

**Windsor, North Carolina
July 14, 2016
Work Session**

The Bertie County Board of Commissioners reconvened from their regularly scheduled meeting on July 5th at the Roanoke-Cashie River Center located at 112 West Water Street in Windsor. The following members were present or absent:

Present: Ronald “Ron” Wesson, District I
Stewart White, District II
Tammy A. Lee, District III
John Trent, District IV
Ernestine (Byrd) Bazemore, District V

Absent: None

Staff Present: County Manager Scott Sauer
Clerk to the Board Sarah S. Tinkham
Assistant County Attorney Lloyd “Clifton” Smith, III.
Finance Officer William Roberson
Economic Development Director Steve Biggs

Leslie Beachboard of the Bertie Ledger-Advance was present from the media.

RECONVENE

Chairman Trent reconvened the meeting from Monday, July 5th. The Board recessed the July 5th meeting in order to reconvene today for a work session.

INVOCATION

Commissioner Wesson led the Invocation.

SPRINGSTED – COMPENSATION AND CLASSIFICATION STUDY

Joel Davis of Springsted, Inc. was present to provide a summary presentation of the results accumulated from the recent County compensation and classification study.

Mr. Davis highlighted various areas for improvement, as well as noted areas where the County is offering average or above average benefits and competitive salaries to employees.

There was some discussion of options, review of benchmarking jurisdictions, and recommendations for the County to consider in upcoming work sessions.

Additionally, the Board reviewed estimated implementation costs and a potential multi-phase schedule with priority for the Sheriff's Office and DSS.

County Manager Sauer assured the Board that no action was needed today, but that this was the formal presentation of the study's findings, and that multiple work sessions would most likely be needed in order to determine any appropriate action.

At this time, Chairman Trent thanked Mr. Davis for his presentation, and acknowledged Heritage Collegiate Leadership Academy Founder and Executive Director, Dr. Kashi B. Hall, as well as her fellow colleagues. Dr. Hall had requested to briefly speak with the Board regarding the County's decision to deny direct funding to HCLA.

The Board obliged with a 10 minute time limit.

Commissioner Wesson made a **MOTION** to amend the agenda to allow 10 minutes be given to HCLA to address the Board. Commissioner White **SECONDED** the motion. The **MOTION PASSED** unanimously.

HERITAGE COLLEGIATE LEADERSHIP ACADEMY (HCLA) –
DR. KASHI B. HALL, FOUNDER AND EXECUTIVE DIRECTOR

Dr. Hall thanked the Board for the opportunity to speak briefly at today's work session.

Dr. Hall made the accusation that the Board had changed their agenda for today's meeting to disallow public comments in order to deny her voice of being heard. She made the claim that an agenda was posted on the County's website that originally included a public comments section, further, she made an additional claim that the agenda in question was pulled in light of HCLA's denial for direct funding from the County.

Additionally, she accused the Board of canceling their previously scheduled meeting on July 18th to also disallow her from being heard during the public comment section.

Note of clarification: Publicly accessible minutes from the Board's regular meeting on Monday, June 20th show that the Board amended their meeting schedule for the month of July due to various scheduling conflicts for both Commissioners and pertinent County staff.

As such, the Board decided to cancel its meeting for Monday, July 18th. Plans were made shortly after to meet for today's work session. The Board's regular meeting schedule is due to resume on August 1st.

Chairman Trent stated that the Board relies heavily on the County Attorney's office when necessary to determine if all decisions made on the local level are statutorily sound. He continued by stating that at this time, there was no statute that gave clear authority to the governing body to directly fund a charter school.

He assured Dr. Hall that, when and if a state law permits direct funding of a charter school, that the Board would be receptive and open to revisiting this discussion.

Commissioner Wesson continued by stating that the Board is very supportive of the initiative Dr. Hall has undertaken to support HCLA, and that if new legislation is adopted by the State legislators, the County's budget can be amended later.

Vice Chairman Bazemore suggested that the Board of Directors for HCLA, Board of Education, and the Board of Commissioners should work towards hosting a joint meeting to discuss this issue, as well as other penitent issues to ensure that well rounded options for education are available to Bertie County children.

Dr. Hall thanked the Board for the opportunity to speak and for the additional clarification.

