

Greg Edds, Chairman
Jim Greene, Vice-Chairman
Daniel Lancaster
Judy Klusman
Craig Pierce



Aaron Church, County Manager
Sarah Pack, Clerk to the Board
John W. Dees, II, County Attorney

Rowan County Board of Commissioners

130 West Innes Street • Salisbury, NC 28144
Telephone 704-216-8181 • Fax 704-216-8195

MINUTES OF THE MEETING OF THE ROWAN COUNTY BOARD OF COMMISSIONERS

June 2, 2025 – 3:00 PM

J. NEWTON COHEN, SR. ROOM

J. NEWTON COHEN, SR. ROWAN COUNTY ADMINISTRATION BUILDING

PRESENT:

Greg Edds, Chairman
Craig Pierce, Commissioner
Daniel Lancaster, Commissioner
Judy Klusman, Commissioner
Jim Greene, Vice-Chairman

County Manager Aaron Church, Clerk to the Board Sarah Pack, and Finance Director Anna Bumgarner were also present. County Attorney Jay Dees was absent.

Call to Order

Chairman Edds called the meeting to order at 3:00 p.m. Chaplain Michael Taylor provided a solemnizing prayer. Chairman Edds lead the Pledge of Allegiance.

Consider Additions to the Agenda

Chairman Edds noted that one item would be added to the Regular agenda: Sheriff's Office Overtime and Extra Duty Pay for Patrol and Detention (Regular Item 4AA)

Consider Deletions From the Agenda

There were no deletions from the agenda.

Consider Approval of the Agenda

On motion of Pierce, seconded by Greene, the Board voted 5-0 to approve the agenda as amended.

Consider Approval of the Consent Agenda

On motion of Pierce, seconded by Lancaster, the Board voted 5-0 to approve the Consent Agenda as presented, as follows:

- A. *Consider Approval of the Minutes - May 19, 2025 Regular Meeting*
- B. *Budget Amendments, as follows:*

4125- Finance	Transfer funds to align FY25 budget to actual spending for Occupancy tax remittance	\$250,000
4125- Finance	Transfer funds to reduce contract 25422 for 4371	\$48,250
4950- Cooperative	Transfer funds from Revenue to expenses to	\$1,000

Extension	align expense accounts- Shiitake Mushroom Workshop	
4125- Finance	Transfer funds to align accounts with spending for EMSMC contract for FY25	\$35,000

- C. *Sole-Source FY26 - ES&S Maintenance*
- D. *Sole-Source FY26-31 - Printelect*
- E. *RSS refund for Overpayment of SRO Contract*
- F. *Reappointment of the Tax Collector*
- G. *Career Development Increase for the Clerk to the Board*
- H. *Change Order #1 - Carpet/Flooring and Installation - Library South Branch - Furnish My Place - 25325*
- I. *RSS Lease Agreement for Roof Projects updated Exhibit A*
- J. *Sole-Source - NorthWoods Compass FY26-27*
- K. *Sole-Source - Information Inc FY26*
- L. *Sole-Source - LexisNexis Risk FY26*
- M. *Schedule Quasi-judicial Hearing for SUP 01-25: George Peeler, for June 16, 2025*
- N. *GRANTS: Approve DEQ funding agreement amendment*
- O. *Sole-Source - Reliance Foundry (RCC Bollard Purchase)*
- P. *Reclassify Lead Child Support Agent Position*
- Q. *Reclassify one (1) PHN III to PHN II*
- R. *Approval of Grade Placement for PTB Veterinarian*
- S. *Updated NCDOT SR2 Resolution*
- T. *Road Name Change – Whiskey Way – Set Public Hearing*
- U. *Revision to Policy 5.9 Longevity/Merit Program and Bonus Pay*
- V. *Letter of Support - Teaching Greenhouse*

Public Comment Period

Chairman Edds opened the floor for Public Comment and closed it after everyone wishing to speak had done so.

Bobby Kemp, 250 Chalk Maple Road, said he appreciated the Tax Office being willing to work with citizens. He thanked the Sheriff’s Office for an escort they provided during a funeral.

Maegan Mack, Concord, represents Down Home North Carolina. She advocated implementing a Communities That Care model to impact local youth. She said many community programs are not accessible and recommended hiring a coordinating facilitator.

Elias Barber, 1080 Wentword Lane, said there is a disconnect with youth in the community and requested funding for implementation of a Communities That Care model.

