MINUTES
BURKE COUNTY BOARD OF COMMISSIONERS
REGULAR MEETING

The Burke County Board of Commissioners held a regular meeting on Monday, April 20, 2026, at 6:00 p.m. in the Commissioners' Meeting Room, Burke County Services Building, 110 N. Green Street, Entrance E, in Morganton, North Carolina. The meeting was streamed live on the County's YouTube channel, BurkeCountyNC, and it was broadcast on the local cable systems. 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
Dylan Laws, Wilson, Lackey, Rohr & Hall P.C.
Katherine "Kat" Wright, Interim Clerk to the Board

CALL TO ORDER
Chairman Brittain called the meeting to order at 6:00 p.m.

INVOCATION
Commissioner Barrier delivered the invocation.

PLEDGE OF ALLEGIANCE
Dylan Laws, Wilson, Lackey, Rohr & Hall P.C. led the Pledge of Allegiance to the American Flag.

APPROVAL OF 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

APPROVAL OF MEETING MINUTES – NONE

PRESENTATIONS

GA - PROCLAMATION DESIGNATING APRIL 2026 AS CHILD ABUSE PREVENTION MONTH
Amy Kincaid, Guardian ad Litem, requested approval of a proclamation designating April 2026 as Child Abuse Prevention Month in Burke County, North Carolina. This proclamation highlights the county's commitment to ensuring the well-being of all children and recognizing the critical role that families, schools, and communities play in fostering safe, stable, and nurturing environments.

Child abuse and neglect remain pressing public health concerns that have long-term negative

effects on children, families, and future generations. Research shows that children who grow up in families with access to economic, health, educational, and social support are less likely to experience maltreatment. Addressing this issue requires a collaborative effort among families, child welfare professionals, healthcare providers, law enforcement, schools, faith-based organizations, businesses, and government entities at all levels.

The proclamation urges all Burke County residents to take part in efforts to prevent child abuse and neglect by supporting families and strengthening community partnerships. By recognizing April as Child Abuse Prevention Month, Burke County reaffirms its dedication to creating a safer and healthier future.

Chairman Brittain opened the floor for questions or comments, thanked Ms. Kincaid for all the Guardian ad Litem program does to support youth, and then he called for a motion.

Motion: To approve Proclamation No. 2026-04.

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

Proc. No. 2026-04 reads as follows:

BURKE COUNTY
NORTH CAROLINA

PROCLAMATION
CHILD ABUSE PREVENTION MONTH FOR CALENDAR YEAR 2026

WHEREAS, children's healthy development and well-being is a priority for our county, and children need safe, stable, and nurturing families, schools, and communities; and

WHEREAS, childhood trauma, including abuse and neglect, is a serious problem affecting communities across our state and has long-term negative effects on children, families, and future generations; and

WHEREAS, children who live in families with access to economic, health, educational, and social supports are less likely to experience abuse and neglect; and

WHEREAS, nurturing positive, healthy childhoods and preventing child maltreatment requires action by all Burke County residents and is achieved through partnerships built among families, prevention advocates, child welfare professionals, schools, health care providers, community and faith-based organizations, businesses, law enforcement agencies, and local, state, and national governments; and

WHEREAS, in order to solve the public health issue of abuse and neglect, we must work together to ensure all children and families are healthy and thriving and invest more in effective child abuse prevention initiatives and family-strengthening policies and supports.

NOW, THEREFORE, the Burke County Board of Commissioners, do hereby proclaim April 2026 as "CHILD ABUSE PREVENTION MONTH" in Burke County, North Carolina, and commends its observance to all citizens.

Approved this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

CD - RECOGNITION OF JAINNY ESTRADA, NCSSM'S ASSISTANT DIRECTOR OF STUDENT SERVICES

Sarah Chabaane, Planner – Trails Specialist, requested recognition of Jainny Estrada, Assistant Director of Student Services at the North Carolina School of Science and Mathematics, for her leadership in coordinating the school's annual Martin Luther King Jr. Day of Service and other volunteer initiatives.



Depicted from left to right: Commissioner Stroud, Commissioner Burns, Mr. and Mrs. Estrada, Vice Chairman Smith, Commissioner Barrier, and Chairman Brittain.

Ms. Chabaane reported that Ms. Estrada organized 277 student volunteers who participated in 16 service projects, with 185 students serving at organizations throughout Burke County, including Burke County Animal Services, Friends of Valdese Rec, and Fonta Flora County Park. Students worked alongside County staff and volunteers from Lake James Environmental on stormwater restoration and other community improvement projects, contributing approximately 400 hours of community service in a single day. She noted that the success of the event was made possible through the collaboration of community organizations, site leaders, faculty, staff, and volunteers who mentored and supported the students.

RESULT: NO ACTION TAKEN.

EMS - RECOGNITION OF LIFE SAVERS

James Robinson, Emergency Services Director, requested that the Board recognize several Emergency Services staff members for their exemplary lifesaving actions during recent emergency incidents. Highlights of his presentation were as follows:

BURKECOUNTY
ALL ABOUT ADVANCING
EMS Recognition and Appreciation



Burke County Emergency Services

The Burke County EMS system plan

BURKECOUNTY
ALL ABOUT ADVANCING

The Burke County EMS System Plan is our outline of operations and compliance with administrative code 10A NCAC 13P

- Burke County EMS operates on 4 shifts (D,C,B,A rotation)
  - Each shift works a 24/72 schedule and is led by:
    - Shift Captain
    - Shift Lieutenant
    - Training Sergeant
      - 2 Field Training Officers (FTO's) on each shift help work with new employees and students
- Burke County First Responder Program within the fire departments

2025 CALL VOLUME & RESPONSE TIME

January – December 2025 | *CAD report data run March 2026*

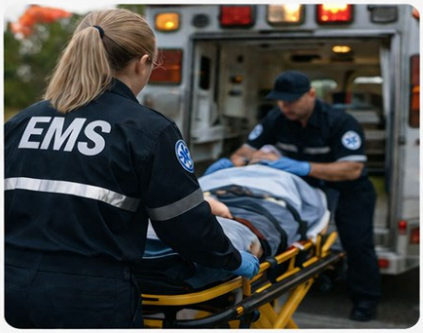
TOTAL CALL VOLUME
22,017

17,701
911 Calls

4,316
Medical Transports

ROLLING RESPONSE TIME (JAN–MAR 2025)
8m:33s
AVERAGE

Time the ambulance is enroute to arriving on scene.



Yes, every second counts, but the care provided by the team upon arrival is where those seconds truly matter.

Care is driven by education and industry best practice

PREPARED • PROVEN • PEOPLE FIRST

4

Care with Compassion

Burke County Rescue Squad+ Burke County EMS

BURKECOUNTY
ALL ABOUT ADVANCING

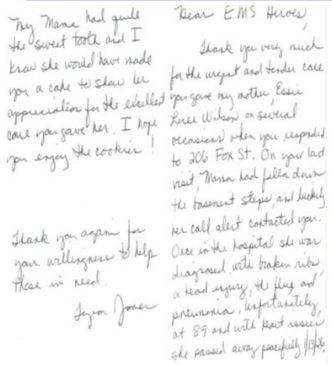
On January 4, 2026, Station 99 (BCRS) and BCEMS were dispatched to a fall call within the City of Morganton.

Upon arrival on the scene, the patient's home was locked. Looking through the windows and trying to determine if anyone was home, no patient could be seen. EMS and FR worked with a neighbor to contact a family member who came to the home to let crews in.

The crew found an elderly female who appeared confused and had an injury to the back of her head. The patient did not feel she needed care, but the crew encouraged the patient to be evaluated.

Family stopped by on March 3, 2026, with an appreciation card and a copy of the funeral card for the patient, advising that the patient was indeed more severely injured than she thought, and due to the compassion and care provided, she was admitted to the hospital and passed away peacefully on January 13, 2026. Family brought cookies as a token of appreciation with the sentiment that her mother had a "sweet tooth," and she would approve of the care provided.

Every second counts, but it is the care provided in those moments that makes the difference!


My Mama had quite the sweet tooth and I know she would have made you a cake to show her appreciation for the excellent care you gave her. I hope you enjoy the cookies!

Thank you again for your willingness to help those in need.

Tyson Jones

Dear EMS Heroes,

Thank you very much for the urgent and tender care you gave my mother, Essie Lee Wilson, on several occasions when you responded to 206 Fox St. On your last visit, Mama had fallen down the basement steps, and luckily her call alert contacted you. Once in the hospital she was diagnosed with broken ribs, a head injury, the flu, and pneumonia. Unfortunately, at 89 and with heart issues she passed away peacefully [illegible]

Partners in Patient Care

Salem Fire Rescue + Burke County EMS

BURKECOUNTY
ALL ABOUT ADVANCING

On March 4, 2026, Salem Fire Rescue Firefighter/ EMT was shopping in a local store when the pager alerted for a cardiac arrest in the store they were in.

Without hesitation, they went to their vehicle, obtained their AED while bystander CPR was initiated.

- High-quality CPR
- Delivered defibrillation

Upon arrival of the EMS team, ALS care was initiated, including additional defibrillations and anti-dysrhythmics.

The return of a heartbeat was detected, the patient was moved to the unit, and transported to Frye Regional for additional cardiac care.

Every second counts, but it is the care provided in those moments that makes the difference!



First Responders in Action

Stephanie Smith

BURKECOUNTY
ALL ABOUT ADVANCING

On March 26, 2026, Firefighter/EMT Stephanie Smith was traveling to work when she witnessed a motor vehicle crash.

Without hesitation, she used her training and equipment provided by Oak Hill Fire & Rescue to render aid to a male patient in cardiac arrest.

- Initiated high-quality CPR
- Delivered defibrillation
- Achieved a return of a heartbeat



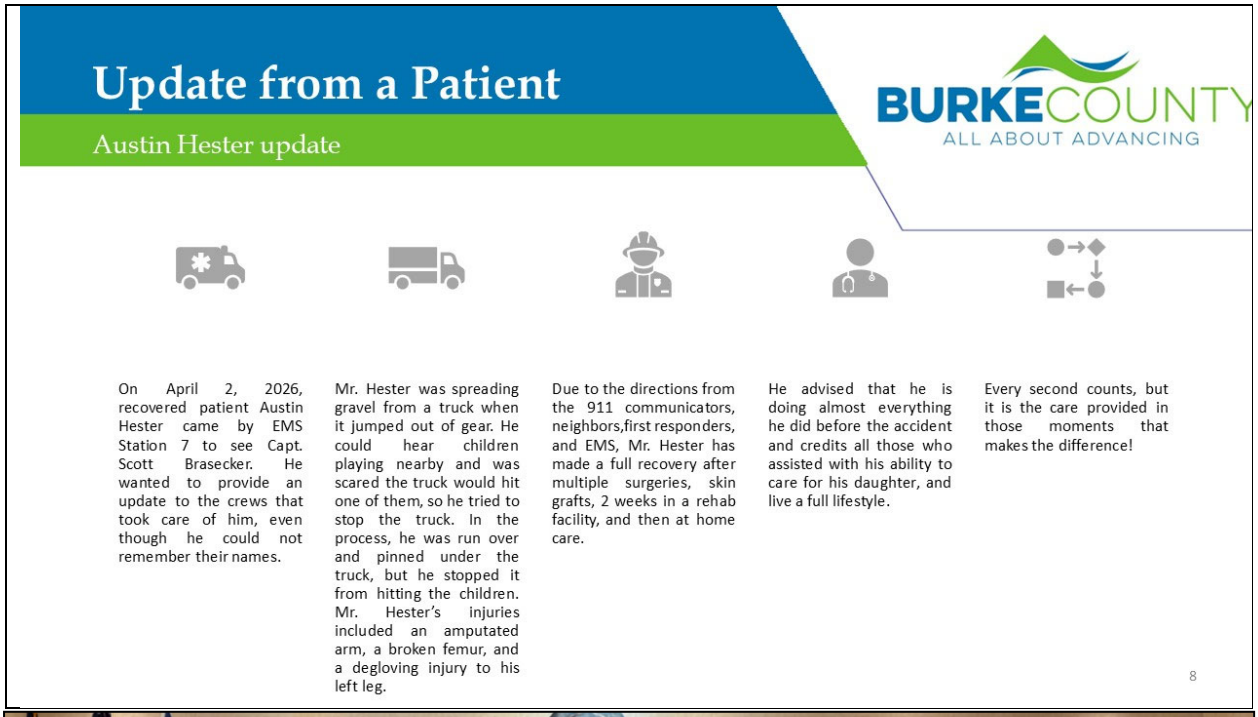
She continued care until Catawba County EMS arrived, ensuring continuity of care.

Follow-up confirmed the patient is expected to make a full recovery.

This outcome would not have been possible without her quick, decisive actions.

Every second counts, but it is the care provided in those moments that makes the difference!

7





Chairman Brittain thanked the first responders on behalf of the Board for all the sacrifices they make serving in the line of duty.

RESULT: NO ACTION TAKEN.

BOC - RECOGNITION OF THE PRESIDENT & CEO OF BDI ON HIS RETIREMENT

Chairman Brittain recognized Alan Wood, CEO & President, BDI, on his upcoming retirement. He presented a resolution honoring Mr. Wood for his years of leadership and service to Burke Development, Inc. (BDI) and Burke County, then presented him with a commemorative plaque and walking stick in recognition of his contributions.



Depicted from left to right, Vice Chairman Smith, Commissioner Stroud, Mrs. & Mr. Wood, Commissioner Burns, Chairman Brittain, and Commissioner Barrier.

Motion: To adopt Resolution No. 2026-10 as presented.

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

Resolution No. 2026-10 reads as follows:

BURKE COUNTY
NORTH CAROLINA

RESOLUTION OF APPRECIATION
ALAN WOOD, BURKE DEVELOPMENT, INC.

WHEREAS, strong communities are built through partnerships between local government, economic development organizations, and business and industry leaders; and

WHEREAS, Burke Development, Inc. (BDI) plays a vital role in recruiting new industry, supporting existing businesses, and promoting job creation and investment in Burke County; and

WHEREAS, Alan Wood, through his leadership and service with Burke Development, Inc., has supported economic growth, expanded opportunities for our citizens, and strengthened the tax base of Burke County; and

WHEREAS, Alan Wood has demonstrated professionalism, dedication, and a strong commitment to the citizens of Burke County through his efforts to support responsible growth, job creation, and economic opportunity; and

WHEREAS, the Burke County Board of Commissioners recognizes that successful economic

development requires vision, cooperation, and long-term commitment, and that Alan Wood has been an important part of those efforts; and

WHEREAS, Alan Wood's 11 years of service to Burke County have made a lasting impact on our community, and upon the occasion of his retirement, it is fitting that we recognize his contributions and express our appreciation;

NOW, THEREFORE, BE IT RESOLVED, that the Burke County Board of Commissioners hereby expresses its sincere appreciation to Alan Wood for his service, leadership, and contributions to Burke County through his work with Burke Development, Inc., and congratulates him upon his retirement;

BE IT FURTHER RESOLVED, that the Burke County Board of Commissioners extends its sincere gratitude and best wishes to Alan Wood for a happy, healthy, and well-deserved retirement, and thanks him for his many years of dedicated service to Burke County and its citizens.

Adopted this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

BOC - RECOGNITION OF THE TAX ADMINISTRATOR ON HIS RETIREMENT

The Board recognized John Bridgers on his upcoming retirement on April 30, 2026. He was appointed by the Board as the Tax Administrator on April 4, 2022, and has 35 years in the retirement system.



Depicted from left to right: Commissioner Barrier, Vice Chairman Smith, Commissioner Burns, John Bridgers, Chairman Brittain, and Commissioner Barrier.

RESULT: NO ACTION TAKEN.

SCHEDULED PUBLIC HEARINGS

CD — CONSIDERATION TO AMEND ARTICLE 8, ADMINISTRATION AND ENFORCEMENT, OF THE BURKE COUNTY ZONING ORDINANCE & PUBLIC HEARING AT 6:00 P.M.
Patrick Dickinson, Planner, requested the amendment of Article 8 (Administration and Enforcement) of the Burke County Zoning Ordinance. This amendment modifies the membership structures and defined duties for both the Board of Adjustment (BOA) and the Planning Board. The primary intent is to codify current procedures and to streamline board operations by ensuring all appointed members can participate.

KEY CHANGES
Board of Adjustment Membership Restructuring: The board is restructured to consist of seven (7) regular members. The requirement for alternate members is removed. This change is intended to incentivize participation, as alternates were to be restricted from participating in meetings unless a regular member was absent, which often discourages consistent attendance and engagement.

Standardized Term Limits: Membership for both the BOA and the Planning Board is now limited to a maximum of three (3) consecutive terms. These terms are still to be staggered. This ensures a balance between retaining experienced members and encouraging new perspectives on the board.

Clarification of BOA Duties: The criteria for granting variances are clarified, specifying that hardships must result from property conditions (such as location, size, or topography) rather than personal circumstances. It also clarifies that purchasing property with existing knowledge of constraints does not automatically constitute a self-created hardship.

Clarification of Planning Board Duties: The Planning Board's role is modernized to include state-mandated provision of consistency statements for zoning maps and text amendments. Their duties also explicitly include the administrative review of major subdivisions and the ongoing maintenance of the County's comprehensive plan.

Chairman Brittain opened the floor for questions or comments from the Board; there being none, he opened the public hearing at 6:30 p.m. The public hearing notice was published in *the News Herald* on April 9 and April 16, 2026. Further, the notice was also posted on the County's website (www.burkenc.org) on April 9, 2026. There being no one present to address the Board; the public hearing was closed at 6:31 p.m.

Motion: To adopt Ordinance No. 2026-03 as it relates to Zoning Text Amendment 2026-01, amending Article 8 of the Burke County Zoning Ordinance, as outlined in Exhibit A, to: (1) restructure the Board of Adjustment by eliminating alternate members and establishing seven regular members; (2) standardize term limits for both the Board of Adjustment and Planning Board to a maximum of three consecutive terms; (3) clarify the duties and variance criteria of the Board of Adjustment; and (4) modernize and clarify the duties of the Planning Board, including consistency statements and administrative review responsibilities. The Board of Commissioners finds this amendment to be reasonable and

in the public interest and consistent with the goals of the Blueprint Burke Strategic Land Use Plan because:

- **It promotes efficient and consistent board operations and participation.**
- **It clarifies regulatory procedures and decision-making standards.**
- **It supports community advancement by improving governance structure and planning processes.**

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Brian Barrier, Commissioner
AYES:	Jeffrey C. Brittain, Phil Smith, Brian Barrier, Randy Burns, and Mike Stroud

Ordinance No. 2026-03 reads as follows:

AN ORDINANCE MAKING REVISIONS TO THE BURKE COUNTY ZONING ORDINANCE

BE IT ORDAINED BY THE BOARD OF COMMISSIONERS OF THE COUNTY OF BURKE IN REGULAR SESSION ASSEMBLED:

The following changes are hereby made to the Burke County Zoning Ordinance. These changes shall be considered effective on the date that this ordinance is approved by the Burke County Board of Commissioners. Additions are indicated by underlined text, and deletions are indicated by ~~struck-through text~~.

SECTION 8.16 THE BOARD OF ADJUSTMENT

A Board of Adjustment consisting of seven (7) members ~~(5 regular and 2 alternate members)~~ shall be appointed by the Board of Commissioners~~., with appointments and terms of office as follows.~~

1. The ~~five (5)~~ seven (7) Board of Adjustment members shall be appointed to serve a term ~~shall serve for terms of one (1) year for one (1) member, two (2) years for two (2) members, and~~ of three (3) years each. ~~for two (2) members. Subsequent appointments shall be for terms for three (3) years each.~~ Members may be re-appointed to succeed themselves but may not serve more than ~~four (4)~~ three (3) consecutive terms.

