

Beaufort County Board of Commissioners' Planning Retreat
Thursday, January 27, 2022, and Friday, January 28, 2022

Location: Commissioners' Meeting Room, Financial Services Building
136 West 2nd Street, Washington, NC

Thursday, January 27, 2022

- | | |
|--------------------|---|
| 8:30A – 8:35A | Meeting Called to Order, Invocation, and Pledge of Allegiance |
| A) 8:35A – 9:00A | Opening comments and expectations of retreat by Board members |
| B) 9:00A – 10:00A | Community College Update – Dr. David Loope, President |
| 10:00A – 10:15A | Break |
| C) 10:15A – 11:15A | Public Schools Update – Matthew Cheeseman, Superintendent |
| D) 11:15A – 12:00P | Health Department Update – Jim Madson, Health Director |
| 12:00P – 1:00P | Lunch |
| E) 1:00P – 2:00P | Sheriff's Office Update – Ernie Coleman, Sheriff and Charlie Rose, Chief Deputy |
| F) 2:00P – 2:15P | Veterans Services Update – Jennie Haddock, VSO |
| G) 2:15P – 2:30P | Cooperative Extension Update – Rod Gurganus, Director |
| H) 2:30P – 2:45P | Risk Management Update – Jennifer Banks, Risk Manager |
| 2:45P – 3:00P | Break |
| I) 3:00P – 3:15P | Human Resources Update – Deloris Creasman, Human Resources Director |
| J) 3:15P – 4:00P | Emergency Services Update – Carnie Hedgepeth, Emergency Services Director |
| K) 4:00P – 5:00P | Finance and Administration Update – Anita Radcliffe, CFO and Brian Alligood, County Manager |

Friday, January 28, 2022

- | | | |
|-----------|-----------------|---|
| L) | 8:30A – 9:45A | Department of Social Services Update – Melanie Corprew, Director |
| M) | 9:45A – 10:00A | Register of Deeds Update – Jennifer Whitehurst, Register of Deeds |
| N) | 10:00A – 10:15A | Soil and Water Update – Ann Williams, Office Manager |
| | 10:15A – 10:30A | Break |
| O) | 10:30A – 11:00A | Planning and Inspections Update – Carlton Gideon, Planning Director and Brandon Hayes, Chief Building Inspector |
| P) | 11:00A – 12:00P | Public Works, Solid Waste and Maintenance Update – Christina Smith, Public Works Director |
| | 12:00P – 1:00P | Lunch |
| Q) | 1:00P – 1:30P | Tax Assessor Update – Lloyd Salter, Tax Assessor |
| R) | 1:30P – 1:45P | Tax Collector Update – Wyn Kinion, Tax Collector |
| S) | 1:45P – 2:00P | Elections Update – Kellie Harris Hopkins, Elections Director |
| T) | 2:00P – 2:30P | Economic Development Update – Martyn Johnson, Economic Development Director |
| | 2:30P – 2:45P | Break |
| U) | 2:45P – 3:45P | Strategic Planning Discussion – Neil Emory, NCACC Outreach Associate, and Jason King, NCACC Director of Education and Conferences |
| V) | 3:45P – 4:30P | Closing comments and wrap up from the retreat |
| | 4:30P | Adjourn |

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Beaufort County Community College

County Budget Request for Fiscal Year 2023

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Beaufort County Community College

County Budget Request for Fiscal Year 2023

Summary with Prior Year Approved Budgets:

FY	Current	Capital	Total	Variance	Percent Change
2020	\$ 2,697,118	\$ 240,000	\$ 2,937,118	\$ 84,618	3.0%
2021	\$ 2,697,118	\$ 240,000	\$ 2,937,118	\$ -	0.0%
2022	\$ 2,794,143	\$ 706,000	\$ 3,500,143	\$ 563,025	19.2%
2023	\$ 2,917,912	\$ 279,000	\$ 3,196,912	\$ (303,231)	-8.7%

- We are requesting an 8.7% decrease or \$303,231 less than our previous year's approved budget. The decrease is associated with the nonrecurring \$450,000 capital for the Boat Building Program. However, personnel cost and minor capital increases negated some of the savings.
- A more detailed breakdown of this projection is shown on the next three pages.

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Beaufort County Community College

County Budget Request for Fiscal Year 2023

Current Expense Budget Request

	2022 Approved	2023 Request	Variance	Percent Change
Salaries and Benefits	\$1,566,051	\$1,680,385	\$114,334	7.30%
Contracted Services and Insurance	\$245,327	\$245,327	\$0	0.00%
Utilities	\$537,200	\$537,200	\$0	0.00%
Supplies	\$142,300	\$145,000	\$2,700	1.90%
Repairs to Facilities	\$212,000	\$212,000	\$0	0.00%
Miscellaneous	\$91,265	\$98,000	\$6,735	7.38%
Total	\$2,794,143	\$2,917,912	\$123,769	4.43%

Breakdown of the Request:

- The increase in Salaries is attributed to a 2.5% increase in COLA and associated benefits for 2023. The State required agencies to provide a minimum salary equivalent to \$13 per hour for FY 22 and \$15 for FY 23. Employees will receive the higher of the 2.5% raise or the minimum salary increase. The State provided required employer contributions for medical (\$7,019) and retirement (22.89%) for 2022. We don't know the benefit requirements for FY 23 at this point.
- The increase in miscellaneous is due to the purchase of the Alertus software application for emergency notifications.
- The increase in supplies is due to across the board increase in material costs.

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Beaufort County Community College

County Budget Request for Fiscal Year 2023

Capital Expense Budget Request

	2022 Approved	2023 Request	Variance	Percent Change
Alterations, Add. & Improvements to Buildings				
Major	\$450,000		-\$450,000	100.00%
Minor	\$161,000	\$184,000	\$23,000	14.29%
Land and Land Improvements	\$0	\$0	\$0	
Maintenance Equipment	\$30,000	\$30,000	\$0	0.00%
Adm. & Communications Equipment	\$3,000	\$3,000	\$0	0.00%
Motor Vehicles	\$62,000	\$62,000	\$0	0.00%
Total	\$706,000	\$279,000	(\$427,000)	-60.48%

Breakdown of the Request:

We have divided the capital requests into two categories: minor maintenance items (\$184,000) and no major capital improvement projects this year.

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Beaufort County Community College

County Budget Request for Fiscal Year 2023

The minor maintenance items include:

- General roof maintenance - \$24,000
- B10 HVAC 2 units - \$50,000
- B12 Variable Drive Replacement - \$30,000
- B12 Compressor Replacement - \$50,000
- HVAC Controls Upgrade - \$20,000
- Classroom Upgrades - \$10,000
Modify classroom layout in computer labs for collaborative learning; cover cost of electrical and data cable modifications.

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Beaufort County Community College

County Budget Request for Fiscal Year 2023

The major capital items include:

- None

The maintenance equipment items include:

- Minor Equipment - \$15,000.
Includes miscellaneous equipment for maintenance and general facilities...mowers, weed eaters, trimmers, vacuums, floor machines, tools, white boards, blinds, fire extinguishers, etc.
- Maintenance Equipment - \$15,000.
New lawn mower.

The Communications Equipment includes:

- Voice over Internet Protocol Communications System hardware - \$3,000.

The Motor Vehicles include:

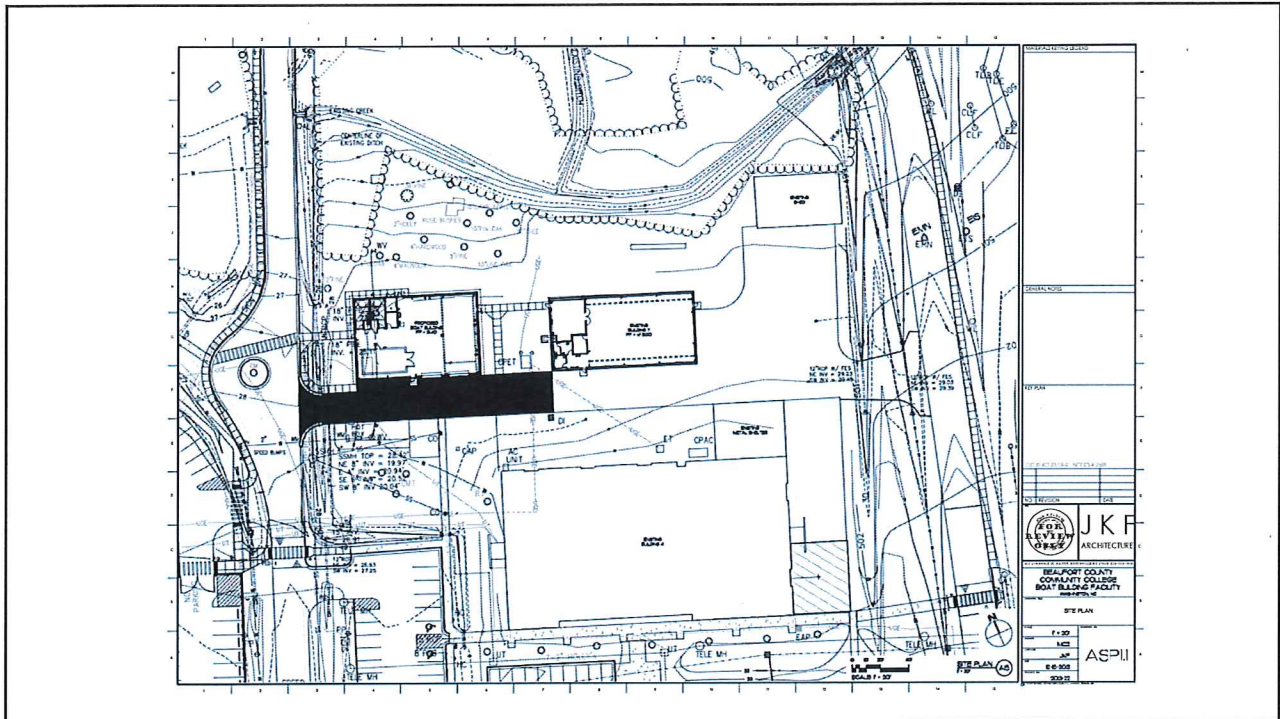
- Replace worn vehicles - \$62,000.
Replace 2002 Dodge Ram Truck with a pick-up for Maintenance - \$12,000
Replace 2009 Dodge Charger for General TMP - \$25,000
Replace 2010 Dodge Charger for General TMP - \$25,000

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Possible Funding Request

- Boat Building Facility on Campus
- County has provided \$450,000
- NCCConnect Bond remainder of \$954,000
- Proposed costs have increased by approx. 15%
- \$650,000
- 5200 sq. ft./at smallest workable footprint
- State Capital and Infrastructure Fund (SCIF) or not?

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Beaufort County Residents Since Beaufort Promise

BEAUFORT COUNTY ONLY	2018FA	2019FA	2020FA	2021FA
Unduplicated Headcount	505	525	475	579
Total FTE	207.30	221.625	194.28	227.25
Avg # Credits	9.87	10.11	9.99	9.47
% on Pell	48.51%	51.43%	48.21%	57.69%
% in CTE	76.83%	77.33%	77.05%	82.04%

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Changing the Future of Beaufort County: Making Beaufort Promise Permanent

- Will be spending approximately \$254,000 on Beaufort County residents who take 9+ credits in 2021-22
- 0.5¢ increase on property taxes would generate approximately \$237,500
- Would cover short-term workforce courses, too: truck driving, HVAC, forklift, etc.
- Can pay remaining tuition/fees for Hyde, Tyrrell, Washington Counties from Foundation
- Could change Beaufort County's future forever

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Benefits

- Make college/postsecondary training feasible for more individuals, esp. lower rungs of economic ladder (Pell)



11

Benefits

- Create the skilled workforce necessary for employers (CTE)



12

Benefits

- Enable Beaufort County to thrive in the new economy—advanced manufacturing, healthcare, tourism/hospitality



13

Benefits

- Stop the out-migration of young people to Greenville and beyond



14

Benefits

- Become a destination for new companies/businesses



15

Benefits

- Improve the quality of life across the county through workforce development



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Saving Rural America

- Keep Beaufort County strong: keep jobs and skilled people here
- Retain our rural culture based on social bond individualism: liberty with responsibility to others (neighbors)
- Enable individuals to be self-sufficient in small communities: the Jeffersonian model and the commitment to small business and private property
- Retain traditions which will die without young people to carry on (family, natural world/agriculture, history)
- Maintain our respect for the worth of the individual human soul through our spiritual strength as a culture; waning elsewhere

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Questions and Comments?



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Beaufort County Planning Retreat 2022

VETERAN SERVICES Jennie Haddock VSO

Recap of 2021 Veteran Activity:

- Compensation/Pension and Dependent monetary awards.
- Veteran monthly, annual, and retro awards
- New veteran claimant representation, intent to file claims, support documents
- New claims processed
- Total veteran cases worked

Request for 2022:

- Upgrade office technology, implementing data base program.
- Requesting database program: **VETRASPEC** by *"tyler technologies Inc." formerly DataSpec* (same company as MUNIS program currently used in Finance Dept.).

Cost of Proposed Software:

- Initial year Setup-County -Approximate \$ 599.00 (2019 pricing)
- Yearly fee – Approximate \$ 499.00 (one user, 2019 pricing)
- Electronic signature pad – Approximate \$ 150.00 (one time purchase)

The **VETRASPEC** software will increase overall ability in processing and tracking veteran claims, populations and monetary benefits; not only to veterans, but increased revenue spent in Beaufort County as a result of these awards.

VETRASPEC should also prove to be efficient in reducing office paper and copier expense as most documents involved with claims will be stored electronically.

VETERANS COMPENSATION AND PENSION AWARDS

Jennie Haddock, Veteran Service Officer

YEAR 2021	MONTH	Total Monthly	Total Annual	Total Retro Pay	Total of Both
	JANUARY	\$ 13,364.47	\$ 160,373.64	\$ 25,028.72	\$ 185,402.36
	FEBRUARY	\$ 15,876.37	\$ 190,516.44	\$ 34,222.82	\$ 224,739.26
	MARCH	\$ 7,870.32	\$ 94,443.84	\$ 44,651.34	\$ 139,095.18
	APRIL	\$ 11,502.09	\$ 136,301.08	\$ 92,347.02	\$ 228,548.10
	MAY	\$ 32,320.50	\$ 387,846.00	\$ 186,285.65	\$ 574,131.65
	JUNE	\$ 17,673.34	\$ 212,080.08	\$ 53,437.53	\$ 265,517.61
	JULY	\$ 11,694.53	\$ 140,334.36	\$ 61,138.83	\$ 201,473.19
	AUGUST	\$ 18,466.30	\$ 221,595.60	\$ 62,963.51	\$ 284,559.11
	SEPTEMBER	\$ 24,455.74	\$ 293,468.88	\$ 85,875.58	\$ 379,344.46
	OCTOBER	\$ 16,306.50	\$ 195,678.00	\$ 41,340.78	\$ 237,018.78
	NOVEMBER	\$ 33,621.25	\$ 403,455.00	\$ 77,231.49	\$ 480,686.49
	DECEMBER	\$ 25,974.00	\$ 269,475.00	\$ 76,888.89	\$ 346,363.89
TOTALS		\$ 229,125.41	\$ 2,705,567.92	\$ 841,412.16	\$ 3,546,880.08

New Claimant Representation, Intent to File & Support Documents:	428
New Claims:	442
Veteran Files Worked:	468

Tyler Technologies Acquires DataSpec

Acquisition positions Tyler as the market leader of electronic veterans' claims solutions

PLANO, Texas - Tyler Technologies, Inc. (NYSE: TYL) today announced that it has acquired DataSpec, a market leader dedicated to providing better electronic management of veterans' claims. DataSpec was developed by sisters Tina Roff and Ann Graham. The acquisition offers existing DataSpec clients the strength and stability of Tyler, as well as a simple path forward to a next generation of technology.

DataSpec's web-based, software-as-a-service (SaaS) veterans' claims management system, VetraSpec, is the current market share leader. The solution allows for secure electronic claims submission to the federal Department of Veterans Affairs (VA) and reporting capabilities, in addition to scheduling, calendaring, and payments. DataSpec offers county, state, and national versions of VetraSpec, with state solutions making up the majority of implementations. The solution allows state departments to execute and analyze reports on the entire state, individual offices, regions and districts, and individual users.

Tyler has a similar veterans' benefits solution based on the Entellitrak® platform that uses newer technology. Tyler's Veterans Benefits™ solution will provide VetraSpec clients a great migration path when they are ready and, in the meantime, Tyler will continue to support them on the VetraSpec platform. Tyler's Entellitrak is a low-code application development platform for case management that is purpose-built for the public sector.

