



# Granville County 5-YEAR STRATEGIC PLAN

2025 Vision for Granville County Government  
Updated January 2024

## COMMUNITY



## BUSINESS & ECONOMY



## EDUCATION & WORKFORCE



## PUBLIC SAFETY



## GOVERNMENT



This page intentionally left blank.

## TABLE OF CONTENTS

Purpose, Mission, and Values	4
How Did We Get Here?	4
Introduction	5
2021-2025 Strategic Plan Overview	5
Focus Areas	5
Objectives and Strategies Overview	6
Achievements and Progress	7
Financial Factors	8
Detailed Objectives, and Associated Strategies	9
Objective #1: Community	9
Objective #2: Community	10
Objective #3: Community	10
Objective #4: Business & Economy	11
Objective #5: Education & Workforce	12
Objective #6: Education & Workforce	13
Objective #7: Public Safety	14
Objective #8: Government	15
Objective #9: Government	16
Implementation of the Strategic Plan	17
Plan Monitoring and Reporting	18
Appendix 1: Granville Strengths and Challenges	19
Appendix 2: NCACC Report on State Budget	20
Appendix 3: Acknowledgements	30



### What is the Strategic Plan?

The Granville County 5-Year Strategic Plan is a plan for county operations that spans multiple years. This document encapsulates what county departments are doing to support strategic plan objectives by utilizing specific strategies to accomplish those objectives. To put it simply, the strategic plan is a tool used to ensure the county is doing the right things to meet the needs of the community.

### What is the County's Purpose?

Counties were originally established to carry out government on behalf of the state; later, counties were granted the opportunity to provide a range of services almost comparable to those provided by municipalities. Beyond these state mandates, Granville County uses mission and values statements to better define its purpose. These statements influenced the development of this strategic plan.

### What is the County's Mission?

Granville County's mission is to provide residents with an array of services to enhance their quality of life through a responsive, effective, and efficient local government

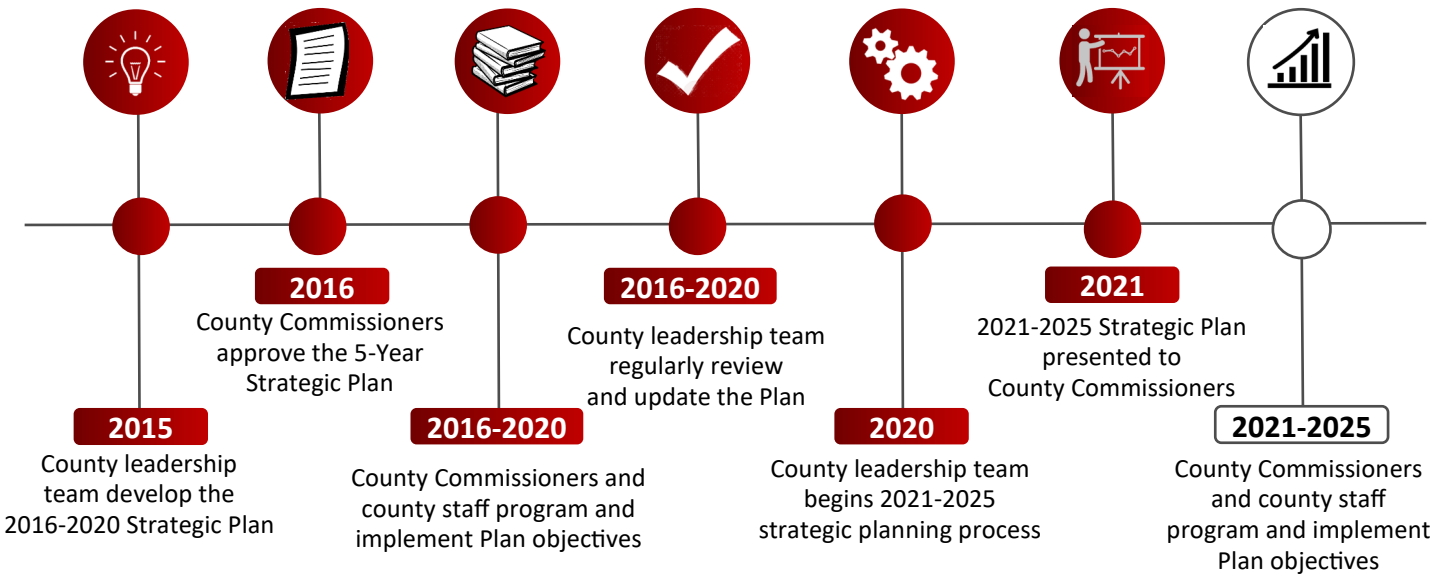
### What are the County's Values?

Granville County government promotes open, honest government, maintains an innovative and equitable work environment, and highly prizes accuracy, accountability, and reliability.

### What are plan objectives?

Plan objectives are precise actions or measurable steps with specific strategies that align to the strategic plan and business strategy.

## How Did We Get Here?



# 2021-2025 STRATEGIC PLAN OVERVIEW

## INTRODUCTION

This 5-Year Strategic Plan was developed by an ad-hoc Strategic Planning Committee comprised of County department managers and key employees. Committee members first completed a brainstorming exercise to characterize what they saw as County strengths and challenges (see Appendix 1). The Committee identified five focus areas for the organization: Government, Public Safety, Education, Community, and Business & Economy. Next, participants conducted a strategic analysis to identify potential objectives to work towards within each focus area.

Following the initial analysis, objectives were prioritized and narrowed to nine primary objectives with 40 specific strategies for achieving them. The objectives were classified as both obtainable within the five-year period covered by the Plan and also as an essential means to achieve the County's mission while



maintaining its stated values.

The focus areas and objectives for Granville County's 2021-2025 Strategic Plan are summarized below and on the next page. Detailed descriptions for each focus area with supporting strategies for each objective begin on page 9 of this document.

## FOCUS AREAS

### COMMUNITY

Healthy, active community with access to county services and cultural/recreational amenities



### BUSINESS & ECONOMY

Thriving community with diverse economic opportunities



### EDUCATION & WORKFORCE

Supporting educational opportunities for all



### PUBLIC SAFETY

Community where residents are safe from crime & injury



### GOVERNMENT

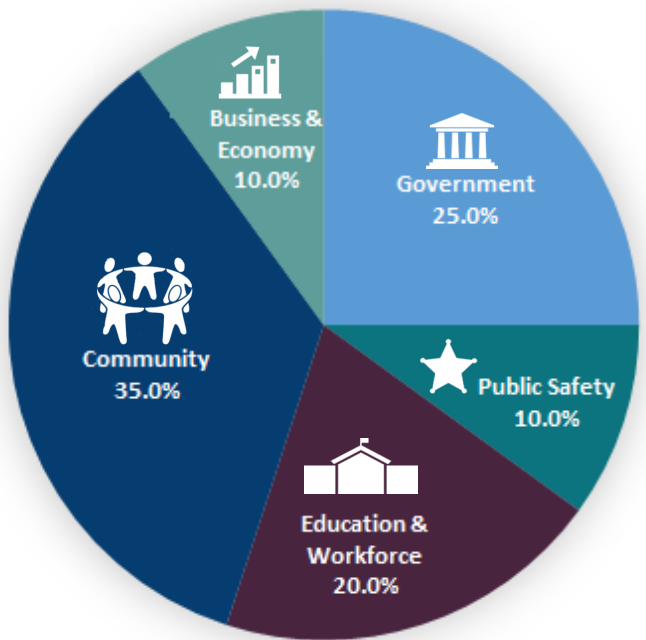
Building and maintaining trust in the community and internally with employees