~~2. The Board of Commissioners shall also appoint two (2) alternate members to serve on the Board of Adjustment in the absence, of any regular member. The alternate members shall be appointed for three (3) year terms. In the case of the first appointment of alternate members, one (1) shall be appointed for a two (2) year term, and one (1) shall be appointed for a three (3) year term. Alternate members, of the Board of Adjustment serving in the absence of any regular member, shall have and exercise all the powers and duties of the absent member.~~

~~3.~~ 2. The members of the Board of Adjustment shall be residents of the county. Two (2) members shall be from the eastern portion of the County, and two (2) members shall be from the western portion of the County. The fifth, sixth and seventh (5^{th}, 6^{th}, 7^{th}) members shall serve at large~~. The alternates will be at-large seats. 1702.01 Board of Adjustment — Membership and Duties~~

~~4.~~ 3. A member whose term expires shall continue to serve until a successor is appointed.

~~5.~~ 4. The secretary of the Board of Adjustment shall notify the Board of Commissioners in advance of the expiration of any term of office, and if a vacancy occurs. Appointments to fill vacancies shall be only for the unexpired portion of the term.

~~6.~~ 5. Any member may be removed for misconduct while in office, failure to perform the duties of office, or for other just cause, by the Board of Commissioners once a hearing is held at least fifteen (15) days after notice.

Item 2.

8.18 Duties and Powers

The Board of Adjustment shall have the following duties and powers:

1. ~~To~~ Hear and decide appeals from any order, requirement, decision, or determination made by the Zoning Administrator, or an administrative official in the administration or enforcement of this ordinance described in this article.

2. Hear and decide Special Use Permit applications for specific uses designated as such under the conditions of the zoning ordinance.

3. Hear and decide requests for variances — exceptions to specific zoning regulations where strict application would cause undue hardship.

Specific Considerations regarding Variances- When unnecessary hardships would result from carrying out the strict letter of a zoning regulation. The board of adjustment shall vary any of the provisions of the zoning regulation upon a showing of all of the following:

A. Unnecessary hardship would result from the strict application of the regulation. It is not necessary to demonstrate that, in the absence of the variance, no reasonable use can be made of the property.
B. The hardship results from conditions that are peculiar to the property, such as location, size, or topography. Hardships resulting from personal circumstances, as well as hardships resulting from conditions that are common to the neighborhood or the general public, may not be the basis for granting a variance. A variance may be granted when necessary and appropriate to make reasonable accommodation under the Federal Fair Housing Act for a person with a disability.
C. The hardship did not result from the actions taken by the applicant or the property owner. The act of purchasing property with knowledge that circumstances exist that may justify the granting of a variance is not a self-created hardship.
D. The requested variance is consistent with the spirit, purpose, and intent of the regulation, such that public safety is secured and substantial justice is achieved.

No change in permitted uses may be authorized by variance. Appropriate conditions may be imposed on any variance, provided that the conditions are reasonably related to the variance. Any other development regulation that regulates land use or development may provide for variances from the requirements of those ordinances consistent with the provisions of this subsection.

~~2. To authorize upon appeal, in specific cases, variances from the terms of this ordinance not contrary to public interest, when under special conditions a literal enforcement of the provisions will result in unnecessary hardship; provided that the spirit of this ordinance shall be observed and substantial justice done as follows:~~

~~a. When a property owner can show that their property was acquired in good faith and the exceptional narrowness, shallowness, size, or shape of a specific piece of property or where by reason of exceptional topographic conditions or other extraordinary situation or conditions of such piece of property, or of the use or development of property immediately adjacent thereto, the strict application of the terms of this ordinance would effectively prohibit or unreasonably restrict the use of the property or where the Board of Adjustment is satisfied, upon the evidence heard by it, that the granting of such variance will alleviate a clearly demonstrated hardship, as distinguished from a special privilege or convenience sought by the applicant, provided that all variances shall be in harmony with the intended spirit and purpose of this ordinance.~~

~~b. No variance shall be authorized by the Board of Adjustment unless it finds that all three (3) of the following conditions apply: 1. That the strict application of this ordinance would produce undue hardship; 2. That such hardship is not shared generally by other properties in the county and the same vicinity; and~~
~~3. That the authorization of such variance will not be a substantial detriment to adjacent property and that the character of the area will not be changed by the granting of the variance.~~
~~c. No variance shall be authorized until a public hearing is held.~~
~~d. No variance shall be authorized unless the Board of Adjustment finds that the condition or situation of the property or the intended use of the property is not general or recurring in nature to create a general regulation to be adopted as an amendment to this ordinance.~~
~~e. When authorizing a variance the Board of Adjustment may impose conditions regarding the location, character, and other features of the proposed structure for use as it deems necessary in the public interest and may require a guarantee or bond to ensure that the property owners are or will comply with the conditions imposed.~~
~~f. No such variance shall be authorized that effects a change in permitted uses of land, building, or structure denoted in the permitted table of uses.~~
~~3. To hear and decide applications of interpretation of the use district map where there is any uncertainty as to the location of a district boundary. The rules for determining boundaries per this ordinance will be utilized. After the affected property owners are notified, and after proper notice and a public hearing, the Board of Adjustment may interpret the map in a way that carried out the intent and purpose of the ordinance for the particular section or district in question. The Board of Adjustment shall not have the power to change substantially the locations of district boundaries established by this ordinance.~~
~~4. No provisions of this ordinance shall be construed as granting the Board of Adjustment the power to change the use of a parcel of land except as prescribed in this ordinance.~~

Item 3.

8.25 The Planning Board

Planning Board Membership and Duties
A Planning Board consisting of seven (7) members shall be appointed by the Board of Commissioners with appointments and terms of office as follows:
1. The Planning Board members appointed shall serve for a term~~s~~ of ~~one (1) year for one (1) member, two (2) years for three (3) members, and three (3) years for three (3) members. Subsequent appointments shall be for terms of~~ three (3) years ~~each~~. Members can be re-appointed to succeed themselves but may not serve more than ~~two~~ three (3) consecutive terms.
2. The members of the Planning Board shall be residents of the County. Three (3) members shall be from the eastern portion of the County and three (3) members shall be from the western portion of the County. The seventh (7th) member shall serve at large.
3. A member whose term expires shall continue to serve until ~~his~~ their successor qualifies and is appointed.
4. The secretary of the Planning Board shall notify the Board of Commissioners in advance of the expiration of any term of office, and if any vacancy occurs. Appointments to fill vacancies shall be only for the unexpired portion of the term.
5. Any member may be removed for misconduct while in office, failure to perform the duties of office, or for other just cause, by the Board of Commissioners once a hearing is held at least fifteen (15) days after notice.

Item 4.

8.27 Duties and Powers

The Planning Board shall have the following duties and powers:

1. Review applications for zoning map amendments and provide a recommendation to the Board of Commissioners along with a consistency statement comparing the request with the adopted comprehensive plan and other relevant adopted plans.
2. Review of proposals for zoning text amendments and provide a recommendation to the Board of Commissioners along with a consistency statement regarding the amendment considering the goals and priorities in the adopted comprehensive plan and other relevant plans.
3. Providing an administrative review of major subdivisions and major development plans.
4. Undertaking planning, mapping, research and analysis regarding planning matters as deemed appropriate by the Planning Board or the Board of Commissioners.
5. Preparing, maintaining, and periodically updating and recommending to the Board of Commissioners, the comprehensive plan, and such other specific plans as needed or required.

Adopted this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

INFORMAL PUBLIC COMMENTS
Chairman Brittain opened the floor for informal public comments and asked speakers to limit their comments to three (3) minutes.

Jon Clark expressed concerns regarding the proposed DigiPowerX project. He stated that he had researched the project, attended Town of Hildebran meetings, and believed limited information had been made available to the public. Mr. Clerk voiced concerns about the facility's projected electricity and water consumption, potential noise from cooling equipment, possible air emissions from backup generators, impacts on local infrastructure, increased utility costs, and effects on nearby residents' quality of life. He also questioned the project's economic benefits, citing the anticipated number of permanent jobs, and asked why the facility was not being considered for the Burke County Industrial Park instead of a location near a residential neighborhood. He stated that the project should not move forward without full community consent.

Belinda Cline addressed the Board regarding proposed AI data centers in Burke County, expressing opposition to such developments. She stated that she believed the projects would provide few permanent jobs while placing significant demands on local water, energy, and other resources. Ms. Cline expressed concerns about potential environmental and public health impacts, questioned the effectiveness of closed-loop cooling systems, and stated that residents had not received sufficient information regarding the proposed projects. She urged the Board to prioritize protecting the community's natural resources and quality of life and asked to be kept informed as the projects progress.

Chairman Brittain thanked the speakers for their comments and acknowledged their concerns. He noted that the proposed project falls within the Town of Hildebran's planning and zoning jurisdiction and that the Burke County Board of Commissioners would not have a role in that review process. There was no one else to address the Board; therefore, Chairman Brittain closed this portion of the meeting.

CONSENT AGENDA
At the request of the Board, Brian Epley, County Manager, reviewed the following 20 items on the consent agenda, which were approved by a single motion.

BOC - PROCLAMATION DECLARING MAY 7, 2026, AS NATIONAL DAY OF PRAYER
The National Day of Prayer tradition predates the founding of the United States of America, evidenced by the Continental Congress' proclamation in 1775 setting aside a day of prayer. In 1952, Congress established an annual day of prayer, and in 1968, that law was amended, designating the National Day of Prayer as the first Thursday in May.

Though the National Day of Prayer focuses most of its efforts on promoting the annual day of prayer, we realize that true, life-altering, world-changing prayer cannot happen in a single day. It must become a discipline. The theme for the 2026 National Day of Prayer is: "Glorify God Among the Nations - Seeking Him in All Generations."

The Board has been requested to approve the following proclamation.

Motion: To approve Proclamation No. 2026-05.

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

Proc. No. 2026-05 reads as follows:

BURKE COUNTY
NORTH CAROLINA

PROCLAMATION
NATIONAL DAY OF PRAYER
THURSDAY, MAY 7, 2026

WHEREAS, civic prayers and national days of prayer have a long and venerable history in our constitutional republic dating back to the First Continental Congress in 1775; and,

WHEREAS, the Declaration of Independence, our first statement as Americans of national purpose and identity, made “the Laws of Nature and Nature’s God” the foundation of our United States of America and asserted that people have inalienable rights that are God-given; and,

WHEREAS, the Supreme Court has affirmed the right of state legislatures to open their sessions with prayer, and the Supreme Court and the United States Congress themselves begin each day with prayer, and,

WHEREAS, in 1988, legislation setting aside the first Thursday in May in each year as a National Day of Prayer was passed unanimously by both Houses of Congress and signed by President

Ronald Reagan; and,

WHEREAS, the National Day of Prayer is an opportunity for Americans of all faiths to join in united prayer to acknowledge our dependence on God, to give thanks for blessings received, to request healing for wounds endured, and to ask God to guide our leaders and bring wholeness to the United States and her citizens; and,

WHEREAS, it is fitting and proper to give thanks to God by observing a day of prayer in Burke County when all may acknowledge our blessings and express gratitude for them while recognizing the need for strengthening religious and moral values in our state and nation; and,

WHEREAS, this year's theme is: "Glorify God Among the Nations — Seeking Him in All Generations."

NOW, THEREFORE, we, the County Commissioners for Burke County, North Carolina, do hereby proclaim Thursday, May 7, 2026, to be designated as "A Day of Prayer in Burke County" and encourage the citizens of Burke County to observe the day in ways appropriate to its importance and significance.

Approved this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

CLERK - REAPPOINTMENTS TO THE CHILD PROTECTION & CHILD FATALITY PREVENTION TEAM
The terms of appointment end on April 30th for the following CPCFPT members:

- Seat No. 3, Law Enforcement - Sheriff Hinceman
- Seat No. 12, EMS or Fire Fighter - James Robinson, ES Director

The terms are for three (3) years and end in 2029.

Motion: To reappoint Sheriff Hinceman (Seat No. 3, Law Enforcement) and James Robinson (Seat No. 12, EMS or Fire Fighter) to the Child Protection Child Fatality Prevention Team for 3-year terms ending April 30, 2029.

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

CLERK - APPOINTMENT TO THE TRANSPORTATION COORDINATING COMMITTEE (TCC)
Due to the retirement of Alan Glines, his removal from the TCC was requested. Linwood "Patrick" Dickinson is the recommended replacement to serve on this committee.

Motion: To appoint Linwood "Patrick" Dickinson to the Transportation Coordinating Committee to complete the remainder of a 1-year term ending December 31, 2026.

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

CLERK - APPOINTMENT TO THE COUNCIL ON AGING
The appointment of Phyllis Bruenger was requested to fill vacant Seat No. 8 on the Council on Aging to complete an unexpired term ending November 30, 2028.

Motion: To appoint Phyllis Bruenger to the Council on Aging, Seat No. 8, to complete the remainder of a term ending November 30, 2028.

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

CM - RESOLUTION CREATING THE BURKE COUNTY VETERANS SERVICES BOARD & BYLAWS
Staff were requesting approval of a resolution establishing the Burke County Veterans Services Board (VSB) and adopting associated bylaws. Historical references in the Board of Commissioners' minutes indicate that a Veterans Service Advisory Committee existed prior to the mid-1970s. However, official records, resolutions, or bylaws documenting the creation and structure of that committee are no longer available.

In order to ensure proper documentation, clarify the board's purpose and structure, and maintain accurate records for governance and archival purposes, staff recommend formal adoption of a resolution creating the Burke County Veterans Services Board and approving its bylaws.

The proposed resolution will formally establish the board, define its advisory role in matters relating to veterans' services, and provide a clear framework for membership, organization, and operations moving forward.

Motion: To adopt Resolution No. 2026-06.

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

Resolution No. 2026-06 read as follows:

BURKE COUNTY
NORTH CAROLINA

RESOLUTION CREATING BURKE COUNTY VETERANS SERVICES BOARD

WHEREAS, the Burke County Board of Commissioners had in the past created a Veterans Service Advisory Committee;

WHEREAS, the Burke County Board of Commissioners wishes to officially transition the Veterans Service Advisory Committee to a Veterans Services Board and provide for said board's appointment and operation;

WHEREAS, N.C.G.S. § 153A-76 authorizes the Board of Commissioners to generally organize county government in order to promote the orderly and efficient administration of county affairs; and

WHEREAS, N.C.G.S. § 153A-77(a) further authorizes the Board of Commissioners to appoint advisory boards composed of qualified and interested residents to study, interpret, and develop community support and cooperation in activities conducted by or under the authority of the Board of Commissioners.

NOW, THEREFORE, the Burke County Board of Commissioners is convened in a regular meeting and does hereby resolve:

There is hereby created a Burke County Veterans Services Board composed of six members.

The Burke County Veterans Services Board shall operate pursuant to the bylaws attached to this resolution.

Any business heretofore conducted under the county's Veterans Service Advisory Committee shall henceforth be conducted by the Veterans Services Board.

Adopted this 20th day of April 2026

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke County Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

The Veterans Service Board Bylaws reads as follows:

BURKE COUNTY VETERANS SERVICES BOARD BYLAWS

Definitions

"Board of Commissioners" refers to the Burke County Board of Commissioners.

"Bylaws" refers to these Burke County Veterans Services Board Bylaws.

"Commissioner" refers to a member of the Burke County Board of Commissioners.

"County" refers to Burke County, North Carolina.

"County Clerk" refers to the person who occupies the role of Clerk to the Board of Commissioners as defined by N.C.G.S. § 153A-111.

"Member" refers to a member of this Burke County Veterans Services Board.

"Rules of Procedure" means the latest edition of the UNC School of Government's Suggested Procedural Rules for Local Appointed Boards.

"Veterans Board" refers to the Burke County Veterans Services Board.

Members

There shall be six (6) members of the Veterans Board, five (5) of whom shall be appointed by the Board of Commissioners and one (1) of whom shall be the Veterans Services Officer serving as a non-voting ex-officio Member. Members of the Veterans Board shall serve without compensation. All seats shall be initially filled as provided for in Section IV of these Bylaws. The sole qualification for appointed membership is that each Member, other than the Veterans Services Officer, must be a veteran of the United States Armed Forces or on active duty in the United States Armed Forces who was not dishonorably discharged. The term "United States Armed Forces" shall be deemed to include the U.S. Army, U.S. Marine Corps, U.S. Navy, U.S. Air Force, U.S. Space Force, and U.S. Coast Guard.

Terms

The terms of the initial Members of the Veterans Board shall be as provided for in Section IV of these Bylaws. Otherwise, Members shall serve a term of three (3) years from their date of appointment. Members can be reappointed at the end of a three-year term, provided, however, no Member shall serve more than one unexpired term and four full terms consecutively. However, this shall not prevent any person from serving any number of nonconsecutive terms.

Initial Members

There shall be six (6) Members of the Veterans Board, one (1) of whom shall be the Veterans Services Officer serving as a non-voting ex-officio Member, and five (5) of whom shall be appointed by the Board. The names, positions, and terms of the initial Members of the Veterans Board shall be as follows:

Seat	Member Name	Position	Term Start Date	Term End Date
1	Gary Jennings	Member At-Large	4/20/2026	9/30/2026
2	James Gribble	Member At-Large	4/20/2026	9/30/2026
3	David Tubergen	Member At-Large	4/20/2026	9/30/2028
4	Edwin Ware	Member At-Large	4/20/2026	9/30/2028
5	Dillon Smith	Member At-Large	4/20/2026	9/30/2027
6	Veterans Services Officer	Non-Voting Ex-Officio Member	N/A	N/A

I. OFFICERS

a. Officers Designated. The officers of the Veterans Board shall be a Chair, Vice-Chair, and Veterans Services Officer. The Members of the Veterans Board shall select the Chair and Vice-Chair by majority vote. Both the Chair and Vice Chair must be Members of the Veterans Board. The Veterans Services Officer is an ex-officio officer by virtue of his or her position with the County.

b. Duties of Officers.

i. The Chair is a Member of the Veterans Board and shall preside at all regular and special meetings, delegate tasks to Members, and see that all correspondence and business of the Veterans Board is carried out. The Chair shall act as spokesperson for the Veterans Board and perform such tasks as shall be delegated to him or her by the Veterans Board.

ii. The Vice Chair is a Member of the Veterans Board and shall, in the absence of the Chair, have the authority and perform the duties of the Chair.

iii. The Veterans Services Officer is the person who occupies the position of Veterans Services Officer for Burke County. The Veterans Services Officer shall make a reasonable effort to attend all meetings of the Veterans Board in order to inform and advise the Veterans Board. The Veterans Services Officer shall further act as the executive officer of the Veterans Board and act as its secretary, which shall include preparing agendas and minutes of meetings. The Veterans Services Officer shall serve as a non-voting ex officio Member of the Veterans Board.

II. MEETINGS

a. Rules of Procedure. In all matters not otherwise provided for in these Bylaws, the above-defined Rules of Procedure shall govern meetings and actions of the Veterans Board. In all matters not otherwise provided for in these Bylaws and the Rules of Procedure, Robert's Rules of Order, latest edition, shall govern meetings of the Veterans Board.

b. Regular Meetings. Regular meetings will be held at 3 p.m. on the fourth Tuesday of the months of March, June, September, and December.

c. Special Meetings. Special meetings may be called at any time by the Chair, or at the request of a simple majority of the authorized membership of the Veterans Board, or at the request of the Board of Commissioners. All meetings shall be called in accordance with N.C.G.S. § 143-318.12.

d. Quorum. Quorum shall consist of a simple majority of the authorized membership of the Veterans Board. However, the authorized membership of the Veterans Board shall not include vacant positions or Members who are disqualified from voting.

e. Electronic Participation. Members may participate in regular and special meetings via telephone, video chat, or any similar form of constant and instantaneous communication. For the purposes of counting attendance, a Member participating telephonically shall be counted as present, as permitted by N.C.G.S. § 143-318.13.

f. Minutes. Minutes shall be kept for each meeting as required by law. Previous meeting minutes shall be emailed or mailed to Veterans Board members prior to the next regular meeting. Copies of minutes shall be provided to the County Clerk.

g. Agenda. For forthcoming meetings, the agenda will be provided in time to allow Members to prepare for those meetings. Copies of the agenda will be provided to the County Clerk.

h. Votes. No Member shall vote for or on behalf of, or in any way exercise the vote of, another Member.

i. Closed Sessions. Closed sessions may be called in accordance with N.C.G.S. § 143-318.11.

