

Monday, January 9, 2023
Regular Meeting

The Beaufort County Board of Commissioner met in regular session Monday, January 9, 2023, at 5:30 PM, in the Commissioners Boardroom located at 136 W. 2nd Street in Washington, NC with the following present:

Commissioners Present

Chairman Frankie Waters
Commissioner Ed Booth
Commissioner Stan Deatherage
Commissioner Hood Richardson
Commissioner Randy Walker

Commissioners Absent

Vice-Chairman Jerry Langley
Commissioner John Rebholz

Staff Present

Brian Alligood, County Manager
David Francisco, County Attorney
Katie Mosher, Clerk to the Board
Anita Radcliffe, Chief Finance Officer

Chairman Waters welcomed everyone and called the meeting to order. He said so you are aware Commissioner Langley will not be with us tonight, or Commissioner Rebholz. He said Commissioner Richardson will be back with us somewhere between 6:00 and 6:15.

Chairman Waters offered the invocation and Commissioner Walker led the Pledge of Allegiance.

Chairman Waters then asked for the audience to silence their cell phones.

Conflict of Interest Statement

Chairman Waters said does any Commissioner have a conflict with any of the agenda items tonight.

No one spoke.

Approval of Agenda

Chairman Waters said I'm going to pull the County Police Force Committee, which is K1. He said are there any other changes.

Mr. Alligood said you have a short closed session on economic development.

Chairman Waters we need to add that to the agenda.

Ms. Mosher said it's on your amended agenda that I handed out. She said you also need to pull the workforce development one for me.

Chairman Waters said okay, we'll do that under consent.

Motion: Commissioner Booth motioned to approve the amended agenda. Commissioner Walker seconded. The vote was unanimous.

Service Award Presentation

Ms. Deloris Creasman said we have one Beaufort County employee here tonight to receive their award. She said it's Ms. Christina Smith, our Public Works Director, and she now has ten years of service.

Chairman Waters presented Ms. Smith with her ten-year pin.

Ms. Creasman said I do have a couple of other employees to acknowledge, Ms. Kristi Simmons with the Department of Social Services has 20 years of service and Mr. Stacey Harris with the Health Department has 25 years of service but they're not here tonight.

Chairman Waters said share our thanks Ms. Creasman, with the other two.

FY 21/22 Audit Presentation

Ms. Radcliffe said this is Mr. Thompson from Thompson, Price, Scott & Adams CPA's and he'll be presenting the audit for fiscal year ending June 30, 2022. She said we do have a hand-out.

Mr. Thompson said on this presentation, if you'd be kind enough to flip to page one I'm going to read a couple of headlines to make sure I'm following what I'm supposed to do. He said no significant audit findings, no difficulties in performing the audit, no uncorrected misstatements, no disagreements with management, management provided us with a representation letter dated November 14th. He said we're unaware of management consulting outside accountants, etc. He said the only finding issues were some technical findings at DSS with no money involved, just technicalities. He said to follow that up, traditionally, especially this year, if you've ever had a finding the LGC may send you a letter, everybody's got to respond to it and the LGC did away with that June 30, 2021, and they asked the auditor to address anything and then respond back. He said you have nothing to respond to, which is awesome. He said good for you as a Board, finance staff, management, etcetera. He said on page 4, if we can take a look at some of the numbers, I don't say these are all the key numbers in the audit report but it's some of the key numbers in the audit report that people ask a about a lot. He said what we try to do is put them in the first column here and then put the prior four years beside it so you get some kind of feel or context of what it looks like or any trends that might be involved. He said total fund balance in the general fund is \$39,716,228. He said if you go back to 2018, you can see that number was \$20 million. He said unavailable fund balance is \$7,479,000, restricted is \$3.5 million. He said total expenditures is \$63,573,000 and fund balance that's available as a percentage is 50.71%. He said you can see a good trend going there. He said unassigned fund balance at \$28,729,000 and then unassigned fund balance at 45.19%. He said total revenues over/under expenditures before other financing sources in the general fund is \$12,641,000. He said solid waste is \$208,000 and the water districts is \$1,197,000. He said your cash and your accumulated depreciation in the water fund is \$89,052,000 in fixed assets, \$29 in accumulated depreciation and \$12 million in cash. He said I say this probably is what you're looking for there is cash flow and not necessarily fund balance or net position so obviously you can see the increase in cash over a period of time, which is what you're trying to accomplish there to make sure it's operating properly. He said cash in your fund balance net position, cash in general fund is \$37,800,000. He said again, you go back to 2018 and it's \$20,252,000. He said the water district is \$12,110,000, solid waste is \$1,121,000 and then other governmental is \$15,085,000. He said fund balance again, in the general fund is \$39.7 million. He said water districts in that position is \$36 million and solid waste is \$1.5 million and other governmentals is \$14 million. He said your property tax rate there next along with your collection percentages, both with and without motor vehicles. He said that motor vehicle thing doesn't really apply like it used to. He said you see your property valuation for five years, your levy amounts for the five years and you can see your debt there as well, your debt declining over the five-year period. He said almost \$56 million in 2018 and \$48 million in the current year. He said on page five you can see a breakdown of your general fund revenues, along with your general fund expenditures. He said I will say this, so when you're comparing it you can get a feel for it, on your expenditures I hope my memory is right on this, you got about \$7 million in ARPA funding.

Ms. Radcliffe said \$9.1 million.

Mr. Thompson said all right, a lot of that money was spent on public safety, reducing salaries, benefits, etcetera and when you compare across the five years you'll see a dip in the current year for public safety and that's where ARPA money was used to reduce some of those costs. He said it also may have an impact on why you have a nice little bump in your general fund as well. He said you can see that in the note down there at the bottom. He said on page 6 you can see the fund balance, total fund balance in blue and restricted in red. He said then you can see on the bottom of that page the percentage of fund balance available for the County in blue, for the group weighted average in red. He said traditionally we've tried to show those group weighted averages going forward. He said I understand they're not going to have near the meaning they have had in the past because the LGC's made a determination they're going to do group weighted averages, everybody above \$100 million in budget and everybody below \$100 million in budget so it's going to make it very hard to make comparisons

where they used to make a comparison of about every ten units, that was easier to make a good comparison. He said on the top of page 7 you see unassigned fund balance percentage going up from 25.47% up to 45.19% and then on the bottom you can see where all of your funds, the over/under expenditures. He said then on page eight you can see your cash balances and fund balance in a pie chart and then fund balances underneath that. He said again, the water district net position or fund balance really doesn't apply because what you're looking for there is cash flow. He said then on page 9 you can see the property tax rates and the group rate average and the collection percentages along with the group rated average. He said on page 10 you see the debt by function, if you will. He said I will give a plug here for the finance officer. He said there is a new standard that came out in the current year that was applicable first year June 30, 2022, called GASB 87. He said most accountants hated it, I'm not sure how it does but nevertheless it had to be done. He said most units, be they counties or municipalities that we do, and as a firm we do way over 100 of them, had some type of finding because they didn't budget them properly. He said what it does is it basically takes long term leases both to and from the County and capitalizes it as an asset and shows it as a debt, but you do have to do some budget amendments. He said you did it so there were no findings to have to reply to the LGC. He said then on page 11 you see the breakdown of general fund revenue with 56% being ad valorem taxes and intergovernmental revenue being 19.17% and other taxes and license being 19.78%. He said on the bottom of that page you see the breakdown by percentage, and it might be slightly skewed because of ARPA expenses there. He said but with that, I can back up and say this, the main thing you need to file an opinion on the financial statements, we filed a report, a quote, unquote clean report. He said I told you the only finding were technical findings with no money involved. He said no financial findings whatsoever. He said you can see the positive trends in fund balance so it's a good report, a good opinion. He said I'm happy to answer any questions you've got for me but I'm also happy to answer any time you all have questions. He said call our office and if I'm out tell them to give you my cellphone number and I'll get an answer to you.

Chairman Waters said you've heard the comments and excellent report, questions, any comments.

Commissioner Walker said well done.

Ms. Radcliffe said I'll just make a couple of comments. She said first I wanted to thank Mr. Thompson and his staff, I think they do a really thorough job in testing our work and sampling and doing a really thorough review. She said the other comment I'd like to make is to let everyone know that this was a summary presentation this evening, very quick, very broad summary presentation. She said there was a deep dive done at our Finance Committee meeting. She said our meeting lasted about 2.5 hours back in December, mid-December. He said Mr. Chairman you sit on that committee as well as Commissioner Langley and Commissioner Rebholz. She said they got a deep dive on the audit, if any of the other Commissioners would like to dive deep into the audit I'm available any time.

Mr. Alligood said Mr. Thompson, if you could for the Board, could you explain or would you answer the question are there standards by which you and your auditors are bound to comply with.

Mr. Thompson said yes sir and every three years we go through a peer review process, and in addition to that because of the number of audits we do, we do about 27 counties, I think the total number between school districts, COG's, sanitary districts, municipalities, we do about 150 plus. He said we usually get a visit from the state auditor to do a quality review on our audit. He said they do a review on our work and determine whether it's good or bad, comments, etcetera.

Mr. Alligood said so with all of those clients that you work for, and I listed over 100, you said 150, your auditors don't arbitrarily have the decision about what they audit, what they don't audit, they audit everyone the same and to the same high standards.

Mr. Thompson said yes is the main answer. He said if we have a unit that has a history of a certain issue we have to delve deeper into that issue. He said we might not on another client but again, there's a standard for everything and then if there's a client that has had an issue somewhere we have to address that issue early.

Mr. Alligood said thank you. He said the reason I wanted that to be clear to the Board, there was an expression, there was a concern raised by a member of the Board previously in open session that there wasn't a rigorous standard in which these occurred and that these were in fact soft audits that were just done for bureaucrats to feel good about themselves and what I want to do is not me, but I'd like for you to answer the question so the public of Beaufort County can feel comfortable that the work that we're doing is above board, correct and the way it's supposed to be done in North Carolina.

Mr. Thompson said yes sir.

Chairman Waters said at this point in the process has the local government approved the audit.

Ms. Radcliffe said yes sir.

Chairman Waters said you might want to just, very briefly touch on that, that until they approve it there still may be some questions on their part.

Ms. Radcliffe said it was approved. She said it was approved, I believe, probably it was submitted, I think on November 28th or 29th, 2 or 3 weeks before Christmas, about the third week of December the LGC approved our audit.

Commissioner Booth said didn't you say, I think you said GASB 682.

Mr. Thompson said GASB 87.

Commissioner Booth said every county has to do that, did the local government say every county had to do that program.

Mr. Thompson said correct, every county, municipality, school. He said everybody in the nation has to deal with that.

Commissioner Booth said okay so it's not something Beaufort County has done out of the ordinary.

Mr. Thompson said no sir, it's a nationwide standard.

Ms. Radcliffe said I will just make a statement on that. She said I think he was complimenting us on that because most units had findings related to their leases however I'm going to give you all a plug because I asked you for some software that would help me manage that new GASB announcement. She said it was called Debt Book, that would help us stay in compliance and it did its job so to the five of you that voted for that thank you very much, I wouldn't have been able to do it without it.

Public Comments

Ms. Dawn Slann said I watched last month's meeting live on-line because I was not able to attend in person, but modern technology is a wonderful thing in that it allows those things spoken to live on forever. She said while listening to the live meeting I utilized modern technology to record comments from a couple of Commissioners several times just to make sure I heard it correctly and within the context of the discussion. She said the agenda item was taskforce for workforce affordable housing and the discussion was regarding the creation of a taskforce to discuss affordable housing in Beaufort County and to help us ensure we not continue to lose citizens to other counties due to a lack of affordable housing. She said while the discussion was hijacked, as it is most months by certain commissioners bloviating, the outcome provided insight into what some people want the roll of a county commissioner. She said it is clear that Beaufort County needs affordable housing of all kinds, most of you realized this has been the case for some time. She said with the potential for new industries and jobs coming to Beaufort County to support the plans for the Washington-Warren Airport it is critical for the issue of housing be addressed. She said while this may bring new people and families to Beaufort County there's an even bigger plus that it could offer those that were born and raised here and those with children already living here options for housing. She said it's not just about single-family homes but about multi-family homes and having options to offer them if we want them to stay in Beaufort County. She said all of this offer opportunity for Beaufort County to retain the younger generation while providing vocational options and opportunities and avoiding a bleak future that was highlighted regarding communities without the resources to support the housing needs yet one Commissioner said "I'm not sure that having a bleak future as you define it is a bad thing, for me, bringing a lot of people into Beaufort County is not really one of those things I've wanted to do because if I wanted to live where there were a lot of people I wouldn't have lived in Beaufort County to begin with". She said another one then devoted his comments to delivering his disdain for the current national administration while unsuccessfully and very loosely relating all of it back to saying growth can happen due to spill-over. She said the agenda item was simply an agreement to putting a taskforce together for exploration. She said instead were able to hear out of their mouths that they don't want anything to retain people here in Beaufort County and they absolutely do not want growth. She said let be clear, the cost of goods and services will most likely not decrease in the years to come therefore the dwindling number of citizens in Beaufort County will be strapped with paying more taxes and more for those goods and services if we don't retain those that make a place for those that left to come back. She said while the national situation undoubtedly impacts those at the local level there is more that could be explored and potentially happen if those who sit up there with their personal agenda could raise their heads to see how they could help. She said Beaufort County might be

small with population but it's rich with resources and opportunities. She said more than that it could be a place where generations stay and raise their families and watch their children and grandchildren grow and prosper. She said your parties affiliation may be what got you here but the people of Beaufort County is who you work for and protecting the future of this County is what you should be doing. She said thank you to the Commissioners that understand that and are willing to put their personal agendas and pontificating aside to work together.

Legislative Updates from Elected Officials

No one asked to speak.

Items for Consent

1. Surplus, Health Department – JaNell Octigan, Public Health Director
2. FY 23 Fee Revision – JaNell Octigan, Public Health Director
3. Budget Amendment, Health Dept – JaNell Octigan, Public Health Director
4. Surplus, DSS – Kelly Smith, Social Services
5. Tax Office Refunds Over \$100 – Lloyd Salter, Tax Assessor and Wyn Kinion, Tax Collector
6. Advertise Delinquent Real Property Taxes – Wyn Kinion, Tax Collector
7. 2022 Late Application for Tax Relief – Lloyd Salter, Tax Assessor
8. Work First Electing County Plan for 2023 – 2025 – Melanie Corprew, DSS Director
9. Swan Point Water Line Ext Budget Amendment – Christina Smith, Public Works
- ~~10. Workforce Development Appointment – Katie Mosher, Clerk to the Board~~
11. Greene Lamp CSBG Plan – Katie Mosher, Clerk to the Board
12. Approval of Board of Commissioner Minutes – Katie Mosher, Clerk to the Board

Motion: Commissioner Booth motioned to approve the consent agenda. Commissioner Walker seconded.

Yes Vote

Chairman Waters
Commissioner Booth
Commissioner Walker

No Vote

Commissioner Deatherage
Commissioner Richardson

See Addendum 1

Promotion Salary Adjustment Request

Sheriff Scott Hammonds said I appreciate everybody's help over the last four weeks. He said this is my fifth week and already up here on a major request and here we are. He said I hope each one of you has the abstract in front of you that explains my reason here tonight and with that there should be an organizational chart that you should have before you. He said it shows the organizational chart of the Sheriff's Office.

Chairman Waters said I don't have that.

Sheriff Hammonds said if you will work with me on the explanation of the organizational chart I will, if you don't mind it will help me explain the chain of command.

Chairman Waters said we don't have it in the book but the only thing I would be interested in is what was the previous title and what they're being promoted to.

Sheriff Hammonds said when I stepped into office on December 6th I had a vacancy for Chief Deputy that I had to fill so I had to make a decision to either go outside and search or keep a continuity in leadership that I felt safe and comfortable with, and I made a very decisive choice choosing Chief Deputy Hickman. He said with that what I did was I looked at the pay scale that was authorized in previous administration, how to come up to a desired salary and the previous Chief Deputy went out with an approved salary of \$99,400 and that was based under the approved scale. He said I looked at what could have brought that \$99,400 and I looked at his years of experience and the quality of service that would've authorized that

but what I did was I submitted the salary adjustment that you have tonight in front of you, the \$104,495. He said it comes with 19 years of additional experience who has led in environments of state decisions, state disasters and who was already in command capacity at the Sheriff's Office and who can maintain that continuity of care here. He said I ask for approval on that for Chief Deputy Timothy Hickman. He said below that, well if you go to the third option, David Richardson was an employee of the special operations unit. He said he was a deputy working overtime based on the needs of the special operations unit that he was working in. He said I went back, out of fairness, and looked at what the last three years of his salary was and I was going to promote him anyway because we had a vacancy in our support services who handles all of our weapons, cars, all of our uniform ordering, the logistics of the 96 personnel and I saw a need to pay him and increase his salary and before you, you will see, if I quote this correctly we're just below the mid-point and that's out of the Sheriff's budget. He said the Jeremy Hewitt budget comes out of the same budget, which when I promoted Chief Deputy from Major that vacancy occurred so that salary stayed the same so there was no change in our budget representing that.

Mr. Alligood said just for the Board, as you recall there are certain, under the personnel policy there are certain items which the Board authorizes through that personnel policy, the County Manager to make certain decisions relating to hiring and salaries. He said anything that is at the mid-grade or above has to come to the Board for approval so that is why you see these three. He said there has been changes in the Sheriff's Office, they're within the Sheriff's prevue to make and the authority under the personnel policy for me to make. He said that means they were below the mid-point, so he did some shuffling. He said he actually did, we had a meeting, we haven't had a meeting like that ever, ever, well this is the first time we've sat down on this. He said we sat down with his HR staff and our HR staff, and we went through everything, we looked at all of it, we looked at the numbers and we made those changes based on his recommendations and what he would like to do in his organization. He said these are the outstanding ones that I could not approve, they have to come to the Board for approval and that's why he's here tonight, to make that request of you. He said at our meeting you did give me an org chart and I apologize; I assumed it was going to be included in the agenda but that's okay. He said they're new to the agenda management system as well so there's some things that will pick up as things pick up and they get used to that. He said I just wanted to lay that out so that's where you are with this.

Chairman Waters said the two that I have some concerns about is the first one you have there is an 18.3% increase. He said if it matched the Chief Deputy that was leaving it's a 12.7% increase.

Sheriff Hammonds said I looked at that percentage and the vacancy created, I already knew my choice would have, at a minimum he met that criteria. He said all I did was I went in and created, not created, used the system that was in place for the years of service that he brought.

Chairman Waters said are the responsibilities going to be different than the previous one.

Sheriff Hammonds said absolutely. He said that's where the org chart would have helped me give a visual illustration of operating on a 24/7 as we always know that's our case. He said our responsibility, and actually as the previous, we probably could've justified the same thing if we'd had an organizational chart to illustrate it.

Chairman Waters said but there is additional responsibilities. He said the third one, that one is a 16.4% increase.

Sheriff Hammonds said no sir, you're talking about Richards.

Chairman Waters said yes.

Sheriff Hammonds said the way it is you're going to get payment out, payment later. He said he was on a base pay, I took three years of overtime so he was making it anyway.

Chairman Waters said is he going to be exempt from overtime in this new position.

Sheriff Hammonds said no sir, he got promoted with more responsibilities, his duties increased because he's now supervisor personnel.

Chairman Waters said but he's still eligible for overtime.

Sheriff Hammonds said yes sir.

Mr. Alligood said just to clarify on that as well, and this happened before I got here and that's been at least seven years, the Board of Commissioners approved, there are only two people in the Sheriff's Office that are exempt. He said that's the Sheriff and the Chief Deputy. He said everybody below the Chief Deputy is not exempt and is paid overtime and that is by action of this Board.