# OBJECTIVES AND STRATEGIES

- 
**OBJECTIVE 1:** Expand service delivery options through mobile services, satellite offices, substations, online access, etc.
- 
**OBJECTIVE 2:** Create additional recreation and leisure opportunities.
- 
**OBJECTIVE 3:** Improve regularity and reach of communication to enhance community and employee engagement.
- 
**OBJECTIVE 4:** Focus on increasing development options identified in the 2018 Granville County Comprehensive Plan.
- 
**OBJECTIVE 5:** Retain local talent through skills development for workforce, work/school study programs, and student internships.
- 
**OBJECTIVE 6:** Create community and employee education opportunities.
- 
**OBJECTIVE 7:** Evaluate public safety staffing, and upgrade technology and equipment to provide more efficient services to the community.
- 
**OBJECTIVE 8:** Modernize equipment and systems to be more efficient while also being more convenient for residents and businesses.
- 
**OBJECTIVE 9:** Develop Granville County government as a preferred employer.

## Strategies by Focus Area



Detailed descriptions of strategies begin on page 9

## 2021-2025 STRATEGIC PLAN ACHIEVEMENTS/PROGRESS TO DATE

The 5-Year Strategic Plan was adopted in 2021 and identifies nine major objectives to be achieved over the five-year period ending in 2025. County officials and staff have been working to implement the associated strategies since its adoption. Progress on a few of those strategies is highlighted below.

Note: The nature of implementing several strategies is “ongoing”, meaning that they don’t have a defined end date but rather that work on implementing and maintaining the initiative is continual.

**OBJECTIVE #1:** Expand service delivery options through mobile services, satellite offices, substations, online access, etc.

**OBJECTIVE #2:** Create additional recreation and leisure opportunities.

**OBJECTIVE #3:** Improve regularity and reach of communication to enhance community and employee engagement.

**OBJECTIVE #4:** Focus on increasing development options identified in the 2018 Granville County Comprehensive Plan.

**OBJECTIVE #5:** Retain local talent through skills development for workforce, work/school study programs, and student internships.

**OBJECTIVE #6:** Create community and employee education opportunities.

**OBJECTIVE #7:** Evaluate public safety staffing, and upgrade technology and equipment to provide more efficient services to the community.

**OBJECTIVE #8:** Modernize equipment and systems to be more efficient while also being more convenient for residents and businesses.

**OBJECTIVE #9:** Develop Granville County government as a preferred employer.

### AT A GLANCE

**2021** Implemented online rental reservations and payment options.

**2021** Funded radio replacements for volunteer fire departments.

**2022 & Ongoing** Partnered with Brightspeed and Spectrum on broadband infrastructure projects targeting unserved areas in Granville County. Continuing to work with NC Department of Infrastructure Technology to pursue other grant partnership opportunities. Supporting Kerr-Tar Regional Council of Governments in creation of Digital Inclusion Plan.

**2022 & Ongoing** Increased community awareness of county services to date through promotion of library services, social services, cooperative extension, and economic development.

**2022 & Ongoing** Providing ongoing employee training through staff meeting HR supervisory refresh, LinkedIn Learning, tech tips, and outside facilitators for specialized leadership training days.

**2022 & Ongoing** Improvements to onboarding processes including meet and greet, digital benefits enrollment, and streamlined IT processes.

**2022 & Ongoing** Transitioned to new benefits broker and added a diabetes management program, decreased employee portion of insurance premiums, increased 401(k) match contribution for non-sworn positions, completed unprecedented public safety pay adjustments, and implemented cost of living and merit pay increases.

**2022 & Ongoing** Continuing to promote civic leadership through high school internships and the Youth Leadership Council.

**2022 & Ongoing** Established Fire Tax District and Fire Commission. Committed funding for part-time staffing in volunteer fire departments.

**2023** Transitioned to centralized IT purchasing for county operations.

**2023 & Ongoing** Fostering employee engagement through manager listening sessions and employee workplace climate survey.

**2023 & Ongoing** Reviewing opportunity to partner with schools for recreation amenities at site of the former Hawley Middle School.

**2023 & Ongoing** Supporting recreation partnerships with municipal and non-profit organizations through recreation mini grant funding.

**2023 & Ongoing** Committed financial support for Vance-Granville Community College’s Advanced Manufacturing Center at Triangle North.

**2023 & In Process** Improving communication strategies through Board of Commissioners meeting recaps and award of contract for audio/visual upgrades to Expo Center.

## FINANCIAL FACTORS

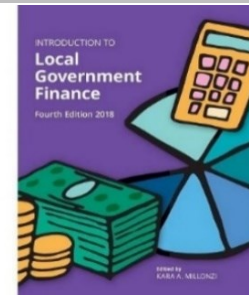


To obtain a more complete picture of the County's financial position, a review of the most recent annual audit is recommended. The audit reports themselves are not included within this document; however, they are available for viewing and download on the Granville County website. Key financial elements as of June 30 of each fiscal year are reported below with a five-year history in order to highlight trends. The County's last revaluation was in 2018 with the tax effect realized in 2019. The County will undergo its next revaluation in 2024.

*National trends and community economic indicators reported in previous versions of this document can now be found in the annual operating budget. A state-level budget summary is provided in Appendix 2.*

CATEGORY	2023	2022	2021	2020	2019
Property Tax	\$45,670,615	\$44,058,604	\$43,258,583	\$41,440,264	\$40,736,763
Property Tax Rate	0.840	0.840	0.840	0.840	0.840
Property Tax Collection Rate	98.96%	99.04%	98.73%	98.43%	98.35%
Local Sales Tax	\$12,860,966	\$11,582,756	\$10,644,304	\$9,362,661	\$8,625,333
Total Outstanding Debt	\$76,210,701	\$84,321,544	\$91,543,239	\$100,203,270	\$107,631,759
Per Capita Debt	\$1,235	\$1,389	\$1,499	\$1,651	\$1,788
% of Total Debt Limit	17.50%	20.04%	22.34%	25.23%	27.71%
Cash & Cash Equivalents	\$47,076,905	\$44,431,937	\$43,272,953	\$46,084,838	\$35,037,843
Unassigned Fund Balance	\$23,791,078	\$27,206,114	\$24,737,106	\$27,130,647	\$25,044,003

In addition to key financial numbers included above, it is also important to understand the context of spending by function of government. The numbers below represent General Fund expenditures over the past five years based on key government functions as of June 30 of each fiscal year. The General Fund is the County's primary operating fund.



FUNCTION OF GOVERNMENT	2023	2022	2021	2020	2019
General Government	\$5,253,272	\$5,464,690	\$4,819,700	\$3,954,525	\$3,990,744
Public Safety	\$15,128,591	\$15,711,224	\$12,847,090	\$11,538,119	\$11,475,821
Community Services	\$5,490,383	\$5,741,714	\$3,844,850	\$3,851,299	\$4,229,428
Human Services	\$13,999,410	\$13,229,117	\$12,660,339	\$9,685,890	\$9,964,361
Education	\$21,457,409	\$19,600,749	\$19,599,555	\$18,839,236	\$17,623,166
Non-Departmental	\$4,919,928	\$3,138,261	\$3,507,473	\$4,547,433	\$3,288,306
Debt Service	\$10,608,082	\$11,913,292	\$12,253,617	\$11,224,994	\$10,514,944
<b>Total Expenditures</b>	<b>\$76,857,075</b>	<b>\$74,799,047</b>	<b>\$69,532,624</b>	<b>\$63,641,496</b>	<b>\$61,086,770</b>





# Community

*Support a healthy and active community with convenient access to county services and opportunities to enjoy cultural and recreational amenities*

Granville County is committed to fully engaging both externally with the community and internally with its dedicated work force by utilizing a variety of communication methods.

