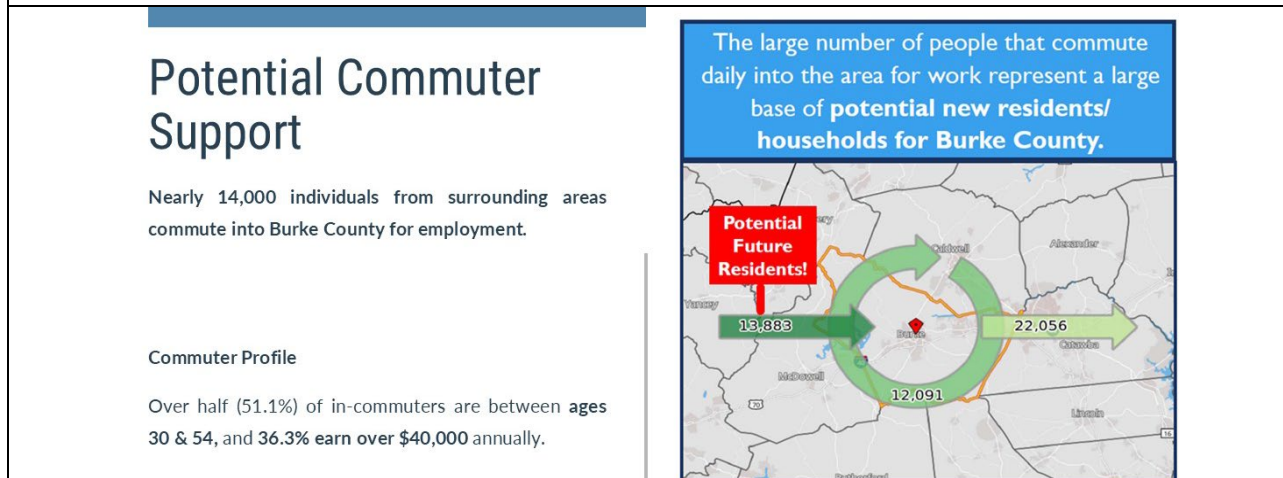
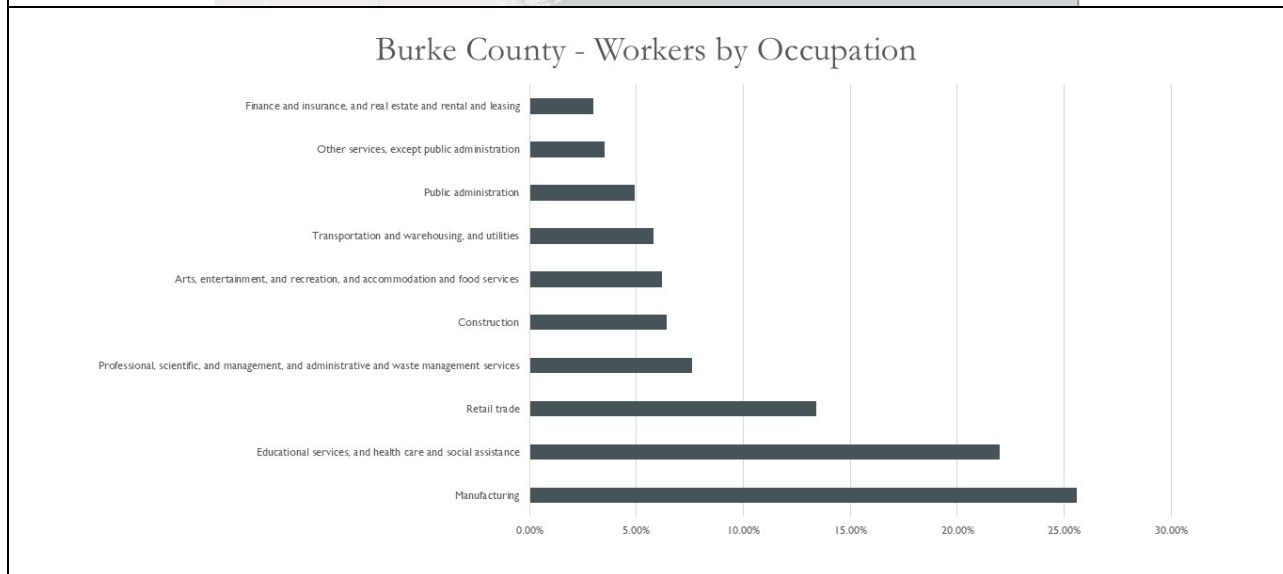
Medicaid Percentage of Population

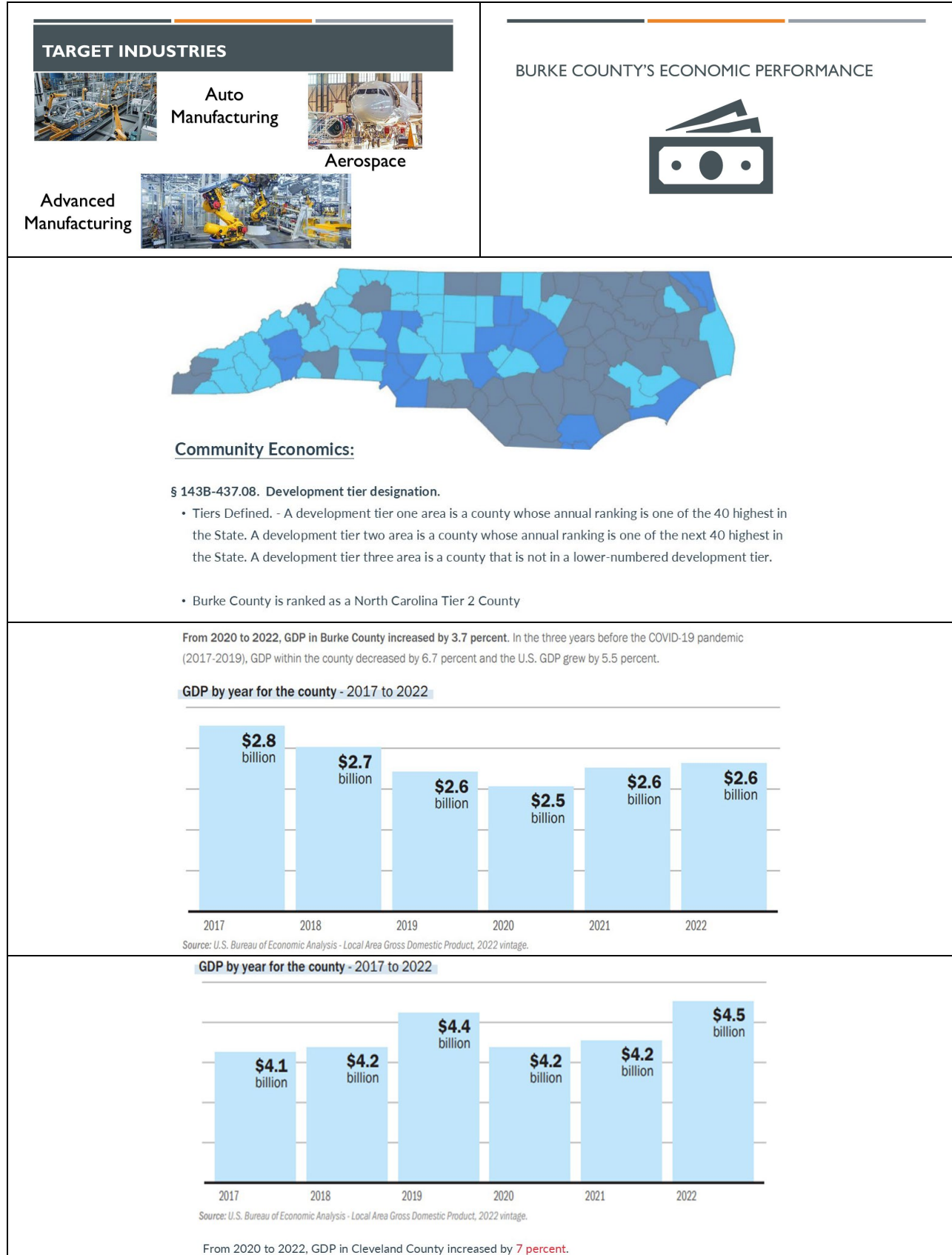


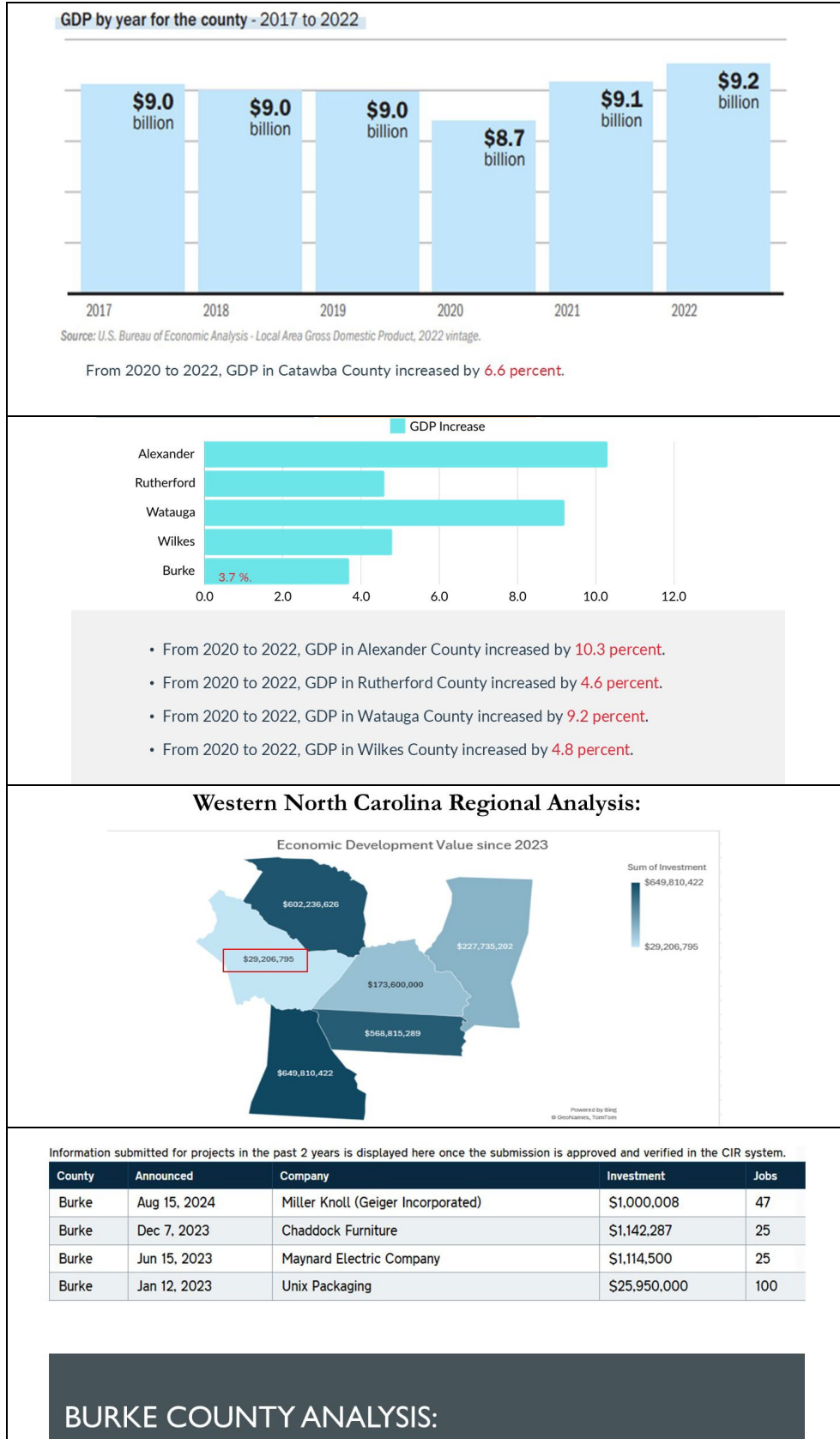
Food Insecurity

Burke County State Rank Improved (90th – 85th)









County	Announced	Company	Investment	Jobs
Catawba	Jul 30, 2024	Data Journey	\$7,000,000	
Catawba	Jun 24, 2024	Pleneri	\$1,100,000	20
Catawba	Mar 7, 2024	Steel Warehouse	\$30,500,000	58
Catawba	Jan 1, 2024	BrenTech Inc. Industrial Services	\$1,100,000	8
Catawba	Dec 6, 2023	Millwork & Panel LLC	\$27,800,000	48
Catawba	Nov 15, 2023	Wanzl North America	\$10,000,000	10
Catawba	Nov 1, 2023	RH Barringer Distribution	\$12,000,000	
Catawba	Jul 28, 2023	WestRock	\$23,300,000	25
Catawba	Jul 25, 2023	CommScope	\$60,300,000	250
Catawba	Apr 1, 2023	Surfaces Group/Absolute Finishing	\$500,000	3

CATAWBA COUNTY ANALYSIS:

Cleveland County Analysis:

County	Announced	Company	Investment	Jobs
Cleveland	Nov 19, 2024	Utz, formerly Evans Food Group	\$130,000,000	34
Cleveland	Oct 21, 2024	Sofidel	\$22,500,000	13
Cleveland	Jun 21, 2024	FilterBalls, Inc.	\$9,500,000	84
Cleveland	Oct 31, 2023	Quantum Power Inc.	\$19,437,925	34
Cleveland	Jul 31, 2023	IMC Metals	\$61,647,903	74
Cleveland	Jul 11, 2023	Albemarle Corporation	\$350,000,000	239
Cleveland	Jul 6, 2023	Pioneer Motor Bearing	\$2,503,060	4
Cleveland	Apr 24, 2023	Actega	\$10,000,000	18
Cleveland	Feb 16, 2023	Robert Bosch Tool Corporation	\$44,221,534	131
Cleveland	Jan 17, 2023	The Armored Group	\$0	100

Iredell County Analysis:

County	Announced	Company	Investment	Jobs
Iredell	Dec 10, 2024	Addman	\$57,000,000	30
Iredell	Nov 18, 2024	Betco Inc.	\$10,002,702	
Iredell	Jul 31, 2024	Pietrucha ESC Inc	\$2,500,000	15
Iredell	Jun 19, 2024	McCombs Steel	\$7,860,000	
Iredell	Jun 6, 2024	JMS Southeast	\$2,050,000	
Iredell	Apr 1, 2024	Corvid Technologies	\$30,000,000	54
Iredell	Mar 28, 2024	MacLean-Fogg	\$16,350,000	28
Iredell	Mar 18, 2024	Fontaine Modification Company	\$375,000	24
Iredell	Feb 1, 2024	Vandor Corporation	\$3,250,000	18
Iredell	Jan 24, 2024	DEHN + SÖHNE GmbH + Co.KG.	\$38,560,000	195
Iredell	Nov 6, 2023	Weinig Holz-Her	\$4,150,000	43
Iredell	Aug 7, 2023	United Race Parts, LLC	\$3,200,000	10
Iredell	Aug 2, 2023	Bridgford Foods	\$2,094,500	8
Iredell	Jun 20, 2023	Racing Force USA	\$2,015,000	15
Iredell	Apr 11, 2023	EPOC Solutions	\$5,728,000	226
Iredell	Mar 21, 2023	NGK Ceramics	\$9,400,000	
Iredell	Mar 6, 2023	Supreme Cabinetry Brands, Inc.	\$17,400,000	237
Iredell	Feb 3, 2023	Water Tech, Inc.	\$10,800,000	26
Iredell	Jan 25, 2023	Fibreworks	\$5,000,000	30

Lincoln County Analysis:

County	Announced	Company	Investment	Jobs
Lincoln	May 2, 2024	Green New Energy Materials, Inc.	\$140,000,000	545
Lincoln	Nov 20, 2023	Robert Bosch Tool Corporation	\$227,513,000	74
Lincoln	Nov 14, 2023	Wanzl North America	\$17,000,000	35
Lincoln	Nov 9, 2023	Wanzl North America	\$10,000,000	35
Lincoln	Oct 2, 2023	Cataler North America	\$18,198,289	3
Lincoln	Oct 2, 2023	Sennebogen	\$11,800,000	40
Lincoln	Sep 18, 2023	Hospitality Seating Concepts	\$6,269,000	20
Lincoln	Jun 1, 2023	Robert Bosch Tool Corporation	\$130,000,000	400
Lincoln	Apr 17, 2023	Timken	\$1,500,000	15
Lincoln	Mar 7, 2023	KACO	\$1,500,000	5
Lincoln	Mar 6, 2023	United Plate Glass	\$5,035,000	5

Wilson County Analysis:

County	Announced	Company	Investment	Jobs
Wilson	Oct 1, 2024	Johnson & Johnson	\$1,008,245,735	420
Wilson	Sep 24, 2024	Reckitt	\$145,593,000	289
Wilson	Sep 24, 2024	Neopac US Inc	\$10,109,500	27
Wilson	Jul 23, 2024	Idexx Laboratories (HQ)	\$147,000,000	275
Wilson	Mar 18, 2024	Schott Pharma	\$381,000,000	401

Questions & Answers

Before beginning her presentation, Crystal Morphis, CECD, Founder & CEO of Creative Economic Development Consulting, invited the Board to share specific topics they were interested in related to economic development. This was to ensure the presentation addressed areas most relevant to the audience. Two (2) key questions were raised:

1. Local Workforce Inclusion: How can we better engage and support local residents, particularly those with trade skills, limited formal education, or entrepreneurial aspirations, so they can participate meaningfully in local development projects?
2. Responsible Growth: How can the community pursue economic development in a way that avoids sudden cultural shifts and preserves the rural character and values important to long-time residents and newcomers alike?