Daquan Coleman, Spencer, highlighted recent tragic events in the community. He suggested keeping these things in mind when considering the budget. He advocated for investing in future generations.

Adinah Lyerly, Salisbury, recognized youth that had accompanied her. She said youth need to be reached where they are. She suggested connecting the community with businesses. She asked the Board to consider funding.

Special Recognitions

Vice-Chairman Greene recognized Oakdale Baptist Church on the 100th Anniversary of the Church and read a Proclamation honoring the occasion into record.

On motion of Greene, seconded by Pierce, the Board voted 5-0 to approve a Proclamation in Honor of the 100th Anniversary of Oakdale Baptist Church, as follows:

***PROCLAMATION
IN HONOR OF THE 100TH ANNIVERSARY
OF OAKDALE BAPTIST CHURCH***

WHEREAS, Oakdale Baptist Church was founded in 1925 in the town of Spencer, North Carolina, and has faithfully served the spiritual, social, and civic needs of Rowan County residents for a full century; and

WHEREAS, born from the vision and dedication of a group of believers committed to spreading the gospel of Jesus Christ, Oakdale Baptist Church held its early services in humble surroundings before growing into a strong and enduring congregation, guided by a lineage of devoted pastors and leaders; and

WHEREAS, Oakdale Baptist Church has withstood the tests of time, including economic hardships, wars, and cultural shifts, yet has remained a steadfast light in the community by providing community support, encouragement, and fellowship through changing times; and

WHEREAS, as the church marks its centennial year in 2025, the Rowan County Board of Commissioners recognizes this milestone as a significant moment in our county's religious and cultural heritage.

NOW, THEREFORE, be it resolved that the Rowan County Board of Commissioners does hereby recognize and honor Oakdale Baptist Church of Spencer, North Carolina on the occasion of its 100th Anniversary. The Board of Commissioners extends heartfelt congratulations and sincere appreciation for a century of faithful service, and we commend the congregation for its unwavering dedication to living out the values of faith, compassion, and community.

Public Hearing for FY 2025-2026 Proposed Budget

County Manager Aaron Church highlighted several changes to the Proposed Budget (Attachment A).

At 3:29 p.m. Chairman Edds opened the Public Hearing and closed it after everyone wishing to speak had done so.

Bobby Kemp, 250 Chalk Maple Road, thanked staff for their hard work on the Budget, but said he was disappointed that there were not appropriations in the Budget for seniors, veterans, and the disabled.

At 3:31 p.m. Chairman Edds closed the Public Hearing.

Chairman Edds explained how teacher salaries work in North Carolina and pointed out the supplement in the budget related to this.

Commissioner Pierce said there is never enough money in the budget, but money needs to be allotted to veterans and the elderly. Increasing taxes would drive residents out of the county. There is a retention challenge and it is complex work to keep employees from moving to surrounding counties. It's difficult to compile a budget based on promises and wishes. If additional revenues come available, they'll be used for citizens. The Board cares deeply for the community.

Chairman Edds said the county is both blessed and challenged by its geographic location. He explained the impacts of the county's location relative to nearby cities. He compared Rowan County's proposed budget to Cabarrus County's proposed budget; Rowan County's budget is approximately \$160 million less. It is a challenge to economically compete with counties that have a stronger economy and more revenue than Rowan County. The County is doing all it can to incentive jobs and encourage growth. The Board understands that not everyone will be pleased with the Budget, but the County is working hard to address needs.

On motion of Pierce, seconded by Lancaster, the Board voted 5-0 to approve Fund 101 with the recommended adjustments (Attachment A).

On motion of Klusman, seconded by Pierce, the Board voted 5-0 to approve Fund 201 (Fire District Fund).

On motion of Pierce, seconded by Lancaster, the Board voted 5-0 to approve Fund 202 (Emergency Telephone System Fund).

On motion of Klusman, seconded by Pierce, the Board voted 5-0 to approve Fund 206 (Opioid Settlement Fund).

On motion of Pierce, seconded by Klusman, the Board voted 5-0 to approve Fund 501 (Risk Management Fund).

On motion of Pierce, seconded by Klusman, the Board voted 5-0 to approve Fund 601 (Landfill Fund).

On motion of Pierce, seconded by Klusman, the Board voted 5-0 to approve Fund 603 (Airport Fund).