In addition, the County will continue to improve access to a wide array of services through technological advances as well as geographic convenience. Partnerships with organizations such as the Tar River Land Conservancy afford the opportunity for ongoing environmental stewardship and sustainability endeavors that preserve land and provide passive recreational opportunities to residents.



Employee Food Drive

## OBJECTIVE #1

**Expand service delivery options through mobile services, satellite offices, substations, online access, etc.**

	<u>Strategies</u>	<u>Timeline</u>
1.1	Identify list of key county departments to implement expanded delivery options.	2021 Completed
1.2	Implement full-service online applications, rental reservations, payments, etc. for fifty percent of departments identified in 1.1.	2021 Completed
1.3	Continually assess opportunities for new county facilities and/or staff deployment models to more effectively deliver county services.	2023 & Ongoing
1.4	Continue to support increasing broadband access to underserved and unserved unincorporated areas.	2022 & Ongoing



## OBJECTIVE #2

### Create additional recreation and leisure opportunities.

	<u>Strategies</u>	<u>Timeline</u>
2.1	Identify underutilized assets within the county and work to develop partnership opportunities for recreation and leisure.	2023 & Ongoing
2.2	Increase recreation options in underserved areas with a focus on youth by adding amenities such as playgrounds, outdoor basketball courts, etc.	2025
2.3	Develop partnerships with schools, municipalities, non-profits, etc. to increase “walkability” and other recreation opportunities such as open space, trails, greenways, sidewalk systems, etc.	2023 & Ongoing
2.4	Pursue additional recreation amenities in southeast Granville County and other underserved areas.	2025



## OBJECTIVE #3

### Improve regularity and reach of communication to enhance community and employee engagement.

	<u>Strategies</u>	<u>Timeline</u>
3.1	Improve digital communication strategies to reach a broader audience of county residents (e.g., ensuring Board of Commissioner’s meetings are more accessible).	2023 In Process
3.2	Continue to increase community awareness of recreation through scheduled promotions of county and municipal amenities.	2022 & Ongoing
3.3	Continue to increase community awareness of county services through scheduled promotions of departments such as public safety, emergency management, etc.	2022 & Ongoing
3.4	With and through the Human Relations Commission (HRC), support diversity initiatives to achieve a more inclusive community through cultural events and partnerships with municipal, non-profit, and/or faith-based organizations.	2024
3.5	Update/refresh website platform to reflect new technological advances as well as organizational and community needs.	2024
3.6	Develop initiatives with the goal of more fully engaging and informing the community.	2023 & Ongoing



# Business & Economy

*Pursue a thriving, livable community with diverse economic opportunities*

Economic vitality of the community helps to ensure that residents can find suitable and sustainable employment and that businesses can grow and thrive. Timely access to permits and well-planned zoning enhance community development. Initiatives that enhance the economy and quality of life for Granville residents are key for this focus area.



County officials celebrate ribbon cutting for D'artagnan.

## OBJECTIVE #4

**Focus on increasing development options identified in the 2018 Granville County Comprehensive Plan.**

	<u>Strategies</u>	<u>Timeline</u>
4.1	Work with Chamber of Commerce and municipalities within Granville County to build and deliver an effective business marketing, retention, and expansion program. <i>Cross reference Comprehensive Plan Strategy ED 2.2 and 2.3.</i>	2023 & Ongoing
4.2	Track business and industry expansions, relocations, and closings to identify trends. <i>Cross reference Comprehensive Plan Strategy ED 6.1.</i>	2023 & Ongoing
4.3	Improve web presence of the Economic Development Office. <i>Cross reference Comprehensive Plan Strategy ED 5.2.</i>	2023 Completed
4.4	Engage with state and federal legislators to track and take advantage of economic development funding opportunities.	2023



# Education & Workforce

*Meet community needs by supporting educational and workforce opportunities for all*



Forestry Presentation

Granville County champions equal access to quality education and academic achievement opportunities. County leaders foster a supportive and cooperative relationship with educational institutions within the County’s borders and with Vance-Granville Community College to advance educational and workforce prospects for all residents. These specific strategies support student programs and workforce development to emphasize the importance of education and lifelong learning.

## OBJECTIVE #5

**Retain local talent through skills development for workforce, work/school study programs, and student internships.**

	<u>Strategies</u>	<u>Timeline</u>
5.1	Support a teacher recognition program to recognize teachers in a positive way.	2022 & Ongoing
5.2	Support the creation of workforce development opportunities and support vocational trade curriculum through partnerships with public schools and Vance-Granville Community College.	2023 & Ongoing
5.3	Continue to promote/market civic leadership and local government career paths with high school, undergraduate, and graduate students as appropriate (e.g., participate in local high school career days).	2022 Ongoing
5.4	Encourage employees to utilize community service leave to volunteer at schools.	2023 & Ongoing
5.5	Investigate options to support Granville County residents’ pursuit of certification, degree programs, etc. at Vance-Granville Community College.	2025
5.6	Advocate for targeted industry training needs through workforce development programming; Collaborate with Granville County Public Schools, Vance-Granville Community College, and Kerr-Tar Regional Council of Governments.	2025



## OBJECTIVE #6

**Create community and employee education opportunities.**

	<u>Strategies</u>	<u>Timeline</u>
6.1	Encourage and communicate opportunities for county departments to participate in community programs (e.g., set-up booth at local events, volunteering, etc.).	2022 & Ongoing
6.2	Encourage department collaboration in the creation of community events and outreach.	2024 In Process





# Public Safety

*Maintain a community where residents are safe from crime and injury*

Safety of residents is paramount to our community. Recruiting trained public safety professionals, along with planning for emergencies, are key focus areas for public safety. This strategic objective addresses equipment and technology needs which will not only ensure public safety personnel have the means to carry out their duties but also will provide a method to ensure responsible fiscal stewardship and the care of equipment entrusted to them.



Teen Law Academy

## OBJECTIVE #7

**Evaluate public safety staffing, and upgrade technology and equipment to provide more efficient services to the community.**

	<u>Strategies</u>	<u>Timeline</u>
7.1	Provide funding for the Sheriff's Office and Detention Center to obtain accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA). Obtaining accreditation will ensure the Sheriff's Office and Detention Center are utilizing law enforcement best practices, ensuring transparency and accountability, reducing risk/liability exposure, and enhancing community-oriented policing.	2025 In Process
7.2	Upgrade VHF Simulcast System.	2023 Completed
7.3	Support Fire Commission in review of options for strengthening volunteer fire departments including possible staffing enhancements.	2023 & Ongoing
7.4	Provide funding to Volunteer Fire Departments for radio replacement.	2021



# Government

*Build and maintain trust within the community and with current and prospective County employees*

Building trust is very important both from a perspective of fiscal responsibility and Granville County Government’s reputation as a preferred employer. The ability to attract and retain qualified employees is more challenging than ever in today’s market as the County is forced to compete with private sector employers for the best talent. Government accountability is a strategic plan objective that is far-reaching and impacts all aspects of county operations.