III. CONFLICTS OF INTEREST

No Member of the Veterans Board shall vote on a question in which he or she has any personal or financial interest. The Member shall declare that he or she has a conflict and shall not participate in the deliberations or be considered as a part of the necessary quorum. All questions regarding whether a matter involves a conflict of interest shall be conclusively resolved by the Veterans Board, except as otherwise provided by law. No Member shall vote on a matter where prohibited by law.

IV. AMENDMENTS

These bylaws may be amended by (a) a vote of the majority of the Board of Commissioners or (b) a majority vote of the Veterans Board. The Board of Commissioners shall have the authority to nullify an amendment of the Veterans Board. To the extent an amendment approved by the Veterans Board and an amendment approved by the Board of Commissioners conflict with one another, the amendment approved by the Board of Commissioners shall prevail.

V. IX. ADOPTION

These bylaws were adopted by the Board of Commissioners at its regular meeting on April 20, 2026.

CM - APPROVAL OF BUDGET AMENDMENT NO. 20 - $110,854
Approval of Budget Amendment No. 20, which recognizes additional funds from NC DHHS for the post-Helene disaster recovery plan, was requested. This is a continuation of a partial funding plan under AA 122 and is a multi-year funding.

Motion: To adopt Budget Amendment No. 20 as presented.

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

Budget Amendment No. 20 reads as follows:

BUDGET AMENDMENT NO. 20
FY 25-26

BUDGET AMENDMENT NO. 20			
REVENUES AND EXPENSES			
ACCOUNT NUMBER	DESCRIPTION	INCREASE	DECREASE
REVENUES			
100-50003-01-439500-	Health AA Funding	$110,854	
EXPENSES			
100-50003-20-569122-	Health AA 122	$110,854	
Purpose: To recognize funds under AA 122 for the electronic scanning and long-term retention of medical records, as required by law, and to enhance record protection against potential damage from events such as Tropical Storm Helene.			
A copy of these amendments shall be furnished to the Budget Officer and the Finance Officer of the County to be kept on file for direction in the disbursement of funds.			

Adopted this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

CM - APPROVAL OF BUDGET AMENDMENT NO. 21 - $550,000
Approval of Budget Amendment No. 21, which recognizes additional funds from NC DEQ for sewer flow meter purchase and installation, was requested.

Motion: To adopt Budget Amendment No. 21 as presented.

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

Budget Amendment No. 21 reads as follows:

BUDGET AMENDMENT NO. 21
FY 25-26

BUDGET AMENDMENT NO. 21			
REVENUES AND EXPENSES			
ACCOUNT NUMBER	DESCRIPTION	INCREASE	DECREASE

REVENUES			
210-21004-01-433101-	DEQ Funds	$550,000	
EXPENSES			
210-21004-60-571400-	Professional Services	$17,461	
210-21004-60-575000-	Sewer Flow Meters	$532,539	
Purpose: To recognize funds from NC DEQ to purchase sewer flow meters to better track volume passing through critical sewer infrastructure.			
A copy of these amendments shall be furnished to the Budget Officer and the Finance Officer of the County to be kept on file for direction in the disbursement of funds.			

Adopted this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

CM - APPROVAL OF BUDGET AMENDMENT NO. 22 - $275,000
Approval of Budget Amendment No. 22, which recognizes additional funds from other government agencies paid to Burke County for housing inmates, was requested. The daily reimbursement rate includes food costs.

Motion: To adopt Budget Amendment No. 22 as presented.

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

Budget Amendment No. 22 reads as follows:

BUDGET AMENDMENT NO. 22
FY 25-26

BUDGET AMENDMENT NO. 22			
REVENUES AND EXPENSES			
ACCOUNT NUMBER	DESCRIPTION	INCREASE	DECREASE
REVENUES			
100-46001-02-434220-	Prisoner Reimbursements	$275,000	
EXPENSES			
100-46001-010-562600-	Food Costs	$275,000	
Purpose: To recognize funds from other governments for inmate housing costs.			

A copy of these amendments shall be furnished to the Budget Officer and the Finance Officer of the County to be kept on file for direction in the disbursement of funds.

Adopted this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

CM - APPROVAL OF BUDGET AMENDMENT NO. 23 - $195,339
Approval of Budget Amendment No. 23, which recognizes additional Tropical Storm Helene disaster recovery allocations from NC DHHS to the Department of Social Services, was requested.

Motion: To adopt Budget Amendment No. 23 as presented.

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

Budget Amendment No. 23 reads as follows:

BUDGET AMENDMENT NO. 23
FY 25-26

BUDGET AMENDMENT NO. 23			
REVENUES AND EXPENSES			
ACCOUNT NUMBER	DESCRIPTION	INCREASE	DECREASE
REVENUES			
100-52000-01-433441-	DSS Administrative Funds	$195,339	
EXPENSES			
100-52050-20-554000-	SAA/SAD Disaster Assistance	$75,593	
100-52070-20-554000-	Disaster Assistance Funds	$119,746	
Purpose: To recognize $195,339 in additional funds from NC DHHS for Tropical Storm Helene disaster assistance for adults within the Department of Social Services. No County funds are required.			
A copy of these amendments shall be furnished to the Budget Officer and the Finance Officer of the County to be kept on file for direction in the disbursement of funds.			

Adopted this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

CM - APPROVAL OF BUDGET AMENDMENT NO. 24 - $50,000
Approval of Budget Amendment No. 24, which recognizes additional NC Foster Care Independence Program (LINKS) allocations from NC DHHS to the Department of Social Services, was requested. The LINKS program is designed to help young adults who have experienced foster care successfully transition to adulthood. It provides support and resources to youth for educational and life planning success.

Motion: To adopt Budget Amendment No. 24 as presented.

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

Budget Amendment No. 24 reads as follows:

BUDGET AMENDMENT NO. 24
FY 25-26

BUDGET AMENDMENT NO. 24			
REVENUES AND EXPENSES			
ACCOUNT NUMBER	DESCRIPTION	INCREASE	DECREASE
REVENUES			
100-52000-01-433440-	LINKS Funds	$50,000	
EXPENSES			
100-52120-20-554000-	LINKS Costs	$50,000	
Purpose: To recognize $50,000 in additional NC DHHS funding for the Foster Care Independence Program (LINKS) to support youth transitioning from foster care to adulthood. No County funds are required.			
A copy of these amendments shall be furnished to the Budget Officer and the Finance Officer of the County to be kept on file for direction in the disbursement of funds.			

Adopted this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

CM - APPROVAL OF BUDGET AMENDMENT NO. 25 - $232,656
Approval of Budget Amendment No. 25, which recognizes additional special adoption promotion program funds from NC DHHS to the Department of Social Services, was requested. These funds are required to be used for expenses directly related to advertising, promoting, and funding specific adoption costs.

Motion: To adopt Budget Amendment No. 25 as presented.

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

Budget Amendment No. 25 reads as follows:

BUDGET AMENDMENT NO. 25
FY 25-26

BUDGET AMENDMENT NO. 25			
REVENUES AND EXPENSES			
ACCOUNT NUMBER	DESCRIPTION	INCREASE	DECREASE
REVENUES			
100-52000-01-434615-	Special Adoption Promotion Funds	$232,656	
EXPENSES			
100-52060-20-561500-	Special Adoption Promotion	$232,656	
Purpose: To recognize $232,656 in additional NC DHHS funding for the Special Adoption Promotion Program to support adoption-related advertising, promotion, and associated costs. No County funds are required.			
A copy of these amendments shall be furnished to the Budget Officer and the Finance Officer of the County to be kept on file for direction in the disbursement of funds.			

Adopted this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

CM - APPROVAL OF BUDGET AMENDMENT NO. 26 - $1,086,095

Approval of Budget Amendment No. 26, which recognizes additional estimated costs for foster care board payments and related expenses, was requested. Reimbursements from NC DHHS to the Department of Social Services are also estimated for a portion of the board payments that are eligible expenses, were requested. The balance of the cost is the County portion of the estimated board payments and other costs. These are requested as a fund balance appropriation.

Motion: To adopt Budget Amendment No. 26 as presented.

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

Budget Amendment No. 26 reads as follows:

BUDGET AMENDMENT NO. 26
FY 25-26

BUDGET AMENDMENT NO. 26			
REVENUES AND EXPENSES			
ACCOUNT NUMBER	DESCRIPTION	INCREASE	DECREASE
REVENUES			
100-52000-01-433441-	DSS Administrative Funds	$545,763	
100-00000-09-439900-	Fund Balance Appropriation	$540,332	
EXPENSES			
100-52070-20-554001-	IV-E Foster Care Board Payments	$402,605	
100-52070-20-554006-	County Foster Care Expense	$113,910	
100-52070-20-554011-	State Foster Care Board Payments	$569,580	
Purpose: To allocate estimated expenses for foster care costs and estimated partial reimbursements from NC DHHS, with the balance from the General Fund, fund balance.			
A copy of these amendments shall be furnished to the Budget Officer and the Finance Officer of the County to be kept on file for direction in the disbursement of funds.			

Adopted this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

CM - APPROVAL OF BUDGET AMENDMENT NO. 27 - $196,700

Approval of Budget Amendment No. 27, which recognizes estimated fire taxes to be collected and remitted to various fire departments, was requested.

Motion: To adopt Budget Amendment No. 27 as presented.

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

Budget Amendment No. 27 reads as follows:

BUDGET AMENDMENT NO. 27
FY 25-26

BUDGET AMENDMENT NO. 27			
REVENUES AND EXPENSES			
ACCOUNT NUMBER	DESCRIPTION	INCREASE	DECREASE
REVENUES			
153-15301-00-431175-	Lake James Fire	$22,000	
153-15302-00-431175-	West End Fire	$15,000	
153-15303-00-431175-	Brendleton Fire	$20,000	
153-15304-00-431175-	Chesterfield Fire	$14,000	
153-15305-00-431175-	George Hildebran Fire	$14,000	
153-15307-00-431175-	Icard Fire	$18,000	
153-15308-00-431175-	Triple Community Fire	$28,000	
153-15309-00-431175-	Lovelady Fire	$47,000	
153-15311-00-431175-	Oak Hill Fire	$2,700	
153-15313-00-431175-	Enola Fire	$2,500	
153-15314-00-431175-	Drowning Creek Fire	$4,300	
153-15320-00-431175-	Longtown Fire	$7,200	
153-15321-00-431175-	Smokey Creek-North Catawba	$2,000	
EXPENSES			
153-15301-00-548000-	Lake James Fire	$22,000	
153-15302-00-548000-	West End Fire	$15,000	
153-15303-00-548000-	Brendleton Fire	$20,000	
153-15304-00-548000-	Chesterfield Fire	$14,000	
153-15305-00-548000-	George Hildebran Fire	$14,000	
153-15307-00-548000-	Icard Fire	$18,000	
153-15308-00-548000-	Triple Community Fire	$28,000	
153-15309-00-548000-	Lovelady Fire	$47,000	
153-15311-00-548000-	Oak Hill Fire	$2,700	
153-15313-00-548000-	Enola Fire	$2,500	
153-15314-00-548000-	Drowning Creek Fire	$4,300	
153-15320-00-548000-	Longtown Fire	$7,200	
153-15321-00-548000-	Smokey Creek-North Catawba	$2,000	
Purpose: To recognize $196,700 in estimated fire tax revenues to be collected and remitted to			

various fire departments. No County funds are required.
A copy of these amendments shall be furnished to the Budget Officer and the Finance Officer of the County to be kept on file for direction in the disbursement of funds.

Adopted this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

CM - APPROVAL OF BUDGET AMENDMENT NO. 28 - $425,000 (NET ZERO IMPACT)
Approval of Budget Amendment No. 28, which recognizes transferring earmarked funds for Western Piedmont Community College for future capital needs, was requested.

Motion: To adopt Budget Amendment No. 28 as presented.

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

Budget Amendment No. 28 reads as follows:

BUDGET AMENDMENT NO. 28
FY 25-26

BUDGET AMENDMENT NO. 28			
REVENUES AND EXPENSES			
ACCOUNT NUMBER	DESCRIPTION	INCREASE	DECREASE
REVENUES			
221-58500-11-439100-	Transfer from General Fund	$425,000	
EXPENSES			
100-58500-30-590050-	WPCC Capital Needs		$425,000
100-59000-55-595221-	Transfer to Fund 221-WPCC	$425,000	
221-58500-30-599999-	WPCC Capital Set Aside	$425,000	
Purpose: To transfer earmarked funds for Western Piedmont Community College for future capital needs.			
A copy of these amendments shall be furnished to the Budget Officer and the Finance Officer of the County to be kept on file for direction in the disbursement of funds.			

Adopted this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

FINANCE – PUBLIC SCHOOL CAPITAL FUND APPLICATIONS & BUDGET AMENDMENT NO. 29 ($870,494; NET ZERO IMPACT)

A portion of lottery proceeds is deposited into the Public-School Building Repair and Renovation Fund, administered by the North Carolina Department of Public Instruction, to support school capital needs. In order to access these funds, both the Board of County Commissioners and the Board of Education must approve and submit applications for eligible projects.

Burke County Public Schools has submitted applications totaling $382,257.97 for 27 eligible repair and renovation projects. These projects meet program guidelines and have been reviewed with NC DPI staff. Ms. Pierce stated that applications for an additional 21 eligible repair and renovation projects are expected to be presented to the Board at a future date.

In addition to the projects presented at the pre-agenda meeting, Burke County Public Schools has submitted 21 additional eligible capital project applications totaling $207,627.00, as mentioned by Finance Director Margaret Pierce during her presentation.

Additionally, approval of Budget Amendment No. 29 was requested to transfer $870,494 in existing School Capital Fund set-aside dollars to the Burke County Public Schools Central Office Renovation Fund. These funds will support the Central Office Renovation Project, which has a total project budget of $10,870,494.

Motion: To approve the Public-School Building Repair and Renovation Fund applications as presented, authorize the Chairman to execute the applications on behalf of the Board, and adopt Budget Amendment No. 29 as presented.

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

Budget Amendment No. 29 reads as follows:

BUDGET AMENDMENT NO. 29
FY 25-26

BUDGET AMENDMENT NO. 29			
REVENUES AND EXPENSES			
ACCOUNT NUMBER	DESCRIPTION	INCREASE	DECREASE
REVENUES			
222-00000-11-439150-	Transfer from Fd 150-School Cap	$870,494	
EXPENSES			
150-00000-30-599999-	BCPS Set Aside Capital		$870,494

150-00000-55-595222-	Transfer to BCPS Central Office Fd	$870,494	
222-00000-30-590050	Central Office Building Renovation	$870,494	
Purpose: To transfer $870,494 in existing School Capital Fund set-aside dollars to the Burke County Public Schools Central Office Renovation Fund. No County funds are required.			
A copy of these amendments shall be furnished to the Budget Officer and the Finance Officer of the County to be kept on file for direction in the disbursement of funds.			

Adopted this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

FINANCE - PROPERTY SURPLUS SALES (RESERVE REQUIREMENTS MET)
At the February 16, 2026 meeting, the Board of Commissioners declined the high bids received for three (3) properties—REID# 12638 (Rockyford Street), REID# 38040 (Kirksey Drive), and REID# 38041 (Kirksey Drive)—as the bids did not meet the established reserve amounts and directed staff to repost the properties for sale with the same reserve requirements. Following the rebid process through GovDeals, only one (1) property met the established reserve amount: REID# 12638 (Rockyford Street, 0.92 acres). This was a request to approve the property sale.

Motion: To approve the property sale for REID# 12638 (Rockyford Street) in the amount of $5,000, as presented.

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

FINANCE - USDA LEASE RENEWAL
The United States Department of Agriculture's lease is set to expire. This was a request to grant authority to renew the lease as permitted under N.C.G.S. § 160A-274, at a rate of $25.00 per square foot, for a total annual rent in the amount of $67,775.00, for a five-year term from January 1, 2027, through December 31, 2031.

Motion: To authorize the County Manager to negotiate and execute a lease with the USDA, subject to review and/or revision by the County Attorney.

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

HEALTH - PROCLAMATION FOR NATIONAL PUBLIC HEALTH WEEK
This was a request to approve a proclamation declaring April 6-12, 2026, as National Public Health Week. The theme for 2026 is "It Starts Here."

Motion: To approve Proclamation No. 2026-06.

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

Proc. No. 2026-06 reads as follows:

BURKE COUNTY
NORTH CAROLINA

NATIONAL PUBLIC HEALTH WEEK PROCLAMATION

WHEREAS, the week of April 6, 2026, is National Public Health Week, and the theme is “Ready. Set. Action!” highlighting public health actions and the improvement of the health of all Americans, including the important efforts led locally by Burke County Public Health.

WHEREAS, significant strides have been made in public health since the inception of National Public Health Week in 1994, including the following public health successes:

1. childhood mortality, which was at a rate of 13.8 deaths per 1,000 live births in 1994, has now fallen to 5.4 deaths per 1,000 live births due to vaccines, better health care access, and nutrition; and

2. smoking rates, which were as high as 25.5% among U.S. adults in 1994, have now fallen to 11.4 % due to comprehensive smoke-free policies, public awareness campaigns, and taxation of tobacco products; and

3. deaths due to HIV/AIDS, which peaked in 1994 at 49,095 AIDS-related deaths that year in the U.S., have dropped significantly with Antiretroviral therapy ensuring most people with HIV can live normal lifespans, and prevention tools like PrEP significantly reduce transmission; and

4. mental health awareness and treatment, with 40% of people with mental health conditions being untreated in 1994, has progressed with increased awareness, parity laws, and integration into primary care, which have expanded access to mental health services and reduced treatment gaps; and

5. lead poisoning, with 4.4% of U.S. children having elevated blood lead levels in 1994, has now fallen to less than 0.5% due to policies banning leaded gasoline and reducing lead in paint, pipes, and water systems; and

WHEREAS, a person’s health status can differ drastically by ZIP code due to differences in the built environment, environmental quality, community context, access to healthy food, access to education, and access to health care.

WHEREAS, public health organizations use National Public Health Week to educate public policymakers, public health professionals, and the public on issues that are important to improving the health of the people of the United States;

WHEREAS, public health professionals help communities prevent, prepare for, withstand, and recover from the impact of a full range of health threats, ranging from infectious disease outbreaks to natural disaster preparedness; and

WHEREAS, efforts to adequately support public health and the prevention of disease and injury can continue to transform a health system focused on treating illness into a health system focused on preventing disease and injury and promoting wellness.

NOW, THEREFORE, WE, THE BURKE COUNTY BOARD OF COMMISSIONERS, hereby proclaim the week of April 6-12, 2026, as National Public Health Week in Burke County and call upon the people of Burke County to observe this week by helping our families, friends, neighbors, co-workers and leaders to recognize the contribution of scientists, local, city and state legislators, community activists, including public health workers in (1) adopting initiatives that have significantly improved the health and longevity of the people of our state and (2) encouraging continual vigilance to promote health and well-being for all citizens, as the theme states, "Ready. Set. Action!"