On motion of Pierce, seconded by Lancaster, the Board voted 5-0 to approve Fund 605 (Water Fund).

On motion of Klusman, seconded by Pierce, the Board voted 5-0 to approve Fund 701 (Department of Social Services Trust Fund).

On motion of Lancaster, seconded by Klusman, the Board voted 5-0 to approve Fund 702 (Fines and Forfeitures Fund).

On motion of Klusman, seconded by Lancaster, the Board voted 5-0 to approve Fund 703 (American Rescue Plan Act Fund).

Vice-Chairman Greene explained that the Teaching Greenhouse Project at the Rowan Community Center is being impacted by a lack of funding. The completion of the Greenhouse requires additional funding. A Challenge Grant was received for \$28,000, and Cooperative Extension along with the Master Gardner Volunteer Association have chosen to raise the challenge funds. The Board supports this endeavor. Vice-Chairman Greene acknowledged that no funding has been requested from the Board.

Legislative Hearing for SNIA 01-25: Doug Foley

Shane Stewart, Assistant Planning and Development Director, said applicant Doug Foley is requesting a Special Non-Residential Intensity Allocation (SNIA) to construct two (2) 15,000 sf building at 115 & 145 Nitro Alley – further referenced as Parcel IDs 230E-006 & 007 – on property owned by Cashe Properties LLC (see enclosed site plan). Preliminary plans indicate Lots 6 & 7 would be combined into one (1) lot and the structures divided into six (6) tenant spaces and used for warehouse spaces.

Approving this request would allow the project to exceed the administrative allowance of 12% built-upon area (e.g. buildings, pavement, gravel) limitation requirement of the Coddle Creek watershed and allow up to seventy (70) percent built-upon area for the project. A total of 10% of the watershed acres may be removed from the 12% limitation and permit up to 70% coverage.

Mr. Stewart reviewed the Land Use Plan recommendations. The general recommendation for the maximum acreage of removal for a single parcel is 2 acres: Collectively, the lots total 4.27 acres – a significant portion of which is impacted by wetlands and a required one hundred (100) foot vegetative buffer between the streams and development density permitted via SNIA (staff estimate approximately 1.65 acres are hindered by these limitations).

The site proposes a building size proportionate to the useable acreage while also offering some area for future building expansion. Prior to establishing Horsepower Park, the 12 ½ acre property was rezoned to IND on February 19, 2018, creating the intension of future requests for the allocation. Approximately 2.02% of the allowable 10% have been allocated. The site is located within a Commercial / Industrial area noted on the future land use map. Developed in 2021, Horsepower Park has received five (5) SNIA approvals with this request serving the remaining two (2) lots.

Mr. Stewart provided the following calculations:

- Total lot area (less r/w): 4.27 ac
- Current total built upon area: 0 sf
- Proposed structure size: Two (2) 15,000 sf buildings (30,000 sf)
- Proposed other improvements: 26,566 sf

- Total coverage after development: 56,566 sf (30.41%)
- Allowable coverage by right: 22,230 sf (12%)
- Coddle Creek Watershed Acreage: 11,947 ac (10% = 1,194.7 ac)
- Acres approved for SNIA: 241.28 ac (2.02% of 10%)
- Percentage removed from 10% allocation total: 20.2% of 100%

No one spoke during the courtesy hearing. The Planning Board voted 6-0 to recommend approval of the request based on the following Statement of Reasonableness and Consistency: SNIA 01-25 is consistent with the West Area Land Use Plan and reasonable / appropriate based on the following:

1. Site is located within a Commercial / Industrial area
2. The request is consistent with the surrounding area

At 3:53 p.m. Chairman Edds opened the public hearing and closed it after no one wished to speak.

On motion of Edds, seconded by Pierce, the Board voted 5-0 that SNIA 01-25 is consistent with the West Area Land Use Plan and reasonable / appropriate based on the following:

1. Site is located within a Commercial / Industrial area
2. The request is consistent with the surrounding area

On motion of Greene, seconded by Lancaster, the Board voted 5-0 to approve SNIA 01-25.

Legislative Hearing for Z 03-25: William Claytor Jr.

Shane Stewart, Assistant Planning and Development Director, said property owner William Claytor Jr. is requesting rezoning of his 3.08 acre parcel, identified as tax parcel 422-159 located at 1075 Parks Rd. Salisbury, from Manufactured Home Park (MHP) to Rural Agricultural (RA).