There being nothing further, Ms. Morphis began her presentation. The highlights of which were as follows:

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BURKE COUNTY

Economic Development:
Understanding and Navigating
Today's Competitive Landscape

I want to know...



- Structure
- Approaches
- Results



Local	Regional	State
Community Capacity	Infrastructure	Business Climate
Infrastructure	Workforce	Marketing
Workforce	Centers of Innovation	Cluster Development
Product Development	Cluster Development	
Regulatory Process	Marketing	
Marketing		

Structure



Public-Private Nonprofit
Corporations



Units of Local
Government



Chambers of
Commerce

Approaches

Business Retention and Expansion

Business Attraction

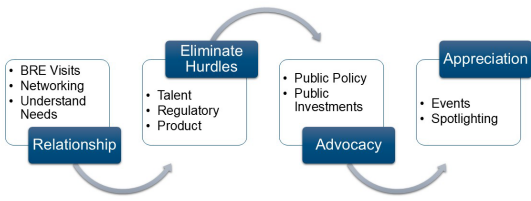
Entrepreneurship

Talent

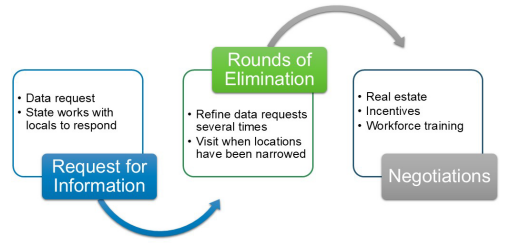
Product

Infrastructure

Business Retention & Expansion



Business Attraction



Targets



Advanced
Manufacturing



Metalworking

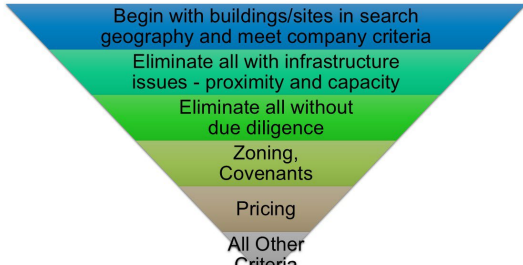


Food & Beverage



Logistics

Process of Elimination



Entrepreneurship	Results - Align Expectations BRE • Expansions are competitive • May result in fewer jobs to remain competitive • Investment may replace depreciated equipment Entrepreneurship • Not "seen" • Low investment and job creation but other benefits to the economy • Rate of failure
Results – Align Expectations United States • Nearly 10,000 economic development organizations North Carolina • 100 counties and 552 municipalities • 5,800 buildings in state database • 1,700 sites in state database	Burke County 2024 1 of 165 (0.6%) Announcements in North Carolina • Caldwell County: 2 • Catawba County: 10 • Cleveland County: 10 • Lincoln County: 11 • McDowell County: 2

RECESS OF THE MEETING

Chairman Brittain called for a brief recess at 9:06 a.m., and the meeting resumed at 9:15 a.m.

CM - ECONOMIC DEVELOPMENT FORECAST CONTINUED

Ms. Morphis resumed her presentation as follows:

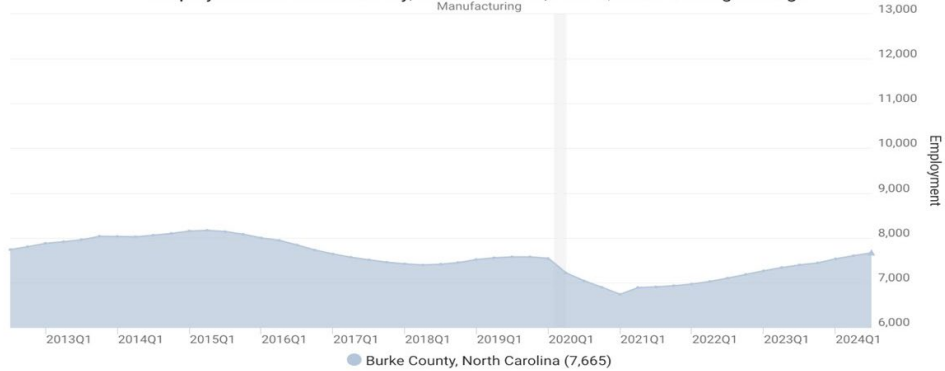
What Companies Want	Corporate Site Location Factors <table border="1"> <thead> <tr> <th colspan="2">2022</th> </tr> </thead> <tbody> <tr><td>1</td><td>Labor costs</td></tr> <tr><td>2</td><td>Availability of skilled labor</td></tr> <tr><td>3</td><td>Energy availability and costs</td></tr> <tr><td>4</td><td>Inbound/outbound shipping costs</td></tr> <tr><td>5</td><td>Highway accessibility</td></tr> <tr><td>6</td><td>Raw materials availability</td></tr> <tr><td>7</td><td>Corporate tax rate</td></tr> <tr><td>8</td><td>State and local incentives</td></tr> <tr><td>9</td><td>Environmental regulations</td></tr> <tr><td>10</td><td>Tax exemptions</td></tr> </tbody> </table>	2022		1	Labor costs	2	Availability of skilled labor	3	Energy availability and costs	4	Inbound/outbound shipping costs	5	Highway accessibility	6	Raw materials availability	7	Corporate tax rate	8	State and local incentives	9	Environmental regulations	10	Tax exemptions						
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What Companies Want-Talent Burke County Labor Force <table border="1"> <thead> <tr> <th>Year</th> <th>Labor Force</th> </tr> </thead> <tbody> <tr><td>2011</td><td>42,995</td></tr> <tr><td>2012</td><td>43,124</td></tr> <tr><td>2013</td><td>42,774</td></tr> <tr><td>2014</td><td>42,371</td></tr> <tr><td>2015</td><td>41,418</td></tr> <tr><td>2016</td><td>41,337</td></tr> <tr><td>2017</td><td>40,979</td></tr> <tr><td>2018</td><td>42,012</td></tr> <tr><td>2019</td><td>42,159</td></tr> <tr><td>2020</td><td>42,173</td></tr> <tr><td>2021</td><td>41,525</td></tr> <tr><td>2022</td><td>42,059</td></tr> <tr><td>2023</td><td>41,920</td></tr> </tbody> </table>		Year	Labor Force	2011	42,995	2012	43,124	2013	42,774	2014	42,371	2015	41,418	2016	41,337	2017	40,979	2018	42,012	2019	42,159	2020	42,173	2021	41,525	2022	42,059	2023	41,920
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What Companies Want-Talent

NAICS	Industry	CURRENT			5-YEAR HISTO	
		Empl	Avg Ann Wages	LQ	Empl Change	
31	Manufacturing	7,665	\$51,955	2.99	90	
62	Health Care and Social Assistance	6,691	\$61,310	1.37	-1,009	
44	Retail Trade	3,186	\$32,117	1.00	154	
72	Accommodation and Food Services	2,942	\$19,782	1.04	89	
61	Educational Services	2,311	\$46,712	0.88	109	
92	Public Administration	2,299	\$50,244	1.51	-10	
56	Administrative and Support and Waste Management and Remediation Services	1,729	\$34,554	0.87	323	
81	Other Services (except Public Administration)	1,343	\$27,274	0.98	56	
23	Construction	1,311	\$48,551	0.68	174	

What Companies Want-Talent

Employment for Burke County, North Carolina, Four-Quarter Moving Average



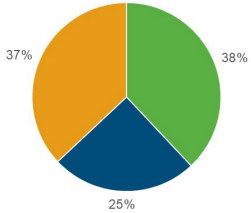
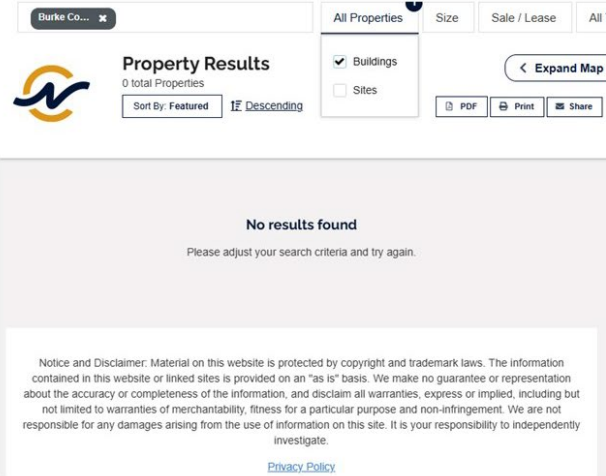
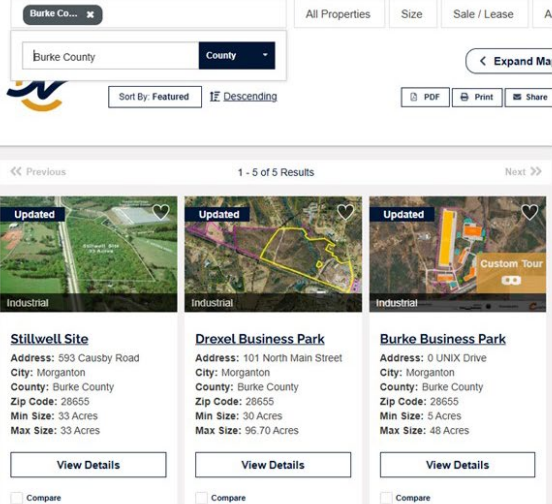
What Companies Want-Talent

Burke County, North Carolina

CLIP

EXPORT

CIP Code	Title	Certificates and 2yr Awards	4yr Awards	Postgraduate Awards	Total Awards
> 24.0101	Liberal Arts and Sciences/Liberal Studies	141	0	0	141
> 12.0401	Cosmetology/Cosmetologist, General	62	0	0	62
> 43.0107	Criminal Justice/Police Science	27	0	0	27
> 52.0304	Accounting and Finance	26	0	0	26
> 13.1210	Early Childhood Education and Teaching	26	0	0	26
> 15.0499	Electromechanical Technologies/Technicians, Other	21	0	0	21
> 15.0403	Electromechanical/Electromechanical Engineering Technology/Technician	20	0	0	20
> 51.3801	Registered Nursing/Registered Nurse	18	0	0	18
> 51.0801	Medical/Clinical Assistant	17	0	0	17
> 22.0302	Legal Assistant/Paralegal	16	0	0	16

Talent  ATTRACTION  RETENTION  DEVELOPMENT	What Companies Want EDPNC Building vs. Site Real Estate Requests 2023  <table border="1"> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Building</td> <td>37%</td> </tr> <tr> <td>Building or Site</td> <td>38%</td> </tr> <tr> <td>Site</td> <td>25%</td> </tr> </tbody> </table>	Category	Percentage	Building	37%	Building or Site	38%	Site	25%
Category	Percentage								
Building	37%								
Building or Site	38%								
Site	25%								
Product  No results found Please adjust your search criteria and try again. Notice and Disclaimer: Material on this website is protected by copyright and trademark laws. The information contained in this website or linked sites is provided on an "as is" basis. We make no guarantee or representation about the accuracy or completeness of the information, and disclaim all warranties, express or implied, including but not limited to warranties of merchantability, fitness for a particular purpose and non-infringement. We are not responsible for any damages arising from the use of information on this site. It is your responsibility to independently investigate. Privacy Policy	 1 - 5 of 5 Results Stillwell Site Address: 593 Causby Road City: Morganton County: Burke County Zip Code: 28655 Min Size: 33 Acres Max Size: 33 Acres Drexel Business Park Address: 101 North Main Street City: Morganton County: Burke County Zip Code: 28655 Min Size: 30 Acres Max Size: 96.70 Acres Burke Business Park Address: 0 UNIX Drive City: Morganton County: Burke County Zip Code: 28655 Min Size: 5 Acres Max Size: 48 Acres								
Spec Building Feasibility Study Findings BDI was unable to respond to 40 inquiries in 2024	 How Can Burke County Compete?								
Success-Wilson County, NC As of 2020: • 7 shell buildings • 14 companies • \$144M • 805 jobs	Success-Davie County (2021) • Hayward Holdings, \$25M, 200 jobs • Sportsfield Specialties, \$2.3M, 20 jobs • DFA, \$5.9M, 56 jobs • Scott Bader, \$16M, 27 jobs • Paltronics, \$25M, 200 jobs								



Two local universities have received a Research Activity Designation from the Carnegie Classification of Institutions of Higher Education: The University of NC at Charlotte has received an R1 designation and Appalachian State University has received an R2 designation.



The expandable 40,000 s.f. Fairgrove Industrial Park Spec Building may be the perfect opportunity for your new business location or expansion.

Spec Building Feasibility Study Findings

Building Specifications	EDPNC Requests	Regional Inventory	Ratio Requests to Inventory
100,001-200,000 SF	26	80	1:3.1
20,000-50,000 SF	20	132	1:6.6
50,001-100,000 SF	18	58	1:3.2
30'-32' ceiling height	33	58	1:1.8
20'-23' ceiling height	22	43	1:2
24'-26' ceiling height	21	38	1:1.8

Recommendations

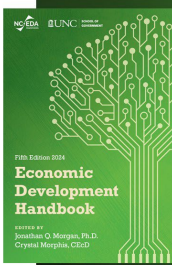
- Most requested size is between 100,000-200,000SF, ceiling height 30-32FT
- Burke Business Park as the Preferred Site
 - Best location for a spec building due to its public ownership, proximity to I-40, available utilities, and certification as a Smart Site

Spec Building Next Steps

- Public Private Partnership Opportunity
- Finalize Development Structure
- Secure Funding
- Create Building Plans
- Launch Marketing Efforts
- Ensure Alignment with Economic Development Goals

NCEDA & UNC

- Why
- Participants
- Role
- Process
- Incentives
- Resources



Role of Elected Officials

Role	Examples
Understand the local economic development ecosystem	Connections between agencies and organizations
Support professional economic development organizations	Technology, research, marketing
Invest in infrastructure	Water, sewer, broadband, sites, buildings
Facilitate a competitive business environment	Workforce development, regulatory environment
Help existing businesses	Retention and expansion
Provide incentives	Encourage investment
Protect public investments	Measure ROI
Invest in quality of life amenities	Placemaking



Crystal Morphis, CEcD
www.creativeedc.com
www.creativeeconomicdevelopment.com
www.creativecec.com
www.certifiedindustrialbuilding.com

creative
 economic development consulting

Note: During the presentation, Ms. Morphis distributed copies of the *North Carolina Economic Development Handbook*, edited by Jonathan Q. Morgan, Ph.D., and Crystal Morphis, CEcD, which is hereby incorporated into the meeting minutes by reference.

The Board had their questions answered throughout the presentation by panelists, staff, and the County Manager as needed. Additionally, Ms. Morphis demonstrated how AI, specifically ChatGPT, can be used as a tool to assess the information companies are reviewing and using to inform their decisions about locating in Burke County.

Chairman Brittain invited Alan Wood, CEO & President, BDI (Burke Development Inc.), to do an impromptu presentation on economic development efforts in the county. Mr. Wood emphasized BDI's mission to increase capital investment, create jobs, and build community wealth. He described BDI's collaborative approach, which includes representation from county and municipal governments, local hospitals, the community college, and business leaders.

Mr. Wood reported on the ongoing development of the former Drexel Heritage Furniture site in Drexel. After nearly a decade of work, grading has recently been bid for a 450,000-square-foot pad, with the potential to accommodate up to one million square feet of industrial space. The site, one of the few 100-acre rail-served properties in North Carolina—and the only one west of Burke County—is attracting strong interest. A brownfield certification is pending, and the project is seen as potentially transformative for the Town of Drexel.