Approved this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

HR - PERSONNEL POLICY UPDATES

Human Resources Director Mark Miller presented proposed revisions to the Compensation Plan (Policy 008), Adverse Events (Policy 043), and Drug and Alcohol-Free Workplace (Policy 036) policies during the pre-agenda meeting. The purpose of these changes is to add language back to the policies that were missed during the initial modernization and rewrite of the personnel policy that was approved in August 2025, and to add language that is intended to strengthen the policies and better support fair and consistent decision-making.

Motion: To approve the revisions to the Compensation Plan (Policy 008), the Adverse Events (Policy 043), and the Drug and Alcohol-Free Workplace (Policy 036) policies as presented.

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

The Compensation Plan (Policy 008) reads as follows:

BURKECOUNTY
ALL ABOUT ADVANCING

Policy Title: Compensation Plan Policy		
Number: 008	Effective Date: 11/17/2025	Revision Date: 10/06/2025

Purpose

This policy applies to all Burke County employees. It defines the development process and uses of the "Compensation Plan" of Burke County.

General Statement

The Compensation Plan is to provide consistent, equitable, and work-related bases for administering employees' compensation in a way that best serves the citizens and employees of Burke County. The Compensation Plan stipulates the pay policies as approved by the Board of County Commissioners. The Compensation Plan, in conjunction with the Classification Plan guides the County in providing equitable compensation for all positions.

Guidelines

Administration and Maintenance

The County Manager may delegate the responsibility for the administration and maintenance of the compensation plan to the Human Resources Director. The Compensation Plan includes the "Pay Plan" which consists of a minimum, midpoint, and maximum rate for each job classification. The Pay Plan is intended to provide equitable compensation for all positions when considered in relation to each other, reflecting differences in duties and responsibilities, the comparable rates of pay for positions in public and private employment in North Carolina, changes in the cost of living, the financial conditions of Burke County, and other factors. The Human Resources Director shall, from time to time, with the permission of the County Manager or his/her designee, make comparative studies of all factors affecting the level of salary ranges and shall recommend to the County Manager such changes in salary ranges as appear to be warranted. All employees covered by the Compensation Plan shall be paid at a rate listed within the pay range established for the respective position classification, except for employees in trainee status or employees whose existing pay rates are above the established maximum rate following adjustments to the Pay Plan. Employees being paid at a rate above the maximum rate established for their respective classes shall remain at their present pay rate as long as the maximum rate is equal to or below the employees' present pay rate. The actual compensation paid to any employee shall be determined by the County Manager or his/her designee in accordance with the relevant provisions of this personnel policy.

Burke County will conduct salary surveys as the County Manager or his/her designee may deem necessary for the entire organization or for those departments or specific classes of jobs as may be appropriate. Such salary surveys will be used as comparators for compensation purposes those public and private organizations that it believes are most similar to it in size and purpose. These comparators will typically include: (1) the City of Morganton located within Burke County; (2) those North Carolina counties that are most similar to it and/or are located in the immediate geographical area; and, (3) other private and public organizations as determined to be appropriate. The North Carolina counties used typically include the counties of Caldwell, Catawba, Cleveland, Henderson, Lincoln, McDowell, Nash, Rowan and Rutherford. These resources are also used in cross reference to the classification plans of those entities and of Burke County to ensure their relevance to market conditions.

Adjustments to the compensation plan.

a. *Adjustments of compensation.* The County Manager or his/her designee may from time to time adjust compensation of county employees to ensure that such compensation remains competitive, to the extent possible.

b) *Cost-of-living adjustments.* Cost-of-living adjustments, when granted by the board of commissioners, will be provided to all eligible county employees. Eligible county employees ~~are any employees~~ who are in positions listed on the pay plan, and who are

below their grade range maximum rate, will receive the approved cost-of-living increase as a percentage add to base compensation. In lieu of receiving the Cost-of-living base compensation increase or county-wide approved increase, employees at or above grade range maximum, and full-time eligible employees in positions not listed on the pay plan, will receive a lump sum payout comparable to the Cost-of-living or increase amount.

Rates of compensation pay.

Rates of compensation are based on qualifications that pertain to the requirements of each position, internal equity, recruitment difficulties, conditions of the labor market, budget constraints, and/or the employee's unique skills. No applicant for employment or employee shall be deprived of employment opportunities or otherwise adversely affected as an employee because of such individual's race, color, religion, sex, national origin, political affiliation, disability, marital status or age.

a) *Trainee rates.* Employees in trainee status will remain in a training job grade for the position until the appointing Department Head and the Human Resources Director determine that the trainee is qualified to assume the full responsibilities of the position, subject to approval by the County Manager or his/her designee.

b) *Interim appointment rates.* An interim appointment occurs when an employee is selected to temporarily perform some or all the duties and responsibilities of a vacant position with the expectation that the person will hold the position for at least thirty (30) calendar days. Interim appointments typically apply only for Department Head positions. Interim appointments must be reviewed and approved by the County Manager or his/her designee.

   The employee's compensation will typically be increased by ten (10) percent for the period of time in any interim appointment. After the interim appointment has been completed, the employee will typically return to her/his original position at the previous compensation.

c) *Part-time employees.* Part-time employees will be hired at the minimum rate of compensation of the position into which the employee was hired with limited exceptions based on experience and market demand. Exceptions will have to be approved by the County Manager or his/her designee.

d) *Differentials and Stipends*. From time to time there exist unique situations that may require additional compensation to employees who provide specific service that is above and beyond the normal requirements of the position they are in (for example SWAT Team, language skills). These services may be rendered for a specific period of time or on an on-going “as needed” basis. Such situations will be recommended by department heads for consideration, based on the needs of the department to the County Manager or his/her designee for review. Compensation may be addressed by way of differential or stipend to an individual employee, or class of employees, and paid in such manner as the County Manager or his/her designee may determine appropriate for the situation.

Compensation when a position change occurs.

Position changes may affect an employee's compensation rate. The degree of change, if any, depends upon the type of position change. All position changes and pay adjustments are subject to approval of the County Manager or his/her designee. Pay adjustments in general will occur at the time of the position change.

a) *New hire/appointment.* Newly hired employees will generally be paid at the minimum of the compensation range for the classification of the position into which the employee has been hired, except those employees with trainee/work against status. Employees may be paid above that rate if education/experience, internal equity, department turnover, conditions of the labor market, or recruiting challenges warrant higher compensation in the discretion of the County Manager or his/her designee.
Appointments above the hiring rate may be made with the approval of the County Manager or his/her designee when deemed necessary in the best interest of the County. The County Manager or his/her designee may authorize a starting pay up to midpoint of the salary range without any further notification to the Board of Commissioners. The County Manager or his/her designee may also authorize starting pay above the midpoint of the salary range, but in such cases the County Manager or his/her designee must notify the Chairman of the Board of Commissioners within one (1) week after doing so.

   New hire pay for part-time or temporary status will be paid at an hourly rate within the established range.

b) *Promotion.* Employees may be promoted in appropriate circumstances. The terms and conditions of all promotions must be approved in advance by the County Manager or his/her designee. A promoted full-time employee's annual compensation will typically be increased (a) by six (6) percent of his or her current compensation or (b) to the "compensation range minimum" set forth in the then-prevailing pay plan that corresponds with the position to which he or she has been promoted, whichever is greater. Higher promotional increases may be approved by the County Manager or his/her designee based on the requirements of the new position, internal equity, recruitment difficulties, or the unique or unusual skills of the promoted employee. A promoted part-time employee's pay rate will be increased to minimum hourly rate set forth in the then-prevailing Pay Plan that corresponds with the position to which he or she has been promoted to. Nothing herein shall be construed as creating a property right in employment.

c) *Reclassification/ Initial Classification.* Classification is the process of evaluating a position for substantial and long-term changes in the assigned duties and responsibilities. See Classification Plan Policy for a description of this process.

   When an employee occupies a position that is evaluated, and the position moves to a higher pay grade, then the employee's compensation will increase by at least six (6) percent or to the minimum compensation of the higher pay grade, whichever is greater. Higher increases in compensation for reclassification may be approved by the County Manager or his/her designee based on the requirements of the new position, the amount of the grade movement, and internal equity.

d) *Lateral transfer.* A lateral transfer occurs when an employee moves into another position at the same grade level. Employees' pay will be evaluated by the County Manager or

his/her designee when making a lateral transfer. Lateral transfers must be reviewed and approved by the County Manager or his/her designee.

e) *Demotions.* Employees may be demoted in appropriate circumstances. The terms and conditions of all demotions must be approved in advance by the County Manager or his/her designee. A demoted employee's annual compensation will be evaluated and addressed by the County Manager or his/her designee at the time of demotion based on, for example, the reason for the demotion, the number of pay plan grades by which the employee's position is being demoted, or internal equity issues.

f) *Amendment of compensation prescribed by pay scale.* If the county elects to amend the pay scale, then the rates at which employees are compensated may be adjusted accordingly.

g) *Career Ladder.* Some job classifications have objective, measurable, specific criteria which separate them from jobs in the same job series, but do not necessarily take them into a higher pay grade or different classification. These advancements are made by natural progression, pay and job title will be adjusted upon completion of the requirement(s) as listed in the position description, trainee classification specifications or career ladder plan as adopted.

h) Suspensions. The limited and temporary extent to which suspensions, paid or unpaid, disciplinary or administrative, affect compensation are explained in the Disciplinary Practices Policy in the Burke County Personnel Policies.

The Adverse Events (Policy 043) reads as follows:

BURKECOUNTY
ALL ABOUT ADVANCING

Policy Title: Adverse Events		
Number: 043	Effective Date: 10/01/2025	Revision Date: 08/02/2025

Purpose

The policy applies to all Burke County employees and addresses how the County will compensate employees during an adverse event (weather or other public safety circumstance).

General Statement

Burke County is called upon to address various events (weather related, emergency situations, public health issues, etc.) which may cause non-essential employees to miss work due to closure of select County services/departments. Many County employees are designated as essential personnel for such events and periods of closure that may occur and are expected to work, albeit perhaps in ways that are not “normal”. Clarity of thought process is essential for employees to make personal decisions relating to reporting for work during such unusual situations.

Guidelines

Whether Burke County government offices are open or closed, employees are encouraged to use their judgement to determine their safety needs during severe weather or other events and act accordingly.

Employees must notify their supervisor prior to leaving work early during their normal schedule to avoid severe weather or other conditions.

Employees who cannot report to work due to weather or other adverse conditions must notify their supervisor as soon as possible before the beginning of their shift and report to work when safety permits.

For the purposes of this policy, normal County operating hours are Monday – Friday, 8:00 am – 5:00 pm. Closures relating to adverse events are based on hours within this schedule. Departments that operate outside of this schedule and have closure due to adverse events are typically not considered in the accrual of adverse time.

Definitions

Adverse Event– Typically a temporary closure of County facilities or departments due to an event (snow, ice, wildfire, flooding, facility operational issues, etc.) which may create adverse conditions or safety concerns. Such closures of County offices will be determined and announced by the County Manager.

Essential Personnel – For the purpose of this section essential personnel is defined as County employees that are required to work to maintain essential operations, as defined by their department head or County Manager, and/or employees that are required/authorized to perform specialized work during periods of closure. Department Heads make the determination as to which positions and employees, if any, are considered “essential personnel.” Typically, public safety personnel - 911, Sheriff’s Office, Detention Center, EMS and Fire Marshall employees are considered essential personnel.

Pay Parameters

Non-essential Personnel.

When County offices are closed due to inclement weather or other event, non-essential regular full time and regular part time (benefitted) employees will receive compensation to make their pay “whole” for the pay period in which a closure occurs. “Whole” in this context means that the employee will be held harmless against loss of wages due to the closure which results in the employee working less than their normal weekly base number of hours, in most cases 40 hours per week. BY way of example, if the employee actually worked 39 hours in that pay week, the employee will receive 1 hour of adverse pay, making their pay “whole” to the 40 hours total, even though the closure may have been for more than 1 hour.

Employees who had previously scheduled PTO are not eligible for Adverse time that falls on that PTO day.

Employees on FMLA or Leave without Pay are not eligible for Adverse time that falls within their window of leave.

Essential Personnel.

Essential personnel who are scheduled to work during the closure will be ~~paid~~ compensated for actual hours worked. ~~and will additionally be paid the applicable amount of adverse pay for the number of hours of the closure as determined by the County Manager.~~ At the discretion of the County Manager or his/her designee, additional compensation may be considered for those employees who are required to work during an Adverse Event. Additional compensation is not guaranteed, and determination of additional compensation might include, but not be limited to, reviewing of the following criteria:

- How long was the closure?
- Did the County operate the Emergency Operations Center (EOC)? If so, for how long was the EOC operational?
- Did the County issue a State of Emergency?
- What was the severity of the event?
- What unusual duties, requirements or functions did those essential employees have during the event in addition to normal duties?

Compensation for Adverse Events is not pay for hours worked and therefore is not included in calculations for overtime premium or compensatory time as may apply.

Adverse Event when County offices remain open.

When County offices remain open for business, all employees are expected to report for their scheduled shift. Due to reasonable discretionary judgment of the employee as to whether it is safe for them to travel to work during an Adverse Event when County offices remain open for business, an employee who does not work their scheduled hours must use 'leave' in order to be paid for the hours not worked. Leave usage will be in the following order:

- compensatory (comp) time
- vacation leave may be used if compensatory time is exhausted
- if no leave available, employee will be unpaid for those hours missed.

The Drug and Alcohol-Free Workplace (Policy 036) reads as follows:

BURKE COUNTY
ALL ABOUT ADVANCING

Policy Title: Drug and Alcohol-Free Workplace		
Number: 036	Effective Date: 10/01/2025	Revision Date: 04/20/2026

Purpose

This policy applies to all applicants and employees of Burke County. The purpose is to ensure that all employees have a workplace that is safe and free of alcohol and controlled substances and that Burke County citizens enjoy service from employees who are focused and prepared to deliver service appropriately.

General Statement

Burke County is committed to the goal of a drug and alcohol-free workplace. This commitment is based on the belief that it is the County's responsibility to maintain a safe and healthy working environment for employees and a productive, effective workforce for the citizens of the county. This policy is intended to comply with all applicable federal and state laws governing anti-drug and alcohol programs, including those adopted by the U. S. Department of Transportation (DOT), for job specific applicable standards set for law enforcement, public safety and select other occupations and is designed to safeguard employee privacy rights to the fullest extent of the law.

Guidelines

Prohibited Behavior:

a. The unauthorized use, consumption, possession or storage, manufacture, distribution, dispensation or sale of alcohol, controlled substances, illegal drugs or drug paraphernalia on County premises or any County work area, in County vehicles, or while on County business.
b. Reporting to work or working while under the influence of illegal drugs, nonprescribed drugs or alcohol, on County premises or any County work area, in County vehicles, or while on County business.
c. The use or possession of alcohol or illegal drugs off County premises and while not on duty where such conduct could likely have a direct and material adverse impact on the County's interests, including public image.
d. Conviction of selling illegal drugs or of possession with intent to sell illegal drugs at any time or place. Conviction of any criminal drug or alcohol statute at any time or place— for some positions, to be evaluated on a per case basis for relevancy to job.
e. Failure to notify the County of any arrest or conviction under any criminal drug or alcohol statute by the next workday following the arrest or conviction.
f. Failure to notify the employee's supervisor, before beginning to work, that the employee is taking prescription or over-the-counter drugs which may interfere with the safe and effective performance of duties.
g. Refusal to immediately submit to an alcohol and/or drug test when requested by a supervisor, in accordance with this policy.
h. Failure to adhere to the requirements of any drug or alcohol treatment program in which the employee is enrolled as a condition of continued employment.
i. Tampering with or obstruction of a drug or alcohol test being administered by or for the County.

RESPONSIBILITY

The Human Resources Director is responsible for administering this policy and ensuring that employees are informed of the County policy during the new employee orientation. The Human Resources Director, under the direction of the County Manager or his/her designee, will approve and be the focal point for the selection of new employees and for disciplinary measures to be taken with current employees based on guidelines described in this policy. Any confidential information on substance abuse may be communicated by the Human Resources Director to the proper authority on a need-to-know basis.

Under federal guidelines, certain classes of employees are subject to special actions, such as random testing. For the County, these classes include employees in safety-sensitive and security-sensitive positions. The Human Resources Director will maintain a comprehensive list of these positions subject to special actions, but generally the list will include, but is not limited to, sworn law enforcement officers; detention officers; EMS employees, 911 Communications employees, nursing staff, and anyone who operates, maintains, or provides direct supervision of the operation or maintenance of heavy equipment or any vehicle requiring a CDL to operate.

Alcohol and drug free workplace issues in the Sheriff's Office will be the responsibility of the Sheriff. The Sheriff will be responsible for reporting tests results as required to the North Carolina Sheriff's Education and Training Standards Commission on employees holding certification from that Commission.

Department heads are responsible for the proper application of the procedures in their departments and for holding supervisors accountable for the daily implementation of the policy. Department heads and supervisors shall be responsible for identifying abuse related behavioral and performance problems, following the proper referral for testing, and taking appropriate disciplinary measures. Failure to take action when the supervisor has reasonable cause to believe an employee is impaired while at work will result in disciplinary action being taken against the supervisor. If in doubt about what action to take, the supervisor should consult with the department head, the Human Resources Director or the County Manager. It is also the supervisor's responsibility to protect the privacy, confidentiality, and dignity of employees by minimizing the number of employees who learn of suspicions involving a co-worker's possible substance abuse or actions taken against that employee.

As a condition of employment, all employees are responsible for knowing and following the requirements of this policy. Employees are expected to report for work and perform their jobs in a sober condition, free of any illegal drugs or alcohol, or abuse of any legally prescribed or over-the-counter drugs. Employees shall inform their supervisor if they are taking or intending to take any prescribed or over-the-counter drugs or other substance which might impair their ability to satisfactorily and safely perform their job. They need not give the supervisor specific medical information, but rather simply inform the supervisor of the impact on job performance to allow the supervisor to evaluate and determine the appropriate course of action.

PROCEDURES—Employee Rehabilitation

Subject to the approval of the County Manager or his/her designee an employee who voluntarily notifies his/her supervisor of a substance abuse problem or dependency prior to any policy violation or disciplinary action may be granted a medical leave in accordance with County policy to undergo an agreed-to certified rehabilitation program which requires the employee to be absent from his/her duties. Return to work will be authorized upon certification to the Human Resources Department of successful completion of the program and a negative test result. Return to work will be conditional upon consent for random follow-up testing for a period of two (2) years. Positive results on a test will result in immediate dismissal with no opportunity for re-employment.

PROCEDURES—Conditions and Procedures for Testing

Results of all drug and alcohol tests, agreement or refusal to submit to them and any rehabilitation information are confidential information and must be treated as such. Only those with a need to know may have access. These procedures are compliant with N.C.G.S. Chapter 20, Controlled Substance Examination Regulation, § 95-230 – 236.

A positive drug test for controlled substances will result in withdrawal of the conditional offer of employment for applicants, or termination of employment for County employees. However, in cases involving substances that may be lawfully obtained, the County reserves the right to conduct an individualized assessment to determine the eligibility for hire or continued employment. Factors may consider the nature of the position, potential impairment, and applicable state or federal requirements. The County retains the sole discretion in making final employment determinations.

Failure to submit to a drug test, whether it be for Pre-Employment, Reasonable Suspicion, Post-Accident or a Random Drug Test, will result in a withdrawal of the conditional offer of employment for applicants, or termination of employment for employees of the County.