On February 7, 1990, property owner Billy Mitchell registered a four (4) unit manufactured home park on his three (3) acre parcel located at the corner of Mt. Hope Church and Parks Road. Mitchell lived in a double-wide manufactured home at 1075 and operated a wrecker service from an adjacent two (2) bay garage at 1065 – both located on the same parcel. It appears the wrecker service has not operated for nearly twenty (20) years. Additionally, two (2) of the (4) park spaces have been vacant since 2009. Mr. Claytor Jr. desires to subdivide the property into two (2) or three (3) lots, which first requires rezoning.

Mr. Stewart said MHP is a district almost exclusively associated with pre-1989 registered manufactured home parks. Rezoning the property to RA will establish the two (2) single-wide manufactured homes as non-conforming until the property is subdivided. He explained the compatibility of uses, conditions in the vicinity, and the impact on local roads, utilities, and schools.

No one spoke during the courtesy hearing. The Planning Board voted 6-0 to recommend approval of the request based on the following statement: Z 03-25 is consistent with the East Rowan Area 2 Land Use Plan and reasonable / appropriate based on the following:

- Rural Agricultural (RA) is an appropriate designation as it matches the zoning district of property on the north, south, and western sides and the majority of the surrounding area.

At 3:58 p.m. Chairman Edds opened the public hearing and closed it after no one wished to speak.

On motion of Edds, seconded by Pierce, the Board voted 5-0 that Z 03-25 is consistent with the East Rowan Area 2 Land Use Plan and reasonable / appropriate based on the following:

- *Rural Agricultural (RA) is an appropriate designation as it matches the zoning district of property on the north, south, and western sides and the majority of the surrounding area.*

On motion of Pierce, seconded by Greene, the Board voted 5-0 to approve Z 03-25.

Noise Ordinance Considerations

Ed Muire, Planning and Development Director, said in response to the Commission's directive from its March 3, 2025 meeting, Staff has researched noise ordinances from county jurisdictions across NC, acquired noise complaints registered with Rowan Telecommunications (9-1-1) in 2024 and met with county departments that typically receive these complaints. The staff-level meeting generated a list of potential violations that are being brought before the Board. Mr. Muire presented Noise Ordinance excerpts and the products of the research completed by staff (Attachment B). He noted that fines were per instance.

Mr. Muire reviewed noise complaints received in 2024 and proposed amendments for consideration (Attachment B).

Commissioner Pierce suggested outlawing the use of Tannerite in the county. Mr. Muire said he is not sure that the sale of Tannerite can be outlawed, so the discharge of Tannerite might fall under discharge of firearms. Commissioner Pierce asked how this would affect people who hunt. Mr. Muire said many ordinances like this do not pertain to hunting.

Chairman Edds said there are roughly 950 farms in Rowan County and he would assume Tannerite could be used to remove stumps, beaver dams, and for other agriculture uses. He understands some people use Tannerite for amusement, but not all uses are recreational. It would be challenging to avoid impacting hunters who use firearms.

Commissioner Lancaster said farmers may have to protect their livestock from predators in the evening or nighttime hours and this may involve discharging firearms. These changes wouldn't take away officer discretion, but are simply clarifying times and particular situations.

Mr. Muire explained how athletic events and sports facilities may be defined and how this ordinance update could theoretically affect both the facilities and county residents. He suggested streamlining the quiet time requirements to make enforcement simpler for officers.

Commissioner Klusman asked if there were time restrictions on discharging firearms. Commissioner Lancaster said there were not for recreational use. Chairman Edds said some types of hunting have restrictions.

Chairman Edds said it may be challenging to enforce dog barking restrictions. There may be protection dogs, working dogs, farm dogs, et cetera.

Commissioner Pierce said the county is changing rapidly and it would be prudent to establish a baseline.

Mr. Muire said the Planning Department would work on a proposal for the Board.

Crawford Building Construction Project

County Manager Aaron Church said Rowan County has a current contract, 24415, with CPL Architects Engineers Landscape originally awarded January 16, 2024; Agenda Item 1D and the contract was approved on February 19, 2024; Agenda Item 1G, to design the renovation project(s) to move the CID Division from the Courthouse to the Crawford Building and create the bid packet for construction. The projects consist of renovating space in the Crawford Building for the CID of the Sheriff's department and renovating the vacated space for the District Attorney's office.

