

GRANVILLE COUNTY BOARD OF COMMISSIONERS
May 1, 2023
GRANVILLE EXPO AND CONVENTION CENTER
4185 US Highway 15 South, Oxford, North Carolina.

PRESENT:

Chair Russ May
Vice Chair Timothy Karan
Commissioner Jimmy Gooch
Commissioner Sue Hinman
Commissioner Zelodis Jay
Commissioner Robert Williford

Commissioner Tony W. Cozart was absent.

County Manager Drew Cummings
Assistant County Manager Korena Weichel
County Attorney James C. Wrenn, Jr.

CALL TO ORDER

At 7:00 p.m., Chair Russ May called the meeting to order. Pastor David Herman had the invocation and Commissioner Sue Hinman led the Pledge of Allegiance.

CONSENT AGENDA

Motioned by Commissioner Robert Williford, seconded by Commissioner Zelodis Jay, and unanimously carried, the Board approved the consent agenda as follows:

A. Approved tax refunds, releases, and write-offs:

• Refunds	March 2023:	\$ 1,590.66
• Releases	March 2023:	\$ 243,259.02
• Write-offs (\$2 and less)	March 2023:	\$ 42.27

B. Approved the following update to Granville County Fire Commission bylaws:

Setting initial terms and term limits and adding to Article V, Section 4 as follows:

The initial board is to consist of three appointees for terms of one year and three appointees for terms of two years. Thereafter, all appointments are to be for terms of two years, with reappointment permitted. Members may serve three consecutive terms.

C. Approved minutes:

- July 5, 2022 Regular Meeting
- July 11, 2022 Special Meeting
- July 19, 2022 Special Meeting
- August 4, 2022 Special Meeting
- August 5, 2022 Special Meeting
- April 17, 2023 Board of Equalization and Review

INTRODUCTIONS, RECOGNITIONS AND PRESENTATIONS

RECOGNITION OF THE LIFE AND SERVICE OF WILLIE EARL "PETE" AVERETTE

The Board recognized the life and service of former Commissioner Willie Earl "Pete" Averette who served as a Granville County Commissioner for 30 years. Board members made comments and the family was presented the following proclamation:

Proclamation in Honor and Memory of Commissioner Willie Earl "Pete" Averette

WHEREAS, the Board of Commissioners of Granville County and its citizens were saddened by the passing of Willie Earl "Pete" Averette on February 16, 2023; and

WHEREAS, Willie Earl Averette, known as "Pete" by most, served selflessly as a Granville County Commissioner from 1980 to 2010. He served as Chairman from 1984-1985 and 2002-2003. He served on the Kerr Tar Council of Governments, but his main "baby" was the Kerr Area Transportation Authority, known to all as KARTS; and

WHEREAS, in 1983 Pete helped jumpstart the KARTS program, a public transportation system providing scheduled and reserved rides that are convenient, safe, affordable, and dependable to take citizens to medical appointments, shopping areas, pharmacies, work, and just about anywhere. Pete served as Chairman of the Board of Directors of KARTS until 2010. This program still exists today and you best believe Pete, although retired, was at the Ribbon Cutting of the new KARTS building at 1575 Ross Mill Road, in Henderson, North Carolina on September 29, 2022; and

WHEREAS, Pete, a lifelong resident and farmer of Granville County, also worked in construction; and while working on a special project for NASA, on Wallops Island, in Chincoteague, Virginia, he met the love of his life, the lovely Eula. They were married for 70 years and made Granville County their home. From that union were born four sons, six grandchildren, and 17 great-grandchildren; and

WHEREAS, Pete loved farming and his sons helped work the farm until they graduated high school. In 1968 Pete won an award for "Top Feeder Pig Producer" in Granville County. He also spent several years as a Grader on the tobacco market; and

WHEREAS, Pete loved Granville County and its citizens. He was one of the founding members of the Lord Granville Agricultural Heritage Association. His nature to serve, also, lead him to join his local Lion's Club; and

WHEREAS, Pete loved his God, his family, and his community. He farmed and worshiped with his family and was a faithful member of Pleasant Grove Baptist Church. Pete created loving memories and a legacy for generations to come; and

NOW, THEREFORE, BE IT PROCLAIMED, that the Granville County Board of Commissioners respectfully honors the life and memory of our fellow Commissioner, Willie Earl "Pete" Averette, and expresses sincere sympathy and condolences to the entire Averette family during this time of great personal loss.

BE IT FURTHER PROCLAIMED, that we hereby express on behalf of the citizens of Granville County, deep appreciation and gratitude for the gifts of time, tenacity, and commitment given by Willie Earl "Pete" Averette in carrying out the duties of this Board.

Mrs. Eula Averette, Mr. Averette’s wife, was presented with a bouquet of flowers and the family was presented Granville County 275th Anniversary books and coins. Chair May then read remarks from Commissioner Tony W. Cozart who was unable to attend the meeting due to a family funeral out of state. Tommy Averette, Mr. Averette’s son, made comments on behalf of the family.

RECOGNITION OF SERVICE FOR BOARDS AND COMMITTEES

The Board recognized the following people for their service on Granville County Boards and Committees. They were given certificates and Granville County 275th Anniversary books and coins.

NAME	BOARD OR COMMITTEE	YEARS OF SERVICE	POSITION
Dr. Diana Dudley	Animal Control Advisory Committee	1999-2023	Local Veterinarian Position
Dr. Trudi Bowden	Animal Control Advisory Committee	2013-2023	District 1 Seat
Dr. Abigail Cronshaw	Animal Control Advisory Committee	2015-2023	Districts 4 & 6 Seat
Dean Richards	Animal Control Advisory Committee	2017-2023	District 5 Seat
Jerry Dunn	Animal Control Advisory Committee	2019-2023	District 7 Seat
John B. Currin, II	Granville County Planning Board	2014-2023	District 2 Seat
Tommy Hobgood	Granville County Board of Adjustment	2015-2023	District 2, Alternate Seat
Sarah Mayfield	Human Relations Commission	2016-2023	District 1 Seat

Reverend Dennis Daniel who served on the Human Relations Commission from 2005-2003 in the District 6 seat was unable to attend the meeting.

PUBLIC COMMENTS

Nathan Frund, 3257 Tump Wilkins Road, Stem, NC, said that 12 years ago he and his wife found a place on Tump Wilkins Road that reminded them of their grandfathers’ farms. Since then, they conserved and amended soil, improved timber stand, created wildlife habitat, promoted wildflowers for pollinators, planted an orchard, created a garden. They also continuously cleaned up trash along the road. He said he said these things so he could make the point that he is opposed to the proposed Stem ETJ because he would not have moved here if it had already been implemented. He said that he voted for people here tonight and that too can be amended.

Mark Griffin, 1629 Tally Ho Road, Oxford, NC, said he grew up on a farm where they grew everything they ate and raised tobacco. He said he has worked in public service for over 35 years and came home to run the family farm, build a house, raise a family, be a good neighbor, and preserve rural life. He said people want to move there and he can’t understand why once they get there, they want to change the way of life that they have become so accustomed to. He asked the Board to do the right thing and oppose the Stem ETJ to preserve rural life as they did not ask for this.