Summer Interns

## OBJECTIVE #8

**Modernize equipment and systems to be more efficient while also being more convenient for residents and businesses.**

	<u>Strategies</u>	<u>Timeline</u>
8.1	Continue to seek out and make high-quality trainings available while transitioning critical functions to new programs and software.	2023 & Ongoing
8.2	Develop intranet or employee-only central repository.	2024
8.3	Develop paperless processes utilizing custom technology solutions (payment vouchers, purchase orders, HR forms, timesheets, etc.).	2024
8.4	Employ new technology to replace outdated phone systems county-wide.	2023 In Process
8.5	Complete transition to centralized IT purchasing and governance.	2023 Completed



## OBJECTIVE #9

### Develop Granville County Government as a preferred employer.

	<u>Strategies</u>	<u>Timeline</u>
9.1	Provide annual supervisor training as a refresher for county processes and procedures.	2022 & Ongoing
9.2	Assess employee benefits and conduct comparison to surrounding counties with a goal of recommending improvements to employee pay and benefits.	2022 & Ongoing
9.3	Implement new supervisor training consisting of essential leadership and County HR policies and procedures.	2023 & Ongoing
9.4	Continue to develop orientation and onboarding programs including creation of workplace needs checklist (equipment, software access, etc.) and departmental basics informational packets.	2022 & Ongoing
9.5	Foster a culture of innovation and work with employees to solicit and develop new ideas for programs and process improvement.	2023 & Ongoing





## IMPLEMENTATION OF THE STRATEGIC PLAN

Effective and efficient government does not just happen but is the direct result of people working together to first decide what needs to be accomplished and then working together to carry out those decisions. Once a written strategic planning document is developed, it becomes critical to put it into action. After all, the plan itself is merely a roadmap to where we want to go; the real challenge is taking the first step.

After approval of the Strategic Plan by the County Board of Commissioners, the County Manager leads key stakeholders in coordinating the strategies contained within the Plan in a timely and logical manner. The table below provides a broad overview of the key responsibilities and timelines to ensure efficient implementation, monitoring, and revision of the Plan.



TASK	TIMEFRAME
County Administration reviews progress and updates to the Strategic Plan.	Fall Strategic Planning Meeting
Prepare Strategic Plan update for presentation to County Board of Commissioners.	Prior to Board's Annual Retreat
Strategic Plan presented to County Board of Commissioners.	Annual Retreat
Develop any service expansion requests for the upcoming fiscal year.	Annual Budget Process
Departments implement approved fiscal year strategies and service expansions.	Fiscal Year Following Budget Approval

Annual implementation of the Strategic Plan begins with county department reviewing the plan prior to the beginning of the annual budget process. The County Manager uses several methods of communication to accomplish this including discussions during monthly staff meetings, referring department managers to the plan during the early stages of the budget process, and communicating directly with larger departments. Department managers are responsible for sharing the Plan with their staff.

Department managers and key employees are responsible for implementing objectives and strategies of the Strategic Plan with guidance provided by key stakeholders and the County Manager. Departments work within existing budgets and policies to implement the strategies and report progress and challenges to the County Manager.



## PLAN MONITORING AND REPORTING

Department heads and supervisors use the County’s employee evaluation and appraisal system’s unique outcomes section to develop benchmarks that align with the overall County Strategic Plan. County departments then use this information as a monitoring mechanism to document their department’s progress with Plan implementation.

The key stakeholders also meet annually to review, evaluate, and report on the overall performance of each objective and strategy. If significant progress is not being achieved with key strategies, the group will discuss the obstacles and how best to proceed.



Reporting on progress is a priority in order to ensure consistent and efficient advancement toward implementing the strategic planning objectives.

## Granville County 2021-2025 Strategic Plan Roadmap

### 2025

- Continue to pursue recreation amenities in under-served areas.
- Advocate for targeted industry training needs.
- Support education supplement program.
- Continue to assess opportunities to more effectively deliver county services.

### 2023

- \*Track business and industry expansions, relocations, and closings to identify trends.
- \*Support work to strengthen volunteer fire departments.
- #Improve web presence of Economic Development.
- #Upgrade VHF Simulcast System.

### 2024

- Refresh website platform.
- Improve digital communication strategies to reach a broader county audience.
- Work with HRC to support engagement and diversity initiatives.

### 2021

- #Present Strategic Plan to Board of Commissioners.
- #Identify key departments for expanded service delivery options.
- #Implement full-service online applications, rental reservations, payments, etc.
- #Fund VFD radio replacement.

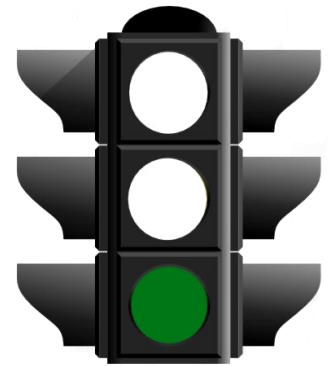
### 2022

- \*Explore broadband partnership opportunities.
- \*Increase modes of communication.
- \*Increase community awareness of recreation amenities and county services.
- \*Support teacher recognition programs.
- \*Implement IT & supervisor training.

#Completed \*Ongoing

## Appendix 1: Granville County Strengths & Challenges

During information gathering and brainstorming sessions with the Strategic Planning Committee, the following items were identified as strengths or challenges within the County. The items are in no particular order of importance and represent both internal county government and external characteristics identified by committee members.



- Effective communication with all County staff continues to be an opportunity for further improvement.
- County workforce is having to embrace multiple new technologies for which high quality training needs to be easily available and utilized.
- Continuing to improve supervisory and leadership training.
- Ability to proactively engage the community on important topics.
- Recruitment and retention of talented workforce.
- Growing development pressure in Granville County presents strategic challenges.
- Ensuring County services can adequately serve citizens within such a large geographic area.
- Lack of broadband availability throughout the County.

**Granville  
County  
Challenges**

- Granville County is a great place to live, work, and play.
- New investments in public safety response.
- New investments in landfill and convenience center sites.
- New investments in public-facing community services.
- Geographic location provides convenient access to urban amenities.
- County management emphasizes family-friendly policies to help create a dedicated and committed workforce.
- County government work environment fosters personal and professional growth.
- Strong community events and highly visible tourism development presence.
- Variety of recreation opportunities and recreational assets.
- Well-functioning County Board of Commissioners.
- County government workforce reflects diversity of county population.

**Granville  
County  
Strengths**



# 2023 - 2024 State Budget Report

## NCACC Analysis and Highlights

## Appendix 2

### Overview

Following a summer long negotiation between the House and the Senate, which at one point included the expansion of legalized gaming in the form of casinos across the state, a budget deal has been struck. The General Assembly plans to spend \$29.8 billion in FY 2023-24 and \$30.9 billion in FY 2024-25. With considerable shortages of teachers and state workers, this budget has prioritized salary adjustments by giving most state employees a 7% pay raise across the biennium. Teachers will also receive an average pay raise of 7% in that same time period, while starting teaching pay will increase by 11% to \$41,000 in FY 24-25. Additionally, this budget agreement grows the Rainy-Day fund balance by \$125 million for a total of just under \$5 billion and cuts taxes by \$1.2 billion over the next two years. The budget also invests billions of dollars in capital and infrastructure projects, including water infrastructure and K-12 public school capital infrastructure, throughout the state. The budget includes more than 2000 special provisions, and NCACC urges counties to search the budget document for their counties and municipalities. Once enacted, counties can search for direct grants at <https://www.osbm.nc.gov/directed-grants-database>.