To enforce this policy, drug/alcohol tests may be administered as follows:

a. Pre-employment: Applicants accepting a conditional offer of employment in any position will be required to submit to a test before being hired. Applicants who test positive for illegal substances will not be considered for employment with the County for two (2) years after the test date. Instances in which a candidate may have tested positive for a substance legally obtained, may be allowed to be reconsidered for employment within 45 days of the original test date at the discretion of the County Manager or his designee. Candidate allowed to retest will be subject to random screenings for a period of one year from their hire date.

b. When the hiring department makes a conditional offer to a candidate the human resources department arranges for the candidate to be tested. The Human Resources Department receives the results and notifies the hiring department.

c. Reasonable Suspicion: Employees may be required to submit to a test if reasonable suspicion of illegal drug use or drug/alcohol use/abuse exists. “Reasonable suspicion” is a belief based on objective facts sufficient to lead a reasonable person to suspect an employee is impaired and incapable of satisfactorily and safely performing assigned duties and responsibilities. It is a quantity of proof or evidence that is more than just intuition or strong feeling; it must be based on facts. Facts supporting a reasonable suspicion determination include, but are not limited to, any one or more of the following: direct observation of prohibited drug or alcohol use; slurred speech; irregular or unusual speech patterns; impaired judgment; marijuana or alcohol odor; uncoordinated walking or movement; unusual or irregular behavior such as inattentiveness, listlessness, hyperactivity, hostility or aggressiveness; a pattern of excessive absenteeism, tardiness or deterioration in work performance; a pattern of unexplained preventable accidents or information based on specific, objective facts that an employee has caused or contributed to an accident at work while under the influence of alcohol or drugs; a report of alcohol or drug use by an employee while

at work by a credible source; possession of alcohol or drugs; evidence an employee is involved in the unauthorized possession, sale, solicitation or transfer of alcohol or drugs while working or while on the County's premises or operating a County vehicle, machinery or equipment; arrests, citations and deferred prosecutions associated with drugs or alcohol.

i. When there is reasonable suspicion, the supervisor shall consult the County Manager or his/her designee immediately and follow instructions to:

A. Arrange for another supervisor to verify reasonable suspicion, if possible.

B. Confront the employee privately about the performance/behavioral issues, stating suspicions, and allow the employee to state a reasonable explanation. A second party, preferably the department head or another supervisor, should be present.

C. The supervisor will inform the employee that a reasonable suspicion test is an obligation and refusal to submit to it will result in termination. If the employee agrees to take the test, the employee will be informed that she/he is suspended with pay and will be notified whether or not and under what circumstances she/he will be allowed to return to work. The supervisor will transport the employee to the appropriate testing facility. The sample should be taken as soon as is practicable from the time the employee is suspected, but no later than two (2) hours following the determination of reasonable suspicion. If the test is not administered within two (2) hours, the supervisor must document the reason(s) that the test was not properly administered. If the testing is not done within two (2) hours due to some reason other than the employee's refusal, the following should occur:

D. The employee shall not be allowed to remain on duty until a negative test result is obtained or twenty-four hours have elapsed following the determination of reasonable suspicion.

E. If an employee is observed using a suspected substance, the supervisor may demand that the employee surrender the item and related paraphernalia.

F. Any employee who is unable to drive safely or is in need of medical assistance will be transported by a supervisor to a medical facility or to his/her home, as appropriate. If the employee refuses, she/he will be advised that local law enforcement authorities will be notified that an employee who seems to be "under the influence" is trying to leave the premises.

c. Post-accident: Employees will be tested following an on-the-job accident or other occurrence that involves one or more of the following events: a fatality, a serious injury to an employee

or other individual, substantial damage to vehicles or other property, or if the employee receives a citation under state or local law for a moving traffic violation arising from the accident. Employees may also be tested after a series of minor on-the-job accidents or injuries as determined by the department head and Human resources Director, subject to determination by the County Manager or his/her designee.

i. Following such an accident, the employee must immediately notify the supervisor and must submit to a test as soon as is practicable. The supervisor is responsible for transporting the employee to the appropriate testing facility. If a test is conducted by a law enforcement officer at the scene of the accident, the employee is required to immediately contact his/her supervisor to report the test result and to provide the supervisor with the name, badge number, and telephone number of the law enforcement officer who conducted the test. If the employee is hospitalized for injuries, arrangements will be made for the testing to be conducted at the medical facility to which the employee has been admitted.

ii. Post-accident tests will be administered as soon as possible, but ideally not more than eight (8) hours after the accident. An alcohol test should be administered within two (2) hours of an accident. If unable to test within (2) hours, the supervisor must document the reason(s) for the time delay. If the test is not performed within eight (8) hours, the supervisor will cease attempts to administer the test and will document the reason(s) why the test was not conducted. The employee must refrain from consuming alcohol for eight (8) hours following an accident or until the alcohol test has been completed, whichever comes first. The employee must remain available for drug and alcohol testing or it will be considered a refusal, unless the employee is seriously injured.

iii. Return-to-duty and follow-up: Employees who have voluntarily removed themselves from their job duties and have voluntarily undergone and successfully completed treatment for drug or alcohol abuse must submit to and furnish a negative test result prior to returning to duties. The return-to-duty test may involve both drug and alcohol tests, if the treating substance abuse professional indicates a multiple-substance abuse problem exists. These employees will also be subject to random, unannounced tests six (6) times a year for a period of up to two (2) years, as a condition of continued employment.

d. Random: Employees in designated safety-sensitive and security-sensitive positions will be subject to random, unannounced drug and alcohol screening. The Human Resources Director, with approval of the County Manager or his/her designee, will develop and maintain a list of jobs approved for random testing. The rate of random selection for drug and alcohol screening will be a percentage of the annual average employee base.

Every employee in the pool has an equal chance of being chosen each time a random selection is made. When an employee is required to submit to random testing, she/he will

be notified verbally by a supervisor. Failure to submit to testing will result in termination of employment.

PROCEDURES—Inspections and Searches

When there is reasonable suspicion, the County reserves the right to search employer owned items used by employees (e.g., desks, lockers, vehicles, equipment, etc.) and employees should not expect privacy in these containers. Search efforts may be conducted by the employee's supervisor or department head and a minimum of one (1) individual in a management, administrative or Human Resources position. Law enforcement officials and department heads will be notified in appropriate cases.

The County also reserves the right to search personal belongings (vehicles, handbags, briefcases, other containers, clothing and other personal effects) while on County premises or while conducting County business if there is reasonable suspicion of a violation of this policy. Such searches of employee's personal belongings will only be conducted by the Human Resources Director or designee, subject to approval of the County Manager or his/her designee, and one other individual in a management, administrative or human resources position, in the presence of the employee concerned and after notification of intent to conduct the search has been given. Refusal on the part of the employee to allow such a search will be subject to disciplinary action, up to and including dismissal.

PROCEDURES—Employee/Applicant Options

When an employee or applicant has taken a drug or alcohol screening and a result of positive has been returned to Burke County Human Resources, and the employee or applicant feels the test result is incorrect, he/she has the right to request a retest of the sample given at the original screening (if applicable) which will be in the custody of the facility that conducted the test. All reasonable costs for such retest will be born by the employee or applicant. The employee or applicant has the right to choose to use another licensed testing facility, but the retest may only be performed using the original sample. If there is no "sample" to be retested, the original result will stand. A request to retest the original sample must be received by Burke County Human Resources within 5 working days of delivery of result to the employee or applicant.

Employees may appeal disciplinary actions resulting from violations of this policy in accordance with the County grievance procedure outlined in this policy.

This policy shall be administered in accordance with all applicable federal, state and local laws and regulations. Where federal or state law impose stricter standards, those standards shall take precedence, regardless of the procedures listed in this policy.

OR — RESOLUTION AUTHORIZING EXECUTION OF THE REMNANT DEFENDANTS NATIONAL OPIOID SETTLEMENT PARTICIPATION DOCUMENTS

Burke County has received notice of a new national opioid settlement involving six (6) regional pharmaceutical distributors and dispensing entities: Associated Pharmacies, Inc. (and American Associated Pharmacies); J M Smith Corporation; Louisiana Wholesale Drug Company, Inc.; Morris and Dickson Co.; North Carolina Mutual Wholesale Drug Company, Inc.; and United Natural Foods, Inc. (including subsidiaries SuperValu and Advantage Logistics). This agreement is referred to as the Remnant Defendants Settlement.

Under the terms of the settlement, Burke County must formally opt-in to participate by executing a Combined Subdivision Participation and Release Form. Participation allows the County to receive its share of settlement funds distributed under the agreement and ensures continued alignment with North Carolina's statewide opioid settlement framework.

The deadline for eligible entities to return the participation form is May 4, 2026. Approval of the attached resolution authorizes the appropriate county official to execute the required participation documents on behalf of Burke County.

Motion: Resolution No. 2026-07 as presented.

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

Resolution No. 2026-07 reads as follows:

BURKE COUNTY
NORTH CAROLINA

RESOLUTION BY THE BURKE COUNTY BOARD OF COMMISSIONERS AUTHORIZING EXECUTION OF PARTICIPATION DOCUMENTS FOR THE REMNANT DEFENDANTS' NATIONAL OPIOID SETTLEMENT

WHEREAS, the opioid epidemic has caused significant harm to communities across the United States, including Burke County, North Carolina; and

WHEREAS, Burke County previously participated in national opioid settlements with certain manufacturers, distributors, and related entities, resulting in settlement funds distributed to North Carolina and its local governments for opioid remediation activities; and

WHEREAS, a new national opioid settlement has been reached with six regional distributors and dispensing entities, known as the Remnant Defendants, including:

- Associated Pharmacies, Inc. (and American Associated Pharmacies)
- J M Smith Corporation
- Louisiana Wholesale Drug Company, Inc.
- Morris and Dickson Co.
- North Carolina Mutual Wholesale Drug Company, Inc.
- United Natural Foods, Inc., including its subsidiaries SuperValu and Advantage Logistics; and

WHEREAS, this agreement is referred to as the Remnant Defendants Settlement, and eligible subdivisions, including Burke County, must formally elect to participate in the settlement by executing a Combined Subdivision Participation and Release Form; and

WHEREAS, participation in the settlement will allow Burke County to receive its allocated share of settlement funds, which will be distributed and used in accordance with the North Carolina Memorandum of Agreement governing opioid settlement funds; and

WHEREAS, the deadline for eligible subdivisions to opt in and return the required participation documents is May 4, 2026; and

WHEREAS, the Burke County Board of Commissioners finds that participation in the Remnant Defendants Settlement is in the best interest of the County and its residents.

NOW, THEREFORE, BE IT RESOLVED that the Burke County Board of Commissioners hereby authorizes Burke County to participate in the Remnant Defendants National Opioid Settlement.

BE IT FURTHER RESOLVED that the Burke County Board of Commissioners authorizes the County Manager, or his designee, to execute the Combined Subdivision Participation and Release Form and any related documents necessary for Burke County to participate in the settlement.

BE IT FURTHER RESOLVED that any funds received by Burke County as a result of this settlement shall be managed and expended in accordance with the North Carolina Memorandum of Agreement and applicable laws governing opioid settlement funds.

Adopted this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

ITEMS FOR DECISION

CLERK - APPOINTMENTS / REAPPOINTMENTS TO THE AMERICA 250 COMMITTEE (PLACE HOLDER)

Kat Wirght, Interim Clerk to the Board, reported that the terms of appointment ended April 16th for the following members of the America 250 NC Committee:

- Seat No. 2, Butch McSwain, Morganton City Council
- Seat No. 5, Waits Gordon, History Museum
- Seat No. 8, Deborah Jones, Burke Arts Council
- Seat No. 11, Bryant Lindsey, OVNCST
- Seat No.14, Leslie McKesson

Mr. Waits Gordon had passed away, and Deborah Jones had indicated she was not interested in serving another term. No applications meeting the qualifications had been received for Seat No. 8, while several applications had been submitted for the at-large Seat No. 14.

Chairman Brittain expressed the Board's condolences on the passing of Mr. Gordon and then called for a motion.

Motion: To remove Waits Gordon from the America 250 NC Committee roster due to his passing, and to extend the Board's condolences and appreciation for his service to Burke County.

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

Motion: To reappoint Butch McSwain to the America 250 NC Committee, Seat No. 2, Morganton City Council, for a 3-year term ending April 15, 2029.

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

Motion: To appoint Corwin Keys to the America 250 NC Committee, Seat No. 5, History Museum, for a 3-year term ending April 15, 2029.

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

Motion: To reappoint Bryant Lindsey to the America 250 NC Committee, Seat No. 11, OVNCST, for a 3-year term ending April 15, 2029.

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

Chairman Brittain opened the floor for nominations for Seat No. 14, at-large. Commissioner Stroud nominated Leslie McKesson. There being no further nominations, Chairman Brittain declared nominations closed and called for a motion.

Motion: To reappoint Leslie McKesson to the America 250 NC Committee, Seat No. 14, At-Large, for a 3-year term ending April 15, 2029.

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

CM - APPROVAL OF INTERLOCAL DEVELOPMENT AGREEMENT

Brian Epley, County Manager, presented information regarding an opportunity to enter into an interlocal development agreement and a memorandum of understanding as follows:

Development Agreement

Brian C. Epley, County Manager

Improving Lives in Burke County
SERVICE | SUPPORT | ENHANCEMENT

FY 25-26 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.

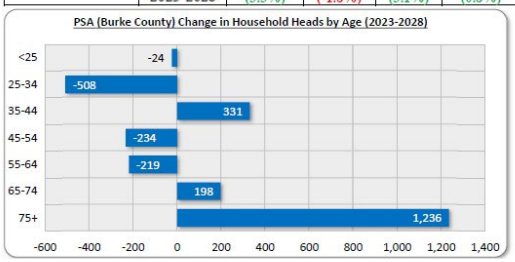
FOCUS AREA 5: EMPLOYER OF CHOICE
To promote a professional value-based employee centric workplace that promotes innovation, performance, and integrity, and differentiation.

BURKECOUNTY

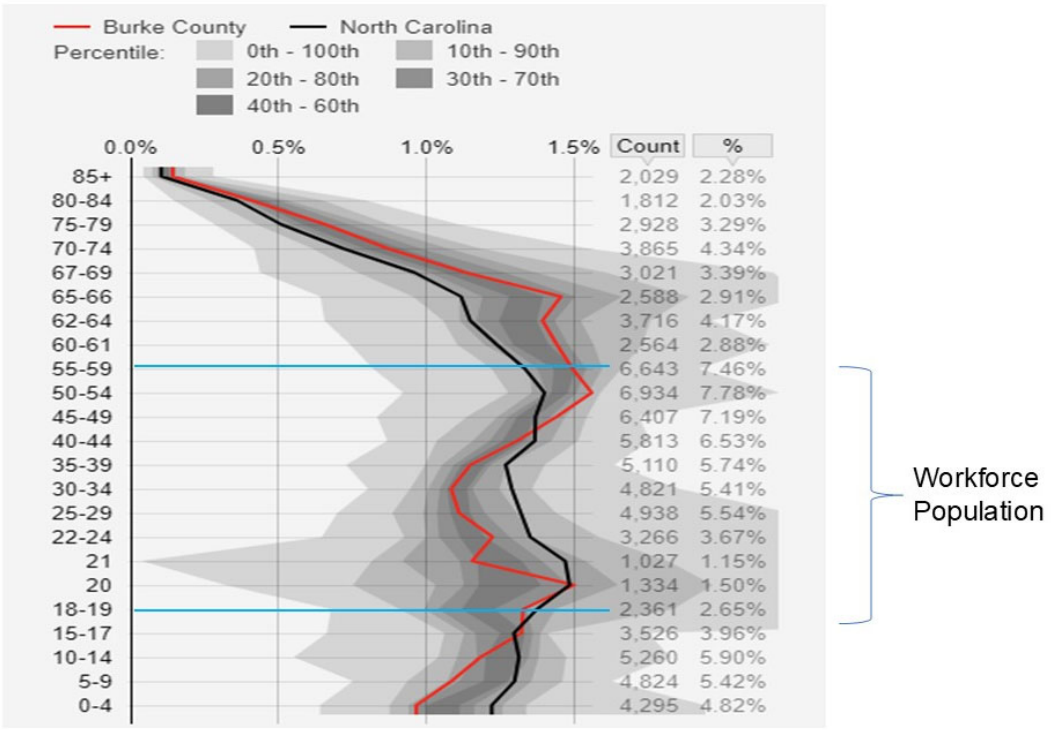
Demographics – Households By Age

County projections through 2028 indicate the **greatest growth** of household heads by age will occur among seniors ages **75 and older**, though notable growth will also occur among households between the ages of **35 and 44**. Similar trends are also projected for the Morganton Submarket (not shown) while the state of North Carolina will experience household growth among most age cohorts during this time.

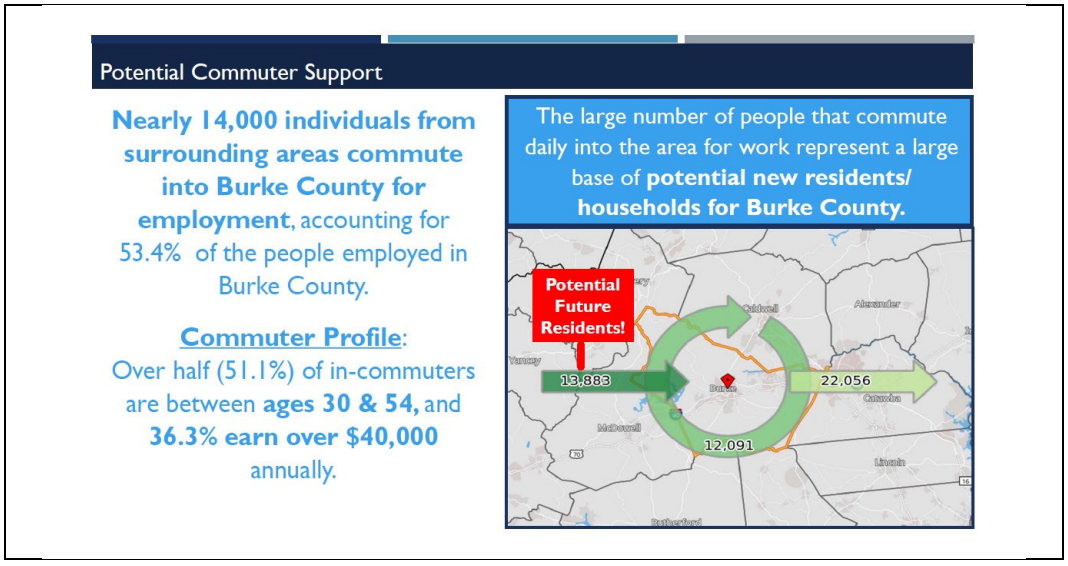
		Household Heads by Age						
		<25	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75+
Burke County	2010	1,182 (3.3%)	4,034 (11.3%)	6,323 (17.7%)	7,592 (21.2%)	7,107 (19.9%)	5,216 (14.6%)	4,310 (12.1%)
	2023	906 (2.5%)	4,286 (12.0%)	5,247 (14.7%)	6,037 (17.0%)	7,131 (20.0%)	6,905 (19.4%)	5,090 (14.3%)
	2028	882 (2.4%)	3,778 (10.4%)	5,577 (15.3%)	5,802 (15.9%)	6,912 (19.0%)	7,103 (19.5%)	6,327 (17.4%)
	Change 2023-2028	-24 (-2.6%)	-508 (-11.8%)	331 (6.3%)	-234 (-3.9%)	-219 (-3.1%)	198 (2.9%)	1,236 (24.3%)
North Carolina	2010	192,967 (5.2%)	588,691 (15.7%)	712,155 (19.0%)	771,236 (20.6%)	673,801 (18.0%)	443,532 (11.8%)	362,761 (9.7%)
	2023	184,917 (4.3%)	659,949 (15.3%)	751,282 (17.4%)	732,949 (17.0%)	784,882 (18.2%)	714,147 (16.6%)	485,316 (11.3%)
	2028	191,111 (4.3%)	648,223 (14.5%)	774,503 (17.4%)	738,911 (16.6%)	748,823 (16.8%)	746,808 (16.7%)	614,032 (13.8%)
	Change 2023-2028	6,194 (3.3%)	-11,726 (-1.8%)	23,221 (3.1%)	5,962 (0.8%)	-36,059 (-4.6%)	32,661 (4.6%)	128,716 (26.5%)



These trends will drive demand for family- and senior-oriented product.