Patricia Beck, 1690 Mineral Springs Drive, Stem, NC, said she has lived in Granville County for 43 years and if she wanted to live in a city she would have long ago. She said she has ten acres of land, a big garden, tractors, boats, chickens, and dogs. She noted that Pete Averette was from the county, his family lives in the county, and he would not want to see other people be moved to the city if they did not want to.

Tommy Beck, 1690 Mineral Springs Drive, Stem, NC, said they are trying to put us in the city and they already do not have anything to offer us as they have part-time police, part-time fire department, and moved the postal service to the end of the road and don’t come down the road anymore. He said Stem is putting up signs on their road and it is not even in the city limits. He said that he gets calls about his 11 acres of land that butts up to the interstate, is part swamp, and he will sell it but bring your checkbook. He noted that the Averette family were good folks and Pete was a good friend.

Sarabeth Dermer, 1192 Little Mountain Road, Stem, NC, was skipped and then she conceded her time to Christy Campbell.

Christy Campbell, 3108 Tump Wilkins Road, Stem, NC, made the following comments and presented a copy to the Clerk:

My name is Christy Wilkins Campbell, and I live at 3108 Tump Wilkins Rd., in Stem, NC. I am against the Stem ETJ. I have lived on the same property my entire life. My daddy was born on a farm house on Tump Wilkins Rd. in 1923, just like his daddy and his 6 uncles. My great grandfather was Allen Sephus Wilkins, better known as Tump Wilkins. He purchased several hundred acres of land so that his sons would have a place to call home and could sustain their families through farming. The land has been passed down from generation to generation, and it is still being farmed. My son has dreams and plans in the works of once again making the farm productive enough to support his future family. He graduates from NC State in 2024-his dream is one year away.

My family also uses the land for sustainability. We live off of our land, as we rely on hunting wild game for meat and growing our own vegetables. We also raise hogs and chickens-both egg layers and meat birds. We do not rely on a grocery store for our food. An ETJ puts our way of life in jeopardy and would put unnecessary controls over our land and livelihood.

We run our own business, Campbell's Trapping Service. Based on the Town of Stem's new vision, we would no longer be able to park the ladder truck in our own yard where we wanted, because it would have to be shielded in a garage out-of-sight, which would cost me a lot of money to build.

Eventually we would be expected to hook up to city-controlled water and sewer lines, being forced to spend thousands of dollars of my money to connect to something that I don't want. I would rather use an out-house than be forced to hook up to city water and sewer.

It's all about money-the Town of Stem telling me what I have to spend my money on so certain people (Town of Stem) can accomplish their dreams. Are they suggesting that my dreams don't matter? What if you wanted beavers trapped in your pond, but you couldn't do it without the permission of the town, even though, it was your land that was being destroyed? How would you like being told where you could park in your own driveway? Or, how would you like being forced to use your money to pay for something somebody else wanted? I personally do not like, nor appreciate, being told what I can do with my own money and on my own land. We do not want our freedom taken away. That's why we live in the country, outside of the city limits.

The Town of Stem wants to make the area a cookie-cutter replica of other cities, because some people believe it is the perfect place to "paint a picture." We like the area as it is, that is why we still choose to live here. People who move here like it as it is-that's why they moved here. Most of the commissioners in the Town of Stem who are pushing for the ETJ did not grow up here. They don't have any roots here. They want to change the town to make it more like where they came from, so why did they leave where they were if it was so great? They want places to eat that are close by-it takes 2 minutes to get to Butner or Creedmoor, 20 minutes to get to Durham, 30 minutes to get to Raleigh. If that's not close enough, then they can pay me to cook supper for them every night or they need to move.

Back in the 1980s, Stem tried to annex the areas one mile from the city limits, just as they are attempting the ETJ now. The annexation did not pass-shortly after the Stem Mayor committed suicide. I remember my daddy along with Mr. Griffin's

daddy and hundreds of others fighting against it. A few years later we had to fight against the "Super Collider," which is now in Texas. Approximately 15 years ago, the developers of Prestwick forced my brother to sell his portion of the family land to protect his home from them building the sub-division within feet of his back door. In turn, the developers then sold the land to a private owner. Why did they even force him to sell his land to start with? The private owner who bought the land is also fighting against this ETJ. 12 years ago, PSNC took several acres of our land to run a gas pipeline. They went straight through the middle of 66 acres of our land. Now, we are limited as to how that portion of the land can be used, and they do not even maintain it like they are supposed to. 5 years ago, I lost one-third of an acre of timber to Progress Energy when I was forced to allow them to cut down trees away from power lines. Power lines that they chose to run across the corner of my property. I asked if they would leave the timber so we could harvest it and was told no, but they did leave a mess. 2 years ago, they came back through and sprayed chemicals towards my house and chicken pen to kill the new growth. Some of our chickens died due to this, but they did not take responsibility. Now, I have another battle to fight with the ETJ. There should be a law for how many times a person has to fight for what is there's. There should be a limit of how many times "imminent domain" can be used against one person and one property. I pay the taxes on my property as required, even the corner where I lost timber and chickens as well as the property where the gas line runs through. Damage was done by large companies, but I'm the one who still has to pay the bills. I have to carry insurance on my property. If someone gets hurt on my property, I am the one who would get sued. If something breaks on my property, I am responsible for fixing it. The Town of Stem does not and would not assume the cost of any of this. Yet, they want to tell me what I can do on my own property? When will I be left alone? I, for one, have had enough. I am tired of it, and I am taking a stand!

When the ETJ is presented to the County Commissioners, I ask that each and every one votes no to expansion.

Ingrid Darius, 3226 Tump Wilkins Road, Stem, NC, said she was not born here but came from that dreaded city New York. She said her husband and she worked to have a 40 by 60 plot of land. She said her husband was in the Marines and came home with Parkinson's from Vietnam and all he wanted was to move where he could live, not next to the neighbor. They moved here 16 years ago, and now you're trying to make us go back to New York. She talked about having ducks, deer, and dogs that love the freedom to run and said they do not want to be in the ETJ as they will lose all of this. She said she loved every piece of dirt on that land and her neighbors and pleaded that the Board consider the people of Granville County.

Keith Darius, 3226 Tump Wilkins Road, Stem, NC, said he came here completely intending to just yield his vote but heard everybody speak of the great commissioner who lived here and read his bio that he was a farmer and a great man that loved his family, raised people, built homes on his farm and that his dad here to do the same thing. He said that he lived in many places but came here and liked it and it seems like now they're trying to take that away and just tell us what to do with our own property and it's not right. He said they are saying that there's not enough water to support the people they want here. It's not even people here that are doing it, it's lawyers from New York and stuff. He said so defend yourselves and don't make it happen.

Gregory Brown, 3223 Tump Wilkins Road, Stem, NC, said that his family has lived in Stem for seven years and came there to start a life and make a way of life. He said that the town of Stem is telling me that I'm going to have to go through them in order to do that. He said we don't like it and we don't want the Stem ETJ.

