



SUMMARY OF ORGANIZATION/MANAGEMENT CHANGES

Action to Mitigate Organizational Risk	Status
Build and Maintain Dashboards to ensure transparency to the governing board and public:	
Debt Transparency	Completed
Debt Affordability	Completed
Current and ongoing Capital Projects	Completed
Budget Explorer	Completed
Revised Salary/Benefits Policy	Completed
Petty Cash Review and Revisions	Completed
Revised Internal Audit structure/bylaws/membership/Adoption COSO Standards/Reporting Structure	Completed
Limit spending caps of County Manager	Budget Ordinance effective 7/1/2017
Personnel Ordinance Revisions:	Completed
1. Established the Employee Protection Hotline with internal auditor oversight	Completed
2. Established the Employee Protection and No Retaliation Policy	Completed
3. Removed the barrier of BOC members speaking directly with employees	Completed
4. Defined Salary to be consistent with NC Statute 153A-98	Completed
5. Capped incentives to \$1000 per employee and must be reported to the BOC in public session	Completed
6. No longer offering 40 hours of comp time annually to exempt employees	Completed
7. Abolishing early retirement incentive; the incentive is no longer cost effective due to the inability to absorb the retiring employee's workload within current departmental staffings.	Completed
8. Chairman discretion replaced by the majority vote of the Board.	Completed
Established CFO for approval of expenditures within the County Manager budget	Completed



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County Manager reorganization clearly delineates separation of roles and reporting lines for CFO and County Manager, and Internal Audit	Completed
Board of Commissioners appointed CFO and reinforced reporting lines	Completed
Delineate the legal purpose of Personnel and Budget Ordinance and require all personnel related policy changes by published publicly and approved by BoC, require Budget Ordinance published and reviewed in budget hearing	Completed
Set forth in policy the sole authority of the BoC to approve Economic Development and Community Development Funding	Completed
Revised Budget Amendment to increase clarity and transparency	Completed
Expanded Budget Process:	
1. Monthly work session that are recorded and publicly noticed	Scheduled Public Work Sessions 11/17-5/18
2. Expanded public information that ties to minutes/Resolutions that establish authority for any action	
Establishment of Performance Management Team	Completed
Standing Senior Leadership Team meeting weekly and clarity of responsibility to share openly concerns and perspectives	Completed
Standing Management Team meeting monthly and clarify of responsibility to share openly concerns and perspectives	Completed
Improved Internal Communication and County Manager and HR Director "drop ins"	Completed
Initiated comprehensive salary study beginning with those departments whose employees at the lower end of the salary scale. All job descriptions are being updated.	In process
Initiated supervisory training on basic HR issues such as compliance with law and policy, workforce development, structured hiring process, and diversity and inclusion efforts.	In process
Implementing a Tax re-organizational strategy that establishes Assessments and Collections as two autonomous but collaborative divisions, enhancing controls and creating a framework for monitoring performance	In Process with final recommendations to BOC November 7, 2017