Commissioner Richardson said I have an observation. He said I don't understand why we put together, do all of these studies, pay a consultant all this money and they come in and tell us that these are the steps, and this is the midpoint that people should be paid and then we start breaking that system and stepping outside that system. He said what about the other 300 employees that work for Beaufort County. He said are they entitled to the same kind of consideration, and I really don't think they're going to get it here. He said I don't understand why we can't stay inside of what has been set up.

Sheriff Hammonds said if I may comment, I did speak with them, I did stay within the structure that is in place. He said I intentionally stayed within that just to eliminate that perceived perception. He said my first presentation would not be to go outside the boundaries. He said I've already gone through the parameters, I'm well within them, all we did was adjust to the vacancies and really just fill those gaps that were there.

Commissioner Richardson said overtime is something that in the Sheriff's Department has been horrible for the last four or five years since I've been looking at it. He said as much as 25, 50 and in the case of one employee I think 70% of their base pay has been paid out to them in overtime. He said what are you going to do about overtime.

Sheriff Hammonds said I will continue to measure that and manage it, supervise it and I'll take note of that and go back and look at it.

Commissioner Richardson said how is overtime approved in the Sheriff's Department.

Sheriff Hammonds said it's approved through our manager, our Chief Deputy and the administrative clerk.

Commissioner Richardson said but who signs off on authorizing overtime. He said overtime needs to be authorized, who's the person that they go to and say you need to authorize this overtime.

Sheriff Hammonds said well, going back to that, the Chief Deputy will as the operational manager and I will look at it once he's brought that to me and if the work already needs to be done then we'll make the adjustments necessary. He said I'm not just giving you a political answer, I'm telling you I will go in and I'll monitor and handle it like I would my own personal finances.

Commissioner Richardson said usually the immediate supervisor will sign off on overtime and then his supervisor signs off on the overtime. He said do you have a system like that.

Sheriff Hammonds said overtime is a management system because there's still a job that's got to be completed through that bi-weekly period but we're going to manage it and that's where the supervisor will have to be very active.

Commissioner Booth said you stated that your Chief Deputy duties have changed, he's got more responsibility. He said you've got a decline in population and what is the difference from what he'll be doing and what Charlie was doing.

Sheriff Hammonds said Charlie being the past Chief Deputy, I can't answer to what he was doing but I've gone through each of those tasks and looked at what this organizational chart presents.

Commissioner Booth said I'm not being facetious but you said he's going to be doing things and has more responsibilities.

Sheriff Hammonds said in the divisional, of the patrol division he's managing that 24/7, training, I mean he's, each of those divisions are broke down into subdivisions of training, training scheduling, mandated trainings, training standards, and in service training. He said then going over to detention, mandated trainings. He said we've got a drone system now that goes to our search and rescue coordinator that coordinates with our county emergency management team. He said that is a coordination with our drone unit. He said we'll be managing the drug unit that's with the K9 assets, he'll be managing, I wish I'd brought the organization chart myself. He said just breaking it down into each sub-departments within those divisions. He said there's more accountability from when I walked in. He said after I create a tracking device for each of these I'll give you a better answer on a future date on exactly how those responsibilities reflect.

Ms. Radcliffe said I think it might be beneficial, I have a copy of the pay plan, I can give you the salary ranges for each of these three positions if that would help. She said I think it would be helpful. She said for example, for Chief Deputy that is a pay grade 78 and the range, the minimum is \$76,123 and the max is \$115,997 so he's saying that Hickman has 37 years' experience, and he wants to put him within that range that I just gave you at \$104,495. She said for the major position, that is a pay grade 76 and the minimum for that paygrade is \$69,708 and the maximum is \$106,223 and he wants to put this person for major at \$88,896 and I believe Richardson is proposed to be a sergeant so for the sergeant position that is a pay grade 68 and that pay range is from \$49,019 to \$74,696 and he wants to pay him \$65,862.

Mr. Alligood said to add just a little bit to that, when we look at it from the County side, not the Sheriff's office but when we look at employees and we hire employees we look at education, experience based upon where we want to place them in the pay range under those same conditions that they had to make at least the minimum, they can't go above midpoint and we look at what their qualifications are, we bounce it the HR director, we look at where we are with our staffing currently because what we don't want to do is cause internal issues, have someone who comes in with less experience getting paid more so we look at all of those internal equity issues. He said they actually have, and the Sheriff mentioned that, there's isn't arbitrary either. He said they look at education and they look at years of experience and they have a multiplier where they come up with that number so it's not just an arbitrary number. He said I think you said that, but I wanted that to be clear that we have our way of doing it on our side and they have their way of looking at doing it and theirs is based on education and years in law enforcement experience.

Chairman Waters said I guess the question, and Ms. Creasman has left, this recommendation is within our policy, that it's at midrange or whatever.

Mr. Alligood said the policy has to come before you, has to come for the Board for approval because it's above mid-point. He said according to your personnel policy I, as the County Manager, along with supporting documentation can bring somebody in up to midpoint but once we hit midpoint with anybody it's got to come to the Board of Commissioners for approval and that's for initial hire or if it's a promotion or transfer or things like that. He said that's why these three are coming to you, because based on mostly, I think, years of experience it's driven that number higher. He said it's above midpoint, so it has to come to the Board for your approval, for your discussion and approval.

Commissioner Walker said it seems like the Sheriff's numbers are fair but what would really blow out of proportion quickly is the overtime so how can we monitor that and would we be able to, is that a monthly figure, quarterly, yearly.

Sheriff Hammonds said I'm starting my fifth week and that's come up in talks and I know that we do our internal audits and make sure that supervisor is in place to manage that personnel day by day so yes, it's monitored and audited by our management. He said even at the end of the shift we're notified of overtime or the reason for the overtime so it is monitored and is supervised.

Commissioner Walker said would it be out of the question to change our policy to include more people that would not qualify for overtime.

Sheriff Hammonds said I don't recommend that, of course. He said not because it benefits me but I can just tell you on the front side is the reason we're paying overtime is because recruiting and retention nationally, state, and locally is creating that cause for overtime and most, I use the word most if you all will accept that, I find that most of our overtime is coming from I came out at 4:00 AM the other morning, we had a significant incident that happened at 4:45 and our shift ends at 6:00 but I've got two, I believe three that carry over. He said that would cost us seven hours just on that one incident. He said now on that incident I took a command decision to call in the oncoming shift to be able to control that morning. He said I saw at least 9 hours overtime just in that one incident. He said we're going to manage it. He said I am aware of it and I'm going to manage it.

Commissioner Booth said on your overtime I understand that very well and it's hard for you manage overtime when you've got a B&E and it's hard to stop a guy from investigating a B&E and bring it in and let someone come in and finish it so that's one thing you can't do because you'd lose every case that you have, that's not a problem as far as the overtime but the gentlemen that you're promoting, you say he was doing the work anyway so he was getting the overtime anyway so when you promote him what's going to keep him from getting paid overtime for doing the work he was doing anyway.

Sheriff Hammonds said normally he's in an office environment doing administrative work. He said his overtime can be controlled at a greater level. He said before he was in special operations.

Commissioner Booth said I don't want to control your overtime and I wouldn't vote to control your overtime because of what I just stated.

Chairman Waters said he would entertain a motion.

No one spoke.

Commissioner Booth said are we voting on all of them or one at a time.

Chairman Waters said I would prefer that if we've got any changes we try to do all three of them at the same time but whatever it takes.

Commissioner Booth said the only problem I have is understanding the years of experience and that's the only one I have heartburn with. He said how many employees do we have in the County that's almost maxed out. He said the other two, I would support that recommendation.

Sheriff Hammonds said the increase was \$5,095 from the vacancy from when that Chief Deputy departed and me bringing in this one. He said it's a difference of \$5,000 annually.

Commissioner Booth said Chief Deputy Rose was making \$99,000.

Sheriff Hammonds said that's correct.

Commissioner Booth said this one is going from \$99,000 to \$104,000.

Sheriff Hammonds said \$99,400 to \$104,495, that's right.

Commissioner Booth said that's the only one I have a problem with. He said the other ones I can understand. He said I'm not trying to micromanage your department but what I want to do is be fair to the other 300 employees. He said we've got employees that could come in here every day and say they've got qualifications and could we reclassify them. He said I wish we could but we can't afford it.

Chairman Waters said I'm going to make a motion and I want, and this is for all three. He said I want you to understand that on the first one, match it with the previous one, which is \$99,500 and the second as recommended and the third one, my number there is \$62,100. He said I'll make that in the form of a motion.

Motion: Chairman Waters motioned that Timothy Hickman receive a pay increase to \$99,500, Jeremy Hewitt receive a pay increase to \$88,896 and David Richards receive \$62,100. Commissioner Booth seconded.

Commissioner Deatherage said how about Mr. Hewitt.

Chairman Waters said I'm leaving that one as is. He said what I'm looking at is a percentage increase. He said the first one, based on the recommendation was 18.3%, the second was 9.8% and the last one was 16.4% and my recommendation on the third one brings that to 9.8% and brings it under 10%.

Commissioner Deatherage said on Mr. Hewitt he could make overtime and be making more than the Chief Deputy pretty quick. He said I could go with what you're saying providing we might reduce all of them to a degree because it doesn't seem to be fair to do so without lowering the guy in the middle with less experience than the guy at the bottom.

Chairman Waters said the second, I'm trying to keep it under 10% and the second one is 9.8% increase.

Commissioner Deatherage said I get that, but I just think there's a reason why the Sheriff did what he did. He said he has what he feels is a sound reason for using these increments as he prescribed. He said I'm just saying, maybe not to the degree but lower the top and the bottom and lower the guy in the middle by maybe a couple of thousand. He said that might be easier to explain to other employees.

Chairman Waters said well we've got a motion and a second so do you want to make an amendment.

Commissioner Deatherage said yes, I would like to make an amendment to lower the middle, Mr. Hewitt, to \$86,800. He said let's just round it up to \$86,900.

Chairman Waters said the middle one, that's right on, you're not changing that.

Chairman Waters asked if there was a second to the amendment.

No one spoke, amendment dies.

Commissioner Richardson said I can't support this because we're breaking the midpoint, I get it's a new organization and I understand what the Sheriff is going through. He said he wants his employees to be well paid but while breaking the midpoint. He said I'm thinking about all the other employees in the County with a lot more education and a lot more training than what these guys have that are not going to be privy to the same kind of treatment so I'm not going to support breaking the midpoint.

Sheriff Hammonds said I'm afraid you're not looking at, you're comparing our work description to what other non-gun toting, law enforcement, 24/7 operations and I just, bear in mind I gave it a very fair, not even fair, I gave it a very restrictive salary based on what I knew that our new responsibilities would be.

Chairman Waters said I can understand that, but my problem is the increase amount.

Sheriff Hammonds said that percentage only increased because of a vacancy and not because that individual got that increase. He said actually Hickman only got a 5% increase for that position, not necessarily Hickman. He said Hickman is the guy in that position but that position only gained a 5% increase not the 12% because that position was approved at \$99,400. He said I'm only gaining a 5% increase. He said also to say he is only gaining a 10% increase and the only reason Richards increase would occur is because we just moved him from one duty position, elevated and that was at my discretion because we had, his quality of life, if I could use that, was based on what he had been living off of so I just went in and did a fair assessment on three years and that's how I arrived at this number so if you'll take that into consideration instead of the individual percentage.

Commissioner Walker said the range that you gave us was that the result of the study or the state.

Ms. Radcliffe said we did implement a pay plan in I guess it was 2021 and then we got a 5% COLA on July 1st, 2022, so this is our most recent pay plan numbers.

Motion Restated: Chairman Waters motioned that Timothy Hickman receive a pay increase to \$99,500, Jeremy Hewitt receives a pay increase to \$88,896 and David Richards receive \$62,100. Commissioner Booth seconded.

Yes Vote

Chairman Waters
Commissioner Booth
Commissioner Deatherage
Commissioner Walker

No Vote

Commissioner Richardson

Commissioner Deatherage said I'd like to say one thing, the \$99,000 for the Chief Deputy was a big jump when it happened about a year and a half ago and it was a huge jump, and a lot of Commissioners didn't vote for it so just to match it right now is kind of a big jump for some of us.

Sheriff Hammonds said I appreciate you saying that. He said so if I may ask what was agreed to.

Chairman Waters said \$99,500.

Mr. Alligood said Mr. Chairman the question was what was the last Chief Deputy making and the last Chief Deputy was making \$99,576.

Chairman Waters said yeah but my motion was \$99, 500.

Mr. Alligood said okay.

Chairman Waters said my motion was \$99,500 and for the third one it was \$62,100.

Ms. Radcliffe said and the middle one was the same as the position.

Chairman Waters said yes, the same that's in the spreadsheet.

Special Salary Minimum Rate Request, Communications

Sheriff Hammonds said for this item the decision is the base rate, the hire rate for our telecommunicators. He said there's a need that is almost an economical need here. He said our starting rate is \$34,000 for the hiring rate. He said I was even reading the job description here and I bet I've got 12+ hours over the last ten days just so I could come and explain to you. He said \$34,300 equates to \$16.49 an hour. He said to do what that office and that division does I'm requesting the \$40,000 starting rate and then follow the schedule that you see on page two of your book. He said even what I'm requesting is a rate that will attract quality and get me the personnel who's willing to sit in that environment for 12-hour shifts and if you'll take the time to come and sit in on one of our shifts and witness a telecommunicator that went through a CPR life saving measure and on the other end of the line they lost that spouse to that episode. He said that's just to say what type of environment that employee has to be endured to. He said some of these will even add in a PTSD type amount so to find a quality person who meets that and try to identify as the right fit for that type of work we have to offer them something they can live with. He said I find that just in our office but in other offices some of these are a single family member who's trying to bring this together, so I'd like for you to consider that. He said so I'm asking for \$40,000 starting, stay on the same plan of going through promotion and that will be at \$19.23 per hour.

Commissioner Booth said job well done. He said how many employees do you have in telecommunications now.

Sheriff Hammonds said at the current, 16.

Commissioner Booth said how many of them now make \$40,000.

Sheriff Hammonds said I've got six that do not, well we just hired another one today.

Mr. Alligood said for the Boards perspective, you will remember back on 4/6/22 you did the exact same thing with deputies. He said you took them to a minimum special hire rate of \$42,000 so the Sheriff is asking you to do that for his telecommunicators and personnel policy that you have requires that the people that are already there, as you adjust the minimum you adjust the people who are currently there that are not at that minimum, and you're required to do that. He said you did that with the deputies and he's showing you the remaining folks there. He said they have a metrics you can see at the bottom that shows how they came up with that number. He said that's to show there's pay equity within the range.

Commissioner Booth said the ones that aren't making \$40,000 now, they will be brought up to \$40,000.

Sheriff Hammonds said yes they will.

Chairman Waters said that's the ones on the list.

Commissioner Booth said I'm pleased with that.

Sheriff Hammonds said in the future we can go out and advertise \$40,000 starting pay.

Commissioner Walker said is there such a thing as overtime with telecommunicators.

Sheriff Hammonds said there is, and I was just about to reference Ms. Ayre but there is.

Motion: Commissioner Walker motioned to approve the starting rate of \$40,000 for telecommunicators and the raises for the six telecommunicators. Commissioner Booth seconded.

Commissioner Richardson said I have discussion. He said I don't know why we do a pay plan. He said I think we're trashing the pay plan. He said we go through all of this hoopla about how important it is and how scientific it is and how comparable it is to other operations and other places and other people it is and then somebody comes in and asks for more money and we just give it to them. He said we've always done that, we have trashed the pay plan, it means nothing so far as benefiting our other 300 employees because look at the last three years, we've adjusted several, oh we've got to do this or we've got to do that. He said you guys need to think about what's going to happen in the future because we've warped

the pay plan probably to the point that we need another pay plan study because what you're doing is very political and I'm concerned about the other 300 employees.

Mr. Alligood said I would agree with Commissioner Richardson, we probably do need to do another pay plan. He said the pay plan that the Board did was done in 2017. He said it was not implemented until 2021 and it wasn't even fully implemented at that time. He said so I would agree 100% with Commissioner Richardson, we need to do another pay plan because we are in competition across, there's only a certain number of folks that we're after and we're competing with every other local government, and we need to stay competitive, so I appreciate that opportunity to share that.

Chairman Waters said we compete with the counties around us for these same employees.

Sheriff Hammonds said we sure are and our perception of our office is why they come to us.

Commissioner Deatherage said I'd like to say one thing about that though, the general job they do is more important than most of our other employees. He said ever since the defund our law enforcement crossed the nation and certain communities started it, it created a disposition of some areas of law enforcement and they're moving to other areas creating a market that's completely out of whack so what's happening is law enforcement professionals are able to demand more money and work where they want to work where they will be protected by politicians like here so I know that sounds kind complicated for some of you but it's 100% true. He said it's hard to get people, you've got to pay for them even though this is a better place for them to work and live because they will be protected. He said so while I don't want to think we've got to go start paying all of our employees more, I think we have to many employees that we have right now, all of them are paid well enough, if not too much, some of them but those guys, they are the most important employees we have. He said they are, they protect us, and their life is on the line every time they go out. He said no other employee in Beaufort County that works for Beaufort County has the same measure of danger.

Commissioner Booth said he's talking about 911 operators.

Commissioner Deatherage said I know but I'm talking about those folks that work down there. He said the whole office, the jail, everybody is a whole different construct than the other employees.

Commissioner Walker said how do you train telecommunicators. He said do you do it yourself or is there a training somewhere.

Sheriff Hammonds said we've got a FTO program that's got on the job training and once an academy does open up then if that luxury is there we'll use it but they're going to train them on the job and they're going to work and that's what the past has shown.

Commissioner Walker said it's probably like combat. He said you sit there for long hours with nothing and then all of a sudden it all comes at one time.

Sheriff Hammonds said I sit and watched a telecommunicator jump right in from an idle moment to doing CPR and I'm telling you, and I read the description here, working multiple radios, working fires, chases, CPR was going on all about the same time and their minds have to go from me taking someone right off the street as a recruit and putting them in that environment and it just takes training and discipline. He said not everyone is cut out for that. He said the room is dark.

Motion Restated: Commissioner Walker motioned to approve the starting rate of \$40,000 for telecommunicators and the raises for the six telecommunicators. Commissioner Booth seconded.

Yes Vote

Chairman Waters
Commissioner Booth
Commissioner Walker

No Vote

Commissioner Deatherage
Commissioner Richardson

Mr. Alligood said I'm assuming that the motion included adjusting the existing personnel, based on policy they have to come up as well.

Chairman Waters said it was based on the recommendation which is for them.

Mr. Alligood said I just wanted to make sure because you said the \$40,000.

Chairman Waters said yes.

See Addendum 2

Revised Vehicle Purchase Order

Chief Deputy Hickman said I've got a revised purchase order for the replacement of vehicles that I think originally Chief Deputy Rose came before the Board for a PO for eight Durango's. He said during that time the Dodge Chargers were looking at being phased out but since that time we were able to secure Chargers that are going to continue to be made and the price is going to be less than what was originally going to be requested. He said on the Durango's, the total would've been \$300,123.83 for the eight Durango's. He said the Chargers are only \$36,099.49 for each unit which makes a total of \$288,795.92 for a savings of \$44,327.92. He said so it's a revision from the original purchase order. He said the purchase order total is \$288,795.92 for 2023 Chargers.

Commissioner Richardson said I've got some questions before you get to the motion. He said when did our last order of cars, the new automobiles.

Chief Deputy Hickman said I'm not sure, two years ago.

