

**Cumberland County ABC Board**  
**March 11, 2019**  
**Regular Meeting**  
**Main Office, 1705 Owen Drive, Fayetteville, NC 28304**

PRESENT: Lee Boughman, Chairman  
Frances Jackson, Vice-Chair  
Tammy Sinclair, Board Member  
Paul Crenshaw, Board Member  
Alex Warner, Board Member  
Neil Yarborough, Attorney  
Commissioner Larry Lancaster  
Bob Lewis  
Franklin Johnson, Franklin Johnson Commercial Real Estate  
Crawford Mackethan, Franklin Johnson Commercial Real Estate  
David Horne, General Manager  
Rick Libero, Chief Law Enforcement  
Debbie Disbrow, HR Director  
Carolyn Parker, Finance Officer/Secretary

Mr. Boughman called the meeting of the Cumberland County Alcoholic Beverage Control Board to order at 6:00 PM.

Mr. Boughman welcomed our guest Commissioner Larry Lancaster, Franklin Johnson and Crawford Mackethan, Mr. Bob Lewis to the meeting.

Mr. Boughman asked were there any agenda adjustments. Mr. Horne would like to add the Policy Manual to the agenda.

**Required Reading**

Mr. Boughman read the required reading statutes GS 18B-201. The Board members did not have any conflicts of interest pertaining to the meeting.

Mr. Boughman asked for the approval of February 11, 2019 minutes.

**MOTION:** Ms. Jackson moved that the Board accept the February 11, 2019 minutes as written.

**SECOND:** Mr. Crenshaw

**VOTE:** Unanimous

Mr. Boughman asked Mr. Crawford Mackethan to give the Board an update on the search for a building or property for a new warehouse.

Mr. Boughman thanked Mr. Mackethan and Mr Johnson for the information about the properties.

**Law Enforcement Report**

Mr. Boughman asked for the approval of the February 2019 Law Enforcement Report in the package.

Mr. Libero gave the Law Enforcement report and said there were 7 Sell to Underage Campaign Checks in February with two sold to underage. There were 148 store visits and 210 compliance checks with five violations.

**MOTION:** Ms. Jackson moved to approve the February 2019 Law Enforcement Report in the package.

**SECOND:** Ms. Sinclair

**VOTE:** Unanimous

**General Manager's Report**

Mr. Boughman asked for the February 2019 General Manager's reports.

Mr. Horne announced that the NABCA's annual conference is scheduled at the JW Marriott, Marco Island, FL from May 20-23, 2019. He asked the Board to return their registration form to Ms. Parker if they plan on attending and make sure you book your room.

Mr. Horne reviewed the HB 91 ABC Laws Modernization/PED Study from the NC Association of ABC Board's position and requested changes. There are five requested changes: 1) Mandate merge of ABC Boards, 2) Allow special orders of less than a full case, 3) Allow ABC Boards to deliver to MXB customers for a fee, 4) ABC store liquor tastings, and 5) Allow counties and cities to enact ordinances permitting Sunday sales of liquor at ABC stores. He has been invited to attend the next House ABC Committee meeting on Tuesday, March 19 at 3pm.

Mr. Horne reviewed the State's sales for February. The State was up 10.75% in February and we were up 10.58%. Mr. Horne said the February sales were up \$296,289, Over-the-counter sales were up \$240,206 and Mixed Beverage sales were up \$56,083. The year-to-date sales were up \$2,642,801. Mr. Horne said as of Saturday, March 9, sales are up \$67K.

Mr. Horne reviewed the March 2019 Condensed Schedule of Revenue and Expenses by Store Location with an Income from Operation of \$409,653.

Mr. Horne asked the Board if he could organize our Associates to do some volunteer work at the local food banks. Mr. Horne said the employees could volunteer as a group and wear ABC logo t-shirts purchased at his expense. The Board had no objections.

Mr. Boughman asked for a motion to approve the General Manager report.

**MOTION:** Ms. Jackson made a motion to accept the General Manager report for February 2019.

**SECOND:** Ms. Sinclair

**VOTE:** Unanimous

**OLD BUSINESS**

**Group Insurance – Health**

Mr. Horne informed the Board that the health insurance numbers presented are the same as last month. He spoke to Amy Canon, County Manager, about adding ABC employees to the County health insurance and the answer was no, because we are not County employees. We reached out to the two local insurance agents and they need an agent of record letter to request quotes from insurance companies. The Blue Cross Blue Shield NC health insurance is due to expire March 31, 2019.

