

**OXFORD, NORTH CAROLINA**  
**February 25, 2022**

The Members of the Honorable Board of Commissioners of Granville County, North Carolina met for day two of the annual planning retreat at Camp Oak Hill, 1528 Oak Hill Road, Oxford, NC on Friday, February 25, 2022.

***Present were:***

***Chair:*** Tony W. Cozart

***Commissioners:*** Jimmy Gooch                      Sue Hinman  
Zelodis Jay                                      Timothy Karan  
Russ May                                         David T. Smith

***County Manager:*** Michael S. Felts  
***Assistant County Manager:*** Korena Weichel  
***County Attorney:*** James C. Wrenn, Jr.

***News Reporter:*** Amanda Dixon

**RETREAT RESUMED - CALL TO ORDER**

Chair Cozart called the retreat to order at 9:01 a.m. and welcomed everyone to day two of the retreat at Camp Oak Hill. He called on Commissioner Zelodis Jay who also welcomed everyone to District 1 and made comments about the Oak Hill area.

Chair Cozart then recognized Commissioner David T. Smith for the invocation.

**BOARD APPROVED BEING JOINT APPLICANT WITH GRANVILLE COUNTY PUBLIC SCHOOLS AND A GRANT MATCH FOR G.C. HAWLEY RENOVATIONS**

Chair Cozart referred to a letter received from Granville County Public Schools dated February 23, 2022, regarding a North Carolina Needs-Based Public School Capital Funds Grant. These funds must be used only for the construction of new school buildings, additions, repairs, and renovations for up to \$40 million for a Middle School project. The Board of Education voted unanimously on February 21, 2022, to move forward with applying for the grant for the renovations of G.C. Hawley Middle School. The application must be submitted by March 15<sup>th</sup> and requires a 5% match.

County Manager Felts explained the projects and the quick turnaround, noting that the 5% match, which if they were awarded the full \$40 million would leave the \$2 million dollar match to be spread out over the course of the grant. This will be approximately four years and it is proposed that the initial funding of that which would happen this summer, would be about \$250,000 to start the planning process and then the balance could be factored in over the course of the project.

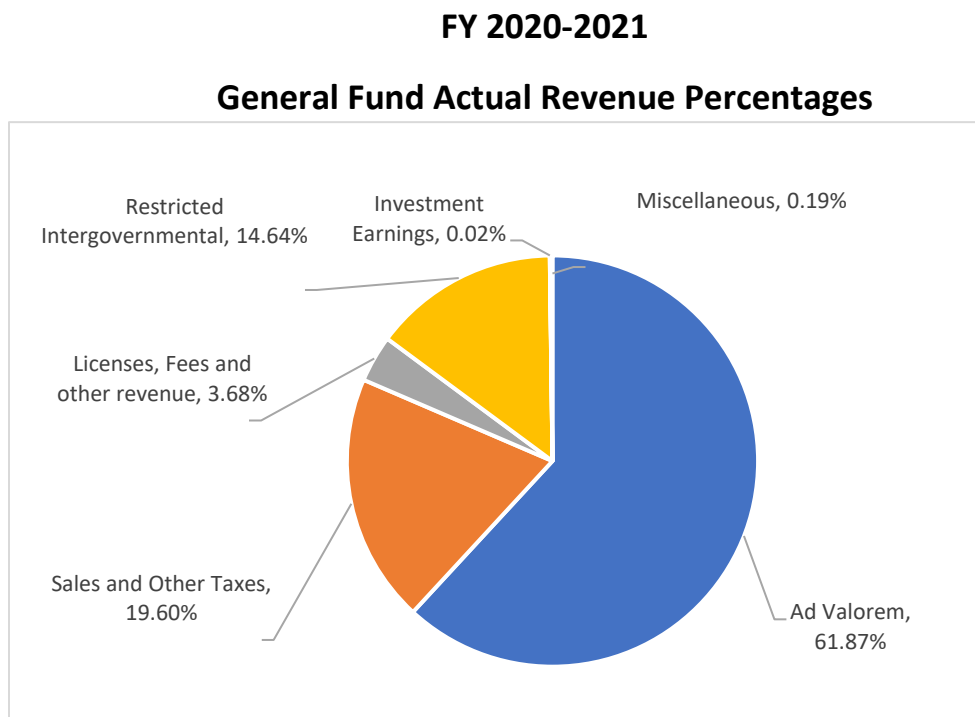
Upon a motion by Commissioner Sue Hinman, seconded by Commissioner Jimmy Gooch, and unanimously carried, the Board approved being a joint applicant with Granville County Public Schools for the North Carolina Needs-Based Public School Capital Funds Grant up to \$40,000,000 for renovations at G.C. Hawley Middle School, and the required local grant match of 5%, up to \$2,000,000, from Granville County.

Commissioner Gooch stated that he spoke with Representative Terry Garrison, and he stated that if the Board would send him an email with the information concerning the grant, he would do his best to support it. He continued that there are other state representatives that the Board also needs to get in touch with concerning their support as well.

Chair Cozart stated that that was a good point and would appreciate that if the Board has contact with Representative Yarborough and Senator Woodard and anyone that can help, to please do so.

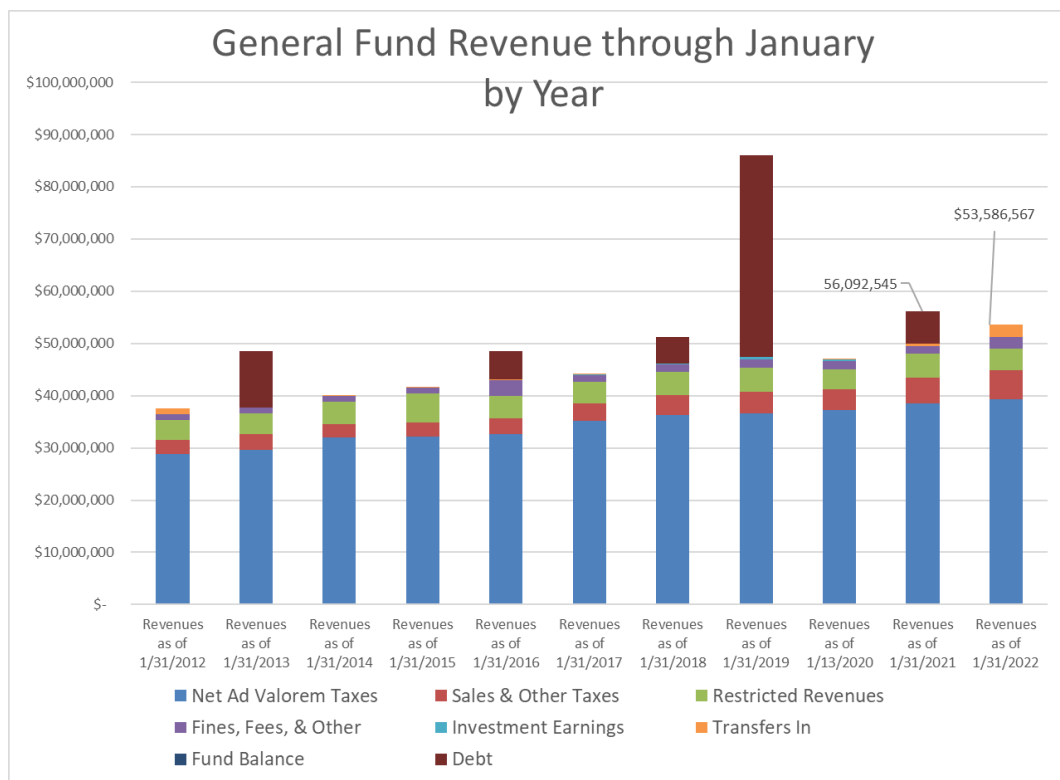
**REVIEW OF FINANCIAL CONDITION AND DEBT**

Finance Director Steve McNally reviewed the financial condition and debt. He spoke from the following presentation slides:



### Debt Ratios

Debt Affordability Ratio	Threshold	As of June 30, 2021	Estimate As of June 30, 2022 (Current Debt)
a.) Net Debt / Market Value of Tax Base	Less than 2.5%	1.28%	1.10%
b.) Debt Service/ Gov't Revenue	Less than 15.0%	15.11%	14.27%
c.) Ten Year Payout Ratio	55% or Greater	78.7%	78.9%



### General Fund Balance Overview

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	* Exhibit 4
<b>General Fund*</b>											
Revenues	50,423,798	52,704,601	55,044,563	56,361,930	56,733,994	62,022,902	61,881,568	65,359,337	66,665,346	69,918,880	
Expenditures	55,113,441	65,043,542	53,159,605	65,435,171	55,080,460	56,713,417	56,337,886	61,086,770	63,641,496	67,782,902	
<b>General Fund Balance#</b>											#Exhibit 3
Nonspendable	368	900	1,635	1,916	1,711	1,542	1,855	4,000	4,000	6,200	
Restricted - Other	13,972,287	6,111,846	4,594,475	1,425,985	1,781,305	2,149,876	8,286,674	5,601,314	4,720,977	5,182,793	
Restricted - Stabilization by State Statute - A/R	2,694,795	2,092,758	3,247,393	3,997,815	3,942,662	3,280,930	4,006,440	4,712,758	4,889,926	5,287,119	
Committed	787,889	1,240,055	1,415,511	1,582,732	1,585,716	1,188,586	791,710	809,717	786,396	765,032	
Assigned	2,651,457	2,691,523	2,423,506	2,337,376	1,725,008	14,086,385	11,988,603	6,383,755	7,025,337	9,715,236	
Unassigned	11,005,418	18,625,992	20,478,407	28,287,719	30,810,391	23,821,293	22,942,823	25,044,003	27,130,647	24,737,106	
<b>Total</b>	<b>31,112,214</b>	<b>30,763,074</b>	<b>32,160,927</b>	<b>37,633,543</b>	<b>39,846,793</b>	<b>44,528,612</b>	<b>48,018,105</b>	<b>42,555,547</b>	<b>44,557,283</b>	<b>45,693,486</b>	
<b>General Fund Balance Ratios</b>											
Unassigned as a % of Expenditures	20.0%	28.6%	38.5%	43.2%	55.9%	42.0%	40.7%	41.0%	42.6%	36.5%	

## General Fund Balance Assignment Detail

Assignments	FY 2021 Year End	FY 2022 Adjustments	Projected FY 2022 Year End
Subsequent year's expenditures (Approp. Fund Balance)	5,645,236		4,485,784
YTD FY 2022 budget amendments		(1,159,452)	
Public Safety	1,000,000		1,000,000
NC DOT Matching Funds - New Commerce Dr extention			
Human Services	2,000,000		2,500,000
Senior Center Upgrades		500,000	
Economic and Physical Development	1,070,000		2,716,000
Economic Development Set Aside YTD Adjustments		530,000	
VGCC - Applied Tech Cntr for Adv Manuf - 20% match		1,116,000	
<b>Total</b>	<b>* 9,715,236</b>		<b>10,701,784</b>

### Contingency Summary For FY 2021-2022 Budget February 7, 2022

#### Use of Contingency Summary - General Fund

<b>General Contingency (10-9910-991):</b>		Adjustment Amount	Balance
Date	Description/Action		
7/1/2021	Budget Ordinance		\$ 180,000
9/7/2021	Fund balance of GVHD renovation project	\$ 51,000	\$ 129,000
9/7/2021	COTT Register of Deeds automation project	\$ 17,550	\$ 111,450
10/18/2021	Fire, Ambulance and Rescue consulting services	\$ 60,000	\$ 51,450
1/4/2022	Supplies and credit card processing fees for Parks and Grounds department	\$ 29,000	\$ 22,450
1/4/2022	Adjustment to Workers Comp premium due to audit adjustment	\$ 8,450	\$ 14,000
<b>Environmental Disaster Contingency (10-9910-993):</b>		Adjustment Amount	Balance
7/1/2021	Budget Ordinance		\$ 10,000
<b>School Bond D/S Contingency (10-9910-994):</b>		Adjustment Amount	Balance
7/1/2021	Budget Ordinance		\$ 100,000
9/7/2021	Fund replacing fire alarm system an Butner/Stem Elementary, BoCC approved 7/6/21	\$ 100,000	\$ -
<b>Use of Fund Balance Summary - General Fund</b>		Adjustment Amount	Balance
7/1/2021	Budget Ordinance		\$ 5,645,236
9/7/2021	Roll over unexpended FY 21 Reach grant funds	\$ 15,000	\$ 5,660,236
9/7/2021	Adjust 4H Best funding per initial funding agreement	\$ (58,237)	\$ 5,601,999
9/7/2021	Adjust funding for FY 22 JCPC programs per PDS funding plan	\$ (20,876)	\$ 5,581,122
9/7/2021	Carry forward unexpended funds from FY 21 GVHD project	\$ 379,000	\$ 5,960,122
9/7/2021	Carry forward from FY 21 Engineering services for Triangle North	\$ 40,000	\$ 6,000,122
9/7/2021	Debtbooks lease accounting software for Finance	\$ 9,750	\$ 6,009,872
9/7/2021	Carry forward from FY 21 funding for County 275 Anniversary book	\$ 6,000	\$ 6,015,872
9/7/2021	Additional fee to cover total FY 22 W/C fee from NCACC	\$ 44,000	\$ 6,059,872
9/7/2021	Carry forward from FY 21 Engineering services for Triangle North	\$ 10,496	\$ 6,070,368
9/7/2021	Replace vehicle for Emergency Management. Should have been in Ordinance	\$ 30,000	\$ 6,100,368
9/7/2021	Fire Department stipend.	\$ 39,720	\$ 6,140,088
10/18/2021	Purchase replacement radios	\$ 575,000	\$ 6,715,088
10/18/2021	Parks and Grounds administrative position - 9 months	\$ 43,350	\$ 6,758,438
10/18/2021	Stovall property for future Senio Services North building	\$ 92,570	\$ 6,851,008
10/18/2021	Fund \$200,000 match for the \$400,000 One NC Fund Grant for Carolina Coops	\$ 200,000	\$ 7,051,008
12/6/2021	Animal Control Officer starting 1/16/2022	\$ 47,638	\$ 7,098,646
12/6/2021	Two Telecommunications Officers starting 1/16/2022	\$ 50,143	\$ 7,148,789
12/6/2021	carry over FY 21 Supplemental Grant Expense balance and 2020 EMPG grant	\$ 73,182	\$ 7,221,971
1/4/2022	Adjust annual inmate housing revenue	\$ (597,560)	\$ 6,624,411
1/4/2022	Additional construction adm/project expenditures for balance of FY 22	\$ 70,000	\$ 6,694,411
1/4/2022	Fund O/T and additional expenditures for Sheriff's dept	\$ 41,000	\$ 6,735,411
1/4/2022	Fund O/T and additional expenditures for Detention Center	\$ 23,000	\$ 6,758,411
1/4/2022	Stovall Senior Center land purchase	\$ 81,071	\$ 6,839,482
1/4/2022	Transfer funds from LEC construction Fund (Fund 48)	\$ (2,318,548)	\$ 4,520,934
2/7/2022	Fund repairs to Law Enforcement Center	\$ 5,000	\$ 4,525,934
2/7/2022	Correct journal entry BE 9913 - rev. duplicate amendment for Stovall land purchase	\$ (92,570)	\$ 4,433,364
2/7/2022	Salary adjustment and annual leave payout	\$ 52,420	\$ 4,485,784
	TOTAL	\$ (1,159,451)	
			<b>Unassigned Gen Fund as a % of Expenditures</b>
	Unassigned Fund Balance a/o 6/30/21	\$ 24,737,106	<b>36.5%</b>
	less YTD Budget Amendments (from Contingency Summary)	\$ (1,159,451)	
	Addition for Senior Center Upgrades	\$ 500,000	<b>Unassigned Gen Fund as a % of Budgeted Expenditures</b>
	Econ Development Set Aside YTD Adjustments	\$ 530,000	
	VGCC - Applied Tech Cntr for Adv Manuf - 20% match	\$ 1,116,000	
	<b>Unassigned FY 2021-22 Fund Balance a/o 2/7/22</b>	<b>\$23,750,557</b>	<b>30.8%</b>
			<b>FY 21 Actual Expenditures</b> \$ 67,782,902
			<b>FY 22 Budgeted Expenditures</b> \$ 77,186,594