Commissioner Richardson said two years, are you sure because about a year ago we had an overlap on these things and carried them forward so two years just doesn't sound right.

Ms. Radcliffe said it was two budget years. She said they may have carried over to the next year, but we bought radios instead of vehicles. She said we made that change; remember I think you were the one that actually made that motion to do that.

Mr. Alligood said are you saying delivery or purchase because that's different.

Commissioner Richardson said delivery, when were they delivered.

Mr. Alligood said I think they just got delivered but they were purchased two years ago.

Commissioner Richardson said that's what I'm getting at, the average age of this fleet has been, the average age was 120,000 miles the last time we had numbers on this and this will come up again during the budget when we get a list of the fleet and the miles of the cars in the fleet so how new is our fleet is one of the questions we need to ask ourselves in approving this and the second question I have is what is the additional cost of outfitting these vehicles with radios and all that other electronic stuff.

Chief Deputy Hickman said each car will be an additional \$8,411.72. He said for eight vehicles that would be another \$67,293.76.

Commissioner Richardson said that's new gear, right.

Chief Deputy Hickman said yes sir.

Commissioner Richardson said what happens to the old gear.

Chief Deputy Hickman said its new equipment other than the Viper radio we currently have and the in-car cameras.

Commissioner Richardson said where does the old equipment go.

Chief Deputy Hickman said when we have it stripped it's held by our installer and when our new vehicles go to be, have the new equipment installed on them they put the equipment that was taken off the old car into it, only the radios and the in-car cameras, everything else is refurbished.

Commissioner Richardson said so part of it is new and part of it is old.

Chief Deputy Hickman said yes sir.

Commissioner Richardson said the new is \$8,000.

Chief Deputy Hickman said yes sir. He said the price is a little higher than it may have been in the past because Sheriff Hammonds wanted to do a bar light on top of the car for visibility instead of the inside lights. He said they do work a lot better unless you need to be a covert vehicle they're better.

Commissioner Richardson said when is the expected delivery date of these vehicles. He said it is a guarantee delivery date or is it just a guess that we might have some cars by then.

Chief Deputy Hickman said no sir, it is, this was put together by someone else, it's not showing a delivery date but the last time we spoke to them we were assured we would get them by May or June of this year from Wallace, NC.

Motion: Commissioner Booth motioned to approve the revised purchase order. Commissioner Walker seconded the vote was unanimous. The vote was unanimous.

See Addendum 3

Communications System PO Approval

Ms. Erin Woolard said the Sheriff's Office 911 Center is requesting to procure an IP log through a soul source purchase. She said this will be an add on to our existing Eventide recorder that is used to record 911 calls and radio traffic. She said currently our center is limited to a certain number of resources that we can record at one time, an IP logger, in conjunction with a Motorola AIS will allow us to record and play back as many resources as is necessary to ensure we are efficiently completing our task. She said it also improves our ability to guarantee we are doing everything possible for first responder safety. She said this purchase will utilize state 911 funds. She said this is all in reference to the \$91,000 for part of the recorder that we're trying to put in our communications center. She said in conjunction with the purchase of the IP logger through Carolina Recording Systems we will also need to procure a Motorola AIS. She said AIS, or Archiving Interface Server allows our radio consoles to communicate with our new IP logger. She said this piece of equipment is require to make sure connectivity can be made and this purchase will also use State 911 funds and are discounted in accordance with the NC state contract 725-G.

Chairman Waters said so we are using 911 funds.

Ms. Radcliffe said for most of it. She said if you look on page 183 you can see where the \$91,000, go up to about the middle of the page, \$76,882.31 is being paid with that special revenue funds we get from the State and the remaining \$14,117.69 is coming out of the County E-911 budget.

Commissioner Richardson said how much does that leave in the 911 funds.

Ms. Radcliffe said I don't have that number with me.

Commissioner Richardson said you can just guess.

Ms. Radcliffe said I don't want to make a guess, it won't be right. She said I would say close to \$500,000.

Chairman Waters said is it in.

Ms. Radcliffe said no. She said this was actually my understanding, because I questioned that earlier this evening to make sure we were leveraging the state money first, this was actually this purchase was sent to the State 911 Board and the only amount eligible was the \$76,882. She said that's why the County is picking up the \$14,000 out of the Sheriff's Communication budget.

Commissioner Booth said explain to me the significance of it. He said I'm fine with it, I just want to know the significance of it.

Ms. Woolard said of the recorder.

Commissioner Booth said yes.

Ms. Woolard said with state law we have to keep a record of all of our 911 calls on file for 90 days and we have currently have a recorder through the Carolina Recording system and what they're doing is they're coming to upgrade, to update and upgrade the recorder we currently have so that way if for some reason our deputies do get in a chase or if they're involved in a wreck or something the Sheriff can come back or somebody else in our office can come back and ask to listen to the recordings we can go and pull the recordings up and they can hear all of the traffic that was involved in it.

Commissioner Booth said is this the same one, if it's accordance with the law if there's a case you can pull it.

Ms. Woolard said I believe so, yes sir.

Commissioner Deatherage said IP, is that internet protocol, is that what it is. He said what's it stand for, information packets.

Ms. Woolard said I'm not sure.

Commissioner Deatherage said is it digital or is it analog.

Chairman Waters said I wouldn't think anybody's making analog.

Commissioner Deatherage said so maybe information packet. He said I'm just curious as to what that stands for.

Sheriff Hammonds said all of theses systems are integrated with other systems so it wouldn't be analog.

Commissioner Deatherage said it is. He said so this could be phone, this could be text, this could be email, anything.

Ms. Woolard said yes sir.

Commissioner Deatherage said internet protocol probably.

Sheriff Hammonds said anything, not the administrative part but other.

Commissioner Deatherage said information packets are part of internet protocol. He said that's packages of data that could be sent down the line so it could be one or the other or both.

Mr. Alligood said as an example, like Ms. Radcliffe pointed out to you on page 183 you see \$76,882 was approved by the 911 Board. He said \$14,117 was disallowed by the 911 board. He said this is the same piece of equipment, so I want you to understand that. He said there's a group sitting in Raleigh who's saying we don't think we ought to spend just 911 money on that, you ought to spend some of your money on it because of something they've determined doesn't match with that. He said we've talked about that, the call comes in, as soon as you get ready to dispatch the call 911 money is not allowed to be used for it. He said this is a clear example of the same piece of equipment and the 911 Board telling you that you can't use their money to spend it. He said that's where the Association and Board of Commissioners need to straighten that out because that's just wrong.

Chairman Waters said I'm assuming at some point they're going to try to get this \$500,000 plus or minus that we have.

Mr. Alligood said every year they look at our funds and they say you haven't spent enough of it and they penalize us. He said we're working through that to try to make sure we do as much as we can so we don't get penalized but there are telecommunication folks, telecommunication industry people who sit on the 911 board and I can assure you they want more of that money coming to them than they want that money going to local governments.

Commissioner Richardson said there's a fix for that. He said I realize with this Board it would be very unpopular, just lower the 911 taxes.

Mr. Alligood said you can't.

Commissioner Richardson said we did one time.

Mr. Alligood said that was when you didn't control it. He said the 911 board controls it now.

Commissioner Richardson said they've changed the law.

Mr. Alligood said yes sir.

Motion: Commissioner Booth motioned to approve the purchase order. Commissioner Walker seconded. The vote was unanimous.

See Addendum 4

Petition to Abandon Old County Road

Mr. Alligood said Attorney Amanda Sasnett is here tonight as well so this is a request, you have a petition from her representing her client Marie Peedon to formally abandon a portion of State Road 1516 in Beaufort County. He said you will see in your packet you have her petition requesting that, you have a resolution that she is asking you to approve by statute that would allow you to do this. He said I do need to tell you I've got a correction on that but we'll come back to that. He said you have the statute that tells you how you can close public roads and easements, you've got a copy of the map on page 188 that shows the original DOT project and an email from DOT. He said this was done back in 1972 and actually in 1962 and then 1971 when DOT did the alignment. He said DOT is not maintaining this, they haven't for a long time. He said the issue that occurred is Ms. Peedon tried to, she purchased, her plans are to purchase those two pieces of property and build houses on it. He said when she went to do that she couldn't get clear title because they said that you've got a state easement running through there. He said the State said it's not ours, we don't have anything to do with it so it falls to the County so this is the process through state statute where you've got to publicly declare at this meeting that you intend to hold a public meeting to close that right of way and do away with it. He said generally that's what it is. He said I will tell you on page 186 that date should say on Monday at 5:30 on the 6th of February. He said that would be your next meeting and we would advertise this in the newspaper by statute and then you'd hold a public hearing and if you hear anybody say no, I don't want you to abandon that, I don't think you'll hear from anybody because nobody knows about it but then you can take action by statute and abandon that road and allow a clean title to this piece of property. He said her attorney is here tonight if you have any questions.

Chairman Waters said so there's one public hearing.

Mr. Alligood said yes sir.

Motion: Commissioner Deatherage motioned to approve moving forward. Commissioner Walker seconded. The vote was unanimous.

See Addendum 5

NC Resilient Coastal Communities Grant

Mr. Alligood said this is the North Carolina Coastal Resiliency Grant, we've talked a couple times about this. He said this is the third phase of the program. He said it's 100% funding under the grant, no County money involved. He said you started back in July 2022 with this grant from the state and what this does is it pays for engineering to design a low cost impact site, demonstration site at the community college and related education materials. He said RK&K is the group that was selected and approved by the grant organization to do this work and they are recommending that you, well you need to approve the contract since it will flow through us but there is no county money involved.

Chairman Waters said this project is taking place at the community college.

Mr. Alligood said yes sir, as you will recall it started out the Resilient Coastal Community program where they did the first phase was to look at what could be done for coastal communities to be more resilient. He said they did listening sessions, they did public hearings, those things. He said the second piece was developing different aspects of what you could do. He said of course it was limited in funds and this is the third piece where they actually approve that in the last grant to say they want to do a demonstration site so that educational components could be shared with the public to say here are things you could do with your property to make it more resilient when its flooding and when there's bad issues so you don't get hit bad and you can recover quickly.

Commissioner Richardson said so these engineers are going to design something under this contract. He said who's going to pay for building what they design.

Mr. Alligood said that would be a future grant under the RCC program.

Commissioner Richardson said they're going to pay for it.

Mr. Alligood said yes, if it goes what they'll do is they'll design it, they'll look at the numbers, there's a second phase to this. He said we don't have to do anything. He said there's no commitment on our part to say we'll do it. He said the next part of the grant is to lay some money out there to do that.

Commissioner Richardson said this is another one of those environmental programs that has a really big question mark on its value.

Motion: Commissioner Booth motioned to approve the contract. Chairman Waters seconded.

Yes Vote

Chairman Waters
Commissioner Booth
Commissioner Walker

No Vote

Commissioner Deatherage
Commissioner Richardson

See Addendum 6

Budget Process Request

Commissioner Richardson said there are things that go on in the budget process, there are things going on in government. He said government is too big for people to watch. He said there was a time when everybody in the County could see what was going on in the courthouse, you can't do that anymore, you can't even begin to see what's going on. He said there are operations and processes and grants and hired people and staff and things that Commissioners don't even know about that are going on. He said the purpose of this request on the budget is that we make sure that information is included in our budget process, and we get it in our budget package so that we have an idea about these things. He said my first item is a list of a very brief explanation of individual, of any individual grants administered by the department with full-time equivalent employees tied to the grant, when the grant expires and the amount of the grant and the amount of grant money remaining.

Mr. Alligood said Commissioner Richardson you're looking to see if we're employing full-time employees with grant money.

Commissioner Richardson said are we doing that and what are the grants.

Mr. Alligood said that's easy enough for us to do. He said the majority of the folks we have under grant stuff we do them in time limited. He said I understand your concerns, your concerns are that we would have an FTE that we would place under a grant and never got rid of when the grant went away.

Commissioner Richardson said yes, and what are the amounts of the grants and the amount of effort and work going into them. He said #2, a list by name of all persons housed by the department, whether on County property or not. He said what this really means is we are housing grant individuals who are not on the County payroll in some locations. He said we need to know about those.

Mr. Alligood said so this is just grant people, not County employees. He said you want to know whether they're in our place or in another location.

Commissioner Richardson said yeah, the people that we're housing that are not on the County payroll is probably the summary statement that it comes down to because we loan office space to people. He said Commissioners are not always aware of what organizations that we're loaning office space to so we need that. He said #3, a list of outside agencies with which the department cooperates, exchanges information with or provides services to and that can go all over the place.

Mr. Alligood said I really don't know how to do that because we interact with anybody and everybody.

Commissioner Richardson said I know but I'm more interested in cooperative agreements that we are using employees to service. He said maybe that's a better way to put it. He said a list of employees whose salary is paid wholly or in part by Beaufort County revenue. He said now this goes, this probably applies to the school board more than anything else because there are a lot of county employees out there, there are a lot of state employees out there, there are some shared employees, there's some federally paid employees so who are all of these people and I'll be asking for a school budget with more details than that in so far as the people that are involved but that applies to any agency, not just the school board but it's mostly aimed at the school board. He said a list of budgeted approved items or purchase orders that may not be filled this fiscal year and a list of budgeted approved items that are not intended to be filled this year and may be carried over to the 23/24 year. He said just make a list; they know what these are.

Ms. Radcliffe said we don't necessarily and let me give you an example that came up tonight. She said Chief Deputy Hickman is going to order vehicles that you approved the purchase order tonight. She said he hopes to get them in May or June. She said we'll be providing you budget information in April and I'm not going to know for sure if we get those vehicle in May or June and I'm able to pay for them or if they're going to carry over to the next year.

Commissioner Richardson said the request doesn't go to when you write a check. He said the request goes to when the purchase order is issued, that's the key.

Ms. Radcliffe said that's easy if you're wanting them when the purchase order is issued but generally that's not what causes our issue when we're carrying over purchase orders.

Commissioner Richardson said but if you have items that purchase orders have been issued for defined as I'm requesting then I'm going to know what has not been satisfied, what may be satisfied and what is not going to be satisfied at all.

Mr. Alligood said I think we can do what you're asking for, the question is are there any, like your note said, are there any purchase orders that are not intending to be filled this year. He said we actually intend to fill every one of those PO's every year when we have them issued. He said there are circumstances when we can't like they get extended out or things but we can certainly try and give you, I'll tell you what we can do, easy for us is we'll give you a hard date, say June 1, and provide that to the Board and say these purchase orders have not been completed because we can pull that out of our system.

Commissioner Richardson said yeah, open purchase orders, open orders, all companies do it.

Mr. Alligood said they may close by the end of the year but as of that date certain they haven't.

Commissioner Richardson said but a purchase order has been issued.

Mr. Alligood said right.

Chairman Waters said do you want to make a motion.

Commissioner Richardson said I will make a motion when I'm finished, and I've got one more item and I'll be done. He said a summary of the 2023 school capital budget items to be completed during the 22/23 budget year and a list of 22/23 capital items that will not be completed. He said one of my problems is that this capital budget is all over the place and if it's a total moving target. He said at one time we had very firm control of the capital budget and we have lost that control with the public administration on this Board because they didn't see fit to try and keep track of it. He said at one time the school board was required to come to us every quarter and give us the status of those capital budget items. He said what they had filled, what they were about to fill and if they were surpluses or deficits then they were allowed to roll them into another one that they had a surplus or deficit on to make things meet. He said right now, quite frankly, we don't know what's going on with the capital budget and I was at the school board meeting on the 3rd of this month or whenever it was and what I heard the superintendent say about capital was somewhat alarming to me about the way they're managing it. He said we need to get back in control of this thing and we need to know what's going on because the money is not necessarily being put into places we would like for it to be put. He said we fund the capital budget from a separate budget of the schools operating budget so I would make a motion, the items are listed here in writing with whatever edits the manager's made to my request is fine.

Motion: Commissioner Richardson motioned for the following and Commissioner Deatherage seconded.

1. A list with a very brief explanation of individual grants administered by the department with full-time equivalent employees (FTE) applied for the grant. When the grant expires. Amount of grant, and amount of grant money remaining.
2. A list by name of all persons housed in or by the Dept whether on County Property or not.
3. A list of outside agencies with which the Department cooperates, exchanges information with or provides services to.
4. A list of employees whose salary is paid wholly or in part by Beaufort County revenue.
5. A list of budget approved items or purchase orders that may not be filled this fiscal year. A list of budget approved items that are not intended to be filled this year and may be carried over into the 23/24 budget year.
6. A summary of the 22/23 school capital budget items to be completed during the 22/23 budget year. A list if 22/23 budget year capital items that will not be completed before July 1, 2023.

Commissioner Booth said I don't know what you're asking for.

Commissioner Richardson said you'll figure it out when you see it in writing.

Commissioner Booth said okay, well I've got to see it in writing before I can vote for it.

Commissioner Richardson said Mr. Pelosi.

Commissioner Walker said they want you to vote for it now and read it later.

Commissioner Booth said that's right.

Chairman Waters said I think the Manager and our CFO were making notes so I think they understand it. He said we just have to communicate with the School and I think what Commissioner Richardson is asking for, Ms. Smith did a spreadsheet on our capital items that we had approved and it showed the last three years and the amount and how much had been spent and what was left under those budgets.

Commissioner Richardson said I'm really asking for the same thing just in a different form that what we usually get. He said we usually send a budget request to the schools anyway so now is the time to do it.

Yes Vote

Chairman Waters
Commissioner Deatherage
Commissioner Richardson
Commissioner Walker

No Vote

Commissioner Booth

Town of Bath Sewer Expansion

Commissioner Richardson said we sit in here, you know, I'm sometimes not very friendly towards economic development because economic development is not, for a lot of people it's not what I think it is and we missed the boat on economic development. He said the issue has arisen in the Town of Bath in building of the sewer line, all of this is in flux so what I'm saying here is based on the best, latest available information and it may change but the most recent plan is to build a force main, a pressure line to pump influent from Bath to Washington and this is money that Mr. Kidwell claims he got for us. He said it's actually money that the Biden administration has lathering across the landscape and quite frankly governments are having trouble spending it and this is one of the places that they're putting it. He said the whole reason for this is Bath has a sewer treatment system that is difficult to manage and has always been difficult to manage those types of engineered systems. He said especially when you don't have enough space to run the ponds and that's basically been their problem. He said the plan is they would take that sewage and they would pump it to Washington for treatment at the City of Washington sewage plant. He said now we all talk about economic development, folks here is the key of economic development. He said you can go out and bring in all the drones you want to, you can go out and move all the airports in here you want to, if you don't have a place to put your sewage nobody is going to come. He said if they pump their sewage to Washington, the Washington sewage treatment plant is almost at capacity and what that means there is some rule the state has that once you reach 80% of what it was designed for you have to come up with a plan for how you're going to

grow or make it bigger or come up with another development. He said they're almost there but they're not there. He said there are some pump stations around the City that development is being limited now and some of my clients have gotten letters that says if you don't put your sewer system in within two years you're going to lose some of the capacity that's been allotted you and we're going to give it to somebody else. He said the State keeps sewer capacity very tightly under control as far as knowing what capacities are for pump stations and treatment plants and the reason is remember about 15 years ago or 20 years ago it was you picked up the newspaper and the headlines every two weeks the sewage overflowed at so-and-so and the reason for that was cities weren't keeping track of it. He said they were allowing sewage capacity to anyone that wanted it, nobody was worried about how it was going to get delivered where it could be treated or whatever so all of that is very tightly controlled at this time. He said my understanding from what I know right now is that the Town of Bath intends to put the line to Washington of a size that no one will be able to tap into it to add to it. He said economic development is sewer capacity, so my understanding also is Commissioner Deatherage reminded me that our water system franchises are not just for water, they're water and sewer districts. He said that's crossing our water and sewer districts with a pressure main. He said it seems to me we may have some say I that but it also seems to me whether we had a say in it or not from a standpoint of economic development, for the betterment of the County and to get all of these people in here that people want here the size of that line is of great significance. He said now I've designed some of these systems myself so if anybody wants to argue with me come on at it but the size of the line, not the size of the pump is the critical item in the design. He said you're an engineer you understand this very well Mr. Manager, the size of the line is critical for the future long term use of it and if you go, if they were to put in, for instance I did some calculations, I didn't have time to look at them before I got here but it seems to me the minimum size line, they're only asking for 40,000 gallons per day, which is not very much and if you take 40,000 gallons and you take 365 gallons per day per household into it you wind up with just about the amount of houses in Bath. He said so they're limiting themselves with this. He said this is something the County needs to look into and we need to make sure before this project gets so far along toward permitting that somebody tells us we can't expand it to make it bigger. He said the cost of increasing the diameter of the size of the pipe that's needed is very little once you design the system and are building the system changing pipe sizes is not a big deal so what I'm saying to this Board for discussion and for the Manager, who probably knows better than I, having been the City Manager himself, how do we go about getting our fingers into this so we know what's going on and we can make sure that these people are building something that's actually going to benefit the County.