"We are excited about our new relationship with Tyler Technologies," said Ann Graham, vice president of DataSpec. "We are happy that our 5,000 users will be in good hands with a stable and innovative company like Tyler who will provide them a path forward with a modern veterans' benefits solution, as well as providing other solutions for veteran's service organizations."

This acquisition will position Tyler as the new market leader in veterans' benefits management solutions. Tyler also has the opportunity to expand its veteran-focused software offerings to VA departments in additional states.

"DataSpec is a good fit with Tyler's acquisition philosophy, which includes adding best-of-breed companies and products that complement our current offerings," said Lynn Moore, president and chief executive officer of Tyler. "By acquiring DataSpec's client base, Tyler will be able to provide Veterans' Affairs clients with a premier solution for better management of veterans' claims. We look forward to incorporating DataSpec's expertise and experience while offering their clients a solution with a more modern technology stack and more powerful and flexible reporting features."

DataSpec's clients include veteran's service organizations, 32 state departments of Veteran's Affairs, VA attorneys, as well as hundreds of counties and municipalities. It has a base of more than 5,000 users across the United States.

DataSpec was founded in 2007 and currently has four employees, who will continue to work remotely as part of Tyler's Federal Division.

About Tyler Technologies, Inc.

Tyler Technologies (NYSE: TYL) provides integrated software and technology services to the public sector. Tyler's end-to-end solutions empower local, state, and federal government entities to operate more efficiently and connect more transparently with their constituents and with each other. By connecting data and processes across disparate systems, Tyler's solutions are transforming how clients gain actionable insights that solve problems in their communities. Tyler has more than 27,000 successful installations across more than 11,000 sites, with clients in all 50 states, Canada, the Caribbean, Australia, and other international locations. Tyler has been named to Government Technology's GovTech 100 list five times and has been recognized three times on Forbes' "Most Innovative Growth Companies" list. More information about Tyler Technologies, an S&P 500 company headquartered in Plano, Texas, can be found at tylertech.com.

View source version on businesswire.com: <https://www.businesswire.com/news/home/20210331005175/en/>

Jennifer Kepler
Tyler Technologies
972.713.3770
Jennifer.Kepler@tylertech.com

ETK Veterans' Benefits



STREAMLINE PROCESSES

Case management functionality expedites eligibility and benefits processing.



MEET VA REQUIREMENTS

Automated forms and letters reduce errors and speed acceptance.



COLLABORATE SECURELY

Work across regional offices and remote locations, to reduce delays.

REDUCE ADJUDICATION TIME, ACCELERATE BENEFITS DELIVERY

The demand for Veterans' services has never been greater. With so many individuals in need of healthcare, education, employment, and claims assistance, Veterans Service Organizations (VSOs) require case management systems to expedite every stage of the benefits process, from claim creation to benefits processing.

BETTER SERVICE FOR THOSE WHO SERVED

Many VSOs find they spend too much time manually filling out forms and shuffling through paper files and not enough time reaching out to Veterans in need.

With 40 years of experience serving health and human services agencies, including the Department of Veterans Affairs (VA), Tyler Technologies understands the challenges related to entitlement benefits case management. Tyler Technologies' ETK Veterans' Benefits is designed to efficiently manage all aspects of administration, from outreach activities and initial referral through claim submission, adjudication tracking, enrollment, and benefits processing.

FULLY COMPLIANT CLAIMS

Designed to meet the acceptance requirements of the VA, the automated forms and letters eliminate errors, omissions, and duplicate data entry. Official claim forms and correspondence are pre-populated with claimant information, including the Veteran's personal information, detailed medical history, and associated medical conditions where applicable. The result is well-developed, fully compliant claims that can reduce adjudication times and accelerate the delivery of benefits to Veterans and their dependents.

COMPREHENSIVE BENEFITS ADMINISTRATION

- Outreach management
- Evidence gathering
- Claim generation and submission
- Adjudication tracking
- Enrollment
- Benefits processing
- Post claim tracking

...continued on back

SECURE, WEB-BASED COLLABORATION

Because ETK Veterans' Benefits is web-based, any authorized user with an internet connection can access the system. Access to information is controlled by role-based security definitions for internal users, claimants, dependents, and external parties such as powers of attorney. Using a secure, shared database to manage Veterans' services enhances collaboration between regional offices, county locations, and posts by making claim details and other information available online in real time.

EFFICIENCY AND CONNECTIVITY

To make the claim submission process easier for both ETK Veterans' Benefits users and the Veterans themselves, the solution includes support for two APIs.

- The Benefits Intake API allows for delivery of forms directly to the VA.
- The Benefits Claims API supports fast, enhanced reporting connecting with the VA's Veterans Benefits Management System (VBMS).

ETK Veterans' Benefits also supports electronic signatures, further streamlining the process to get Veterans the benefits they've earned.

POWERFUL AND EFFICIENT REPORTING CAPABILITIES

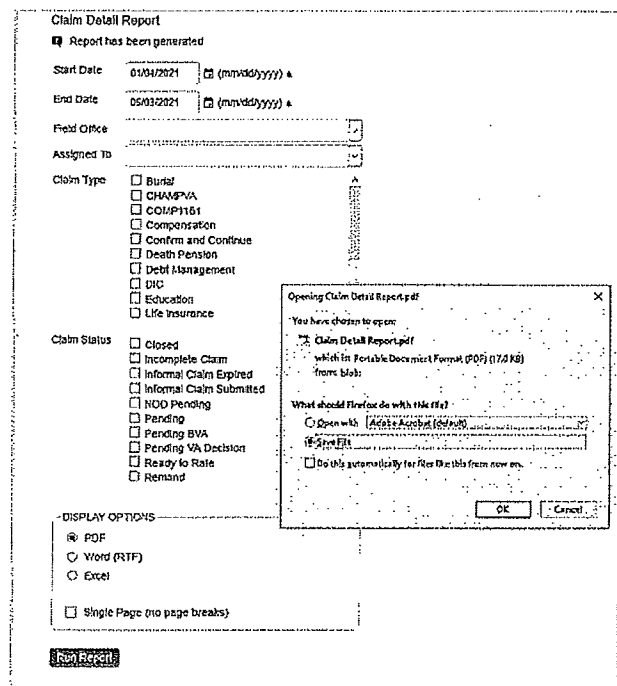
Quickly get detailed insights on every aspect of case administration through comprehensive pre-loaded and ad-hoc reports that you can save, edit, and share.

ACCESS, VISIBILITY, AND CONTROL

ETK Veterans' Benefits is pre-configured for efficient, comprehensive management of the entire Veteran relationship — everything is built-in.

TIME-SAVING FEATURES

- Electronically submit claims to the VA via API
- Intuitive, modern web interface
- Create, assign, and manage tasks and claims
- Auto-generate and store VA forms and letters, including VA 21-526EZ
- Central document, image, and media repository
- Pre- and post-claim alerts and reminders
- Outreach documentation and tracking



The screenshot shows a 'Claim Detail Report' window. It includes a 'Report has been generated' status bar. Below this are fields for 'Start Date' (01/01/2021) and 'End Date' (06/01/2021), both with dropdown menus for date selection. There is a 'Field Office' dropdown menu and an 'Assigned To' dropdown menu. Under 'Claim Type', there are checkboxes for: Burial, CHAMPVA, COLIP/1161, Compensation, Confirm and Continue, Death Pension, Debt Management, DIC, Education, and Life Insurance. Under 'Claim Status', there are checkboxes for: Closed, Incomplete Claim, Informal Claim Expired, Informal Claim Submitted, NOD Pending, Pending, Pending BVA, Pending VA Decision, Ready to Rate, and Remand. At the bottom, there are 'DISPLAY OPTIONS' for PDF (selected), Word (RTF), and Excel, and a checkbox for 'Single Page (no page breaks)'. A 'Run Report' button is at the bottom left. A small dialog box titled 'Opening Claim Detail Report.pdf' is open, showing a file named 'Claim Detail Report.pdf' (170 KB) and asking 'What should I do with this file?' with options 'Open with Adobe Acrobat (default)' and 'Save as PDF'.

Easily select reporting options and output formats

DataSpec Inc
P.O. Box 244
Sandusky, MI 48471
(877)568-7732
tina@VetraSpec.com
http://www.dataspecinc.com

Invoice

BILL TO

Lincoln County, NC
206 Gamble Drive
Suite A
Lincolnton, NC 28092

INVOICE # 7035

DATE 05/30/2019

DUE DATE 05/30/2019

USERS

2 Users

ACTIVITY	QTY	RATE	AMOUNT
Program Purchase:Initial Year Setup-County Solution Initial year setup-County Solution	1	599.00	599.00
Program Purchase:Initial Year Setup-County Solution:Yearly fee 1-3 Users Yearly fee 1-3 Users (each)	2	449.00	898.00

ALL CHECKS MUST BE MADE PAYABLE TO DATASPEC INC!!!!
Purchase Order terms are not accepted.

BALANCE DUE

\$1,497.00

Thank you for your continued service to the veterans of our nation!

Electronic Signature Pad
Approximate Cost \$150.00

Approximate cost:
1 User = \$1,198.00

[illegible]

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There is no text or other markings on the paper.

OSHA's Form 300A (Rev. 01/2004)		Year	2021
Summary of Work-Related Injuries and Illnesses		U.S. Department of Labor Occupational Safety and Health Administration Form approved OMB no. 1218-0178	
<i>All establishments covered by Part 1904 must complete this Summary page, even if no injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete.</i>			
<i>Using the Log, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the log. If you had no cases write "0."</i>			
<i>Employees former employees, and their representatives have the right to review the OSHA Form 300 in its entirety. They also have limited access to the OSHA Form 301 or its equivalent. See 29 CFR 1904.35, in OSHA's Recordkeeping rule, for further details on the access provisions for these forms.</i>			
Number of Cases			
Total number of deaths	Total number of cases with job transfer or restriction	Total number of cases away from work	Total number of other recordable cases
0	4	3	10
(G)	(I)	(H)	(J)
Number of Days			
Total number of days away from work	Total number of days of job transfer or restriction		
31	28		
(K)	(L)		
Injury and Illness Types			
Total number of... (M)	(1) Injury	(4) Poisoning	0
	(2) Skin Disorder	(5) Hearing Loss	0
	(3) Respiratory Condition	(6) All Other Illnesses	4
Post this Summary page from February 1 to April 30 of the year following the year covered by the form			
Public reporting burden for this collection of information is estimated to average 50 minutes per response, including time to review the instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA/Office of Statistics, Room N-3644, 200 Constitution Ave. NW, Washington, DC 20210. Do not send the completed forms to this office.			
Establishment information			
Your establishment name	Beaufort County (ALL Departments)		
Street	121 West 3rd Street		
City	Washington	State	North Carolina
Zip	27889		
Industry description (e.g., Manufacture of motor truck trailers)			
Standard Industrial Classification (SIC), if known (e.g., SIC 3715)			
9 1 9 9			
OR North American Industrial Classification (NAICS), if known (e.g., 336212)			
9 2 2 2 2 0			
Employment information			
Annual average number of employees			
480			
Total hours worked by all employees last year			
840,723			
Sign here			
Knowing falsifying this document may result in a fine.			
I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.			
Jennifer Ore		Risk Manager	
Company executive		Title	
252-402-1154		Phone	
1/25/2022		Date	

Summary of Work-Related Injuries and Illnesses



Year | 2021

U.S. Department of Labor
Occupational Safety and Health Administration

Form approved OMB no. 1218-0176

All establishments covered by Part 1904 must complete this Summary page, even if no injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete.

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Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
0	2	0	9
(3)	(7)	(1)	(J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
13	0
(K)	(L)

Injury and Illness Types

Total number of...	
(M)	
(1) Injury	7
(2) Skin Disorder	0
(3) Respiratory Condition	0
	(4) Poisoning
	(5) Hearing Loss
	(6) All Other Illnesses
	4

Post this Summary page from February 1 to April 30 of the year following the year covered by the form

Public reporting burden for this collection of information is estimated to average 50 minutes per response, including time to review the instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA, Office of Statistics, Room N-3644, 200 Constitution Ave. NW, Washington, DC 20210. Do not send the respondent forms to this office.

Summary of Work-Related Injuries and Illnesses



Year	2021
------	------

U.S. Department of Labor

Occupational Safety and Health Administration

Form approved OMB no. 1218-0176

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Using the Log, count the individual entries you made for each category. Then write the totals below making sure you've added the entries from every page of the log. If you had n cases write " n ."

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Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
0	1	2	0
(G)	(H)	(I)	(J)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
18	18
(K)	(L)

Injury and Illness Types

Total number of...	(M)		
(1) Injury	3	(4) Poisoning	0
(2) Skin Disorder	0	(5) Hearing Loss	0
(3) Respiratory Condition	0	(6) All Other Illnesses	0

Post this Summary page from February 1 to April 30 of the year following the year covered by the form

Public reporting burden for this collection of information is estimated to average 30 minutes per response, including time to review the instruction, search and gather the data needed, and complete and review the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspect of this data collection, contact: US Department of Labor, OSHA Office of Statistics, Room N-3644, 200 Constitution Ave. NW, Washington, DC 20210. Do not send the envelope! Forms in this office.

Summary of Work-Related Injuries and Illnesses



Year	2021
------	------

U.S. Department of Labor

Occupational Safety and Health Administration

Form approved OMB no. 1218-0176

Establishment information

Your establishment name	Beaufort County Emergency Services
-------------------------	------------------------------------

Street 1420 Highland Drive

City	Washington
------	------------

ate

North Carolina

27880

Industry description (e.g., Manufacture of motor truck trailers)

Standard Industrial Classification (SIC), if known (e.g. SIC 3715)

5

5

5

5

OR	North American Industrial Classification (NAICS). If known (e.g., 336212)

2

2

2

2

Employment information

Annual average number of employees

Total hours worked by all employees last

Sign here

Knowingly falsifying this document may result in a fine.

I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.

Jennifer Ore

Company executive

Risk Manager

Risk Manager

252-402-1154

Phone

Date 25/2022

Date 25/2022

Post this Summary page from February 1 to April 30 of the year following the year covered by the form

Public reporting burden for this collection of information is estimated to average 30 minutes per response, including time for reviewing the instruction, searching existing data sources, gathering the data needed, and completing and reviewing the collection of information. Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number. If you have any comments about these estimates or any aspects of this data collection, contact: US Department of Labor, OSHA Office of Statistics, Room N-3644, 200 Constitution Ave. NW, Washington, DC 20210. Do not send the completed form to this office.

OSHA's Form 300A (Rev. 01/2004)

Year2021

U.S. Department of Labor

Occupational Safety and Health Administration

Form approved OSHA no. 1218-0176

Summary of Work-Related Injuries and Illnesses

Establishment information

Your establishment nameBeaufort County Department of Social Services

Street1932 West Fifth Street

CityWashingtonStateNorth Carolina27889

Industry description (e.g., Manufacture of motor truck trailers)

Standard Industrial Classification (SIC), if known (e.g., SIC 3715)

8322

OR North American Industrial Classification (NAICS), if known (e.g., 336212)

Employment information

Annual average number of employees120

Total hours worked by all employees last year232,652

Sign here

Knowingly falsifying this document may result in a fine.

I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.

Jennifer OreCompany executiveRisk ManagerTitle

252-940-6535Phone125/2022Date

Number of Cases

Total number of deaths	Total number of cases with job transfer or restriction	Total number of cases other recordable cases
0	2	0
(G)	(H)	(I)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
0	10
(K)	(L)

Injury and Illness Types

Total number of... (M)	(4) Poisoning	0
(1) Injury	(5) Hearing Loss	0
(2) Skin Disorder	(6) All Other Illnesses	0
(3) Respiratory Condition		

Post this Summary page from February 1 to April 30 of the year following the year covered by the form

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OSHA's Form 300A (Rev.