During and after the presentation, Board members asked questions. It was noted that COVID has impacted the budget this year, inflation will have a negative impact on the budget, the cost of gas will impact the budget, need for pull back on housing federal and state inmates at this time to address staffing needs, and approximately \$20 per day from the inmate housing fee that the county receives will be set it aside for future debt service. Granville County remains on solid ground with a health fund balance and low annual debt expenses.

Chair Tony Cozart thanked Mr. McNally for the presentation.

**BOARD APPROVED ADOPTION OF THE GRANVILLE COUNTY PERSONNEL POLICY AS AMENDED ON FEBRUARY 25, 2022 TO BE EFFECTIVE IMMEDIATELY AND THE ASSOCIATED RESOLUTION**

Angela Miles, Human Resources Director, stated that the Human Resource Department's mission remains the same and is focused on recruitment and retention, compensation for employees, benefits that the County can offer, the performance that employees are providing, and law compliance. She continued that the department's biggest challenge that they are still facing is recruitment and retention. Mrs. Miles then spoke from the following PowerPoint presentation.

# Granville County Human Resource Department



Angela Miles, Human Resource Director

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## Human Resource Department



The mission of the Human Resources Department is to recruit qualified employees, develop talents, and retain excellent employees to effectively deliver services to the citizens of Granville County. The Human Resources Department is responsible for ensuring the County is compliant with all applicable federal and state labor laws, administering all County-sponsored benefits, wellness and compensation programs, centralizing the hiring process to ensure consistency and fairness, and administering and interpreting the County's Personnel Policy.

- Recruitment/Retention
- Compensation
- Benefits
- Performance
- Law Compliance



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## 2021-2022 Highlights

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- 1 Countywide Employee Training – continuing efforts
- 2 Spirit Week and Countywide Lunch – an employee morale booster
- 3 Participation in Countywide Job Fair – hosted by NC Works
- 4 New Employee Benefits Provider – MARK III
- 5 Recommended updates to Personnel Policy

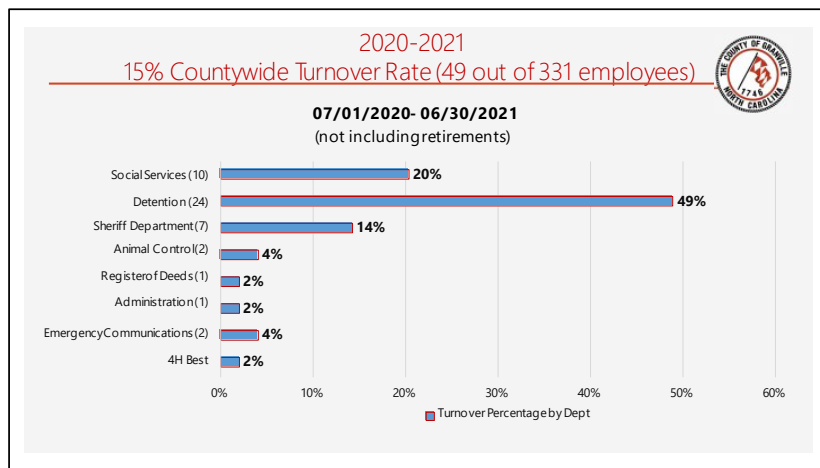
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## County Employee Turnover Reports

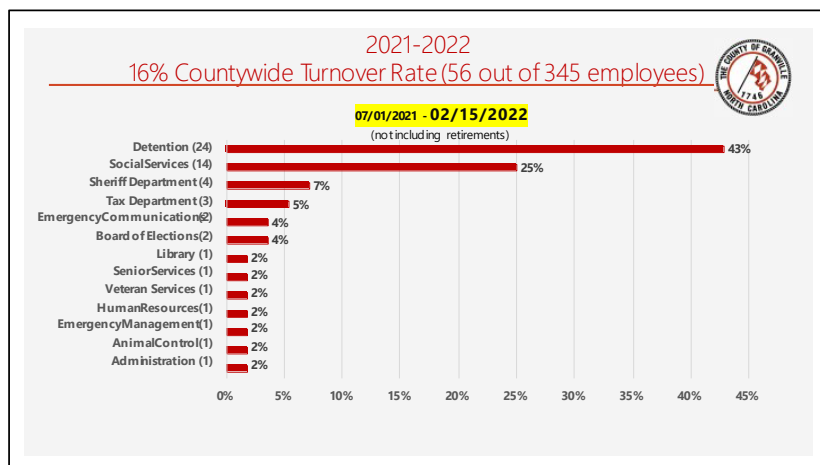
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- 2020-2021 – Turnover Rate
- 2021-2022 – Turnover Rate
- Significant Changes in Turnover Rates
- Reasons for Turnover

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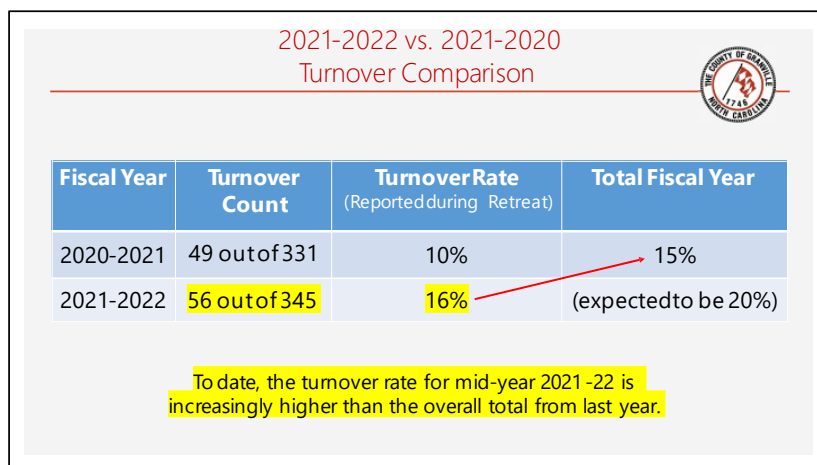


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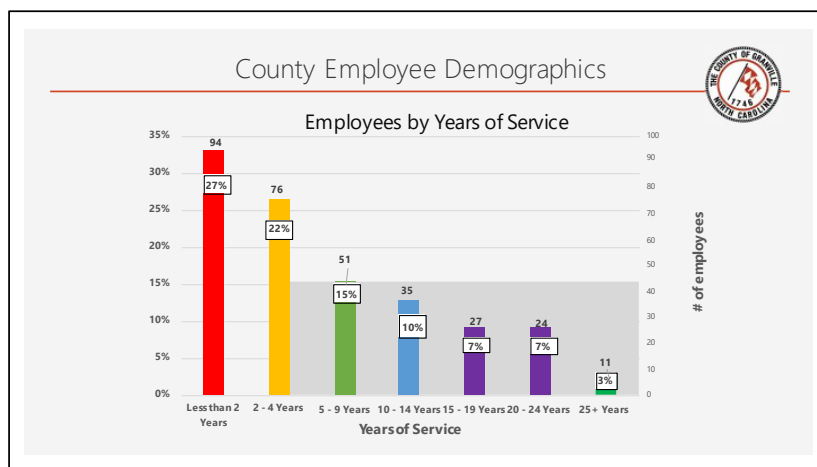
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The Board discussed concerns with turnover, especially the high turnover rate at the Detention Center, and options to improve the rate such as in-house training. Also mentioned were services provided by the County for employees during times of crisis. One of the major concerns was that of in-house and pre-training for staff who work in the Detention Center.



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**Continuing Recruitment and Retention Efforts**

**Efforts Completed in 2021-2022**

- Comparable Benefits ✓
- Countywide Career Fair ✓
- Ongoing Training ✓
- Positive Reinforcement – Employee Recognition ✓

**Continuing Efforts**

- Ongoing Job Classification Study
- Effective Communication Avenues with and for Employees
- Implementing New Training System for Supervisors and Employees
- Making Granville County the Best Employer in the Tri-County Area

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Chairman Cozart stated that he had recently attended a session with Josh Dobson, Labor Commissioner, in Vance County, and he also talked about this state-wide challenge and many of the things that Mrs. Miles mentioned that Granville County is also trying to do. He commended her on her efforts, and he told them that this whole labor market thing is a state-wide challenge.

In reference to the recent event that occurred with one of the County’s deputies, County Manager Felts noted that the County does offer an EAP “Employee Assistance Program.” He stated that, however, extra effort was put in to make sure that they tried to connect individuals with the services that they needed. He noted further that this type of service is available to any employee at any time assistance is needed and it is anonymous.

Assistant County Manager Weichel stated that the other piece of Human Resources’ presentation was the continuation of the discussion they had on the Personnel Policy Amendments that was introduced at the February 7<sup>th</sup> meeting. She continued that it was their intent to bring it

back for further discussion and consideration for adoption. When asked, she noted that the Sheriff and Register of Deeds agreed with the policy changes that exclude them from earning annual leave but will accrue sick leave and noted that she confirmed with the UNC School of Government that it is up to each jurisdiction as to how they want to handle it.

When asked, County Manager Felts explained comp time and how it has been handled in the past for exempt employees. Assistant County Manager Weichel noted that for non-exempt employees there is a cap of 240 hours of comp time that is monitored by Human Resources.

Assistant County Manager Weichel noted that the summary of key changes and the clean version of the revised policy for their consideration and a draft resolution was included in the agenda packet.

Commissioner Karan asked for clarification about the vaccination policy, noting he did not see it in the Personnel Policy.

County Manager Felts and Assistant County Manager Weichel explained that that was a separate policy and not in the Personnel Policy and the Supreme Court overturned the ruling which basically made the policy null and void. The policy has not been rescinded, but the policy states that if the court overturned it, then the policy would not be in effect.

Commissioner Karan asked about it being brought back to the Board at some point.

County Manager Felts noted that the way it is written is not enforceable or functional and clarified who would have to bring it back to the Board.

County Attorney Wrenn said it probably needs to be reviewed to see if there is anything else that requires action as it may be entirely moot, and no action is needed.

Assistant County Manager Weichel noted that Commissioner May had also asked about the off-duty policy for the Sheriff's Office at the February 7<sup>th</sup> meeting. She noted that the Sheriff had sent that policy to her, and they have reviewed it and that she and County Manager Felts made a call to the North Carolina Association of County Managers' Risk Pool and now they have provided him with the policy. She noted that the policy that they had was from the year 2000 and that it does need to be updated and so they have provided the Sheriff with some documentation and some recommendations from the Association to go ahead and update the policy.

Commissioner May also mentioned that it would be wise to see what existing policies the Sheriff's Office has for personnel purposes and complete a comparison to what the county must

ensure that they do not have any gaps in policies. He continued that it would only benefit the Sheriff's Department.

Assistant County Manager Weichel stated that one of amendments that they are making, t located on page 3 of the policy, revises the existing policy to add the requirements so that if the Departments have their own policies, that the current versions of their policies must be on file in the Human Resources Office.

When asked, County Attorney Wrenn stated that he has reviewed the Personnel Policy and that he felt comfortable with what had been presented.

Chairman Cozart called for a motion on the matter.