Mr. Alligood said I can have that conversation with Bubs Carson and talk with him about that, I think that's a great opportunity. He said the flip side of that to is what is the City of Washington's capacity, where they are and what they can do too but you're absolutely right on that, it's an opportunity because where sewer goes growth follows.

Commissioner Richardson said so you will do that, come back to us at the next Board meeting and let us know.

Mr. Alligood said yes.

Commissioner Richardson said my understanding, and this is just rumor mill stuff, is that an application has not actually been made so we're very timely on this and if Representative Kidwell got the money for a minimal system he can certainly go back and get some more money to make it into a real system.

Mr. Alligood said the Board also has ARPA money that you could, if you wanted to, put towards that because you'd have to have some cooperative agreements where you would say, I mean you know if you had a subdivision attached to it they would have to pay for that piece and you could essentially buy yourself back as you go, that sort of thing.

Commissioner Deatherage said I would like to speak to the same issue and concur with Commissioner Richardson. He said we're talking about affordable housing in Beaufort County, which is very important, but we're talking about housing because we have utilities for that housing rather than forcing it into areas that, where it doesn't need to be. He said now if you have an opportunity to bring sewer in Bath and Bath has got some good soil in some places and it's got a lot of bad soil in other places and Commissioner Richardson knows a lot more about sewer engineering than I'll ever know. He said I do know a little bit about soils and I do know that Beaufort County has a lot of places with tough soil. He said there's a lot of places where you're just not going to be able to get septic permits so any time we have an opportunity to get sewer and get it in areas we normally would not get it we need to take every advantage that we have to get that done and this sounds like a very good place to do it. He said there's been some talk on the southside of the river where there's a problem where they're pumping and dumping in a certain area. He said I'm not going to mention the exact area but that would be another opportunity for us to get a line in but when there's other money that comes in from the State or other agencies it should be incumbent on us to get the proper equipment, the proper sized line, the right pressure so we'll be able to allow other people to tap on. He said that's just the way that it should be. He said I can tell you right now a lot of the land in

Beaufort County is doing what it was designed to do, grow trees, maybe grow crops and that's about all it's ever going to do but you can put systems in a lot easier now than you used to be able to but if it's a nonconventional system it's going to cost a lot of money. He said conventional systems are affordable but there's just only so much soil in Beaufort County that can be used.

Commissioner Booth said I got a question to ask you. He said I understand what you're saying but you made a statement that Washington doesn't have the capacity so when you ask the City of Bath and the City of Washington what would happen if you got those extra lines, like you were saying before.

Commissioner Richardson said I can tell you that the City of Washington can handle the 40,000 gallons that's been requested. He said the critical point, as I understand it is when you hit 80%, the design capacity of the treatment plant that they already have, and they're not there yet. He said they're looking to the future so there's thoughts and things going on with this so that will be a big deal when they have to expand some of that plant because it's a lot of money. He said I'll say one other thing too, don't get carried away by having central sewer systems in Beaufort County. He said you can't afford it unless you want to pay \$200.00 or \$300.00 per month for sewage because putting in gravity systems, pumping sewer around, the number of pumps because we're flat the number of sewer systems that you would need, treatment facilities and all of that, it's not in the cards folks. He said that's what makes the Bath thing so important and that is it's coming from Bath towards Washington with a forced main that people could pump into. He said it's an opportunity that we need to seize.

Chairman Waters said a prime example of a need is where the Bunyan Fire Department is. He said they own that adjacent property right on the corner and when the DOT plans, they're going to be taking the drain field on that piece of property where they were planning on building and having a drain field so that would definitely help them in that process.

Commissioner Richardson said I'm satisfied if the Manager will report back to us at the next meeting.

Combating Drug Use in Beaufort County

Commissioner Richardson said he's the thing about drugs, of course I'm still against drugs, I haven't swung over yet, is the worst problem we have for our people in the United States. He said I have personally worked with three or four drug addicts in the last two or three years, it is sad and it is frightening and what this stuff does to people. He said the countries that are hanging drug dealers are doing the right thing. He said we need stiffer drug laws and we need them so people can't wiggle out of them but I have a request tonight. He said we had the Sheriff's drug unit came to the Board of Health and gave a program that lasted about 25 minutes on drugs. He said it is extremely interesting to listen to these guys because unless you are in the drug culture, if you're in the drug culture you probably don't want to see this but unless you are in the drug culture you need to see what's going on and how things work. He said it was a very informative demonstration. He said I've spoken with the Sheriff, and he is willing to do it if the Commissioners will invite him. He said I would like to invite the Sheriff's drug unit to come and give the same program they gave to the Board of Health.

Chairman Waters said is anyone opposed to that.

Commissioner Booth said I don't have a problem with it.

Chairman Waters said are you going to invite him or are you going to let Mr. Alligood invite him.

Commissioner Richardson said let's let Mr. Alligood invite him so we can get it worked into the program.

Vidant Emergency Room Report

Commissioner Richardson said I just wanted time to say nothing has improved that I'm aware of insofar as the quality of service or the quality of service coming out of the emergency room or the triage. He said there are opportunities here for some of the medical facilities have offered to take some of the pressure off of Vidant emergency room and Vidant doesn't want to do it and the main reason is money because if they can keep the emergency room chugging all of the time they're going to make a lot of money and it's not about health care it's more about money than anything else. He said we also have an opportunity, if Vidant would cooperate, for them to return to their original promise and take some of the pressure off the Washington emergency room by opening up some kind of facility, although limited perhaps, back in Belhaven again

because they did in Belhaven what we knew they would do from day one, and that is you've got a Band-Aid station down there and that's it. He said I want to keep the pressure on Vidant and no, I haven't read the contract yet. He said read it three or four times several years ago, but I intend to read that contract and see what kind of promises they are not keeping.

Chairman Waters said I've not been to the emergency room in Washington in a long time, but I did go to the clinic in Belhaven Wednesday before Christmas. He said I had a terrible sinus infection and cough. He said I was over there at 7:30 when they opened their doors and I was out, in and out in 30 minutes time. He said there are a lot of things that go on here in Washington that if they would just get in their automobile and drive down there, when their hand is not all cut up they can be seen.

Commissioner Richardson said a lot of stuff that is being seen in an emergency room is not an emergency and that's why I talk about triage.

Commissioner Walker said I don't think Belhaven does heart problems, they send them to Washington. He said I know of a situation where a person sat for eight hours and finally just got up and walked out. He said actually I think he accessed his own app and he saw the tests before anyone told him about it and he just got up and walked out.

Resolution Supporting Public Education's Re-Commitment to Become a True Benefit to the Productive Community that Serves This Constitutional Republic

Commissioner Deatherage said one of the largest issues we have in America today is our failing, or our failed education system. He said we are falling behind first world countries quickly, to quickly. He said some people blame Covid, well a lot of the world had Covid and we didn't handle it very well in this nation and a lot of us thought we should've opened up a lot quicker and some people found it to be feasible to keep the nation closed down, the schools closed, but that's just part of our problem. He said I would argue that it's been going on for decades. He said we've been losing our edge in education and some people say well it's the parents fault to and they're a product of the education system as well. He said what I'm asking you Commissioners, I have been asked by my constituents that we take an assertive roll here as Commissioners to ask not only locally but everywhere, ask Commissioners in other counties, maybe we can get something going, a roll where people that care about education, not about schools, we're talking about education reaching young minds, older minds and getting them to a point where they're learning enough to become functional members of society. He said case in point, I was talking to a guy who managed one of the large facilities of one of the plants here and he's having a hard time hiring people because the people he's talking to, these young kids don't know how to read a ruler. He said I mean, how do you not know how to read a ruler. He said it's impossible to even fathom that they would know how to do fractions. He said how do you work without not doing fractions, it's crazy. He said Saturday my wife was shopping, I was with her and I was wondering why it was taking her so long to come out. He said she bought a product that was 75% off, the people at the cashier could not do the math. He said they didn't know whether to take the 25% or the 75%, it's a simple word problem and they couldn't figure it out because they couldn't ascertain what's involved with fractions. He said there's a logic with fractions and that's what people are losing is the logic. He said they think their little handheld devices or larger devices are going to figure everything out for them and it doesn't. He said word problems are life, some of us even create word problems so that we can solve problems that are larger than the problems that we're given. He said that's just the way it works, that's how you create stuff and we're getting to, we're going to become a group of people in American society that doesn't create stuff anymore and that's where we're heading right now so I've written a resolution at the behest of some of my best constituents, I'm fortunate to be able to meet with my constituents on a monthly basis and they pretty much tell me what they'd like for me to do. He said I listen to them and then I fashion it into words and I bring it to you guys and I hope that we can pursue this, not so that we can tell people in government to do better, say at the upper levels but to get other Commissioners at the grass roots to understand there is a problem and they understand that they have to be part of the solution. He said now we Commissioners have the power of the purse, we have the power of the purse all across the state of North Carolina and most the states in the commonwealths so we do have a part in the purpose of creating a better education environment for our children and our people seeking higher education at all ages. He said so with that in mind I'd like to read this resolution. He then read the following:

Resolution Supporting Public Education's re-Commitment to Become a True Benefit to the Productive Community that Serves this Constitutional Republic

Whereas, the Education Industry, in some certain sectors of our national fabric of instructional academies of intellectual advancement, rely far too often on faddish tools of political indoctrination rather than guide the essential intellectual absorption of our citizenry's potentially inquisitive minds, so that they might one day be productive members of society; and

Whereas, the political indoctrination of students through stylish, pseudo educational regimens of minute substance, such as Critical Race Theory (CRT) and Diversity Equity Inclusion (DEI), has become the sophistic Left's primary tools to create human pawns of low intellect, thereby establishing the "fertile soil" of an intellectual compliance to remake this Constitutional Republic into one divided by ignorance, simply by shaping developing minds into functional fools; and

Whereas, the real intended purpose of America's funding of public education at all levels, where taxpayers are obligated by their governing representatives, is for our public to attain helpful, beneficial knowledge so that they might become a valuable resource and benefit to themselves, their families, and their communities by functioning as productive members of a working society; and

Whereas, the United States of America, a Constitutional Republic, with a long history, some terrible, but mostly one of exceptional grandeur, as if purposefully crafted by the hand of God so that we might remain His vessels for the greater good, to be his shepherds to serve a purposeful part in aiding all of His subjects that live upon this fragile temporal plane of His good earth.

Therefore, Let It Be Resolved, Beaufort County's Commissioners fully support the proposition that by our representation to our constituents, we are duty bound to advocate amongst our political peers to join our mission to demand that public education re-commit its total purpose to becoming a true benefit to the productive community that serves for the "sustainability" of this, our Constitutional Republic.

Commissioner Deatherage said once we pass this I'd like to send it to all Commissioners in North Carolina.

Motion: Commissioner Deatherage motioned to approve the resolution entitled "*Supporting Public Education's re-Commitment to Become a True Benefit to the Productive Community that Serves this Constitutional Republic*" as presented. Commissioner Richardson seconded.

Commissioner Walker said this is probably your best piece of work as far as the jambalaya of words. He said I took this and asked around people much smarter than I and they just can't figure it out. He said is there any way we can make it easier once again because it really gets complicated here as to what it is I'm voting for.

Commissioner Deatherage said what part do you not understand.

Commissioner Walker said starting at the beginning and going through the end.

Commissioner Deatherage said is there any place in there you would like an explanation.

Commissioner Richardson said what are the educational credentials of the people who can't understand this. He said I'm really curious here. He said did they all go to the same school.

Commissioner Walker said well, yeah, I don't want to name names but some of them are really good with English, advanced English teachers, retired.

Commissioner Deatherage said do they write, do they ever write themselves.

Commissioner Walker said sure they do but they read this thing over and over again but I just don't understand what, I mean, and once again, I think if you wrote it easier it would allow me to vote for some of this stuff. He said I hate to see you waste your time.

Commissioner Deatherage said can I answer, Patricia Garrison, did you understand any of that.

Ms. Garrison said yes I did.

Commissioner Deatherage said did you understand most of the words or every word.

Ms. Garrison said the philosophy and the intent of education to promote the intellect of the individual student and teach critical thinking, not to teach them what to think but how to think, that's the purpose of public education.

Chairman Waters said thank you very much.

Commissioner Deatherage said Mr. Leary did you understand it.

Chairman Waters said you have to go through the chairman to recognize somebody in the audience. He said I read it five times, I shared it with my wife and we just, if you could make something simple that said lets get back to basics, reading, writing and arithmetic but you're trying to write it for, I don't know who your audience is. He said I know you're writing it and it's on your website but I'm not here, my job is not here to approve some editorial that's out there on a website so I'm not going to vote for it.

Commissioner Richardson said let me caution you guys, you all need to be very careful in what you say and how you attack an item like this which is really written very sophisticatedly because it's like I heard a man one time say that his mother said to his sister, sweetie, you really need to be careful what you say or people might now how smart you really are. He said you guys might need to think about that because you're putting yourself at a level of "I don't know that I want to understand" and I don't know if that's a smart place to be.

Chairman Waters said you can speak for yourself and each one of us has spoken for ourselves and I'm going to call for a vote.

Motion Restated: Commissioner Deatherage motioned to approve the resolution entitled "*Supporting Public Education's re-Commitment to Become a True Benefit to the Productive Community that Serves this Constitutional Republic*" as presented. Commissioner Richardson seconded.

Yes Vote

Commissioner Deatherage
Commissioner Richardson

No Vote

Chairman Waters
Commissioner Booth
Commissioner Walker

Commissioner Richardson said you all are against education right.

Commissioner Booth said I'm against foolishness.

Chairman Waters said no, I'm not against it. He said all you've got to do is look when we do the budget. He said we fund education.

Commissioner Deatherage said that's the problem.

Continue Discussion of the Biden/Harris Wide Open Southern Border and its Effects on Beaufort County

Commissioner Deatherage said I brought this up, I'm going to bring this up about every other month. He said Beaufort County is becoming a border county, we know that and if we don't know that we should know it shortly. He the numbers we're looking at right now of people coming across the border are going to, I think, and I'm estimating because this month is crazy, last month was crazy, but I don't want to use those numbers. He said I'm using numbers that it will fall sometime in the summer but it looks like we're going to get 5.5 to 6 million new illegals in this country next year. He said Joe Biden, some people call him the imposter president, some people call him their president, he went to the border and they cleaned it up, he saw what they wanted him to see, he's going to do absolutely nothing, he doesn't understand the problem that we have or maybe he does understand and he wants to destroy our republic. He said I don't know but I can tell you right now, what they're doing is destroying our communities, it is going to destroy our republic. He said it's not going to be a slow death; it's going to be a fast death and it's coming quickly. He said the amount of fentanyl coming into the country right now is, as Joe Biden said, there's enough in this country right now to kill as many as 1,000 people, well it's probably

enough to kill us quite a few times over, all of us. He said it's not 1,000, this is a very real situation and having a president that can't think on a level and again, Commissioner Walker probably some of your people who are brilliant probably voted for Joe Biden but this is not going to be a vote, but I want us to understand that we have got to put this in the forefront. He said my constituents are very concerned about this, they're concerned about education, they're concerned about the type of people who would vote to put people in office who can't think and can't do and can't act and will destroy this republic just for political expediency. He said I hope I didn't put that to highbrow for you guys but that is a real problem we have right now. He said we have very few decades left to keep this republic alive if we don't do something. He said I'll tell you, one of the things as a Commissioner who has to fund education, who has to fund the education of illegals coming in our system I am committed to stopping that southern border leak and it's a leak all over.

Commissioner Booth said where are you starting.

Commissioner Deatherage said you can start by getting a president that was acting like our last president we had who was stopping it and slowing it down and would have done it if he had the funding to put the wall up. He said does anyone have anything to say besides me.

Commissioner Booth said I hate to say this, but I do believe I'd rather have 100 of them than the two of you.

Closed Session

Ms. Mosher read the Board into closed session.

Motion: Commissioner Booth motioned to go into closed session. Commissioner Walker seconded. The vote was unanimous.

Motion: Commissioner Walker motioned to come out of closed session. Commissioner Booth seconded. The vote was unanimous.

No action was taken from the closed session.

Commissioner Comments

No Commissioner asked to speak.

Motion: Commissioner Booth motioned to adjourn. Commissioner Walker seconded. The vote was unanimous.