OPEB RETIREE HEALTH INSURANCE --- ACTUARIAL STUDY PENDING

On another note, County Manager Sauer presented a proposal from Cavannaugh McDonald Consulting, LLC., and requested a motion in favor of the County moving forward with an actuarial study to examine OPEB retiree health insurance benefits.

Commissioner Wesson made a **MOTION** for the County to move forward with the actuarial study for the cost of \$12,000. A budget amendment will be submitted at a later date showing this change. Commissioner White **SECONDED** the motion. The **MOTION PASSED** 4-1 with Commissioner Lee voting against.

CONSIDER REINSTATEMENT OF A COUNTY 457 PROGRAM

County Manager Sauer reported that the County's 457 deferred compensation program was dropped as a voluntary benefit option several years ago.

After a brief discussion, the Board agreed that the deferred compensation program would be a great benefit to employees, and that reinstating it was a desirable option.

Commissioner White made a **MOTION** to reinstate a County 457 program for deferred compensation. Commissioner Lee **SECONDED** the motion. The **MOTION PASSED** unanimously.

PLAQUE FOR SPECIAL RECOGNITION

County Manager Sauer requested discussion regarding a plaque for special recognition for a Bertie County native.

After some discussion, Mr. Sauer called for a Closed Session pursuant to N.C.G.S. § 143-318.11(a)(3) to go into closed session to consult with the County Attorney in order to preserve the attorney-client privilege that exists between the attorney and this public body.

CLOSED SESSION

The Board shifts into Closed Session.

After the discussion, Vice Chairman Bazemore made a **MOTION to return to Open Session**. Commissioner Lee **SECONDED** the motion. The **MOTION PASSED** unanimously.

AMBULANCE REPLACEMENT PROPOSAL – FINANCING OPTIONS WITH USDA RURAL DEVELOPMENT

Kim Miller, Area Specialist from USDA, was present to enlighten the Board on various loan options for financing ambulance replacements, as well as loans to secure additional resources for the County's local fire departments.

In addition, the County Manager suggested that a long term vehicle replacement policy should also go hand in hand with these loan efforts especially as it relates to capital made for fire departments.

The Board then reviewed the current list of the Emergency Medical Services fleet and asked questions as necessary.

Four ambulance vehicles are being recommended for replacement based on maintenance costs, mileage, and reliability.

After some additional discussion about including fire departments in a "county wide financial plan" with the USDA, Commissioner Wesson made a **MOTION** to move forward with the initial phase of financing for replacement of ambulances allowing Ms. Miller to bring forth specific recommendations on August 1st. Commissioner White **SECONDED** the motion. The **MOTION PASSED** unanimously.

**COUNTY ATTORNEY REVIEW OF PROPOSED ROAD ACCESS SAFETY
ORDINANCE**

Assistant County Attorney, Lloyd “Clifton” Smith, III was present to answer questions regarding the current draft of the Road Access Safety Ordinance.

County Manager Sauer requested suggestions on how to make the ordinance more enforceable.

Commissioner Lee presented concerns with the legality of the ordinance based on current State statutes.

The Board agreed to continuously review this item until it was deemed ready for adoption.

**VOTING DELEGATE – 2016 NCACC ANNUAL CONFERENCE –
WINSTON-SALEM, NC – AUGUST 11TH THRU 14TH, 2016**

The Board cleared the air about some confusion regarding the voting delegate for this conference and the 2016 NACo Annual Conference in California.

After some discussion, Commissioner Wesson made a **MOTION** for Chairman Trent to represent Bertie County as the voting delegate in Winston-Salem at the 2016 NCACC Annual Conference. Commissioner Lee **SECONDED** the motion. The **MOTION PASSED** unanimously.

TAX OFFICE COLLECTIONS AND FORECLOSURES

County Manager Sauer distributed a report of all delinquent tax accounts which are in the foreclosure process being handled by the County Attorney.

Sixty-five accounts totaling \$191,832.18 are pending, plus legal expenses to be paid by the account holder.