Amber Carey, 2030 Carewoods Drive, Stem, NC, said she was present in opposition of Stem's ETJ. She said many of us from this area currently enjoy rural life and it's why we live there. She continued that we raised crops, and we raise livestock. We hunt and fish on our properties. Some

of us build race cars. Some of us enjoy target practice. We have bonfires on land, our kids ride bikes, and they play in the woods. At night we can see the stars and in the morning, we can hear the birds. We enjoy nature and we enjoy life at a slower pace, and we enjoy the privacy and the freedom that rural living affords us. As a landowner in the proposed ETJ, there is no benefit to being included in the ETJ. In fact, all we see coming with this is restrictions on private landowners and power to restrict coming from a town council in which we cannot even vote for. He said we're told things like the EPA will protect them from being overcome by Butner's ETJ or this is to protect from overdevelopment, when in fact, we know that more development, such as subdivisions, means more tax revenue for the town of Stem because these subdivisions are being voluntarily annexed into the town. And we know that tax revenue is exactly what is needed for Stem's 2040 Plan to come to fruition. She said she could talk on and on, but I only get 3 minutes and what she really wanted to hammer home is that a handful of unelected people, meaning we did not elect them, we cannot elect them. A handful of unelected people should not be able to dictate the future of a whole community. We are asking you to please vote no to Stem's ETJ and please be our voice.

Floyd Adsit 1115 Dovefield Lane, Youngsville, NC, said it is a pleasure to be here tonight in the company of several other members of the Brassfield Communities Alliance. He said we're here strictly tonight to support our new friends and allies in western Granville County. He said that the only point he wanted to make to the commissioners and to everybody at large is that I understand that legislation is working its way through the State Senate right now and that if passed it would eliminate the ETJ entirely in Granville County. He said he hopes that the Commissioners will join us in informing Representative Winslow and Representative Sossamon to get this passed through the House for the protection of our non-municipal residents of Granville County.

David Carey, 2030 Carewoods Drive, Stem, NC, said he was also opposed to the Stem ETJ. He said he has lived in Stem his whole life and is thankful when he drives to Holly Springs, Zebulon, and Youngsville because the last 30 years they have exploded to the point that he hates going there with all the traffic. He said Granville County has stayed true and he sees that the Stem ETJ will give them the way to build these half-million-dollar homes in the outlying communities. He said he wants to keep his way of life for his family, noting that five generations have lived on Carewoods Drive and he wants his children to have the opportunity to raise their kids their if they want to.

Michaela Wilkins, 3145 Tump Wilkins Road, Stem, NC, said she has lived there her whole life and Terry Wilkins is her father. She said her family has been here for over 100 years and she and her brother just inherited 60 acres from her grandmother, and she wants nothing more than this not to happen. She said she wants to leave this land to her children and her children's children so that they can grow up the same way she did. She said she wants freedom and the ability to choose what she can do on her property without undue influence from people who don't own the land, don't maintain the land, and get nothing but her tax dollars for what they want to do. She said she was educated in Durham and went to school in Raleigh and hated those places and wants nothing more than where she loves to not look anything like them. She said we like our rural way of life, we are self-sufficient, and we take care of each other and everything that we need. She said she believes that we should have the ability to decide what we do on our property. She concluded by asking the Board to please vote no to this ETJ.

Mark Coates, 3127 Brogden Road, Stem, NC, said this is like something in a communist country. He said that a bunch of big homes will come and if you have a shooting range you won't be able to shoot if you are in the city. He said that the Board is elected and if you pass this next time you won't get elected.

Sherry Coates, 3127 Brogden Road, Stem, NC, said we raise donkeys and goats, and love their place on Brogden Road. She said that traffic normally wakes her up at 4:35 a.m. in the morning and it's picking up more and more. She mentioned that more development and houses are coming. She said she worked at Nortel 41 years in manufacturing, sees the politics, and appreciates the attention to the matter.

BUDGET MATTERS

FISCAL YEAR 2023 – 2024 BUDGET PRESENTATION

County Manager Cummings thanked Assistant County Manager Weichel for her help with the proposed budget and then presented the fiscal year 2023 – 2024 proposed budget and spoke from the following PowerPoint presentation:



Manager's Recommended FY23 -24 Budget



Major Topics

- Recap of FY22-23 Budget
- FY22-23 Year in Review
- Timeline recap of FY23-24 budget development and approval
- Underlying assumptions for this budget
- Revenue and expenditure trends
- FY23-24 budget drivers
- Other key service expansions and enhancements
- Overview – the FY23-24 budget in a nutshell

Manager's Recommended FY23 -24 Budget



Recap of FY22-23 Budget

- Total approved general fund budget: \$80,743,514
- Overall County tax rate steady at \$.84/\$100 valuation
- Approved new Fire Tax District and fire tax (\$.06 / \$100)
- Nearly \$1M increase GCPS current
- \$1.6M in additional EMS funding
- Other key increases:
 - Merit pay: \$562,000
 - Health insurance premium increases: \$290,000
 - VGCC: \$490,000
 - Server Infrastructure Refresh: \$620,000



Recap of FY22-23 Budget – ARPA Expenditures

- One-time funds for (mostly) one-time uses!
- **Total Allocation: \$11.7 million**
 - \$1.7M – Broadband matches for GREAT and CAB grant programs
 - \$10M – “revenue replacement” → Fund Balance
 - \$5.1M – Triangle North utility expansions
 - \$1.23M – New ambulances
 - \$674,000 – HVAC and paving for Granville Med. Ctr.
 - \$500,000 – GCPS HVAC upgrades
 - \$100,000 – GVPH



FY22-23 Year in Review

- The end of COVID?
- Inflation and the possible beginning of a new recession
- Manager turnover in Oxford, Creedmoor, Butner, Granville
- North Granville Senior Center Groundbreaking
- Closure of Creedmoor Elementary / Relocation of Hawley MS
- Significant new costs at our landfill



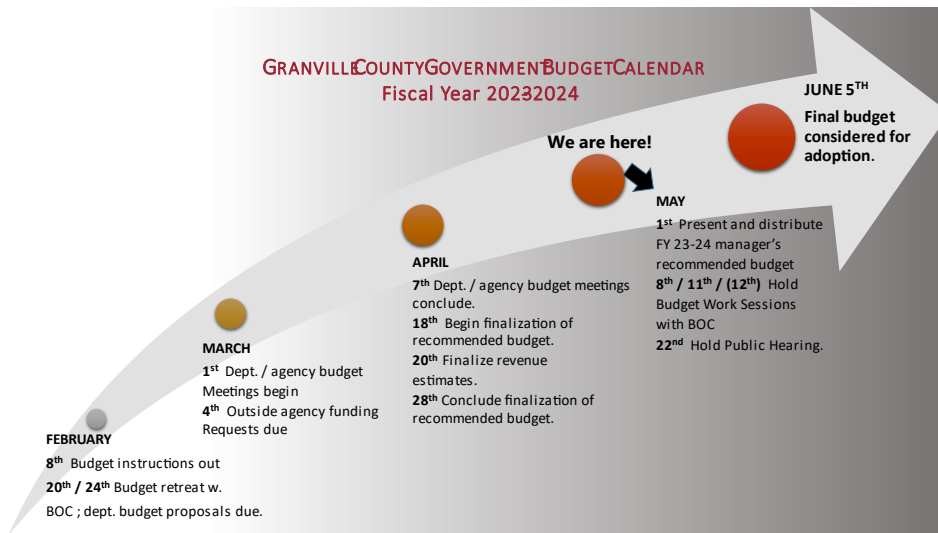
FY22-23 Year in Review (cont.)

- Significant usage of fund balance for Solid Waste Fund
 - ~ \$5M for landfill cell #2
 - ~ \$2M required by state for postclosure costs
- RFP for landfill operations



FY22-23 Year in Review (cont.)