Summary of Work-Related Injuries and Illnesses

All establishments covered by Part 1 of this form must complete this Summary page, even if no injuries or illnesses occurred during the year. Remember to review

Using the Log, count the individual entries you made for each category. Then write the totals below, making sure you've added the entries from every page of the Log. Employed former employees, and their representatives have the right to review this summary of work-related injuries and illnesses. For more information, see the OSHA Form 301 or the OSHA 300A instructions. See 29 CFR 1904.35, OSHA's Recordkeeping

Number of Cases

Total number of cases	(1)	(2)	(3)	(4)
0				

Number of Days

Total number of days	(1)	(2)	(3)	(4)
0				

Number of Injuries

Total number of injuries	(1)	(2)	(3)	(4)
0				

Number of Illnesses

Total number of illnesses	(1)	(2)	(3)	(4)
0				

Number of Lost Work Days

Total number of lost work days	(1)	(2)	(3)	(4)
0				

Number of Restricted Work Days

Total number of restricted work days	(1)	(2)	(3)	(4)
0				

Number of Job Transfer Days

Total number of job transfer days	(1)	(2)	(3)	(4)
0				

Number of Days Away from Work

Total number of days away from work	(1)	(2)	(3)	(4)
0				

Number of Restricted Work Days

Total number of restricted work days	(1)	(2)	(3)	(4)
0				

Number of Job Transfer Days

Total number of job transfer days	(1)	(2)	(3)	(4)
0				

Number of Days Away from Work

Total number of days away from work	(1)	(2)	(3)	(4)
0				

Number of Restricted Work Days

Total number of restricted work days	(1)	(2)	(3)	(4)
0				

Number of Job Transfer Days

Total number of job transfer days	(1)	(2)	(3)	(4)
0				

Number of Days Away from Work

Total number of days away from work	(1)	(2)	(3)	(4)
0				

Number of Restricted Work Days

Total number of restricted work days	(1)	(2)	(3)	(4)
0				

Number of Job Transfer Days

Total number of job transfer days	(1)	(2)	(3)	(4)
0				

Number of Days Away from Work

Total number of days away from work	(1)	(2)	(3)	(4)
0				

Number of Restricted Work Days

Total number of restricted work days	(1)	(2)	(3)	(4)
0				

Number of Job Transfer Days

Total number of job transfer days	(1)	(2)	(3)	(4)
0				

Number of Days Away from Work

Total number of days away from work	(1)	(2)	(3)	(4)
0				

Number of Restricted Work Days

Total number of restricted work days	(1)	(2)	(3)	(4)
0				

Number of Job Transfer Days

Total number of job transfer days	(1)	(2)	(3)	(4)
0				

Number of Days Away from Work

Total number of days away from work	(1)	(2)	(3)	(4)
0				

Number of Restricted Work Days

Total number of restricted work days	(1)	(2)	(3)	(4)
0				

Number of Job Transfer Days

Total number of job transfer days	(1)	(2)	(3)	(4)
0				

Number of Days Away from Work

Total number of days away from work	(1)	(2)	(3)	(4)
0				

Number of Restricted Work Days

Total number of restricted work days	(1)	(2)	(3)	(4)
0				

Number of Job Transfer Days

Total number of job transfer days	(1)	(2)	(3)	(4)
0				

Number of Days Away from Work

Total number of days away from work	(1)	(2)	(3)	(4)
0				

Number of Restricted Work Days

Total number of restricted work days	(1)	(2)	(3)	(4)
0				

Number of Job Transfer Days

Total number of job transfer days	(1)	(2)	(3)	(4)
0				

Number of Days Away from Work

Total number of days away from work	(1)	(2)	(3)	(4)
0				

Number of Restricted Work Days

Total number of restricted work days	(1)	(2)	(3)	(4)
0				

Number of Job Transfer Days

Total number of job transfer days	(1)	(2)	(3)	(4)
0				

Year 2021

U.S. Department of Labor

Occupational Safety and Health Administration

Form approved OSHA No. 1574-0178

Establishment Information		ALL OTHERS EMPLOYERS (Self & Water, Uniform, and Electrical)	
Your establishment name	Street 221 West 3rd Street		
City	Washington	State	North Carolina
Industry description (e.g., Manufacturer of motor truck trailers)	Zip 27780		
Standard Industrial Classification (SIC), if known (e.g., SIC 3712)	2		
OR	North American Industrial Classification (NAICS), if known (e.g., NAICS 336212)		
Employment Information			
Annual average number of employees	26		
Total hours worked by all employees last year	11,951		
Sign here			
I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.			
Signature	Company/Executive	Print Name	Date
Jamie Ose	202-465-1154	Photo	10/20/21

Post this Summary page from February 1 to April 30 of the year following the year covered by the form

Public reporting burden for the collection of information is estimated to average 30 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to Washington Headquarters Service, Paperwork Project (0182-0001), Washington, DC 20503. Do not send this information to the OSHA Office of Public Affairs.

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BEAUFORT COUNTY HUMAN RESOURCES DEPARTMENT

HUMAN RESOURCES ACTIVITIES IN 2021

MAPS Classification and Pay Study Implementation, Longevity Pay Implementation (Joint Effort with Finance)

Recruitment and Selection Processes

County Benefit Administration and Implementation

Retirements, Family and Medical Leave Act, Donated Leave Programs

Personnel Records, Files and Data Bases

Personnel Actions, Approval and Processing

Employee Relations Policy Implementation

Countywide Position Control

Random Drug Screening Program

Employee On-Boarding, ID Badge Program

Benefits and Policy Orientations, Consultation

Policy Implementation and Consultation, Federal & State Law Compliance

Open Enrollments – State Health Plan, Pierce Group Supplemental Benefits

County Salary and Classification Plan Implementation and Reporting

Affordable Care Act Reporting, Federal and State Reporting, OPEB -Other Post Employee Benefit and Law Enforcement Separation Allowance Reports, etc.

COVID-19 Emergency Paid Sick Leave and Emergency Family & Medical Leave Program

CURRENT NUMBER OF BEAUFORT COUNTY EMPLOYEES

Full-Time: 345 Part-Time: 110

NEW HIRES IN CALENDAR YEAR 2020

New Hires (Full-Time): 45, New Hires (Part-Time): 10

Total New Hires: 55

EMPLOYEE SEPARATIONS IN CALENDAR YEAR 2020

Voluntary Resignations: 54, Retirements: 4, Dismissals: 4

Total Separations: 62

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Carnie Hedgepeth

Budget Update

1

2021 Accomplishments

Emergency Management	Animal Control	EMS
		
- Continuous Relationship Building With Our Community - Enhanced Continuity of Operations - Service Minded Work Environment - Good Stewards		

2

2022 Initiatives

- Maintain Our Current Level of Service
- Strategic Planning
 - Operational Efficiency
 - Professional Development
 - Equipment / Vehicles
 - Facilities



3

Our Most Important Asset...

6 WAYS EMPLOYEES ARE YOUR GREATEST ASSET

- Employees are essential to providing your goods or services
- Employees will help you recruit new talent
- Employees are your first customers
- Employees can give their 100% to your business
- Employees are the face of a business
- Retaining great employees strengthens your long-term prospects



www.gutenberg.org/files/55555/55555-h/55555-h.htm



Employee Value Proposition



4



BEAUFORT COUNTY, N.C.
OFFICE OF EMERGENCY SERVICES
 FIRE MARSHAL • EMERGENCY MEDICAL SERVICES
 EMERGENCY MANAGEMENT • ANIMAL CONTROL

Chris Newkirk

Emergency Management

5

2021 Accomplishments

- **Continuous Relationship Building With Our Community**
 - Support of Local First Responder Agencies
- **Enhanced Continuity of Operations**
 - Professional Development of Staff
- **Service Minded Work Environment**
 - Support of Other County Offices / Stakeholders
 - COVID Response
 - Inclement Weather
- **Good Stewards**
 - Operational Efficiency
 - Fiscal Responsibility

6

Professional Development

- Increasing Cost of Required Classes / Conferences
- Continuity of Operations
- Increase of \$2,000.

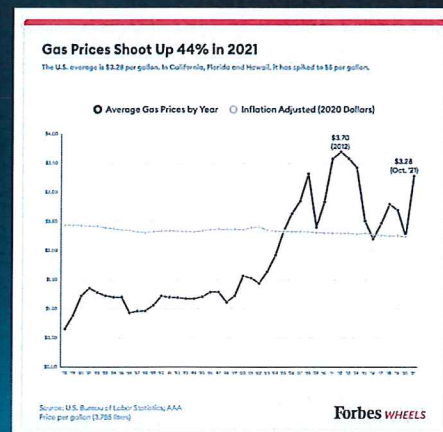


7

Travel - Fuel

- 10% increase in mileage from 2020 to 2021.
- Increasing Cost of Fuel
 - Anticipating \$3.50 / gal
- Increase of \$2,000.

GasBuddy Estimates \$4 / gal for most major cities in 2022.



8

Contracted Service

- Evaluating the feasibility of replacing the leased printer at EOC.
 - Current Lease: \$390 / mth = \$4,680 Annually
- Suitable Replacement
 - \$1200 - \$1400



9

Capital Outlay - Vehicle

- Vehicle Replacement:
Fire Marshal's Vehicle
 - 2016 Ford Explorer
- Equipped Vehicle: \$40,000



10

Questions



11



BEAUFORT COUNTY, N.C.
OFFICE OF EMERGENCY SERVICES
FIRE MARSHAL • EMERGENCY MEDICAL SERVICES
EMERGENCY MANAGEMENT • ANIMAL CONTROL

Melanie Sawyer

Animal Control

12

2021 Accomplishments

- **Continuous Relationship Building With Our Community**
 - Humane Society / Rescues
 - Community Events
- **Enhanced Continuity of Operations**
 - Professional Development of Staff
 - Cross Training of Staff
- **Service Minded Work Environment**
 - Rabies Control
 - Public Service
- **Good Stewards**
 - Operational Efficiency
 - Fiscal Responsibility
 - Completion of Grant Funded Pet Exercise Area

13

Shelter Care / Kennel Supplies

- Increased Cost of Supplies
- Increase of \$2,000



14

Capital Outlay - Facilities

- Repair of Kennels
- Interior Paint
- Sign Repair / Replacement
- Currently Under Evaluation by Building Maintenance Staff.



15

Capital Outlay - Vehicle

- Replacement Vehicle
 - 2013 Chevrolet Silverado
- Equipped Vehicle: \$32,000



16

Questions



17



BEAUFORT COUNTY, N.C.
OFFICE OF EMERGENCY SERVICES
FIRE MARSHAL • EMERGENCY MEDICAL SERVICES
EMERGENCY MANAGEMENT • ANIMAL CONTROL

Jeff Hibbard

EMS

18

2021 Accomplishments

- **Continuous Relationship Building With Our Community**
 - Support of Local First Responder Agencies
 - County Wide EMS System Administration
- **Enhanced Continuity of Operations**
 - Professional Development of Staff
- **Service Minded Work Environment**
 - Support of Other County Offices / Stakeholders
 - COVID Response
- **Good Stewards**
 - Operational Efficiency
 - DATA Driven
 - Fiscal Responsibility

19

Medical Supplies

- Successful Inventory Management Practices
 - Increasing Cost has been Overcome by Data / Inventory Management
 - 20% Overall Cost Increase in Medical Supplies



20

Professional Development

- Increasing Cost of Required Classes / Conferences
- Continuity of Operations
- EMS Skills / Procedures
- Employee Retention
- Increase of \$4,000.



21

Contracted Service

- Increase in EMS Equipment & Maintenance Contracts
 - Vendor Projection: 17% Increase
- Increase of \$1,000



22

Travel - Fuel

- 17% Increase in mileage from 2020 to 2021.
- Increasing Cost of Fuel
 - Anticipating \$3.50

GasBuddy Estimates \$4 / gal for most major cities in 2022.



23

Telephone

- Reduction in Number of Active Lines
- Decrease of \$2,000



24

Capital Outlay - Building Maint. / Equip.

- Generator / Transfer Switch Replacement at Community Building
- Increase of \$15,000



25

Capital Outlay - Vehicle

- Vehicle Replacement: Quick Response Vehicle (QRV)
 - 2019 Dodge Durango
- Equipped Vehicle: \$40,000 - \$50,000.



26

System Expansions

- EMS / Paramedic Special Assignment

- Data Management
- County Wide System Administration Support

\$61,879 / yr (Salary & Benefits)



- Pay Adjustments to 12 EMS Positions

\$37,000.00 (total increase)



27

Questions



28

Finance and Administration

Social Services



Department of Social Services

Budget Retreat 2022-2023

1

Director

Melanie Corprew

2

Overview

- ◆ Ongoing and significant increase in county funds to support children in foster care and adults under guardianship residential placements
- ◆ Abolish one full-time In-Home Aide position (retirement)
- ◆ Increase in foster care and adoption assistance rates from Senate Bill 105 from 2021 session
- ◆ Medicaid Transformation (Managed Care) began July 1, 2021
 - ◆ Standard plans – approximately 8,000 beneficiaries in Beaufort County
 - ◆ Tailored Plans – LME/MCO's start date moved to December 1, 2022 (approximately 1,500 beneficiaries)
 - ◆ Foster Care Specialty Plan – start date moved to December 2023
 - ◆ NEMT update

3

Overview

- ◆ State County Special Assistance Program – Senate Bill 105 changes
 - ◆ Personal allowance increase from \$46 per month per recipient to \$70, SA In-Home removal of waiting list (back to 7/1/21), approximately \$15,000 per year
- ◆ COVID Funds – FY 2021 Pandemic Low Income Energy Assistance Program, Supplemental payments to children in foster care ages 18 -26 years old, Low Income Household Water and Wastewater Assistance Program (only the LIHWAP is scheduled to run until September 2023. Others expire September 2022)
- ◆ Family First Presentation Services Act – October 1, 2021 (potential loss of revenue for foster children classified as IVE)
- ◆ Expansion Request – Remodel of storage area to a family visitation room with bathroom and laundry

4

Income Maintenance
Administrator

Amy Alligood

5

Medicaid Audits

- ◆ Currently in the tenth and final month of the Recipient Eligibility Determination Audit (REDA)
- ◆ Based on monthly accuracy standards we anticipate passing the REDA audit without corrective action. The final month accuracy rates will determine the final outcome.
- ◆ Single County Audit for FY 2020-2021 showed no eligibility findings but showed findings for technical errors.
 - ◆ Strategic reorganization of units
 - ◆ Challenges with audits will continue when cases are being reviewed from prior fiscal years
- ◆ Audit findings could result in county overpayments
- ◆ Current Medicaid caseload is 11,162 with 14,198 beneficiaries

6

Temporary Waivers

- ◆ During the COVID-19 Pandemic, North Carolina implemented several waivers to promote social distancing.
- ◆ We continue to have a waiver suspending Food and Nutrition Services collections.
- ◆ Households remain liable for outstanding claims and collection activity will resume at the end of the waiver.
- ◆ This suspension will continue to impact collections and revenue for the county until the waiver is lifted.
- ◆ Several waivers are scheduled to end January 31, 2022, while others are scheduled to end March 31, 2022.
- ◆ Current caseload for Food and Nutrition Services is 5,395 with 10,122 beneficiaries

7

Deputy Director

Lori Leggett

8

Increase in Foster Care Rates

- ◆ Senate Bill 105 came into effect on January 1, 2022, causing an increase in foster care and adoption assistance payment rates.
- ◆ Currently Beaufort County has 110 foster children, 5 foster children in 18-21 and 200 adoption assistance cases
- ◆ This bill will cause an increase in county funding but there is some revenue to offset a portion of our cost (state continues to be a 50/50 match and IV-E is 86/14 match while under the state of emergency)
- ◆ Based on the current month, the increase in county dollar would be approximately \$3,500 per month or \$45,000 per year. This amount fluctuates from month to month based solely on the eligibility of the child.

9

Families First Prevention Services Act

- ◆ Began in October 2021, with the main purposes of this Act being to promote prevention services and limit the funding for children in congregate care settings. This is founded on evidence-based programs, including Triple P Parenting, Parents as Teachers and Home Builders.
- ◆ This legislation will impact federal child welfare funding as well as administrative and programmatic functions. The state is covering the additional cost for this current fiscal year; however, the loss of revenue will be a 50/50 match between the state and county for fiscal year 22-23 and forward.
- ◆ Foster children eligible for IV-E funding will be limited to a two week stay in congregate care at the IV-E rate of reimbursement, reverting to the state rate of reimbursement at the end of two weeks.
- ◆ We work diligently to keep foster children in the least restrictive environment. Only using group home and congregate care as a last resort.
- ◆ It is important to note that some children cannot be maintained in a traditional family foster home.

10

AmeriCorps Child Welfare Intern Program

- ◆ The Child Welfare Education Workforce Initiative (CWEWI) of the NC Association of County Directors of Social Services (NCACDSS) partnering with Pitt County Department of Social Services is pursuing an AmeriCorps grant and additional grant opportunities to support social work internships in child welfare in the eastern region of the state.
- ◆ The focus is on recruitment and retention of child welfare social workers, the overall goal of the project is to grow a highly qualified workforce of BSW and MSW graduates.
- ◆ Our agency would like to take part in this project with the anticipation of having four interns per year. In order to participate the county will pay \$250 per student. The program will pay a stipend to the students and provide the agency with funding for travel, equipment (computers, cell phones, hotspots), etc. to accommodate the student.

11

Expansion Request – Remodel of Storage Space

- ◆ Our agency makes all necessary provisions to locate an appropriate placement for children as soon as they enter foster care; however, sometimes there is a delay in placing children in their identified foster home.
- ◆ This leads to foster children needing facilities such as a shower, washing machine, dryer and area to rest.
- ◆ We are working with County Maintenance to estimate the cost.