In addition to making financial investment in county priorities, the budget also makes various policy changes impacting counties, including the modification of a General Assembly commission to expand the commission's oversight of, and ability to investigate, local governments and local officials (Section 27.10). More details of this and other special provisions impacting counties are at the end of this document.

Governor Cooper has announced that the budget will go into law without his signature.

Highlights of the [budget special provisions](#), as well as the accompanying [money report](#), include:

### Capital/Infrastructure

#### Lottery

The budget invests over \$400 million in 2023-24 toward public school capital funding via the Education Lottery Fund. This amount equals over 43% of appropriated lottery proceeds. The lottery funds earmarked for public school capital infrastructure flow through three different funds within the Education Lottery Fund as follows:

- **\$100M** in Public School Building Capital Fund distributed to counties based on school population numbers.
- **\$254M** FY23-24 in Needs-Based Public School Capital Fund to which counties can apply for grants for specific capital projects.
- **\$50M** FY23-24 in the recently created Public School Repair & Renovation Fund distributed equally (\$500,000) to each county to be used for enlargement, improvement, expansion, repair, or renovation of classroom facilities at public school buildings, but may not be used for retirement of indebtedness.

The budget also increases the maximum grant awards in the Needs-Based Public School Capital to \$42 million for an elementary school, \$52 million for a middle school, or \$62 million for a high school.

Provides that if a county declines or otherwise forfeits a grant award, the county may not be awarded an additional grant for 24 months from the date the initial grant was declined or forfeited.

Directs project construction must be initiated within 24 months of award of grant funds.

#### State Capital and Infrastructure Fund (SCIF)

- **\$2B for more than 200 local water and wastewater projects across the state.**
- **\$700M** for highway maintenance programs, including contract resurfacing, general maintenance, and bridge construction and preservation.
- **\$5B** into the State Capital and Infrastructure Fund across the biennium, including **\$1.67B** for new state agency and UNC capital projects.
- Notable projects include increasing total authorization for ECU Brody School of Medicine, advanced planning funds



# 2023 - 2024 State Budget Report

## NCACC Analysis and Highlights

### Capital/Infrastructure (Continued)

#### State Capital and Infrastructure Fund (SCIF) (Continued)

for a new business school at N.C. State University, and additional funds for the planning and construction of the Downtown Education Campus, which once completed will house the UNC System Office, the Community Colleges System Office, the Department of Public Instruction, and the Department of Commerce.

- Replenishes the state agency repair and renovation accounts by **\$200M** each year of the biennium.
- **\$530M** across the biennium for UNC System repairs and renovations.
- **\$100M** in each year of the biennium for new construction and repairs and renovations of community college facilities. Completes the four-year community college capital commitment for a total of **\$400M**.
- Targeted direct allotments for capital projects at community colleges across the state.
- Targeted direct allotments to counties for various capital projects across the state.

#### Broadband

Last biennium, members of the General Assembly invested billions in American Rescue Plan funds to expand broadband throughout the state, a long-standing legislative goal for NCACC. This year, legislators appropriated funds to improve digital literacy and expand capacity for the Department of Information Technology to administer grants.

- **\$3.75M** in each year of the biennium to supplement existing administrative capacity in support of high-speed internet efforts.
- **\$14M** from the Growing Rural Economies with Access to Technology (GREAT) Program to complete the project to improve broadband access at all 47 rural colleges.
- **\$12.5M** in 2023-24 and **\$6.6M** in 2024-25 for an awareness campaign with targeted community-based efforts and digital literacy offerings.
- Revises the eligibility for the Completing Access to Broadband program to exclude eligibility to those counties that both (1) are a development tier three area, as provided in the annual ranking performed by the Department of Commerce pursuant to [G.S. 143B-437.08](#) for the 2023 calendar year and (2) have utilized federal funding for broadband infrastructure projects on or after May 1, 2021, is not eligible. Previously excluded all counties that had previously utilized federal funding (Section 38.7).

### Public Education

#### K-12 Schools

- **\$4.8M** in each year of the biennium in additional funds to increase all tiers of the Small County supplemental funding allotment.
- **\$16.7M** in each year of the biennium for the Low-Wealth Counties Supplemental Funding and At-Risk Student Services allotments resulting from changes in local factors like per-capita income and number of students living in poverty. The allotment formulas are unchanged from previous years.
- **\$4M** in each year of the biennium to allot additional flexible funds to schools with a student population made up of more than 80% economically disadvantaged students that exceed growth on school-wide Education Value-Added Assessment System (EVAAS) measures. (See Section 7.45)

#### School Safety Appropriations

- **\$35M** in each year of the biennium for the school safety grants program to support students in crisis, school safety training, and the purchase of safety equipment.
- **\$900,000** in 2023-24 for the Center for Safer Schools to conduct a school safety awareness campaign and continue contracts to conduct threat assessment team development.
- **\$850,000** in each year of the biennium for the Center for Safer School's anonymous tip line, which facilitates anonymous reporting of school safety threats.



# 2023 - 2024 State Budget Report

## NCACC Analysis and Highlights

### Public Education (Continued)

#### K-12 Schools (Continued)

##### *Compensation*

- **\$176M** in 2023-24 and **\$304M** in 2024-25 to increase teacher salaries by an average of 7% over the biennium.
- **\$30M** in each year of the biennium in additional funding for the Teacher Supplement Assistance Allotment, providing funds in most counties (see Section 7A.4). The revised net appropriation for the program is \$200 million.
- **\$4.7M** in each year of the biennium for additional bus driver salary increases in addition to across the board raises to bring total salary increase for bus drivers to around 9%.

##### *Non-Budget Related Policy Provisions of Note*

- Expands the Opportunity Scholarship Program (private school vouchers) to make all students and families in North Carolina eligible to receive a scholarship regardless of family income. Award amounts are determined on a sliding scale based on income. Ramps up funding for the Program over the course of the next several years to eventually reach over \$500M per year by 2031-2032. (Section 8A.6) A separate section of the budget (Section 7.82) provides the General Assembly's intent to reinvest in the public schools any savings realized by the state each year, beginning in the 2025-2026 school year, because of the transfer of a student from a public school unit to a nonpublic school.
- Requires the Department of Public Instruction to develop a model for funding services for children with disabilities on the basis of the reported cost of the services provided. (Section 7.7)
- Requires career exploration and development plans for middle and high school students. (Section 7.13)

#### Community Colleges/UNC System

- **\$10M** in 2023-24 and **\$20M** in 2024-25 to assist community colleges in starting programs in nursing and health-related career fields that require significant start-up funds.
- **\$10M** in 2023-24 and **\$15M** in 2024-25 to colleges to develop and expand courses that lead to a degree or credential in healthcare-related fields.
- Reduces funds provided to the UNC School of Government by **\$2.5M**; and provides **\$2M** in start-up funds to establish the new School of Civic Life and Leadership
- **\$5.2M** to the North Carolina Collaboratory for competitive grants to constituent institutions for opioid abatement and research

##### *Non-Budget Related Policy Provisions of Note*

- Makes changes to how local boards of trustees of community colleges are appointed. The budget bill requires eight members of the board to be appointed by the General Assembly. The bill requires four trustees to be elected by the board of commissioners of the county in which the main campus of the institution is located, one of whom may be a county commissioner. In addition, the bill contains improved language, at NCACC's urging, to ensure county representation by allowing each board of commissioners of any other county in the administrative area that provides plant funds to the institution to elect two additional trustees to the board, one of whom may be a county commissioner. There are delineated exceptions to this for Mayland Community College, South Piedmont Community College, and Vance-Granville Community College. (Section 6.10)

### Tax and Finance

Finance provisions in this budget reduce individual income tax at a more rapid pace than previously laid out by legislative leadership. Items include expansion and introduction of new tax exemptions that slightly reduce local government revenues. In keeping with the theme of local government transparency over the course of the session, the budget includes provisions requiring counties to provide additional information when issuing bond referenda.