- Economic development activity
 - Triangle North Utilities Investment (\$5.1M)
 - Major Groundbreakings:
CertainTeed (\$118M / 37 jobs), Bridgestone (\$1.6M / 61 jobs),
D’Artagnan (\$3.6M / 23 jobs)
 - Other locations / announcements:
QCP, Plantd, Oxford Oaks Distillery
- Legislative efforts with Winslow, Sossamon, Bode, andFoushee;
strong ties with Budd and Tillis offices



Manager's Recommended FY23 -24 Budget



Remaining budget process schedule

- Budget work sessions
 - May 8th and 11th
 - May 12th if necessary
- May 15th – public hearing for budget
- Period for final adjustments
- June 5th – FY23-24 budget adoption

Manager's Recommended FY23 -24 Budget



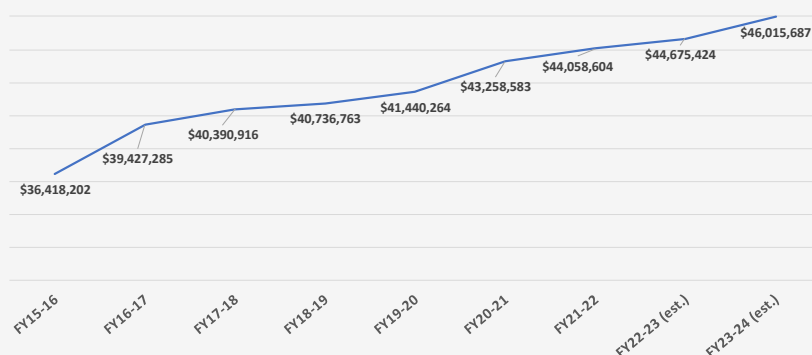
Underlying Assumptions for this Proposed Budget

- No tax rate increase (remains at \$.84 / \$100 valuation)
→ Stay within the est. \$44.5M in natural revenue growth
- Some natural growth still expected, but recession and slowing of growth also a distinct possibility
- Anticipating strong growth in valuation for FY24-25 budget (but tax rate will also be adjusted accordingly)

Manager's Recommended FY23 -24 Budget

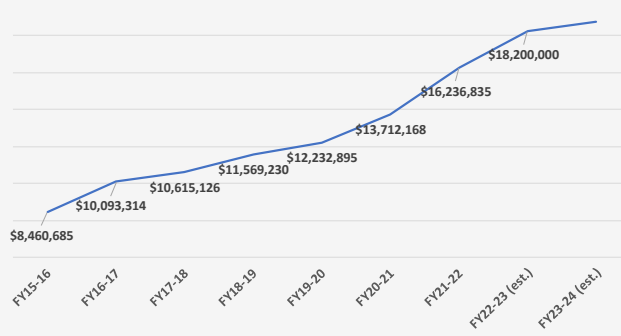


Revenue Trends – Property Tax over Time





Revenue Trends – Sales Tax Over Time



REVENUE TREND IMPLICATIONS

- Strong potential for replenishment of fund balance at the end of this FY based on unspent funds and trends in major revenue sources (approx. \$6 million)
- Expect *continued* growth in major revenue sources (property/sales tax) next year, providing perhaps an additional \$2-\$3M on top of this year's growth
- "Reval" (general re-appraisal) for FY24-25:
 - Continued appreciation in value of *existing* property (may flatten...)
 - Pearson seeing 70% increase in residential property values (since 2018)
 - Tax bills on new values go out July 1, 2024 / new revenue and adjusted tax rate effective FY24-25
- Recommended review of Present Use Value program



Major Drivers of FY23-24 Budget Proposal

- Major market adjustment for public safety/law enforcement employees
- Inflation adjustments and merit pay for all employees
- Improvements to County health and retirement benefits
- Education (GCPS and VGCC)
- Filling key gaps & succession planning
- EMS funding
- Departmental expansion proposals and capital projects

μS 2023-2024

ὁ τῆς ἀρχῆς τῆς κοινότητος ἡμῶν
ἀδελφότητος ἀξιοπρέπειας καὶ ὁμοθυμαδόν

Why Consider Pay & Benefits Adjustments?

- Skyrocketing inflation.
- Competition from other units of local government and private sector employers offering better pay and benefits.
- Law enforcement agencies across the country are struggling to recruit and retain personnel.
- Local law enforcement agencies have announced significant pay increases for public safety causing Granville County to fall behind.



first

Move public safety personnel to a separate *Public Safety Pay Plan* to enable adjustments that reflect the current market.



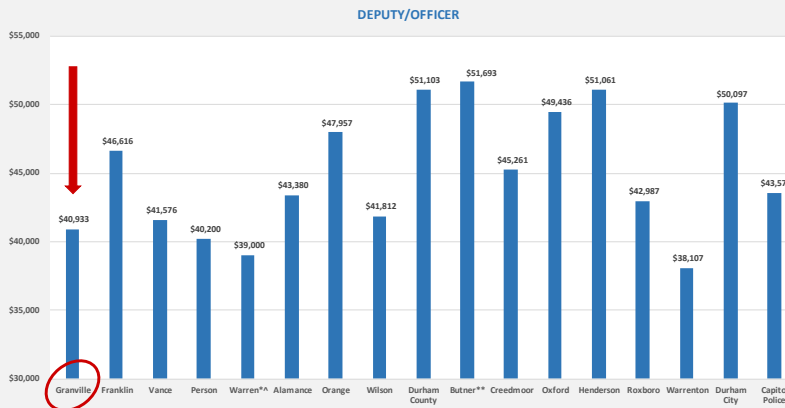
next

Apply market adjustment to public safety and COLA to all current employee salaries.

Make changes to improve employee benefits.



Current Local Law Enforcement Salary Survey Results



Salary Adjustments for Public Safety Personnel

STEP ONE:

Include paid meal break and 15-minute required report time in annual salary calculation:

Telecommunicators

Meal break adds 91 additional paid hours per year

Patrol Deputies

Meal break adds 91 additional paid hours per year

Detention Officers

15-minute report time adds 45.5 additional paid hours per year



^ PS-01 thru PS-08 positions [Detention Officer Trainee thru Deputy Sheriff Sergeant]

STEP TWO:

Apply **4% COLA** to *all* public safety personnel.

STEP THREE:

Apply **8% market adjustment** to *lower paid/entry level law enforcement and detention positions* [Pay Grade PS-01 thru PS-08, Detention Officer Trainee thru Deputy Sheriff Sergeant].

STEP FOUR:

Apply merit pay adjustment following annual performance evaluation cycle. For estimating and examples to follow, a **3.5%** average merit increase is used.