12

Computer Systems
Administrator

Derrick Leggett

13

IT Updates

◆ **Child Welfare in NCFAST**

- ◆ NCDHHS partnered with NCACDSS and CWSGC (Child Welfare System Governance Committee) and recommended a separate IT interface for Child Welfare.
- ◆ The new system will be linked to the NCFAST Economic Benefits for shared processes and data and will include a separate website interface.
- ◆ Cutover is scheduled for January 29, 2022, with a go-live date of January 31, 2022.
- ◆ The status of the bridge to NCFAST from Northwoods/Laserfiche is unknown.

14

IT Updates

◆ Cameras

- ◆ We would like to install security cameras that will monitor the parking lots and lobby.
- ◆ This will help ensure safety of our staff and clients.

15

Operations Program
Administrator

Kelly Smith

16

COVID Funding

- ◆ CARES Act – \$54,844 in funding was received to provide one-time unrestricted payments to young adults who were in foster care. These payments were sent directly to eligible young adults ages 18-26.
- ◆ CPS CARES - \$14,298 in funding was received to support child welfare agencies. This funding was used to pay for respite services for foster care, PPE, and computer hardware and software for child welfare workers.
- ◆ CARES Act – \$32,293 was distributed to DSS from Mid-East Commission Area Agency on Aging. This funding was used to purchase home delivered meals.
- ◆ ARPA - \$417,905 was allocated to Beaufort County for the Auto Pandemic Low Income Energy Assistance program. This funding will be used for automatic payments for heating for households with children aged 0-10 that are receiving Food and Nutrition services and received a LIEAP payment last fiscal year.
- ◆ CARES and ARPA - \$107,626 was allocated to Beaufort County for the Low-Income Household Water Assistance Program. This program provides emergency assistance for drinking water and wastewater services for low-income households.
- ◆ COVID funding is beginning to decrease, and we are unsure of the funding that we will receive in FY 22-23.

17

Maintenance of Effort (MOE)

- ◆ Even with the additional COVID funding received, we have already met MOE for this year.
- ◆ Maintenance of Effort revenue – We received \$160,425 in Work First Cash as additional revenue for FY 20-21. We project that we will receive close to this same amount in FY 21-22.

18

Medicaid Administrative Claiming (MAC)

- ◆ Beginning this fiscal year, the worker time for Adult Protective Services cases that are associated with a Medicaid eligible client can be claimed to MAC.
- ◆ Because of this we have been reimbursed an additional \$37,000 this fiscal year. (Traditionally this has been funded by the county.)

19

Expenditure and Revenue Projections

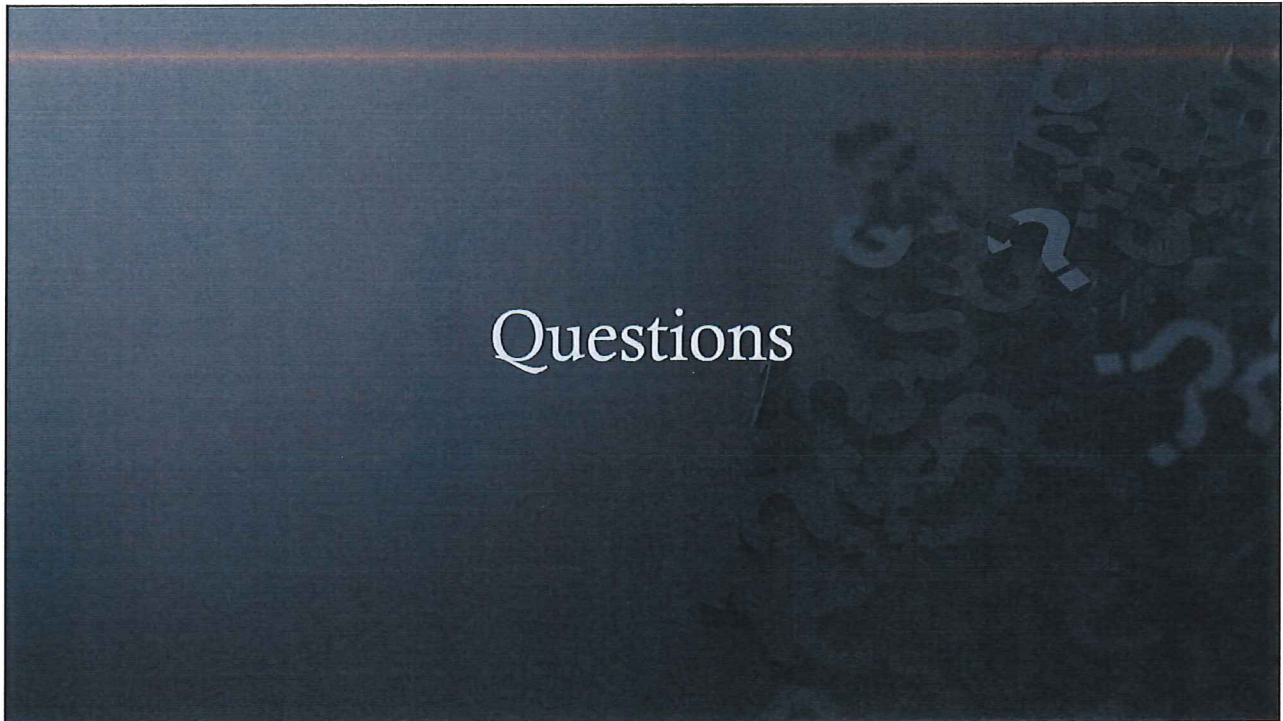
◆ Expenditures

- ◆ Underspending in our training/school cost and professional development lines are due to many in-person trainings being moved to virtual formats this year.
- ◆ Overspending in our overtime line is directly related to child welfare services. We have been understaffed, forcing our current staff to work overtime. We will be able to adjust this overspending within our budget.
- ◆ Projected to exceed our General Assistance budgeted line related to Foster Care. We will work to adjust this overspending within our budget.

◆ Revenues

- ◆ At this time, we are maximizing our revenue sources to ensure that all capped allocations are being received at the rate of 100% and we are maximizing our uncapped revenues.
- ◆ These practices ensure the minimization of county dollars within our budget.

20



21

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**Office of Register of Deeds
Beaufort County**

JENNIFER LEGGETT WHITEHURST
Register of Deeds

January 24, 2022

Beaufort County Board of Commissioners

Washington, NC 27889

I have attached a spread sheet that compares the monthly totals of the fees collected and documents filed in the Register of Deeds Office for this year to those of last fiscal year. Fees collected and the number of documents filed for the first six months of this fiscal year surpass those of last year. Projected totals for January through June are an average of the totals collected during the previous months.

Most budget needs for the office for FY22/23 should be roughly the same as last year. I will be requesting money to purchase 5 new computers to replace the existing ones in the vault, which were purchased in 2014, and to lease a new large-format scanner/printer. Currently users are only able to print 18" x 24" maps from one workstation. I would like to add the large format printer to our network so the larger map copies can be printed from any workstation. The current printer, leased in 2014 and later purchased, isn't compatible with the most current Windows application and can not be added to the network. Funding for the large format printer will come from the Register of Deeds automation restoration fund.

Lastly, I feel I must again point out that the space in the Register of Deeds Office is rapidly being filled. I ask that prompt attention be given to this problem.

Thank you for your consideration.

Jennifer Leggett Whitehurst

Beaufort County Register of Deeds

ROD MONTHLY REVENUE ACCOUNT SUMMARY FOR ALL DEPARTMENTS

FY21/22

[illegible]

ROD MONTHLY REVENUE ACCOUNT SUMMARY FOR ALL DEPARTMENTS

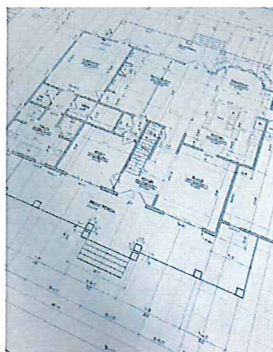
FY20/21

[illegible]

7.1.20-1-21.22	#RE Docs	#Births Filed	#Deaths Filed	#Marriage License Issued	Fees Collected
21/22	4184	190	318	166	\$521,980.00
20/21	8076	321	571	311	\$817,513.20
19/20	6566	279	436	275	\$641,375.00

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Beaufort County Inspections & Planning

Planning Retreat January 28, 2022

1

Beaufort County Inspections & Planning

- The Inspections Department is staffed by two Building Inspectors and one Accounting/Permit Technician.
- Beaufort County has contracted with Mid-East Commission for Planning Services.
- Inspections maintains a current operating budget of \$305,434 which includes contract services for Mid-East Commission.

2



Inspections Overview

Brandon Hayes, Lead Building Inspector

The Building Inspections Department is at the forefront of commercial and residential construction within Beaufort County.

Staff facilitates the permit process and conducts field inspections to ensure compliance with North Carolina State Building Codes and the Beaufort County Flood Ordinance.

Inspectors complete continuing education to maintain state and federal certifications.

Inspections Department Staff work in cooperation with local, state, and federal agencies, and help the public navigate building regulations and requirements.

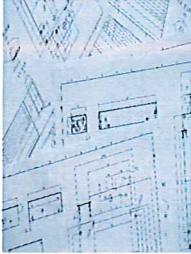
3



Building Permits Summary 2020

Permit Type Description	Permit Type	Permits	Valuation	Fees Paid
Accessory Building	ACC-BLDG	64	\$1,429,245	\$5,380.31
Building Commercial Permit	BLDG-COM	20	\$5,294,393	\$5,482.40
Modular	BLDG-MOD	2	\$325,325	\$371.62
Building Residential Permit	BLDG-RES	208	\$22,383,723	\$45,397.52
Electrical Permit	ELECTRIC	546	\$1,703,193	\$18,301.92
Fire Inspections by Fire Marshal	FIRE-INS	7	\$625	\$475.00
Gas Permit	FUEL-GAS	188	\$298,527	\$5,760.00
Manufactured Home Permit	MANU	74	\$2,914,157	\$6,550.00
Mechanical and HVAC Permit	MECHANIC	337	\$2,194,443	\$11,489.43
Structure Moving Permit	MOVING	2	\$71,000	\$230.00
Plumbing Permit	PLUMBING	32	\$170,943	\$1,320.34
Swimming Pool Permit	POOL	8	\$450,383	\$800.00
Sign Permit	SIGN	5	\$43,500	\$400.00
Total Non-Permit Paid Fees (from 12 fees)				\$1,653.81
Totals for All Permit Types		1493	\$37,279,457	\$103,612.35

4



Building Permits Summary 2021

Permit Type Description	Permit Type	Permits	Valuation	Fees Paid
Accessory Building	ACC-BLDG	70	\$1,688,566	\$5,560.38
Building Commercial Permit	BLDG-COM	17	\$1,961,263	\$2,939.00
Modular	BLDG-MOD	3	\$525,761	\$1,102.44
Building Residential Permit	BLDG-RES	220	\$104,686,050	\$61,476.58
Electrical Permit	ELECTRIC	538	\$2,253,199	\$20,547.75
Fire Inspections by Fire Marshal	FIRE-INS	13	\$3,700	\$775.00
Gas Permit	FUEL-GAS	152	\$116,990	\$4,590.00
Manufactured Home Permit	MANU	78	\$5,023,666	\$6,900.00
Mechanical and HVAC Permit	MECHANIC	358	\$2,486,998	\$13,005.68
Plumbing Permit	PLUMBING	35	\$189,078	\$1,851.62
Swimming Pool Permit	POOL	7	\$386,154	\$710.00
Sign Permit	SIGN	4	\$26,619	\$290.00
Total Non-Permit Paid Fees (from 14 fees)				\$913.13
Totals for All Permit Types		1497	\$119,348,044	\$120,661.58

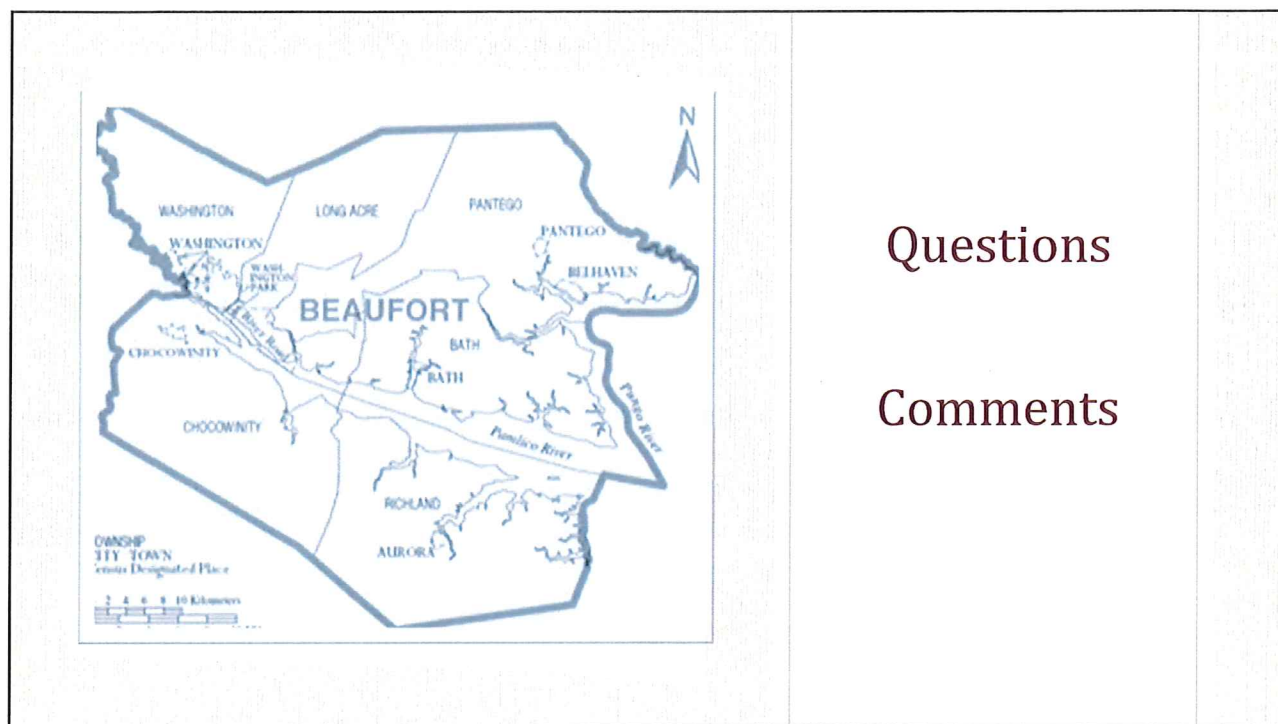
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Beaufort County Road Sign Maintenance

- The Inspection Department oversees the installation and repair of all new and existing road signs.
- 183 road signs were installed in 2021.
- 25 road signs were repaired in 2021.