Mr. Wood acknowledged challenges with transportation infrastructure, particularly limited road access and the need for improvements to a nearby hazardous interchange. He noted that economic development projects of significant scale may help leverage state attention and investment in infrastructure.

Mr. Wood also highlighted workforce development initiatives, including BDI's Opt-In internship program, now entering its fourth year and graduating approximately 25 interns annually. He reported progress in engaging disconnected youth aged 18–24, noting a 5% reduction in that population over the past few years. He also referenced efforts to recruit appropriate industry, address site readiness, and promote Burke County's competitive advantage in manufacturing, a sector that still represents 25% of local employment.

RECESS OF THE MEETING

Chairman Brittain called for a brief recess at 9:59 a.m., and the meeting resumed at 10:04 a.m.

CM - ECONOMIC DEVELOPMENT FORECAST CONTINUED

Alan Glines, Planning Director / Deputy County Manager, presented a land use planning update as follows:



2024-2026 Commissioners' Strategic Plan



FOCUS AREA 1: COMMUNITY ADVANCEMENT
To invest in cultural capital and advancement strategies that promote participative governance that elevates a community to live, work and play – while also positioning Burke County as a community of choice.



FOCUS AREA 2: ECONOMIC GROWTH & SUSTAINMENT
Promotion of Burke County as a business and economic center in the region through recruitment of new industry, creating a healthy business climate for existing businesses.



FOCUS AREA 3: PUBLIC SAFETY & WELL BEING
To ensure the safety of our residents through efficient and effective public safety agencies.



FOCUS AREA 4: FISCAL STEWARDSHIP
Pursuit of the high-performing organization model that ensures high quality, transparent and efficient use of public resources.



FOCUS AREA 5: EMPLOYER OF CHOICE
To promote a professional value-based employee centric workplace that promotes innovation, performance, and integrity, and differentiation.

Discussion Topics

1. What is a Unified Development Ordinance (UDO)
2. History of Land Use Policy in Burke County
3. Challenges with the Current Code
4. Considerations for Improvement & Modernization





Purpose of Land Use Management Policy

The purpose of a land use policy in county government is to guide the development and management of land within the county's jurisdiction, determining how different areas can be used (residential, commercial, industrial, etc.) to achieve specific community goals, such as:

- managing growth
- protecting environmental resources
- promoting economic development
- considering the long-term vision for the area's land

Goals of Land Use Management Policy

1. Comprehensive:

- It encompasses all aspects of land development, including permitted land uses, building setbacks, parking requirements, signage regulations, and environmental protections.

2. Streamlined process:

- By consolidating regulations, a clear policy can simplify the development review process for property owners and developers.

3. Clarity and consistency:

- A simple policy aims to provide clear and consistent guidelines for development across a community.

4. Flexibility:

- While comprehensive, a fluid policy can be amended over time to adapt to changing needs and community priorities.

What is a Development Ordinance?

- A "Unified Development Ordinance" (UDO) is a single document that combines all local regulations related to land development, including zoning, subdivision rules, building codes, landscaping requirements, and other design standards,
- Essentially creating a unified set of rules governing how property can be developed within a municipality or county; it aims to streamline the development process by consolidating different ordinances into one document

Ordinances

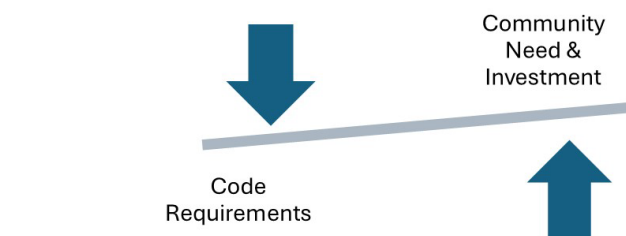
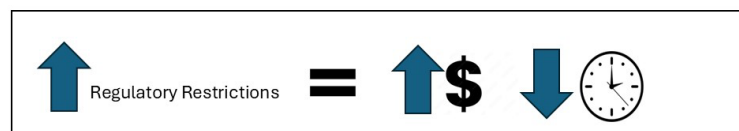


BURKE COUNTY ZONING ORDINANCE



BURKE COUNTY SUBDIVISION
ORDINANCE

An "overly regulated land use policy" refers to a set of rules governing how land can be developed that are excessively restrictive, often leading to limited housing supply, higher property prices, and hindering economic growth by placing too many constraints on what can be built where, potentially impeding development and innovation in a given area.



Common Un-Intended Consequences



NEGATIVE IMPACTS: CAN SIGNIFICANTLY INCREASE HOUSING COSTS, LIMIT DEVELOPMENT OPTIONS, STIFLE ECONOMIC ACTIVITY, AND RESTRICT THE DIVERSITY OF HOUSING TYPES AVAILABLE IN A COMMUNITY.



EXCESSIVE ZONING RESTRICTIONS: DIVIDING LAND INTO OVERLY SPECIFIC USE CATEGORIES, PREVENTING MIXED-USE DEVELOPMENT.



LARGE MINIMUM LOT SIZES: REQUIRING LARGE PARCELS OF LAND FOR DEVELOPMENT, LIMITING THE NUMBER OF HOUSING UNITS THAT CAN BE BUILT IN A GIVEN AREA.



COMPLEX PERMITTING PROCESS: EXTENSIVE PROCEDURES THAT DELAY AND HINDER DEVELOPMENT PROJECTS.

Community Development is governed by State Law N.C.G.S. 160-D

- The Burke County Zoning Ordinance was adopted on January 1, 1997.
- The ordinance was recently revised (2021) to update zoning regulations and reflect new state wide legislation.
- This is available from the following site or by a search: www.ncleg.gov/EnactedLegislation/Statutes/HTML

Chapter 160D.

Local Planning and Development Regulation.

Article 1.

General Provisions.

§ 160D-101. Application.

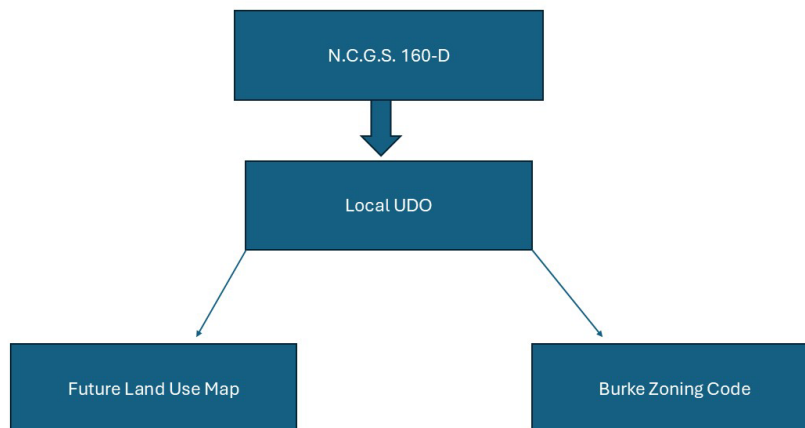
(a) The provisions of this Article shall apply to all development regulations and programs adopted pursuant to this Chapter or applicable or related local acts. To the extent there are contrary provisions in local charters or acts, G.S. 160D-111 is applicable unless this Chapter expressly provides otherwise. The provisions of this Article also apply to any other local ordinance that substantially affects land use and development.

(b) The provisions of this Article are supplemental to specific provisions included in other Articles of this Chapter. To the extent there are conflicts between the provisions of this Article and the provisions of other Articles of this Chapter, the more specific provisions shall control.

(c) Local governments may also apply any of the definitions and procedures authorized by this Chapter to any ordinance that does not substantially affect land use and development adopted under the general police power of cities and counties, Article 8 of Chapter 160A of the General Statutes and Article 6 of Chapter 153A of the General Statutes respectively, and may employ any organizational structure, board, commission, or staffing arrangement authorized by this Chapter to any or all aspects of those ordinances.

(d) This Chapter does not expand, diminish, or alter the scope of authority for planning and development regulation authorized by other Chapters of the General Statutes. (2019-111, s. 2.4; 2020-3, s. 4.33(a); 2020-25, s. 51(a), (b), (d).)

§ 160D-102. Definitions.



160-D is flexible but certain requirements must be met:

For example- Having a zoning ordinance is optional, but if you have zoning:

1. Must have a comprehensive plan with a Future Land Use Map updated in a reasonable timeframe
2. Must have a Planning Board to review plans and ordinances and requests for amendments
3. Final decisions about zoning are made by the governing board (*Burke Board of Commissioners*)

During a rezoning for example; adjacent neighbors must be notified by letter, a zoning sign must be posted along with Legal Notice in a newspaper of general circulation within a specific time window.

The Planning Board must first review and provide a recommendation to the Board of Commissioners who must provide a public hearing to consider the zoning matter.

Another example- **Subdivision regulations** are completely flexible and review of a subdivision is up to local regulations for approving subdivisions. Local jurisdiction outline a process for approval and specific regulations and then those regulations must be followed.

N.C.G.S. 160-D requires that if a community has zoning, then it must have a reasonably up-to-date comprehensive plan.

Burke County's plan is called the *Blueprint Burke Strategic Land Use Plan*

The Plan Focuses On Describing Community Assets

1. Economic Development
2. Expansion of Housing
3. Expanding the Economy
4. Enhancing Quality of Life
5. Providing a Positive Vision for the Future



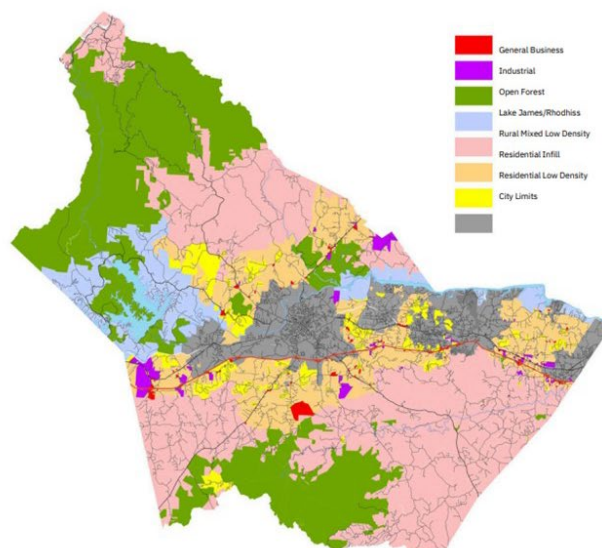
"It's Better In Burke"
2022-2030

Burke County Board of Commissioners
Adopted October 18, 2022
Ordinance No. 2022-07

A component of the
Blueprint Burke Strategic Land
Use Plan is the **Future Land Use Map**

This map is used to show trends in future land
uses and is compared with rezoning requests
as they come forward.

If a rezoning request
does not match the future land use map,
but the request is reasonable and in the public interest,
then the
Board of Commissioners may adjust the map
to the closest suitable zone



Along with the comprehensive plan, staff operates from the *Burke County Zoning Code*

The code provides land uses for each zoning district along with lot sizes and regulations for new development.

The code is accessed : [burkenc.org / government / planning](http://burkenc.org/government/planning)
And selecting the Burke County Zoning Ordinance icon

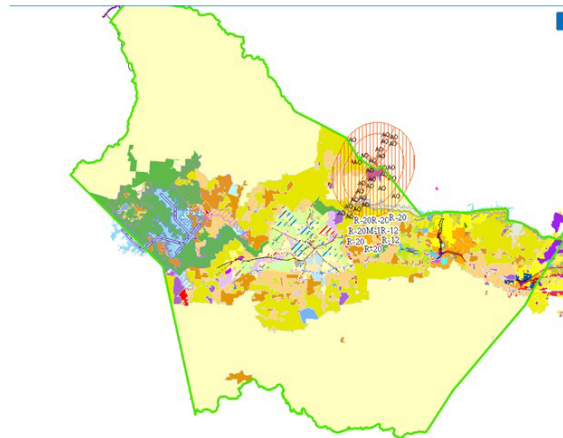
The following slides show some highlights of the ordinance.



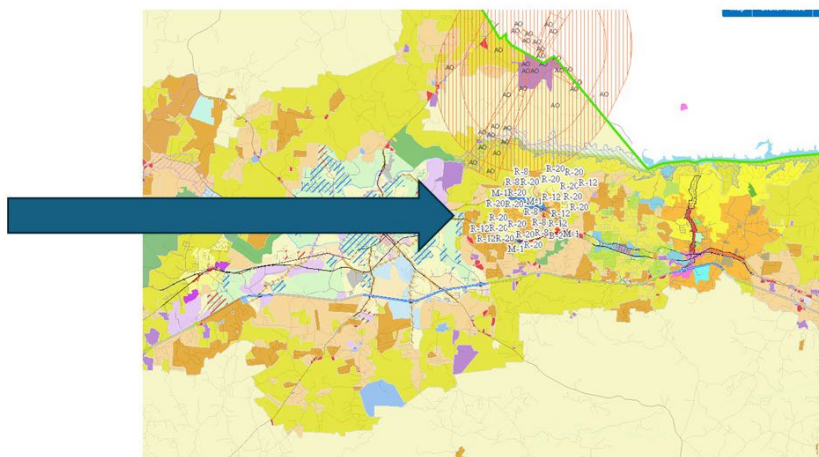
The Burke County Zoning Ordinance

Adopted by the Board of Commissioners on
June 15, 2021.

The Current Zoning map shows the zoning for all parcels across Burke County. This is accessed on our public GIS site: [burkenc.org / geographic information system](http://burkenc.org/geographic-information-system) - accept the disclaimer and search by the parameter you have; owner, address etc.



Current Zoning map details Burke County and the zoning of our other communities;
There is more detail as you zoom into the map
This data set is managed by the IT Department



- The zoning map corresponds the Zoning Ordinance and the **Table of Uses Article 3**
- Permitted uses
- Accessory Uses
- Uses that require a Special Use Permit or have special standards

Below is the Table of Uses that summarizes all of the uses listed in the Ordinance.

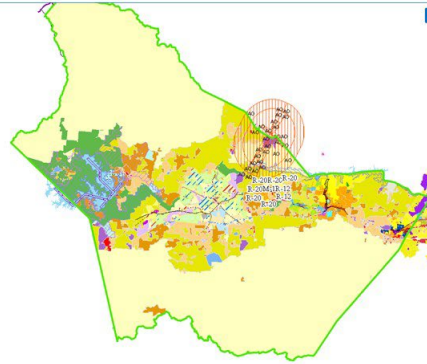
X = Use by Right
A = Accessory Use
S = Special Use

If there the space for a use is blank, that use is not allowed.



Digital User Note
Click on the district heading below to go directly to the corresponding district regulations.

Residential Uses	R-1	R-2	R-3	R-MU	PMU	QI	N-B	L-1	IND	COB
Accessory dwelling unit	A	A	A	A	A					A
Dwelling units, Single family	X	X	X	X	X					X
Dwelling units, Duplex	X	X	X	X	X					X
Dwelling units: Multiple-family	S	X	S	S	S					
Bed & breakfast				X	X		S			S
Family care home	X	X	X	X	X					X
Family child care home	S	X	X	X	S					S
Home occupations	A	A	A	A	A					A
Manufactured home: Class A		X	X	X						
Manufactured home: Class B			X	X						
Manufactured home: Class C				X						
Manufactured home: Class D				X						
Mobile home: Class E										
Mixed-use development				X	X	S	S	X		S
Mobile home park			S	S						
Short-term rental (Dedicated)	X	X	X	X	X					X
Short-term rental (Owner Occupied)	X	X	X	X	X					X



Land Use Policy Areas for Review and Improvement

Short Term

1. Develop Density Standards
2. Major Sub-Division Ordinance
3. Streamline Approval Process
4. Special Use Permitting

Mid Term

1. Evaluate Need for Specialized Overlays
2. Increase Standards for Solar Farms
3. Home Occupation Standards

Long Term

1. Full Land Use Plan Re-Draft

Special Use Permits

- Each Special Use has specific standards that must be met.
- These uses are also reviewed by the Board of Adjustment

HERE ARE A FEW COMMON EXAMPLES

- Accessory Structures over 1,500 square feet
- Manufactured Home Park
- Recreation Vehicle Park/ Campgrounds
- Special Event Grounds
- Large Scale shopping Center
- Kennel
- Brewery
- Cell Towers



Pertinent to development is the lot size table based on the zoning district

Area

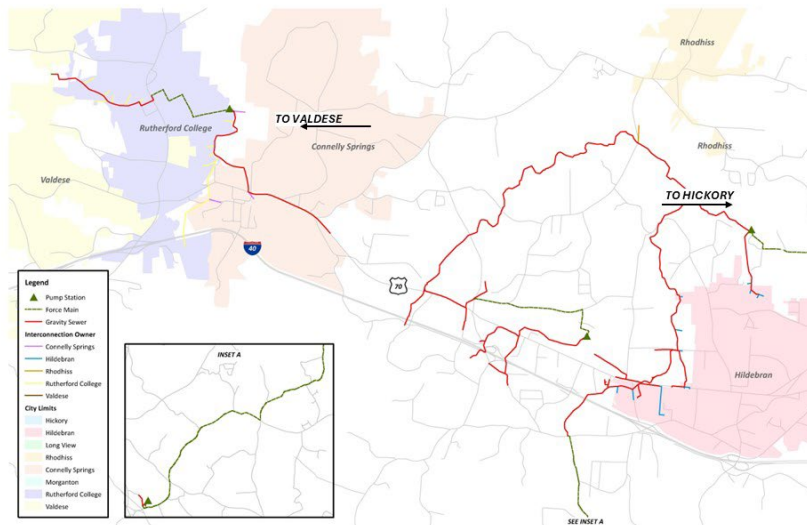
- Based on zoning there are requirements for lot sizes
- The size is adjusted based on availability of water or public sewer to the site.
- Sewer is the critical part of infrastructure.
- At locations where sewer is available, we should try to encourage denser development to fill the housing need.