Potential Increase for Public Safety Personnel

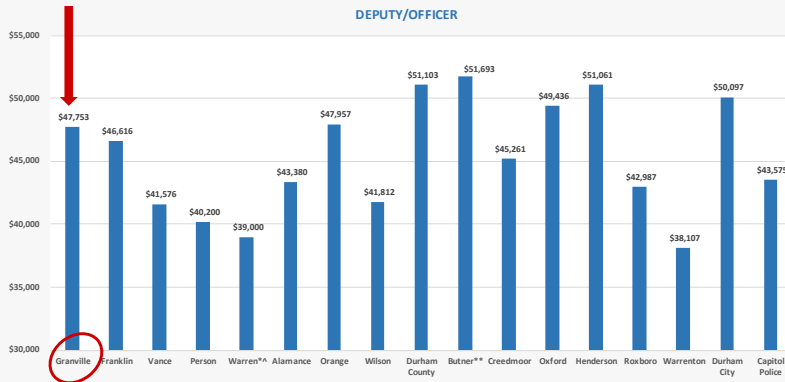
Percentage Varies According to Annually Scheduled Hours by Position

POSITION	MEAL BREAK*	COLA	MKT ADJUSTMENT	MERIT	TOTAL
Telecommunicator	4.35%	4%	-	3.5%	11.85%
Detention Officer	4.35%	4%	8%	3.5%	19.85%
Patrol Deputy [PS-01 thru PS-08]	4.35%	4%	8%	3.5%	19.85%
Non-Patrol Deputy [PS-01 thru PS-08]	-	4%	8%	3.5%	15.5%
SO Non-Patrol Lieutenant & Higher [PS-09 thru PS-20]	-	4%	-	3.5%	7.5%

* The increased pay percentage calculated for employee meal breaks (4.35%) is not an increase to the employee's hourly rate, but rather is the overall result of the extra meal break hours being added to employee pay. In contrast, the COLA, market adjustment, and merit pay increases will provide corresponding percentage increases to the employee's hourly rate.

Granville County Proposed Minimum Starting Salary

Result reflects additional pay for meal break hours, 4% COLA, and 8% market adjustment for deputy positions (total annual compensation including holiday pay)



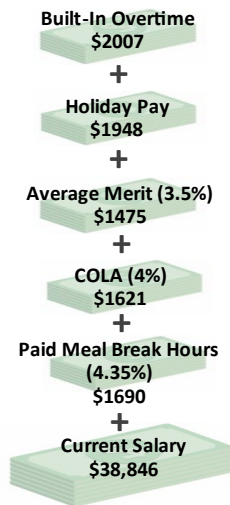
Estimated Annual Cost for Public Safety Personnel

\$1,001,276

PAID MEAL BREAK & 15-MINUTE REPORT TIME INCLUDED	PROPOSED 4% COLA & 8% MARKET ADJUSTMENT	3.5% AVERAGE MERIT	PAID MEAL BREAK, 15-MIN REPORT, 4% COLA, 8% MARKET ADJUSTMENT, & 3.5% AVERAGE MERIT
\$ 214,343	\$ 551,674	\$ 235,259	\$ 1,001,276

What does this look like for a typical Granville County Public Safety Employee?

Example 1: TELECOMMUNICATOR



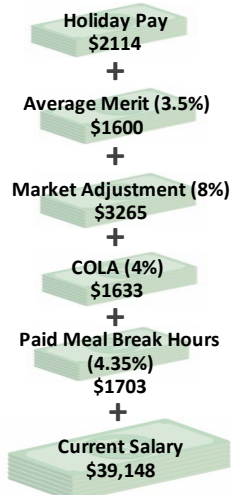
**Total Additional Pay
Based on Proposed
Pay Adjustments:
\$4,787 (12.32%)**

Example 2: DETENTION OFFICER



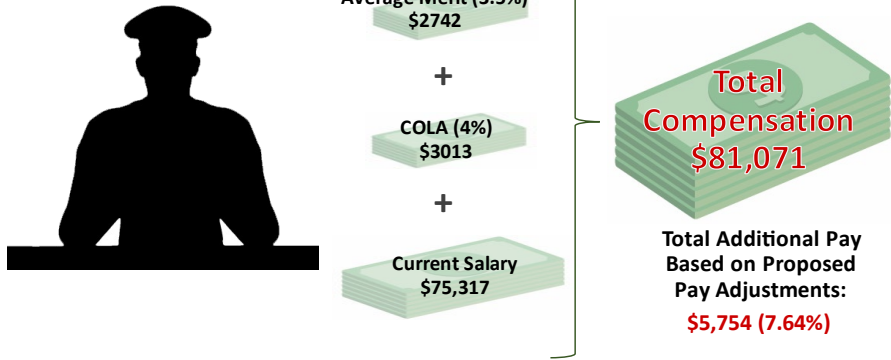
**Total Additional Pay
Based on Proposed
Pay Adjustments:
\$7,590 (20.6%)**

Example 3: PATROL DEPUTY



**Total Additional Pay
Based on Proposed
Pay Adjustments:
\$8,201 (20.95%)**

**Example 4:
LIEUTENANT (NON-PATROL)**



Salary Adjustments for Current Non-Public Safety Personnel

STEP ONE:

Apply **4%** COLA to all non-public safety personnel.

STEP TWO:

Apply merit pay adjustment following annual performance evaluation cycle. For estimating and examples to follow, a **3.5%** average merit increase is used.

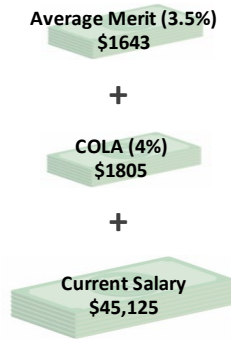


**Estimated Annual Cost for Non-Public Safety Personnel
\$1,017,000**

PROPOSED 4% COLA	3.5% AVERAGE MERIT	TOTAL W/COLA & MERIT
\$ 532,461	\$ 484,539	\$ 1,017,000

**What does this look like for a typical
Granville County Non-Public Safety Employee?**

**Example:
ADMINISTRATIVE ASSISTANT**



Total Additional Pay Based on Proposed Pay Adjustments:
\$3,448 (7.64%)



What else can Granville County do to attract and retain critical talent?

Benefit Considerations for Current & Future Personnel

- Continue Funding Merit Program.
Employees Receive up to 4% Merit Pay

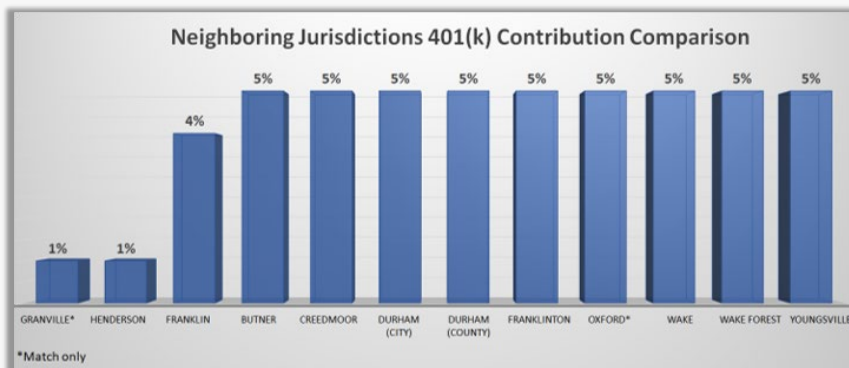
- Eliminate \$45 monthly health insurance premium for wellness participants.

Health Insurance Premium Reductions

Coverage Type	Monthly Employee Savings	Annual Employee Savings
Employee	\$45	\$540
Spouse	\$168	\$2,010
Child	\$104	\$1,251
Family	\$257	\$3,081

- Apply 25% reduction to dependent insurance premiums.