6



Questions

Comments

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Commissioner Presentation

2022-23 Budget Workshop

1

Discussion Items

- Pictometry – Aerial Photography
- Business Personal Property Audit Program
- Reclass – Customer Service Representative to Senior Customer Service Representative
- Revaluation Overview

2

Aerial Photography

Pictometry by Eagleview

3

Reasons for (New) Aerial Photography

- The state currently updates the imagery that our GIS maps use every 4 years.
- Google Maps/Earth does not do an accurate job of depicting tax parcel lines
- Pictometry has a much superior oblique view, allowing for multiple sides of structures across the whole county
- Google Earth and others have a disclaimer about the accuracy of their measurements and are unreliable for buildings
- Potential for a 2 Year Alternating (State/Pictometry) “fresh” capture
- Areas where we have hard to visit properties, or in cases they do not/are not required to get building permits we are able to accurately assess what the structure is and get dimensions

4

Oblique Photography- more accuracy in quality control



5

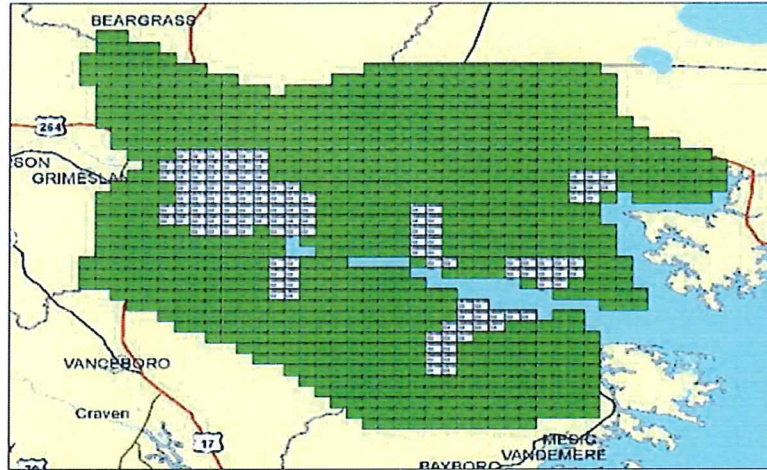
Additional Information

- Can be utilized by other departments – unlimited licenses
- Could be public integrated if so desired
- Board of Equalization could use for reviewing properties on appeal
- There is a mobile app that can be used with a login
- Integration with our CAMA system is possible
- Will “fly” another aerial capture after certain disaster scenario’s for no additional cost
- Onsite Training available if needed

6

Project 2 - Beaufort County 3" & 9" Pictometry Ortho and Oblique Imagery (leaf-off Winter 2023)				
Season	Product	Quantity	Net Unit Price	Net Total
Winter 2023	Pictometry Imagery - 3in Ortho and Oblique Imagery, Tiles, Mosaic (square miles) - white squares on map	124	\$449.50	\$55,738.00
Winter 2023	Pictometry Imagery - 9in Ortho and Oblique Imagery, Tiles, Mosaic (square miles) - green and white squares on map	984	\$79.25	\$77,982.00
Winter 2023	CONNECT Explorer 3-year subscription	1	\$6,750.00	\$6,750.00
Winter 2023	FutureView Advanced Training	1	\$2,499.00	\$2,499.00
Winter 2023	Media Drive Model 1T EXTPOWER	1	\$99.50	\$99.50
Winter 2023	Oblique Imagery Bundle w/Three (3)Yrs of Maint, Support & Training (no additional cost)	1	\$0.00	\$0.00
Winter 2023	RapidAccess - Disaster Response Program (no additional cost)	1	\$0.00	\$0.00
Project 2 Total				\$143,068.50
3 Annual Payments				\$47,689.50

Note: Three annual payments as follows: Payment 1 due after completion and deliver of imagery (FY22-23);
Payment 2 due one year after initial delivery (FY23-24); Payment 3 due two years after initial delivery (FY24-25).



7

Business Personal Property Audit

8

Business Personal Property (BPP) Audit Through County Tax Services

- “Listing” your personal property is required by law
- Business audits ensure fairness, equity and education
- Audit selections are random by nature but often address businesses that haven’t turned in listing forms or have turned in incomplete forms
- Current year plus 5 back years are open to an Audit
- Communication is sent to any business that is being audited
- If BPP is discovered, a discovery notice is sent to the taxpayer
- Taxpayer’s have the right to appeal the discovery of value
- This is about compliance but also increases community education
- Beaufort County currently has 2823 business personal property accounts

9

Comparable Counties Audits with CTSI

County	Tax Rate Higher or Lower During Audit	Total Audits	Discovered Value	Total Revenues Inc. Penalty	Net Return on Investment After Fees
Bertie	Higher	373	\$156,246,691	\$1,750,744	\$5.97
Chowan	Higher	302	\$85,743,957	\$856,582	\$2.84
Craven	Lower	245	\$110,557,598	\$805,069	\$2.33
Edgecombe	Higher	523	\$243,943,444	\$3,128,575	\$5.99
Hertford	Higher	133	\$62,277,069	\$706,222	\$4.53
Lenoir	Higher	313	\$159,864,263	\$1,802,070	\$4.43
Martin	Higher	166	\$125,046,026	\$1,333,616	\$7.34
Washington	Higher	92	\$44,131,848	\$509,392	\$7.30

10

Beaufort County Expectations for a BPP Audit

- We would like to budget \$30k the first year
- Pricing is based on “account value” from the previous year
- Average audit is \$400/\$600/\$1000 per account based on previous known value
- Assessor controls which category/how many of each to audit
- Expectation based on comparison is that we would have a return on investment(Revenue Based) between \$3-\$7 for the first 3-4 years
- If our ROI is reasonable, and the process is as expected, we would wish to expand in the future
- Expansion would include “re-investing” some of the gains up to 50-60k in future years.
- Expansion would also include looking at other types of accounts such as farms

11

Reclass of Customer Service Representative

(Projected)
Grade 60 to 62

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Customer Service Representative (CSR) Position Compared to SR. CSR

CSR Grade 60

- Intakes and processes personal property listing forms including watercraft, mobile homes, multi year vehicles etc
- Works Customer Service Counter/Phone for inquiries regarding Real and Personal Property
- Intakes elderly / disabled exemption forms
- Data entry for Personal Property
- Processes and reviews marina, storage, aircraft and mobile home park registrars
- Updates ownership records related to personal property
- Quality control on billing before being sent to vendor
- Process Account Adjustments on Personal Property

Sr. CSR Grade 62

- Same as CSR plus :
- Help train and provide guidance for CSR's
- Process Motor Vehicle reports
- Is responsible for Exemptions for Antique/Military owned or otherwise exempt vehicles
- Works with DMV for title verification
- Values motor vehicles before billing, including exotic/rare/specialty vehicles
- Works "appeals" on motor vehicles
- Address updates on Motor Vehicles
- Process and Mail correspondence on all value changes for Vintage Vehicles/Utility Trailers/RV's. Several Hundred a month.
- Quality Controlled Approx. 5000k Vehicle value changes

13

Valuation Changes of RV's and Exotic or Class (Non-Antique Tagged) vehicles

Increased revenue from all motor vehicles from May - December (2021) from previous year, county portion only :

May- December (2021) Revenue Amount \$251,041.00

Amount of above increase due to change in methodology IE valuing RV's, Exotics and Classic Cars through NADA and other approved guide services at low book value, county portion only

- May – December (2021) Revenue amount \$119,397.28

14

Revaluation Overview

Budget Related Effects

15

2025 Proposed Revaluation

Based on the current schedule we are mandated to do a revaluation by 2026

Need board approval in the form of an adopted resolution to change the year of the revaluation pursuant to NC 105-286 (a) (3)

- A 2025 revaluation would better reflect market changes
- Accelerated timeline would mean a contract would need to be in place sooner
- A Request for Proposal would need to be issued ASAP
- Need to increase Revaluation Budget to account for moving up the Revaluation Year
- The Revaluation taking place in 2025 would prevent projected revenue loss from public utility valuation changes put in place due to our current Sales Ratio *

16

Equalization of a Public Service Company

Equalized companies:

- Appraised using the unit appraisal methodology which includes real property (communication, gas, pipeline, power and railroad companies)

Companies that are not equalized:

- Companies whose PSC appraisals only include their personal property (airline, bus, motor freight, wireless, or cell tower companies)

17

Example of Equalization under NCGS 105-284

Impacts Communications, Power and Pipeline Companies
(Triggers value equalization if the sales ratio falls under 90% on reappraisal, 4th or 7th years)

Year		Sales Ratio	Equalize?	WTD Percentage
2012	Reappr.	99.5%	NO	100.00%
2013	1st	92.3%	NO	100.00%
2014	2nd	90.1%	NO	100.00%
2015	3rd	87.2%	NO	100.00%
2016	4th	84.5%	YES	86.20%
2017	5th	82.3%	YES	86.20%
2018	6th	77.9%	YES	86.20%
2019	7th	72.5%	YES	74.20%
2020	Reappr.	99.8%	NO	100.00%

18

Sales Ratio Calculation

A house appraised at \$89K at Revaluation sells for \$100K the 4th year.



$$\frac{\text{Appraised Value}}{\text{Sales Price}} = \frac{\$89,000}{\$100,000} = 89\%$$

19

19

KEN JOYNER
MECKLENBURG COUNTY
PO BOX 36819
CHARLOTTE, NC 28236

Why are these numbers different??

The following is an official statement to the above named county for the appraised valuations of Railroad, Pipeline, Gas, Electric Power, Electric Membership, Telephone, Telegraph companies; and the rolling stock of Bus Line and Motor Freight Carrier Companies; and the flight equipment of Airline Companies for the year 2017 pursuant to Article 23, Subchapter 105 of the General Statutes of North Carolina as revised through Session Laws of 2016. The values listed below under "Equalized System Value" have been adjusted where appropriate for a sales ratio study analysis.

Name of Taxpayer	Total 100% System Value	Equalized System Value	Non-System Value	Total Value (Bill this Value)
ABERDEEN CAROLINA & WESTERN Rwy CO	1,474,000	1,179,200		1,179,200
<u>Municipalities</u>				
* CITY OF CHARLOTTE	913,880	731,104		731,104
-CHARLOTTE MUNICIPAL SERV DIST #1	44,220	35,376		35,376
* TOWN OF MINT HILL	235,840	188,672		188,672
<u>Special Taxing Districts</u>				
* FIRE SERVICE A-CHARLOTTE	162,140	129,712		129,712
* FIRE SERVICE F-MINT HILL FD	162,140	129,712		129,712
POLICE SERVICE DIST	324,280	259,424		259,424

20

20

Questions?

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Beaufort County, NC Economic Development 2022 Summary Annual Report

January 28, 2022

1








ELECTRICITIES
OF NORTH CAROLINA, INC.

BEAUFORT COUNTY
COMMITTEE OF 100

RiversEast
WORKFORCE DEVELOPMENT BOARD

RAMP EAST

Active Member ED Groups

(currently mostly Zoom meetings)

- Economic Development Partnership NC ED Advisory Council - Quarterly
- British American Business Council - Monthly
- NC East Alliance Economic Development Advisory Group - Quarterly
- NE NC Regional Workforce Group - Quarterly
- BCS Business Advisory Council - Quarterly
- BCED Advisory Board - Monthly
- BC Committee of 100 - Monthly
- ECU School of Entrepreneurship RISE 29 Advisory Council - Quarterly
- Rivers East Workforce Development Board - Bi-Monthly
- RAMP East - Monthly
- Beaufort County SHRM - Bi-Monthly
- RISE29 Business Advisory Council - Quarterly
- NCWorks Partners - Monthly









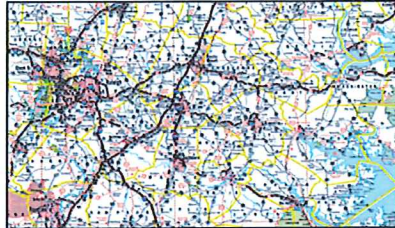
East Carolina University
Tomorrow starts here.






2

Greenville-Washington Combined Statistical Area

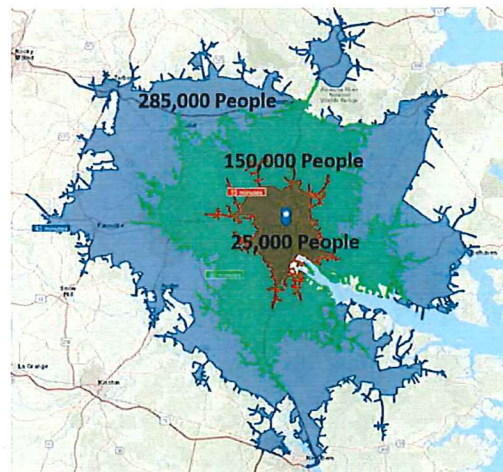


- Available and skilled workforce
- Infrastructure and services to support businesses
- Educational institutions for future growth
- Competitive Business & Living Costs
- Urban, Suburban and Rural Lifestyles
- Free office space from which to establish business
- Community owned industrial parks at competitive prices
- Build-to-suit lease back financing to qualified companies
- Equipment grants and lease financing
- Assistance with recruitment and training
- Proactive economic development team

3

Drive Time - No Political Boundaries

15, 30, 45 Minute Drive Time Radii Map

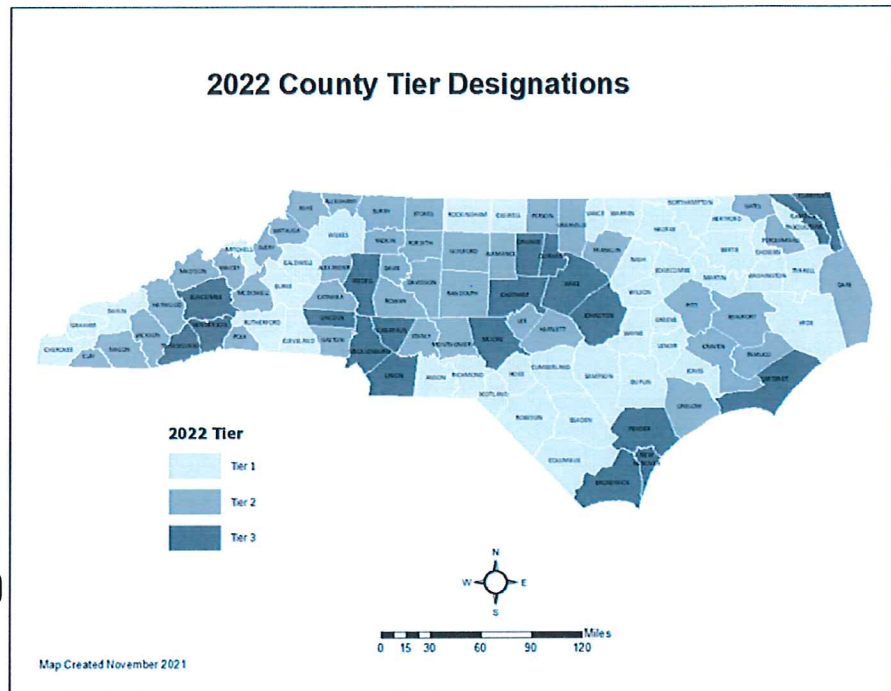


4

Where we
stand today:
Tier 2

\$40,255
#50/100

#25/100 Pop. Growth (-2%)
#67/100 Tax Base/Capita (\$132,115)
#48/100 Median H. Income (\$49,410)
#53/100 Unemployment (4.98%)



5

Where we stand today: Tier 2

Beaufort, Craven, Martin & Pitt County NCDOT Tier Rankings 2020 to 2022									
County	Year	Average Unemployment Rate Ranking - Previous Year 12 Month Average	Median Household Income Ranking - 2 Years Previous	% Population Growth Ranking - Previous Year 3 Year Average	Adjusted Property Tax Base Per Capita - Previous Fiscal Year	County Rank Sum	Ranking #1 Most Distressed	Change in Ranking	Tier
Beaufort	2020	30	40	20	69	159	36	↓	1
Beaufort	2021	74	48	24	67	213	56	↑	2
Beaufort	2022	53	48	25	67	193	47	↓	2
Craven	2020	44	75	30	51	200	51	↑	2
Craven	2021	71	69	23	50	213	56	↑	2
Craven	2022	52	65	29	47	193	47	↓	2
Martin	2020	15	10	14	41	80	10	↓	1
Martin	2021	53	35	7	32	127	22	↑	1
Martin	2022	28	7	18	28	81	11	↓	1
Pitt	2020	40	52	51	13	156	33	↓	1
Pitt	2021	62	33	68	19	182	44	↑	2
Pitt	2022	45	62	53	24	184	43	↓	2

6

Where we stand today: Tier 2

State Tier 2 grants and programs include:

- a) Opportunity Zone
- b) Job Development Investment Grant
- c) One NC Grants
- d) NCDOT Rural & CDBG Building Reuse Grants
- e) IDF Infrastructure Grant Funds
- f) Golden Leaf Foundation - Economic Catalyst Cycle
- g) Beaufort County Committee of 100 + Skills Center Office Space
- h) Beaufort County and Community Performance Grant
- i) Rivers East, NCWorks & BCCC Training
- j) On-The-Job Training Grants
- k) Federal Tax Credits
- l) Quality of Life