Adjourned at 8:11 PM

Respectfully submitted to you by:

Kathleen Mosher
Clerk to the Board of County Commissioners

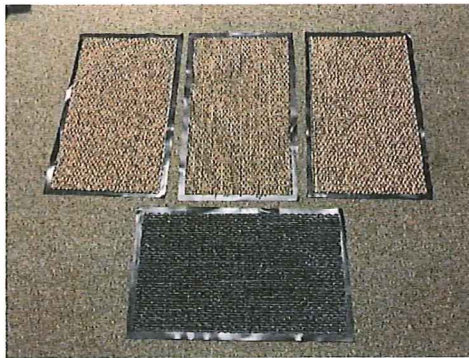
ADDENDUM 1

1. Items for Consent
2. Surplus, Health Department – JaNell Octigan, Public Health Director
3. FY 23 Fee Revision – JaNell Octigan, Public Health Director
4. Budget Amendment, Health Dept – JaNell Octigan, Public Health Director
5. Surplus, DSS – Kelly Smith, Social Services
6. Tax Office Refunds Over \$100 – Lloyd Salter, Tax Assessor and Wyn Kinion, Tax Collector
7. Advertise Delinquent Real Property Taxes – Wyn Kinion, Tax Collector
8. 2022 Late Application for Tax Relief – Lloyd Salter, Tax Assessor
9. Work First Electing County Plan for 2023 – 2025 – Melanie Corprew, DSS Director
10. Swan Point Water Line Ext Budget Amendment – Christina Smith, Public Works
- ~~11. Workforce Development Appointment – Katie Mosher, Clerk to the Board – Pulled~~
12. Greene Lamp CSBG Plan – Katie Mosher, Clerk to the Board
13. Approval of Board of Commissioner Minutes – Katie Mosher, Clerk to the Board

Surplus November 2022

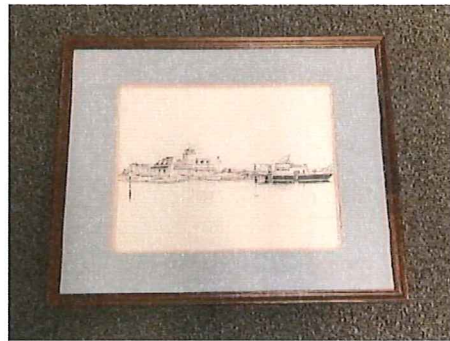
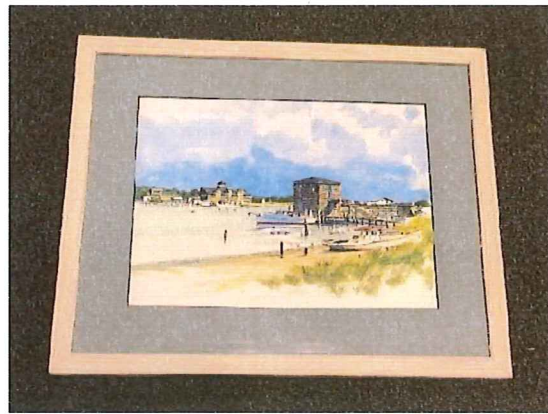
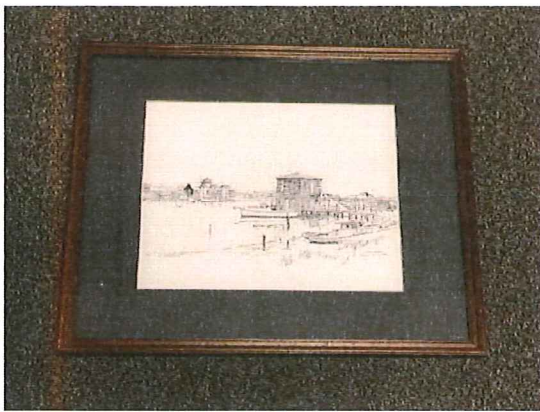
Quantity	ITEM	Description	Location	Notes
4	Rugs	3 brown, 1 dark grey	Futures	
19	Pictures	various sizes and colors	Futures	
9	Office chair with wheels	various sizes and colors	141	Some worn, ripped fabric
2	Plastic stacking chairs	pink	141	
4	Fabric stacking chairs	2 grey, 2 blue	141	all but one stained
2	Number filing cabinets	dark grey	141	labeled 1-60
1	Filing cabinet	grey	141	

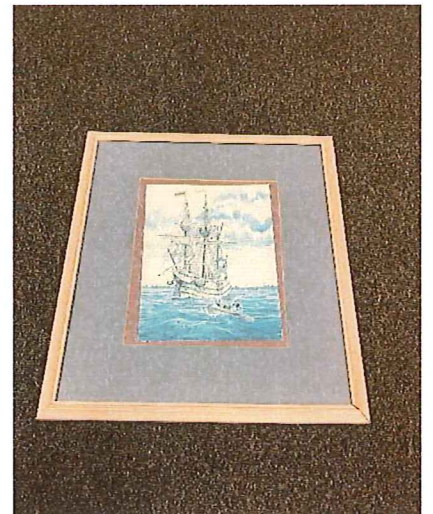
Rugs



Pictures







Office Chairs with Wheels



Plastic Stacking Chairs



Fabric Stacking Chairs



Number Filing Cabinets



Filing Cabinet





North Carolina Vehicle Tax System

NCVTS Pending Refund report

Report Date

Payee Name	Secondary Owner	Refund Description	Refund Reason	Create Date	Tax Jurisdiction	Levy Type	Change	Interest Change	Total Change
ALLEN, THOMAS WALTON JR	ALLEN, LISA SMITH	Refund Generated due to adjustment on Bill #0069767785-2022-2022-0000	Situa error	12/20/2022	G01	Tax	\$0.00	(\$0.01)	(\$0.01)
					C01	Tax	(\$154.69)	(\$7.73)	(\$162.42)
					C01	Vehicle Fee	(\$5.00)	\$0.00	(\$5.00)
					F63	Tax	\$10.93	\$0.55	\$11.48
					E05	Tax	\$9.33	\$0.47	\$9.80
CANTALUPO, GARY ANTHONY	CANTALUPO, TERRI JEAN	Refund Generated due to proration on Bill #0069700764-2022-2022-0000-00	Tag Surrender	12/15/2022	G01	Tax	(\$291.52)	\$0.00	(\$291.52)
					F63	Tax	(\$19.12)	\$0.00	(\$19.12)
					ER	Tax	(\$23.32)	\$0.00	(\$23.32)
CHESSON, JASPER HOLT		Refund Generated due to proration on Bill #0047785013-2021-2021-0000-00	Vehicle Sold	12/14/2022	G01	Tax	(\$133.67)	(\$6.68)	(\$140.35)
					F63	Tax	(\$8.77)	(\$0.44)	(\$9.21)
					ER	Tax	(\$10.69)	(\$0.53)	(\$11.22)
COASTAL WHOLESALE FLORISTINC		Refund Generated due to proration on Bill #0027903578-2022-2022-0000-00	Vehicle Sold	12/02/2022	G01	Tax	(\$104.56)	\$0.00	(\$104.56)
					F63	Tax	(\$6.86)	\$0.00	(\$6.86)
					E05	Tax	(\$5.86)	\$0.00	(\$5.86)
DOUGLAS, ROSEMARIE EUBANKS		Refund Generated due to proration on Bill #0059860594-2021-2021-0000-00	Vehicle Sold	12/28/2022	G01	Tax	(\$179.49)	\$0.00	(\$179.49)
					F63	Tax	(\$11.77)	\$0.00	(\$11.77)
					E05	Tax	(\$10.05)	\$0.00	(\$10.05)
MARCHISELLO, THOMAS FRANCIS		Refund Generated due to proration on Bill #0065178691-2021-2021-0000-00	Vehicle Sold	12/21/2022	G01	Tax	(\$227.87)	\$0.00	(\$227.87)
					F60	Tax	(\$15.68)	\$0.00	(\$15.68)
					E12	Tax	(\$18.23)	\$0.00	(\$18.23)
								Refund	\$261.78



North Carolina Vehicle Tax System

NCVTS Pending Refund report

Report Date

4/2/2022/2022

MIDGETTE, JASMINE CAPRICE	Refund Generated due to proration on Bill #0063629183-2021-2021- 0000-00	Vehicle Sold	12/12/2022	G01	Tax	(\$95.17)	(\$4.76)	(\$99.93)
				C01	Tax	(\$80.71)	(\$4.04)	(\$84.75)
				C01	Vehicle Fee	\$0.00	\$0.00	\$0.00
				Refund			\$184.68	
PATEL, JAYESH CHANDULAL	Refund Generated due to proration on Bill #0061691957-2021-2021- 0000-00	Vehicle Sold	12/15/2022	G01	Tax	(\$112.06)	\$0.00	(\$112.06)
				F60	Tax	(\$7.71)	\$0.00	(\$7.71)
				E12	Tax	(\$8.96)	\$0.00	(\$8.96)
				Refund			\$128.73	
Refund Total								\$1534.67

Report Parameters: Refund Status: ONHOLD
 Default Sort-By: Refund date, Refund Recipient Name, Refund Recipient Address

Trans #	Refund Recipient Name	Refund Address	Refund Description	Opid	Refund Change Date	Refund Amount (\$)
896633	DAVID JAMES SMALL	4412 FIRESIDE COURT WILMINGTON 28412	Overpayment on Payment of CHECK on Bill # 0000047479-2022-0000-00 of \$100.00	FPITMAN	11/21/2022 3:01:14 PM	100.00
900154	CHRISTOPHER DALES SMITH	7815 THOROUGHFARE RD WILLIAMSTON 27892	Overpayment on Payment of CHECK on Bill # 0000048628-2022-0000-00 of \$473.95	DPCLBX	11/28/2022 11:41:07 AM	473.95
900508	NICHOLAS R CORDON	2124 BURBAGE ROAD EATH 27808	Overpayment on Payment of CHECK on Bill # 0000052028-2022-0000-00 of \$365.69	WKINION	11/30/2022 10:58:24 AM	365.69
900510	SALLY GURGANUS	120 W 6TH ST WASHINGTON 27889	Overpayment on Payment of SYSTEM on Bill # 0000027257-2022-0000-00 of \$104.99	WKINION	11/30/2022 11:00:41 AM	104.99
900972	DONALD G STEWART	1302 SUMMIT AVE WASHINGTON 27889	Overpayment on Payment of OTHER on Bill # 0000037234-2022-0000-00 of \$1,000.00	C9BEATB	12/2/2022 3:59:58 PM	1,000.00
901507	EDWARD PHILL	NORTH SHORES 917 ISABELLA AVE WASHINGTON 27889	Overpayment on Payment of CHECK on Bill # 0000014631-2022-0000-00 of \$3,184.63	DPCLBX	12/6/2022 2:07:09 PM	3,184.63
902321	HOWELL SPARROW	1984 WOODSTOCK ROAD BELHAVEN 27810	Overpayment on Payment of SYSTEM on Bill # 0000028947-2022-0000-00 of \$118.79	WKINION	12/9/2022 9:18:10 AM	118.79
902494	BENJAMIN THOMPSON	5743 CLIFTONVILLE ROAD WILSON 27896	Overpayment on Payment of CHECK on Bill # 0000017659-2022-0000-00 of \$841.94	DPCLBX	12/9/2022 2:24:06 PM	841.94
904500	YVONNE LONG TETTERTON	708 CARLYLE ROAD ZEBULON 27897	Overpayment on Payment of CHECK on Bill # 0000049730-2022-0000-00 of \$307.32	C9BEATB	12/19/2022 4:13:46 PM	307.32
904513	SHAVENDER INVESTMENTS LLC	P O BOX 206 PANTEGO 27860	Overpayment on Payment of CHECK on Bill # 0000042396-2022-0000-00 of \$200.00	C9BEATB	12/19/2022 4:43:59 PM	200.00
904615	DAVID W MARTIN	409 W PARK DRIVER ALEIGHT 27605	Overpayment on Payment of CHECK on Bill # 0000021996-2022-0000-00 of \$2,779.62	DPCLBX	12/20/2022 7:44:08 AM	2,779.62
904887	SUBURBAN PROPANE LP	TAX DEPT PO BOX 206240 ROUTE 10 WEST WHIPPANY, NJ 07981	Overpayment on Payment of OTHER on Bill # 0000013205-2022-0000-00 of \$432.97	WKINION	12/20/2022 6:51:17 AM	432.97
905211	AMY GRIMES JACKSON	2820 PRESTONWOOD DRIVE GRIMESLAND 27837	Overpayment on Payment of CHECK on Bill # 0000013278-2022-0000-00 of \$550.26	FPITMAN	12/21/2022 11:20:01 AM	550.26
905288	DONALD G STEWART	1302 SUMMIT AVE WASHINGTON 27889	Overpayment on Payment of OTHER on Bill # 0000037234-2022-0000-00 of \$1,060.00	WKINION	12/21/2022 1:30:10 PM	1,060.00
905311	JAN BOSKO	5301 CRISTO DR ROCKFORD 49341	Overpayment on Payment of OTHER on Bill # 0000014624-2022-0000-00 of \$229.12	WKINION	12/21/2022 1:50:01 PM	229.12
Total						

2022 LATE FILINGS FOR EXEMPTIONS JANUARY 2023 MEETING

NAME	DATE FILED	QUALIFY	TYPE OF APPLICANT	ADDRESS
LINDA JENKINS	12/5/2022	YES	ELDERLY	1476 CLAY BOTTON SCHOOL RD
JOYCE MOORE	12/2/2022	YES	ELDERLY	208 CHOCO VILLAGE RD
THOMAS BELLING II	12/2/2022	YES	DISABLED VET	9167 NC 99 N
JIMMIE BOYD	12/13/2022	YES	ELDERLY	3340 HARVEY RD
DEBORAH CARTER	12/28/2022	YES	ELDERLY	1988 TRIP RD

Melanie Corprew

From: Williams, Gretchen <gretchen.williams@dhhs.nc.gov>
Sent: Friday, December 16, 2022 11:13 AM
To: Melanie Corprew; Amy Alligood; Porter, Theresa
Cc: Smith, Allison W; Smith, Renee J; Sumner, Lisabeth R; Williams, Gretchen
Subject: RE: Beaufort County Electing County Plan for FFY 2023-2025

CAUTION: This email originated from outside of Beaufort County DSS. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning Ms. Corprew,

Upon further review of the TANF State Plan and the Electing County Plans, it has come to our attention that the dates on the Electing County Plans need to be revised. Both the TANF State Plan and Electing County Plans must match and should reflect FFY 2023-2025. This encompasses FFY 2022-2023, 2023-2024, and 2024-2025.

After speaking with our legal team, the argument could be made that it is a scrivener's error and doesn't change the substance of the agreement; therefore, doesn't require further approval. We understand that this does require additional work for you to amend the dates in the plan and send back to us; however, we are hopeful that your county doesn't have a provision for technical changes in your governance policy that requires this to go before your board for approval again.

If the corrections discussed above could be made as soon as possible and sent in to us, we will submit acceptance letters of the plan upon receipt of your updated plan.

If you have any questions, please feel free to reach out to us.

Allison W. Smith
Deputy Director
allison.smith@dhhs.nc.gov

Gretchen B. Williams, M.Ed.
Compliance Consultant

From: Williams, Gretchen <gretchen.williams@dhhs.nc.gov>
Sent: Monday, November 21, 2022 3:33 PM
To: Corprew, Melanie <melanie.corprew@beaufordss.com>; Amy Alligood <amy.alligood@beaufordss.com>; Porter, Theresa <theresa.porter@ncmail.net>
Cc: Smith, Allison W <Allison.Smith@dhhs.nc.gov>; Smith, Renee J <renee.j.smith@dhhs.nc.gov>; Williams, Gretchen <gretchen.williams@dhhs.nc.gov>; Sumner, Lisabeth R <lisabeth.sumner@dhhs.nc.gov>
Subject: RE: Beaufort County Electing County Plan for FFY 2023-2026

Dear Mrs. Corprew,
Your Work First Electing County Block Grant Plan has been reviewed and tentatively accepted. No additional information is needed at this time. Please accept the attached letter as confirmation that your plan will be submitted with the 2022-2025 TANF State Plan to the North Carolina General Assembly and Administration for Children and Families for their acceptance. Once the state plan is accepted by all parties, NC DHHS will publish the final document on the Department's website and counties will be notified when the plan has been posted.

The Division of Social Services would like to thank your Department of Social Services for submitting your Electing County Plan. If you should have questions, please contact the Work first Policy Team at Work.First.Policy.Team@dhhs.nc.gov.

Gretchen B. Williams, M.Ed.
Compliance Consultant

From: Williams, Gretchen
Sent: Tuesday, April 5, 2022 6:20 PM
To: theresa.porter@beaufordss.com
Cc: Williams, Gretchen <gretchen.williams@dhhs.nc.gov>
Subject: FW: Beaufort County Electing County Plan for FFY 2023-2026

From: Williams, Gretchen <gretchen.williams@dhhs.nc.gov>
Sent: Tuesday, April 5, 2022 6:10 PM
To: Corprew, Melanie <melanie.corprew@beaufordss.com>; Amy Alligood <amy.alligood@beaufordss.com>; Porter, Theresa <theresa.porter@ncmail.net>
Cc: Edwards, Shewanda F <Shewanda.Edwards@dhhs.nc.gov>; Allen, Nicola <nicola.allen@dhhs.nc.gov>; Sumner, Lisabeth R <lisabeth.sumner@dhhs.nc.gov>; Gorham, Kisha <kisha.gorham@dhhs.nc.gov>; Smith, Renee J <renee.j.smith@dhhs.nc.gov>; Williams, Gretchen <gretchen.williams@dhhs.nc.gov>
Subject: Beaufort County Electing County Plan for FFY 2023-2026

Hi Ms. Corprew,

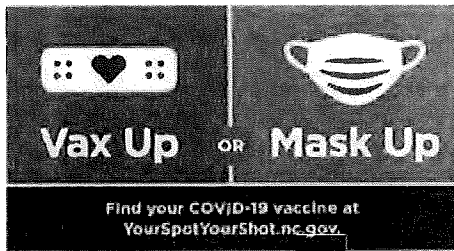
NCDHHS Work First Team has reviewed Beaufort County's Electing County Plan for triennial FFY 2023-2026. We greatly appreciate the thoughtfulness put into your County's Plan.

After a thorough evaluation, the Work First Team finds your Plan to be in compliance with Work First Policy Section 003. At this time, the Plan is tentatively accepted with no additional edits. Next steps include adding all Electing County Plans in NC's triennial State Plan. Final acceptance of your County Plan is based on state legislative and ACF acceptance of the NC State Plan.

Once the State Plan is accepted by all parties, NCDHHS will publish the final document on our website. Counties will be notified when posted.

Please contact your Continuous Quality Insurance Specialists for Work First if there are any questions.

Gretchen B. Williams, M.Ed.
Compliance Consultant
Division of Social Services, Economic & Family Services
NC Department of Health and Human Services



Find a vaccine location, get questions answered and more at YourSpotYourShot.nc.gov

Office: 919-527-6308

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gretchen.williams@dhhs.nc.gov

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2420 Mail Service Center

Raleigh, NC 27699-2420

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BEAUFORT COUNTY WORK
FIRST
ELECTING COUNTY PLAN
FOR
FY 2023-2025



November 2021

Contact Person:
Amy Alligood
632 W. 5th Street – PO Box 1358
Washington, NC 27889-1358

Phone: 252-940-6077
Fax: 252-975-5555
amy.alligood@beaufordss.com

ELECTING COUNTY PLAN

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ATTACHMENT I – CURRENT BEAUFORT COUNTY CHILD CARE POLICY

ATTACHMENT II – MOA TRILLIUM HEALTH RESOURCES

ATTACHMENT III – BUDGET INFORMATION

ATTACHMENT IV- MOU NCWORKS

ATTACHMENT V- RUTH'S HOUSE

ATTACHMENT VI- EMERGENCY ASSISTANCE APPLICATION

I. Conditions Within Beaufort County:

Beaufort County is primarily a rural area comprised of one larger city and several small towns with a total population of 44,672 based on the 2020 census. Beaufort County is, located in the eastern region of North Carolina and is geographically divided by the Pamlico-Tar River.

The unemployment rate for July 2020 in Beaufort County was 3.8%. The rate for North Carolina was 4.2% and the rate for the US was 4.8%. There have been several manufacturer closings and layoffs in recent years. New jobs have been created but not in numbers sufficient to replace all, of the jobs lost since 2002. One of the largest impacts on any community's population is the availability of new jobs paying a competitive salary. The ability to create new jobs could have a major impact upon the population of Beaufort County.

The Work First initiative has been successful at reducing the population of persons receiving Work First Family Assistance. Many of the participants who are receiving Work First today have more serious barriers to self-sufficiency than earlier participants. In other words, these are the "hardest to serve" clients due to domestic violence, mental illness, substance abuse, felony convictions, and long-term dependency upon welfare.

It is important to note that the target population served by the Work First Program is composed of three types of families.

- **Child Only** – These families consist of children who live with a relative/caretaker other than a parent. These children come to this living arrangement for a variety of reasons including CPS placement, death of a parent, abandonment, drug and or alcohol abuse by parent, mental health illness of parent, or incarceration of parent. The child only cases tend to receive assistance until the youngest child reaches age 18. The majority, of these children live with a grandparent who does not have legal custody of the children. This category represents the largest portion of the current WFFA caseload, not because the actual number of families served has increased, but because of a dramatic drop in the number of single and two parent families enrolled in the program. With the program's focus on helping custodial parents find work and become self-sufficient, this category of Work First families is the least served.
- **Single Parent** – These families now make up only one-third of the WFFA caseload. The typical family consists of two people: one parent aged 20 to 29 and one child under age two. The absent parent is often in prison or long-termed unemployed. The average payment per family is now only \$236 per month.