The foreclosures list reads as follows:

FORECLOSURE ACCOUNTS
AS OF JUNE 29, 2016

ACCOUNT #	ACCOUNT NAME	CODE	CODE BEGIN DATE	AMOUNT DUE W/ INTEREST	YEARS OWED
364	Austin, Donald Ray	Foreclosure	4/4/2015	\$259.84	3
25930	Bazemore Housing	Foreclosure	5/13/2016	\$30,857.98	3
880	Bazemore, Timothy, Sr.	Foreclosure	5/13/2016	\$336.63	1
29208	Bazemore, Timothy, Sr./Jonathan Speller	Foreclosure	5/13/2016	\$1,150.13	5
26064	Burke, Cola, Jr.	Foreclosure	9/29/2015	\$146.39	1
2397	Carter, Henry, Heirs	Foreclosure	12/16/2004	\$389.04	13
2405	Carter, Lewis, Heirs	Foreclosure	11/19/2009	\$306.59	3
2712	Cherry, Essie, Heirs	Foreclosure	6/13/2016	\$316.51	4
21667	Cherry, Lincoln	Foreclosure	7/27/2010	\$416.88	9
19995	Cooper, Margaret	Foreclosure	6/22/2011	\$571.27	8
7604	Eley, Viola King	Foreclosure	11/29/2012	\$429.57	2
4532	Felton, Jeffery Thomas	Foreclosure	4/16/2015	\$779.76	1
27927	Foreman, Carl Gary	Foreclosure	6/10/2016	\$2,904.76	2
4623	Foster, Maggie Joyner	Foreclosure	11/17/2009	\$193.80	1
28682	Freeman, Julius	Foreclosure	6/10/2016	\$1,706.05	3
29546	Gibbs, Shelia C.	Foreclosure	6/15/2016	\$1,006.79	3
5225	Gregory Manufacturing Company	Foreclosure	1/24/2011	\$27,449.15	7
6117	Hoggard, Louise L.	Foreclosure	4/5/2016	\$2,281.03	3
6268	Hoggard, William Henry	Foreclosure	4/8/2008	\$840.00	4
30263	JENESIA1, Inc. + Kervin Spivey	Foreclosure	10/5/2015	\$6,264.32	2
7488	Joyner, Cleomines	Foreclosure	10/6/2009	\$416.85	1
8417	Mcgee, Mary Hymen	Foreclosure	6/17/2016	\$1,355.23	4
25078	Murray, Pamela	Foreclosure	8/20/2012	\$257.62	13
9601	Outlaw, Martha	Foreclosure	7/10/2001	\$465.03	6
10306	Phillips, Anderson M, Heris	Foreclosure	6/10/2011	\$5,279.93	9
18642	Powell, Linwood Earl	Foreclosure	5/22/2015	\$3,627.93	4
22063	Pugh, Adolph	Foreclosure	3/16/2016	\$777.25	1
15975	Pugh, Richard S. + Carol	Foreclosure	3/16/2016	\$12,795.75	5
27967	Pugh, Richard, Jr.	Foreclosure	3/16/2016	\$379.50	4
22982	Rascoe, Barry	Foreclosure	11/18/2015	\$795.32	3

20385	Riddick, Novella, Heirs	Foreclosure	3/9/2016	\$217.04	5
11163	Riddick, St. Mark, Heirs	Foreclosure	6/22/2011	\$1,229.57	10
22525	Sanderlin, Jomell	Foreclosure	6/1/2016	\$809.78	11
11995	Smallwood, Willie L. Heirs	Foreclosure	12/15/2003	\$1,444.03	13
31023	Spivey, Kevin	Foreclosure	10/5/2015	\$14,257.71	3
12556	Stocks, Roy Alton, jr. Estate	Foreclosure	6/11/2012	\$17,916.22	4
25169	Stocks, Roy Alton, jr. Estate	Foreclosure	6/11/2012	\$171.22	2
12557	Stocks, Roy Alton, jr. Estate	Foreclosure	6/11/2012	\$1,775.06	2
25123	Sutton, Gail	Foreclosure	7/1/2015	\$3,248.39	5
22633	Tayloe, Mary	Foreclosure	6/6/2012	\$3,620.68	6
26244	Tayloe, Mary	Foreclosure	2/10/2016	\$2,291.77	5
30495	Kirkland, Stephen	Foreclosure	6/6/2012	\$2,374.31	4
27997	Thompson, Lillie Mae	Foreclosure	5/4/2011	\$694.60	2
13238	Unkown, John	Foreclosure	7/10/2001	\$220.49	6
13662	Watford, Eddie N., Heirs	Foreclosure	3/8/2011	\$1,585.88	3
22383	Watford, Michael Wayne	Foreclosure	6/8/2016	\$251.59	6
13816	Watson, Catherine P., Heirs	Foreclosure	7/20/2015	\$3,538.60	6
27818	Moore, Willie	Foreclosure	5/11/2010	\$1,390.17	5
29858	Outlaw, David	Foreclosure	7/10/2001	\$160.14	5
13626	Watford, Arthur James, Sr.	Foreclosure	2/3/2003	\$6,412.17	12
TOTAL # OF FORECLOSURES: 49		TOTAL AMOUNT DUE FOR FORECLOSURES:		\$168,366.32	
FORECLOSURE ACCOUNTS WITH PAYMENT PLANS					
ACCOUNT #	ACCOUNT NAME	CODE	CODE BEGIN DATE	AMOUNT DUE WITH INTEREST	YEARS OWED
28257	Hoggard, Lewis, et al	Foreclosure	11/9/2012	\$438.74	9
26467	Hoggard, William Benjamin	Foreclosure	4/8/2008	\$5,281.62	12
21182	Pugh, Evelena	Foreclosure	2/8/2016	\$259.37	4
25814	Mosley, Deion	Foreclosure	3/10/2015	\$301.82	1
5131	Golden, Esther	Foreclosure	9/2/2015	\$823.93	3