Upon a motion by Commissioner David T. Smith, seconded by Commissioner Jimmy Gooch, and unanimously carried, the Board approved adopting the Granville County Personnel Policy as amended February 25, 2022 to be effective immediately and the following associated resolution:

#### **RESOLUTION TO AMEND THE GRANVILLE COUNTY PERSONNEL POLICY**

**WHEREAS**, the Granville County Board of Commissioners (the "County Board") recognize the importance of employees in meeting the needs of Granville County residents; and

**WHEREAS**, periodic updates to personnel policies are necessary in order to address the County's growth and changing needs, to provide additional clarification on application of specific policies, and/or to reflect the most current employment law legislation; and

**WHEREAS**, personnel policies may be adopted and amended at the discretion of the County Board, subject to applicable federal and state laws, rules, and regulations; and

**WHEREAS**, the purpose of personnel policies are to provide for guidance regarding the fair and consistent administration of personnel, but neither any contract nor implied contract rights are created hereby; and

**WHEREAS**, proposed amendments to the Granville County Personnel Policy for Articles I, III, IV, V, VII, XI, and XII have been prepared and/or reviewed by County Administration, Human Resources, and County Attorney; and

**WHEREAS**, County employees were given an opportunity to review the proposed amendments and to submit comment during the period of January 14 – 21, 2022; and

**WHEREAS**, the County Manager recommends that the County Board of Commissioners adopt the Granville County Personnel Policy Amendments effective upon adoption.

**NOW, THEREFORE, BE IT RESOLVED BY THE GRANVILLE COUNTY BOARD OF COMMISSIONERS AS FOLLOWS**, that the recommended amendments to the Granville County Personnel Policy are hereby adopted effective immediately.

Adopted by a vote of 7 in favor and 0 against, this the 25<sup>th</sup> day of February 2022.

**SOCIAL SERVICES UPDATE**

Adonica Hampton, Social Services Director, gave an update on Social Services and spoke from the following PowerPoint:

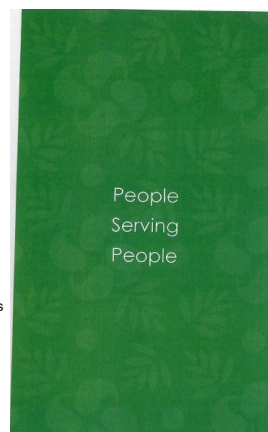


**Granville County Department of Social Services**  
**"People Serving People"**

Granville County Social Services professionals serve people.

Our primary goal is to enhance the quality of life of individuals in our community through programs and services that help the vulnerable, the aged, the young, the sick, and the economically disadvantaged.

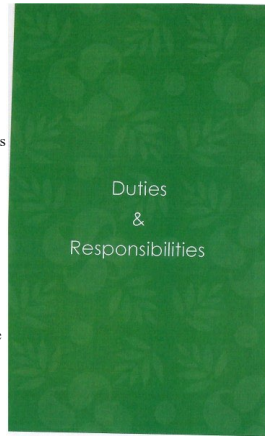
We provide a number of programs and services that enable families meet basic survival needs, protect children and adults, as well as provide services that promote self-sufficiency for families, and individuals.



§ 108A-14. Duties and responsibilities.

(a) The director of social services shall have the following duties and responsibilities:

- (1) **To serve** as executive officer of the board of social services and act as its secretary;
- (2) **To appoint** necessary personnel of the county department of social services in accordance with the merit system rules of the North Carolina Human Resources Commission;
- (3) **To administer the programs** of public assistance and social services established by this Chapter under pertinent rules and regulations;
- (4) **To administer funds** provided by the board of commissioners for the care of indigent persons in the county under policies approved by the county board of social services;



(5) **To act as agent** of the Social Services Commission and Department of Health and Human Services in relation to work required by the Social Services Commission and Department of Health and Human Services in the county;

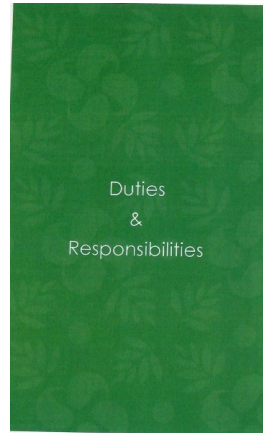
(6) **To investigate** cases for adoption and to supervise adoptive placements;

(7) **To issue** employment certificates to children under the regulations of the State Department of Labor;

(8) **To supervise** adult care homes under the rules and regulations of the Medical Care Commission;

(9) **To assist and cooperate** with the Division of Adult Correction and Juvenile Justice of the Department of Public Safety and their representatives;

(10) **Repealed** by Session Laws 2003-13, s. 7.



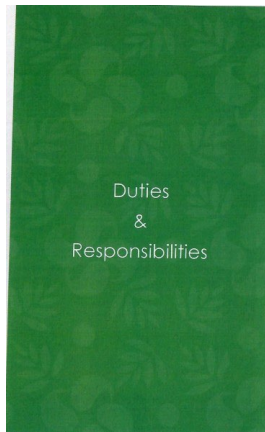
(11) **To assess reports of child abuse and neglect and to take appropriate action to protect** such children pursuant to the Child Abuse Reporting Law, Article 3 of Chapter 7B of the General Statutes

(12) **To accept children** for placement in foster homes and to supervise placements for so long as such children require foster home care;

(13) **To respond by investigation** to notification of a proposed adoptive placement pursuant to G.S. 48-3(b) and (c); and

(14) **To receive and evaluate reports of abuse, neglect, or exploitation of disabled adults and to take appropriate action** as required by the Protection of the Abused, Neglected, or Exploited Disabled Adults Act, Article 6 of this Chapter, to protect these adults.

(15) **To receive and evaluate reports of financial exploitation of disabled adults, to investigate** credible reports of financial exploitation under Article 6A of this Chapter, and to take appropriate action to protect these adults.



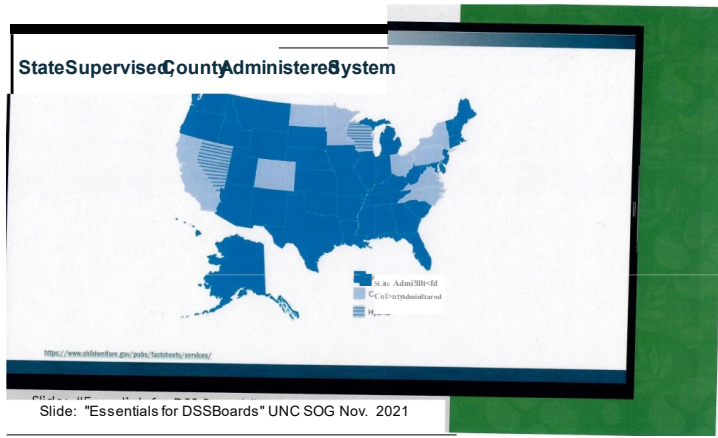
(b) The **director may delegate** to one or more members of his staff the authority to act as his representative.

The director may **limit** the delegated authority of his representative to specific tasks or areas of expertise.

The director may **designate**, subject to the approval of the Commissioner of Labor, additional personnel outside his staff to issue youth employment certificates.

Duties  
&  
Responsibilities





State - Supervised, County - Administered

State	County
<ul style="list-style-type: none"> <li>• Accepts federal funding</li> <li>• Develops law and policy to shape programs</li> <li>• Transmits federal and state funding to counties</li> <li>• Supervises county administration</li> </ul>	<ul style="list-style-type: none"> <li>• Administers programs</li> <li>• Allocates funding</li> <li>• Supervises staff</li> <li>• Develops some county specific programs</li> </ul>

UNC  
UNIVERSITY OF NORTH CAROLINA  
SYSTEM OF GOVERNMENT

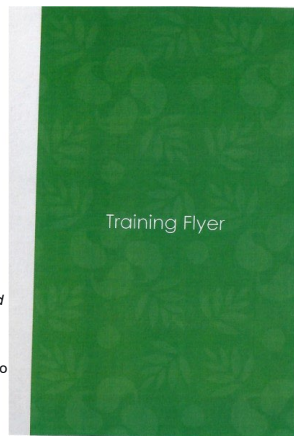
Slide: "Essentials for DSSBoards" UNC SOG Nov. 2021

Leadership Training Overview

Journey Into Leadership 2021  
 Presented by Rodney Adams, R. Adams and Associates  
 October 2021 - December 2021  
 Ten, three-hour sessions

Training Objectives:

1. Lead and facilitate individual team members to take ownership and responsibility for continued organizational success. Encourage self-directed teams.
2. Develop employees to transform habits, organizational culture, behavior, and mindset for continued successful and enhanced service delivery.
3. Provide necessary leadership to shift staff perception of mission from one of individual and program performance, to include holistic departmental and community well-being.



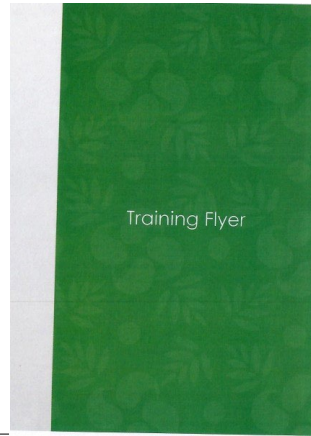


**Leadership Training Overview**

**Economic Services Supervisor Training 2021**  
Presented by Adonica C. Hampton, Director  
October 2021 - December 2021  
Five, one to two hour sessions

Training Objectives:

Training was designed based on Supervisors requests, and Director's observations, and training needs assessment.



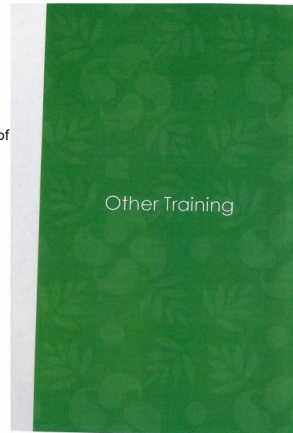
**Recruiting and Retaining Staff**

Sponsored by  
NC Association of County Directors of Social Services  
Presented by  
Leisha DeHart-Davis, PhD, Coates Distinguished Professor of  
Public Administration and Government,  
UNC School of Government  
February 2, 2022

**Fundamental Supervisory Practices (2 weeks)**

Presented by  
UNC School of Government  
December 2021

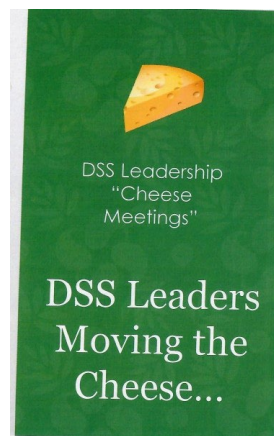
**Loads & Loads of Program, Services, Systems,  
Administrative/Fiscal, etc. Training**

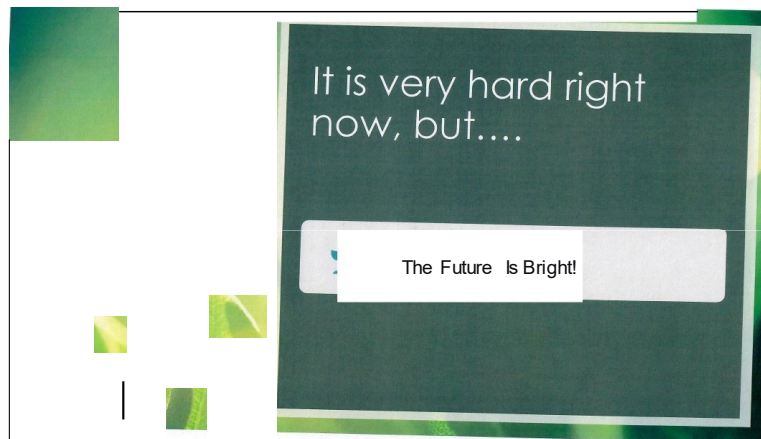


*"Who Moved My Cheese"*  
a bestseller book by Spencer Johnson



the ways we deal with change, and how changing our mindset about change can reduce stress and increase success





When asked, Ms. Hampton stated that the new office is wonderful. She noted that we have a large geographic county and there is no bus service, so people being able to get to DSS is very important. She also talked about calls regarding abuse and neglect, calls about moving children from a situation, delivery of services, and inspections at adult care facilities.

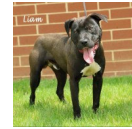
Chairman Cozart thanked Ms. Hampton for all the information presented and commended her on her efforts in getting the necessary training for her staff.

### **ANIMAL CONTROL AND SHELTER UPDATE**

Chair Cozart asked to move the Animal Control and Shelter update as Matt Katz had a scheduling conflict. Animal Management Director Matt Katz then spoke from the following presentation:

# Granville County Animal Control

2021 – 2022



## 2021 Highlights and Challenges

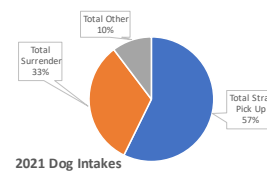
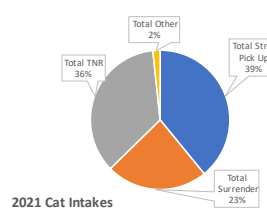
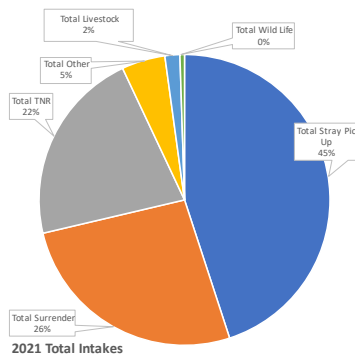
### • Highlights

- Created Granville County Sheriff's Deputy Liaison for Animal Control. This position is already producing results in the field.
- 454 Feral cats were spayed/neutered, vaccinated for rabies, vaccinated for cat viruses, and returned to community cat keepers.
- Tremendous support from public in form of in kind donations and monetary donations.
- Dedication of 9 volunteers that volunteer weekly.
- Citizens sponsoring 40 free cat adoptions.
- Adding compassion fatigue training for staff.
- Retaining full time staff. 7 out of 8 full time staff have been with Granville County Animal Control 5+ years.

### • Challenges

- Stray dogs. Why are folks not looking for their dog. Free roaming dogs attacking other animals and people.
- At large and stray livestock calls for service. Many of these calls come in after normal business hours, require more staff, and require more follow up visits.
- Building back volunteer base after 2 years of COVID challenges and restrictions.
- Difficulty retaining and filling part time shelter attendant positions.