Frontage

- The lot frontage of 100' at the street could also be adjusted downward to allow more lots to be developed.

Minimum Lot Area			
See Article 3 Zoning Districts for additional requirements			
Minimum Residential Lot Size			
Zoning District	NO Public Utility	Public Water OR Sewer	Public Water & Sewer
R-1	0.69 Acre (30,000 sq. ft.)	0.58 Acre (25,000 sq. ft.)	0.50 Acre (21,780 sq. ft.)
R-2	0.69 Acre (30,000 sq. ft.)	0.58 Acre (25,000 sq. ft.)	0.50 Acre (21,780 sq. ft.)
R-3	0.92 Acre (40,000 sq. ft.)	0.69 Acre (30,000 sq. ft.)	0.58 Acre (25,000 sq. ft.)
R-MU	1.15 Acre (50,000 sq. ft.)	0.92 Acre (40,000 sq. ft.)	0.69 (30,000 sq. ft.)
PRMU	0.92 Acre (40,000 sq. ft.)	0.69 Acre (30,000 sq. ft.)	0.58 Acre (25,000 sq. ft.)

Our sewer system is located between the municipal areas in the eastern side of the county. This is where external growth is occurring. Burke County can benefit from expansion of Hickory Airport, Appalachian State University and proximity to the City of Hickory



Subdivision Ordinance

- Our subdivision ordinance dates from **1998**
- This ordinance covers all subdivisions of land in Burke County
 - Two types of Subdivisions: Minor and Major
 - Two types of Roads: Public and Private
 - Minor 1-6 lots
 - Major 7 or more
 - The development standards increase for Major Subdivisions- roads meet NC DOT standards
- There is an additional requirement that you can't expand to a 7th lot or more without bringing the affected area up to compliance with road standards

BURKE COUNTY SUBDIVISION ORDINANCE



Enacted by the Burke County Board of Commissioners
on September 15, 1998

Subdivision Ordinance

6- lot minor subdivisions are popular because infrastructure costs can be avoided.

With 7 or more lots, roads must meet NC DOT standards for right of way and paved roads

808.5 Private Roads – Minor Subdivision Requirements

A. Design and Construction Standards for Private Driveways and Roads in Minor Subdivisions

1. New private driveways and roads shall be connected to a road that is constructed and maintained to NC DOT subdivision road standards as described in Section 808.2.
2. Only one (1) private road that is not eligible for maintenance by NC DOT is allowed on each tax parcel of land.
3. No more than six (6) lots may be served by a private road not constructed to NC DOT standards unless approved by the Board of Adjustment.
4. New private driveway easements and roads shall conform to the following standards:

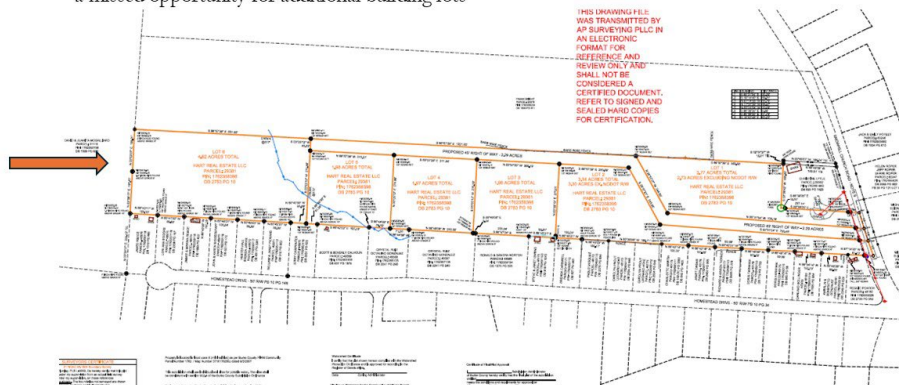
1-3 Lots = 20' private driveway access easement may be utilized. No construction standards required. Easements must provide statement for allowance of public and private utilities. Final plats must contain a note conveying maintenance responsibility of the easement to the homeowners' utilizing it to access their property.

New private roads shall conform to the following minimum standards:

4-6 Lots = 30' right of way may be utilized. Minimum road standards shall include: 15' graveled surface road, utilizing (6) inch (compacted ABC) gravel base, 2' shoulders and ditch slopes not exceeding a 3:1 ratio. Right-of-way must provide language for the allowance of public and private utilities. Final plats must contain a note conveying maintenance responsibility of the easement to the homeowners' utilizing it to access their property. A compliance inspection to ensure proper installation of road is required prior to final plat approval.

Subdivision Ordinance

Example of a 6-lot subdivision proposal in orange: In some ways this demonstrates a missed opportunity for additional building lots



★ Note the subdivision from the 1990's on the south side is so much denser for the same area of land

Subdivision Ordinance

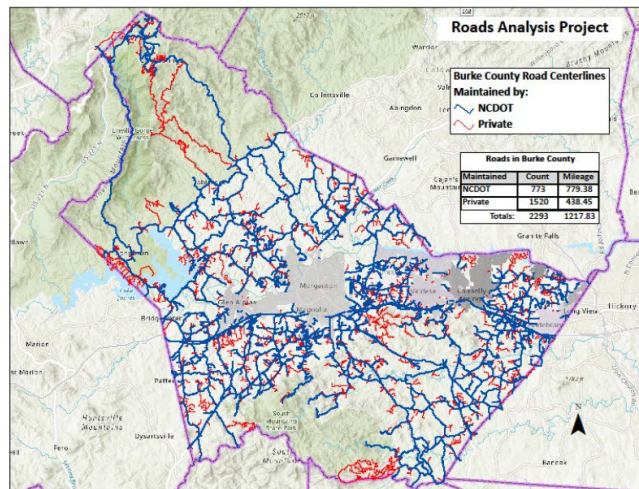
- Public Roads VS. Private Roads

- **NC DOT** has 773 Roads at 779 miles
- **Private Roads** constitute 1520 roads at 438 miles

There are many private roads that will never be taken over by DOT

With 7 or more lots in a subdivision the roads must be constructed to DOT standards (18 to 20 feet of pavement w/ a 45-foot R/W)

The expectation is that DOT may eventually assume maintenance of these roads



Subdivision Ordinance

For infill projects it is unclear when infrastructure is required to be upgraded based on the ordinance.

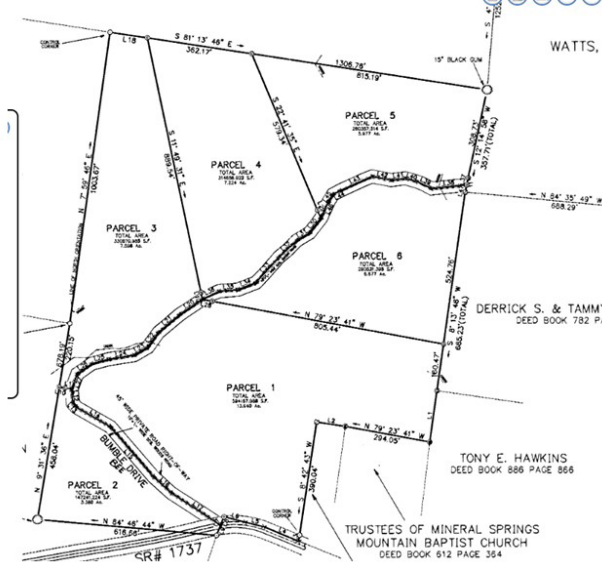
- There are already 6 lots
- The owner of a large tract seeks to subdivide
- How far back do the improvements need to go and what if there is insufficient R/W to fully comply?



Subdivision Ordinance

For infill projects it is unclear when infrastructure is required to be upgraded based on our code

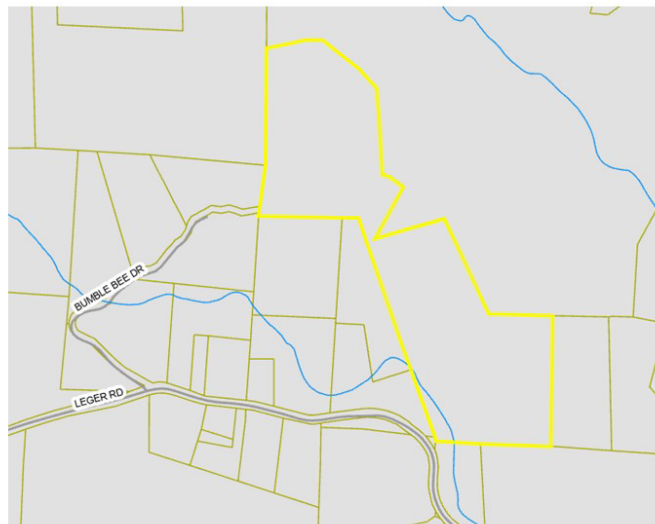
- There are already 6 lots
- The road is 10 feet wide
- There is a large tract at the end of the road that connects to the right-of-way

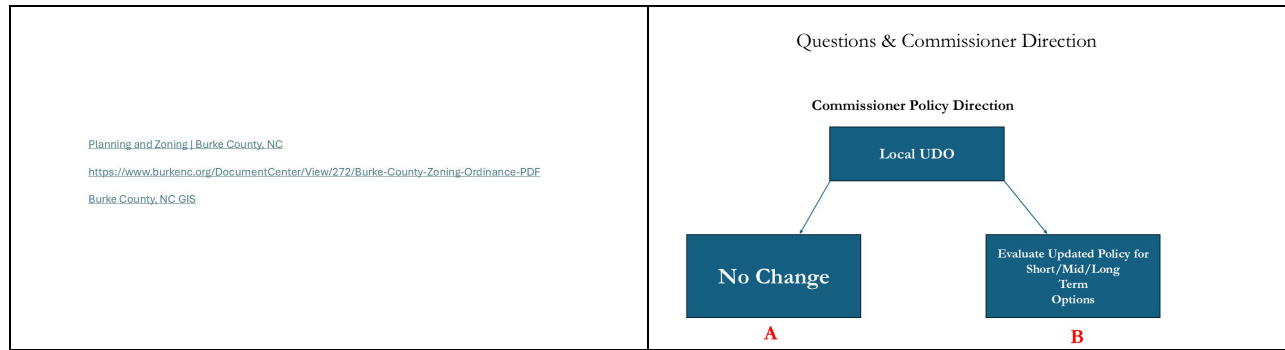


Subdivision Ordinance

Potential infill:

- The track at the end is over 60 acres and the one behind it has over 170 acres
- Would Bumble Bee Drive need to be improved for paving back to Leger Road to meet the NC DOT standard
- Sometimes these access roads are thousands of feet long





Mr. Glines addressed questions throughout the presentation. By consensus, the Board asked Mr. Glines to begin the process of revising the minimum lot size requirements to allow greater housing density in areas where public water and sewer are available. Following a general discussion, Chairman Brittain called for a brief recess to allow for the transition to the next agenda item.

RESULT: NO ACTION TAKEN.

RECESS OF THE MEETING

Chairman Brittain called for a brief recess at 11:01 a.m., and the meeting resumed at 11:05 a.m.

CM - MUNICIPAL SOLID WASTE (MSW) PROGRAM ANALYSIS

Hugh Sandoe, Budget Strategy and Performance Analyst, presented an overview of the landfill site's history, recent operational improvements, and upcoming next steps as follows:






FOCUS AREA 1: COMMUNITY ADVANCEMENT
To invest in cultural capital and advancement strategies that promote participative governance that elevates a community to live, work and play – while also positioning Burke County as a community of choice.

FOCUS AREA 2: ECONOMIC GROWTH & SUSTAINMENT
Promotion of Burke County as a business and economic center in the region through recruitment of new industry, creating a healthy business climate for existing businesses.

FOCUS AREA 3: PUBLIC SAFETY & WELL BEING
To ensure the safety of our residents through efficient and effective public safety agencies.

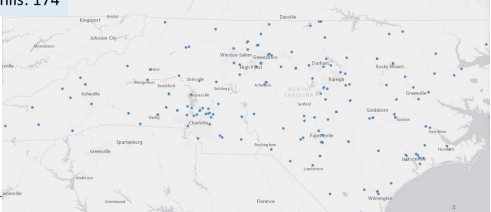
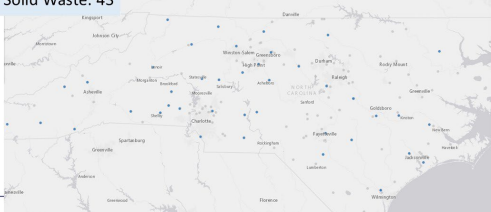
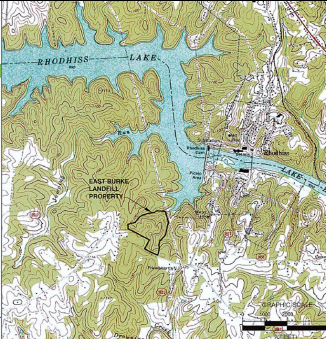
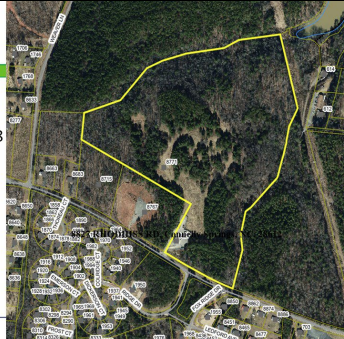
FOCUS AREA 4: FISCAL STEWARDSHIP
Pursuit of the high-performing organization model that ensures high quality, transparent and efficient use of public resources.