- **Two Parent** – These families are the smallest portion of the WFFA caseload. These families normally do not request assistance if one parent is able to quickly find employment.

Some of the realities for these families are:

- Lack of affordable, adequate, and dependable transportation
- Lack of adequate child-care
- Lack of adequate and affordable housing
- Lack of adequate health coverage
- Lack of education
- Lack of adequate wages to sustain self-sufficiency
- Lack of family support systems
- Little or no work experience
- Medical and physical limitations
- Criminal background
- Domestic violence
- Budgeting and financial management deficiencies
- Lack of parenting skills
- Teenage pregnancy
- School dropouts
- Personal and family crisis
- Mental Health Issues

According to the 2019 North Carolina Children's Index with data showing 29.5% of Beaufort County children live below the federal poverty level. Due to the fact, that all Beaufort County Schools serve predominately low-income children, all Beaufort County children are enrolled in the Free lunch/Reduce Lunch program. These poverty statistics are very troubling in, light of, the fact, that children who grow up poor are more likely to experience negative outcomes. Unlike children from more affluent homes, poor children have a greater risk of poor health, dying during childhood, experiencing out of wedlock births, dropping out of school, lower end of grade test scores, being retained a grade in school, and becoming the victim of a violent crime. The outcome for these children is better when the child attends a quality pre-school program. The division of Child Development's "Star-rated" licensing system for childcare facilities and the grants from Beaufort Partnership for Children have encouraged and enabled childcare providers to improve their programs and hire more qualified teachers. Beaufort County works with 43 licensed Childcare Centers. The need for subsidized day care is expected to continue to increase as more Work First parents move into the work force. The lack of subsidy funding creates a serious barrier for many middle-and low-income working families. The county continues to pursue all available resources for additional funding of childcare services. Beaufort County served an average of 693 children at a cost of \$295,093 monthly during FY 2020/2021.

It is our belief that investing in families to maintain the household will best benefit the families and children that we serve in Beaufort County. In our interactions with families, especially through the child welfare arena, we find that there are often issues surrounding substance abuse, mental health, or domestic violence that present safety factors that do not allow a child to remain in the home. Often when this occurs resources available to the parent are removed. Thus, preventing services that would result in the child being reunified with parent. When the parent is not able to obtain services this often leads to the child being placed in foster care or kinship placement for a significant amount of time, the child enduring significant emotional trauma due to his or her removal from the home, and in the case of foster care an increased cost to the county in providing room and board as well as other needs to the children who are in custody of the Beaufort County Department of Social Services. Often these children, to be placed in our care due to there being no kinship placement that can take on the added financial responsibility of the children who have to be removed from the parents' home due to safety issues. As of October 31, 2021, the Beaufort County Department of Social Services had 115 children in its care.

It is the intent of the Beaufort County's Work First Plan to address each of the issues and others in, order to provide resources so that each family served can attain the goal of achieving stability over a period, of time. We believe that this can be best accomplished through "Electing" status which enables us the opportunity to shape the program in ways that will meet the needs of our local citizens. The anticipated outcome of Beaufort County's Work First Plan is to remain a short-term help center where people can receive temporary assistance but then move on to self-sufficiency.

Mission Statement

The Beaufort County Work First Plan has adopted a family centered approach to organizing and providing, assistance and support to families. This approach is based upon the principles of respecting every family's individuality. Family-centered services respect the strengths and resourcefulness of all families and aim to support and encourage families in their efforts to independently meet the needs of their family in ways that they define as functional and appropriate for them.

The family-centered philosophy is based on the following principles:

Principal 1- Everyone Desires Respect

Case Managers will:

- Respect families' decisions.
- Demonstrate care and concern for families.
- Follow through in a timely manner.
- Be knowledgeable and credible in the credible in their actions.

Principal 2 - Everyone Needs to Heard

Case Managers will:

- Use active /reflective listening skills.

- Effectively use communication skills of dialogue and discussion.
- Use “I wonder” questions.
- Be genuinely curious (open to new information and perspectives).

Principal 3 - Everyone Has Strengths

Case Managers will:

- Identify and use specific strengths of families as a resource for actively meeting.
- Help families feel hopeful.
- Assist families to identify and successfully use their abilities and capabilities.

Principal 4- Judgments Can Wait

Case Managers will:

- Suspend judgments of families.
- Create a welcoming atmosphere for families.
- Take a “not knowing” stance.
- Ask open -ended questions.

Principal 5 - Partners Share Power

Case Managers will:

- Assist families in making their own choices and decisions.
- Credit families for successful outcomes.
- Support and encourage decisions of families.
- Acknowledge families as equal partner

Principal 6- Partnership is a Process

Case Managers will:

- Present options of services and resources to families.
- Develop procedures that are simple and understood by families.
- Work together with families to individually design a plan of action

The basis of the family-centered approach is communication between families and case managers. The goal is to establish mutual trust and relationship so that a partnership can be formed. When parents participate, they have voice, feel included and build trusting relationships. Parents are likely to become better parents if they feel good about themselves, and thereby can feel competent in other important areas of their lives. The family-centered approach fosters a win-win situation.

Vision Statement

Beaufort County will hold parents responsible for their families by providing them with collaborative, respectful, individualized services that achieve stability for families and

to ensure child and family safety and parental autonomy.

II. The Beaufort County Planning Process:

A. Planning Committee:

The Beaufort County Commissioners met on November 1, 2021 and voted to approve for Beaufort County to continue to be an electing county. The following individuals were appointed to the Local Planning Team:

- Mr. Jerry Evans, Beaufort County Social Services Board Member
- Mr. Ed Booth, Beaufort County Commissioner
- Ms. Tonika Ward, Vocational Rehabilitation
- Ms. Ashley Singleton, Beaufort County Health Department
- Ms. Vicki Hamill, Beaufort County School System
- Ms. Vanessa Royster, Child Care/Business Community
- Mr. Wes Watson/Mr. Greg Smith, NCWORKS
- Ms. Helen Weatherington, Washington Head Start
- Ms. Susan Hall, Trillium Health Services
- Bishop James McIntyre, Cornerstone Family Worship Center
- Mr. Jeffrey Roberson, Roberson Cab Company
- Ms. Jaclyn Cullipher, Ruth's House

Advisors invited to the Work First Planning Committee include:

- Ms. Melanie Corprew, DSS Director
- Ms. Lori Leggett, DSS Deputy Director
- Ms. Theresa Porter, DSS Income Maintenance Supervisor
- Ms. Amy Alligood, DSS Income Maintenance Administrator
- Ms. Andrea Starkie, DSS Children's Services Supervisor/Former WFFA Participant
- Ms. Kelly Smith, DSS Operations Program Administrator
- Ms. Deb Bauer, Grace Martin Harwell Senior Center
- Ms. Jessica Burnham, Beaufort Hyde Partnership for Children

The Planning Committee met on November 9, 2021, to educate themselves on program policies and present conditions. A draft plan was presented to the Committee and Advisors at the meeting and there was discussion regarding goals of the plan and how these goals were being met.

B. Public Comment

The proposed plan was available for public inspection from November 10, 2021, through November 24th providing display at the following locations: Beaufort County Managers Office, Aurora Medical Center, Beaufort County NCWORKS, Belhaven Public Library, Beaufort County Social Services website, and Brown Library. A notice in the Washington Daily News

informed citizens that the plan was available for public comments. Copies of the proposed plan will be provided to the Beaufort County Manager and the Beaufort County Commissioners for their review before the final approval of this plan. The plan will be presented to the Commissioners on January 9, 2023.

C. Planning Development

Following approval of this plan, the committee may meet periodically to evaluate the progress and outcome of the welfare reform efforts in Beaufort County and to consider plan revisions as necessary.

III. County Performance Measures

A. Statewide Work First Goals and Measures

The NC Department of Health and Human Services (hereafter DHHS) will establish levels of performance by counties in meeting the following state-level Work First goals and measures.

The Beaufort County Work First Committee recommends that Beaufort County will adopt the following goals and measures established by the State. These will be measured by reports generated at the state level.

Meeting All Parent Participation Rate	50%
Meeting Two Parent Participation Rate	90%

B. County Performance Measures

1. Employment

Self-sufficiency will be realized primarily through employment. One measure of the success of the Work First program is the number of participants who enter paid employment while receiving Work First benefits.

Services offered by NCWORKS, Vocational Rehabilitation and Beaufort County Community College will be utilized to assist individuals in finding employment.

Supportive services will be available to applicant including but not limited to child-care, transportation, and participation expenses (uniforms, tuition, and books, etc.).

2. Meeting Federal Participation Rates

Active participation in federal countable work activities will lead to full time employment. One measure of success of the Work First Program is the percentage of mandatory participants who complete the federally required number of hours of countable work activities each month.

The Work First Community Employment Case Manager will complete orientation within 5 days of application. Mutual Responsibility Agreements will be developed and closely monitored for compliance. Mandatory participants will be placed in appropriate countable activities such as employment, vocational training, and job search/job readiness. Referrals will be made to community partners such as Vocational Rehab and NC Works. Participants will be required to meet with the Work First Community Employment Case Manager as often as determined by the Mutual Responsibility Agreement. Outcome Plans will be monitored and updated and re-negotiated as often as appropriate. Frequent review of the Outcome Plan is encouraged to: 1. Ensure continued progress toward identified goals and 2. provide early identification of barriers to successful participation. At a minimum the Outcome Plan must be reviewed by the caseworker and the family every 12 weeks.

Child Care, transportation, participation expenses (uniforms, tuition, and books, etc) are provided in, order for participants to meet their scheduled hours.

3. Providing Employment Services

Active participation in intensive employment services for all families is necessary in, order to meet the participation rates and to ensure that families are served adequately before the end of the five-year time limit. One measure of success is the percentage of families who are receiving services to remove barriers and to move families from welfare –dependency to employment.

Beaufort County will offer services that will enable participants to meet work requirements and goals related to self -sufficiency. The Community Services Case Manager and participant in a joint effort will develop the Mutual Responsibility Agreement that will reflect services needed to meet the self-sufficiency goal. The services will include:

- a. Employment
- b. Job Search/Job Readiness
- c. On the job training
- d. Work Experience
- e. GED/HS completion
- f. Parenting classes
- g. Case Management

Child Care, transportation, participation expenses (uniforms, tuition and books, etc.) are provided in order for participant to achieve goals.

4. Staying Off Work First Cash Assistance

Efforts to reduce the need for assistance, help adults find jobs, and increase self-sufficiency are undermined when families return to request assistance. Families leaving Work First because of a job are tracked to determine if they return to cash assistance.

Beaufort County will evaluate former Work First participants for transitional services such as: 200% of Poverty services and Emergency Assistance. Referrals will be made to local community partners.

Child Care, transportation, participation expenses (uniforms, tuition, and books, etc.) are provided in, order for participant to remain self-sufficient.

5. Job Retention

Families who leave Work First for employment and remain employed 6 to12 months after leaving the program show evidence of keeping their income and increased job stability, which impacts a family's well-being. This measure will be based on the number of responsible adults that leave Work First Family Assistance for employment who are still employed at 6 and12 month intervals following termination.

Beaufort County will evaluate former Work First participants for transitional services such as: 200% of Poverty Services and Emergency Assistance and make referrals to local community partners. Case manager will continue with case management until deemed no longer needed by the participant.

Child Care, transportation, participation expenses (uniforms, tuition, and books, etc.) are provided in, order for participant to remain employed.

6. Benefit Diversion

The most successful outcome possible for an applicant for public assistance is to avoid the need to become a recipient. This is also recognized in the federal law, which specifies diversion from public assistance as a desired outcome. Benefit Diversion is to be used to meet a specific family crisis or family episode of need and not for ongoing or recurrent needs.

Beaufort County will evaluate each applicant for Benefit Diversion at application. The applicant will be offered the Benefit Diversion package if case manager determines the crisis, is short term. The applicant's ability to obtain sufficient income within a brief, period, of time, will be the main determining factor when offering the assistance.

Child Care, transportation, participation expenses (uniforms, tuition, and books, etc.) are provided in, order for participant to remain employed.

IV. Plans to Achieve the Goals and Measures are included in III. above.

V. Administration:

A. Authority

The Beaufort County Commissioners have delegated authority for administration of the Work First Program to the Beaufort County Department of Social Services.

B. Organization

Work First Community Employment Case Managers operate under the Income Maintenance eligibility structure as well as provide employment services. Work First Case Managers report to an Income Maintenance Supervisor.

C. Child Care

Beaufort County will prioritize its child-care, funds in accordance with existing policy which states that funding for child-care services is provided to families on a first-come first-served basis. Beaufort County currently has a waiting list for child-care services; however, Work First recipients are not placed on the waiting list.
Attachment

D. Transportation

In terms of meeting transportation needs, DSS will coordinate with Beaufort Area Transit, which serves as the lead transportation agency. The county will continue to use local taxis, volunteers and friends for transportation needs of Work First recipients.

E. Substance Abuse Services

Beaufort County Department of Social Services will continue to coordinate with Trillium Health Services to provide assessment and treatment for clients who have substance abuse problems. We have a Memorandum of Agreement in place with Trillium Health Services outlining the responsibilities of each agency and services provided.
Attachment

F. Family Violence Option

Beaufort County Department of Social Services will screen clients during the

application process to determine if they need domestic violence services. If a family needs services, they are referred to Ruth's House in Beaufort County. Ruth's House will complete an assessment and will offer safe shelter, counseling, and court advocacy services. Services are free. Each family is offered Family Supportive Services at Beaufort County Department of Social Services who will work closely with the staff of Ruth's House.

Ruth's House is notified by the Community Employment Services Case Manager when a client, is, in need of, domestic violence services. Families of domestic violence are also offered Mobile Crisis services through Trillium for crisis intervention.

Families of domestic violence will be offered a waiver if they are unable to participate in work activities or are unable to comply with the work first requirements at the time of the assessment. Beaufort County will refer to the "Work First Family Violence Option policy manual XI."

The MOA with our local domestic violence agency is attached.

G. Other Services

Work Registration

Beaufort County will continue to adopt state policy related to Work Registration with the NC Works Career Center. The policy states that registration for work will be a prerequisite in the Job Search Component. The NC Works Center is located at 1502 N Market Street, Washington, NC 27889.

Failure to register to work with the NCWORKS Career Center as part of the Job Search Component will result in the family not receiving Work First Benefits. The caseworker will evaluate the family members for Medicaid if appropriate.

Reasonable accommodations may be necessary to assist individuals with disabilities with registration and access to employment services.

H. Maintenance of Effort (MOE)

Attachment II

I. Child Welfare Services

Attachment III

J. Benefit Diversion

Benefit Diversion is a cash payment alternative to traditional Work First Family Assistance (WFFA). It is an optional package of services that may include: a one-time payment of up to a maximum of three months of WFFA benefits; referrals to child support, child-care assistance, and other community and agency resources. Beaufort County will offer a Benefit Diversion package to all applicants who expect to have a sufficient source of income within 3 months. Beaufort County will adopt state policy related to Benefit Diversion as described in Work First Manual Section 102. Beaufort County will also adopt state policy related to the recoupment process as outlined in

Section 263 of the Work First manual regarding Program Integrity.

VI. Emergency Assistance

Beaufort County plans to operate an Emergency Assistance Program based upon the following eligibility requirements:

1. Recipient must be a U.S. Citizen or qualified immigrant.
2. Must have a child under the age of 18 living with a specified relative as defined in the Work First manual.
3. Must be a resident of North Carolina and Beaufort County with the intent to remain.
4. Must not have income in excess of 200% of the poverty guidelines. SSI/Foster Care Income will not be counted.
5. Must be under the resource limits of \$2,200.00 with no more than \$600.00 in liquid assets.
6. Be in a verifiable emergency, situation.

Emergency situations are those situations that constitute and can be defined as:

- 1) a substantial risk of loss of life or property to a family with minor children.
- 2) potential placement of children outside the home.
- 3) the need for child protective services.

Beaufort County will use the following criteria in assessing emergency situations:

- Emergency Assistance cannot be used to improve the family's standard of living.
- Explore whether any member of the family will have income that can be used to meet the emergency.
- Explore with them the steps they have taken to alleviate the emergency.
- Evaluate whether, or not the family has experienced a sudden change that has led to a decrease in income or created an extra expense.
- Determine if Emergency Assistance will prevent recurrence of the emergency. Will they be able to maintain on an ongoing basis if we alleviate this emergency or will they have the same problem next month?

An eligible family can receive up to \$1000.00 once in a 12-month period. Services provided include payment of rent/mortgage payments. Emergency Assistance will not be used for heating or cooling needs. Total amount budgeted for this will be \$26,500.00. Attached is an application for Emergency Assistance (Attachment VIII).

VII. Services For Families with Income at or below 200% Of Poverty:

Beaufort County Department of Social Services will use Work First Block Grant funds to provide services to non-Work First families who are employed and whose income is at or below 200% of poverty. In order to meet the definition of "employed" the adult must work at least 30 hours per week. These are supportive services needed to enable the

family to maintain self-sufficiency and avoid becoming Work First recipients. Services include transportation, child-care, education, and training.

VIII. Services to Non-Custodial Parents

The case manager will refer non-custodial parents to the social worker to be referred to Child Support Establishment. The Social Worker will work with non-custodial parents of an actively receiving child. The Social Worker works with the non-custodial parent through assessment of employment opportunities, reducing barriers preventing them from obtaining employment, job readiness, attitude, support groups education of child support payment system and job development. Activities with non-custodial parents will include but not be limited to parental responsibility education and job readiness; direct referrals to employers through job link partners, referrals to mediation services for non-custodial and custodial parents to help resolve child support and visitation disputes; non-custodial parent and child visitation planning sessions; pre-trial conferences; advocacy for a non-custodial parents in the court; parental responsibility workshops; specific fatherhood education workshops and support groups. Mediation services are available, and families are referred when appropriate.

The agency stresses the important role that parents have in the lives of their children in all programs within the Department of Social Services. Beaufort County will work with their contracted child support provider, Young Williams Child Support, to identify strategies to locate and engage non-custodial parents involved in Work First. We will continue efforts to encourage and focus on increasing the involvement of non-custodial parents with their children through child support and Work First.

IX. Exemption from Work Requirement

Beaufort County has elected to exempt from the Work Requirements, single custodial parents of children age, three months or younger with a lifetime maximum exemption of 12 months.

X. Innovative County Strategies

A. Safety Resource Payment:

If funding allows, Beaufort County will provide an emergency assistance payment to Safety Resource families that request assistance with caring for children placed in their home by Child Welfare when the permanent plan is to return the children to the parent's care within six months. This payment is intended to help with the one-time costs of caring for a new child or children in the household and can be used for purchasing a crib, a bed or bedding for the child(ren) or other essential items to accommodate the child(ren) moving into the Safety Resource Family's home. This payment is intended to address this one-time episode of need and not for ongoing or recurring household expenses. Eligible Safety Resource Families must have an income below 200% of poverty and meet kinship rules for Work First that can be found in the WR Policy Manual Sec 112- Kinship and Living Requirements, II Relationships that Meet Kinship Requirements. Payment will be made at the point of placement. The payment of a Safety Resource family will not exceed \$1,000

without the Director's approval. County MOE funds will support this payment. County General Assistance funds may be used to assist Safety Resource Families who do not meet the Work First kinship rules and beyond the four-month time, period if a need for services remain. These services are not to extend beyond four months.