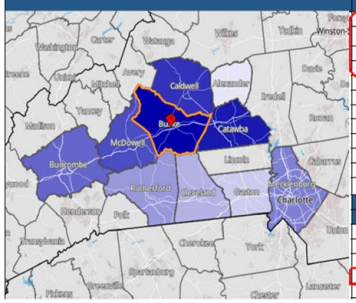


This space is intentionally left blank.



Commuter Origination

4,463 people (17.2% of all commuters) who commute into the county for work **drive more than 50 miles** (one way) each day. Many of these long-distance commuters represent the most likely future residents of Burke County.



Burke County Workforce – Top 10 Counties of Residence & Commute Distance - All Jobs (2019)

County	Number	Share
Burke County, NC	12,091	46.6%
Catawba County, NC	2,599	10.0%
Caldwell County, NC	2,555	9.8%
McDowell County, NC	1,112	4.3%
Buncombe County, NC	470	1.8%
Mecklenburg County, NC	464	1.8%
Rutherford County, NC	463	1.8%
Cleveland County, NC	456	1.8%
Gaston County, NC	388	1.5%
Alexander County, NC	340	1.3%
All Other Locations	5,036	19.4%
Total	25,974	100.0%

Commute Distance		
Distance	Number	Share
Less than 10 miles	11,525	44.4%
10 to 24 miles	6,795	26.2%
25 to 50 miles	3,191	12.3%
Greater than 50 miles	4,463	17.2%
Total	25,974	100.0%

Less than half (46.6%) of Burke County workers are residents of Burke County. Catawba County (10.0%), Caldwell County (9.8%), and McDowell County (4.3%) contribute the next largest shares of Burke County employees, with nearly 6,300 workers originate from these three counties.

Burke County

North Carolina

BURKE COUNTY MLS DATA

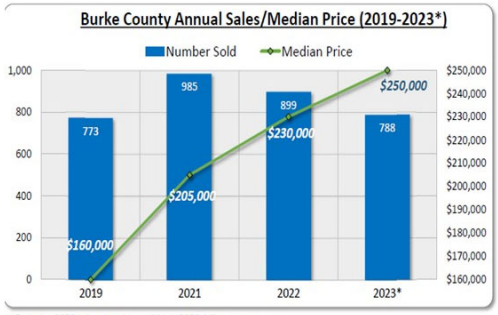
	March			Year to Date		
Key Metrics	**2023**	**2024**	Percent Change	**Thru 3-2023**	**Thru 3-2024**	Percent Change
New Listings	97	**106**	+ 9.3%	229	**266**	+ 16.2%
Pending Sales	88	**88**	0.0%	216	**217**	+ 0.5%
Closed Sales	76	**63**	- 17.1%	167	**160**	- 4.2%
Median Sales Price*	$233,825	**$270,000**	+ 15.5%	$245,000	**$240,000**	- 2.0%
Average Sales Price*	$266,269	**$277,723**	+ 4.3%	$286,222	**$275,528**	- 3.7%
Percent of Original List Price Received*	95.4%	**95.0%**	- 0.4%	95.4%	**93.9%**	- 1.6%
List to Close	93	**79**	- 15.1%	88	**82**	- 6.8%
Days on Market Until Sale	36	**38**	+ 5.6%	40	**41**	+ 2.5%
Cumulative Days on Market Until Sale	41	**41**	0.0%	45	**44**	- 2.2%
Average List Price	$326,943	**$403,223**	+ 23.3%	$315,098	**$357,859**	+ 13.6%
Inventory of Homes for Sale	107	**158**	+ 47.7%	--	--	--
Months Supply of Inventory	1.6	**2.4**	+ 50.0%	--	--	--

* Does not account for sale concessions and/or downpayment assistance. | Percent changes are calculated using rounded figures and can sometimes look extreme due to small sample size.

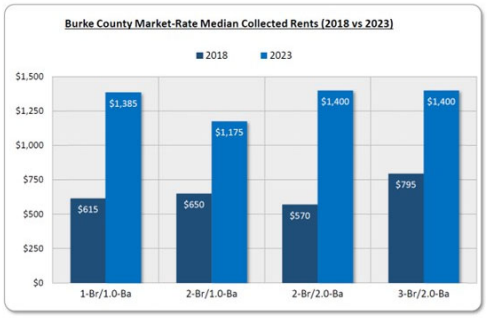
BURKE COUNTY MLS DATA

	March			Year to Date		
Key Metrics	**2024**	**2025**	Percent Change	**Thru 3-2024**	**Thru 3-2025**	Percent Change
New Listings	489	**489**	0.0%	1,247	**1,347**	+ 8.0%
Pending Sales	399	**385**	- 3.5%	1,021	**1,053**	+ 3.1%
Closed Sales	323	**319**	- 1.2%	827	**906**	+ 9.6%
Median Sales Price*	$284,000	**$292,000**	+ 2.8%	$279,900	**$291,500**	+ 4.1%
Average Sales Price*	$332,990	**$367,826**	+ 10.5%	$321,077	**$352,609**	+ 9.8%
Percent of Original List Price Received*	96.3%	**94.8%**	- 1.6%	94.9%	**94.4%**	- 0.5%
List to Close	89	**100**	+ 12.4%	90	**100**	+ 11.1%
Days on Market Until Sale	44	**55**	+ 25.0%	46	**56**	+ 21.7%
Cumulative Days on Market Until Sale	48	**66**	+ 37.5%	50	**65**	+ 30.0%
Average List Price	$412,770	**$439,579**	+ 6.5%	$384,388	**$426,534**	+ 11.0%
Inventory of Homes for Sale	767	**1,024**	+ 33.5%	--	**--**	--
Months Supply of Inventory	2.4	**3.0**	+ 25.0%	--	**--**	--

Cost of Housing Change



*Excludes 2020 sales data (unavailable); 2023 full year projection

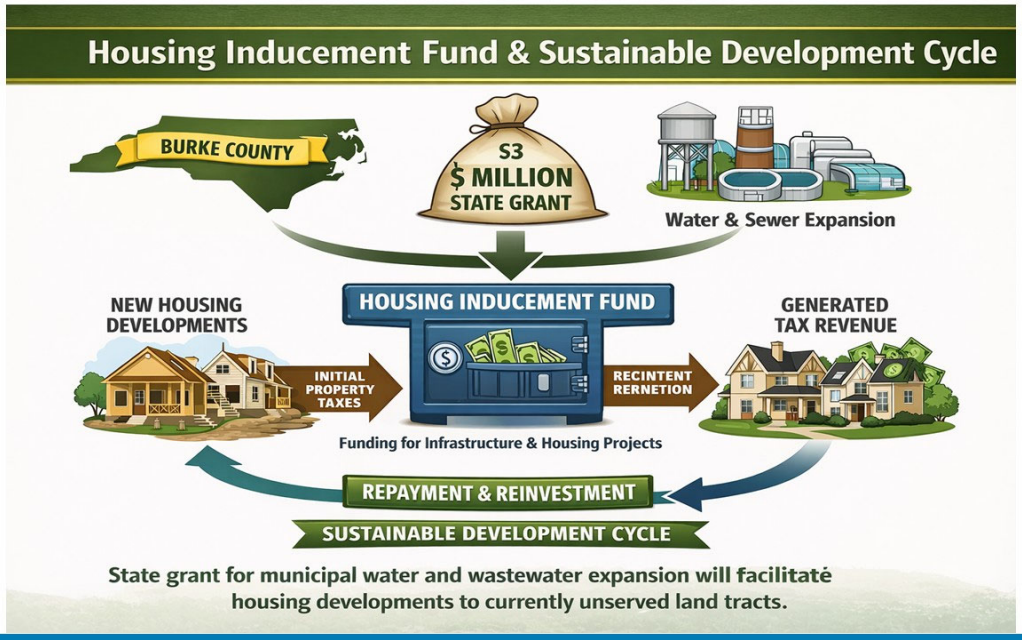


Housing Gap Estimates (For-Sale Housing)

Burke County has an **Overall For-Sale Housing Gap** of **Approximately 3,323 Residential Units** at a **Variety of Affordability Levels.**

	Burke County, North Carolina For-Sale Housing Gap Estimates (2023-2028)			
Percent of Median Income	**≤ 50%**	**51%-80%**	**81%-120%**	**121%+**
Household Income Range	**≤$35,650**	**$35,651-$57,040**	**$57,041-$85,680**	**$85,681+**
Price Point	**≤ $118,833**	**$118,834-$190,133**	**$190,134-$285,600**	**$285,601+**
Household Growth	-871	-607	163	2,139
Balanced Market	182	157	112	244
Replacement Housing	179	78	36	36
External Market Support	374	217	199	400
Severe Cost Burdened	197	98	33	0
Step-Down Support	0	872	988	-1,860
Less Pipeline Units	0	0	-14	-29
Overall Units Needed	**61**	**815**	**1,517**	**930**

The greatest gap appears to be for housing priced between $190,134 and $285,600 (1,517 units) for households generally earning between $57,041 and $85,681.



Development Agreement Overview

Project Overview

- VALDESE BLUFFS DEVELOPMENT.
- APPROX. 140 RESIDENTIAL LOTS.
- SINGLE-FAMILY HOMES + AMENITIES.
- ESTIMATED $49M TAX BASE.
- ~$275K ANNUAL COUNTY TAX REVENUE.

Parties Involved

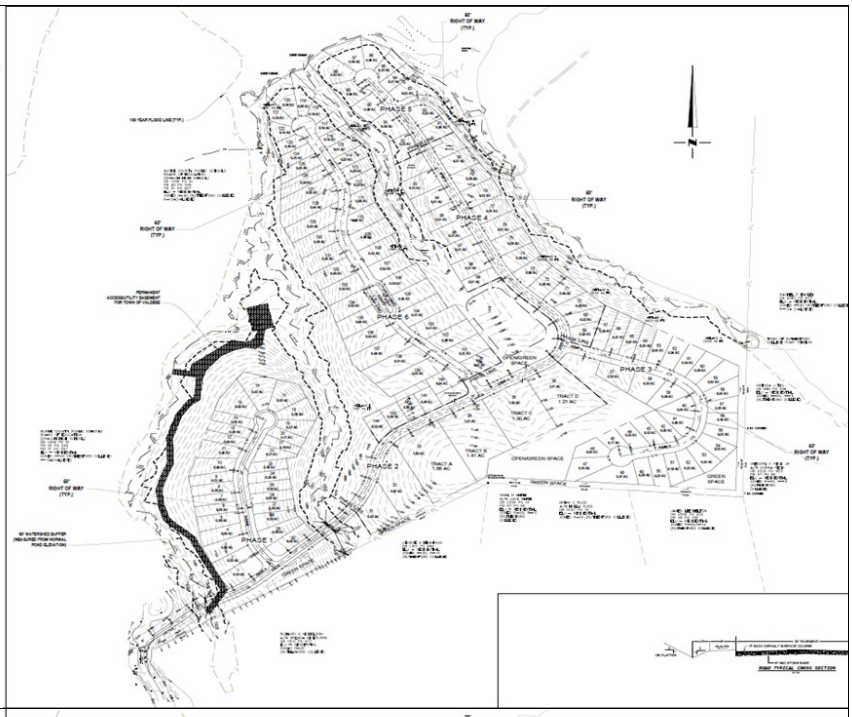
- Burke County, NC
- Town of Valdese
- Natural Land Alliance, Inc.
- Collectively referred to as 'Parties'.

Valdese Bluffs Housing Development

- Permitting Complete
- SWC In Process

- 140 Single Family Homes
- +/- 1,800 square feet
- $350k Average Value

- Public Infrastructure Need $1.6M
  - Phase I (Town)
    - $800,000
  - Phase II (Town + County)
    - $800,000
      - $400k Town
      - $400k County



Business Model Analysis
@ Full Build Out

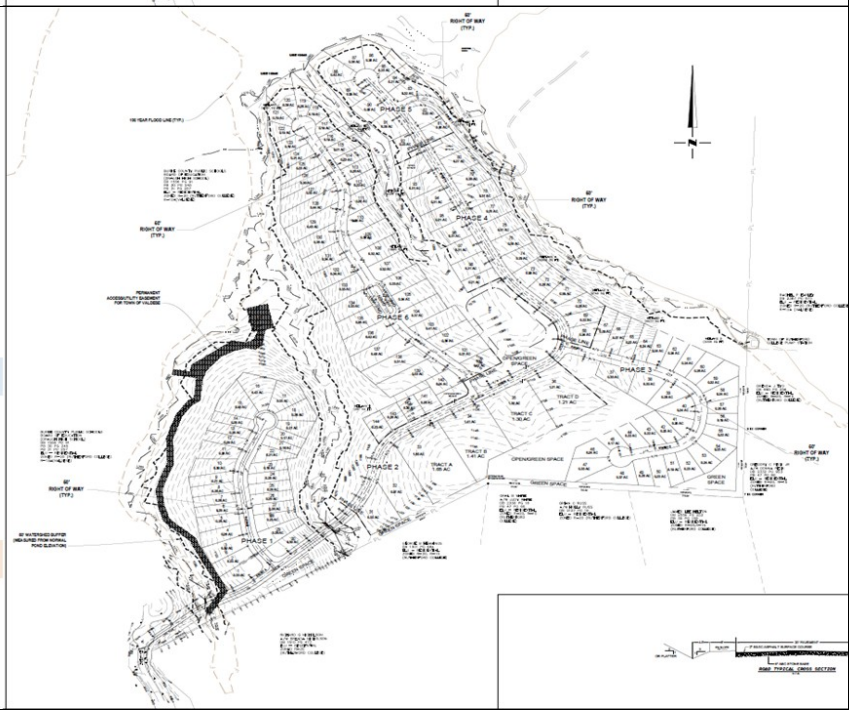
$ 350,000
(x) 140 units
$ 49,000,000

County Tax Revenue

$ 49,000,000 (x) .00555 = $271,950

Town Tax Revenue

$ 49,000,000 (x) .00415 = $203,350



This space is intentionally left blank.

Purpose of Agreement

- Provides long-term framework for phased development.
- Ensures coordination of public/private resources.
- Stabilizes development standards over time.
- Authorized under NC General Statutes 160D.

Public Sewer Obligations



LOCAL GOVERNMENTS MUST PROVIDE SEWER.



PUMP STATION + FORCE MAIN CONSTRUCTED AT THEIR COST.



DEADLINE TIED TO DEVELOPMENT START.



PUMP & HAUL REQUIRED IF SEWER DELAYED.

Developer Obligations

- Install on-site infrastructure (roads, stormwater, utilities).
- Meet development schedule.
- Provide annual progress reports.
- Comply with ordinance.

Phase I - Performance Requirements

- Minimum 27 homes required.
- Avg. value: $350,000.
- 3-year deadline after sewer availability.
- Payments required if targets not met.

Financial Penalties



$14,440.87 PER MISSING DWELLING.



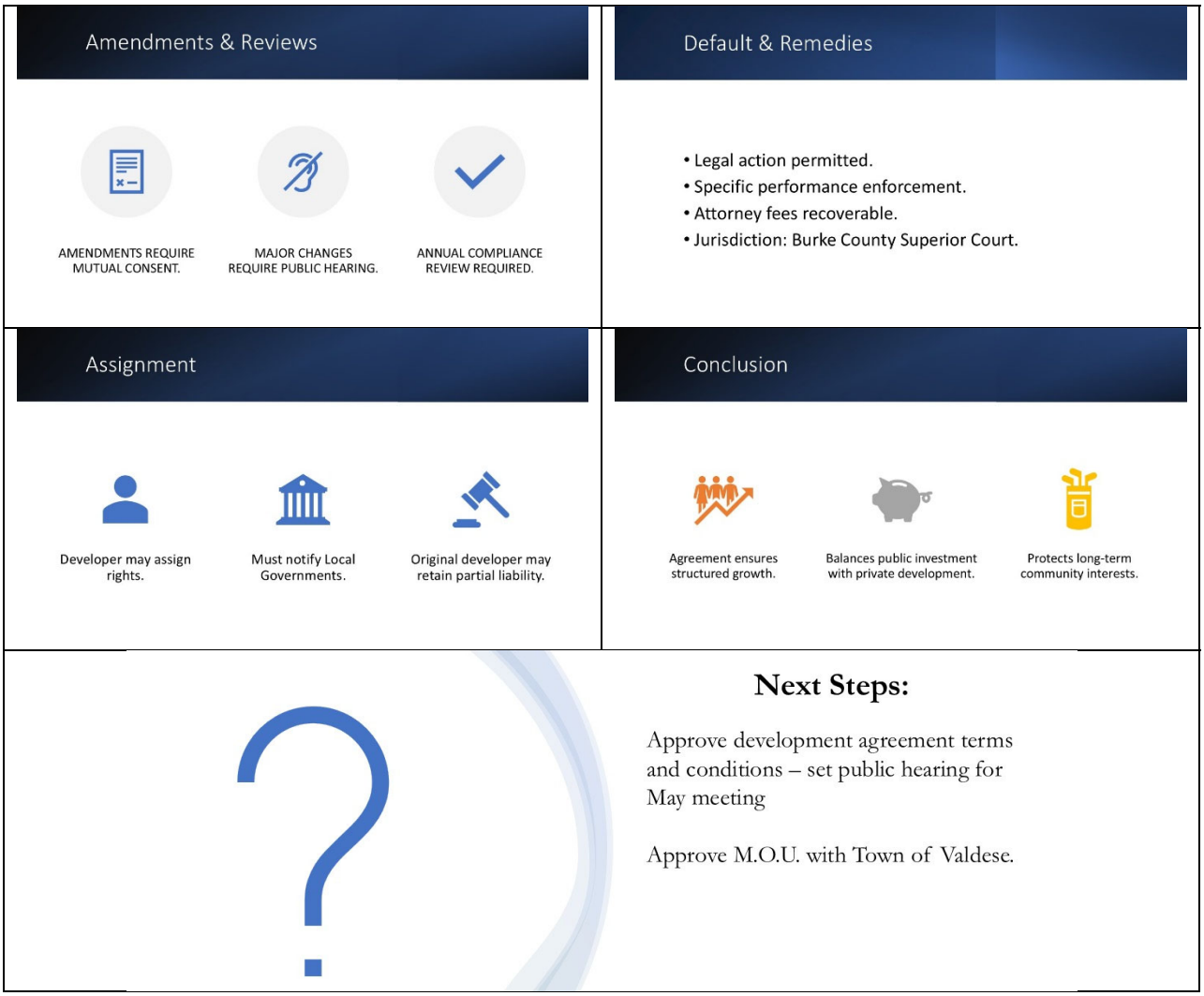
PER-DWELLING PENALTIES FOR LOW VALUE HOMES.



ENSURES RETURN ON PUBLIC INVESTMENT.

Security & Enforcement

- Deed of Trust secures obligations.
- County may foreclose if default.
- Permits may be withheld upon breach.



Chairman Brittain opened the floor for questions or comments; there being none, he called for a motion.

Motion: To approve the terms and conditions of the interlocal government agreement as presented, subject to review and/or revision by the County Attorney, and schedule a public hearing for May 18, 2026, at 6:00 p.m. or as soon thereafter as persons may be heard.

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

Motion: To approve a Memorandum of Understanding with the Town of Valdese and authorize the County Manager to execute any related documents, subject to review and/or revision by the County Attorney.