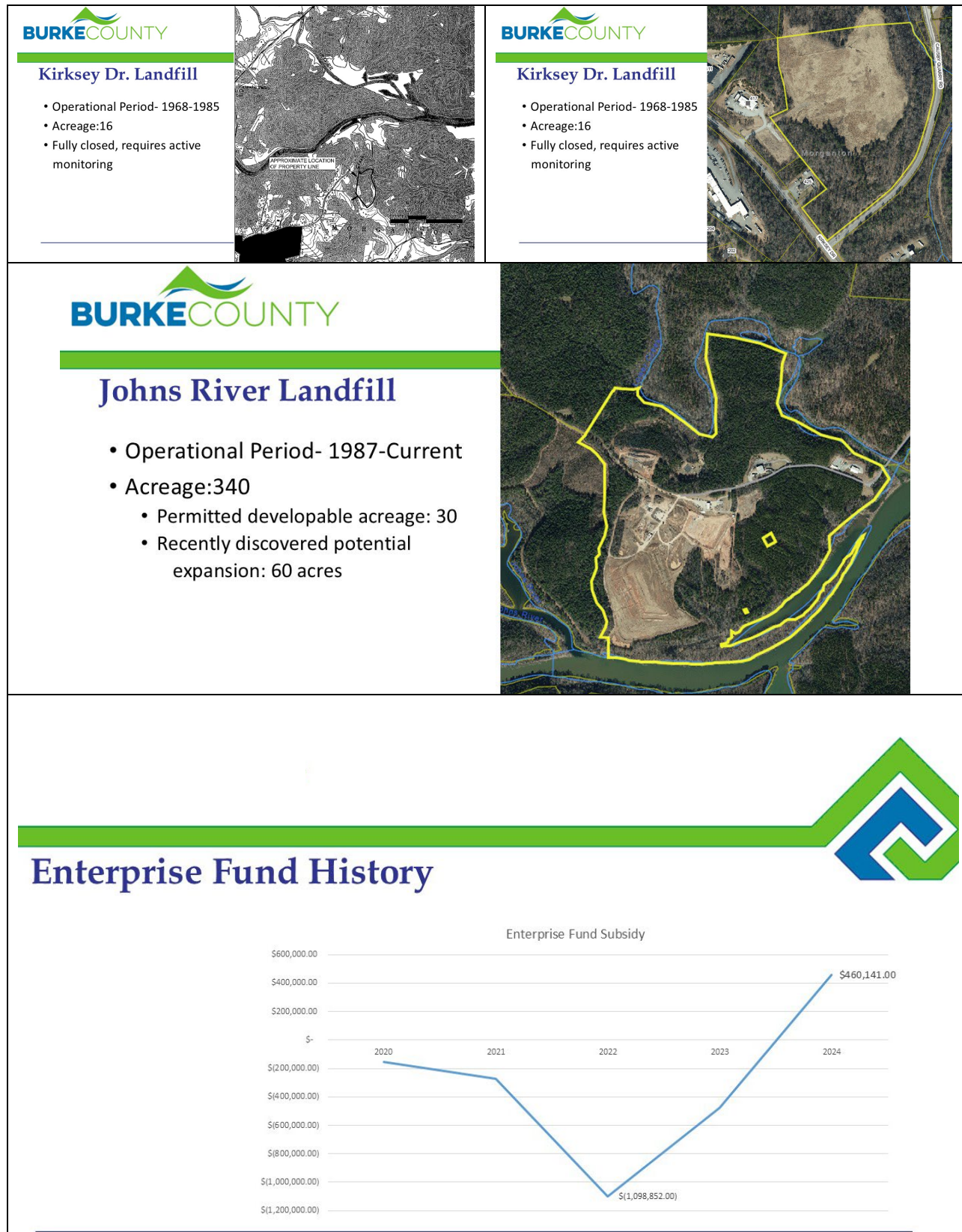
FOCUS AREA 5: EMPLOYER OF CHOICE
To promote a professional value-based employee centric workplace that promotes innovation, performance, and integrity, and differentiation.




Goals

- Landfill Site History
- Current operational enhancements
- Next steps

  NC Landfill Map Total Landfills: 174 	  NC Landfill Map Municipal Solid Waste: 43 
  East Burke Landfill - Operational Period: 1972-1988 - Acreage: 44 - Fully closed, requires active monitoring 	  East Burke Landfill - Operational Period: 1972-1988 - Acreage: 44 - Fully closed, requires active monitoring 





Fund Financial Breakdown



Revenues		
Household fees	\$3,191,000	48%
Commercial Tipping Fees	\$2,820,000	43%
Other	\$600,000	9%
Total Revenues	\$6,611,000	
Expenses		
Staffing	\$1,714,000	26%
Tipping Fee to Republic	\$2,038,000	31%
Operations	\$1,507,000	23%
Capital and Deferred Maintenance	\$1,352,000	20%
Total Expenses	\$6,611,000	

SOLID WASTE DEPARTMENT CURRENT FY GOALS

Municipal C&D Household Fee (if you receive curbside C&D) - \$5

Continuation of long-term rate stabilization study

Amended Municipal Solid Waste Handling Contract w/ Republic

- In-Sourced Hauling / Transport.....\$ 1.0M Cost Reduction
- In-Sourced Cardboard Handling and Recycling.....\$160,000 Cost Reduction
- Simplified and Streamlined Material Rates & Fees
- Removed over time from standard operating shifts

Roadside Litter Prevention Campaign & Garbage Clean Up



In Source MSW Hauling

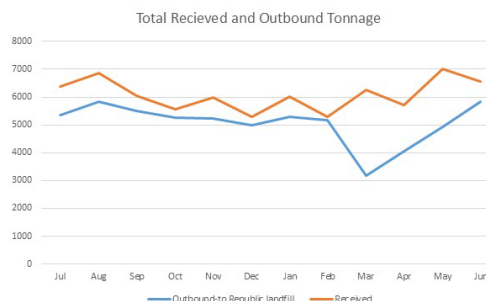
Additional Operational Costs:

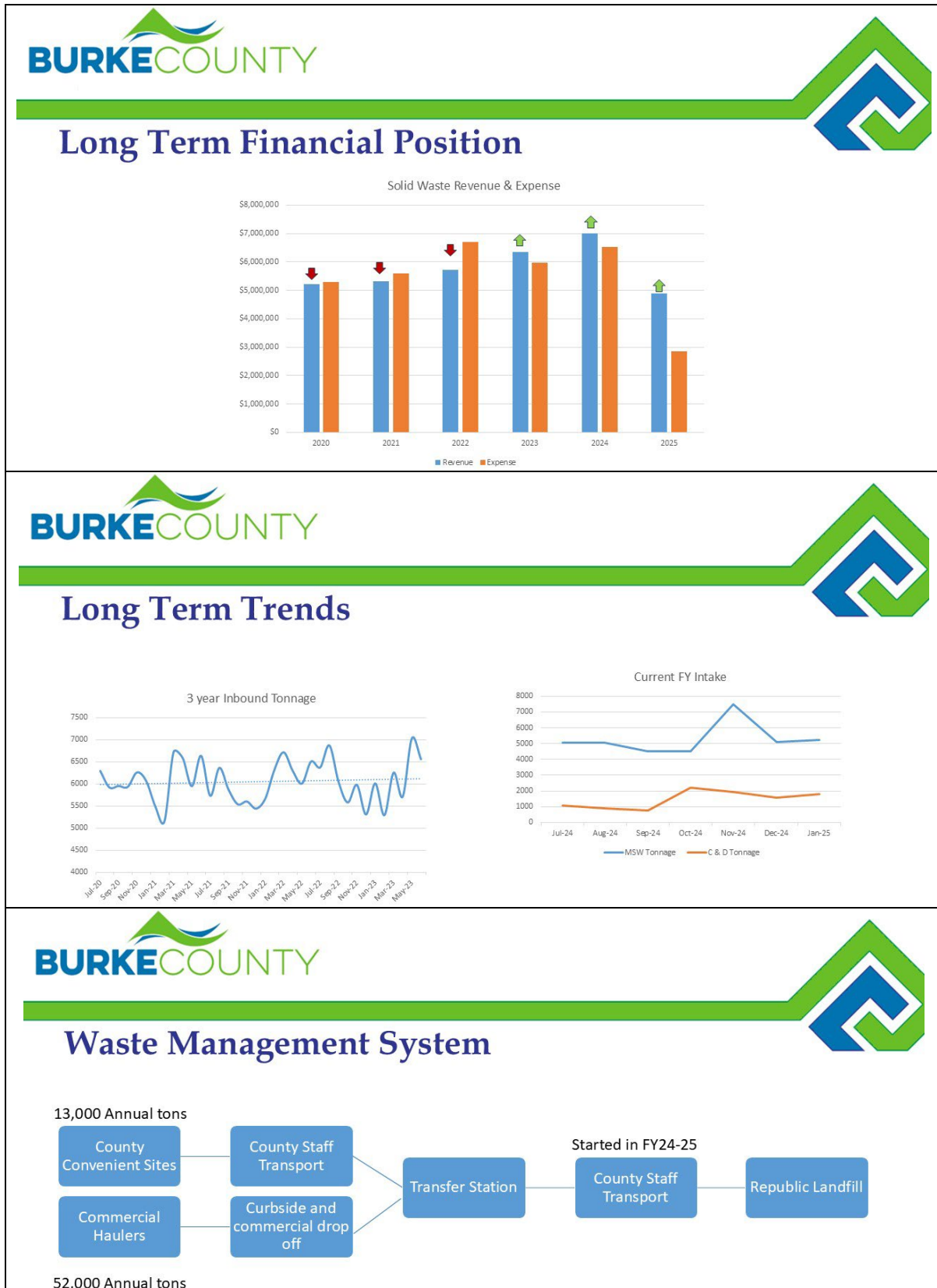
- Staffing: \$130,000
- Equipment: \$120,000
- Total: \$250,000

Savings:

- Per ton fee reduction:\$20
- Tipping Fee Savings: \$1,335,240

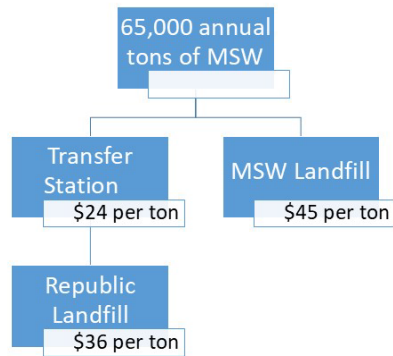
Net Impact: \$1.08M operational savings







Material Concentration Risk



Option 1- Transfer Station

- Future operational cost: unknown
- Potential large capital investment in transfer station

Option 2: County Owned Landfill

- Permitting process- 2-3 years
- Lifespan: 35-40 years
- Lifespan savings: \$36M

New Map



GARRETT & MOORE Engineering & Construction Services 1100 Highway 100, Suite 200 Hillsboro, NC 27549 www.garrettmoore.com	CLIENT
	PROJECT TITLE
EET TITLE	

Landfill Lifecycle Plan

NEW MSWLF		Phase	Acres	Gross Phase Capacity (CY)	Net Phase Capacity (CY)	Phase Capacity (TN)	Accumulated "Future" Capacity (TN)	Projected Construction Year	2025 \$'s Construction Costs (\$)
Basis Year	2025	Life of Site Hydro							
Annual Inflation	2.0%	Life of Site PTC							\$750,000
AUF (lbs/CY)	1,200	Stream Impacts							\$650,000
\$/acre new cell construction	\$600,000	Phase 1	6.6	625,000	593,066	355,834	355,834	2028	\$1,000,000
\$/acre for engineering/permitting (2% construction cost)	\$12,000	Phase 2	6.6	625,000	593,066	355,834	711,667	2031	\$4,276,800
\$/acre for CQA (6% construction cost)	\$36,000	Phase 3	6.6	625,000	593,066	355,834	1,067,501	2035	\$4,276,800
\$/acre total phase construction costs	\$648,000	Phase 4	6.6	625,000	593,066	355,834	1,423,334	2040	\$4,276,800
\$/acre Closure Cap Construction	\$175,000	Phase 5	6.6	625,000	593,066	355,834	1,779,168	2044	\$4,276,800
\$/acre for engineering/permitting (6% construction cost)	\$10,500	Phase 6	6.6	625,000	593,066	355,834	2,135,002	2048	\$4,276,800
\$/acre for CQA (6.0% Closure Cap Construction cost)	\$10,500	Phase 7	6.6	625,000	593,066	355,834	2,490,835	2052	\$4,276,800
\$/acre total closure cap construction costs	\$196,000	Phase 8	6.6	850,000	818,066	490,834	2,981,669	2055	\$4,276,800
\$/acre/year Post-closure Costs	\$4,000	Phase 9	6.6	950,000	918,066	550,834	3,532,502	2060	\$4,276,800
		Phase 10	6.6	1,000,000	968,066	580,834	4,113,336	2066	\$4,276,800




Landfill Operating Costs

Permitting and Construction \$16.05

Eight (8) Operators Labor Costs	16,640	Hrs	\$ 40.00	\$ 665,600.00	\$9.05
Annual Equipment Purchase & Maintenance				\$ 500,000.00	\$6.80
Fuel & Supplies				\$ 500,000.00	\$6.80
Annual Labor & Operational Costs				\$ 1,000,000.00	\$22.66
Annual Environmental Monitoring Services				\$ 200,000.00	\$2.72
SWPPP Annual Inspection, and Report				\$ 10,000.00	\$0.14
AUF, Financial Assurance, and Flyover				\$ 20,000.00	\$0.27
On-Call Engineering Budget				\$ 100,000.00	\$1.36
Annual Engineering and Monitoring Costs				\$ 330,000.00	\$4.49
Grand Total Cost \$/TN (2025 \$'s)					\$43.20



Landfill Permitting Timeline

- FY 25-26: Exploratory Engineering.....\$50K
- FY 26-27: Permitting.....\$2.4M
- FY 27-28: Construction.....\$4.2M



Questions?

- Board action: Staff direction on exploratory efforts for pursuit of a MSW landfill development or continuing to operate a transfer station which will require upgrades.

Mr. Sandoe responded to several questions from the Board throughout his presentation, as did Mr. Epley. As shown above, Vance Moore, P.E., President, Garrett & Moore, Inc., reported the potential costs and development timeline associated with establishing a new Municipal Solid Waste (MSW) landfill. In response to a question, he stated that reopening the East Burke landfill, which was closed in 1988, is highly unlikely due to its unlined, pre-regulatory status and the associated regulatory and financial challenges. He noted that the County remains responsible for groundwater and methane gas monitoring at the site, with a current liability of approximately \$6.1 million based on a 30-year actuarial monitoring period.

Mr. Moore explained that the proposed MSW landfill footprint overlaps with the existing Construction & Demolition (C&D) landfill. Implementation of this option would require relocating approximately 100,000 tons of C&D waste into a new lined cell, as well as the creation of an additional lined cell for the new MSW. The proposed site includes a cemetery and jurisdictional streams, both of which would require further study and regulatory approval. He recommended conducting a fatal flaw analysis in FY 2025–2026 at an estimated cost of \$50,000 to assess feasibility, permitting requirements, and cultural resources such as cemetery relocation.

Brian Epley, County Manager, emphasized that exploring this MSW landfill option could potentially avoid major capital investment in the existing transfer station, estimated at \$3.5–\$4 million. He also highlighted the risk of continuing reliance on Republic Services, which recently announced a 5% rate increase. Current disposal costs are approximately \$70 per ton, compared

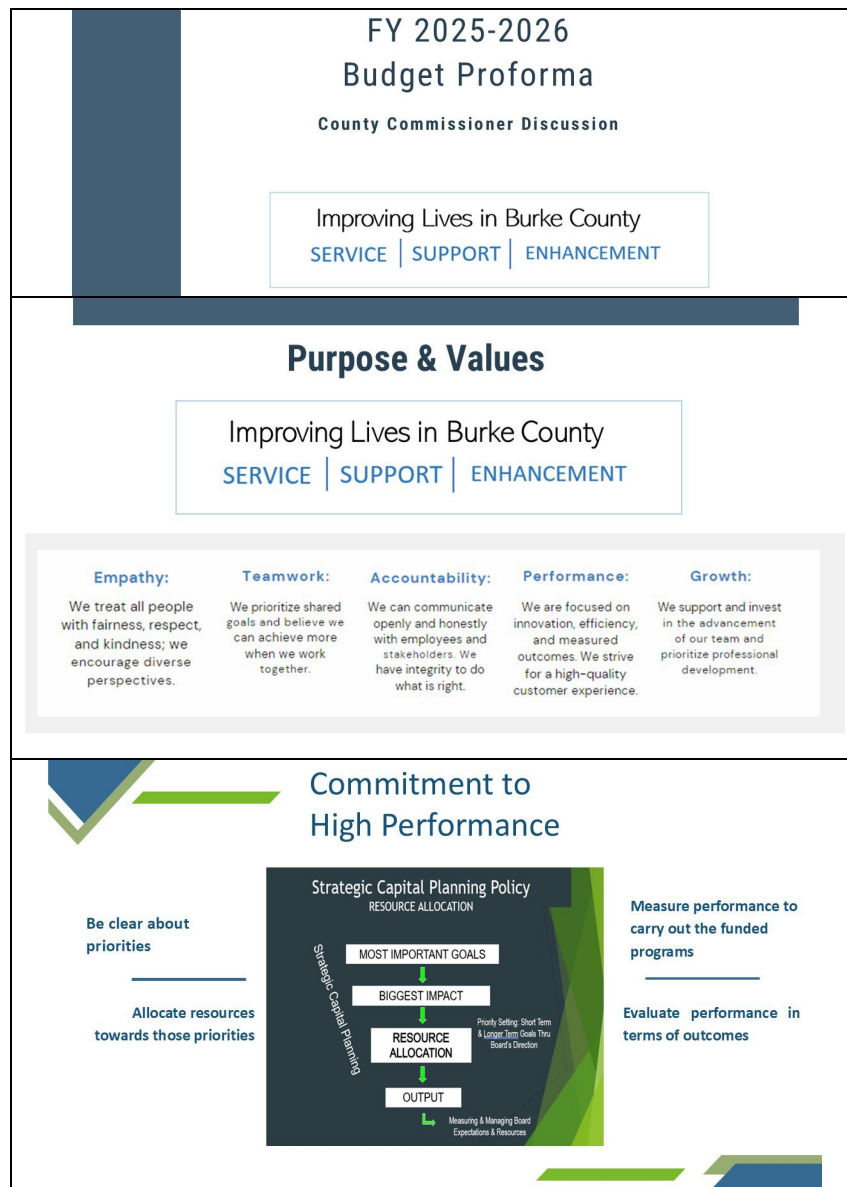
to an estimated \$43–\$45 per ton at other North Carolina MSW landfills. Over time, the County could save \$20–\$25 per ton on approximately 65,000–70,000 tons of waste annually.