## 2021 Intakes

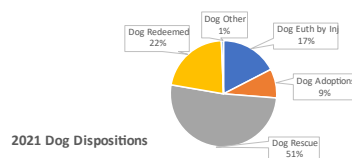
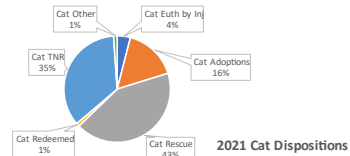
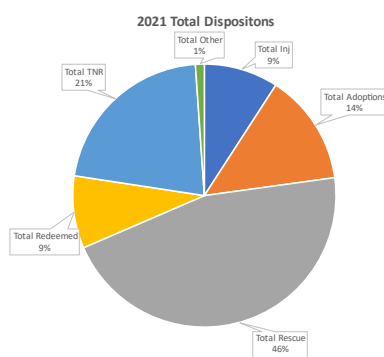


Summary	2021 Total Intakes	
Total Stray Pick Up	45%	977
Total Surrender	26%	572
Total TNR	22%	471
Total Other	5%	105
Total Livestock	2%	36
Total Wild Life	1%	11
Total Intakes	100%	2172

	2021 Cat Intakes	
Total Stray Pick Up	39%	516
Total Surrender	24%	311
Total TNR	36%	471
Total Other	2%	22
Total Intakes	100%	1320

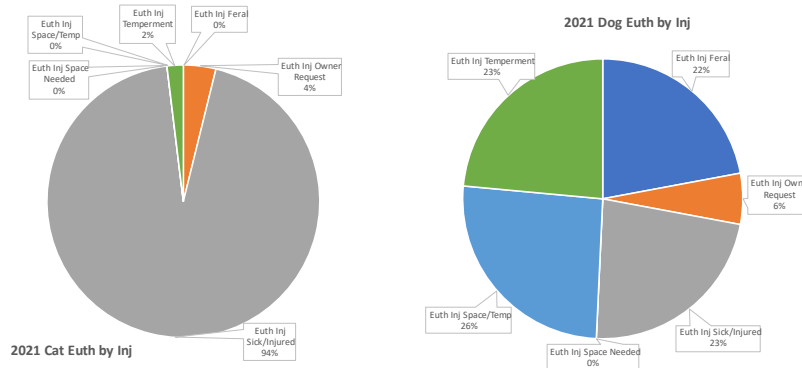
Summary	2021 Dog Intakes	
Total Stray Pick Up	57%	461
Total Surrender	32%	261
Total Other	10%	83
Total Intakes	100%	805

## 2021 Dispositions



Summary	2021 Dispositions	
Total Inj	9%	193
Total Adoptions	14%	289
Total Rescue	46%	965
Total Redeemed	9%	188
Total TNR	21%	454
Total Other	1%	23
Total Dispositions	100%	2112

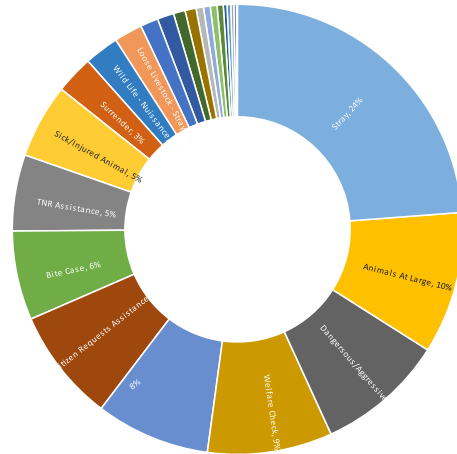
## 2021 Euthanasia Reasons



Summary	2021 Cat Dispositions	
Cat Euth by Inj	4%	52
Cat Adoptions	16%	209
Cat Rescue	43%	550
Cat Redeemed	1%	13
Cat TNR	35%	454
Cat Other	1%	14
<b>Total Cat Dispositions</b>	<b>100%</b>	<b>1292</b>

Summary	2021 Dog Euth by Inj	
Euth Inj Feral	22%	30
Euth Inj Owner Request	6%	8
Euth Inj Sick/Injured	23%	31
Euth Inj Space Needed	0%	0
Euth Inj Space/Temp	26%	35
Euth Inj Temperment	24%	32
	<b>100%</b>	<b>136</b>

## 2021 Incident By Type



Summary	Incidents by Type	
Abandoned Animals	1%	29
Animal Cruelty	0%	2
Animal Neglect	0%	5
Animals At Large	10%	231
Animals Left In Vehicle	0%	6
Bite Case	6%	145
Citizen Pickup Trap	0%	4
Citizen Requests Assistance	8%	184
Dangerous/Aggressive	9%	208
Dead Animal	1%	18
Destruction	0%	6
Requested by Law Enforcement	1%	19
Loose Livestock - At Large	8%	186
Loose Livestock - Stray	2%	46
Noise	1%	12
Sick/Injured Animal	5%	121
Stray	24%	539
Stray - Cat Trapping	0%	11
Stray - Dog Trapping	1%	27
Surrender	3%	62
TNR Assistance	5%	124
Welfare Check	9%	203
Wild Life - Nuisance	2%	56
Wild Life - Rabies Suspected	0%	10
Wild Life - Sick/Injured	0%	11
	100%	2265

Commissioner Hinman asked if since Animal Control had moved into their new facility if their numbers were going up or down.

Mr. Katz stated that they went drastically during the pandemic because so many people were home, and his officers were able to find stray animals at the shelter and people would come and pick them up. However, with people being back at work and kids in school, when animals run

loose, there is not as many people paying attention to the social media pages. He also noted that intake is going up especially with people not being able to find pet-friendly houses to rent, especially in apartments. Therefore, people are having to move or cannot keep an animal for whatever reason. But most of the animals picked up is because they are stray animals and they do not have any way of finding out where they came from.

Commissioner Smith asked if the facility was full.

Mr. Katz responded that it is about three-quarters full but that the animals are constantly in and out.

Commissioner Smith also inquired if a Deputy had been assigned to the Animal Shelter, and if so, how it is working out. Mr. Katz stated that it has been a game changer and has met and exceeded their expectations drastically. He continued that Sheriff Hardy was gracious to get that done very quickly. When asked he also talked about the spay and neuter clinics, utilizing rescue programs, the air conditioner issue being worked on at the shelter, dog tethering, and the trap and release program for cats.

Chairman Cozart thanked Mr. Katz for his leadership and asked him to please share his regards with his team.

Commissioner Hinman stated that she had recently used SNAP and noted that she paid only \$95 to get two animals spayed and neutered, which was only half of what she would have paid for one animal. Afterward, she was able to donate extra to the Veterinarian enabling them to get more animals spayed and neutered. Commissioner Hinman also shared that it had been shared with her that Food Lion has cat and dog food to be donated to the shelter.

Mr. Katz stated that they do have strong support from the community through their donations.

**BREAK**

At this point, at 11:14 a.m., the Board took a break and resumed at 11:29 a.m.

**BOARD APPROVED AWARDING CONSTRUCTION CONTRACT TO SHAMROCK ENVIRONMENTAL CORPORATION FOR THE MSW LANDFILL UNIT 2 PHASE 2 CELL CONSTRUCTION**

Chair Cozart recognized Jason Falls, Environmental Services Director, for an update concerning upcoming projects regarding solid waste and environmental issues.

Mr. Falls noted that trash is literally through the ceiling right now. As of January 2022, the present capacity of Unit 2, phase 1 has about 10-12 months of capacity left. In order to continue

operations, staff have worked for the last year with Garrett and Moore Engineering to obtain all environmental and state permits as well as bids for the construction of a new cell to continue accepting waste. This proposed 8-acre cell will tie into the existing cell to continue our planned phase development in the coming years. He stated that basically, he was asking the Board to approve the low bid as shown below in the Summary of Bids Received:

**Summary of Bids Received**

Vendor	Bid
Shamrock Environmental Corporation	\$3,821,321.55
Triangle Grading and Paving	\$4,596,222.00
Thalle Construction	\$4,624,318.50

County Manager Felts stated that on the aspect of funding, he stated that as Mr. Falls pointed out, when you have run out of space for trash and if you do not have a new place for it to go, you will have to stop accepting trash. Of course, if you do not start accepting trash within a period of time, then you will have to consider closing the landfill and that it is not something you want to do either. Felts stated that the county is just over the profit margin, meaning there is some reserves in the solid waste enterprise fund if they would try their best to cash flow the project at \$3.8 million plus some additional monies for engineering. He said they would try to cash flow that 100% through the solid waste fund. He stated further that if they found that they could not, the county could and what they would recommend at that time, would be taking some of the fund balance reserves that are somewhat tied to investments, they would loan some of those investible fund balance monies to the solid waste enterprise on relatively short-term notes something 7-10 year timeline at 1% investment earnings which will exceed what we are making today. He continued that if you commit to the project, obviously you will have to fund project. He said they would try to keep it within the solid waste enterprise and if any point they ran short, they would come back to the Board and request a loan from themselves over to the enterprise for a short period of time.

Mr. Falls noted the same thing was done in 2012.

Chairman Cozart asked for a motion based on the recommendation to award a construction contract to Shamrock Environmental Corporation at a not-to-exceed amount of \$3,821,321.55.

Upon a motion by Commissioner Russ May, seconded by Jimmy Gooch, and unanimously carried, the Board approved awarding a construction contract for the MSW Landfill Unit 2 phase



2 cell construction to Shamrock Environmental Corporation for a not-to-exceed amount of \$3,821,321.55. If needed, funding from a loan of up to \$4,000,000 for construction and engineering costs from the General Fund to the Solid Waste Enterprise Fund, at 1% interest over a 7-year period is possible with future approval by the Board of Commissioners.

**BOARD TOOK ACTION REGARDING THE WILTON CONVENIENCE SITE**

Jason Falls, Environmental Services Director, explained that in reference to the Wilton turn lane, the Board approved site design consulting services for improvements and presented plans to the North Carolina Department of Transportation (NC DOT) in March 2021. He reported that a survey has been completed for that project and should be submitted to NC DOT in the next week. The plan for approval for that turnaround and the value of the cost has been submitted by the Engineer and his estimate for the project is approximately \$360,000 for a turn lane.

Commissioner Russ May asked if there had been any evaluation at the site to determine if the pad could be widened because down below the pad is where the trucks turn around. He continued that one of the major issues is that you cannot turn a vehicle around without stopping and turning on the right-hand side and noted that the left-hand side is good. He continued that he understands that a professional should evaluate it. He stated that he thinks it is needed, but that the timing as to when it is needed depends upon the budget.

Commissioner Karan noted that a center turn lane may not alleviate the problem and talked about the issues at the site with turning around.

Chair Cozart said that he uses the site often and agreed with the comments made by Commissioners May and Karan.

Upon a motion by Commissioner Russ May, seconded by Commissioner Timothy Karan, and unanimously carried, the Board approved conducting an internal study for improvements to the pad at the Wilton Convenience site, as well as receiving engineering cost estimates for turn lanes for the site, and then make recommendations to the Board during the budget work sessions.

When asked about an update for a site in the southern end for another convenience site, Mr. Falls reported that a site has not been identified. Commissioner Gooch asked about the land between Wilton Elementary School and the EMS station, and County Manager Felts reported that there is not much land there and it belongs to the school.

**BOARD APPROVED AWARDING A CONTRACT TO WOODLIEF'S LAWN CARE FOR LITTER CLEANUP**

Jason Falls, Environmental Services Director, presented the following summary of bids received for a contract to clean 400 shoulder miles of selected roads within Granville County. Only two bids were received from the RFP (request for proposal) that was sent to five firms.

<b>Company</b>	<b>Base Bid (404 Shoulder Miles)</b>	<b>Bid Alternate (4848 Shoulder Miles)</b>
Woodlief's Lawn Care LLC	\$125.00/SM	\$70.00/SM
Precision Lawn Care & Landscaping, Inc.	\$190.00/SM	\$85.00/SM

Mr. Falls stated that he was recommending that the Board approve the low bid by Woodlief's Lawn Care, LLC. He continued that on behalf of the Environmental Affairs Committee and him, he would also like to entertain the alternate bid later, as it is not budgeted at this time.

When asked about the savings from changes last year of about \$20,000 per month it was noted that that money is tied to the solid waste enterprise fund and will hopefully be used to help the new cell construction. County Manager Felts stated that the ongoing budget has \$100,000 per year to put toward littering programs and that \$125 per square mile is for 404 shoulder miles to be picked up twice a year. He noted that is historically what they have been doing. He continued that they have funding to cover that, but if you want to accelerate that to a more frequent basis, they would be willing to drop the rates, but that would require an additional \$340,000 which the Board could typically look at to being its fee rates that help to fund that or after the cell is constructed funds may be there.

Mr. Falls noted that if this recommendation is approved, Woodlief Lawn Care would be able to make at least one cleanup this fiscal year possibly. However, the 404 miles can be done twice a year whereas before they could only do it once a year.