29171	Hayes, Rodney	Payment Plan	1/20/2016			
		Foreclosure	3/10/2015		\$577.63	3
25440	Lassiter, Mary E.	Payment Plan	1/29/2016			
		Foreclosure	7/8/2015		\$1,659.00	7
8295	Dorothy Mack	Payment Plan	4/14/2016			
		foreclosure	1/24/2011		\$1,986.13	5
23350	Thompson, Alexander	Payment Plan	4/26/2013			
		foreclosure	7/1/2015		\$1,600.58	3
25607	Bond, Randal	Payment Plan	2/5/2016			
		Foreclosure	1/24/2011		\$1,398.38	6
24012	Taylor, George	Payment Plan	4/26/2013			
		Foreclosure	10/17/2012		\$1,536.11	3
25980	Lassiter, Dianna	Payment Plan	4/9/2015			
		Foreclosure	12/2/2014		\$666.73	3
11886	Smallwood, Emma, Heirs	Payment Plan	12/8/2014			
		Foreclosure	6/1/2006		\$1,190.13	2
2125	Burke, Arnold Raye	Payment Plan	10/30/2015			
		Foreclosure	11/10/2015		\$777.15	3
17816	Hoggard, Lewis C. III	Payment Plan	2/25/2016			
		Foreclosure	5/16/2014		\$1,609.54	3
14465	Whitehurst, Malinda	Payment Plan	2/8/2016			
		Foreclosure	5/18/2015		\$3,359.00	3
TOTAL # OF FORECLOSURES WITH PAYMENT PLANS: 16		Payment Plan	6/2/2016			
TOTAL # OF ALL FORECLOSURES: 65		TOTAL AMOUNT DUE			\$23,465.86	
TOTAL DUE OF ALL FORECLOSURES:					\$191,832.18	

ADMINISTRATION BUILDING LETTERING POSSIBILITIES & CALENDAR UPDATES

The Board reviewed several concepts for lettering to be used on the County Administration Building including the side facing Granville Street, and the opposite side facing Dundee Street.

County Manager Sauer stated that this is a preliminary discussion and that the Commissioners should consider walking around the building to better understand the options before an order for the lettering is placed.

The County Manager also reviewed the following calendar updates from the agenda:

- FY2016 – Year End Close Out – auditors arrive onsite August 22nd
- Water District III – LGC Financing approval set for September 6th
 - Application for LGC financing in progress
 - Construction to follow LGC approval
- TGOW – PARTF grant announcement August 25th; CAMA grant application in progress with Emily Miller and due August 15th;
- TGOW – master planning proposal from ECU at August 1th Board 4:00 p.m. meeting
- Trillium grant-- playground dedication August 1st at 10:00AM

County Manager Sauer also requested clarification about who should speak at the playground dedication on August 1st. The consensus was that Chairman Trent should give remarks at that event.

TRANSITION FROM COLONIAL PENN TO TRANSAMERICA – EMPLOYEE BENEFITS

Finance Officer, William Roberson, presented his proposed plan to address an item discovered that would affect the transition of County benefits from Colonial Penn to TransAmerica which occurred due to payment cycle changes.