The Board discussed the long-term financial and operational implications of pursuing the MSW landfill option versus continuing under the current model. There was general agreement that landfill-related expenses should be covered by tipping and household fees within the enterprise fund, rather than by property taxes. The Board, by consensus, directed staff to begin preliminary exploration and engineering for the development of a Burke County MSW landfill and report back to the Board for further consideration.

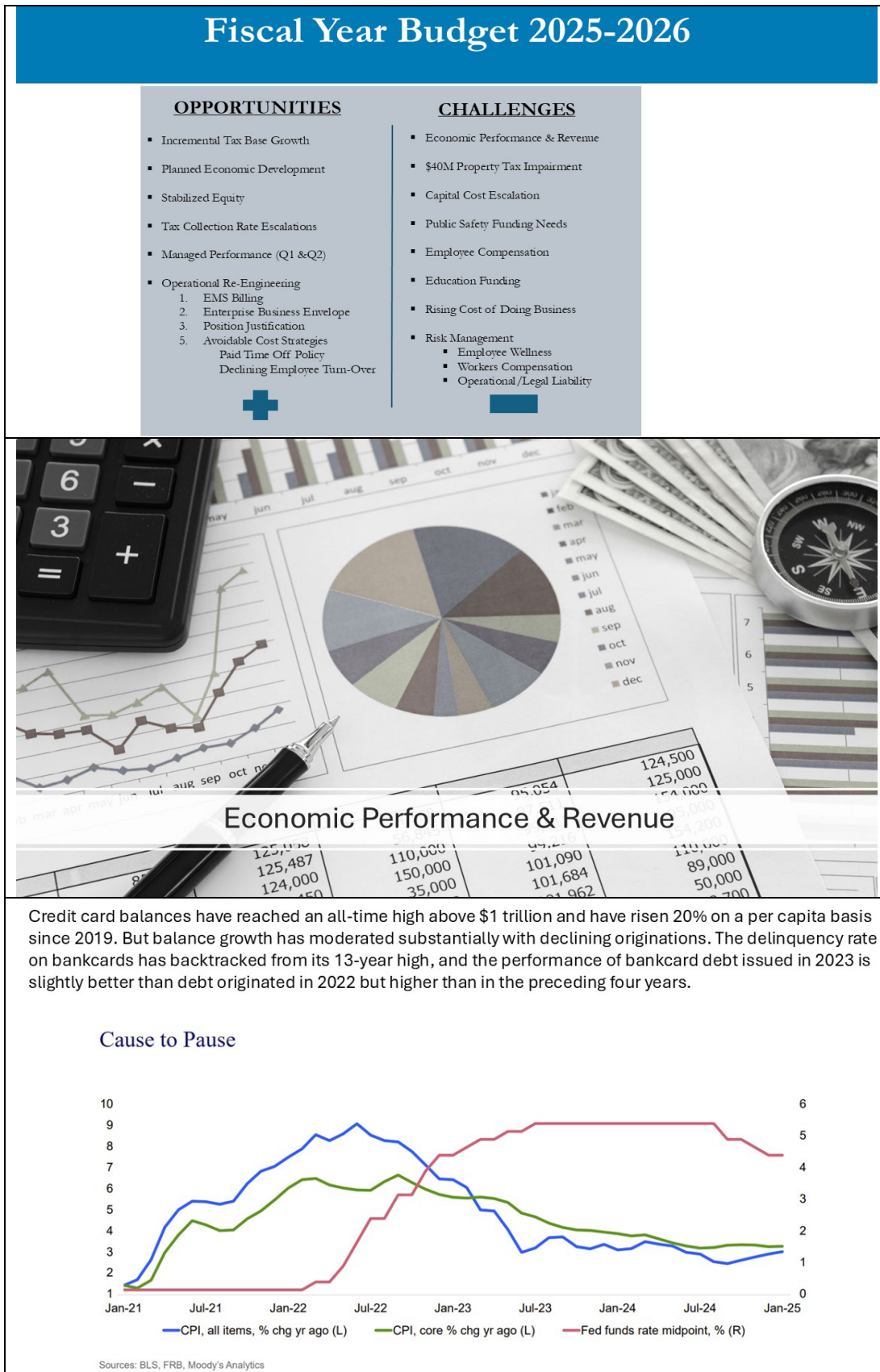
RESULT: NO ACTION TAKEN.

CM - BUDGET PROFORMA FY 25 - 26

Brian Epley, County Manager, presented the FY26 budget pro forma as follows:

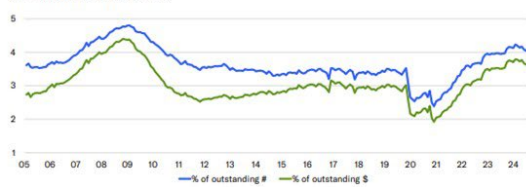






Auto Loan Delinquencies Are Stable

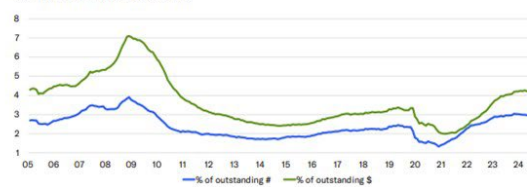
30+ day delinquency rate, autos, SA

Sources: Equifax, Moody's Analytics
Moody's Analytics

3

Credit Card Delinquencies Are Coming Down but Remain High

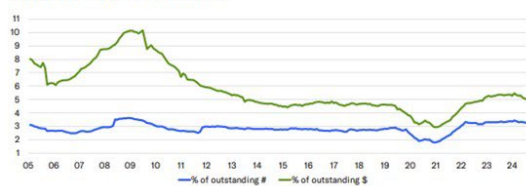
30+ day delinquency rate, bankcard, SA

Sources: Equifax, Moody's Analytics
Moody's Analytics

4

Consumer Finance Delinquencies Have Peaked

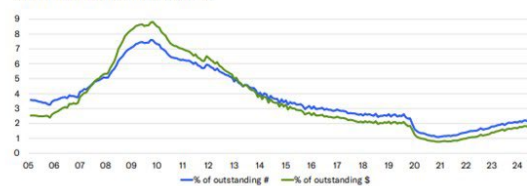
30+ day delinquency rate, consumer finance, SA

Sources: Equifax, Moody's Analytics
Moody's Analytics

5

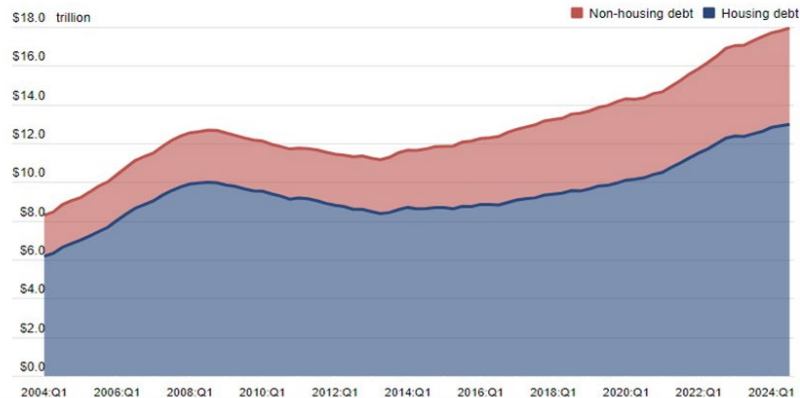
Who Doesn't Pay Their Mortgage?

30+ day delinquency rate, first mortgage, SA

Sources: Equifax, Moody's Analytics
Moody's Analytics

6

Fiscal Year 2025-2026 Budget

Total Debt Balance

Fiscal Year 2025-2026 Budget

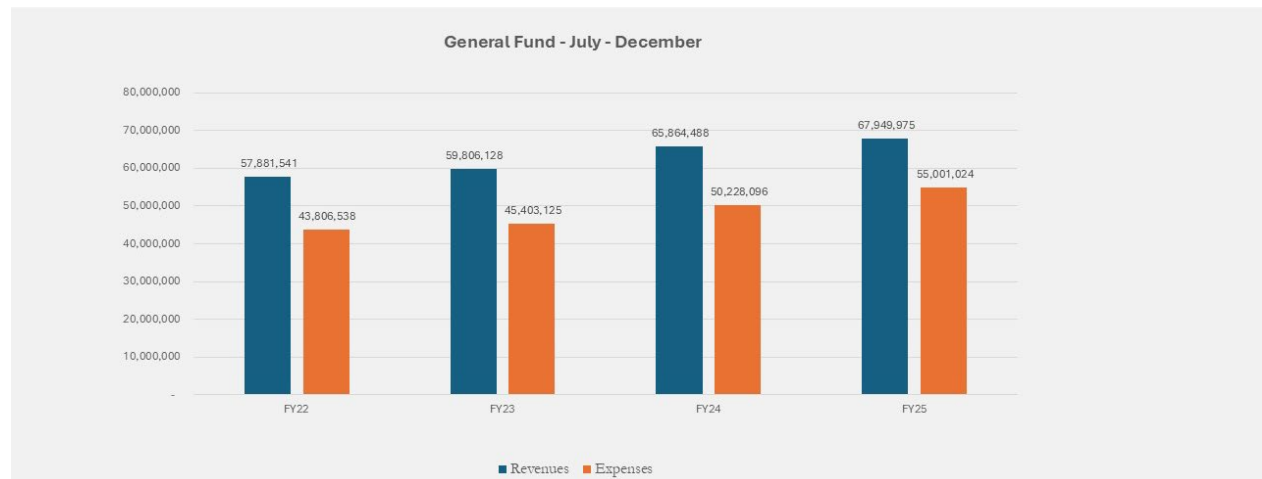
Expectations & Priorities:

- **Budget Re-engineering**
 - Leveraging engineered budget flexibility for organizational priorities
 - Process Redesign
 - Cross Departmental Collaboration
 - Efficiency Improvements
- **Conservative Budget Approach**— offsetting economic budgetary pressure
 - Conservative Revenues
 - Reduction of Operational Budget Costs
 - Cost Spending Policies & Personnel Impacts
 - Preparing for Capital Impacts (60 month forecast)
- **Continued Commitment to Performance**— innovative solutions that create budget capacity
 - Performance based pay

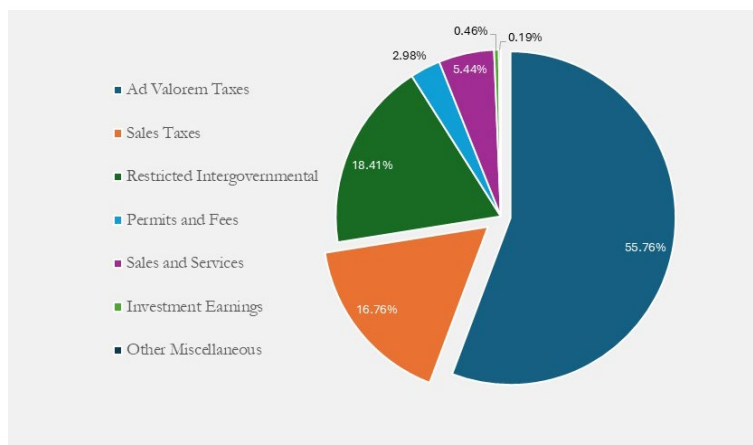


OPPORTUNITIES

Fiscal Year 2025-2026 Budget

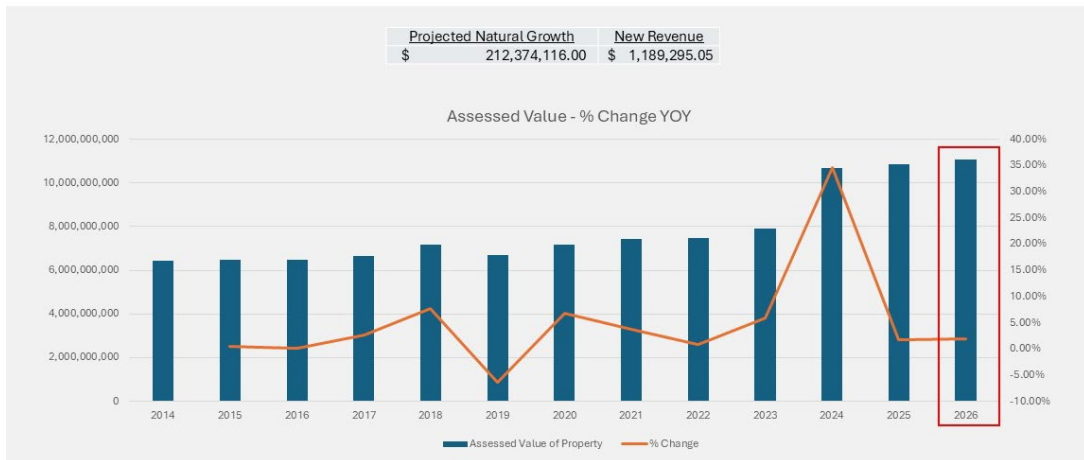


Fiscal Year 2025-2026 Budget



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Fiscal Year 2025-2026 Budget



Fiscal Year 2025-2026 Budget

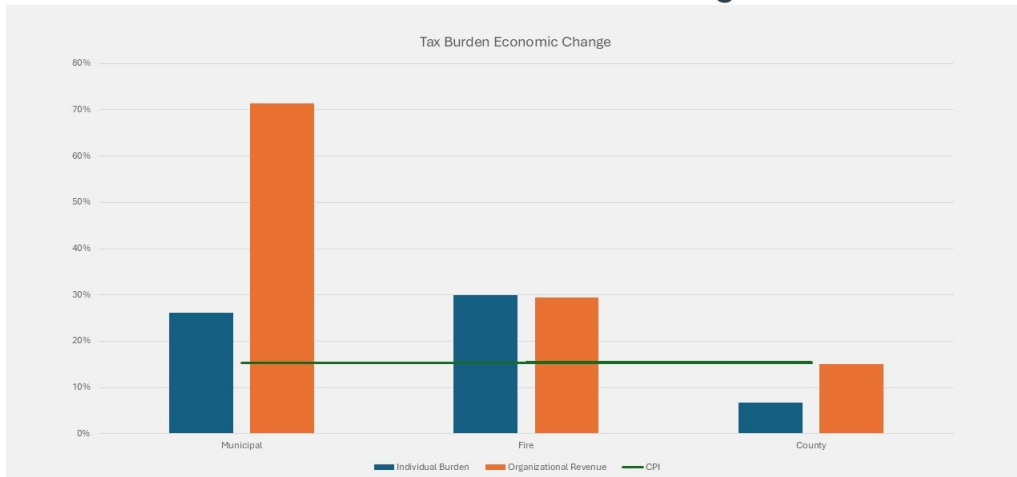
BURKE COUNTY, NORTH CAROLINA				
Principal Property Tax Payers				
Taxpayer	Type of Business	Assessed Valuation	Rank	Percentage of Total Valuation
Duke Energy Corp	Utility	\$ 237,478,694	1	2.27%
Continental Automotive Systems	Manufacturing	110,916,164	2	1.06%
Rutherford Electric Membership Corp	Utility	47,882,945	3	0.46%
Gerresheimer Glass, Inc.	Manufacturing	48,376,950	4	0.46%
Leviton Manufacturing Co LLC	Manufacturing	47,456,071	5	0.45%
Unix Packaging	Manufacturing	42,555,254	6	0.41%
Valdese Real Estate LLC	Real Estate	20,807,371	7	0.20%
CCHU Morganton LLC	Real Estate	36,096,490	8	0.34%
SAFT America, Inc	Manufacturing	19,146,545	9	0.18%
SGL Carbon LLC	Manufacturing	36,455,787	10	0.35%
Totals		\$647,172,271		6.18%
Source: Burke County Tax Department				