- Offer additional 1% 401(k) Match for non -public safety personnel .
Estimated Additional Annual Cost to County = \$109,000





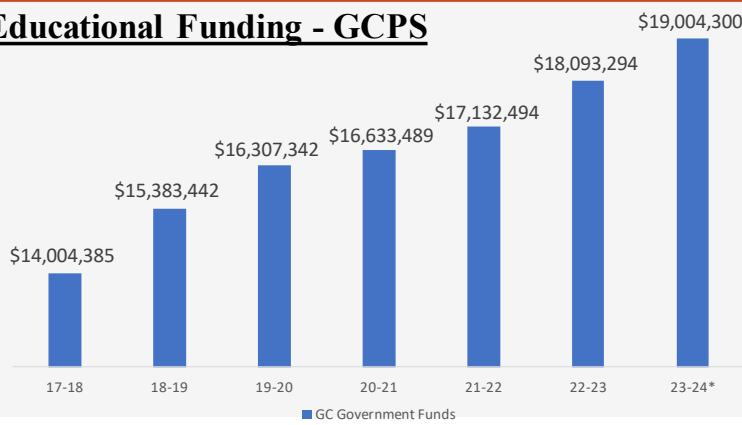
Educational Funding - GCPS

Year	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 23-24
GCPS Enrollment	7233	6872	6670	6615	6600
Charter Enrollment	1500	1819	1851	2059	2100
Total Students	8733	8691	8521	8674	8700
County Current Expense	\$16,307,342	\$16,633,489	\$17,132,494	\$18,093,294	\$19,004,300
Funding / Student	\$1,867	\$1,914	\$2,011	\$2,086	\$2,184
% increase	6.9%	2.5%	5.1%	3.7%	4.7%

\$19 million ~ 35 cents on our tax rate



Educational Funding - GCPS



Educational Capital Funding - GCPS

	GCPS Request	CM Rec.
Capital - Category I	\$1,153,104	\$1,153,104
Capital - Category II & III	\$423,589	\$423,589
Debt Service	\$5,510,490	\$5,510,490
Total Capital Funding	\$7,087,183	\$7,087,183

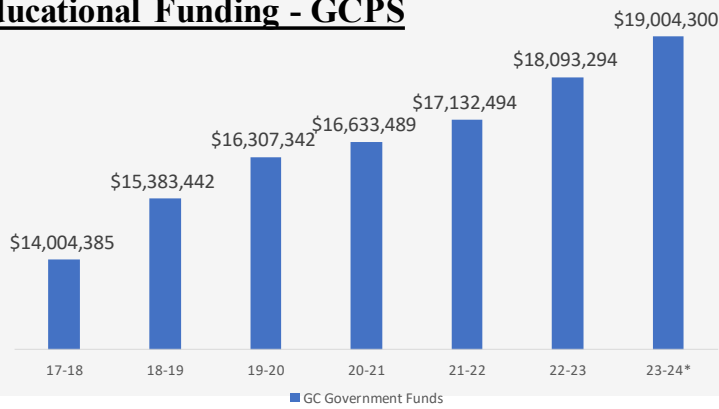


Educational Funding Context - GCPS

- Using federal COVID funds to spend beyond normal limits
- Healthy Fund Balance
- \$1.4M+ in annually recurring savings from Hawley / Creedmoor Elementary



Educational Funding - GCPS



Educational Funding - VGCC

	FY21-22	FY22-23	FY23-24 (rec)
MAIN CAMPUS EXPENSES	\$383,233	\$408,233	\$481,810
MAIN CAMPUS-CAPITAL OUTLAY	\$13,740	\$437,810	\$13,740
SOUTH CAMPUS EXPENSES	\$351,745	\$351,745	\$351,745
SOUTH CAMPUS CAPITAL OUTLAY	\$15,000	\$15,000	\$15,000
CULINARY ARTS PROGRAM	\$20,800	\$20,800	\$20,800
COMMUNITY COLLEGE TOTAL	\$784,518	\$1,233,588	\$883,095



Educational Funding - VGCC

- Unfunded Capital Outlay
 - \$1.4M in one-time capital outlay for Main Campus (to match \$4.2M from Vance County, which they are not able to fund this cycle)
 - Discuss possible future debt funding for this with Vance County
 - \$340,800 in one-time capital outlay for South Campus VGCC funding highest priority capital needs out of South Campus Fund Balance (\$328K) and State Cap. Improvement Fund (\$268K)
 - Perhaps rebuilding that fund balance can be a priority for us as we get back to 35% or beyond



Filling Key Gaps / Succession Planning

Proposed New Positions:

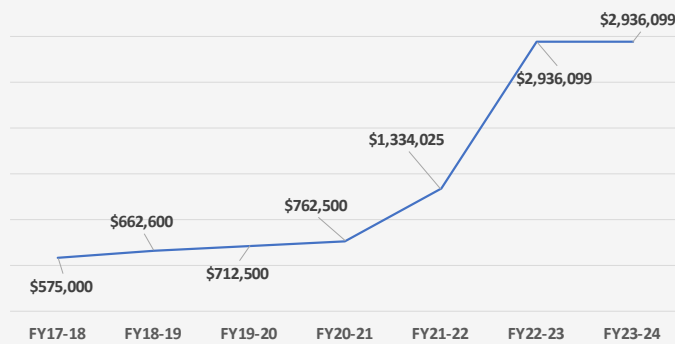
Assistant Finance Director	Server Administrator
Deputy Fire Marshal	HR Recruitment Specialist
Senior Tax Specialist	DSS Program Assistant
DSS Income Maint. Caseworker (2)	Management Analyst
Grants Officer (shared)	Part-Time South Granville Sr Ctr Staff
2 Part-Time Election Workers	

Other:

\$3/hour increase for poll workers	Overtime for One-Stop workers
6 Position reclassifications (total \$28,900)	



Continued Higher EMS Funding



Key Department Operating Expansions

- BEYOND**
 - \$1M Sheriff's Office pay
 - \$1M other employee pay, and
 - \$1M for Granville County Public Schools
- \$610,500 - 8 new FT positions / 3 PT positions
- \$294,000 - 25% reduction in employee health insurance contributions
- \$109,000 - 1% match in County 401(k) contribution (from 1% → 2%)
- \$144,000 – possible increase in contribution to KARTS
- \$74,000 – VGCC (main campus operating)
- \$60,000 – New website platform
- \$40,000 – GVPH
- \$40,000 – spay/neuter funds & medical funds for Animal Control



KARTS UPDATE

- Founded 1983 to provide transportation to rural citizens, esp. the elderly and disabled, and benefitting from 85 -90% federal and state funding
- New 2019 facility significantly more expensive to operate
- CARES Act \$ used to cover increased building expenses and other deficits
- Full organizational budgets never shared with 4 counties
- More than 1 year behind on financial audits
- Significant leadership turnover → interim dir. – Dr. Mary Young
- **New asks (on top of \$37,461 this year):**
 - \$94,127 *additional* needed THIS year (\$19,127 + \$75,000)
 - \$181,468 needed for NEXT year
 - \$56,588 base + \$20,000 capital + \$104,880 operational deficit



Key Capital Projects Move Forward

- N. Granville Senior Center (Stovall)
- Triangle North water/sewer infrastructure
- GAP trail repair and repaving
- Hunt Drive building demolition
- Expo A/V upgrades



National Opioid Settlement

- Granville County will receive at least \$6,843,627 by 2038
 - Thus far, we have received \$467,752 of that total
- Opioid Advisory Committee (and sub -committees) meeting bi-monthly
- Collaborative planning processes include:
 - Public input survey released Dec. 2022 (157 responses)
 - 2 public engagement sessions: March 8 (Oxford) & May 4 (Creedmoor)
- June 2023 → Staff and NCACC present RFP options for prevention / treatment / recovery services to O.A. Committee prior to BOC adoption



Other Key Operational Changes

- Fleet management changeover
- Centralization of I.T. purchasing and management
- S. Granville office hours for Veterans Services



Fleet Management Changeover

- **Previously...**
 - County purchased vehicles outright (hodgepodge of vehicles)
 - Avg. age at disposition – 16 years
 - Many departments operating with 2nd generation of hand-me-downs
 - No centralized maintenance procurement or tracking
 - No centralized fuel usage tracking
 - GovDeals disposition option inefficient / brought little money
 - Staff with other jobs and no vehicle expertise charged with all fleet work
 - Overall fleet expenditures / efficiency very hard to track
- **But . . . better options exist!**



Fleet Management Changeover (cont.)

