



Minutes

**Board of County Commissioners Retreat Meeting
Friday, March 27, 2026 at 9:00 AM
Pender County Hampstead Annex
15060 Hwy 17, Hampstead, NC 28443**

PRESENT:

Vice Chair Brad George
Commissioner Jerry Groves
Chairman Randy Burton
Commissioner Brent Springer
Commissioner Jimmy T. Tate

ABSENT:

OTHER

Colby Sawyer, County Manager

PRESENT:

Meg Blue, Assistant County Manager
Other Staff and Members of the Press and Public

1. CALL TO ORDER

Chairman Burton called the meeting to order at 9:01am.

2. WORKFORCE ALIGNMENT INITIATIVE AND COUNTYWIDE PROGRAMS

Colby Sawyer, County Manager, noted that in last year's budget, the county only added one (1) employee from the General Fund. Four (4) additional sheriffs were added later. Meg Blue, Assistant County Manager, went over the budget process.

Sawyer noted that last year 200 employees moved up in grades to be comparable with their positions and pay. This year they are looking at potentially 150 employees to move up in grade.

Vice Chair George asked if this helped with turnover last year, with Pam Brame, Human Resources Director, responding that some months are better than others. Commissioner Springer inquired which departments had the most. Brame replied DSS, Sheriff and the Jail.

3. ADMINISTRATION AND FINANCE SERVICES

Colby Sawyer, County Manager, presented the item. There was discussion about enhancements, new positions and capital and contracted services.

4. PUBLIC SAFETY

Meg Blue, Assistant County Manager, presented the item. There was discussion about enhancements, new positions and capital and contracted services.

5. HEALTH AND HUMAN SERVICES

Colby Sawyer, County Manager, presented the item. There was discussion about enhancements, new positions and capital and contracted services.

6. BREAK

11:19am - 11:35am.

7. COMMUNITY AND DEVELOPMENT SERVICES

Colby Sawyer, County Manager, presented the item. There was discussion about enhancements, new positions and capital and contracted services.

8. UTILITIES

Colby Sawyer, County Manager, presented the item. There was discussion about enhancements, new positions and capital and contracted services.

9. BOARD OF ELECTIONS

Colby Sawyer, County Manager, presented the item. There was discussion about enhancements, new positions and capital and contracted services.

10. BOARD STRATEGIC PRIORITIES AND DIRECTION

Colby Sawyer, County Manager, asked for input from the Board on their priorities and direction for the upcoming budget.

The Commissioners asked for all expenses to be looked at, look at contractors for some position needs, add on required positions for new buildings, but no other additional positions.

Sawyer requested that items approved in the budget not have to be brought back before the Board to request a purchase order as long as it is under budget. The Commissioners agreed to this.

It was requested that the Vehicle Procurement policy be brought back at another meeting with more explanation.

Sarah Fulton, Strategic Director, advised she would be sending out the Rules of Procedure and Code of Ethics for suggestions in order to update them.

Meg Blue, Assistant County Manager, noted that the personal Policy was going to be brought back in order to incorporate things needed for the Pender EMS & Fire merger.

11. ADJOURNMENT

Chairman Burton adjourned the meeting at 2:37pm.

[MIN_SIGNATURES]