Fiscal Year 2025-2026 Budget

Taxing Burden Change 2022 - 2024

	Increase in Individual Taxpayer Burden	Increase in Organizational Tax Revenue	Inflationary Impact
Municipal	26%	71.33%	15%
Fire	30%	29.36%	15%
County	7%	14.94%	15%

Fiscal Year 2025-2026 Budget

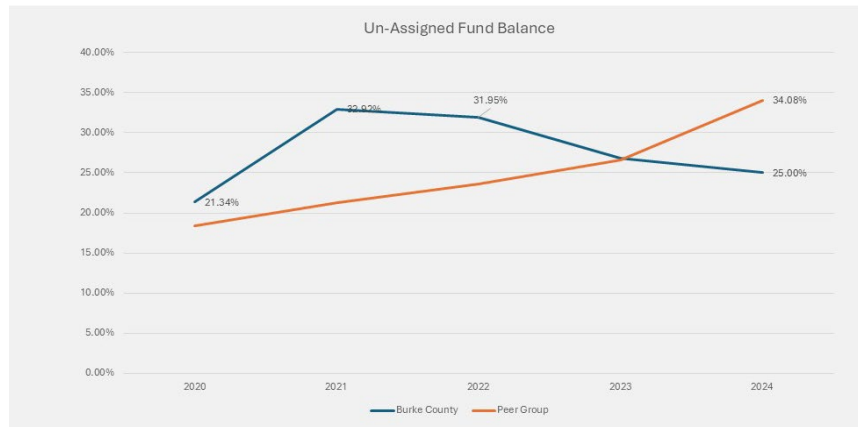


2025 Revaluation Counties

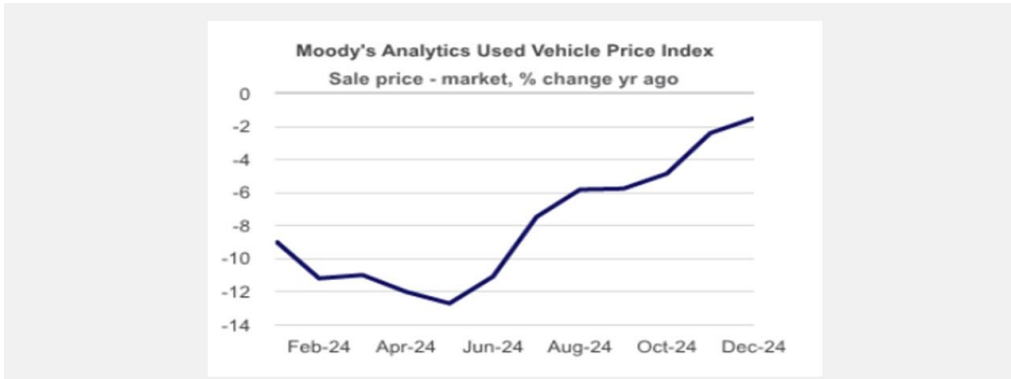
County	Last Revaluation	Percentage Increase
Surry	2021	25
Lenoir	2017	42
Orange	2021	49.5
Wayne	2019	50-55
Davie	2021	51.07
Transylvania	2021	54
Person	2021	54
Cleveland	2021	55
Caldwell	2021	56
Union	2021	60.05
New Hanover	2021	67
Johnston	2019	70.6
Durham	2019	75.22
Cumberland	2017	88
Stanly	2021	30-40
Chatham	2021	40-50
Cleveland	2021	40-50
Davie	2021	40-50
Forsyth	2021	55-57
Jackson	2021	60-70
Dare	2020	80-90
Average All		57.5
Average for only 2021 counties		52.4

Blue entries indicate data from Kirk Boone's survey.

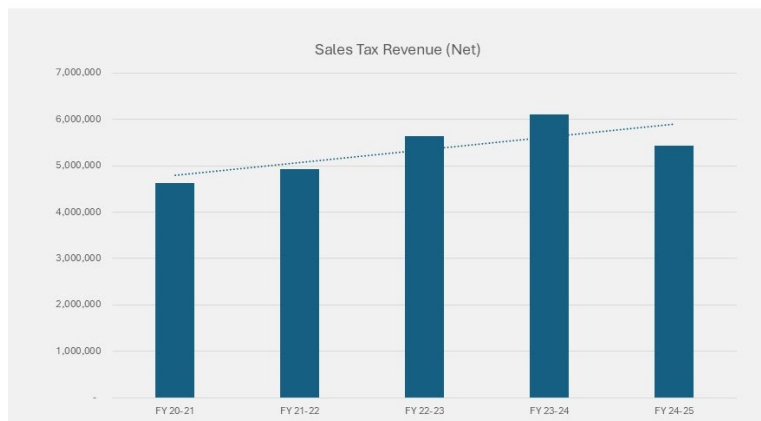
Fiscal Year 2025-2026 Budget



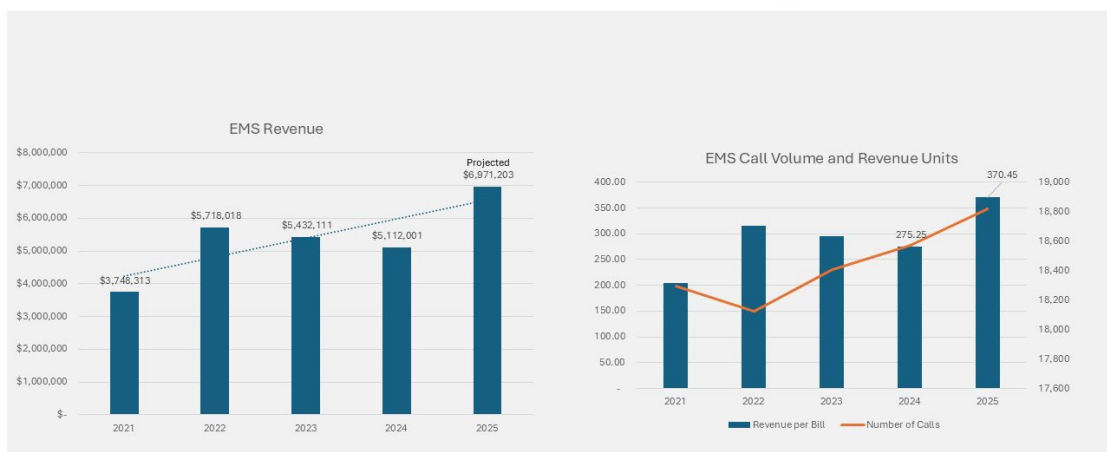
Fiscal Year 2025-2026 Budget



Fiscal Year 2025-2026 Budget



Fiscal Year 2025-2026 Budget



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FY 2025-2026 Budget Re-Engineering

Strategy	Amount & Impact
1. EMS Billing.....	\$ 750,000 Increased revenue
2. Position Justification.....	\$ 250,000 Decreased cost
3. Enterprise Fund Business Envelope.....	\$ 500,000 Administrative Reimbursement
4. Over Time & Part Time Labor Cost Avoidance.....	\$ 100,000 decreased cost
Total Budget Flexibility	\$ 1,600,000

BURKE COUNTY, NORTH CAROLINA HOUSING INVENTORY ANALYSIS FOR THE YEAR ENDED JUNE 30, 2025

In Concept Phase			
Jurisdiction	Units	Type	Notes
Burke County	400	Single Family Homes	Boat Road
Burke County	300	Single Family Homes	Summers Road
Town of Valdese	140	Single Family Homes	Valdese Bluffs
	840		
In Development Phase			
Jurisdiction	Units	Type	Notes
Burke County	50	Single Family Homes	19881 Jamestown Road
City of Morganton	250	Mixed Use Residential	Causby Rd
City of Morganton	17	Town Homes	Hwy 181
City of Morganton	25	Town Homes	Mica Avenue
Rutherford College	20	Single Family Homes	1341 Crystal Lane
Town of Drexel	12	Town Homes	Burns Street
Town of Hildebran	16	Town Homes	Open Hearts
Town of Rhodhiss	80	Mixed Use Residential	Mill
	470		
In Construction Phase			
Jurisdiction	Units	Type	Notes
City of Morganton	7	Single Family Homes	Carriage Park
City of Morganton	66	Multi-Family Apartments	Riverbend (Sheetz)
City of Morganton	27	Town Homes	Fletcher St
City of Morganton	4	Apartments	Union St
City of Morganton	45	Multi-Family Apartments	Church St
City of Morganton	72	Mix Use Residential	Amicus
City of Morganton	40	Multi-Family Apartments	
Town of Rhodhiss	24	Single Family Homes	River Ridge
Town of Valdese	64	Multi-Family Apartments	Praley St
	349		
Total	1,659		

Correction: 30 homes, not 300, are in the concept phase on Summers Road.



Class A Industrial Shell Building Program

Burke Business Park

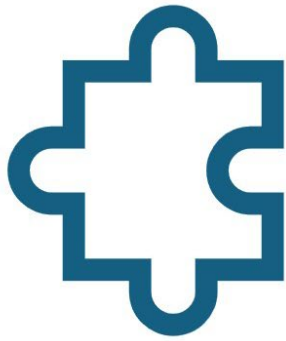
	Site Data
Acreage	83
Water	Onsite
Sewer	Onsite
Electric	Onsite
Natural Gas	0.5 miles
Distance to 4-lane	I-40, <1 mile
Zoning	Industrial
Due Diligence	Phase 1, Geotech, Wetlands, Endangered Species, Cultural Resources
Ownership	Public
Opportunity Zone	Yes
Rail Access	No
Certified Site	Yes-ElectriCities Smart Site



FY 2025-2026 Economic Growth



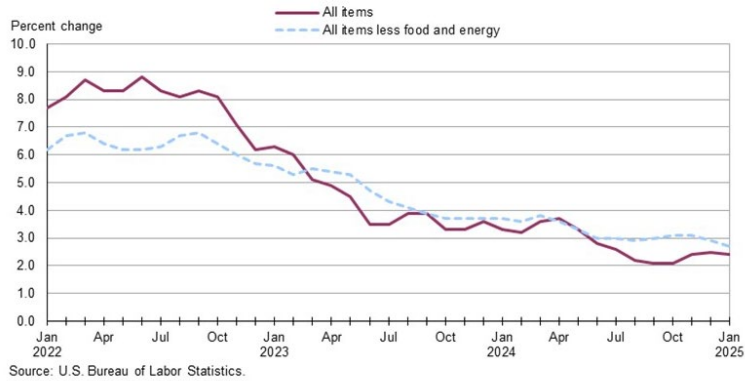
Airport T-Hanger Projects



Challenges

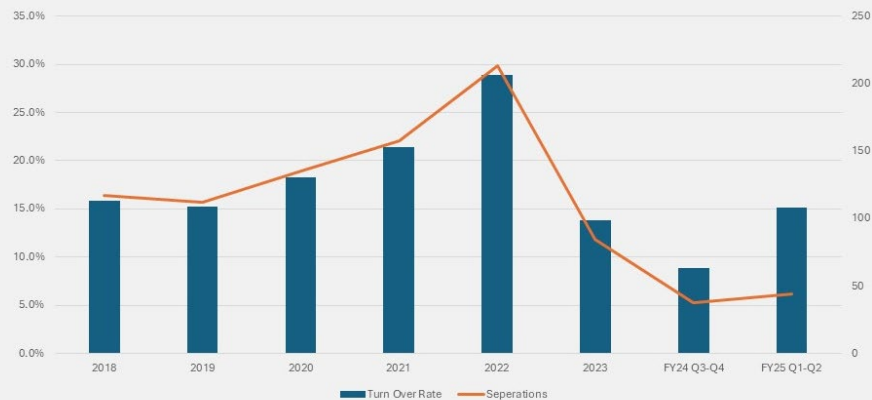
Fiscal Year 2025-2026 Budget

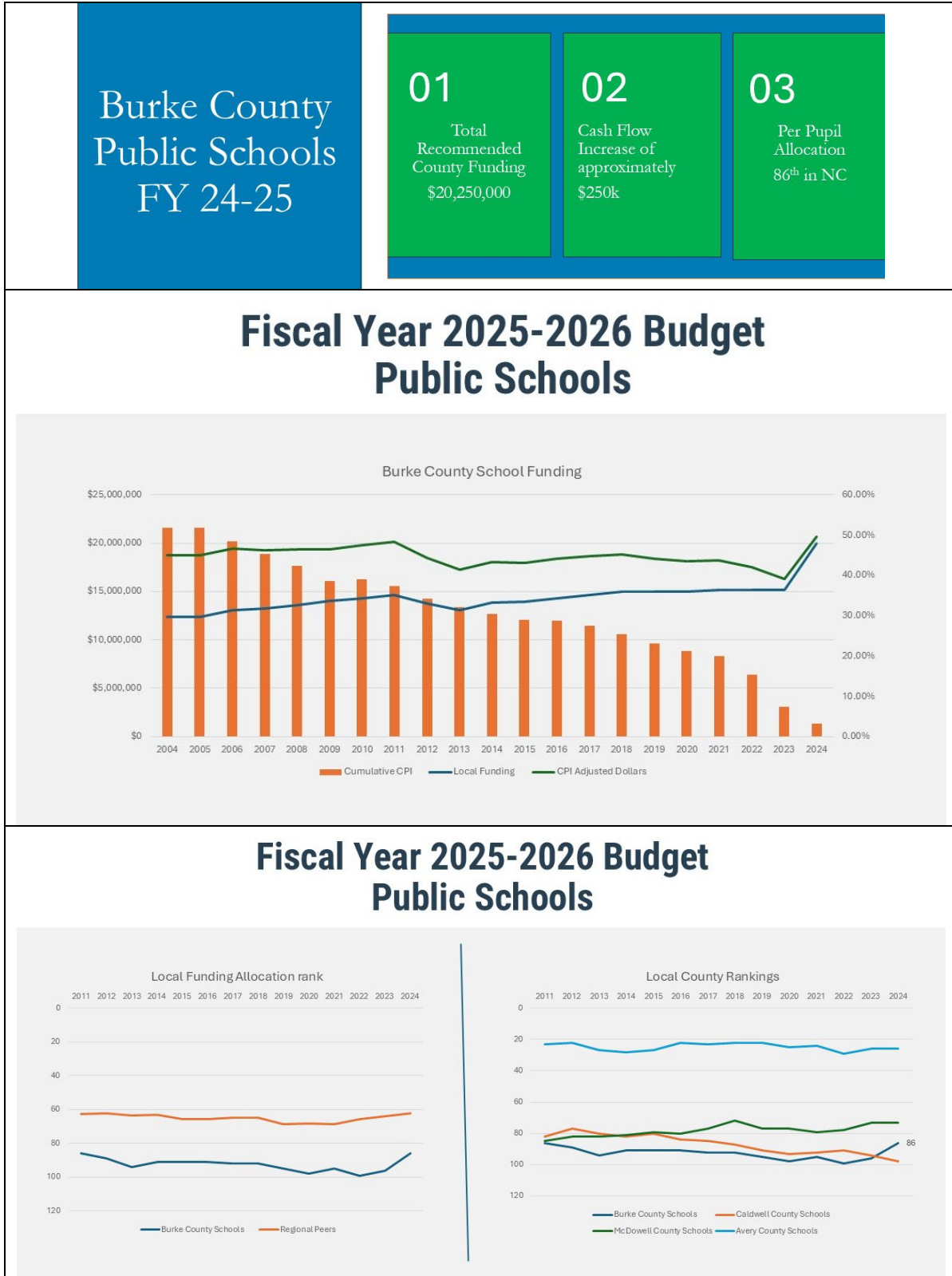
Chart 1. Over-the-year percent change in CPI-U, West region, January 2022–January 2025