7

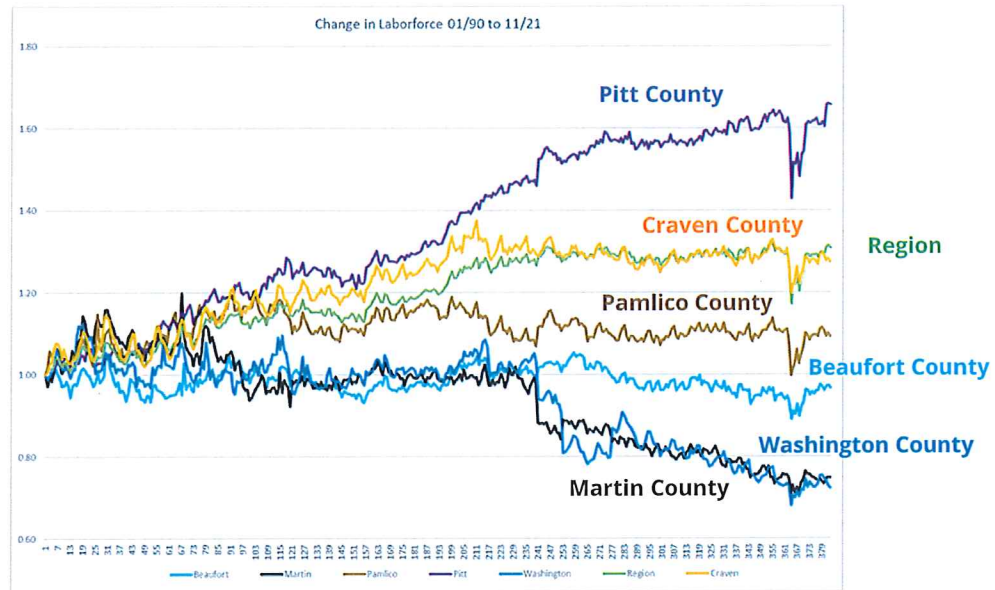
Where we stand today: Labor Force

Unadjusted Labor Force Statistics			
USA '000	11/20	11/21	Δ
Labor Force	160,468	162,099	1.02%
Employed	150,203	155,797	3.72%
Unemployed	10,265	6,302	-38.61%
Unemp. Rate	6.40%	3.89%	-39.22%
NC '000	11/20	11/21	Δ
Labor Force	5,038	5,067	0.57%
Employed	4,723	4,897	3.67%
Unemployed	315	171	-45.87%
Unemp. Rate	6.26%	3.37%	-46.18%

Unadjusted Labor Force Statistics			
GWCSA	11/20	11/21	Δ
Labor Force	109,966	112,836	2.61%
Employed	103,211	108,999	5.61%
Unemployed	6,755	3,837	-43.20%
Unemp. Rate	6.14%	3.40%	-44.64%
Beaufort County	11/20	11/21	Δ
Labor Force	19,923	20,018	0.48%
Employed	18,759	19,329	3.04%
Unemployed	1,164	689	-40.81%
Unemp. Rate	5.84%	3.44%	-41.09%

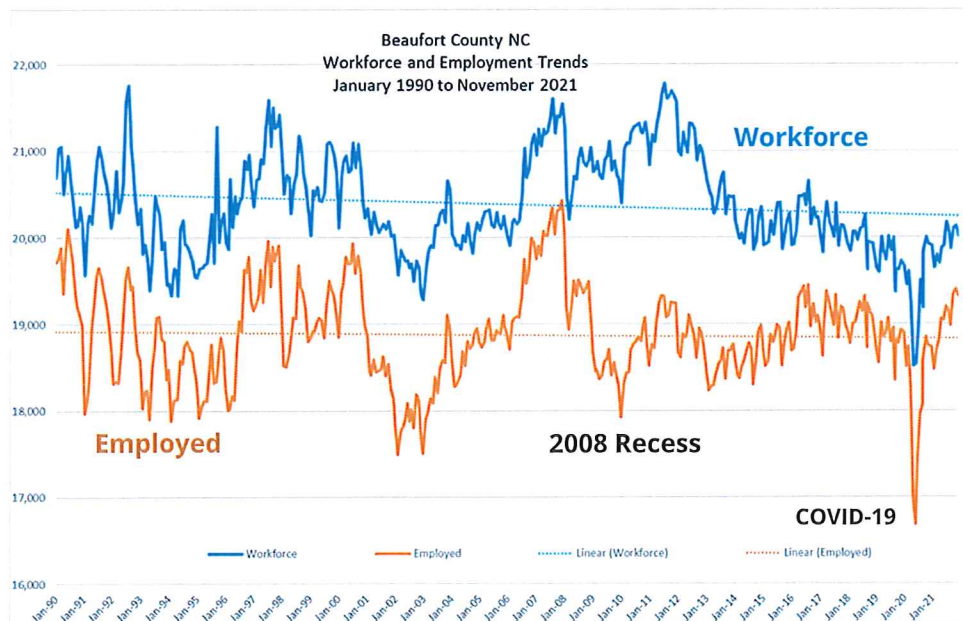
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Where we stand today: Labor Force



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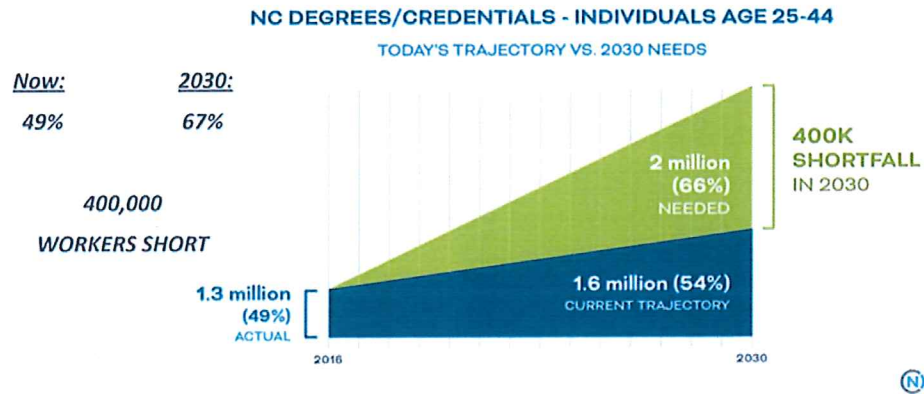
Where we stand today: Labor Force



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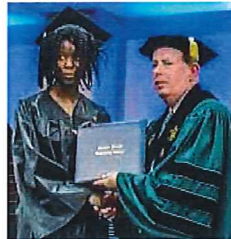
Workforce Planning Committee

*My Future NC Commission: More adults with a
“meaningful credential beyond high school”*



11

Automation, Skilling Up and Remote Working



12

Workforce Planning Committee

BEAUFORT COUNTY, NC INDUSTRIES									
Industry	NAICS Code	Industry Description	Employment	Wages	Value Added	Exports	Imports	Net Exports	Net Imports
Food Processing	20	Food processing, including meat, poultry, and seafood processing	1,200	\$146,970,096	\$1,376	2,054			
Health Care	80	Health care services, including hospitals, nursing homes, and ambulatory care	1,958	\$71,027,448	\$698				
Mining	21	Mining, including coal, oil, and natural gas	800	\$64,000,000	\$1,538				
Retail Trade	52	Retail trade, including department stores, specialty stores, and food stores	2,227	\$57,697,214	\$498				
Educational Services	81	Educational services, including day care, elementary and secondary schools, and higher education	1,346	\$51,841,734	\$741				
Public Administration	92	Public administration, including state, local, and federal government	1,163	\$51,670,310	\$855				
Wholesale Trade	42	Wholesale trade, including durable goods, nondurable goods, and liquor, wine, and beer	965	\$45,781,399	\$912				
Administrative and Support and Waste Management and Remediation Services	56	Administrative and support and waste management and remediation services	1,256	\$38,229,118	\$585				
Agriculture, Forestry, Fishing and Hunting	11	Agriculture, forestry, fishing and hunting	669	\$27,433,605	\$789				
Transportation and Warehousing	48	Transportation and warehousing	415	\$20,386,818	\$945				
Finance and Insurance	52	Finance and insurance	343	\$19,128,449	\$1,072				
Accommodation and Food Services	72	Accommodation and food services	1,265	\$19,014,636	\$289				
Professional, Scientific, and Technical Services	54	Professional, scientific, and technical services	304	\$17,464,617	\$1,104				
Other Services (except Public Administration)	81	Other services (except public administration)	321	\$11,013,488	\$660				
Management of Companies and Enterprises	55	Management of companies and enterprises	108	\$7,151,593	\$1,276				
Real Estate and Rental and Leasing	53	Real estate and rental and leasing	107	\$3,146,012	\$564				
Arts, Entertainment, and Recreation	71	Arts, entertainment, and recreation	140	\$2,625,671	\$362				
Utilities	22	Utilities							
Construction	23	Construction							
Information	51	Information							

BC Workforce Development

11 Manufacturing Partners

2,399 Employees

245 New Jobs Next 5 Years

510 Retirees Next 10 Years

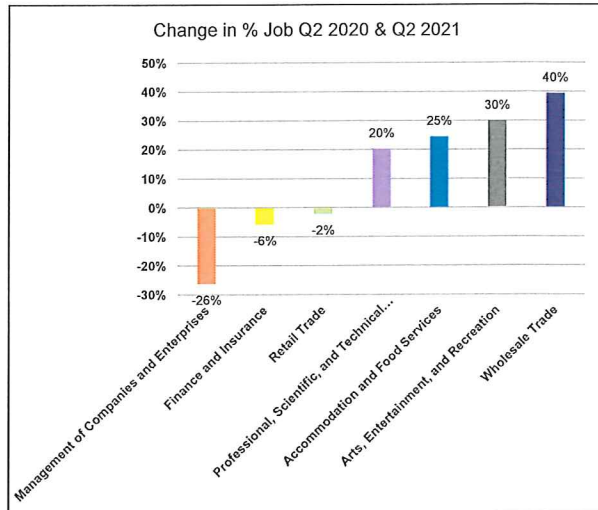
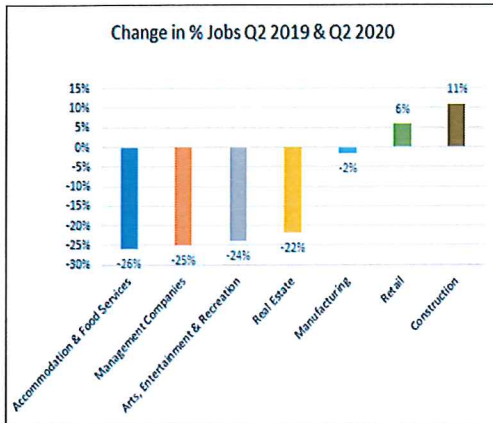
13

Impact of Industries on Beaufort County Economy

Year	NAICS Code	Industry	Total Wages	Average Weekly Wage	Average Employment
2020	31	Manufacturing	\$146,970,096	\$1,376	2,054
2020	62	Health Care and Social Assistance	\$71,027,448	\$698	1,958
2020	21	Mining - Guesstimated Data	\$64,000,000	\$1,538	800
2020	44	Retail Trade	\$57,697,214	\$498	2,227
2020	61	Educational Services	\$51,841,734	\$741	1,346
2020	92	Public Administration	\$51,670,310	\$855	1,163
2020	42	Wholesale Trade	\$45,781,399	\$912	965
2020	56	Administrative and Support and Waste Management and Remediation Services	\$38,229,118	\$585	1,256
2020	11	Agriculture, Forestry, Fishing and Hunting	\$27,433,605	\$789	669
2020	48	Transportation and Warehousing	\$20,386,818	\$945	415
2020	52	Finance and Insurance	\$19,128,449	\$1,072	343
2020	72	Accommodation and Food Services	\$19,014,636	\$289	1,265
2020	54	Professional, Scientific, and Technical Services	\$17,464,617	\$1,104	304
2020	81	Other Services (except Public Administration)	\$11,013,488	\$660	321
2020	55	Management of Companies and Enterprises	\$7,151,593	\$1,276	108
2020	53	Real Estate and Rental and Leasing	\$3,146,012	\$564	107
2020	71	Arts, Entertainment, and Recreation	\$2,625,671	\$362	140
2020	22	Utilities	Data Redacted To Avoid Identifying Company Specific Data		
2020	23	Construction	Data Redacted To Avoid Identifying Company Specific Data		
2020	51	Information	Data Redacted To Avoid Identifying Company Specific Data		

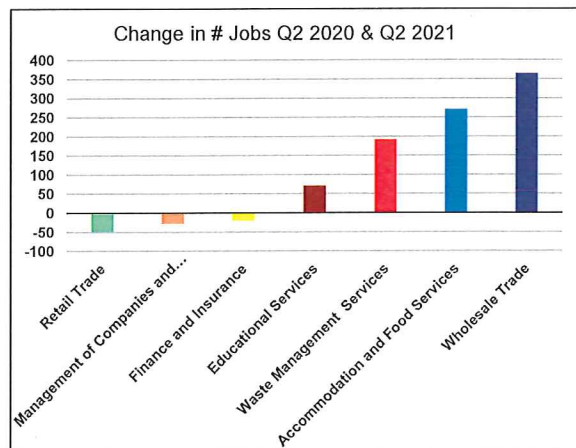
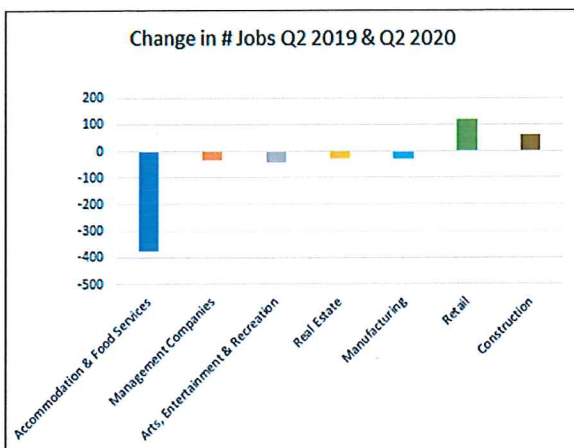
14

Impact COVID-19 on Beaufort County Economy



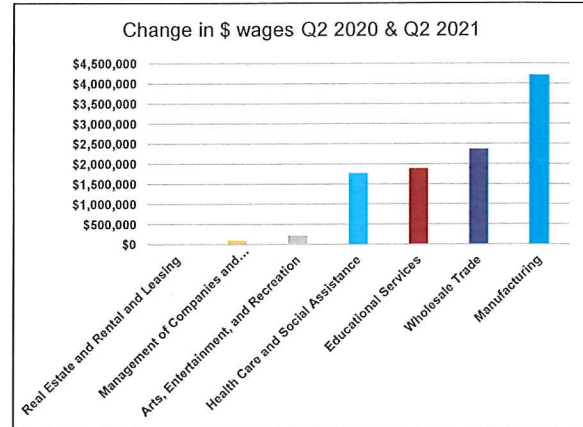
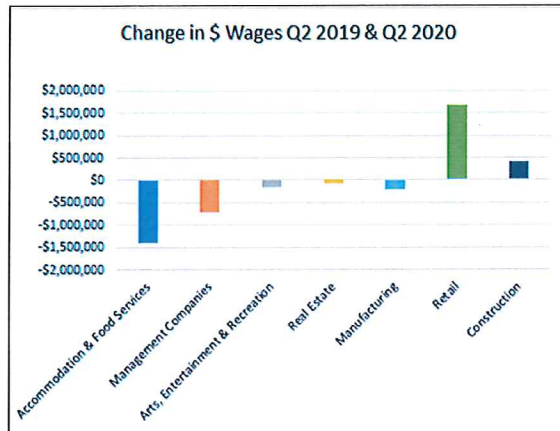
15

Impact COVID-19 on Beaufort County Economy



16

Impact COVID-19 on Beaufort County Economy



17

Impact COVID-19 on Beaufort County Economy

QUARTERLY IMPACTS OF THE COVID-19 PANDEMIC: Q2 2020 vs. Q2 2021

- **Average Weekly Wage Rate increased during this period by 5%.**
(\$736 to \$773 equals +5%)
- **Total Wages Per Quarter increased \$17,513,553 or 12.3%!**
from \$142,507,192 in 2 Qtr. 2020 to \$160,020,745 in 2 Qtr. 2021
(a Total Wages Per Quarter increase of \$16,257,808 over 2nd Qtr. 2019)
- Multiple the Quarterly 12.3% increase to a year and the Total Annual Wages **increase 2020 to 2021 could be \$76,825,840. Making the total wages paid in Beaufort County almost \$0.7 Billion.**

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Workforce Planning Committee



Gregory Smith, Assistant Manager, NCWorks Career Center
(employee recruitment, screening, and testing)



Sara Watson, BCCC Director of Customized Training & Apprenticeship Programs
(Customized Training & Apprenticeship Programs)



Victoria Hamill, BCS CTE Director
(Curriculum, Externships, Internships, & Pre-Apprenticeship)



Martyn Johnson, BCED Director
& Susan Squires, BCED ED Specialist
(Business Recruitment, Retention and Expansion)



Jennie Bowen, Rivers East Workforce Development Director
(RAMP East, OJT contracts, NEXTGEN program, WRC)

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Workforce Planning Committee



GOALS:

- Meet with all the major manufacturers in Beaufort County to identify their five-year workforce needs whether from expansion, attrition or retirement.
- To use the information so gained to direct curriculum, continuing education, internships, externships, apprenticeships, training and the workforce attitudes towards developing the skills needed by industry

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NCWorks Partners for Workforce Development

- Adaptive Mobility Solutions
- Amexican, Inc.
- Beaufort County Development Center
- Beaufort County Community College
- Beaufort County DSS
- Beaufort County Schools
- Comprehensive Interventions
- Disability Advocates & Resource Center
- Easter Seals
- Eastern Carolina Vocational Center Inc.
- Mid-East Commission
- River East Workforce Development Board
- Telamon Corporation
- Trillium Health Resources
- United Way

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BCS Workforce Development – COVID Delayed Update

1. BCS purchased anatomage tables for health science, renovated the greenhouses at all 3 high schools.
2. CTE courses served 2548 students during the 2019-2020 school year. Some of those students would have taken more than 1 CTE course which resulted in 3819 enrollments total.
3. High School students achieved 974 credentials
4. Articulation- Students achieved 299 BCCC credits
5. BCS & BCCC Promise course credits 1800 courses
6. 146 CTE Concentrators in a particular pathway such as health science, agriculture, construction, business, manufacturing (welding), or other area.
7. CTE Concentrators graduate in Beaufort County at 95% rate.
8. 95% of CTE concentrators were either in school, working, in the military or some type of training.