Mr. Horne said he recommend, due to the timing, that the Board accept the presented health insurance quotes and approve the BCBSNC renewal Alternate \$3K, which is a \$39,271 annual increase over the current plan.

BCBS NC	Mthly Rate	Annual Rate	Variance	% Change
Current 2018 - 2019	\$994.30	\$620,444		
Opt 1 Renewal 2019 - 2020	\$1,127.35	\$709,838	\$89,395	14.4%
Opt 2 Alternate \$3K 2019 - 2020	\$1,054.53	\$659,715	\$39,271	6.3%

**MOTION:** Mr. Boughman made a motion to renew the Blue Cross Blue Shield NC Alternate \$3K plan for April 1, 2019 to March 31, 2020 based on the cost comparison.

**SECOND:** Ms. Jackson

**DISCUSSION:** Mr. Boughman asked Ms. Disbrow to start October 1, 2019 interviewing local insurance agents for the next year health insurance plans.

**VOTE:** Unanimous

**Armored Car Service**

Mr. Horne reiterated the cost of armored car service from Brinks – with safe and pick up once a week is \$61,300 yearly or with regular pick up three times a week is \$51,823.20 yearly; and Safe Deposit/Gardia – with safe and pick up once a week is \$89,280 yearly.

Mr. Horne recommended that we continue using the ABC Law Enforcement Agents to pick up deposits. Law Enforcement is currently picking up change orders for five stores.

**NEW BUSINESS**

**ABC Closed Holiday Hours**

Mr. Horne reviewed 18B-802 – When stores operate and the ABC Board paid holidays in the policy manual. According to 18B-802 no ABC store shall be open on Sunday, New Year's Day, Fourth of July, Labor Day, Thanksgiving Day or Christmas Day. A local board may otherwise determine the days on which its stores shall be closed. Mr. Horne recommended that the board not open on Easter and Memorial Day and Veteran Day to be open Friday and Saturday.

**MOTION:** Mr. Boughman made a motion to open on President's Day for all future years.

**SECOND:** Ms. Jackson

**VOTE:** Unanimous

Ms. Disbrow asked the board was President's Day still considered a paid holiday?

**AMENDED MOTION:** Mr. Boughman amended the motion to included that President's Day is no longer considered a paid holiday.

**SECOND:** Ms. Jackson

**VOTE:** Unanimous

### **Merit Increases**

Mr. Horne said the policy manual states that merit salary increases shall be considered for employees' base on meritorious work performance subject to CCABC Board appropriation of funds. Mr. Horne requested the Board's permission to add funds to the fiscal year budget for merit increases. The board concurred that merit salary increases shall be added to the budget as long as there is an explanation for the increase in the budget line.

### **Change Fund Amount**

Mr. Horne said based on the amount of business he would like the Board to change amount of the change fund assigned to store employees from \$100 to \$150 in the policy manual on page 16, item 3.

**MOTION:** Mr. Crenshaw made a motion to change the employees assigned change fund from \$100 to \$150.

**SECOND:** Ms. Sinclair

**VOTE:** Unanimous

### **Define Store**

Mr. Horne said the policy manual states on page 30, item 7 that the "Store employees may not leave the store during their scheduled shift except to go to the bank in official duty." Some employees would like to sit in their vehicles during their break. Mr. Horne recommend that the employees not sit in their vehicles because they have paid breaks for one hour and it is a liability to the board. He would like the board to define what is considered the "store".

**MOTION:** Mr. Boughman made a motion to change the sentence to read, "Store employees may not leave the store or designated area during their scheduled shift except to go to the bank on official duty."

**SECOND:** Ms. Sinclair

**VOTE:** For: Boughman, Sinclair, Crenshaw and Warner  
Opposed: Jackson

Mr. Boughman asked for a motion to adjourn.

**MOTION:** Mr. Warner moved to adjourn.

**SECOND:** Ms. Jackson

The meeting adjourned at 7:30 PM



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Chairperson