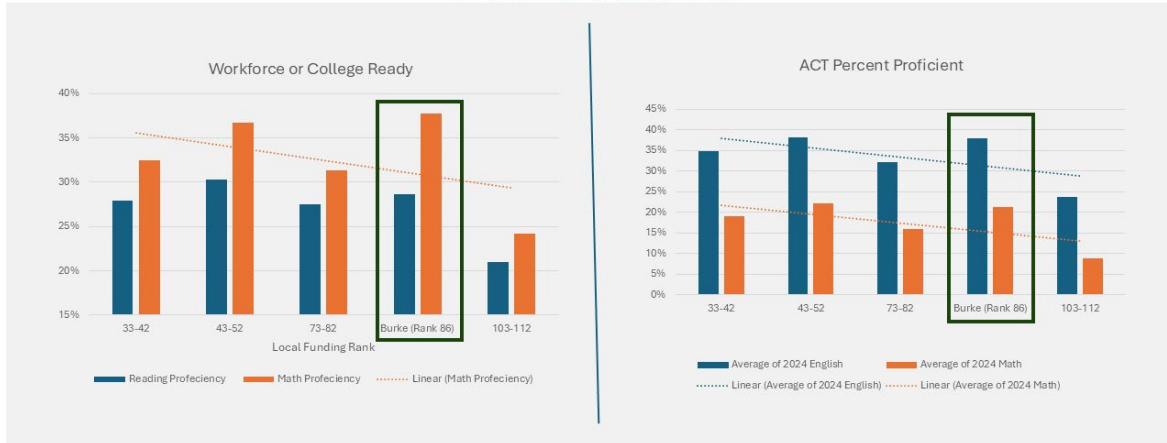
Fiscal Year 2025-2026 Budget

Turn Over % and Seperations

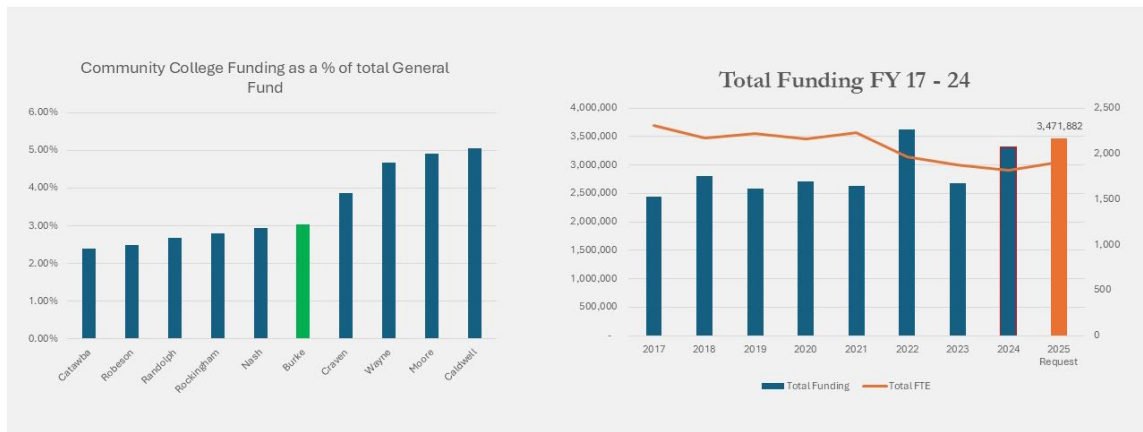




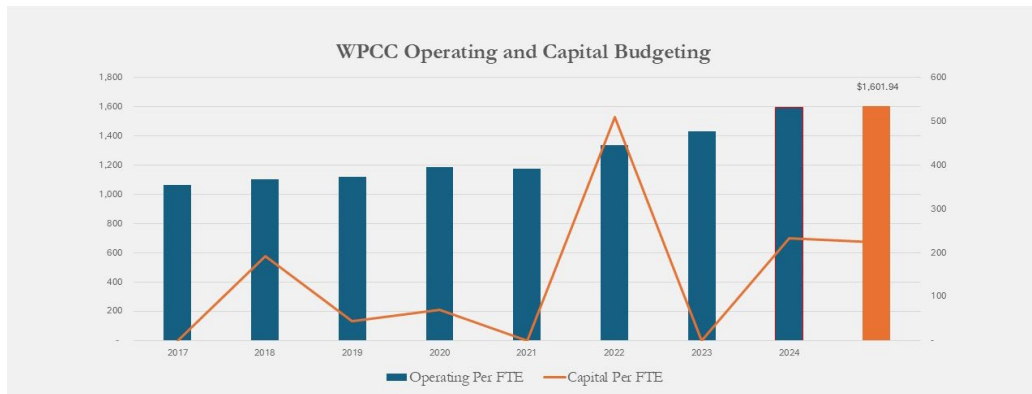
Fiscal Year 2025-2026 Budget Public Schools



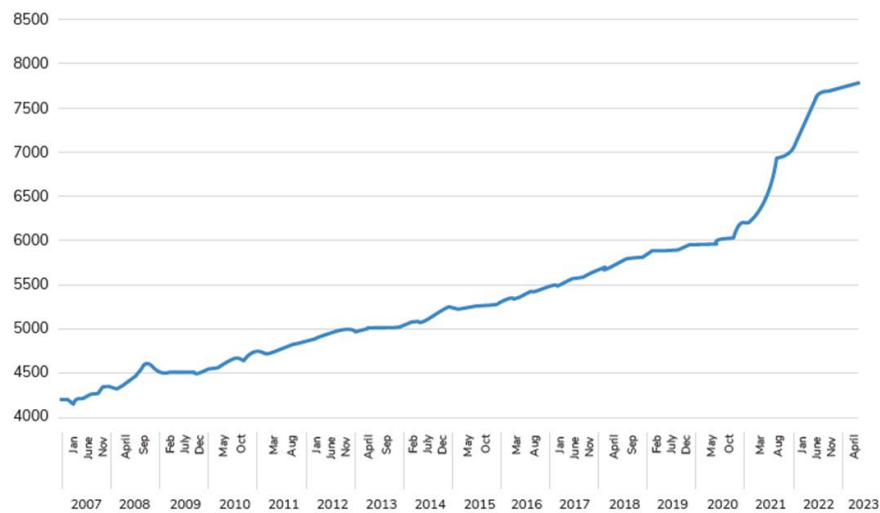
Fiscal Year 2025-2026 Budget Community College



Fiscal Year 2025-2026 Budget Community College

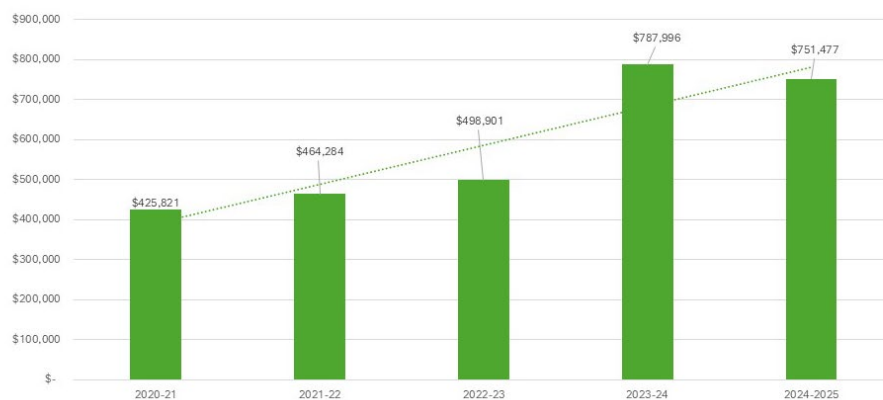


ENR Building Cost Index 2007 – 2023



Risk Management Costs

Cost of Property/Liability



Risk Management Costs

Workers Compensation



Fiscal Year 2025-2026 Budget Employee Wellness Fund Performance

Experience Summary	2023-24	2024-25	Δ from Prior	Observations
Net Paid Claims	\$6,990,939	\$3,365,015	-3.7%	For the current experience period of Jul 1, 2024 to Dec 31, 2024, the group is currently performing unfavorably based on the following:
Actual Net Cost	\$8,274,670	\$4,027,797	-2.6%	
FIE	\$6,863,070	\$3,788,710		- Claims net of amounts over the SSL decreased -3.7% over the prior year. This is below the medical trend of 10%.
Net Position to FIE	120.6%	106.3%	-14.3%	- Prescription drug claims currently account for 37.3% of total claims. This is higher than average.
Gross Rx Claims to Total Gross Claims	39.5%	37.3%		- There are several large claimants over \$62,500, making up 15.7% of the total claims. Typically, high cost claimants make up 20% to 35% of total claims.
Net Claims PEPPY	\$10,217	\$9,838	-3.7%	- Average number of employees has increased by 0.9% compared to the prior year.
Average Employees	684	690	0.9%	

Annualized FY 24-25.....\$6,720,000 (-4%)

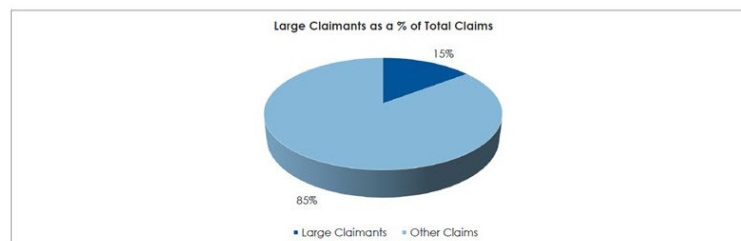
Fiscal Year 2025-2026 Budget Employee Wellness Fund Performance

Large Claimants	2023-24	2024-25
Number of Large Claimants (>\$62,500)	24	5
Total Paid for Large Claimants (>\$62,500)	\$2,248,812	\$538,127
Claimants Over SSL (>\$125,000)	7	1
Total Paid Over SSL (>\$125,000)	\$356,481	\$59,536

Note: Omits aggregating specific, if applicable.

Fiscal Year 2025-2026 Budget Employee Wellness Fund Performance

Burke County
Medical / Rx Plan - BCBSNC/SunLife
Current Plan Year Large Claimant Report
July 2024 to June 2025



Category	Total	% of Total
Claims > \$125,000	\$156,286	5.4%
Claims \$93,750 - \$124,999	\$117,734	4.1%
Claims \$62,500 - \$93,749	\$149,464	5.2%
Other Claims	\$2,468,456	85.4%
Total	\$2,891,940	100.0%

Fiscal Year 2025-2026 Budget

FY 24-25 New Available Dollars:

Net New Property Tax Revenue.....	\$ 1,189,000
Sales Tax Growth (0.0%).....	\$ -0-
Operational/Personnel Budget Reduction.....	\$ 300,000
Re-Engineering / Indirect Cost Management.....	\$ <u>1,600,000</u>
Total Budget Flexibility.....	\$ 3,089,000

Fiscal Year 2025-2026 Budget

FY 24-25 Strategic Plan Budget Considerations:

Employee Compensation 2.25 % COLA.....	\$ 877,500
North Carolina Treasury Rate Increase.....	\$ 400,000
Employee Wellness 6.0%.....	\$ 500,000
Property Tax Storm Impairment.....	\$ 224,000
Public Education Funding (1%).....	\$ 250,000
Community College Funding (2.5%).....	\$ 75,000
Risk Management Funding.....	\$ 110,000
Property Tax Rate Reduction (1/2 cent).....	\$ 500,000
Commissioner Prioritization.....	\$ 152,500
Total Strategic Plan Considerations	\$ <u>3,089,000</u>

Chairman Brittain opened the floor for questions or comments; there were none.

RESULT: NO ACTION TAKEN.

BOC - BOARD OF COMMISSIONERS' STRATEGIC PRIORITIZATION

The Commissioners were invited to engage in a strategic prioritization activity by placing dots on items of high value or high priority. Each Commissioner received 11 dots, and the results were as follows:

Note: The underlined text represents write-ins made by Board members.

CAPITAL IMPROVEMENT PLAN ITEMS

IN PROGRESS OR COMPLETED PROJECTS

Jonas Ridge Phase I
East Burke Convenience Site

Animal Services

EMS Base and Headquarters

Courthouse Improvement

PROJECTS FOR CONSIDERATION

Continue funding and commitment to the 5-year CIP Plan

MSW Solid Waste Development

Water/Sewer AIA Infrastructure

Health and Human Services Building

- A. New Construction ●
- B. Adaptive Reuse and Addition ●
- C. FHEC Public Health Relocation
- D. Phase Adaptive Reuse ●●●

Additional EMS Base Development

Park and Trail Investment

Fonta Flora County Park

Library Expansion

OTHER DELIVERABLES

Partners Opioid Center

Shell Buildings at Burke Business Park



FOCUS AREA 1: COMMUNITY ADVANCEMENT FY 25-26 GOALS

- Leverage the completed housing assessment to promote new product development, including developing modernized land use and zoning administration plans. ●●
- Identify census tract data specific to county-wide broadcasting availability and pursue grant-based public-private expansion that aims to cover more than 90% of Burke County households.
- Community Beautification Strategies, including roadside litter cleanup efforts. ●
- Develop Asset Inventory Analysis (AIA) for all water and sewer infrastructure with a focus on investment return and potential future expansion options to underserved areas. ●
- Prioritize trail development and park/recreation support. ●
- Increase citizen engagement & participation on county boards and committees. ●
- Development of Citizens Academy
- Streamline/modify Land Use Policies ●●
- Advocacy for public roads & infrastructure improvements ●



FOCUS AREA 2: ECONOMIC DEVELOPMENT **FY 25-26 GOALS**

- Enhanced support for Burke Development Incorporated, including product development, talent development, and brand marketing investments. ●●●●●
- Evaluate economic impact and future partnerships for increased development of Hickory Regional Airport. ●●●●●
- Foster workforce development strategy partnerships with BDI, BCPS, and WPCC to advise talent pipeline supply. ●
- Leverage infrastructure funding inside the Burke Business Park. ●
- Pursue large economic development site development and enhanced partnerships with NCEDP and other regional site location strategies. ●●●●●
- Business friendly public policy and innovative support for existing industry and business expansion. ●



FOCUS AREA 3: PUBLIC SAFETY & WELL BEING **FY 25-26 GOALS**

- ~~Effective use of opioid settlement funding, including collaborative partnerships to develop a regionally based resource center.~~
- A proactive approach to cleaning up dilapidated properties and educating citizens on existing solid waste ordinances and policies.
- Continue support for all VFDs, including strategies that lower DOR ratings. (i.e. daytime staffing, satellite stations, municipal hydrant expansion, etc.)
- Promote innovative public health strategies that produce and improve overall community health ranking. ●
- Public safety performance indicators. ●●●●●
- Effective local use – opioid set. & capital grant. ●



FOCUS AREA 4: FISCAL STEWARDSHIP **FY 25-26 GOALS**

- Consideration of a county-wide referendum to support Article 46 sales tax adoption.
- Identify and pursue available national/state grant funding. ●
- Implementation of a Comprehensive Capital Improvement and Master Facility Plan, including funding policies, project timelines, and execution strategies.
- Maintain a minimum fund balance policy of 25 percent to ensure stability in the financial health of Burke County. ●●●●●

- Identify lean principles with a focus on re-engineering to create budget flexibility through operational efficiency gains across the organization. ●●
- Develop industry best practices financial policies including debt management parameters.
- Strategically leverage ARPA spending plan on one-time expenditures to maximize county priorities.
- Business model review and recommendations to ensure self-sustainment for Burke County's enterprise funds. ●●
- Efficient operations & economics aimed at lowering the taxing rate. ●●
- Exploratory efforts – MSW landfill. ●●



TALENT

FOCUS AREA 5: EMPLOYER OF CHOICE **FY 25-26 GOALS**

- Pursue substantial equivalency (OSHR) and modernization of all Burke County personnel policies. ●
- Evaluation and improvements of county fringe benefit package with a focus on competitiveness, value add propositions, and cost sustainability. ●
- Support of modern and flexible working space.
- Results and incentive-based wellness programming
- Employee focused training and development plans.

BURKE COUNTY **FISCAL YEAR 2025 – 2026** **NEW FOCUS AREAS & STRATEGIC GOALS** **(IF NEEDED)**

Light Rail / Monorail ●

Pickleball & Amphitheater WPCC ●

Burke Agr. Ext. Start Creamery / Ice Cream Shop

FISCAL YEAR 2024 – 2025 TOP PRIORITIES **BURKE COUNTY TOP PRIORITIES**

- Full implementation of the pay and classification study, including job description reviews and getting employees to market-based wages.
- Evaluation of efficiency and cost savings of a Burke County Municipal Solid Waste Cell Development.
- Advance the development of a shell-building program.
- Prioritize a long-term Public Safety Strategic Plan.
- Enhance citizen communications, including consideration of creating a position for a Public Information Officer. ●

RESULT: NO ACTION TAKEN.

COMMENTS:

Chairman Brittain and County Manager Epley expressed their appreciation to all who contributed to the success of the retreat, a sentiment that was echoed by Vice Chairman Smith.

ADJOURN

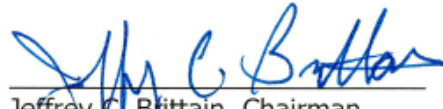
Motion: To adjourn the meeting at 12:55 p.m.

RESULT: APPROVED [UNANIMOUS]

MOVER: Randy Burns, Commissioner

AYES: Jeffrey C. Brittain, Phil Smith, Brian Barrier, Randy Burns, and Mike Stroud

Approved this 16th day of June 2025.



Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:



Kay Honeycutt Draughn, CMC, NCMCC
Clerk to the Board