After working with County Staff, CPL has produced construction documents which have been approved by all reviewing agencies. The project can be bid out together or separately. Current estimates for construction are \$3,958,918.00 for the Crawford Building Renovations and \$1,421,025.00 for the expansion of the District Attorney's office. Total project costs, including design, IT and furniture additions, and allowances for roofing are \$6,658,963.00.

The County Manager's Office requests direction on how to proceed with this project. Currently, there is a space needs study being conducted for the Justice Center that includes the District Attorneys and Sheriffs' operations. The current contract with CPL has an available balance of \$84,400.00 which will primarily be used for construction procurement and construction administration if the project moves forward.

Mr. Church explained the following two options for moving forward:

- **Option 1:** Should the BOC direct the County and approve Change order #2, this will cancel the Crawford Building project indefinitely. The Purchasing Director will work with CPL Architects to acquire final billing amounts and have a change order created to release the difference since the construction administration portion of this contract will not be completed. Final billing will proceed normally, and the contract will be closed. It will be up to the Board of Commissioners to reinstate/revise the project at a future date, if needed.
- **Option 2:** Should the BOC direct the County to proceed with the Crawford Building Project, CPL will be asked to present the bid packet and any corresponding documentation to the BOC at the next board meeting. Where approval and authorization to Post RFP will be requested.

On motion of Pierce, seconded by Greene, the Board voted 5-0 to authorize the County Manager to approve contract change order #2 on contract # 24415 with CPL Architects Engineers, reducing the contract to cover any remaining billing and releasing all other funds to zero out the contract after final payment.

Board Appointments

On motion of Pierce, seconded by Greene, the Board voted 5-0 to make the following appointments:

- *Scott Sheldon to the Labor Representative seat on the Centralina Workforce Development Board*
- *David Watson to a County seat on the Ellis Cross County Volunteer Fire Department Board of Trustees*
- *Jerry Kepley to a County seat on the Ellis Cross County Volunteer Fire Department Board of Trustees*
- *Aaron Mini to a County seat on the Ellis Cross County Volunteer Fire Department Fire Commissioners*
- *Cameron Sloop to an At Large seat on the Historic Landmarks Commission*
- *Allen Carlyle Jr. to a County seat on the Locke Volunteer Fire Department Fire Commissioners*
- *Dr. Alan King to a County seat on the Social Services Board*

On motion of Klusman, seconded by Greene, the Board voted 5-0 to waive the term limit requirement for the Town of Cleveland Zoning and Planning – ETJ Board.

On motion of Klusman, seconded by Greene, the Board voted 5-0 to appoint Eugene Adkins to an At Large seat on the Town of Cleveland Zoning and Planning – ETJ Board.

****Agenda Addition** Sheriff's Office Overtime and Extra Duty Pay for Patrol and Detention**

County Manager Aaron Church explained the request from the Sheriff's Office and proposed a revision to the requested dates. Rather than June 9, 2025, through December 31, 2025, he suggested June 8, 2025, to July 5, 2025.

Sheriff Travis Allen asked the Board to consider extending the end date to December 31, or even through the summer. There are many employees who are out and the Sheriff's Office is short on employees. He explained how the overtime works. Lapsed salaries will fund this request. He said that even approval through the end of August would be helpful.

On motion of Pierce, seconded by Greene, the Board voted 5-0 to authorize the approval of extra duty pay for Law Enforcement Officers (lieutenants, sergeants, corporals, detectives, and deputies) and Detention Officers (detention officers, detention corporals, detention sergeants, detention lieutenants) at a rate of time and one-half of their regular hourly rate for each hour worked in a patrol or detention function outside of normal hours irrespective of time taken off during their normal work schedule effective June 8, 2025, through July 5, 2025.

Closed Session

On motion of Edds, seconded by Pierce, the Board voted 5-0 to enter into closed session pursuant to NCGS 143-318.11(a)(1) to consider approval of the minutes of the Closed Session held on May 19, 2025, as described by NCGS 143- 318.10(e), pursuant to NCGS 143-318.11(a)(5), for lease negotiations, and pursuant to NCGS 143- 318.11(a)(6), for personnel.

Open Session

At 5:16 p.m. the Board returned to Open Session.

Adjournment

At 5:17 p.m., on motion of Pierce, seconded by Klusman, the Board voted 5-0 to adjourn.