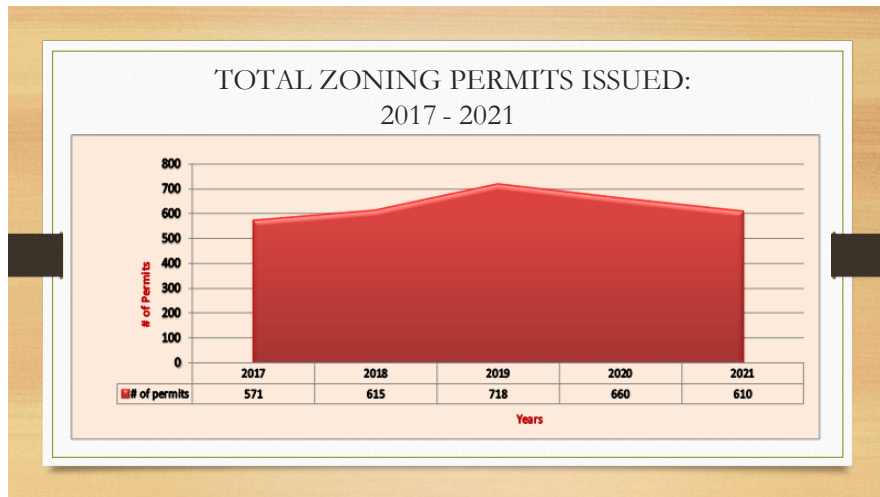
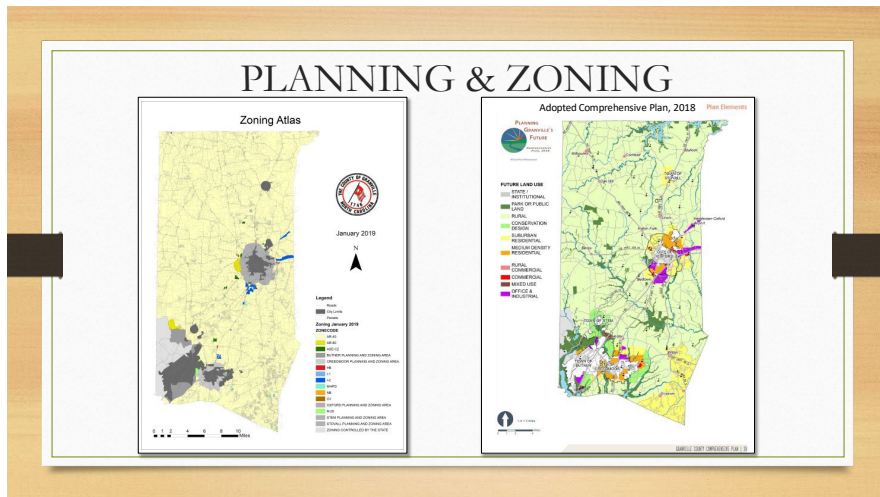
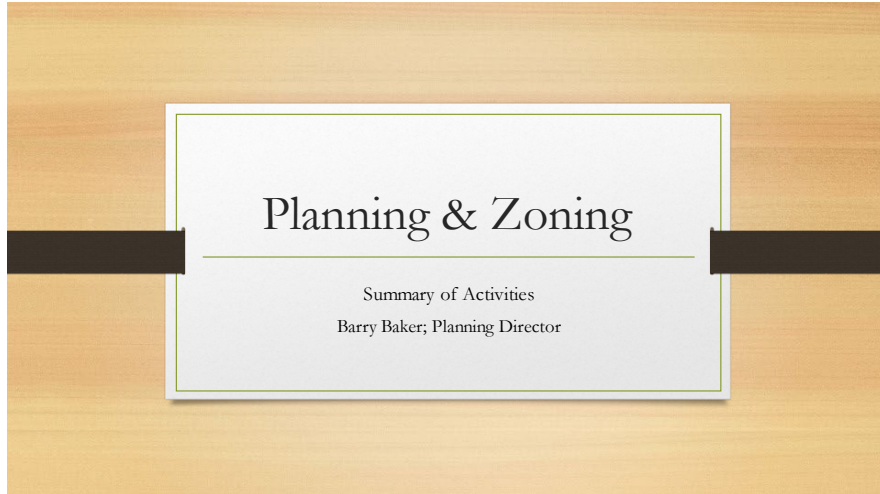
Upon a motion by Commissioner David T. Smith, seconded by Commissioner Zelodis Jay, and unanimously carried, the Board approved awarding a contract for litter clearing to Woodlief's Lawn Care at the rate of \$125.00/shoulder mile for 404 miles of identified roads twice a year with funding in the amount of \$101,000 from the Solid Waste Enterprise fund.

**DEVELOPMENT SERVICES UPDATE**

County Manager Felts noted that due to an emergency, Scott Phillips, Development Services Director, was not able to attend and would present his information at the Board's next scheduled Board meeting in March.

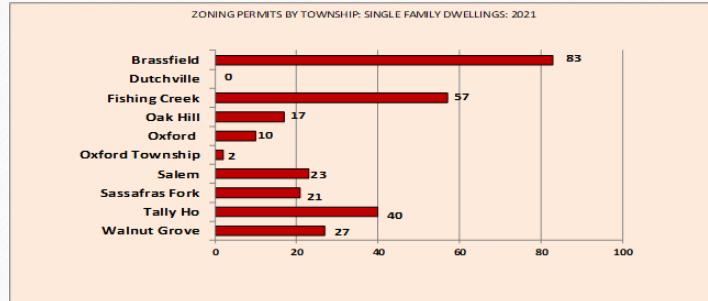
**Planning and Zoning**

Mr. Barry Baker, Planning Director, presented the following PowerPoint Presentation and answered questions about slides:



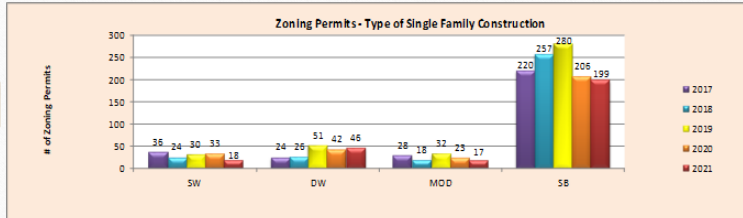
### ZONING PERMITS BY TOWNSHIP: SINGLE-FAMILY DWELLINGS

2021



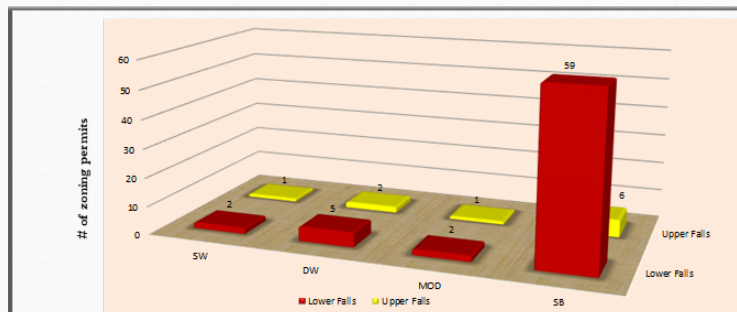
### ZONING PERMITS: TYPE OF SINGLE FAMILY CONSTRUCTION

2017-2021

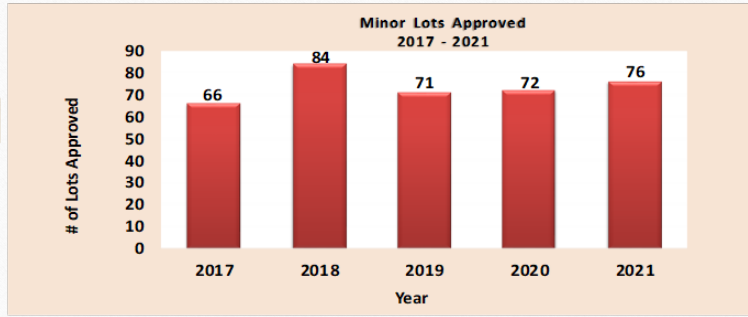


### SINGLE-FAMILY PERMITS: FALLS WATERSHED

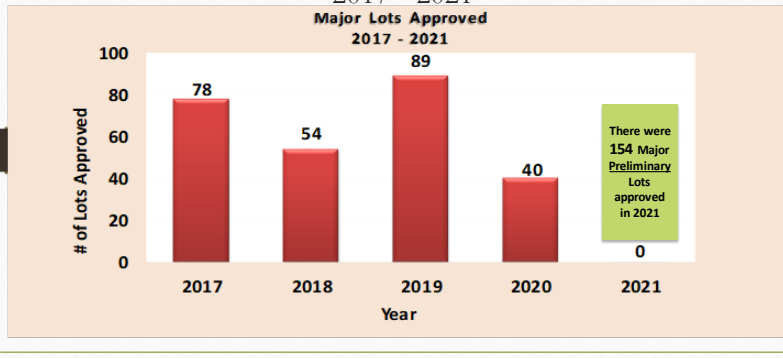
2021



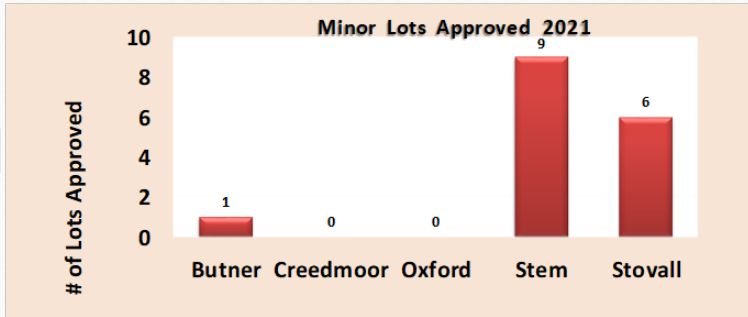
### MINOR FINAL SUBDIVISIONS APPROVED 2017 – 2021

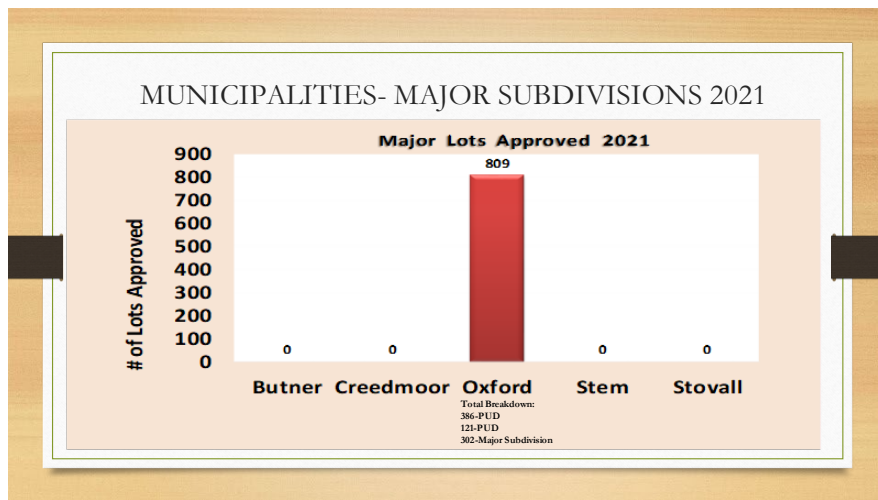


### MAJOR FINAL SUBDIVISIONS APPROVED 2017 – 2021



### MUNICIPALITIES- MINOR SUBDIVISIONS 2021





- ## PLANNING ITEMS
- Discussion of Recreation Fee In Lieu of Subdivision Regulations.
  - Update on Interim Alternative Approach (IAIA) the finance-based approach to existing development storm water implementation.

Mr. Baker also provided the Board with the following document and talked about the ability of the county to pass a recreation fee through our subdivision regulations and noted that this is the model that he would use:

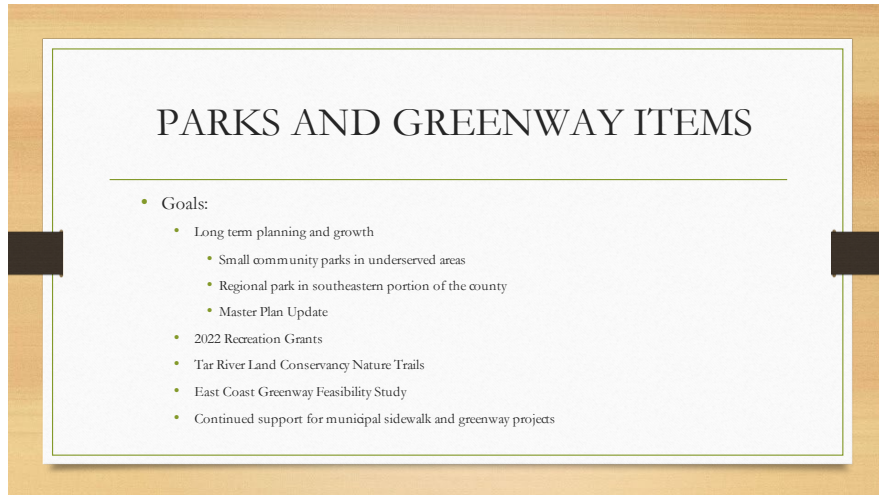
### Recreation Fee in Lieu Of Discussion

- Harnett County as model.
- Program since 2006.
- Recreation fee of \$500 per lot at time of final platting.
- Spend money on land acquisition and recently building facilities.
- Spend money in township collected.
- Implement through subdivision regulations.
- Amended subdivision regulations in 2021 to allow developers to be build greenways.
- Open space density allowance of minimum 10% open space for active recreation.

Discussion ensued about recreation fees and Mr. Baker said he would look at Franklin County's model also. Commissioner Karan said that he would like to expedite this. When asked, it was noted that this will have to be in the ordinance to apply to new development.

**BOARD APPROVED EARMARKING FUNDS FOR PARKS, RECREATION AND GREENWAYS MASTER PLAN UPDATE**

Mr. Baker then recognized Justen Jorgensen, Senior Transportation Planner, to continue the presentation.



Mr. Jorgensen talked about updating the Master Plan and preliminary ideas for the it. He explained said our plan is 15 years or so old and that it was redone in house six or seven years ago. He said he reached out to other counties and to consultants for cost estimates to include a feasibility for a park in the southern end of the county.


Commissioner Karan said that sometimes appropriated money does not get spent in a budget year and is unaccounted for and asked that if rather than reverting unspent funds back to the general fund, if they could set aside those funds up to the amount that they need for a Recreation Master Plan study. Ultimately, he stated that he would like to see the county move towards the possibility of a bond referendum for recreation needs other than just a pocket park, and he feels that this would be a necessary step to identify the needs and what can be done.

County Manager Felts stated that in order to help facilitate that, he believed that the county would be able to identify some funds that will not be expended in this fiscal year, and it could be rediverted to this effort. He stated further that he thought that they would be able to bring that to the Board at the next budget time.