- Decreases the personal income tax rate to 3.99% in tax year 2026; under current law, the rate of 3.99% would be reached in tax year 2027.



# 2023 - 2024 State Budget Report

## NCACC Analysis and Highlights

### Tax and Finance (Continued)

- Additionally, creates a series of General Fund revenue "triggers" under which the personal income tax rate could drop as low as 2.49%. (Sec. 42.1)
- Reduces the state's income from the Franchise tax by capping the tax on the first \$1 million of a C Corporation's tax base, effective 2025. (Sec. 42.6A)
- Repeals the state privilege license and accompanying one-time \$50 tax for a wide variety of professionals, including but not limited to attorneys, physicians, and architects. (Sec. 42.7)
- Reduces state and local sales tax revenue by extending or expanding existing tax exemptions and by creating new exemptions; the total loss to local governments statewide is estimated to be \$5.5M in FY 2023-24 and \$15.4M in FY 2024-25:
  - Creates a sales tax exemption for items sold by continuing care retirement communities, except for alcohol. (Sec. 42.10)
  - Extends the sunset for the existing exemption for motorsports engines and related items by 4 years. (Sec. 42.11)
  - Expands the existing exemption for aircraft repair parts and accessories to apply to additional aircrafts. (Sec. 42.12)
  - Extends the sunset for the existing exemption for commercial aviation fuel by 5 years (Sec. 42.13)
  - Expands the existing exemption for fuel and other supplies used by freight-bearing vessels that travel the ocean; the expanded language would also apply to vessels that travel inland and intracoastal waterways (Sec. 42.14)
  - Creates a sales tax exemption for breast pumps and related accessories and supplies (Sec. 42.16)
- Changes the excise tax rate on smokeless tobacco from 12.8% of cost price to \$0.40 per ounce and creates a new tax rate for "alternative nicotine products" such as pouches of ground tobacco. (Sec. 42.18)
- Creates a new tax on for-hire ground transport services (e.g., Uber, limousine rentals, taxis). The rate will be 1.5% for non-shared ride services and 1% for shared ride services; tax proceeds will go to the state Highway Fund. (Sec. 42.19)
- Prohibits the Piedmont Authority for Regional Transportation (PART) from levying a short-term car rental tax in an area only composed of Surry County. (Sec. 42.20)
- Creates a property tax exclusion for Smith Reynolds Airport in Forsyth County, reducing the property tax revenue that Forsyth County will receive from the airport. (Sec. 42.23)

### Health and Human Services

With the passage of the budget, the long anticipated and NCACC top legislative priority of Medicaid expansion will take place. The Department of Health and Human Services has stated December 1 as the go live date. Legislators also made significant appropriations to address needs related to child welfare, rural healthcare, and substance use disorders including a \$2M appropriation over the biennium to NCACC to continue opioid settlement technical assistance.

#### Medicaid Expansion

- **\$1.6B** in nonrecurring federal funds awarded to North Carolina for expanding Medicaid.
- Approximately **\$121M** over the biennium to increase Medicaid managed care hospital reimbursements.
- Slightly more than **\$524M** in FY23-24 and **\$720M** in FY24-25 for expected changes in Medicaid enrollment, federal match rates, and continued transition to managed care, among other things.

#### Child Welfare

- **\$3.8M** over the biennium for a "permanency initiative" for children in foster care.
- **\$20M** in FY23-24 and **\$60M** in FY 24-25 from the ARPA Temporary Savings Fund the Division of Child and Family Well-Being, the Division of Mental Health, Developmental Disabilities, and Substance Use Services, and the Division of Social Services for families caring for children with behavioral health needs.



# 2023 - 2024 State Budget Report

## NCACC Analysis and Highlights

### Health and Human Services (Continued)

#### Child Welfare (Continued)

- **\$5M** over the biennium for emergency short term shelter and therapeutic services for children with critical behavioral health needs—anticipated that this investment will open an additional 50 beds across the state for children in need of these services.
- **\$319M** for the construction of a new UNC Children's Behavioral Health Hospital.

#### Rural Health Care

- **\$25M** from ARPA Temporary Savings Fund to expand loan repayment for physicians and other healthcare providers who commit to practice in rural and underserved communities.
- **\$5M** from ARPA Temporary Savings Fund for grants to rural healthcare providers for start-up costs and equipment associated with telehealth.
- Creates the "NC Care Initiative," a partnership between ECU Health and UNC Health that creates an integrated health network and will feature the construction of three regional health clinics, a behavioral health facility in Greenville, and rightsizing existing parts of their health systems.
- **\$12.5M** non-recurring in both years of the biennium to the Rural Health Care Stabilization program for loans to rural hospitals in financial crisis.

#### Behavioral Health

- **\$284M** for behavioral health outreach programs and increases behavioral health provider rates on a recurring basis.
- **\$320M** for Community College allied health and workforce training capital needs.
- **\$40M** for targeted bonuses to employees working in state health facilities and **\$60 million** to increase the wages of direct care workers who provide personal care services to individuals on the state's Innovations Waiver.

#### Public Health

- **\$4.3M** in both years of the biennium for **\$50,000** grants to each of the state's local health departments
- **Non-Budget Related Policy Provisions of Note**
  - Requires the Department of Health and Human Services to issue a request for proposals to procure a statewide children and families specialty healthcare plan to launch by December 1, 2024. Provisions in this section are substantively similar to [Senate Bill 156/House Bill 340 Medicaid Children & Families Specialty Plan](#). (Section 9E.22)
  - Section 9G.7A grants broad authority to the Secretary of the Department of Health and Human Services when reorganizing LME-MCOs. The secretary is required to direct the dissolution of an LME-MCO when there is:
    - The termination of a behavioral health and intellectual developmental Medicaid Tailored Plan contract.
    - The Secretary delivers a notice of non-compliance to the LME-MCO.

These provisions are the same as those found in Senate Bill 425 Medicaid Agency Omnibus which passed the House and Senate earlier this legislative session.

### Agriculture, Natural Resources and Environment, and Commerce

This budget presents significant investment in food security and support for North Carolina Farmers. Of particular interest to counties are billions of dollars in grants for water infrastructure and various economic incentives including the development of megasites across the state.

#### Food Security

- **\$10M** in the first year and **\$15M** in the second year from the State Fiscal Recovery Reserve to Farmland Preservation for conservation easements – the total for Farmland Preservation **from all sources** is **\$20.1M** in FY 23-24 and **\$25.1M** in FY 24-25.