Sarah Pack, CMC, NCCCC
Clerk to the Board

Recommended Amendments to the FY 2026 Proposed Budget:

1 – Items to be included:

Account	Description	Amount	Type	Increase/Decrease
1143390-495000	Approp FB-Unrestricted	\$922,802	Rev	Increase
1145010-434027	Soil & Water Grant	\$ 23,249	Rev	Increase
1154010-510005	Salaries-Regular	\$ 4,863	Exp	Increase
1155090-591060	Rowan-Cabarrus YMCA	\$ 20,000	Exp	Increase
1155090-591024	Rowan Helping Ministries	\$ 20,000	Exp	Increase
1157120-594040	RSS Certified Supplement	\$901,188	Exp	Increase

Additional Fund Balance is needed to balance the budget with these changes.

Soil and Water receives a grant for a portion of their salaries from the State it was overlooked in the budget process so we would like to include.

Board Clerk Certification was awarded after salaries and benefits to budget.

Appropriation for community organizations is being included for the YMCA and Rowan Helping Ministries.

Additional funding to increase Rowan Salisbury Schools Certified Supplement by 1%

2 - The below language to amend the Employee Pay section to add or change the highlighted words:

Employee Pay

During FY 2025, the county hired an outside consultant to conduct a pay study for public safety. This included employees in the Sheriff’s Office, Emergency Services (Management, Medical Services and Fire) and Animal Services. The FY 2026 budget includes the following recommendations from the pay study. In addition, this budget recommends hiring a consultant to study the grade placement recommendations for all non-public safety positions.

1. Make pay grade changes as shown in the table below. (Appendix A)

2. Each employee’s pay will be brought up to at least the minimum of their new grade.

3. The pay differential in the amount of \$2,600 a year to all deputies who work full-time in the Patrol, Sheriff's Office Criminal Apprehension Team (SOCAT), and Detention remains the same.
4. This budget does not include a Cost-of-Living Adjustment (COLA).
5. Add a \$500 in-grade progression increase to each **benefitted** employee's base pay, excluding the **Commissioners**, County Attorney and County Manager. The range of this increase is approximately 0.32% to 1.49%. Their pay scale will not increase by \$500 for each grade. This increase shall be added after the grade changes listed in Appendix A.
6. Add a 4% in-grade progression increase to all County **benefitted** employees, excluding the **Commissioners**, County Attorney and County Manager. The sole purpose of the progression increase is to move employees toward the mid-point of their prospective pay grade. The pay scale will not increase by 4% for each grade. This increase shall be added after the grade changes listed in Appendix A and the \$500 in-grade progression increase.
7. Make additional adjustments for length of service in current position for public safety **benefitted** employees as follows:
 - a. Below 3 years in current position as of 06/30/25 = no adjustment
 - b. 3-4 years in current position as of 06/30/25 = 1%
 - c. 5-8 years in current position as of 06/30/25 = 2%
 - d. 9+ years in current position as of 06/30/25 = 3%

These in-grade adjustments shall be added after the grade changes listed in Appendix A, the \$500 in-grade progression increase and 4% in-grade progression increase.

8. The FY 2026 budget recommends the continued implementation of an on-going Longevity Program as outlined in the Personnel Policy Manual 5.9 Longevity / Merit Program and Bonus Pay with an appropriation of \$227,410. The program will run annually and independently from other types of increases that may be implemented in any given year, such as cost-of-living adjustments. The formula will be applied to pay after other increases. All eligible employees will receive between 0.5% and 2.0% longevity pay in FY 2025, to take effect on January 1, 2026. Unlike the in-grade progression increases the County Attorney and County Manager remain eligible for this increase.

The Longevity Program increases an employee’s salary base pay based on the following formula:

- a. 0.5% increase for benefitted employees with at least one (1), but less than five (5), continuous years of service as of **December 31st**
- b. 1.0% increase for benefitted employees with at least five (5), but less than ten (10), continuous years of service as of **December 31st**
- c. 1.5% increase for benefitted employees with at least ten (10), but less than fifteen (15), continuous years of service as of **December 31st**
- d. 2.0% increase for benefitted employees with at least fifteen (15) continuous years of service as of **December 31st**

The above formula for part-time benefitted employees will be pro-rated based upon average hours worked per week.