Upon a motion by Commissioner Timothy Karan, seconded by Commissioner Russ May, and unanimously carried, the Board earmarking funds up to \$120,000 for a Parks, Recreation and Greenways Master Plan Update instead of reverting funds back to the General Fund.

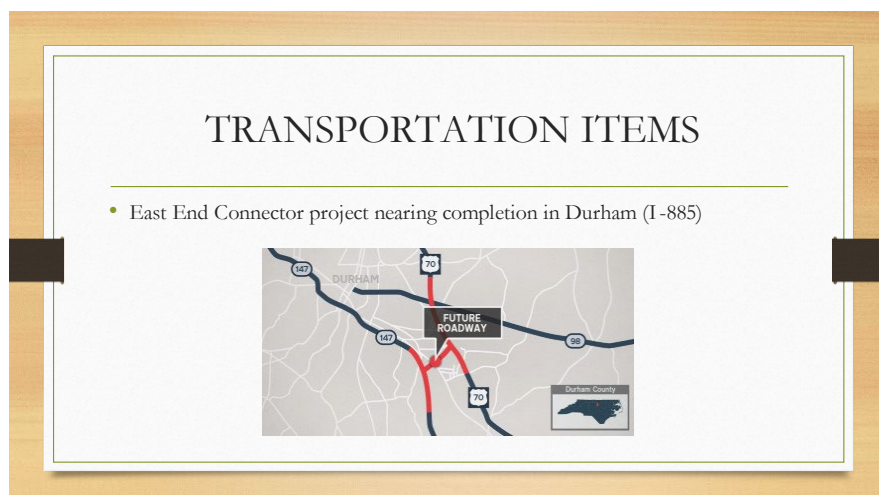
## **PRESENTATION CONTINUES**

Mr. Jorgenson continued the presentation and talked about recreation mini-grants, greenways and other items on the previous slide. He then talked about transportation items from the next two slides:




**TRANSPORTATION ITEMS**

- Infrastructure Investment and Jobs Act (Bipartisan Infrastructure Deal)
  - Funding opportunities
  - Impact on NCDOT funding
  - MPO and RPO coordination
- Corridor Projects
  - U-6020: NC56/West Lyon Station Road realignment in Butner (Construction FY 2025)
  - U-5891: NC 50 Widening from I-540 to NC 98 (ROW 2029 and Construction Beyond FY2030)
  - NC 56 improvement projects currently unfunded



**TRANSPORTATION ITEMS**

- East End Connector project nearing completion in Durham (I-885)



The map shows the Durham area with major roads like I-40, I-77, I-85, and I-95. A red line indicates the 'FUTURE ROADWAY' (I-885) connecting to the 'EAST END CONNECTOR' project. A small inset map shows the location of Durham County within North Carolina.

Board members asked questions and then Chair Cozart thanked Mr. Jorgensen for his presentation.

## **LUNCH BREAK**

Chair Cozart noted that during the Board's break for lunch, the Board would view a video at 12:45 p.m. He also noted that the Board would reconvene at 1:00 p.m. and the Board would hear from Sheriff Hardy with his presentation. Commissioner Jay had the blessing at 12:26 p.m. At 12:45, the Board of Commissioners viewed a short video recording. At 12:59 p.m. the retreat resumed.



**DURING SHERIFF'S UPDATE, BOARD APPROVED THE PURCHASE OF FOUR ADDITIONAL VEHICLES WITH EQUIPMENT**

Sheriff John B. Hardy, III requested the purchase of two vehicles and possibly two additional vehicles including the purchase of equipment for the vehicles.

Chairman Cozart asked County Manager Felts if he had a recommendation in reference to funding.

County Manager Felts stated that there is enough funding in the existing Capital Outlay line item for two more vehicles and if it is necessary for equipment to outfit those vehicles. He stated that Sheriff Hardy has looked at the forfeiture funds and noted that typically you do not want to purchase vehicles with forfeiture funds because of the asset turnover at the end of their life, but that outfitting the vehicles with the use of such funds would be a better use of those funds. He continued that he knew that they had funding to purchase two more cars and mostly outfit them with any residual coming out of the forfeiture funds but if they went beyond two cars, it would have to be all new money.

Commissioner May made a motion to approve two vehicles out of the current budget and equipped with asset forfeiture funds.

Sheriff Hardy said he would like two additional vehicles.

Commissioner May then asked Sheriff Hardy if he could just share with the Board why the request for additional vehicles is a "need" and not a "want".

Sheriff Hardy explained the need for additional vehicles was due primarily to the constant and high cost of maintenance that was being spent on the department's current vehicles. Chief Chris Smoot stated that, currently, they have a bunch of older models, 2013 to 2016, and he noted that according to Dodge, the Chargers will become obsolete after 2023 and in speaking with other agencies these cars are almost impossible to find. He noted that the Chargers are less expensive than the Durangos and that vehicles are hard to come by at this time.

Commissioner May then amended his motion to include four vehicles instead of two. Commissioner Karan seconded the motion. Chair Cozart called for a vote on the matter, and it passed unanimously.

Upon a motion by Commissioner Russ May, seconded by Commissioner Timothy Karan, and unanimously carried the Board approved purchasing two (2) Dodge Chargers (\$28,000 each) and two (2) Dodge Durangos (\$38,000 each) from the fiscal year 2021-2022 budget and new funding if needed and approved the use of asset forfeiture funds to equip the vehicles.

**BOARD APPROVED LEASING SURVEILLANCE VEHICLE CONTINGENT  
UPON COUNTY MANAGER AND COUNTY ATTORNEY APPROVAL**

Sheriff Hardy said that the Drug Unit has the need for a surveillance vehicle. He stated that they have found a 2013 vehicle with 10,999 miles on it at Oxford Car and Truck that would be good undercover vehicle and they are asking \$23,500 and asked if asset forfeiture funds could be used for this purchase.

County Manager Felts stated that, again, he does not recommend purchasing vehicles using forfeiture funds because, again, it can get very complicated when you want to surplus them. He continued that there will be more funding after July, and they would not have the same problem with regular vehicles versus the police vehicles for supply.

Commissioner Smith asked County Manager Felts if he foresees at the end of this fiscal year any excess money that the county is not spending that could be used to purchase this vehicle.

County Manager Felts stated that he did not see any excess funds at this time.

Commissioner May stated that he is all about supporting law enforcement; however, this has been a tough budget year and that this be looked at in the Sheriff's Department's budget for the next fiscal year. He stated that he did not reject the fact that it was needed but that maybe they could have discussions with some of their federal and state local partners to see if they may have a seized vehicle that they might be able to loan on a temporary basis.

Commissioner Karan asked if there was anything else in the County's fleet of vehicles that could be drivable and used for that purpose.

County Manager Felts stated that yes, the county does have some that they might be able to offer.

Sheriff Hardy stated that they had also talked about a possible lease agreement with Oxford Car and Truck, and they said if the County had a lease agreement with them, they could swap cars every month at \$500 per month.

County Manager Felts stated that was the type of thing that could be recommended as a service expansion.

Commissioner Smith made a motion that the Board accept the possibility of using a rental through the end of this fiscal year.

County Attorney Wrenn stated that he was not sure about that and that they needed to look at that more carefully. He stated further that they had concerns about insurance problems.

County Manager Felts stated that since they had just heard about the lease agreement, the Board needed to do some additional research before approving such a request.

Commissioner Smith asked if the Board could approve the request contingent upon the County Manager and County Attorney passing off on it through this fiscal year, which would be March, April, May, and June. After clarification, Commissioner Smith amended the motion.

Upon a motion by Commissioner David T. Smith, Seconded by Commissioner Timothy Karan, and unanimously carried, leasing a vehicle for undercover operations from Oxford Car and Truck for \$500 a month contingent upon the County Attorney and County Manager's approval.

Sheriff Hardy did not have any other presentation and/or request and opened the floor for discussion. He answered questions about a Special or Rapid Response Team, training, and equipment needed to move forward with a team. It was noted that asset forfeiture funds can be used for this type of equipment. He reported three openings in the Sheriff's Office, four at the Detention Center, and today's population at the jail is 96.

Chairman Cozart stated that he appreciated Sheriff Hardy's leadership.

**AFTER NC FIRE CHIEFS CONSULTING REPORT DISCUSSION, BOARD APPROVED RESOLUTION CALLING FOR A PUBLIC HEARING ON THE PROPOSED SERVICE DISTRICT ON APRIL 4, 2022 AND ADOPTING A SERVICE DISTRICT RATE CAP OF 15 CENTS PER \$100 PROPERTY VALUATION**

Chairman Cozart explained that during their regular meeting on September 7, 2021, the Granville County Board approved authorizing the County Manager to engage the services of NC Fire Chief Consulting to provide consulting services to assist in the development and implementation of a service district or service districts for fire protection, ambulance, and rescue service for Granville County. He stated further that on Monday, February 21, 2022, Mr. Gregory Grayson provided an overview of their study findings to date and provided a draft copy of their report. Mr. Grayson is here today to help answer specific questions the Board may have with regards to the study findings.

Mr. Grayson referred the Board to the presentation slides from the previous Monday, February 21<sup>st</sup> meeting in their agenda packet.

Mr. Grayson gave a recap of Monday's presentation regarding creating and establishing a fire protection service district. He noted that a sample resolution was included in the agenda packet if the Board wants to move forward that calls for a public hearing and if you want to include a rate cap. He said he was there to answer any questions or concerns.

Chairman Cozart asked if the Board had any questions or needed clarification from Mr. Grayson.

At this point, Mr. Grayson answered questions from commissioners and others and provided explanations including and but not limited to the possible makeup of the district; process for municipalities that want to opt-in or opt-out of a fire protection service tax district; the funding formula for equity in incorporated and unincorporated area; a proposed funding methodology; mutual aid agreements continuing; disbursement of funds; establishment of a fire commission, diminishing number of volunteers; possibility of part-time and/or full-time firefighters for departments; and the increasing cost of equipment and apparatus.

Chair Cozart noted that County Administration recommended that the County Board of Commissioners consider the following resolution calling for a public hearing on the proposed service district for April 4, 2022, and adopting a service district rate cap of 15 cents per \$100 of property valuation.

Commissioner Karan mentioned a story that Butner Mayor Terry Turner recently shared about a delay in fire dispatch in the Butner/Creedmoor area due to confusion with a zip code as to whether it was in Butner or Creedmoor. He reported that between the 9-1-1 call and dispatch to three departments, there was a unit on scene within 2 minutes 43 seconds and the first truck was on scene in 3 minutes and 19 seconds. He noted that it was totally inaccurate that a zip code delayed services.

Commissioner Karan made a motion to approve the recommendation and Commissioner Jay seconded the motion. Commissioners Jay and Gooch emphasized that the 15 cents is a cap and not the rate and asked that this be advertised.

Chair Cozart then recognized the Fire Chiefs present and thanked them for their service. One of the Fire Chiefs said that since the volunteers are not paid, please be sure they have the proper equipment. He asked that they help them to get the word out about this. Another one noted that it is approximately \$15,000 to \$20,000 to equip one firefighter and it does not include training and we must keep public safety as a high priority. It was noted that each department sets minimum hours for training and then there are state requirements (36 hours per year to maintain after initial training), there are other requirements to remain in the state's retirement system, and there are even more hours required (150-240 hours) to maintain ISO rating and most firefighters are volunteers. The press was asked to help get the information out to the public.

Upon a motion by Commissioner Timothy Karan, seconded by Commissioner Zelodis Jay, and unanimously carried, the Board approved the following resolution calling for a public hearing on the proposed service district for April 4, 2022, and adopting a service district rate cap of 15¢ per \$100 of property valuation:

**RESOLUTION CALLING FOR A PUBLIC HEARING TO CONSIDER THE ESTABLISHMENT OF A  
FIRE PROTECTION SERVICE TAX DISTRICT FOR ALL UNINCORPORATED AREAS OF  
GRANVILLE COUNTY AND A RATE CAP**

**WHEREAS**, the unincorporated areas of Granville County are growing and the costs of providing fire and rescue services are increasing, especially considering personnel costs and capital expenses; and

**WHEREAS**, North Carolina General Statutes ("NCGS") § 153A-301 authorizes the Granville County Board of Commissioners (the "Board") to establish and define a service district in order to finance, provide, or maintain for the district certain services in addition to or to a greater extent than those financed, provided, or maintained for the entire County; and

**WHEREAS**, pursuant to NCGS 153A-302(b), the Board must cause a report containing certain specified information to be prepared and filed with the Clerk to the Board; and

**WHEREAS**, the Board is authorized by NCGS 153A-307 to levy additional taxes in a county service district to finance the level of service provided in the district that is not provided in the entire county; and

**WHEREAS**, NCGS § 153A-309.2 provides specific provisions that counties may use in implementing fire protection service districts, and pursuant to that statute, the Board wishes to limit the amount of special taxes that may be levied in the proposed district; and

**WHEREAS**, the Board plans to hold a public hearing on April 4, 2022 to consider implementing a fire protection service district to improve the funding structure of the fire protection service delivery system in Granville County; and

**WHEREAS**, the Board will consider establishing a single, unified fire protection service district that will encompass all unincorporated areas of Granville County that will provide essential funding for the provision of fire and rescue services; and

**WHEREAS**, those statutes referenced above authorize the Board to adopt a resolution within ninety (90) days of a public hearing and prior to the first publication of notice that property taxes within a new fire protection service district will not exceed fifteen cents (\$0.15) on each one hundred dollars (\$100) of property subject to taxation; and

**WHEREAS**, adoption of this resolution providing a cap of \$0.15 per \$100 valuation for the proposed unified fire protection service district represents the maximum amount of taxation that property owners in the unincorporated areas of Granville County would experience if the fire protection service district were approved.