LUNCH

The Board breaks for lunch from 12:30-1:30PM.

**SHERIFF JOHN HOLLEY – WORK PLACE SECURITY AND ACTIVE SHOOTER
TRAINING**

The Board watched three (3) YouTube videos depicting active shooter situations.

The Board then welcomed Sheriff John Holley to the conversation to receive his recommendations on ways to ensure safety on all of the County's properties.

Sheriff Holley suggested that his staff perform a "threat assessment" which would allow deputies and the needed law enforcement personnel to visit each County building and note any weaknesses in exit plans, potential places for improvement regarding "safe" places, and ways to prepare employees for the unexpected.

It was also suggested that Sheriff Holley host a series of large classroom style meetings, similar to the ones conducted for employee health insurance benefits each year, so that staff has the opportunity to ask questions, and seek advice on how to handle the potential of workplace violence.

The Board concurred that disseminating these videos, and any other pertinent information, to all of County staff was extremely important, as at this time only Department Heads have viewed these videos.

County Manager Sauer also relayed concerns he had received from various County employees regarding additional safety measures that they would like to see be put in place.

There was a lengthy discussion regarding concealed carry weapons on County property, as well as other non-lethal weapons.

In addition, the County Attorney informed the Board that new signs banning concealed weapons could not be legally placed on the County entrances without having a corresponding ordinance in place banning concealed weapons.

After a lengthy discussion, Commissioner Lee made a **MOTION** to have the County Attorney draft a detailed ordinance which bans all weapons, lethal and non-lethal, on all County government properties. Commissioner Wesson **SECONDED** the motion. The **MOTION PASSED** unanimously.

Lastly, the Sheriff discussed the addition of a drone to the Bertie County Sheriff's Office. The drone can now be used to assist in the pursuit of suspects and for other law enforcement needs.

MIDDLE INCOME HOUSING INITIATIVE – SECU

Commissioner Wesson urges the Board to approve the action of creating a Letter of Intent for the NCSECU Foundation for the addition of middle income housing in Bertie County.

The Board concurred and stated that they would prefer to not name a specific location of the proposed housing at this time, but that the cause was important and worthwhile for teachers, State, and local government personal needing a place to live in Bertie.

Vice Chairman Bazemore made a **MOTION** to move forward with the submission of a Letter of Intent to the NCSECU Foundation for middle income housing support. Commissioner Wesson **SECONDED** the motion.

WRAP-UP

Commissioner Lee stated her continued support for a smoke-free policy on County properties.

County Manager Sauer reminded the Board that the transition was almost complete for water bills to no longer be mailed in a post card format. Instead, they will soon be mailed in a bill/envelope format with a return envelope included.

Vice Chairman Bazemore recommended that the Board consider putting a “liquor by the drink” vote to the voters via referendum as it could provide additional revenue to the County.

Stewart White reviewed various figures he received during his meetings with the local fire departments. In addition, he made a **MOTION** to increase each municipalities County contribution by \$10,000. For 12 fire departments, the grand total would be \$120,000. Commissioner Lee **SECONDED** the motion. The **MOTION PASSED** in a 3-2 vote with Commissioner Wesson and Vice Chairman Bazemore voting against.

A lengthy discussion ensued.

Commissioner Wesson stated his concerns for getting to the real root of the problem regarding funding for the local fire departments, and stated that he felt municipalities should be held accountable for some of the issues plaguing their respective departments.

Vice Chairman Bazemore presented similar sentiments, as well as presented the idea to provide additional funding only for fire departments outside of municipalities. She requested that the Board to wait on this decision until after new information is presented from Kim Miller at the USDA.

Commissioner White and Commissioner Lee were adamant that the local fire departments cannot afford to wait, and that an additional \$10,000 to assist in keeping the departments afloat is vital until a more permanent solution could be secured.

Vice Chairman Bazemore and Commissioner Wesson requested that the record show an objection to the motion, and they strongly urged the Board to consider putting a “fire tax to a voter referendum so that the citizens could decide.”

No additional action was taken.

ADJOURN

With all minds clear, Chairman Trent adjourned the meeting at 4:00PM.

John Trent, Chairman

Sarah S. Tinkham, Clerk to the Board