APPENDIX A

Current PG	Recommended PG	POSITION CLASS TITLE	DEPARTMENT
5	6	Animal Shelter Attendant	Animal Services
7	8	Veterinary Assistant	Animal Services
11	14	Emergency Services Planner	Emergency Services
14	15	Deputy (80 hr and 85.5 hr)	Sheriff’s Office
14	15	Detention Officer (80hr and 85.5 hr)	Sheriff’s Office
15	16	Corporal (80 hr and 85.5 hr)	Sheriff’s Office
15	16	Detention Corporal (80 hr and 85.5 hr)	Sheriff’s Office
16	19	Animal Shelter Assistant Director	Animal Services
17	19	911 Section Chief	Emergency Services
17	18	Detective (80 hr and 85.5 hr)	Sheriff’s Office
17	18	EMS Captain	Emergency Services
18	19	Det. Sergeant (80 hr and 85.5 hr)	Sheriff’s Office
18	19	Sergeant (80 hr and 85.5 hr)	Sheriff’s Office
19	22	911 Division Chief	Emergency Services
20	21	Det. Lieutenant (80 hr and 85.5 hr)	Sheriff’s Office
20	21	Lieutenant (80 hr and 85.5 hr)	Sheriff’s Office
23	24	Captain	Sheriff’s Office
25	28	Animal Services Director	Animal Services
25	26	Veterinarian	Animal Services

The \$500 progression increase estimated cost of \$479,000, the in-grade progressive pay increase estimated cost of \$2,890,734, and additional adjustment for public safety estimated cost of \$240,000.

Progressive Pay shall not be moved to a department unless it is needed. If departments lapse salary from vacant positions is such that the department has enough currently budgeted to cover the increase for progressive pay, then funds will not be moved by way of a budget amendment to the department.

Rowan County Noise Ordinance



Considerations for Amending Chapter 14 of the
Rowan County Code of Ordinances

June 2, 2025
Commission Meeting

ROWAN COUNTY
NORTH CAROLINA
Be an original.™

Noise Ordinance excerpts

Sec. 14-10. Unreasonable amplified sound.

It shall be unlawful for any person, group, event or business to play, use or otherwise operate any sound amplification equipment (to include radio, tape player, stereos, etc.) emitting sound that is unreasonable, frequent and continued with such volume at any time on any given day of the week, in a manner which may annoy or disturb the quiet, comfort or repose of the general public. This provision will be applicable when the source of the noise is plainly audible to the responding law enforcement officer at a distance of one hundred (100) feet.

(Ord. of 3-19-01)

Sec. 14-11. Exceptions.

The following are exempt from the provisions of this chapter:

- (1) Noise of safety signals, warning devices, emergency pressure relief valves and all church bells.
- (2) Noise resulting from parades, lawful picketing or other public demonstrations protected by the U.S. Constitution or federal law.
- (3) Noise from noisemakers and fireworks on holidays
- (4) Emergency work, as defined in section 14-3.
- (5) Noise from outdoor athletic events or sports facilities.

Sec. 14-12. Permits to Exceed.

Sec. 14-21. Enforcement and Duties.

Sec. 14-22. Misdemeanors.

First Offense	\$100
Second Offense	\$200
Third and Subsequent Offenses	\$300

2024 Noise Complaints

Complaints received by Rowan Telecom		Total Calls
Gunshots		326
# Calls received between 7am – 11pm		249
# Calls received between 11pm – 7am		77
Loud Music		271
Construction/ heavy equipment / tractors		8
Acting crazy		1
ATV / Motorcycles (6pm - 11pm)		5
Other		5
Loud Vehicles / Exhaust (6pm - 10pm)		4
Mowing Grass / Weedeater		2
Dog barking		6
Kids playing		1
Explosions / Tannerite (6pm - 10pm)		11
TOTAL		640

Amendments for Consideration

- Tannerite explosions 11pm – 7am
- Discharge of firearms 11 pm – 7am within a specified distance of an occupied residence
- Parties or gatherings that are loud but may not have amplified sound
- Update definitions of athletic event and sports facility
- Sound amplification devices 11 pm - 7 am
- Increase Penalties for Violation
 - 1st violation \$250
 - 2nd violation \$500
 - 3rd violation \$1000 w/in 7 days of 2nd;
otherwise \$500

Maintain Provisions

- Permit to Exceed process
- Enforcement by Sheriff's Office