**NOW THEREFORE, BE IT RESOLVED BY THE GRANVILLE COUNTY BOARD OF COMMISSIONERS:**

The Granville County Board of Commissioners resolve to call for a public hearing on April 4, 2022, to consider the establishment of a single, unified fire protection service district for all unincorporated areas of Granville County consistent with North Carolina General Statutes; and

The Granville County Board of Commissioners give notice consistent with the North Carolina General Statutes that, if adopted, the property taxes within the new proposed Granville

County fire protection service district will not exceed \$0.15 on each \$100 of property subject to taxation; and

**BE IT FURTHER RESOLVED BY THE GRANVILLE COUNTY BOARD OF COMMISSIONERS:**

That the Clerk to the Board is hereby directed to make such publications of the notice of public hearing regarding the proposed new service district as set forth in NCGS § 153A-309.2(b); and

The County Manager or his designee is directed to prepare a map of the proposed district, prepare and file with the Clerk to the Board the report required by NCGS 153A-302(b).

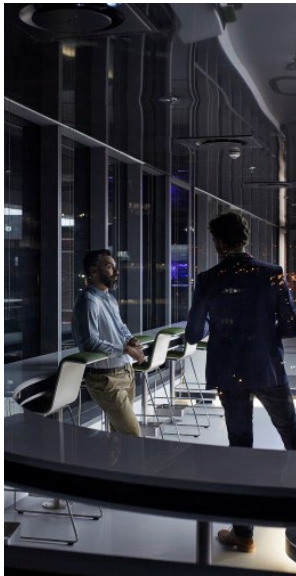
**ECONOMIC DEVELOPMENT PRESENTATION**

Mr. Harry Mills, Economic Director, spoke from the following PowerPoint presentation.



## 2021 RFI Submissions

<u>Name</u>	<u>Jobs</u>	<u>Capital Investment</u>
Project Osprey	100	\$ 20M
Project Ramesh	50	\$ 10M
Project Chronos	1000	\$ 300M
Project Bath	330	\$ 320M
Project Energy	50	\$ TBD
Project Molecule	300	\$ 600M
Project Speedway	650	\$ 240M
Project Amino	140	\$100M
Project Charger	450	\$ 325M
Project Fresh	100	\$ 12M
Project Scale	90	\$ 72M
Project Prometheus	837	\$150M
<b>Total</b>	<b>4037</b>	<b>\$2,149B</b>



## 2020-2021 Expansions

- **PRM Expansion**
  - Building Reuse Grant
  - Total of 10 jobs
  - Capital Investment = **\$400,000**
- **The Nugget**
  - CDBG Grant
  - Total of 46 jobs
  - Capital Investment = **\$4.8M**
- **Carolina Coops**
  - INC Grant
  - Total 147 jobs
  - Capital Investment = **\$4.7M**
- **Meel Corp.**
  - Building Reuse Grant / INC Grant
  - Total 24 jobs
  - Capital Investment = **\$5.7M**
- **Project Diamond**
  - Building Reuse Grant / INC Grant
  - Total 270 jobs
  - Capital Investment = **\$119M**

1. WHAT TYPE ARE WE?



2. WHAT INFRASTRUCTURE DO WE STILL NEED?

- *SPEC BUILDING?*
- *GRADING*
- *TRIMMING*






## WHAT IS TRIANGLE NORTH GRANVILLE?

## Triangle North & VGCC

# EDA GRANT





Mr. Mills talked about Triangle North Granville and Vance-Granville Community College. He thanked the Board for bringing alive and continuing to process and to work with Vance-Granville to apply for a grant for a manufacturing center for a trade. He asked the Board for direction as to where Granville County wanted to go with this park, a life science, automotive, or whatever as he works to bring projects to the park. They talked about trees on the Triangle North Granville property make it hard to visualize what a finished site may look like, and they are working to get the trees down to have a site-ready site.

Mr. Mills also pointed out that he was very privileged that Granville County could host the NC 100, the Economic Development Partnership of North Carolina (EDPNC), which is a recruiting for companies, asked if Granville County would host. He said they had 13 consultants and another 14 to 16 other Economic Developers throughout the region attend the event.



**BOARD APPROVED LETTER OF SUPPORT FOR VANCE-GRANVILLE COMMUNITY COLLEGE FOR THE APPLIED TECHNICAL CENTER FOR ADVANCED MANUFACTURING AT THE TRIANGLE NORTH SITE**

Getting back to Triangle North, Mr. Mills shared a sketch of the proposed building and part of that is the EDA (Economic Development Administration) grant. He continued that he has been working with Vance-Granville telling engineers and all the others to get this grant together. He stated further that when the Board approves the grant, you would be approving moving forward to apply for the EDA grant with the premise of also maintaining that deed and Vance-Granville using the building. Mr. Mills noted that it has come up with EDA that if Granville County is to get the grant, Vance-Granville will have to take the deed to the property. Mr. Mills provided a copy of a letter that he had worked on that he would like for the Board to take an action on so that, with Vance-Granville holding the deed, it would give County Attorney Wrenn and his legal team the opportunity to work out the process.

County Manager Felts stated that in order for Vance-Granville Community College to put community college funding towards the project, they have to hold the title to the property in order to spend community college dollars. He stated further that it is not something that they consider high risk one way or the other. He continued that Administration encourages and recommends that the Board allow them to move forward with the project with a match but since the motion and the direction specified that the county hold title, they needed to bring it back before the Board for the Board's approval. If so, he stated, they will ask the Chairman to sign a letter of support so that they can move on with the grant application which is due March 9, 2022 (but not until the grant is awarded). The Board must be willing to transfer the title in order to move forward on the project.

Mr. Mills stated that everyone has worked hard on this project, and it is hoped that the county gets this grant, but if not, it will not stop Granville County from moving forward.

Commissioner Smith asked that if the county gives Vance-Granville the title and it is no longer a training center, would the property then revert to the county?

At this point discussion ensued about steps to get this moving forward and putting a reverter clause in the support letter. County Attorney Wrenn suggested language for the motion. Discussion continued and then the Board took action regarding a letter of support for Vance-Granville Community College for the Applied Technical Center for Advanced Manufacturing at the Triangle North site.

Upon a motion by Commissioner David T. Smith, seconded by Commissioner Russ May, and unanimously carried, the Board approved letter of support with addition of wording to include that *VGCC must hold title to the property and the County will work with the VGCC legal teams and Kerr-Tar Economic Development Corporation to facilitate the process upon grant approval and that the property would revert to the County should it cease to be used for the purposes of which it was conveyed*; and the flexibility of the County Attorney to negotiate wording of letter if necessary.

**ECONOMIC DEVELOPMENT PRESENTATION CONTINUES**

Mr. Mills continued his presentation with a picture of the proposed building of the VGCC Training Center. Commissioner May stated that the building needed to have Granville County's name or seal also on the building with Vance-Granville Community College.

Mr. Mills was asked in his opinion what were the three biggest impediments keeping Granville County from getting where we need to be so as a collective Board, think of ways that they could do things better. Mr. Mills stated that he believed that the first thing they needed to do was to have a building and/or site-ready option for a company to locate and also available workforce that will work and stay at a job. However, on a good note, he said that they are working with Granville County Schools, Kerr Tar Council of Government, NC Works, who really works hard in getting into the school system.

Board members made comments and talked about the CTE program with Granville County Public Schools to help get students ready for the workforce.

County Manager Felts stated that the last item that he would mention regarding Economic Development is that the Board provided for Economic Development to have another position and they listed the position in July and August and did not get the interest that they felt was right for Granville County at that time. Therefore, the position will be reposted as they have had some follow-up conversations and figures and believe they have an opportunity to get some qualified applicants and it is driven by the excess activity of prospective business in the County.

**BREAK**

The Board took a break from 3:01 p.m. to 3:09 p.m.

**GRANVILLE ATHLETIC PARK SPONSORSHIP WALL DESIGN**

County Manager Felts stated that a lot of the information that they were presenting at this point was for information purposes only. He then recognized Korena Weichel, Assistant County Manager to present the next item on the agenda.

Assistant County Manager Weichel referred the Board to page 224 in the agenda packet and noted that this item was for discussion, and she did not expect any action from the Board. She continued that what they anticipate putting this initiative in the fiscal year 2023 budget for approval. She stated that this is an opportunity for sponsorship to recognize our sponsorships at the Granville Athletic Park. And that over the years, Granville County has received several large sponsorships that they have never really had a way to adequately recognize. She stated further that we appreciate all of the sponsor money that we get, and they wanted to recognize the support in a unique and lasting way. So, Administration contacted Peter Ruocchio of Ruocchio Designs, and he came up with a design concept for a sponsor wall and as such, the various levels of sponsorship on this wall will come at different levels of donation. She noted the following levels for the GAP Sponsor Wall:

**Sponsorship Levels for GAP Sponsor Wall**

Corporate Diamond Sponsorship.....	\$10,000+
Feature Sponsorship: Level I.....	\$7,500 - \$9,999
Feature Sponsorship: Level II.....	\$2,500 - \$7,499

Assistant County Manager Weichel noted that as the name implies, diamonds are designed, and it is in honor of the athletics that are played out at the park. The diamond would entitle someone to have their names on those diamonds, one entity on each diamond for five years. She referred to the illustration in the agenda packet. She mentioned the estimate of \$25,000 previously received and noted that it will need to be revised. Again, she pointed out that there was no action required by the Board at that time but would like it to be considered for the fiscal year 2023 Budget. When asked she said that the sign will basically pay for itself and said there are some existing sponsorships and answered other questions about sponsorships.

**WHO MOVED MY CHEESE BOOK**

County Manager Mike Felts stated that some of the Board members had participated in the County's Strategic Planning Process where the book, *Who Moved My Cheese* was introduced. He noted that the book was also introduced to the Leadership Team in the Fall of 2021, with the intent of rolling this material out. He stated further that the idea is to develop a culture that is a little

more comfortable with change and stated that if the Board members had heard anything presented at this retreat, he hoped that they heard that things are changing. He continued that he wanted to give those who did not previously get a copy of the book to get a copy today. He stated further that it is their intention from a county-wide standpoint to provide support to the departments. He stated that they would like for all department heads to take the book and find ways to incorporate it into their departments, that work best for their department, and to develop this culture of language. He stated that the real beauty of this simple book is that it is a quick read, and it is the idea that you develop a culture of language that allows you to talk about change in a way that everyone has a common frame of reference. He stated further that they hoped to incorporate the Board of Commissioners into some of those county-wide activities.

County Manager Felts stated that he wanted to take a moment to say that, this year because of Covid-19 and some other constraints and the way that they were doing the retreat and the timing of it, he wanted to let the Board know that they gave departments a pass. Department Heads were not required to come to the retreat and stay all day, but he just wanted to recognize the staff in attendance and thank them for attending.

### **BOARD ADOPTED THE 2021-2025 STRATEGIC PLAN**

County Manager Felts noted that many of the staff in attendance helped with the Strategic Plan update. He noted that as the Board promised when they adopted the 2021-2025 Strategic Plan, that every Fall, they would go back and look at the objectives and the strategies that they do to obtain and be successful on those objectives and ask is it still valid and/or what do we need to change. He referred Board members to the agenda packet and talked about some of the things that had changed since they adopted the plan last year as described below:

- **Environmental Analysis**
  - *Economic Factors (updated with most recent economic forecasts and jobs information)*
  - *Legislative Factors (added 2021 state legislative changes and federal ARPA information)*
  - *Financial Factors (updated with County's 2021 financial position)*
  - *Labor Force, Employment & Income, and Population Characteristics (updated based on 2020 US Census data)*
- **Strengths & Weaknesses** (minor text edits)
- **Assumptions** (revised information related to County funding distributed through the American Rescue Plan Act and assumptions surrounding impact of the ongoing COVID-19 pandemic)
- **Categories** (progress on individual strategies noted under each corresponding timeline)
- **Appendixes** (revised charts and graphs displaying financial and demographic information)

County Manager Felts recommended that the Board adopt the changes that were presented so that they can continue to work with the plan. He stated that they could take that action today or

if the Board wished to review the changes in more detail, certainly it could be moved to one of their future meetings.

Commissioner May stated that he had reviewed and only had one recommendation to add some language regarding inflation in reference to the economic aspect of the plan because he believes inflation is going to play a major role in how the Board proceeds this year and next year.

County Manager Felts noted that this is a living document, changing all the time and as they do get updates which happen typically in the Fall, they do like to invite the Commissioners to come and participate in that process. In that regard, County Manager Felts stated that they would add the language regarding inflation suggested by Commissioner May.

Upon a motion by Commissioner Sue Hinman, seconded by Zelodis Jay, and unanimously carried, the Board approved adopting the 2021-2025 Strategic Plan as of January 2022 with minor addition of language around the economic indicators to include inflation and its impact to the plan.

**CONSENSUS TO MOVE FORWARD WITH SUMMER CIVIC LEADERSHIP PROGRAM**

County Manager Felts stated that he just needed a head nod from the Board, not an actual vote. He continued that the Summer Civic Leadership Program had to be postponed over the last two years due to COVID-19. He explained that the program is designed to work with rising seniors, and they had hoped to bring to the Board a recommendation to include an internship program that would include rising seniors as well as recently graduated seniors so that we could get some advantage of both. He stated that the problem is not every department is quite ready to include interns into their working environment as we have only about 60% of the county departments that feel comfortable with working with a summer internship program so for that reason they are not recommending doubling up the intern staff. However, he said that they are looking at bringing back an in-person internship with five students and he recommended going back with the rising seniors as he believes that that is where they make the greatest impact. County Manager Felts stated that the Civic Leadership Program was designed to introduce high school students to local government as a potential career path. He stated that they originally started the program with rising sophomores which was great, and they absorbed it and loved it; however, the problem was that it was a little too early in their decision-making process so by the time they were juniors and seniors and making decisions on whether going into work or college or other choices, it had somewhat lost its impact. He stated that they moved it to rising seniors and they changed the program instead of visiting every county department, they sliced it into tracts—either human

services, public safety, general government, or community services and, therefore, depending on which tract, and depending on which tract, that depends on which departments that that intern would spend time with during their five or six weeks during the summer. County Manager Felts stated that they are looking for direction, and it does not fall in this year's budget, it would fall in the 2022-2023 budget because they have paid the internship scholarship amounts at the end of the program in August. So, it does not take any money from this year but the question for the Board is if they are comfortable with the internship program coming back and if they are comfortable with the five students or if it is a policy decision to say, we want rising seniors and graduated seniors, we will find a way to do the program. However, the recommendation is for rising seniors and bring it back in-person with approximately five interns. County Manager Felts noted that it is about a \$1,500 scholarship to the student for five out six weeks.