- **Enterprise Fleet Management**
 - Contract template approved through national RFP and already under use by over 300 state and local governments across the U.S.
 - Complete solution covers acquisition, license/title/registration, customization, maintenance, fuel, risk management, telematics, driver safety, and resale.
 - Most purchasing and maintenance still through local providers
 - Leasing arrangement quickly lowers average age of vehicles as well as maintenance costs and improves safety with flat cost to County + resale timed to maximize benefit to County.
 - Telematics provide much greater insights into vehicle usage.
 - Planning, training, implementation over several months.



Centralized I.T. Purchasing and Management

- Historically, departments had their own budgets, bought what they wanted, and I.T. had to network and maintain 10-15 different kinds of devices → serious threat to I.T. security and operational efficiency
- Purchasing of both hardware and software, I.T. policies and I.T. management will all become much more centralized in FY23 -24 and beyond.



South Granville Office Hours – Veterans Services

- Thanks to creative thinking on the part of our Veterans Services staff (Chris Dethmers and A.J. Spiess) and flexibility on part of Creedmoor City Manager Mike Turner, our County Veterans Service Office provides office hours at Creedmoor City Hall on Wednesdays from 8:30am to 5pm.



FY23-24 Budget Summary

FY21-22	FY22 -23	FY23 -24
\$78,737,533	\$80,743,514*	\$82,344,715

* FY22 -23 budget numbers do NOT include nearly \$10m in one-time ARPA funds eventually added into budget

- Revenues match proposed expenditures
- Still doing final review of probable sales tax revenues which may enable use of less than \$3.7m in fund balance to balance budget



Thank you!!

What comes next?

- Budget Work Sessions
 - Monday, May 8th
 - Thursday, May 11th
 - Friday, May 12th (if necessary)
- Budget Public Hearing – May 15th
- FY23-24 Budget Adoption – June 5th

After the presentation, County Manager Cummings made comments and mentioned the budget work session dates displayed on the screen. He noted that assuming things go as planned, the adoption of a solid no-tax increase budget for next fiscal year should be ready for a vote on Monday, June 5, 2023.

Chair May announced the budget work sessions on Monday, May 8th at 9:00 a.m. and Friday, May 11th at 9:00 a.m. and if necessary, Friday, May 12th at 9:00 a.m. on the proposed fiscal year 2023 - 2024 budget. He noted that at those times, commissioners will weigh in with their thoughts and questions and discuss the budget. He thanked the County Manager and staff and then announced that the public hearing on the proposed budget will be held on May 15, 2023

The Board came back to this matter later in the meeting and voted to hold the public hearing.

RECESS

Motioned by Commissioner Sue Hinman, seconded by Commissioner Robert Williford, and unanimously carried, the Board took a brief recess at 9:00 p.m.

Motioned by Commissioner Sue Hinman, seconded by Commissioner Zelodis Jay, and unanimously carried, the Board continued the meeting at 9:18 p.m.

FACILITY IMPROVEMENTS

BOARD APPROVED THE ENVIRONMENTAL CLEANING SERVICES – ADULT PROBATIONS -208 WALL STREET

This request considers awarding a fixed-price service contract for a one-time environmental cleaning service necessary to eliminate mildew and mold from furnishings, walls, and ceilings.

On January 30th, Granville County was notified of a potential mold issue within the lower level of 208 Wall Street. In response to this notification, the County retained an environmental testing firm to sample the air quality within the interior space. The testing results indicate a higher level of mold spores, primarily due to a higher level of moisture, than recommended by the American Industrial Hygiene Association. Recommendations noted within the report include cleaning surfaces with an approved cleaning agent and the use of HEPA equipped vacuums. Moisture control was also noted and will be addressed by installing dehumidifiers as soon as the units can be acquired by the County.

Granville County contacted two (2) certified firms for the recommended cleaning services:

- Janezic Building Group LLC \$12,925.00
- Builder Services of North Carolina \$34,663.50

After questions and clarification including that dehumidifiers will be needed and are being looked at for the space, the Board took action.

Motioned by Commissioner Robert Williford, seconded by Commissioner Sue Hinman, and unanimously carried, the Board approved awarding a fixed-price service contract for environmental cleaning services for mildew and mold at 208 Wall Street, Oxford (Adult Probations) to Janezic Building Group, LLC for an amount not to exceed \$12,925.

BUDGET MATTERS

BOARD APPROVED HOLDING BUDGET PUBLIC HEARING

Chair May asked for a motion to approve holding the budget public hearing. This matter was presented earlier in the meeting and announced but not voted on.

Motioned by Commissioner Timothy Karan, seconded by Commissioner Sue Hinman, and unanimously carried, the Board approved scheduling a public hearing on Monday, May 15, 2023 at 7:00 p.m. or shortly after to receive comments on the proposed budget at the Granville Convention and Expo Center.

FACILITY IMPROVEMENTS CONTINUES

BOARD APPROVED ENGINEERING SERVICES FOR GRANVILLE ATHLETIC PARK ASPHALT TRAIL REPAIRS AND REPLACEMENT

This request considered awarding a fixed-price service contract for engineering and project assistance needed for the planned asphalt trail replacement and repairs.

The approved fiscal year Capital Improvement Budget allocated funding needed to replace or repair sections of the phase I asphalt walking trails. Over the past 20 years the trail infrastructure has experienced damage from drainage and adjacent tree roots creating trip hazards for our visitors utilizing the paths. Periodic maintenance has been done over the years, however more significant work needs to be done, including replacing various sections.

This request provides staff with engineering guidance to evaluate, recommend reconstruction methods and design, and to monitor the work to ensure that our trail system will withstand another 20+ years of use. Three (3) firms were contacted to provide fixed-price proposals for the needed work.

▪ C3 Design and Engineering, PLLC	\$15,000.00
▪ Withers Ravenel	\$19,000.00
▪ Thomas & Hutton	\$20,100.00

After questions and clarification, including that the recommendation is to award the contract to Withers Ravenel based on their extensive experience with asphalt and sidewalk work, the Board took action.

Motioned by Commissioner Robert Williford, seconded by Commissioner Timothy Karan, and unanimously carried, the Board approved exempting the County from the Mini-Brooks Act (NCGS 143-64.31 (B)) based on the contract amount being less than \$50,000, and awarding a fixed-price contract for engineering services and project assistance for asphalt trail replacement and repairs at the Granville Athletic Park to WithersRavenel for an amount not to exceed \$19,000 based on their extensive experience with asphalt and sidewalk work.