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BCCC Workforce Development

1. 6 Registered apprentices graduated from the PAS Apprenticeship Program
2. ConEd has awarded 338 students' scholarships for classes and/or books over \$200,000 since 2020.
3. 6 registered apprentice programs at: PAS, Camfil, River City Construction, BCCC, BCED and IMT.
4. 36 Customized Training classes for 266 employees for the following companies:
 - i. idX 89 employees trained: OSHA 10, CPR, Leadership Academy & Train the Trainer
 - ii. Nutrien 75 employees trained: Pivot Table Training, Green Belt, Piping Instrumentation, Fail Forward/Leadership Training
 - iii. Pamlico Yachtworks 71 employees trained: overhead crane protection, composites training, scissor Lift and Forklift Training, Train the Trainer.
 - iv. County Road Seafood 9 employees trained: Seafood HACCP Training, Seafood Sanitation Training
 - v. VT Hackney 12 employees trained: CPR
 - vi. Camfil 6 employees trained: CPR
 - vii. Tyco Land Development 4 employees trained: OSHA 10/Construction
5. Signed 3-year training project with AAF Flanders started January 2022
6. Advanced Manufacturing Institute Training Sessions canceled due to COVID



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Advanced Manufacturing Institute

Manufacturing Pre-Employment Training

12 hours Introduction to Manufacturing
 25 hours Working Smart
 11 hours Problem Solving
 16 hours Yellow Belt
 20 hours Math for Manufacturing
 12 hours OSHA 10 Safety Training
 8 hours Company Tours

For eligibility, scholarships (BCCC Foundation, SECU & NCWorks and how to enroll, please contact either:

Sara Watson, BC Community College, 252-940-6311

Supporters

AAF | Flanders

camfil

ICONIC

idX

PAS

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Workforce Planning Committee



Beaufort County businesses struggling to find employees ready to work. With unemployment rates decreased, there is not enough supply to meet the demand for workers now that businesses are open. Many businesses are hiring and looking for immediate employees of all different skill sets but are struggling to fill these positions. Companies such as idX, Pamlico Yachtworks, Iconic, Captain Cooks, Hampton Arts, Spinrite, CMD, IMT, China Bay Buffet, DPS, MEGA Force, Executive Personnel, Oak Ridge, P&G and Camfil are examples of companies hiring with a great variety of jobs to fill, careers to start.

Free, subsidized, and low-cost training is available through NC Works (252-940-0900) and BC Community College (BCCC 252-940-6311) for individuals to acquire needed skills.

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Made In Beaufort County Marketing Campaign

What is it like LIVING IN "BOCO"?

In Beaufort County you will find a balance of outdoor adventures, excellent schools, healthcare and diverse housing options - all at affordable prices. Beaufort County has every lifestyle to offer: urban, suburban, semi-rural and rural full of life and people. The total population within a 30 minute drive is 302,000.

- 210 days of sun per year
- Fishing, hunting, hiking and boating
- 5+ Fitness Centers
- Workforce Wellness
- 5+ Museums
- 10+ Parks
- 70+ Physical Water Features
- 30+ Events/Festivals per year
- 30+ Restaurants
- 50+ Retail Stores
- Cost of Living Index: 84.2% (USA = 100%)
- Median Housing Price: \$146,495
- Median Property Tax: 1.365%/\$100

Educational OPPORTUNITIES

Beaufort County Schools offer many opportunities for students to learn and grow by blending high-tech STEM learning opportunities with core foundational disciplines.

Beaufort County Community College offers students and adult learners training in the classroom and on the job, including foundational courses, short-term, and two-year training to increase skill level and improve the overall economic prosperity of our region.

East Carolina University is within an easy commute and offers a broad range of majors, with a wide range of academic programs.

Local employers serve as advisors to the educational system, ensuring students are ready for work and armed with skills to implement technology changes, while expanding future growth of the region.

Contact OUR PARTNERS

Many organizations contribute to the economic and educational success of our County and community by developing initiatives and resources for growth. The following partners continue to work together to make Beaufort County a better place to work and live.

Beaufort County Economic Development
co.beaufortnc.us/departments/community-services/
economic-development
Phone: (252) 946-3970

Beaufort County Schools
www.beaufortnc12.net
Phone: (252) 946-6593

Beaufort County Community College
www.beaufortcc.edu/
Phone: (252) 946-6104

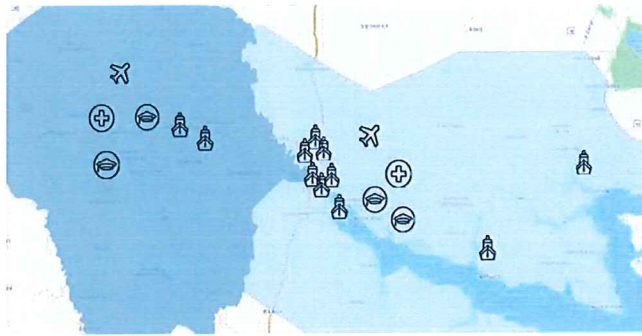
Beaufort County NCWorks Career Center
www.ncworks.gov
Phone: (252) 946-0900

Washington - Beaufort County Chamber of Commerce
wchccchamber.com
Phone: (252) 946-9168

Rivers East Workforce Development Board
www.riversoutehills.org
Phone: (252) 974-1815

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Joint Boat Building Recruitment Brochure

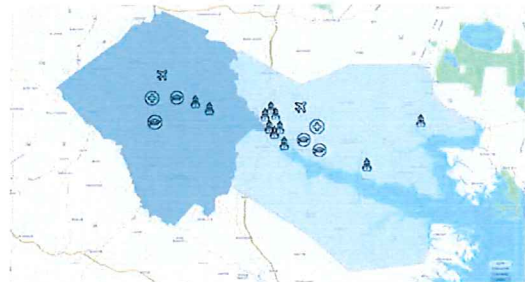


Pitt County and Beaufort County, North Carolina Marine Manufacturing

THE ELITE MARINE MANUFACTURING HUB OF THE EAST COAST

Pitt and Beaufort counties combined population: 224,615

Pitt and Beaufort counties combined labor force: 112,333



MARINE - RELATED MANUFACTURERS	HOSPITALS	TRADE SKILLS/ EDUCATION
- Croft White - Boats - Composites - Boat - Pan Marine - Harbor - Boat Marine	- Widener Medical Center - Widener Beaufort Hospital	- Pitt County Community College - Pitt County Community College - Pitt County Community College - Pitt County Community College - Pitt County Community College - Pitt County Community College



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Home ↔ Work Transportation Issues Study Rise29, EDPNC, PED, BCED and GENCA



Via's software provides an end-to-end solution to plan, optimize, and operate efficient and equitable transit systems — unlocking opportunity for all, and building resilient communities for the future. From changing a single person's daily commute to reducing humanity's collective environmental footprint together with partners, Via is creating more livable communities that are efficient, highly connected, and help more people easily access education, healthcare, and employment opportunities.

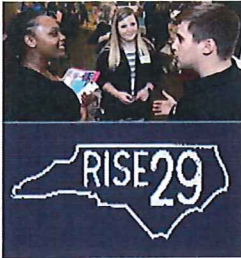


Companies partner with Enterprise to bring their employees a better commute. By sharing a ride, people arrive to work relaxed and recharged, fueling a better company culture for everyone. Commute with Enterprise is a competitive benefit that helps companies recruit and retain top talent. Employees can save money, reduce their pollution impact and gain valuable free time.

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BCED 2021 Interns (19)

Hunter Whittington – Summer Contracted Intern worked as ED Specialist
 Kaylee Warner - Summer State Employees Credit Union Public Fellows Intern
 worked on Cannery TTF Application
 Lilly Woolard – Beaufort County Schools Summer Intern worked on social media



Spring 2021

Caldwell Marine Design
 - Claudia Camlin, Jack Dover, Erycka Anderson

The Hackney Distillery
 - Dana Shefet, Emily Cross

County Road Seafood
 - Julie Vincent, Noah Dove

Boat Manufacturing Research
 - James Hoagland

Summer 2021

Carolina Chicken and Waffles
 - Dejah McManus, Madeline Lipscomb



Fall 2021

P&G Manufacturing
 - Celeste O'Brien, Titus Williams

Carver Machine Works
 - Emily Saffo, Tyler Bartone

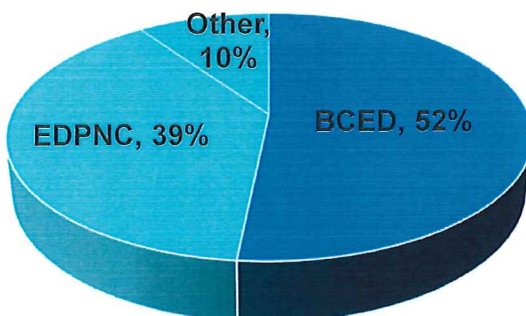
Intermarket Technology
 - Zachary Allen, Christopher Normile

Tristyn Daughtry
 RISE29 Program Manager
 Office of Community Engagement and Research
 East Carolina University
 Willis Building 304
 Cell: 252-814-6114

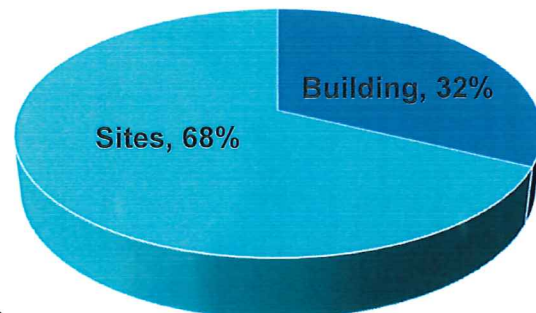
29

2021 Project Sources and Types (31 vs 30 2020)

Project Source



Project Type



Zero Site
 Visits Due
 To COVID
 Pandemic

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Beaufort County, NC Community Investment Reports

Beaufort County Community Investment Reports 2021					
Announced	Project	Product	Investment	Jobs FT	Jobs PT
4/29/2021	Inner Banks Marina Dry Stack	Boat Dry Stack & Marina	\$1,000,000	3	
5/20/2021	Mulberry House Brewery	Coffee Shop, Restaurant, Brewery, Hotel	\$2,000,000	10	20
8/27/2021	BCCC Boat Building Center	Build Building Workforce	\$200,000	1	
9/10/2021	Main Street Inn	Boutique Hotel	\$500,000	2	5
9/16/2021	BCCC EMS Center	EMS Workforce	\$2,100,000	5	
10/12/2021	US 264 Bridge over Pungo Creek	Bridge	\$700,000	N/A	
11/2/2021	Vidant Beaufort Hospital	Robotic Knee Surgery	\$500,000	5	
11/29/2021	US 17 Business Bridge at Whichard Creek Road	Bridge	\$1,400,000	N/A	
12/14/2021	BCCC Aurora Satellite Facility	Mining and General Workforce	\$2,500,000	1	
12/14/2021	Washington Warren Field Airport	Public Airport Improvements & ED Projects	\$20,000,000	10	
TBD	Washington Warren Field Airport	Private Airport Improvements & ED Projects	\$56,575,000	347	

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Beaufort County, NC 21 Current Active Projects

Project Name	Type of Business	Industry	Building /Site	Jobs	Investment	Source
AAH	Construction	Affordable Housing	Building	20	\$1,000,000	BCED
Amphora	Transportation	Container Yard	Site	50	\$5,000,000	BCED
Arc	Manufacturing	Metal Working	Building	20	\$4,000,000	BCED
Cannery	Processing	Food	Site	5	\$1,300,000	BCED
Crypto	Technology	Data Mining	Site	10	\$64,000,000	BCED
DWP	Construction	Affordable Housing	Site	30	\$3,750,000	BCED
Golden	Food Processing	Ready-To-Eat Food	Site	300	\$120,000,000	EDPNC
Icarus	Aerospace	Drones	Building	100	\$20,000,000	EDPNC
Majestic	Manufacturing	Marine	Building	30	\$1,000,000	BCED
NCCW	Food	Production	Building	5	\$100,000	BCED
Oak	Manufacturing	Air Filtration	Site	50	\$4,500,000	BCED

Project Name	Type of Business	Industry	Building /Site	Jobs	Investment	Source
P12	Airport	Maintenance	Building	6	\$2,000,000	BCED
Palatus	Aerospace	Freight	Site	20	\$5,000,000	Airport
Pear	Manufacturing	Boats	Building	10	\$2,500,000	BCED
Seagull	Manufacturing	Boats	Building	100	\$7,500,000	BCED
Snow	Assemble	Fork Lifts	Building	20	\$2,000,000	BCED
Soaring	Manufacturing	Air Filtration	Building	2	\$5,000,000	Airport
Swan	Service	Construction	Site	5	\$2,000,000	BCED
WAH	Construction	Affordable Housing	Site	10	\$2,500,000	BCED
Wind	Manufacturing	Yacht Building	Site	50	\$5,000,000	EDPNC
Yellow Pine	Processing	Wood	Site	200	\$250,000,000	EDPNC

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Industry Ready Building - a Valuable ED Asset

TEMPORARY WAREHOUSE SPACE TO MAINTAIN SALES AND PRODUCTION:



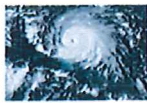
HURRICANE RELIEF:

MARKETING TOOL:

Hurricane
Dorian

Hurricane
Florence

Jobs Created To Date by Companies Enticed
to Beaufort County, NC by the IRB: 230



160 Jobs



40 Jobs



20 Jobs



10 Jobs

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Industry Ready Building - a Valuable ED Asset

MARKETING TOOL:

Project Snow, a forklift truck wholesale and final assemble facility, will move into the IRB creating 10 jobs and investing \$2,000,000.

Project Oak is seeking a facility to produce air filtration equipment to locate in the WBCIP
Lots 5668-70-7228 & 5668-70-137 between IMT & Oak Ridge Metal Works



Project Oak may build a 60,000 sq. ft. facility creating 50 jobs investing \$4.5 M.

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Skills Center - a Valuable ED Asset

Beaufort County Community College Boat Manufacture and Service Technology program prepares students for employment in the manufacture and service of boats. Students learn the basics of boat design and the implementation of those designs in various components and/or complete boats or yachts.

Course work includes reading and interpreting marine blueprints, manuals, and other documents common to the industry; lofting; constructing forms and mold-making; application of concepts and techniques in composite, and fiberglass; marine woodworking; interior finishing; and marine mechanical, electrical, and plumbing systems.

Graduates may find employment with boat/yacht manufacturers, service yards, dealerships doing commissioning work, and companies doing custom boat building.