# 2023 - 2024 State Budget Report

## NCACC Analysis and Highlights

### Agriculture, Natural Resources and Environment, and Commerce (Continued)

#### Food Security (Continued)

- **\$6M** in each year of the biennium distributed equally to the state's six food banks.
- **\$2M** in each year to the Conservation Fund for its NC Food Hub Collaborative to support the aggregation, distribution, and marketing of locally sourced food to customers.
- **\$20.5M** for the Tropical Storm Fred Crop Loss Program
- **\$20M** for the NC Agricultural Manufacturing and Processing Initiative (NCAMPI) to provide grants to new and expanding agricultural manufacturing facilities for site development, infrastructure costs, building construction, or equipment
- **\$300,000** for the Pesticide Disposal Assistance Program (PDAP) which provides cost-free assistance to farmers and homeowners in the safe collection and lawful disposal of banned, outdated, or unwanted pesticides.
- **\$3.5M** for the Agricultural Cost Share Program (ACSP) to improve water quality through best management practices on agricultural lands.
- **\$2M** to the ACSP to provide assistance to farmers in the watershed of the Upper French Broad River.

#### Economic Workforce Development

- **\$1.25B** establishing a Regional Economic Development Reserve within the General Fund.
- **\$1M** for the development of a Regional Water and Wastewater Infrastructure Master Plan.
- **\$3B** in FY 23-24 and **\$3.2B** in FY 24-25 for the Highway Fund.
- **\$250M** in each year of the biennium for **NC Innovation**, a public-private partnership designed to promote startups that spring from academic research in North Carolina.
- **\$107M** for megasites and select sites across the state, including **\$10M** to support local governments to conduct due diligence on new megasites and **\$97.8M** to support the Megasite Readiness Program
- **\$10M** to support select site readiness efforts.
- **\$25M** recurring to Golden LEAF, a nonprofit that works "to increase economic opportunity in North Carolina's rural and tobacco-dependent communities through leadership in grant making, collaboration, innovation, and stewardship as an independent and perpetual foundation."
- **\$16.9M** from anticipated receipts from S.L. 2023-42, Sports Wagering/Horse Racing Wagering, for the North Carolina Major Events, Games, and Attractions to attract major events to the state.
- **\$25M** for the 2029 World University Games.
- **\$4M** to Speedway Motorsports for the All-Star Race.

#### Environment

- **\$2B** over the biennium for the Clean Water and Drinking Water Reserve.
- **\$39.7M** in the first year and **\$43.3M** in the second year from the **Federal Infrastructure Investment and Jobs Act (IIJA)** to the Clean Water State Revolving Fund
- **\$66M** in the first year and **\$72M** in the second year from the IIJA to the Drinking Water State Revolving Fund
- **\$47.2M** in the first year and **\$23.9M** in the second year from the IIJA for project grants addressing emerging compounds, such as PFAS.
- **\$89.9M** in the first year and **\$89.9M** in the second year from the IIJA for project grants addressing lead service lines in water systems.
- **\$30.8M** in the first year and **\$30.8M** in the second year from the IIJA for grants to public water systems in small and disadvantaged communities that are unable to finance activities needed to comply with drinking water regulations – priority to address emerging compounds, PFAS.



# 2023 - 2024 State Budget Report

## NCACC Analysis and Highlights

### Agriculture, Natural Resources and Environment, and Commerce (Continued)

#### Environment (Continued)

- **\$20M** to the Streamflow Rehabilitation Assistance Program (StRAP) for ongoing maintenance and restoration of streams across the state for flood mitigation.
- **\$20M** to the Coastal Storm Damage Mitigation Fund for grants to local governments for coastal storm damage mitigation.
- Increase to the Bernard Allen Drinking Water Fund to **\$700,000** in FY 23-24 and **\$400,000** in FY 24-25.
- **\$2.5M** for the Recycled Materials Management, Environmental Stewardship Initiative, and Waste Reduction Partners programs and **\$500,000** for grants to local governments.
- **\$800,000** in each year for the Inactive Hazardous Sites Cleanup Fund.
- **\$500,000** to the Coastal Federation to support debris and vessel removal efforts.
- **\$5M** to the Coastal Federation to administer a pilot Stormwater Retrofit Cost Share Program, to provide cost share and technical assistance to permittees, repair and install upgrades to stormwater control measures.
- **\$4M** for cost-share grants to local governments to match water resource development project funds provided through the National Resource Conservation Service.
- **\$6M** for matching grants to local governments to implement water resource development projects throughout the state.
- **\$1.5M** for the Cape Fear River Basin Flood Mitigation project
- **\$911,667** for the Carolina Beach Coastal Storm Damage Mitigation, bringing total allocated for federal match to **\$3.6M**.
- **\$107,667** for the Dan River Regional Water Supply project, bringing the total allocated for federal match to **\$141,667**.
- **\$750,000** for the Holden Beach Coastal Storm Damage Recovery project.
- **\$27,784** for the Ocean Isle Coastal Storm Damage Mitigation fund bringing total to **\$1.5M**.
- Establishes policies prohibiting the Department of Environmental Quality from denying a permit application or issuing a permit on the condition that developers must first receive another environmental permit, except when required by state or federal law.
- Cuts processing times for federal air and state stormwater permits issued by DEQ and allowing most businesses to proceed with construction activities before obtaining an air permit.
- Increases the electric vehicle registration fee to \$180 and creates a plug-in hybrid registration fee of \$90.
- Creates 12 new positions within the DEQ to mitigate PFAS and other emerging compounds in our water supplies.

### Justice and Public Safety

The Justice and Public Safety portion of this budget provides significant funds to aid counties in resilience and recovery following natural disasters. The bill also includes funds for grants to volunteer fire departments and a small appropriation to study judicially-managed and accountability recovery courts formerly known as drug treatment courts.

#### Justice

- **\$427,000** in each year of the biennium to the Criminal Justice Education and Training Standards Commission to assist implementation of the North Carolina Law Enforcement Accreditation Program (NCLEA).
- **\$233,250** in each year of the biennium for positions at the Sheriffs' Education and Training Standards Commission.
- **\$300,000** to the North Carolina Collaboratory to study judicially-managed and accountability recovery courts.



# 2023 - 2024 State Budget Report

## NCACC Analysis and Highlights

### Justice and Public Safety (Continued)

#### Public Safety

- **\$5M** in each year of the biennium to increase the number of Volunteer Fire Department Fund grants awarded to eligible volunteer fire departments.
- **\$1M** in each year of the biennium to provide grants, up to \$50,000, to eligible fire departments for certain emergencies. Grant awards are to replace items authorized in [G.S. 58-87-1\(a1\)\(3\)](#).
- **\$1M** in each year of the biennium to award grants to eligible departments for replacement of fire truck tires.
- **\$2M** in each year of the biennium to North Carolina Emergency Management for continuing operations of the statewide school mobile panic alarm program, the State Emergency Response Application, and the State Risk Management Portal. These programs help schools build emergency plans and make those plans available to first responders.