APPOINTMENTS

BOARD APPROVED APPOINTMENT TO THE GRANVILLE COUNTY HUMAN RELATIONS COMMISSION

County Manager Cummings noted that staff is aware that some committee members have exceeded term limits as stated in the current by-laws and that a review is in process by staff.

Motioned by Commissioner Zelodis Jay, seconded by Commissioner Robert Williford, and unanimously carried, the Board approved the appointment of Lynn Allred (District 1) to the Granville County Human Relations Commission to fill an unexpired term.

Chair May noted some districts have disproportionate representatives in comparison to others and asked for an evaluation of this in the review.

Clerk Weary noted commission members' districts have been updated due to redistricting and this accounts for some of the imbalance.

COUNTY MANAGER'S REPORT

BOARD APPROVED GREAT GRANT AGREEMENT WITH NCDIT AND CONNECT HOLDING II, LLC

This request considered approval for a Growing Rural Economies with Access to Technology (GREAT) grant agreement with the North Carolina Department of Information Technology (NCDIT) and Connect Holding II, LLC (dba, Brightspeed Communications).

Assistant County Manager Weichel explained that based on the partnership between Granville County and Brightspeed, NC DIT awarded the GREAT Grant maximum funding level of \$4M to Brightspeed for deployment of fiber to the home high-speed internet service to approximately 1914 locations in Granville County (1880 households and 34 businesses). Of the \$6,677,752 total project cost, Granville County previously committed to a partnership with Brightspeed wherein the County would contribute \$1,338,876 (20%) using its American Rescue Plan Act funds under the infrastructure category.

NCDIT will assume responsibility for project monitoring to ensure that progress is made toward the project milestones and that funds are expended appropriately as noted in Section 2.4 and Exhibit C of the agreement. In addition, NCDIT will monitor whether the grantee has met all reporting requirements including progress reports, site visits, financial reviews, and audits. The grant requires completion of the project within two years of the agreement execution date.

County residents can view a map of award locations and check to see if their business or residence is part of the project at www.nconemap.gov/pages/broadband. Granville County GIS staff also created the map visual to display the project areas covered.

Funding has been committed utilizing the infrastructure category from the County's American Rescue Plan Act (ARPA) allocation. All funding from NCDIT and Granville County will be provided on a reimbursement basis as outlined in Exhibit J of the attached agreement. Brightspeed will submit requests for reimbursement directly to NCDIT and, upon approval of each payment request, NCDIT will send a copy of the payment request to Granville County. The County will then submit our 20% portion of the amount approved to Brightspeed.

Assistant County Manager Weichel noted there is a second round of projects, and the County does have a chance to get a Charter project and announcements are expected soon. She said in North Carolina providers build infrastructure and provide services not government entities, but Counties can partner with the GREAT Grant projects. She said there are other projects coming up also.

After comments by the County Attorney Wrenn about some concerns that have been worked out around uniform guidance and federal requirements for recipients and pass-thru entities since you have the state and counties that have independent obligations to comply with ARPA (American Rescue Plan Act), the Board took action.

Motioned by Commissioner Jimmy Gooch, seconded by Commissioner Zelodis Jay, and unanimously carried, the Board approved authorizing the County Manager to execute the NCDIT and Connect Holding II, LLC dba Brightspeed Communications GREAT grant agreement on behalf of Granville County. The Board asked staff to proceed carefully to meet the requirements of the American Rescue Plan Act.

It was noted that internet service providers decide where they will go and that some areas have been deemed ineligible as they are deemed served even though it consists of minimal coverage and slow internet speeds. Other grant funds may raise the threshold which will increase the eligibility for those underserved and the county has set aside funds if another grant is approved.

UPDATE ON THE AMBULANCE FRANCHISE ORDINANCE AND FRANCHISE APPLICATIONS

County Manager Cummings reported that the ambulance franchise ordinance that governs the providing of new franchises was determined to be out of date and needs to be revised. He noted that County Attorney Wrenn, Emergency Management Director Reavis, and he have worked on

a draft ordinance that that he hopes to bring back a recommendation on May 15, 2023 so new franchisees can apply by the end of the fiscal year.

COUNTY ATTORNEY'S REPORT

UPDATE ON EQUITABLE SHARING PROGRAM CONTRACT

When asked, County Attorney Wrenn reported that a meeting is scheduled with the Cherry Bekaert Accounting Firm regarding the scope for a contract for the annual review of Equitable Sharing Program and other state and federal funds. He said he hopes to bring back a recommendation and proposal soon.

UPDATE ON DSS BOARD EXPANSION

When asked about the DSS (Department of Social Services Board) expansion, County Attorney Wrenn said he would follow up with County Manager Cummings and bring the matter back to the Board.

BOARD PRESENTATIONS

Commissioner Jay announced that Virgilina Mayor Ralph Murray has invited the Board to Virgilina Summerfest on May 27, 2023, and noted that the parade is at 11:00 a.m. He then asked staff to find out if fiber was ever run to the Toler Elementary School site.

Commissioner Williford reported that the ABC (Alcoholic Beverage Control) Board broke ground last Thursday for their new store and that site improvement is underway.

Commissioner Hinman reported that she spoke with Al Woodlief and he asked her about getting the old fire station (122 Williamsboro Street building) painted and said he is willing to pay for paint for a mural on one wall to represent Oxford only and not Granville County. She said she would bring it up so she did. She reported that she told him that she did not support that.

County Manager Cummings reported that he is working to move county functions from that building and looking at the future demolition of that building. He said that due to the condition of the building and the paint flaking, it would not be a financially responsible action to spend funds on the building.

Vice Chair Timothy Karan reported that the final public engagement session for the Opioid Advisory Committee will be held May 4, 2023, in the Willow Oak Room at the Creedmoor Community Center. It is a session for public input regarding the expenditure of approximately \$600,000 per year for 18 years of opioid settlement funds and encouraged the public to attend and give input on good use of those funds.

Commissioner Gooch reminded everyone that on Friday, June 2, 2023, the Butner Summer Festival Dance will be held and on Saturday, June 3, 2023, the annual Butner Summer Festival. He noted that the event had a name change and was formerly called the Butner Chicken Pickin'.

Chair May thanked County Manager Cummings for the excellent budget presentation telling the story about where we have been and where we are going. He thanked Assistant County Manager Weichel for her work on pay options for staff, noting that this is a process and will impact all staff. He challenged the Board to be ready to ask questions during the budget sessions. He said he looks forward to getting the equipment to enhance the Expo Center for recording with video and microphones for meetings. He thanked the staff for their hard work. He thanked the City of Creedmoor for the opportunity to share the cost of a Grants Officer to gain grant funding and said he hopes to reach out to other municipalities to work together to gain more grant funding. He reported that Veterans Services expanded their services to Creedmoor with an office in Creedmoor City Hall and was happy to partner with them. He thanked the Board for their questions and work tonight.

CLOSED SESSION

A closed session was included on the agenda but was not held.

ADJOURNMENT

Upon a motion by Commissioner Sue Hinman, seconded by Robert Williford, and unanimously carried, the Board adjourned at 9:57 p.m.

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