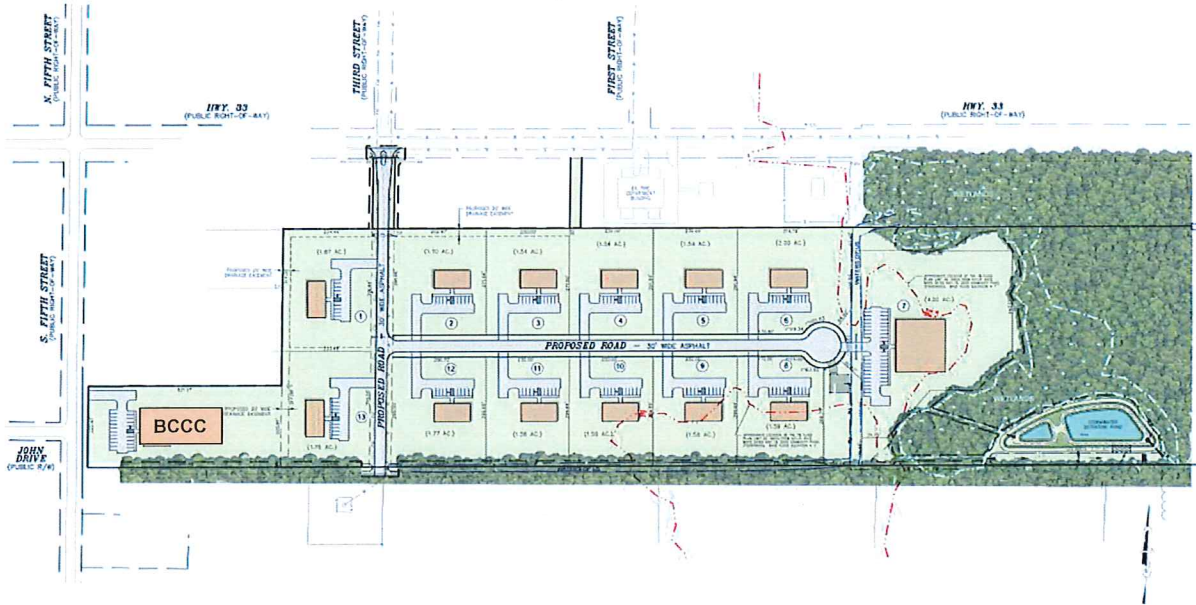
35

Community Development and Assistance

Aurora:	Downtown revitalization Aurora Industrial Park – IDF & GLF grant implementation
Bath:	Marina rehabilitation project
Belhaven:	Downtown revitalization, restaurant and retail projects Tourism and residential projects CDBG-CV grant application
Chocowinity:	Industrial Park projects
Washington:	Airport, Downtown Apartments, Expansions, Industrial Park, Retail and Residential projects

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Aurora Industrial Park Update



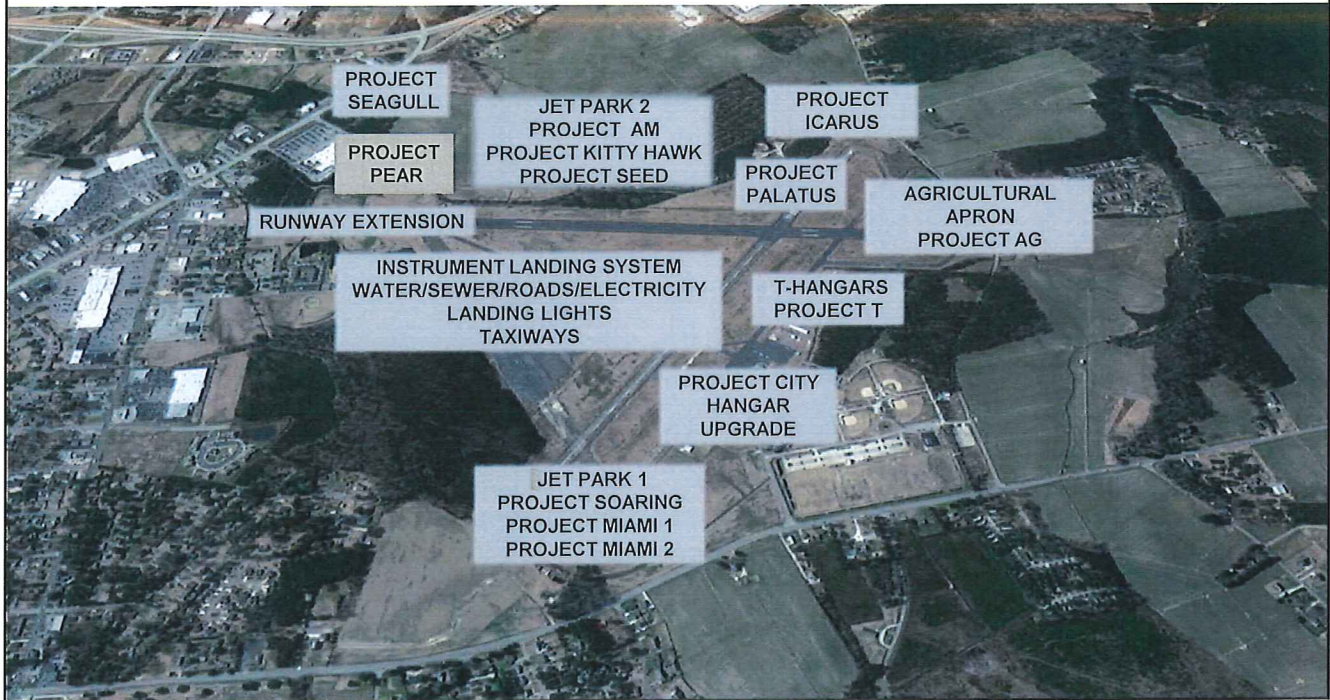
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Aurora Industrial Park Update

1. All legal documents, site plans, financing and other details are in place.
2. Beaufort County Community College has agreed to build an Aurora satellite campus in the Park to assist in training local citizens, Nutrien employees and contractors with \$2,500,000 funds secured in FY 21/22 state budget.
3. The US Army Corps of Engineers & NCDEQ have provided a long-delayed sign-off on designated wetlands.
4. Nutrien has confirmed in writing its support of the Park.
5. Infrastructure construction drawings and applications to all agencies have been submitted for approval.
6. Reservation Forms have been sent to potential Park occupants to reserve a specific parcel or parcels with a \$1,000 a Reservation Fee. Their Due Diligence Period will commence upon signing the Reservation Form and end 15 days after the completion of site infrastructure improvements. During the Review Period, potential Park occupants need to obtain their necessary permits for their site and building.
7. \$105,671.60 of the \$1,440,000.00 budget has been expended so far by Duke Energy, Golden LEAF and the Town of Aurora on engineering, site studies and legal fees.

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American Rescue Plan Act and Opportunity Zone Enabled Potential OCW Infrastructure & Business Projects



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Washington Warren Field Airport Projects

Summary OCW Business Recruitment and Infrastructure Projects		
OCW Infrastructure Projects	Estimated Cost	Related Project(s)/Jobs
Jet Center Hangar and Office Complex (100'x200')	\$3,500,000	Airport/Icarus/Palatus/Seagull
Extend Primary Runway	\$4,000,000	All
Instrument Landing System	\$1,100,000	All
Airport Water/Sewer/Road	\$450,000	All
Landing Lights	\$400,000	All
Taxiway Corporate Jet Park	\$825,000	Miami 1/Miami 2/Soaring
T-Hangar Taxiway	\$850,000	T
Refurbish Hangar	\$900,000	City
Agricultural/Crop Duster Loading Apron	\$850,000	AG
Industrial Land Purchase	\$1,800,000	AM/Icarus/Kitty Hawk/Seed/Pear/Seagull
Industrial Land Sewer/Water/Road/Electrical	\$2,100,000	AM/Icarus/Kitty Hawk/Seed/Pear/Seagull
Industrial Building	\$1,225,000	Pear
Contingency 10%	\$2,000,000	All
Total	\$20,000,000	347

OCW Business Recruitment Projects	Potential Investments	Potential FT New Jobs
AG	\$100,000	1
AM	\$100,000	10
City	\$100,000	10
Icarus	\$15,000,000	100
Kitty Hawk	TDB	TBD
Miami 1	\$4,000,000	4
Miami 2	TBD	TBD
Pear	\$275,000	10
Pilatus	\$10,000,000	100
Seagull	\$19,500,000	100
Seed	\$2,500,000	10
Soaring	\$5,000,000	2
T	TDB	TBD
Total	\$56,575,000	347

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COVID PIVOT CONTINUES



In 2021, COVID-19 again provided BCED the opportunity to take a step back and connect with Beaufort County's small businesses. As Economic Developers, we often times focus strictly on manufacturing and "big business" to make a big impact. With the pause of big business due to covid, and in good faith as community members, we have become messengers between partners big and small to assist with small business development and retention in Beaufort County.

A few businesses we have continues to work with and met new include: Drake Construction, Wine & Words, EPA, Avlananche Motor Sports, 3 Minute Car Wash, Parker Boats, Carolina Chicken and Waffles, Belhaven Gun Range, IDX Brewery, Children Drop-Off Space, Bear Creek Woodworks, Minor Marina, Carolina Ave 76, Belhaven Escape Room, Aurora downtown redevelopment of four buildings, 5/C ENC Cannery, Highwater Social, Dance Works, and more.

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Recent/Future Commercial Projects

- IDX Brewery
- Sed's building renovations
- Sportsbar
- Rowing club
- T-mobile
- Captain Cook's waterfront restaurant
- Parker Boats Dry Stack
- Wine Bar Expansion of Wine and Words
- Potential boutique hotels above Brewery and Hackney
- Irish Bar at Market and Main
- Angi's Mexican Kitchen
- Be Healthy Apothecary
- \$4M Downtown Main Street program
- Apartments on US 264
- Pamlico Books downtown
- Moss East
- New Police Building
- 3 Minute Car Wash
- Downtown Donut Shop
- Broadband expansion



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Economic Development Specialist Activities

Projects and Economic Development:

- Assisted ED Director with RFPs for 9 Projects in 2021
- Updates and maintains social media, industrial directory and web pages
- Assists with intern oversight

Economic Development Training:

- North Carolina Certified Economic Developer (NCCED) Program-ECU Research, Economic Development & Engagement
- Organization, Operation and Strategy for Economic Developers in NC Carolina - Completed November 2021
- Retention and Expansion in North Carolina - Completed January 2022
- Upcoming courses :
 - Innovation and Entrepreneurship in North Carolina April 2022
 - Attraction in North Carolina May 2022
 - Data & Analytics for Economic Developers in North Carolina Sept. 2022
 - IEDC Basic Course-UNC School of Government Date TBD
 - Legal Framework for Economic Developers in North Carolina Date TBD

Community Engagement:

- Summit Leadership Beaufort - 9 Month program through the Washington-Beaufort Chamber of Commerce October 2021- May 2022
- Fiber Broadband Association Committee participant
- Women in Broadband Association Committee participant
- Carolina Connector Intermodal Economic Developers Summit
- 70th Anniversary Elizabethan Gardens
- Blue Economy Corridor participant
- Member North Carolina Economic Development Association
- Member International Economic Development Council
- Elizabeth City State University Regional Economic
- Established Contacts with Seymour Johns AFB Job Board Administrator

Administrative Operations:

- Oversight of landscaping, janitorial, office equipment, office and pest control contracts
- Receptionist, Bookkeeper, NC Notary

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2021 Social Media

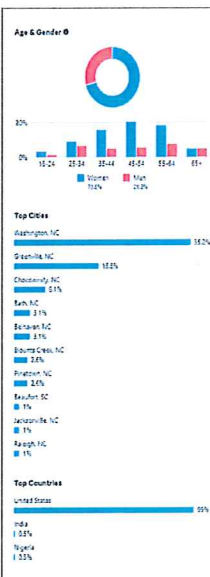


- Consistent Updates of BCED Facebook, Instagram and LinkedIn pages

- Feature Community Partners/Organizations, who in-turn share/like our content
- Incorporate trending topics, hashtags, captions...target specific markets
- Utilize social media tools/analytics to track audience likes and engagements
- Expand existing business network

- Beaufort County Website-BCED

- Revise Economic Development's web presence to accommodate new page format
 - Edit, update and refocus content
 - Market Beaufort County as a great place to live work and play



Top performers: Reach

In Beaufort County, It's Not Just Business...It's A Relationship!!! #madeinboco #itseasierhere
Reach: 8.5K
Facebook post



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BCED FY 22/23 Goals

- To work as part of the local, regional and state team assisting new and existing businesses to view Beaufort County as an excellent location to create jobs and investment.
- To work closely with local organizations to create a competitive twenty first century workforce.
- To market Beaufort County internally and externally as a desirable community in which to live, work and play.
- To maintain and expand the business retention and expansion program by improving data collection methods.
- Streamline the Beaufort County Economic Development department to effectively and accurately respond to opportunities for new and expanding business development.
- To create community and stakeholder collaborations.

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Strategic Planning To Direct County Departments

FY 22/23 BEAUFORT COUNTY ECONOMIC DEVELOPMENT ACTION PLAN
January 18, 2022

PURPOSE

Evolving global economic, political, and technological conditions in Beaufort County, Eastern North Carolina, North Carolina, the Nation and around the world offer new opportunities as well as significant threats to our County. Given the changing environment, the mission of Beaufort County Economic Development is more critical than ever. Adapting to the global pressures requires collaboration, resources, knowledge, flexibility, and innovation. The updated plan nurtures our existing strengths, introduces new strategies, and calls for new collaborations.

BACKGROUND

- In 2013 the Beaufort County Economic Development Advisory Board replaced the Beaufort County Economic Development Commission.
- The Board is comprised of 15 members approved by the Beaufort County Board of Commissioners.
- Seven of the 15 members represent each of the seven communities located in Beaufort County.
- Beaufort County Board of Commissioners developed and approved a set of bylaws for Beaufort County Economic Development Advisory Board.
- Bylaws state that the purpose for the Advisory Board is to advise the Beaufort County Board of Commissioners in economic development matters by:
 - a) Promoting sustainable economic growth
 - b) Coordinating economic activities
 - c) Operating as an efficient, responsive, transparent, and effective organization.
- Specific objectives include, but are not limited to:
 - a) Encouraging the location and relocation of industrial plants and facilities
 - b) Nurturing existing businesses in their efforts to expand
 - c) Attracting appropriate retail, restaurants, and other small businesses
 - d) Developing and promoting public and private industrial parks or facilities
 - e) Networking with agencies and consultants to support economic development
 - f) Promoting the general economic environment to insure the economic wellbeing and competitiveness of Beaufort County and its constituent municipalities.

MISSION

To facilitate the creation of new and better jobs and investment tax base in Beaufort County and its constituent municipalities.

VISION

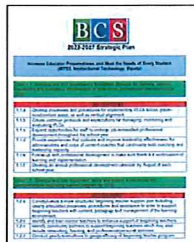
The BCED will actively promotes economic prosperity and sustainable economic development as a priority for Beaufort County and its constituent municipalities. BCED will improve economic prosperity by increasing business activity, whether new businesses or expanding existing businesses, to create new jobs, more income, and a broader tax base. BCED will strive to achieve sustainable economic development by building business development on our existing resource and business base and attracting new businesses that increase industrial diversity to soften the cyclical impacts of individual industry sectors.

GOALS

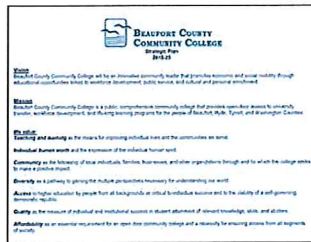
- To work as part of the local, regional, and state team assisting new and existing businesses viewing Beaufort County as a potential location in which planning to create jobs and investment.
- To market Beaufort County as a desirable community in which to live, work and play.
- To maintain and expand the business retention and expansion program by involving other stakeholders.
- To reorganize the Beaufort County Economic Development Department to respond to opportunities effectively and accurately for new and expanding business development.
- To create community and stakeholders' collaborations.

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Strategic Planning To Inform Stackholders



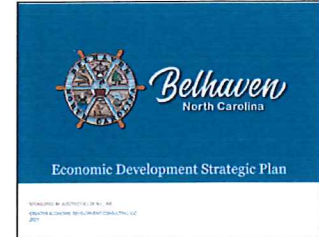
BCS



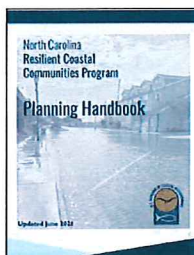
BCCC



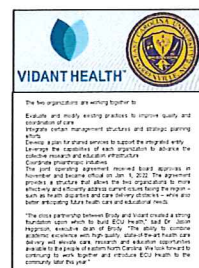
ECU



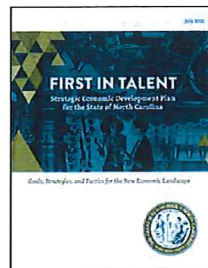
Belhaven



NC RCCP



ECU Health



State of NC



Mid-East CEDS



United Way

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Strategic Planning To Inform Stackholders



ITW Medical



Pamlico Air



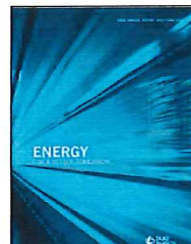
AAF Flanders



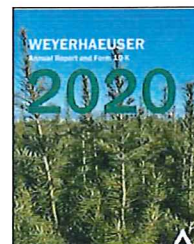
VT Hackney



Nutrien Aurora



Duke Energy



Weyerhaeuser Timber



Generic Business

48

Improve Beaufort County Quality of Life to Grow



Athletics/Recreation



Turnage Theatre



Dining



Boating & Sailing



Shopping



East Carolina University



Service Organizations & Churches



Hunting & Fishing



Standard indicators of the quality of life include **wealth, employment, the environment, physical and mental health, education, recreation and leisure time, social belonging, religious beliefs, safety, security and freedom.**



Beaufort County Schools



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This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.