Chairman Cozart stated that County Government gets a lot of good feedback from the program, and it is a wonderful experience for the students, and he hoped that they could continue it.

The consensus of the Board was to continue with the Summer Civic Leadership Program with rising seniors.

**BOARD APPROVED EMERGENCY COMMUNICATIONS SIMULCAST SYSTEM REPLACEMENT**

County Manager Mike Felts stated that it was mentioned to the Board of Commissioners at the beginning of last year when they were working on the budget, that the paging system or the Emergency Communication Simulcast System Replacement, that what was in place was breaking down and that 911 Emergency Communications would need to purchase a new system. County Manager Felts stated that if the Board was to give their approval today to replace the system, it may still be in the next fiscal year before they could get the equipment here because of shipping delays as it is not something that can be replaced in a matter of weeks.

Trent Brummitt, Emergency Communications Director, stated that he had brought this matter to the Board as a service expansion several years ago. He stated that the price has increased but that Motorola Solutions is trying to get him a better price, but they have to get engineering involved and draw out the microwave system but it should not be more than the price of \$869,400.00.

County Manager Felts stated that it is going to be a fund balance expenditure.

Commissioner Karan asked that his only question is that if it is a fund balance issue, can it be expedited by using COVID-19 money?

County Manager Felts stated that they have not found a way to tie it in with COVID-19 money.

Commissioner May stated that he understood that if it was for public safety and even 911 Centers, COVID-19 funds could be used and asked that it be researched. He stated that he also saw it as an infrastructure issue as well.

County Manager Felts stated that they have not found where COVID-19 funds could be used on the front end, but that they would be happy to look at it again. He continued that we also have resources with the County Commissioners Association project and let them help the county determine that.

Mr. Brummitt stated had been asked about 911 restricted funds for this project and unfortunately, this would not be eligible.

Upon a motion by Commissioner Russ May, seconded by Commissioner Timothy Karan, and unanimously carried, the Board approved the purchase of a simulcast paging system replacement from Motorola Solutions at a cost not to exceed \$869,400.00 from ARP (American Rescue Plan) funding if possible and if not with general funds.

### **REVIEW AND DISCUSSION OF OPEN PROJECTS**

County Manager Mike Felts stated that this was just a review and open discussion of open projects. He stated that one thing he wanted to point out is that over the last several years, he had requested that they put their facility schedule somewhere down on paper. He referred them to page 302 in the agenda packet entitled *Open Items and Facility Project Planning – Summary List* and noted the facility timeline and that the list is not set in stone. He continued that several weeks ago, he had a request to go back and write down some of the accomplishments and milestones. He stated that he reached out to the departments, and they provided their accomplishments beginning in 2014 through 2020 and a partial list of 2021 that was also in the agenda packet. He referred to the Economic Development list was on page 309 because as Mr. Mills mentioned earlier in his presentation, you could start a project in one year and it may three years before it is completed. He also noted the Budget Calendar on page 310 and stated that there was not anything different than previous years except, instead of bringing the Board a recommended budget at your first meeting in May, you will get the recommended budget at the second meeting in May this year.

Budget workshops will be held between the second meeting in May and the first or second meeting in June which puts the anticipated adoption of the budget at the second meeting in June rather than the first meeting in June. He said there are so many moving parts to the budget this year including the ARP funds so the timeline is delayed slightly.

### **KEY TAKE AWAYS FROM THE RETREAT**

County Manager Felts provided the Board with a brief recap of all the items that had been discussed at this year's retreat. He stated that in reference to key points, they are as follows:

- During the budget process, meet the needs of departments, make wise and prudent decisions, and best bang for the buck.
- EMS, volunteer fire departments, schools, broadband and right information distributed
- Find a way to require home developers to bring fibers into new subdivisions.
- ETJ (extraterritorial jurisdiction) was becoming vital as per their planning purposes.
- Growth is a key issue today and it will be in the future.
- From our Legislative Delegations, they thanked us for being their partner in our RTRP and they appreciated the work that we were doing as far as economic development; not only in our area but for our region. Redistricting in state of flux and impact of budget.
- Unanimous support from the County Board of Commissioners to partner with the Board of Education on grant application to attempt the leverage that \$40 million dollar grant opportunity with the \$2 million dollar investment from the county.
- Human Resources reported that turnover is a major issue and training going forward is going to be our greatest ability to impact the turnover issues.
- Social Services reported a focus on leadership training, and we heard that while things may be difficult today, they are looking up and her team is getting trained and prepared to move forward.
- Solid Waste – we appreciate that the Board approved the MSW Landfill Cell project, and we needed that approval to get started. The Board has directed staff to evaluate the Wilton site and bring that back before the Board. There was approval for the litter pickup contract of 404 shoulder miles to go twice a year.
- Animal Control discussed the results and the assistance from the Sheriff's Office.
- Planning reported a concentration of growth coming and we saw some uniqueness to the trends, but we see that the county is still moving forward.
- Board directed staff and approved identifying and allocating unidentified current budget up to the \$120,000 recreation master plan.
- Sheriff reported some of the restraints that he had going on and asked the Board for some approvals. The Board did approve up to the four sheriff's cars with County funding and upfit of equipment for those cars from the forfeiture funds as needed.
- Board tackled the long-standing item of the fire district and there will be a lot more discussion between here and the actual end-of-the-budget process and any taxing associated with that. The Board will still have the opportunity to decide whether they want to implement the district or not. The Board called for a public hearing on April 4, 2022 and set a district rate cap.
- Economic Development reported significant activities and are moving forward with site readiness at Triangle North.

County Manager Felts stated that he did have a request by one or more Commissioners for clarification surrounding SRO's (School Resource Officers) as far as how many the county has, where they are located, and how they are paid and provided a handout for informational purposes.

Chairman Tony Cozart stated there will be a lot going on in weeks and months to come.



### **CLOSING REMARKS BY COMMISSIONERS**

Commissioner Jay thanked the staff that attended and stayed for the retreat and for the presentations they made from their perspective departments. He continued that they do a great job for the county and the Board appreciates everything that they do. He thanked elected officials present and Amanda Dixon, Butner-Creedmoor News, for attending the Retreat. He also stated to his fellow Board members that he appreciated their being in attendance and their efforts throughout the year and that as a collective unit they are trying to meet the needs of the citizens of Granville County. He stated that as a Board they are trying to move forward with the Strategic Plan that has been presented by the staff. He continued that they appreciate all the municipalities reporting to the Board on where they are and their anticipated growth in the future. He stated that in reference to the book, *Who Moved My Cheese* he stated that they are moving and that they are certainly getting prepared for the change.

Commissioner Smith stated that it has been a great Retreat and that they got a lot done. He stated that he did like the break between the Monday and Friday session as it gave them a chance to absorb what they heard on the first night and gave them a full day on the second day. He stated that it was good to hear from the municipalities and that all of them are moving and are preparing to expand with great projects. He thanked the County Manager for his recap and noted that changes are here. He thanked the staff and said that they are a great staff, and they do a great job. He thanked the County Manager, Assistant County Manager and Mrs. Weary for putting all this together. He thanked the County Attorney, Finance Director and staff for making Granville County all that it is. He stated that he also wanted to thank the County Commissioners for the job that they do and the time and effort that they put into this job. He closed by saying the Retreat was educational and they were able to get some things done.

Commissioner Hinman stated that if someone could move the little magic wand and money was no option, staff would be the first place that she would make sure that pay was raised because without them nothing else would exist. She stated that the staff is fantastic, and all of the departments work because of them. She stated that she just wanted to say that the Retreat was a very big learning experience this time and she appreciated being there.

Commissioner May stated that he was impressed with the review of the year and with what has occurred. He thanked the County Manager, Assistant County Manager, Board Attorney, Mrs. Weary, Mr. Hobgood, and staff and he appreciates each one of them. He thanked the guests for

attending and then thanked Chairman Cozart for the thoughtful processes that they had at their School Liaison meeting. He stated that he believed that the Board has demonstrated to the school system that when the Board says that there is no funding, there really is no funding and that the heart of the Board is to serve our children and education because they know that without education, it strangles our economic development. He stated further that he prays that the school system will receive the grant and they can move forward. He stated that they touched on every aspect of public safety and that he believed this Board made a fine appointment in Sheriff Hardy, that we are seeing some positive outcomes in the Sheriff's Office and thanked the Board as a public safety liaison for supporting the Sheriff's Department's requests today. He noted that Veterans Services will have its challenges but that the Board is going to meet them. He stated that although they did not discuss it, but that he attended an opioid meeting last week and it was one of the most productive meetings that he had been in in a long time, noting it is a real crisis in our county. He mentioned Vaya Health and that they are finding ways to address the opioid crisis. He mentioned that Detention Officer retention is a challenge but when you look across retention overall, he believes it is a compliment to the county because they are maintaining in very difficult times. Commissioner May thanked Administration for allowing the Board to address the fire services issues and concerns. He stated that it was a wise decision to hire a consultant to examine this issue and he noted that the final piece of that has been partially done and he will come back, and the Board will complete a strategic plan but they cannot complete the plan until they know which direction the Board is going to go. In closing, he stated that it is up to the municipalities to make the best decisions that they think are best for them. The county is responsible for the citizens of the county and municipalities will have to make decisions they think best for their citizens and although they are all county residents, the Board is going to put together the appropriate piece that we believe is best for all of them.

Commissioner Karan stated he just wanted to address some concerns that had come up, one of which is around the Board of Commissions to which they appoint citizens, not the in-house boards but some of the external boards such as the Kerr Tar Council of Aging regarding the amount of training and what they are supposed to be doing. He stated that the boards and commissions have been in existence for a long time, and they get a new appointee, and that appointee does not get any type of formal training, so he wanted to look at how we on-board new appointees. He continued that he had another concern regarding a universal policy for masking in public facilities.

He stated that our Governor last week recommended that local governments take this up at their local level. The CDC (Centers for Disease Control and Prevention) relaxed their requirements just today for indoor masking and the public library is still requiring that people wear masks. He continued that as far as he understood, Granville County does not have a facilities mask policy.

County Manager Felts noted that each department is allowed to set its own requirement in that area.

Commissioner Karan said they needed to reign that in for consistency and continuity. He said that people have freedom and choice. He stated that he did not know if it was something that they would want to tackle but that the stress of two years of this whole thing is starting to weigh on people and that, hopefully, we are coming out of the pandemic and can have a continuity amongst our facilities rather than living up to the will of other people.

Commissioner Gooch thanked everyone who came out and listened; especially those with the county that took time out to attend and watch the Board work through this process. He stated that they had packed a lot of information into one night and one day and it is a lot to absorb, but one of his big takeaways is that this is going to be another tight budget year. It is further complicated this year by inflation and the rising cost of gas, so the Board has a lot of complications that they are forcing that they do not normally face. He said it looks like at some point, they are going to have to break things down into categories and make sacrifices at every level throughout the remainder of the budget process. He asked that everyone bear with the Board as they continue working through the budget process as it will be some things that people do not like and some things that some will like but they will have to do the best they can with what they have to work with. He thanked everyone for their hard work, especially the county staff.

Chairman Cozart stated that he was just going to echo all the words of thanks. He stated that he wanted to thank Mrs. Weary for all her patience in working him through things whenever he had the need to call on her. He stated to Terry Hobgood that the work that the Board will be calling on him to do, and that it is important from a public perception standpoint. He stated further that a thought had crossed his mind and that he would be speaking with the County Manager concerning this as he believes that there are some opportunities to promote Granville County in relationship to career opportunities, maybe even beyond what has ever been done. He stated further that as he was listening to other commissioners and the Economic Development presentation, the Board probably has a great opportunity to do that at a level that will let our people

see that if you stay in Granville County, you can make a good life for yourself. He continued that he believes that that will be appealing to more of our young people than they may think. Chairman Cozart continued that as he listened to the financial overview, he understands that they have many challenges, but he did see some positive things with the debt service — looking to be on a downward slope — maybe not as fast as they need the extra funds, but with the chart that he saw, specifically how it was tilting downward in years to come and that is a good thing. The sales tax information probably exceeded what he had thought he would see and, of course, with the jail, the situation is planned as the Board had hoped with the state and federal inmates. Therefore, he believed the Board had some things that they could be proud of. He stated that some of the Board members come to the table with some very strong feelings about some things and he just wanted to thank the Board for how they have been able to respect each other in those times. He stated further that the level of respect that they show for one another, the opportunity to understand that they may not always agree, but that they still respect one another, they have put that on display. He stated that in his final thought, he becomes more and more impressed every time they have a gathering with the collective strength of this Board, your collective experiences, and what they bring to the work that they do, which he believes makes them a stronger Board. He stated that while there are challenges ahead, he will leave this retreat feeling good and he feels very confident that while there will be some major challenges with resources to do what they need to do, we have the people in place to get this work done. If the Board and County Staff continue to work together in unison and support one another, he believes that the future is very bright.

In closing Commissioner Jay stated that the Health Department wanted him to let the Board know they are appreciative of their new location behind the hospital.

Commissioner May closed the Retreat with prayer.

Upon a motion by Commissioner Sue Hinman, seconded by Jimmy Gooch, and unanimously carried, the meeting was adjourned at 4:07 p.m.

Respectfully submitted,  
Debra A. Weary, NCCMC, CMC  
Clerk to the Board