Safety Resource Program:

When it is necessary to remove a child or children from their home, this agency will explore options to place the children with a close relative or friend who is capable, willing, and appropriate person to care for the children rather than place the children in a foster home. Social workers work closely with the Safety Resource family after CPS involvement ends, to identify barriers and concerns, and to provide supportive services designed to strengthen the family and enable the children and their caretaker to build a success family. The worker will monitor the children's progress in school and encourage the caretaker to be actively involved in their children's education by meeting with each child's teacher at least once each semester, ensuring that the children attend school regularly, making sure that their children have required well checkups and receive prompt medical care when needed, and ensuring that the children have a place to study, a place to sleep, necessary school supplies, and proper clothing for school. The agency will use MOE and/or Federal TANF funds to provide this service and supportive services such as transportation assistance for the parent or caretaker to visit the child's school.

B. Prevention Services in Child Welfare

The Beaufort County Department of Social Services received 168 reports of child abuse, neglect and/or dependency during the FY 20-21 that did not meet the general statute requiring investigation of the allegations. However, due to these reports not meeting the statutory requirement does not necessarily mean that the wellbeing needs of the families were being addressed.

Often when well-being needs of families have not reached a level of crisis safety factors are not present as is the case with many of the reports that are screened out. Well, being needs can be related to mental and physical health, parenting, educational, and household needs. When these reports are screened out these families with unmet well being needs that have not reached a level of crisis have to navigate complex and intricate systems to receive the services that they need and often are not able to acquire them. This results in these well-being needs going unaddressed and manifesting into complex safety issues with children in families that have, to be addressed with interventions that would not have otherwise been needed if these well-being needs were able to have been addressed at a time when they were at a more manageable state.

Beaufort County Department of Social Services has put in measures that can address these issues. Prevention social workers and social workers will be trained in the Positive Parent Program (Triple P). Our agency plans to continue to have staff trained in this program. The Triple P program is an evidence based parenting program that gives parents "simple and practical strategies to help them confidently manage their children's behavior, prevent problems developing and build strong healthy relationships. (Triple Parenting Program <https://www.triplep-parenting.com/>). While the implementation of the Triple P program will help our agency to address families with parenting issues, we still are not able to address other well-being needs in child welfare cases that have not been accepted due to not meeting the statutory requirement such as mental and physical health, educational, and

household needs.

Our prevention social worker provides preventative services to these families. These services can prevent them from entering child welfare arena that could include foster care services while helping families address issues and keeping them intact. This position is budgeted with funds currently in the annual Department of Social Services Budget Maintenance of Effort Funds.

Beaufort County ensures equal access to applicants and beneficiaries with disabilities by delivering services that are: (a) appropriate in view of, their particular, physical, and/or mental impairment; and (b) provide an equal opportunity to benefit from the agency's job placement, education, skills training, employment and other TANF activities.

Wor First Employment Services Case Manager conducts a comprehensive and effective assessment of each applicant. If there is an initial indication that an individual has a disability that may impact his/her ability to successfully complete or benefit from certain program assignments the individual is often referred to Vocational Rehabilitation for a more comprehensive assessment by qualified professionals. Our Vocational Rehabilitation MOA and referral process is attached. Attachment

Policies and procedures in, regards to meeting the needs of TANF applicants and beneficiaries with disabilities are periodically monitored to ensure screening and assessment tools are adequate in meeting the needs of individuals with disabilities in moving toward self-sufficiency.

XI. Special Issues

TANF agencies must take reasonable steps to provide meaningful access for applicants with limited English Proficiency (LEP). Beaufort County's Work First Unit provides competent and timely interpreter services. The Work First Unit has access to one full time Spanish Interpreter on staff and full-time access to the Language Line that interprets all languages.

The unemployment rate in Beaufort County does have an adverse effect on our Work First Program. The latest rate in 2020 was 3.8%. It is increasingly difficult to support these families given the economic conditions and demands. This, also, makes it harder for us to meet the demands of the WFFA program. Without special considerations, and/or exemptions, we fear that we will not be able to meet participation rates. Our county strategies will help us to meet the numbers but, more importantly allow us to better serve these families.

XII. Eligibility Criteria:

Manual Section	Beaufort County Electing Policy
101- Initial Screening	Adopt State Policy.

102- Short-Term Services and Benefits	Benefit Diversion-Adopt state policy with the exception that if a client receives Benefit Diversion and subsequently applies for and begins to receive WFFA during the next twelve months, the client will be responsible for paying back any diversion assistance that has been received. 200% of Poverty- Adopt state policy with the exception that applicant must be actively seeking employment or employed. Certification period will be for three months with the possibility of an extension not to exceed six months within a 12-month period.
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Manual Section	Beaufort County Electing Policy
103-Personal Responsibility	Adopt State Policy.
104- The Application Interview	Adopt state policy with the addition that all caretaker relatives will be encouraged to seek legal custody of the children in their care.
104B- Substance Abuse-Mental Health Initiative	Adopt State Policy.
104D- Family Violence	Adopt State Policy.
105- Time Limits	Adopt State Policy
106- Family Cap	Adopt the state policy without the exception for newborns of a minor parent.
107- Minor parent	Adopt State Policy
108-State/County Residence	Adopt State Policy
109-Age Rule	Adopt State Policy
110- Rule to Apply for a Social Security Number	Adopt State Policy
111- Citizenship/ Immigrant Rules	Adopt State Policy
112- Kinship Living With Rule	Adopt state policy with additions: Caretakers will be encouraged to seek legal custody for children.
113- Parental Support and Care	Adopt State Policy
114- Income and Budgeting	Adopt State policy
115- Resources	Adopt State Policy

116- Child Support	Adopt State Policy.
117- Ongoing Assessment and Services	Adopt state policy
118- Work Requirements and Services	Adopt state policy with following exceptions: Single parents with a child 3 mo. old or younger are exempt from requirement to participate with Work First Employment activities. All mandatory (able-bodied) participants will be required to complete at least 35 hours per week of work or, work related activities that includes but is not limited to employment and job training. The hourly requirements for two parent household, is, 35 hours per week of work or, work related activities. If federally funded child-care is involved, then the hourly requirement for a two-parent household is 55 hours per week. Job Search and Timesheets must be submitted weekly. Direct reimbursement of transportation expenses for use of a personal vehicle is limited to the reimbursement rate for county employees. All mandatory Work First Employment participants are encouraged to complete high school or GED within 24-month time limit. All mandatory Work First Employment participants with employment-related physical or mental limitations will be referred to VR for assessment of eligibility or ineligibility for services. As it relates to cases where a Work First participant(s) quit their job, voluntarily reduce hour, or pay, and/or engage in behavior that will result in firing without good cause we will follow Standard County Policy as it relates to ineligibility.

119- Work First Benefits	Adopt State Policy.
120- Sanctions	Adopt State Policy.
130- Application Processing	Adopt state policy with these exceptions: Agency will assist applicants in obtaining verification of citizenship and/or identity.
140- Automated Inquiry/Match	Adopt State Policy
201- Reviews	Adopt State Policy.
202- Changes in Situation	Adopt State Policy.
203- Administrative Reopen	Adopt State Policy.
204- County Reassignment	Adopt State Policy.
205- Payment Rules For Payees	Adopt State Policy.
206- SSI & 1634 Medicaid	Adopt State Policy.
207- Fraud & Intentional Program Violation	Adopt State Policy.
263- Financial Responsibility: Part:1 Overpayment	Adopt State Policy.
263-Financial Responsibility Part:2 Underpayment	Adopt State Policy
263-Financial Responsibility Part:3 Reconciliation	Adopt State Policy

264- Notice & Hearings	Adopt state policy with the following changes: • <u>Hearing Steps:</u> 1. Local hearing with hearing officer designated by agency Director 2. Hearing before DSS Board 3. Petition to Superior Court Local hearing decision will be mailed to appellant via certified mail. Appellant will have 15 days to request a hearing at the 2 nd level, which is before the DSS Board. Failure to request hearing within the,15-day, time frame will result in forfeiting their right to appeal local hearing officers' decision.
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XIII. Community Service Programs

Beaufort County has elected not to require parents receiving assistance to participate in community service employment.

XIV. Appeals Process

Beaufort County will use the following appeals process:

1. Appeal to a Department of Social Service appointed hearings officer.
2. Hearing before DSS Board or its designee.
3. Appeal through the court system.

XV. Review Prior to Expiration of Time Limits

Beaufort County will follow the standard procedures found in the Work First Manual, Section 105.

XVI. Funding Requirements

See attachment 4.

XVII. Certification

This is to certify that the Beaufort County Work First Plan for 2023-2025 has been reviewed and approved by the County Board of Commissioners on _____.

Signed : _____
 Frankie Waters, Chairman
 Beaufort County Board of County Commissioners

Budget Amendment Request

Date of Request: 1-9-23

ACCOUNT NO.	TITLE OF ACCOUNT	INCREASE	DECREASE
680-3660-452499	Owner's Contribution	79,513	
680-7400-551011	Capital Outlay – Swan Point Project	79,513	

State Position No. _____

**Community Services Block Grant [CSBG]
Documentation of Submission to County Commissioners**

Background: The North Carolina Administrative Code [10A NCAC 97C.0111 (b)(1)(A)] requires that each CSBG grant recipient submit its Community Anti-Poverty Plan [grant application] to each County Commissioner Board that it serves.

Instructions: This form is to be completed and notarized by the Clerk to the Board.

Agency Name: Beaufort County Government

County: Beaufort County

Date of Application Submission: _____

[Note: This application should be submitted to the County Commissioners at least thirty [30] days prior to application submission to the Office of Economic Opportunity [OEO]. The grant application is due to OEO **January 13, 2023**.

Clerk to the Board should initial all items below.

KW

The agency submitted a complete grant application for Commissioner review.

KW

The Clerk to the Board will be responsible for assuring that the application is distributed to the Commissioners.

KW

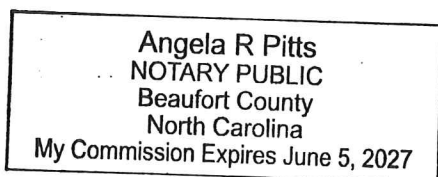
Commissioners' comments provided those to the agency. (If applicable)

Kathleen Most
Clerk to the Board

1/11/23
Date

Angela R Pitts
Notary

1-11-23
Date



North Carolina Department of Health and Human Services

Division of Social Services



Community Services Block Grant Program

Fiscal Year 2023-24 Application for Funding

Project Period July 1, 2023– June 30, 2024

Application Due Date: **January 13, 2023**

Agency Information			
Agency:		Greene Lamp	
Agency:			
Federal I.D.		56-0657923	
DUNS Number:		040035438	
Administrative Office Address:		309 Summit Ave, Kinston, NC 28501	
Mailing Address (include the 4-digit zip code extension):		309 Summit Ave. Kinston, NC 28501-3957	
Telephone Number:		252-523-7770	
Fax Number:		252-523-7868	
Proposed Funding:	CSBG: \$751,352	Additional Resources: \$	Agency Total Budget: \$751,352
Application Period:		Beginning: July 1, 2023	Ending: June 30, 2024
Board Chairperson:		Linda Rouse Sutton	
Board Chairperson's Address: (where communications should be sent)		1028 Woodington Road, Kinston, NC 26804	
Board Chairperson's Term of Office (enter beginning and end dates):		2018-2022	
Executive Director:		Angela Bates	
Executive Director Email Address:		abates@greenelamp.org	
Agency Fiscal Officer:		Angela Bates	
Fiscal Officer Email Address:		abates@greenelamp.org	
CSBG Program Director:		Mary Lovick	
CSBG Program Director Email Address:		mlovick@greenelamp.org	
Counties Served with CSBG funds:		Beaufort, Greene, Lenoir, Pitt Counties	
Agency Operational Fiscal Year:		July1, 2023-June 30, 2024	

North Carolina Department of Health and Human Services
Office of Economic Opportunity

Fiscal Year 2023-24 Community Services Block Grant Application

2420 Mail Service Center / Raleigh, North Carolina 27699-2420
Community Services Block Grant Program
Fiscal Year 2023-24 Application for Funding
One-Year Work Program
OEO Form 212

Section I: Project Identification				
1. Project Name:	Self-sufficiency			
2. Mission Statement:	To assist and empower low-income families to overcome barriers and gain employment or better employment to become self-sufficient.			
4. Objective Statement:	To provide comprehensive case management to 100 low-income participants families to become more self-sufficient by June 30, 2024			
5. Project Period:	July 1, 2023 to June 30, 2024			
6. CSBG Funds Requested for this Project:	July 1, 2023	To	June 30, 2024	
7. Total Number Expected to Be Served:	100			
a. Expected Number of New Clients	80			
b. Expected Number of Carryover Clients	20			

ADDENDUM 2

Special Salary Minimum Rate Request, Communications

PAY PLAN COMPARISONS EFFECTIVE JULY 1, 2022

COUNTY	POSITION	HIRING RATE	MINIMUM RATE
BEAUFORT	Telecommunicator	\$34,307	\$36,022
CRAVEN	Telecommunicator	N/A	\$37,340
PITT CO. 911 CENTER	Telecommunicator	\$35,224	\$36,915 (Certified)
PITT CO. SHERIFF'S OFFICE	Telecommunicator	N/A	\$38,392

BEAUFORT COUNTY TELECOMMUNICATORS SALARIES

NAME	CURRENT SALARY	SUGGESTED NEW SALARY	TIME IN 911/COMM.	EDUCATION LEVEL
Telecommunicator 1	\$38,025	\$40,400	6 Years	High School
Telecommunicator 2	\$36,743	\$40,000	2 Years	High School
Telecommunicator 3	\$38,022	\$42,000	3 Years	Associate degree
Telecommunicator 4	\$34,307	\$40,000	4 Years	High School
Telecommunicator 5	\$36,382	\$40,000	3 Years	High School
Telecommunicator 6	\$38,022	\$42,000	3 Months	Associate degree

Beaufort County's current policy for educational incentive is to award an additional \$2,000 annually for employees who hold an Associate's Degree and \$4,000 annually for those who hold a Bachelor's Degree.

Sheriff's Office employees are awarded an additional 1% to their base pay for every five years of experience in the 911/Communications/Emergency field.

ADDENDUM 3

Revised Vehicle Purchase Order



Purchase Order

Fiscal Year 2023

Page 1 of 1

THIS NUMBER MUST APPEAR ON ALL INVOICES, PACKAGES AND SHIPPING PAPERS.

Purchase Order # 20230570

Delivery must be made within doors of specified destination.

BILL TO

210 North Market Street
Oakland Building
Law Enforcement Center
Washington, NC 27889

VENDOR

PERFORMANCE AUTOMOTIVE GROUP INC
DBA: PERFORMANCE CHRYSLER DODGE JEEP RAM
605 WARSAW ROAD
CLINTON, NC 28328

SHIP TO

210 North Market Street
Oakland Building
Law Enforcement Center
Washington, NC 27889

VENDOR PHONE NUMBER		VENDOR EMAIL		REQUISITION NUMBER		DELIVERY REFERENCE			
						2023 Dodge Chargers			
DATE ORDERED		VENDOR NUMBER		DATE REQUIRED		FREIGHT METHOD / TERMS		DEPARTMENT / LOCATION	
12/20/2022		30613						SHERIFF	
NOTES									
Cap Outlay Vehicles									
The Above Purchase Order Number Must Appear On All Correspondence - Packing Sheets And Bills Of Lading									
ITEM #	DESCRIPTION / PART NO.				QUANTITY	UOM	UNIT PRICE	EXTENDED PRICE	
1	LDDE48 5.7L Hemi V-8 2023 Charger Pursuit RWD as per NC70A NC State Contract #202100002				8.0000	EACH	\$36,099.4900	\$288,795.92	
***** GL SUMMARY*****									
104310 - 554000				\$288,795.92					

This instrument has been preaudited in the manner required by the local government budget and Fiscal Control Act.

Beaufort County is NOT exempt from paying sales tax. All invoices must include sales tax as applicable.

Hollie El Jones
Purchasing Agent

Ainta C. Radcliffe
Finance Officer

Total Ext. Price	\$288,795.92
Purchase Order Total	\$288,795.92

VENDOR COPY

ADDENDUM 4

Communications System PO Approval



Purchase Order

Fiscal Year 2023

Page 1 of 1

THIS NUMBER MUST APPEAR ON ALL INVOICES,
PACKAGES AND SHIPPING PAPERS.

Purchase Order # 20230584

Delivery must be made within
doors of specified destination.B
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Oakland Building
Law Enforcement Center
Washington, NC 27889V
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RMOTOROLA SOLUTIONS INC.
4625 LAKE PARK BLVD
SALT LAKE CITY, UT 84120S
H
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O210 North Market Street
Oakland Building
Law Enforcement Center
Washington, NC 27889

VENDOR PHONE NUMBER		VENDOR EMAIL		REQUISITION NUMBER	DELIVERY REFERENCE
				537	AIS System Overview
DATE ORDERED	VENDOR NUMBER	DATE REQUIRED	FREIGHT METHOD / TERMS		DEPARTMENT / LOCATION
12/21/2022	2044				EMERGENCY COMMUNICATIONS

NOTES

Implemental Functions & Mainte

The Above Purchase Order Number Must Appear On All Correspondence - Packing Sheets And Bills Of Lading

ITEM #	DESCRIPTION / PART NO.	QUANTITY	UOM	UNIT PRICE	EXTENDED PRICE
1	MCC7500 Archiving Interface Server (AIS)	1.0000	EACH	\$76,882.3100	\$76,882.31
2	MCC7500 Archiving Interface Server (AIS)	1.0000	EACH	\$14,117.6900	\$14,117.69

***** GL SUMMARY*****

104325 - 544000	\$14,117.69
294325 - 519500	\$76,882.31

This instrument has been preaudited in the manner
required by the local government budget and Fiscal
Control Act.Beaufort County is NOT exempt from paying sales tax.
All invoices must include sales tax as applicable.*Hollie E. Jones*
Purchasing Agent*Quita C. Radcliffe*
Finance Officer

Total Ext. Price	\$91,000.00
Purchase Order Total	\$91,000.00

VENDOR COPY

ADDENDUM 5

Petition to Abandon Old County Road

PETITION TO PERMANENTLY ABANDON AND CLOSE A PORTION OF THE FORMER
LOCATION OF SECONDARY ROAD 1516, BEAUFORT COUNTY, NORTH CAROLINA.

NOW COMES Amanda D. Sasnett, Attorney for Marie Peedin dba F and P Properties ("Petitioner") and states the following:

Petitioner intends to purchase those parcels of land identified as REID Nos. 37483 and 38843 and develop the property to allow for four residences. Title work for this property shows that Secondary Road 1516 (Cherry Road) previously ran between these two parcels.

In 1971, the North Carolina Department of Transportation ("NCDOT") opted to straighten out the curve of SR 1516 to its current location. NCDOT abandoned all activity/maintenance of the former location of that portion of SR 1516 that was no longer in use. A map provided by NCDOT is attached hereto showing the abandoned portion of SR 1516 shaded in grey. For additional context, a survey is attached of the property Petitioner intends to purchase showing the abandoned portion of SR 1516 as it relates to that property only.

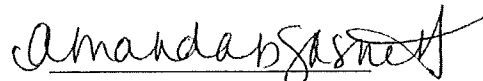
According to landowners, the former location of SR 1516 has not been used by any of the adjoining property owners since it was abandoned in 1971. Further, all parties adjoining the former location of SR 1516 have alternate access to their properties via state-maintained roads.

For Petitioner to receive clear title to the land, the abandoned road must be closed by Beaufort County in accordance with Section 153A-241 of the North Carolina General Statutes.

NOW THEREFORE, Petitioner requests that the Board of Commissioners adopt a resolution declaring its intent to permanently close the abandoned portion of SR 1516, call for a public hearing on the matter, and notify all interested parties as required by Section 153A-241.