#### Emergency/Resiliency

- **\$30M** to NC Emergency Management to establish a new program to provide grants for disaster relief and mitigation as well as transportation mitigation projects.
- **\$5M** to NC Emergency Management for flood studies, risk assessment, and building mitigation strategies for unstudied streams and mapping non-encroachment areas across the State.
- **\$5M** to NC Emergency Management to create a grant program to improve local disaster shelter infrastructure.
- **\$3.3M** for detailed mapping and risk studies for 250 river gauges across the State that are part of the Flood Inundation Mapping and Alert Network (FIMAN).
- **\$1.9M** in 2023-24 for the Capacity Building Competitive Grant Program, which provides grants to local emergency management offices to improve responses to emergencies and disasters.
- **\$4.2M** in each year of the biennium for the North Carolina National Guard Local Cyber Security Joint Task Force Positions for 24 positions to be located across the State to support local governments and critical infrastructure partners in their response to cyber attacks and related threats. These positions are part of the joint cyber security task force partnership with North Carolina Emergency Management.

#### Non-Budget Related Policy Provisions of Note

- Expands county eligibility for the Criminal Justice Fellows Program to all counties by repealing the limitation of eligibility to counties with a population of 200,000 or less. (Section 18.3)

#### Elections

- **\$2.7M** to help implement North Carolina's Voter ID law.
- **\$5.6M** to modernize and replace the Statewide Election Information Management System
- **\$50,000** recurring to continue the online application to track mail ballots through the postal system.
- Prohibits North Carolina from becoming a member of the Electronic Registration Information Center, Inc. (ERIC).

#### Veterans Affairs

- **\$1.5M** in each year of the biennium for county veterans offices across the state.

### Other Provisions of Note

Special provisions of interest to counties include new authority for the General Assembly related to investigation of local governments, preemptions of certain local ordinances, and additional requirements for counties who issue bond referenda.

**GovOps Modifications (Section 27.10)** - Expands the scope, power, and duties of the Joint Legislative Commission on Government Operations to include to include oversight, examination, evaluation, and investigation of local governments and local officials and employees. The commission is made up of 42 legislators, appointed by House and Senate leadership, with at least 10 legislators from the minority party.



# 2023 - 2024 State Budget Report

## NCACC Analysis and Highlights

### Other Provisions of Note (Continued)

Powers and duties of the commission include the following:

- To study the efficiency, economy, and effectiveness of any unit of local government.
- To evaluate the implementation of public policies, as articulated by enacted law, administrative rule, executive order, policy, or local ordinance, by any unit of local government.
- To investigate possible instances of misfeasance, malfeasance, nonfeasance, mismanagement, waste, abuse, or illegal conduct by officers and employees of a unit of local government, as it relates to the officer's or employee's performance of his or her public duties.

The commission additionally has the following powers and authority:

- Access to any document or system of record held by a unit of local government.
- Compel attendance of any officer or employee of any unity of local government.
- Access to any building or facility owned or leased by a unit of local government.

Makes it a Class 2 misdemeanor for any person to conceal, falsify, or refuse to provide to the commission any document, information, or access to any building or facility as required with the intent to mislead, impede, or interfere with the commission's discharge of its duties.

**Bond Referendum Transparency** (Section 36.3) - Requires counties who are issuing bond referenda to state, on the ballot, that new bonds may result in property tax increases. The ballot must also include language indicating the estimated cumulative cost over the life of the bond, using the higher interest rate charged for similar debt over the maximum bond issuance term. Additionally, the ballot must include the amount of property tax liability increase for each one hundred thousand dollars of property tax value to service the cumulative cost over the life of the bond.

This section is effective December 31, 2023, and applies to bond referendums conducted on or after that date.

**Limitations on regulations of auxiliary containers; shopping carts** (Section 5.9.(d)) - Prohibits a county from adopting an ordinance, resolution, regulation or rule to do either of the following:

- Restrict, tax, charge a fee, prohibit, or otherwise regulate the use, disposition, or sale of an auxiliary container. An "auxiliary container" is defined as a bag, cup, package, container, bottle, device, or other packaging made of cloth, paper, plastic, foamed plastic, fiber, expanded plastic, cardboard, corrugated material, aluminum, glass, post-consumer recycled material, or similar coated or laminated material that is designed for the consumption, transportation, or protection of merchandise, food, or beverage at a food service facility, manufacturing facility, distribution facility, processing facility, or retail facility.
- Regulate the use of shopping carts, including the imposition of a fee or fine on a business for failure to take possession of a shopping cart that was removed from the premises of the business.

**State Wage and Hour Act preempts local governments** (Section 5.9.(a)) - Provides that the State's Wage and Hour Act (G.S. 95-25.1), with certain specified exceptions, supersedes and preempts any ordinance, regulation, resolution, or policy adopted or imposed by a unit of local government or other political subdivision of the state that regulates or imposes any requirement upon an employer pertaining to compensation of employees, such as the wage levels of employees, hours of labor, payment of earned wages, benefits, leave, or well-being of minors in the workforce.

**Medical Freedom/Covid-19 Vaccinations** (Section 5.8) - Prohibits local governments from discriminating against persons based on their refusal to provide proof of a COVID-19 vaccination or to submit to a COVID-19 vaccination. Prohibits public schools, local public health agencies, local public health officials, and local governments from requiring any person to provide proof of or submit to a COVID-19 vaccination.



# 2023 - 2024 State Budget Report

## NCACC Analysis and Highlights

### Other Provisions of Note (Continued)

**Expand Authority to Provide Local Supplements To Certain Court Positions** (Section 16.28) - Repeals the requirement that a county must have a population of 300,000 or more to provide local salary supplements to certain officers and employees under [G.S. 7A-300.1](#).

**Public Records** (Section 27.7.(g)) - Removes statutory language making communications from attorneys to a government body a public record after three years.

**Reduce Emissions Inspections Requirements** (Section 12.7) - Limits vehicle emissions inspections to only vehicles with a model year within 20 years of the current year and earlier than the 2017 model year, and only to vehicles in Mecklenburg County.

## Appendix 3: Acknowledgements

Many people were involved in the work associated with this strategic plan including the Board of County Commissioners, elected officials, county administration, department heads, and key employees who participated as part of the Strategic Planning Committee.

Members of the community and other county employees also provided input through the many hours of informal conversations and reviews of draft materials. If anyone has been left out of this acknowledgement, it was not intentional. We thank all those who have contributed to this process and to the development of Granville County's 5-Year Strategic Plan.

### Board of County Commissioners

Timothy Karan, District 6 (Chair)	Zelodis Jay, District 1	Tony Cozart, District 4
Jimmy Gooch, District 7 (Vice-Chair)	Rob Williford, District 2	Russ May, District 5
	Sue Hinman, District 3	

### Elected Officials

Sheriff Robert Fountain	Kathy Taylor, Register of Deeds
-------------------------	---------------------------------

### Administration

Drew Cummings, County Manager	Debra Weary, Clerk to the Board
Korena Weichel, Deputy County Manager	Terry Hobgood, Public Information Officer

### Special Thanks

Angela Allen	Monique Heggie*	Scott Phillips
Raymond Allen	Tyeisha Hewett	Charissa Puryear*
Barry Baker	Kelley Hightower	Jason Reavis*
Chris Brame*	Dee Dee Holmes	Kenneth Reeves
Trent Brummitt*	Matthew Katz	Will Robinson
Lynette Clements*	Carlos Landrau	Jennifer Seeley
Matthew Eller	Kathy May*	
Jennifer Griffin	Angela Miles*	
Heather Hayes	Chris Norris	

\*Participated in 2024 Plan Updates