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

CM - APPROVAL OF ENGINEERING SERVICES CONTRACT FOR THE LANDFILL

Brian Epley, County Manager, explained that during the Board of Commissioners' November 3, 2026, pre-agenda meeting, the Board approved a temporary contract between Burke County and Garrett & Moore Engineering in the amount of $81,580 for landfill engineering services. This was a request to approve the full multi-year master services agreement.

Chairman Brittain opened the floor for questions or comments; there being none, he called for a motion.

Motion: To approve and ratify the Master Service Agreement between Burke County and Garrett & Moore, Inc. for landfill engineering services.

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

CM - DESIGNATION OF DEPUTY FINANCE OFFICER

Brian Epley, County Manager, requested the adoption of a resolution deputizing Chandler Bumgarner, Accounting Manager, to allow him to conduct a pre-audit in the absence of the Finance Director.

Chairman Brittain opened the floor for questions or comments; there being none, he called for a motion.

Motion: To adopt Resolution No. 2026-12 as presented.

RESULT:	**ADOPTED [UNANIMOUS]**
MOVER:	Brian Barrier, Commissioner
AYES:	Jeffrey C. Brittain, Phil Smith, Brian Barrier, Randy Burns, and Mike Stroud

Resolution No. 2026-12 reads as follows:

BURKE COUNTY
NORTH CAROLINA

RESOLUTION DESIGNATING A DEPUTY FINANCE OFFICER

WHEREAS, the Board of Commissioners of the County of Burke, pursuant to North Carolina General Statute ("N.C.G.S.") § 159-24 of the Local Government Budget and Fiscal Control Act, has appointed a Finance Officer to serve the County with the powers and duties prescribed by law; and

WHEREAS, N.C.G.S. § 159-25(b) provides that checks or drafts on an official depository shall be signed by the Finance Officer or a properly designated Deputy Finance Officer and countersigned by another official designated for that purpose by the governing board; and

WHEREAS, N.C.G.S. § 159-28 authorizes the Finance Officer or a deputy finance officer approved by the governing board to perform the preaudit certification required by the Local Government Budget and Fiscal Control Act; and

WHEREAS, Margaret Pierce was appointed as the Finance Officer by Burke County effective August 1, 2018; and

WHEREAS, the County believes that it will be beneficial to the daily operations of the County to designate a Deputy Finance Officer to act in the absence or unavailability of the Finance Officer;

NOW, THEREFORE, BE IT RESOLVED by the Burke County Board of Commissioners that Chandler Bumgarner, Accounting Manager, is hereby designated and appointed as Deputy Finance Officer for the County, with authority to perform the preaudit of obligations and to sign checks or drafts on an official depository in accordance with N.C.G.S. §§ 159-25 and 159-28, in the absence or unavailability of the Finance Officer.

Adopted this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

FINANCE - PROPERTY SURPLUS SALES (RESERVE REQUIREMENTS NOT MET)
Margaret Pierce, Finance Director / Deputy County Manager, reported that at the February 16, 2026 meeting, the Board of Commissioners declined the high bids received for three (3) properties—REID# 12638 (Rockyford Street), REID# 38040 (Kirksey Drive), and REID# 38041 (Kirksey Drive)—as the bids did not meet the established reserve amounts, and directed staff to repost the properties for sale with the same reserve requirements. Following the rebid process through GovDeals, two (2) properties did not meet the established reserve amounts.

REID#	ADDRESS	ACRES	RESERVE	HIGH BID	VS. RESERVE
38040	Kirksey Drive	1.01	$22,500	$18,000	$ -4,500
38041	Kirksey Drive	1.47	$22,500	$17,800	$ -4,700

For these properties, the Board can (1) decline the high bids and re-post the properties with the same reserve amounts, (2) decline the high bids and repost with revised reserve amounts, (3) accept the high bids as received, or (4) take any other lawful direction regarding the disposition of the properties. Board direction was requested.

Chairman Brittain opened the floor for questions or comments and then noted that, according to the County tax records, REID# 38040 has a tax value of $10,100 and REID# 38041 has a tax value of $14,700. Commissioner Barrier commented that, after two (2) unsuccessful sale attempts, accepting the current bids would allow the properties to return to productive use and generate future property tax revenue. Chairman Brittain concurred and called for a motion.

Motion: To approve the property sales for REID# 38040 (Kirksey Drive) in the amount of $18,000 and REID# 38041 (Kirksey Drive) in the amount of $17,800, as presented.

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

TAX - TAX COLLECTION REPORT FOR PERIOD ENDING MARCH 31, 2026

John Bridgers, Tax Administrator, presented the Tax Collection Report for the period ending March 31, 2026, as follows:

Year-to-Date Revenue Collections

	Budget	Actuals To Date	% Collected	$ Remaining
Current Year Taxes	$ 60,495,871	$ 58,532,399	97%	$ 1,963,472
Discounts	(350,000)	(346,445)		
Delinquent Taxes	700,000	651,553	93%	$ 48,447
Interest and Fees	329,000	373,944	114%	$ (44,944)
	$ 61,174,871	$ 59,211,451		

2025-2026 Year-to-Date Levy

	Current Year Amended Levy	Current Year Collected	% Collected	$ Remaining
Property Tax	$ 55,964,519	$ 53,856,896	96%	$ 2,107,623
Motor Vehicles	$ 5,456,857	$ 4,676,258	86%	$ 780,599
Fire Tax	$ 6,506,939	$ 6,270,878	96%	$ 236,061

Chairman Brittain opened the floor for questions or comments; there being none, he called for a motion.

Motion: To accept the Tax Collection Report as presented.

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

TAX - TAX RELEASE AND REFUND REPORT FOR PERIOD ENDING MARCH 31, 2026

John Bridgers, Tax Administrator, presented the Release and Refund Report for the period ending March 31, 2026, as follows:

Tax System Refunds and Releases			
Report Amount	Rebilled Amount	Net Release	Refund Amount
$15,573.54	$6,499.84	$9,073.70	$0

Note: The Net Release results from the Report Amount minus the Rebilled Amount.

VTS Refunds Over $100	
	Refund Amount

VTS Adjustments	$404.39

Payee Name	Primary Owner	Bill #	Refund Description	Refund Reason	Create Date	Tax Jurisdiction	Levy Type	Change	Interest Change	Total Change
AVERY COUNTY TAX OFFICE	EKARD, KIRK WESLEY	0088165434	[AS0168] - Refund Generated due to adjustment on abstract # : 0088165434-2025-2025-0000 RMV	Change of County	3/10/2026	01	TAX	($94.35)	$0.00	($94.35)
						57	TAX	($85.00)	$0.00	($85.00)
						57	VEHICLE FEE	($20.00)	$0.00	($20.00)
									Refund	**$199.35**
BEATTIE, RAYMOND LOWELL	BEATTIE, RAYMOND LOWELL	0089719518	Refund Generated due to adjustment on Bill #0089719518-2025-2025-0000	Situs error	3/6/2026	01	TAX	$0.00	$0.00	$0.00
						57	TAX	($250.05)	$0.00	($250.05)
						57	VEHICLE FEE	($20.00)	$0.00	($20.00)
						23	TAX	$65.01	$0.00	$65.01
									Refund	**$205.04**
									Refund Total	**$404.39**

Bill #	Taxpayer Name	Bill Date	Operator ID (Name)	Release Date	Orig Bill Amount($)	Release Amount($)	Bill Amount after Release($)
TAX DISTRICT: BURKE COUNTY	**RELEASE REASON: Adjustment**						
0000018837-2025-2025-0000-00-REG	DALY, GEORGE S JR	7/1/2025	AMANDA CONLEY	3/20/2026	316.35	47.45	268.90
0000018851-2025-2025-0000-00-REG	DALY, GEORGE SHACKLEFORD	7/1/2025	AMANDA CONLEY	3/20/2026	103.90	15.59	88.31
0000021582-2025-2025-0000-00-REG	DALY, GEORGE SHACKLEFORD	7/1/2025	AMANDA CONLEY	3/20/2026	103.90	15.59	88.31
0000023821-2025-2025-0000-00-REG	DALY, GEORGE	7/1/2025	AMANDA CONLEY	3/20/2026	123.38	18.51	104.87
0000024412-2025-2025-0000-00-REG	DALY, GEORGE	7/1/2025	AMANDA CONLEY	3/20/2026	179.22	26.88	152.34
0000024413-2025-2025-0000-00-REG	DALY, GEORGE	7/1/2025	AMANDA CONLEY	3/20/2026	132.47	19.87	112.60
0000024915-2025-2025-0000-00-REG	DALY, MARY HUNTER	7/1/2025	AMANDA CONLEY	3/20/2026	843.02	126.45	716.57
0000026504-2025-2025-0000-00-REG	DALY, GEORGE SHACKLEFORD JR	7/1/2025	AMANDA CONLEY	3/20/2026	107.14	16.07	91.07
0000027211-2025-2025-0000-00-REG	DALY, GEORGE SHACKLEFORD	7/1/2025	AMANDA CONLEY	3/20/2026	120.13	18.02	102.11
0024021715-2024-2024-0000-00-REG	CARTER, PRENTISS L	7/15/2024	AMANDA CONLEY	3/23/2026	1,023.37	13.32	1,010.05
0024021715-2024-2024-0000-00-REG	CARTER, PRENTISS L	7/15/2024	AMANDA CONLEY	3/27/2026	1,010.05	312.51	697.54
0024021715-2025-2025-0000-00-REG	CARTER, PRENTISS L	7/1/2025	AMANDA CONLEY	3/23/2026	1,019.02	13.20	1,005.82
0024021715-2025-2025-0000-00-REG	CARTER, PRENTISS L	7/1/2025	AMANDA CONLEY	3/27/2026	1,005.82	309.72	696.10
0024087671-2025-2025-0000-00-REG	CHILDERS, RUSSELL KYLE	8/29/2025	LINDA WILBUR	3/16/2026	111.73	82.09	29.64
Subtotal					**6,199.50**	**1,035.27**	**5,164.23**
TAX DISTRICT: BURKE COUNTY	**RELEASE REASON: Deceased**						
0024064664-2022-2022-0000-00-REG	BRYANT, ROBERT	7/1/2022	LINDA WILBUR	3/12/2026	9.04	9.04	0.00
Subtotal					**9.04**	**9.04**	**0.00**
TAX DISTRICT: BURKE COUNTY	**RELEASE REASON: Sold/Traded**						
0000071538-2025-2025-0000-00-REG	YOUNT, JOHN WALTER	7/1/2025	KAYLA BURGESS	3/13/2026	108.73	108.73	0.00
0024069064-2025-2025-0000-00-REG	BATMAN, WILLIAM E	7/1/2025	KAYLA BURGESS	3/11/2026	52.20	52.20	0.00
0024084932-2025-2025-0000-00-REG	RICE, PAUL GARY	7/1/2025	KAYLA BURGESS	3/11/2026	84.61	84.61	0.00
0024100983-2026-2023-0000-00-REG	FARRIS, JOSHUA WAYNE	2/6/2026	KAYLA BURGESS	3/2/2026	7.84	7.84	0.00
0024100983-2026-2024-0000-00-REG	FARRIS, JOSHUA WAYNE	2/6/2026	KAYLA BURGESS	3/2/2026	7.28	7.28	0.00
0024100983-2026-2025-0000-00-REG	FARRIS, JOSHUA WAYNE	2/6/2026	KAYLA BURGESS	3/2/2026	6.66	6.66	0.00
Subtotal					**267.32**	**267.32**	**0.00**
TAX DISTRICT: BURKE COUNTY	**RELEASE REASON: Discovery Billing**						
0000011451-2026-2025-0000-00-REG	COX, ARETTA L	3/27/2026	LOENDORF JOSEPH	3/27/2026	341.75	92.00	249.75
Subtotal					**341.75**	**92.00**	**249.75**
TAX DISTRICT: BURKE COUNTY	**RELEASE REASON: Duplicate Billing**						
0000025351-2025-2025-0000-00-REG	POTEAT, RONDALL	7/1/2025	LINDA WILBUR	3/3/2026	1,110.83	24.97	1,085.86
0000054356-2025-2025-0000-00-REG	DUPUIS, ROSE	7/1/2025	LOENDORF JOSEPH	3/31/2026	32.44	32.44	0.00
0024085078-2025-2025-0000-00-REG	BAKER, MICHAEL L	7/1/2025	LINDA WILBUR	3/13/2026	9.16	9.16	0.00
0024085245-2025-2025-0000-00-REG	PAINTER, NATHAN	7/1/2025	KAYLA BURGESS	3/11/2026	60.74	60.74	0.00
0024085725-2025-2025-0000-00-REG	MARROQUIN-PASCUAL, MIKE BRYAN	8/29/2025	KAYLA BURGESS	3/11/2026	249.97	249.97	0.00
0024085970-2025-2025-0000-00-REG	DAVIS, MYONG SUK	8/29/2025	LOENDORF JOSEPH	3/12/2026	92.80	92.80	0.00
0024091620-2025-2025-0000-00-REG	BERRY, THOMAS LEE	8/29/2025	LOUISE JOHNSON	3/12/2026	12.49	12.49	0.00
0024091708-2025-2025-0000-00-REG	ALCON HERNANDEZ, ROBERT ANTHONY	8/29/2025	LOENDORF JOSEPH	3/18/2026	81.53	81.53	0.00
0024091759-2025-2025-0000-00-REG	SMART, JERRY ALAN	8/29/2025	LOENDORF JOSEPH	3/12/2026	84.14	84.14	0.00
0024091796-2025-2025-0000-00-REG	TALLENT, STORMIE MARIE	8/29/2025	LOENDORF JOSEPH	3/31/2026	60.54	60.54	0.00
0024092161-2025-2025-0000-00-REG	CONE, RICK ALLEN	8/29/2025	KAYLA BURGESS	3/12/2026	24.97	24.97	0.00
0024092436-2025-2025-0000-00-REG	KELLER, MICHAEL JONATHAN	8/29/2025	LOENDORF JOSEPH	3/13/2026	78.10	78.10	0.00
0024092458-2025-2025-0000-00-REG	CLINE, ALAN LEROY	8/29/2025	LOENDORF JOSEPH	3/13/2026	66.83	66.83	0.00
0024092600-2025-2025-0000-00-REG	LOWMAN, COLE GARRETT	8/29/2025	LOENDORF JOSEPH	3/16/2026	11.10	11.10	0.00
0024092818-2025-2025-0000-00-REG	ANDRES JUAN, DIEGO L	8/29/2025	LOENDORF JOSEPH	3/17/2026	245.98	245.98	0.00
0024092857-2025-2025-0000-00-REG	MCCLOUD, ABIGAIL MARRIE	8/29/2025	LOENDORF JOSEPH	3/12/2026	20.07	20.07	0.00

0024093116-2025-2025-0000-00-REG	CHRISTIE, JOSEPH WILLIAM 2ND	8/29/2025	LOENDORF JOSEPH	3/23/2026	138.19	138.19	0.00
0024093282-2025-2025-0000-00-REG	MICHAELS, ADAM JASON	8/29/2025	KAYLA BURGESS	3/11/2026	17.19	17.19	0.00
0024093302-2025-2025-0000-00-REG	WOODY, GARY RANDALL	8/29/2025	KAYLA BURGESS	3/12/2026	37.00	37.00	0.00
0024093329-2025-2025-0000-00-REG	BIVENS, CHRISTOPHER WAYNE	8/29/2025	KAYLA BURGESS	3/17/2026	139.70	139.70	0.00
0024093330-2025-2025-0000-00-REG	WRIGHT, KATHY WISE	8/29/2025	LOENDORF JOSEPH	3/13/2026	13.76	13.76	0.00
0024093374-2025-2025-0000-00-REG	CARSON, TREY NOLAN	8/29/2025	LOUISE JOHNSON	3/31/2026	13.75	13.75	0.00
0024093404-2025-2025-0000-00-REG	ANDRADE ROBLES, LUIS DEMETRIO	8/29/2025	LOENDORF JOSEPH	3/20/2026	28.68	28.68	0.00
0024093407-2025-2025-0000-00-REG	PUCKETT, WILLIAM EUGENE	8/29/2025	LINDA WILBUR	3/31/2026	98.70	98.70	0.00
0024098644-2026-2025-0000-00-REG	WHITE, KEITH MELVIN	2/16/2026	LOENDORF JOSEPH	3/24/2026	127.37	127.37	0.00
0024099001-2026-2025-0000-00-REG	POTEAT, RONDALL CHARLES	2/16/2026	LOENDORF JOSEPH	3/3/2026	61.38	61.38	0.00
0024100028-2026-2025-0000-00-REG	SMITH, TAMARA FLANNERY	2/16/2026	LOUISE JOHNSON	3/3/2026	20.17	20.17	0.00
0024100532-2026-2025-0000-00-REG	LOPEZ CRISTOBAL, JULIO CESAR	2/16/2026	LOENDORF JOSEPH	3/2/2026	135.64	135.64	0.00
Subtotal					**5,758.71**	**4,672.85**	**1,085.86**
TAX DISTRICT: BURKE COUNTY	**RELEASE REASON: Not in Burke County**						
0000081532-2018-2018-0000-00-REG	TURPIN, JAMES FLOYD	7/1/2018	KAYLA BURGESS	3/19/2026	11.19	11.19	0.00
0000081532-2019-2019-0000-00-REG	TURPIN, JAMES FLOYD	7/1/2019	KAYLA BURGESS	3/19/2026	11.09	11.09	0.00
0000081532-2020-2020-0000-00-REG	TURPIN, JAMES FLOYD	7/1/2020	KAYLA BURGESS	3/19/2026	9.98	9.98	0.00
0000081532-2021-2021-0000-00-REG	TURPIN, JAMES FLOYD	7/1/2021	KAYLA BURGESS	3/19/2026	8.99	8.99	0.00
0000081532-2022-2022-0000-00-REG	TURPIN, JAMES FLOYD	7/1/2022	KAYLA BURGESS	3/19/2026	8.99	8.99	0.00
0000081532-2023-2023-0000-00-REG	TURPIN, JAMES FLOYD	7/3/2023	KAYLA BURGESS	3/19/2026	6.53	6.53	0.00
0000081532-2024-2024-0000-00-REG	TURPIN, JAMES FLOYD	7/15/2024	KAYLA BURGESS	3/19/2026	6.20	6.20	0.00
0000081532-2025-2025-0000-00-REG	TURPIN, JAMES FLOYD	7/1/2025	KAYLA BURGESS	3/19/2026	6.15	6.15	0.00
0024021509-2018-2018-0000-00-REG	THOMPSON, BRANDON K	7/1/2018	KAYLA BURGESS	3/18/2026	27.26	27.26	0.00
0024024897-2025-2025-0000-00-REG	CURTIS, CARISA MAE BELTON	7/1/2025	LINDA WILBUR	3/13/2026	6.11	6.11	0.00
0024039641-2019-2018-0000-00-REG	TURPIN, JAMES FLOYD	8/9/2019	KAYLA BURGESS	3/19/2026	11.52	11.52	0.00
0024049332-2020-2020-0000-00-REG	THOMPSON, BRANDON KYLE	7/1/2020	KAYLA BURGESS	3/18/2026	78.06	78.06	0.00
0024049332-2021-2021-0000-00-REG	THOMPSON, BRANDON KYLE	7/1/2021	KAYLA BURGESS	3/18/2026	70.26	70.26	0.00
0024049332-2022-2022-0000-00-REG	THOMPSON, BRANDON KYLE	7/1/2022	KAYLA BURGESS	3/18/2026	70.26	70.26	0.00
0024049332-2023-2023-0000-00-REG	THOMPSON, BRANDON KYLE	7/3/2023	KAYLA BURGESS	3/18/2026	56.61	56.61	0.00
0024049332-2024-2024-0000-00-REG	THOMPSON, BRANDON KYLE	7/15/2024	KAYLA BURGESS	3/18/2026	53.78	53.78	0.00
0024086078-2025-2025-0000-00-REG	SHUPING, KEVIN WOODROW	8/29/2025	LOENDORF JOSEPH	3/27/2026	51.80	51.80	0.00
0024086113-2025-2025-0000-00-REG	CLARK, JUSTIN RYAN	8/29/2025	LOENDORF JOSEPH	3/12/2026	98.28	98.28	0.00
0024086156-2025-2025-0000-00-REG	WILSON, LORIE CLARK	8/29/2025	LOENDORF JOSEPH	3/11/2026	112.08	112.08	0.00
0024086202-2025-2025-0000-00-REG	BALLARD, HUNTER DILLON	8/29/2025	KAYLA BURGESS	3/13/2026	50.85	50.85	0.00
0024086584-2025-2025-0000-00-REG	MCKINNEY, MACKENSIE WYCOFF	8/29/2025	LOENDORF JOSEPH	3/17/2026	187.21	187.21	0.00
0024086665-2025-2025-0000-00-REG	HOUSTON, KATIE LEE	8/29/2025	KAYLA BURGESS	3/18/2026	62.60	62.60	0.00
0024086711-2025-2025-0000-00-REG	ELMORE, SCOTTY LEE	8/29/2025	LOENDORF JOSEPH	3/10/2026	22.66	22.66	0.00
0024086761-2025-2025-0000-00-REG	POWELL, WANDA LOUISE	8/29/2025	KAYLA BURGESS	3/26/2026	28.68	28.68	0.00
0024086858-2025-2025-0000-00-REG	SHOOK, RITCHIE ALLEN	8/29/2025	LOENDORF JOSEPH	3/27/2026	178.25	178.25	0.00
0024087006-2025-2025-0000-00-REG	DEAL, WENDELL JEFFREY	8/29/2025	KAYLA BURGESS	3/12/2026	8.32	8.32	0.00
0024087344-2025-2025-0000-00-REG	DELMORAL ARENAS, ELODIA ESTHER	8/29/2025	LOENDORF JOSEPH	3/24/2026	111.00	111.00	0.00
0024087696-2025-2025-0000-00-REG	JOHNSON, RICCO LAVAR	8/29/2025	LOUISE JOHNSON	3/17/2026	26.87	26.87	0.00
0024087734-2025-2025-0000-00-REG	CROWDER, ELIANA FAITH	8/29/2025	KAYLA BURGESS	3/26/2026	31.53	31.53	0.00
0024088019-2025-2025-0000-00-REG	LOZANO-ARANDIA, LESLIE	8/29/2025	LOENDORF JOSEPH	3/24/2026	40.67	40.67	0.00
0024088029-2025-2025-0000-00-REG	FOSTER, KRISTEN LEIGH	8/29/2025	KAYLA BURGESS	3/25/2026	28.72	28.72	0.00
0024088185-2025-2025-0000-00-REG	HARRISON, KEITH GARY	8/29/2025	LOENDORF JOSEPH	3/12/2026	43.35	43.35	0.00
0024088216-2025-2025-0000-00-REG	GRIFFIN, GEORGE ROBERT JR	8/29/2025	KAYLA BURGESS	3/20/2026	11.12	11.12	0.00
0024088271-2025-2025-0000-00-REG	BECK, PAMELA LINGAFELT	8/29/2025	LOUISE JOHNSON	3/26/2026	20.81	20.81	0.00
0024088477-2025-2025-0000-00-REG	ODOM, RILEY RUPERT	8/29/2025	LOENDORF JOSEPH	3/20/2026	58.28	58.28	0.00
0024089095-2025-2025-0000-00-REG	GAYLOR, AARON THOMAS	8/29/2025	LOENDORF JOSEPH	3/12/2026	36.74	36.74	0.00
0024089119-2025-2025-0000-00-REG	MACE, SHELBY ALEXANDER	8/29/2025	KAYLA BURGESS	3/31/2026	145.92	145.92	0.00
0024089170-2025-2025-0000-00-REG	GARCIA, GELACIO	8/29/2025	LOENDORF JOSEPH	3/23/2026	47.63	47.63	0.00
0024089233-2025-2025-0000-00-REG	SPAKE, GARRETT THOMAS	8/29/2025	KAYLA BURGESS	3/23/2026	81.59	81.59	0.00
0024089666-2025-2025-0000-00-REG	BAKER, KRISTIN LEIGH	8/29/2025	LINDA WILBUR	3/27/2026	14.74	14.74	0.00
0024089698-2025-2025-0000-00-REG	NEWMAN, LADONNA DETTER	8/29/2025	KAYLA BURGESS	3/18/2026	48.37	48.37	0.00
0024089807-2025-2025-0000-00-REG	BIVENS, CHRISTOPHER WAYNE	8/29/2025	KAYLA BURGESS	3/17/2026	87.90	87.90	0.00
0024089813-2025-2025-0000-00-REG	HERNANDEZ, CHRISTOPHER LEE	8/29/2025	KAYLA BURGESS	3/11/2026	71.73	71.73	0.00
0024089818-2025-2025-0000-00-REG	LEE, TAYLOR NICOLE	8/29/2025	LOENDORF JOSEPH	3/26/2026	98.05	98.05	0.00
0024090373-2025-2025-0000-00-REG	KAYLOR, REAGAN NICOLE	8/29/2025	KAYLA BURGESS	3/11/2026	117.51	117.51	0.00
0024090455-2025-2025-0000-00-REG	IVY, ABIGAIL MARIE	8/29/2025	KAYLA BURGESS	3/17/2026	39.08	39.08	0.00
0024090522-2025-2025-0000-00-REG	WOODY, GARY RANDALL	8/29/2025	KAYLA BURGESS	3/12/2026	13.82	13.82	0.00
0024090807-2025-2025-0000-00-REG	MAYONADO-LOPES, DEREK LAGRIMAS JR	8/29/2025	LOENDORF JOSEPH	3/13/2026	51.37	51.37	0.00
0024091221-2025-2025-0000-00-REG	IVY, ABIGAIL MARIE	8/29/2025	KAYLA BURGESS	3/17/2026	40.57	40.57	0.00
0024091320-2025-2025-0000-00-REG	AVERY, LATISHA MARLENE	8/29/2025	LOENDORF JOSEPH	3/18/2026	222.00	222.00	0.00
0024091380-2025-2025-0000-00-REG	SMITH, BERT ALLEN	8/29/2025	LOENDORF JOSEPH	3/13/2026	16.74	16.74	0.00
0024091452-2025-2025-0000-00-REG	MARTIN, LAURA R	8/29/2025	KAYLA BURGESS	3/16/2026	183.98	183.98	0.00
0024091453-2025-2025-0000-00-REG	MARTIN, LAURA R	8/29/2025	KAYLA BURGESS	3/16/2026	58.28	58.28	0.00
0024091455-2025-2025-0000-00-REG	IPOCK, HALEY MICHELLE	8/29/2025	KAYLA BURGESS	3/20/2026	64.78	64.78	0.00
0024091497-2025-2025-0000-00-REG	VANG, IA	8/29/2025	KAYLA BURGESS	3/17/2026	58.68	58.68	0.00
0024091522-2025-2025-0000-00-REG	KING, ROBERT FRANCIS	8/29/2025	LOENDORF JOSEPH	3/3/2026	12.93	12.93	0.00
0024049332-2025-2025-0000-00-REG	THOMPSON, BRANDON KYLE	7/1/2025	KAYLA BURGESS	3/18/2026	53.31	53.31	0.00
0024064664-2023-2023-0000-00-REG	BRYANT, ROBERT	7/3/2023	KAYLA BURGESS	3/12/2026	18.48	18.48	0.00
0024064664-2024-2024-0000-00-REG	BRYANT, ROBERT	7/15/2024	KAYLA BURGESS	3/12/2026	18.48	18.48	0.00
0024064664-2025-2025-0000-00-REG	BRYANT, ROBERT	7/1/2025	KAYLA BURGESS	3/12/2026	18.32	18.32	0.00
0024075711-2025-2025-0000-00-REG	ANDERSON, CAROL SCHAFFER	7/1/2025	KAYLA BURGESS	3/13/2026	12.21	12.21	0.00
0024084162-2025-2024-0000-00-REG	SHELL, JOHN H JR	2/19/2025	LINDA WILBUR	3/6/2026	980.00	980.00	0.00
0024084162-2025-2025-0000-00-REG	SHELL, JOHN H JR	7/1/2025	LINDA WILBUR	3/6/2026	1,068.38	1,068.38	0.00
0024085066-2025-2025-0000-00-REG	SHELL, JOHN H JR	7/1/2025	LINDA WILBUR	3/6/2026	14.26	14.26	0.00
0024085275-2025-2025-0000-00-REG	GOWAN, GLENDA	7/1/2025	LINDA WILBUR	3/11/2026	100.74	100.74	0.00
0024092963-2025-2025-0000-00-REG	DELLINGER, KILEY WEBB	8/29/2025	LINDA WILBUR	3/20/2026	15.72	15.72	0.00
0024099808-2026-2025-0000-00-REG	MULL, KENNETH MICHAEL	2/16/2026	LINDA WILBUR	3/4/2026	169.09	169.09	0.00
Subtotal					**2,911.97**	**2,911.97**	**0.00**
TAX DISTRICT: BURKE COUNTY	**RELEASE REASON: Process Correction**						
0024091675-2025-2025-0000-00-REG	TAYLOR, MARGARET SMALL	8/29/2025	LINDA WILBUR	3/12/2026	85.25	85.25	0.00
Subtotal					**85.25**	**85.25**	**0.00**
Total					**15,573.54**	**9,073.70**	**6,499.84**

Chairman Brittain opened the floor for questions or comments; there being none, he called for a motion.

Motion: To accept the Tax Release and Refund Report as presented.

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

BOC / TAX - ACCEPTANCE OF TAX SETTLEMENT REPORT AND APPOINTMENT OF INTERIM TAX ADMINISTRATOR

John Bridgers, Tax Administrator, is retiring effective April 30, 2026. In order to ensure continuity of operations and maintain clear statutory authority over tax collection functions, it is necessary for the Board of Commissioners to appoint an Interim Tax Administrator.

Pursuant to North Carolina General Statutes § 105-294, the Board of Commissioners is responsible for the appointment of the Tax Administrator. Additionally, under North Carolina General Statutes § 105-373, the Tax Administrator, as tax collector, is required to make a final settlement upon resignation or removal from office.

To provide a clear transition of authority and avoid any overlap in fiduciary responsibility, the resignation of the current Tax Administrator from the office will be effective April 19, 2026. The outgoing Tax Administrator may remain employed with the County through April 30, 2026, to assist with transition activities; however, all statutory duties and authority of the Tax Administrator will transfer to the Interim Tax Administrator effective April 20, 2026.

Mr. Bridgers presented the Board of Commissioners with a final settlement of taxes collected through April 19, 2026, in accordance with N.C.G.S. § 105-373.

Chairman Brittain opened the floor for questions or comments; there being none, he called for a motion.

Motion: To accept the tax settlement report as presented by John Bridgers, Tax Administrator, for the period ending April 19, 2026.

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

The final settlement report reads as follows:

I respectfully submit the following Tax Collections Settlement for the period of July 1, 2025, through April 20, 2026.

In compliance with N.C.G.S. § 105-273(a) (1) &(3)(d), included are the amounts collected using the NC Property Tax System NCPTS) and the North Carolina Vehicle Tax System (NCVTS) for the county, municipalities, and county fire districts. These amounts include current and delinquent taxes collected and uncollected for the period between July 1, 2025, and April 20, 2026. Burke County also collects for the municipalities of:

- Connelly Springs

- Drexel
- Hildebran
- Long View
- Rhodhiss
- Valdese

SECTION 1 Property Tax – County Only
(NCPTS Report TR 401-E) July 1, 2025 – April 20, 2026

		Collected	Uncollected
Tax – Current Year	(2025)	$53,866,042.05	$ 1,750,122.67
Delinquent Taxes	(2024 & prior)	673,360.79	814,593.24
Prepaid	(2026)	17,641.13	
Total		$53,921,043.97	$2,564,715.91

Total of Taxes and Tax-Related Collections (County Only)

		Collected	Uncollected
Advertisement Fee (2025)		$ 5,174.02	$ 16,850.98
Advertisement Fee (Prior Years)		7,927.51	33,226.26
Garnishment Fee (2025)		14,192.41	10,617.72
Garnishment Fee (Prior Years)		20,285.17	4,277.42
Interest (Prior Years)		240,259.32	0.00
Landfill User Fee (2026)		272.00	0.00
Landfill User Fee (2025)		3,377,533.69	169,636.31
Landfill User Fee (Prior Years)			82,581.39
155,658.36			
Senior Landfill User Fee (2026)		176.00	965.00
Senior Landfill User Fee (2025)		77,327.80	5,392.20
Senior Landfill User Fee (Prior Years)		1,963.12	2,543.23
Late List Penalty (2026)		578.25	1.11
Late List Penalty (2025)		130,335.92	9,522.84
Late List Penalty (Prior Years)		2,441.17	16,616.79
NSF Penalty (2026)		0.00	38.16
NSF Penalty (2025)		6,613.42	467.85
NSF Penalty (Prior Years)		474.69	4 29.51
Municipal Solid Waste Fee:			
	(Drexel 2025)	4,050.38	154.62
	(Drexel Prior)	135.00	5.00
	(Morganton 2025)	36,195.43	1,284.57
	(Morganton Prior)	504.53	263.22
	(Valdese 2025)	10,052.93	217.07
	(Valdese Prior)	75.84	40.00
		$4,019,149.99	$428,208.22
Tax (All Years from above)		53,921,043.97	2,564,715.91
Total		$57,940,193.96	$2,992,924.13

SECTION 2 Vehicle Tax (County Only)

(NCVTS Net Distribution Report – 7-1-2025 - 4-20-2026)

Vehicle Tax	$4,934,314.50
Vehicle Interest	33,804.14
Vehicle Fee (Hickory $5.50)	649.25
Vehicle Fee (Morganton $20.00)	227,240.00
Total	$5,196,007.89

SECTION 3 Property Taxes – Other Jurisdictions (July 1, 2025 – April 20, 2026)

(NCPTS TR 401-E Report)

Total Collections (All Years)	$10,646,457.18
Total Uncollected (All Years)	472,768.78
Total	$11,119,225.96

SECTION 4 Vehicle Tax (Other Jurisdictions)

(NCVTS Net Distribution Report – 7-1-2025 - 4-20-2026)

Vehicle Tax	$1,849,389.01
Vehicle Interest	12,612.58
Total	$1,862,001.59

SECTION 5 – Summary of Enforced Collection Activity

Enforced collections of delinquent tax bills can use several different remedies as allowed by N.C.G.S. § 105-367, 368, 374, and 375.

- Wage Garnishment
- Bank Attachment/Garnishment
- Debt Setoff
- Foreclosure

I certify that the collections staff have made diligent efforts using all collection methods legally available by statute, including notices, second notices, certified mail, wage garnishments, bank attachments, debt set off, and foreclosure, to collect all delinquent accounts for the tax years 2016 through 2024 taxes, including the 2025 taxes, which became delinquent January 6, 2026.

I respectfully request that the Burke County Board of Commissioners accept this report as the Settlement for the Fiscal Year beginning July 1, 2025, and ending April 20, 2026.

Respectfully Submitted,

/s/: John B. Bridgers
John B. Bridgers
Burke County Tax Administrator

Motion: To adopt Resolution No. 2026-11 appointing Namrita Nelson as Interim Tax Administrator, effective April 20, 2026, at 8:00 a.m., and to approve the required bond.

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



The Interim Clerk to the Board administered the oath of office to Namrita Nelson.

Resolution No. 2026-11 reads as follows:

BURKE COUNTY
NORTH CAROLINA

RESOLUTION APPOINTING NAMRITA NELSON AS THE BURKE COUNTY INTERIM TAX ADMINISTRATOR (COLLECTOR AND ASSESSOR)

WHEREAS, N.C.G.S. 105-294 and 105-349 delegate the responsibility of appointing the County Tax Administrator (Collector and Assessor) to the Board of Commissioners; and

WHEREAS, John Bridgers was initially appointed by the Burke County Board of Commissioners to complete the remainder of a four-year term as the Burke County Tax Administrator (Collector and Assessor) on March 15, 2022, to complete an unexpired term ending June 30, 2023, and was subsequently appointed to a full four-year term ending June 30, 2027, and he is retiring effective April 30, 2026; and

WHEREAS, the Board of Commissioners has accepted his resignation from the office of Tax Administrator effective April 19, 2026; and

WHEREAS, N.C.G.S. 105-294 and 105-349 require an individual to be appointed as Tax Collector and Assessor at all times, and Namrita Nelson has been selected as the Interim Tax Administrator.

NOW, THEREFORE, BE IT RESOLVED, by the Burke County Board of Commissioners, that Namrita Nelson is hereby appointed to serve as the Burke County Interim Tax Administrator (Collector and Assessor), retroactive to 8:00 a.m. on April 20, 2026, and shall serve until a permanent appointment is made to fill the remainder of the term ending June 30, 2027, or until further action by the Board.

Adopted this 20th day of April 2026.

/s/: Jeffrey C. Brittain
Jeffrey C. Brittain, Chairman
Burke Co. Board of Commissioners

Attest:

/s/: Katherine Wright
Katherine Wright
Interim Clerk to the Board

REPORTS AND COMMENTS

BOC - REPORTS & COMMENTS
Chairman Brittain opened the floor for reports and comments from Board members and professional staff. Chairman Brittain shared information on upcoming meetings, invited youth groups to sign up to lead the Pledge of Allegiance at Commissioners' meetings, and also encouraged religious leaders to sign up with the Interim Clerk to deliver the invocation. Commissioner Stroud encouraged everyone to celebrate America's 250th birthday. Commissioner Burns commended first responders for their efforts in combating a recent wildfire and reminded residents to comply with the countywide burn ban that remained in effect. Brian Epley, County Manager, expressed enthusiasm for the upcoming Citizens Academy and commended County staff for their work in preparing the Fiscal Year 2026–2027 budget. Vice Chairman Smith made a lighthearted remark regarding the length of the oath administered to the Interim Tax Administrator.

VACANCY ANNOUNCEMENTS

CLERK - BOARDS AND COMMITTEES VACANCY REPORT
Kat Wright, Interim Clerk to the Board, announced the following vacancies on county boards or committees as follows:

- Adult Care & Nursing Home Community Advisory Committee
- Burke County Public Health Advisory Board
- Hickory Regional Planning Commission
- Drexel Planning Board - ETJ Alternate
- Partners Health Management's Human Rights Committee
- Council on Aging
- Local Emergency Planning Committee (LEPC)
- Burke Senior Center Advisory Council

Chairman Brittain opened the floor for questions or comments and then encouraged citizens to participate and get involved.

RESULT: NO ACTION TAKEN.

CLOSED SESSION
Chairman Brittain announced that a closed session is needed and called for a motion.

Motion: To go into closed session to prevent the disclosure of information that is privileged or confidential, to discuss threatened or pending litigation, to preserve the attorney-client privilege, to discuss economic development matters, to discuss contractual matters (land acquisition) and to discuss personnel matters as authorized by NCGS 143-318.11(a) (1), (3), (4), (5) and (6).

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

Motion: To come out of closed session.

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

RETURN TO OPEN SESSION

At 7:53 p.m., upon a motion made by Vice Chairman Smith, the Board returned to open session. Chairman Brittain announced that a proper motion was made to come out of closed session and that action needed to be taken.

Motion: To authorize the County Manager to act on the three tax items that were discussed in closed session.

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

ADJOURN

Motion: To adjourn the meeting at 7:54 p.m.

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

Approved this 20th day of July 2026.

_____
Randy Burns, Acting Chair
Burke County Board of Commissioners

Attest:

_____
Morgan Buchanan
Clerk to the Board of Commissioners