This the 29th day of December, 2022.

JONES & SASNETT, PA



Amanda D. Sasnett
Attorney for Petitioner
147 N. Market Street
Washington, NC 27889
(252) 975-5152

Exhibits:

1. Tax maps
2. Email w/ Jordan S. Evans NCDOT Representative
3. NCDOT map
4. Survey of property under contract

RESOLUTION DECLARING INTENT TO PERMANENTLY ABANDON AND CLOSE A PORTION OF THE FORMER LOCATION OF SECONDARY ROAD 1516, BEAUFORT COUNTY, NORTH CAROLINA.

WHEREAS, the Beaufort County Board of Commissioners intend to abandon the former location of SR 1516, and it appears that permanently closing this portion of former Secondary Road 1516, the subject area, is not contrary to the public interest and that no individual owning property in the vicinity of said portion of Right-of-Way would be deprived of reasonable access to his or her property; and

WHEREAS, Section 153A-241 of the North Carolina General Statutes prescribes the procedure to be following by a county in order to permanently close a street or alley; and

WHEREAS, the Beaufort County Commissioners have determined that it is advisable to consider permanently closing the former location of Secondary Road 1516 as shown on that NCDOT map attached to the Petition; and

WHEREAS, in order for a municipality to properly and lawfully permanently close a street, Section 153A-241 of the North Carolina General Statutes requires that a Board of Commissioners first adopt a resolution declaring its intent to permanently close the street (or portion thereof) in question and then call a public hearing on the question; said statute further requires that the resolution shall be published once a week for three successive weeks prior to the hearing, and a copy thereof be sent by registered or certified mail to all owners of property adjoining the street as shown on the county tax records, and a notice of the closing and public hearing shall be prominently posted in at least two places along said street or alley; and

NOW, THEREFORE, be it resolved, by the Board of Commissioners of Beaufort County, at its regularly scheduled session of January 9, 2023, that it intends to close the former location of SR 1516 and calls a public hearing on the question to be held at 7:00 pm on Monday, the 13th of February 2023, at 136 W 2nd Street, Washington, NC 27889.

The Clerk of the Board is hereby directed to publish a copy of this resolution in the Washington Daily News once a week for three successive weeks next preceding the date fixed here for such hearing; to transmit a copy of this resolution by registered or certified mail to each owner of property adjoining the above-described portion of former location of Secondary Road 1516; and to cause the prominent posting of this resolution in a minimum of two (2) locations along the portion of former location of Secondary Road 1516 that is proposed for closure, as required by N.C.G.S. 153A-241.

Upon Motion duly made by _____, and duly seconded by _____, the above resolution was duly adopted by the Board of Commissioners at the meeting held on the 9th day of January 2023.

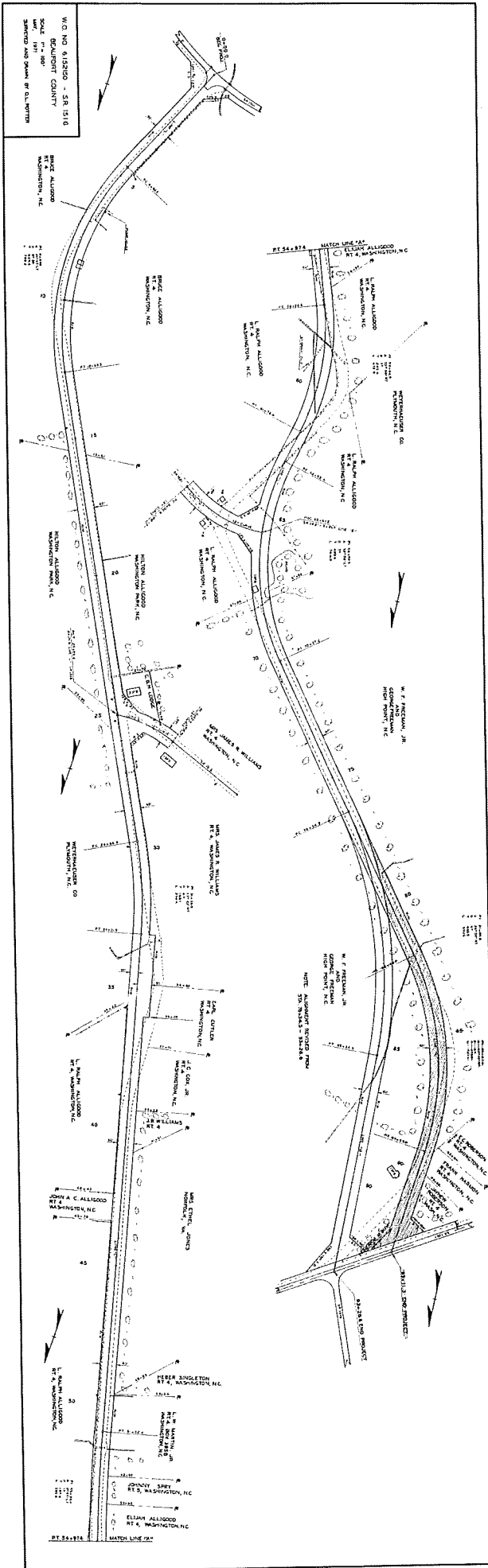
§ 153A-241. Closing public roads or easements.

A county may permanently close any public road or any easement within the county and not within a city, except public roads or easements for public roads under the control and supervision of the Department of Transportation. The board of commissioners shall first adopt a resolution declaring its intent to close the public road or easement and calling a public hearing on the question. The board shall cause a notice of the public hearing reasonably calculated to give full and fair disclosure of the proposed closing to be published once a week for three successive weeks before the hearing, a copy of the resolution to be sent by registered or certified mail to each owner as shown on the county tax records of property adjoining the public road or easement who did not join in the request to have the road or easement closed, and a notice of the closing and public hearing to be prominently posted in at least two places along the road or easement. At the hearing the board shall hear all interested persons who appear with respect to whether the closing would be detrimental to the public interest or to any individual property rights. If, after the hearing, the board of commissioners is satisfied that closing the public road or easement is not contrary to the public interest and (in the case of a road) that no individual owning property in the vicinity of the road or in the subdivision in which it is located would thereby be deprived of reasonable means of ingress and egress to his property, the board may adopt an order closing the road or easement. A certified copy of the order (or judgment of the court) shall be filed in the office of the register of deeds of the county.

Any person aggrieved by the closing of a public road or an easement may appeal the board of commissioners' order to the appropriate division of the General Court of Justice within 30 days after the day the order is adopted. The court shall hear the matter de novo and has jurisdiction to try the issues arising and to order the road or easement closed upon proper findings of fact by the trier of fact.

No cause of action founded upon the invalidity of a proceeding taken in closing a public road or an easement may be asserted except in an action or proceeding begun within 30 days after the day the order is adopted.

Upon the closing of a public road or an easement pursuant to this section, all right, title, and interest in the right-of-way is vested in those persons owning lots or parcels of land adjacent to the road or easement, and the title of each adjoining landowner, for the width of his abutting land, extends to the center line of the public road or easement. However, the right, title or interest vested in an adjoining landowner by this paragraph remains subject to any public utility use or facility located on, over, or under the road or easement immediately before its closing, until the landowner or any successor thereto pays to the utility involved the reasonable cost of removing and relocating the facility. (1949, c. 1208, ss. 1-3; 1957, c. 65, s. 11; 1965, cc. 665, 801; 1971, c. 595; 1973, c. 507, s. 5; c. 822, s. 1; 1977, c. 464, s. 34; 1995, c. 374, s. 1.)



Amanda Sasnett

Subject: FW: Beaufort | SR 1516 | Cherry Road Realignment
Attachments: 6.152150 Beaufort SR 1516 - SR 1501 to SR 1507.pdf; SR 1516 6.152077 1962 Straight Lin Diagram.pdf; SR 1516 6.152077 1962 07 27 Memo of ROW Agreements.pdf; SR 1516 6.152077 1962 06 08 M.F. Singleton ROW Agreement.pdf; SR 1516 6.152077 1962 06 06 ROW Agreement.pdf

From: Evans, Jordan S <jsevens@ncdot.gov>
Date: Thu, Dec 8, 2022 at 4:15 PM
Subject: Beaufort | SR 1516 | Cherry Road Realignment
To: Marie Peedin <mupeedin@ibxengineering.com>
Cc: Taylor, Robby L <rltaylor@ncdot.gov>, Pittman, Gene <sgpittman@ncdot.gov>, Cox, William B <wbcox2@ncdot.gov>

Marie,

I have attached some of the documentation I could find in the files on the realignment of SR 1516 (Cherry Rd).

It appears that prior to 1962, SR 1516 was a dirt road that is shown as a dashed line on the attached map with the project # 6.152150.

In 1962, we paved the road in the location of the shaded areas on that attached map. The project number for the shaded area is # 6.152077. I have also attached a straight-line diagram and some ROW agreements for that project.

Then, in 1971, we re-aligned the road and straightened out the curve to the present-day alignment. That was project # 6.152150. I have the ROW agreements for this as well.

I was unable to find any abandonment packages or information regarding the old dirt road nor the old, paved section of SR 1516. We are of the opinion that since we removed the old road when we did the realignment in 1971, that we have considered that portion of SR 1516 abandoned. We have not performed any maintenance on that section of roadway, and it doesn't show up on any of our maintenance maps.

If you have any questions, please let us know.

Thanks,

Jordan S. Evans

Division 2 District 1 Permitting Office

Engineering Specialist I

North Carolina Department of Transportation

252 623 5305 Office

252 902 9830 Cell

jsevens@ncdot.gov

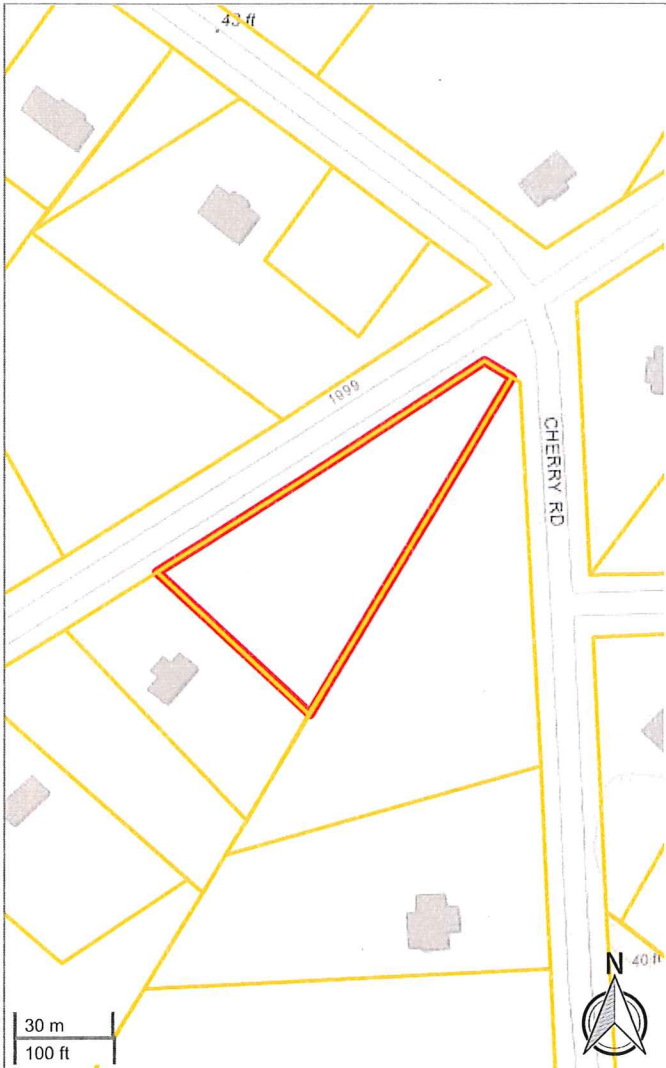
1701 West 5th Street

Washington, NC 27889

(252) 623-5300



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Beaufort County, NC

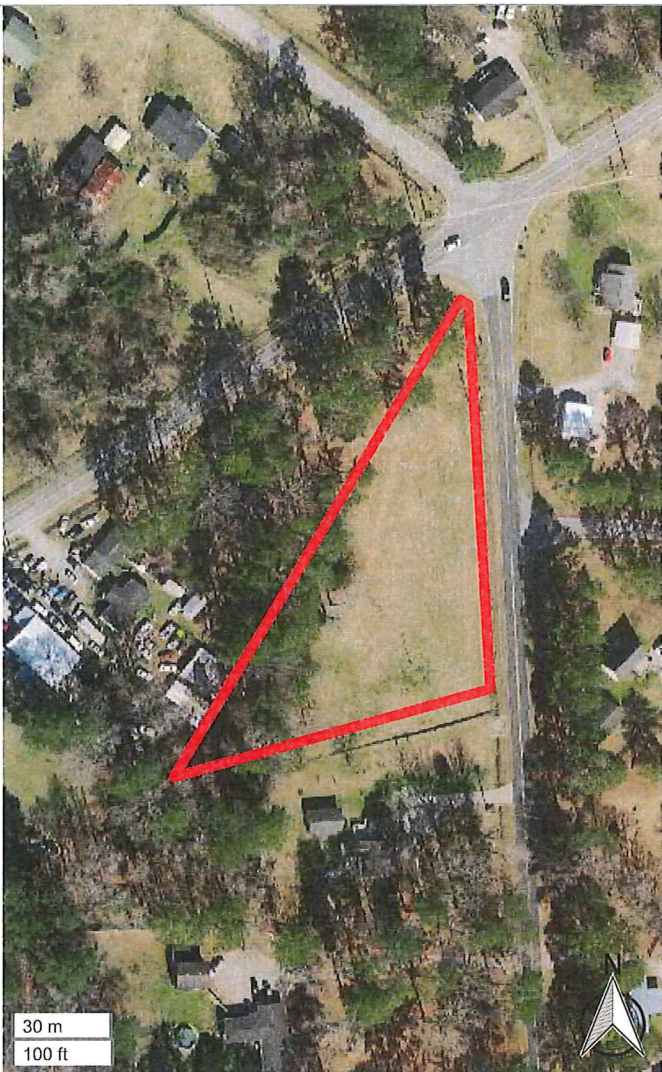
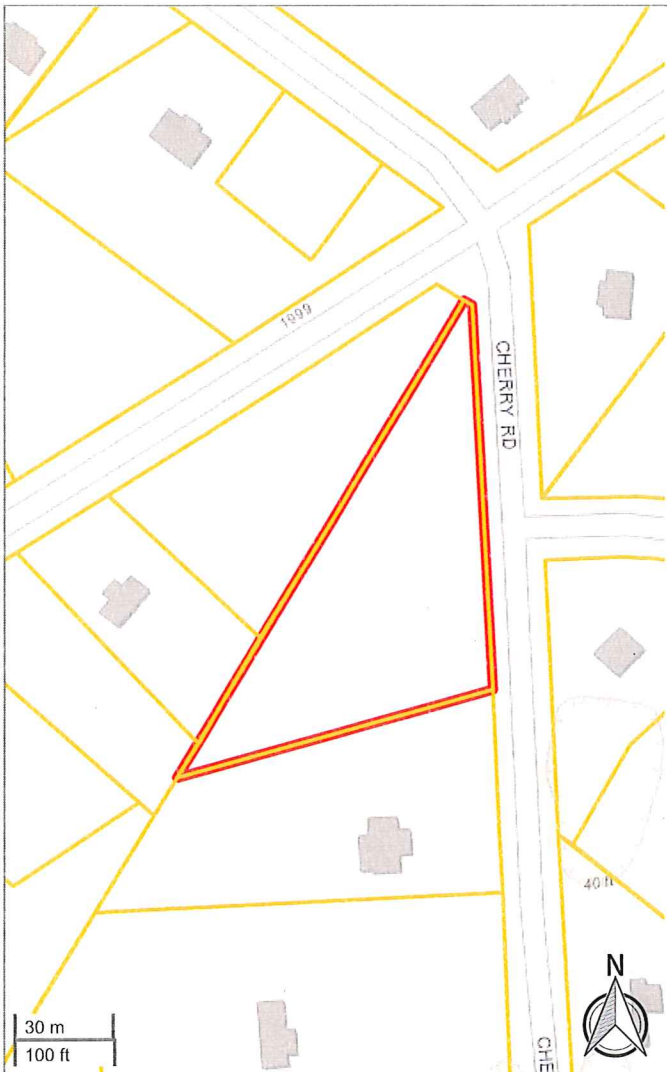
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Beaufort County Parcel Viewer
beaufortcountygis.com

Date Printed: 9/16/2022

GPIN:	5696-86-6324
REID1:	37483
NAME1:	ROBERSON JOSEPH T
NAME2:	ROBERSON LEAH
ADDR1:	10223 LOCKWOOD PINES LANE
ADDR2:	10223 LOCKWOOD PINES LANE
CITY:	TAMPA
STATE:	FL
ZIP:	33635
PROP_DESC:	1 LOT JAYHEW ROBERSON
LAND_VAL:	17760
BLDG_VAL:	3000
TOT_VAL:	20760
DEFR_VAL:	0
TAXABLE_VAL:	20760
PREV_ASSES:	20760
ACRES:	0.74
PROP_ADDR:	1860 SLATESTONE RD
TOWNSHIP:	05
MBL:	569600220
DATE:	1900-01-01
DB_PG:	0691/00277
STAMPS:	
SALE_PRICE:	0.00



Beaufort County, NC

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Beaufort County Parcel Viewer
beaufortcountygis.com

Date Printed: 9/16/2022

GPIN:	5696-86-7119
REID1:	38843
NAME1:	ROBERSON JOSEPH
NAME2:	ROBERSON LEAH
ADDR1:	10223 LOCKWOOD PINES LANE
ADDR2:	10223 LOCKWOOD PINES LANE
CITY:	TAMPA
STATE:	FL
ZIP:	33635
PROP_DESC:	1 LOT "B"(1.42 AC)LANG GRAIN AND SEED CO
LAND_VAL:	20704
BLDG_VAL:	0
TOT_VAL:	20704
DEFR_VAL:	0
TAXABLE_VAL:	20704
PREV_ASSES:	20705
ACRES:	1.25
PROP_ADDR:	SR 1516
TOWNSHIP:	05
MBL:	569600241
DATE:	2011-07-27
DB_PG:	1757/00680
STAMPS:	51.00
SALE_PRICE:	25500.00

ADDENDUM 6

NC Resilient Coastal Communities Grant

ARTICLE I – Base Scope of Services

Project Description

Beaufort County desires to engage an Engineer to provide professional services required to produce plans and contract documents for the construction of two (2) Stormwater Control Measures (SCMs) on the Beaufort County Community College campus located at 5337 John Small Avenue (US-264) in Washington, North Carolina. A map showing the project area is included as Attachment A. The project includes SCM selection services, simple location surveys, simple topographic surveys, SCM design, erosion control design, and assisting with development of educational materials. The Engineer will provide the engineering services required to design and prepare construction plans and specifications for work in accordance with the following scope of services:

Surveys

Simple survey services for this project will be provided primarily using Unmanned Aircraft Systems (UAS) Project limits are defined in Attachment A. Data collected will not be sealed by a surveyor licensed in the State of North Carolina.

Establish Horizontal and Vertical Control Network

Local monuments with known datum information will be required to maximize horizontal and Vertical Control accuracy. RK&K will attempt to achieve a vertical error of $\pm 0.1'$. Accessible and accurate control monuments within a survey traverse up to 300' outside the project limits in Attachment A and based upon United States Geodetic Survey NAVD 88 datum will be needed to ensure this goal. Our crews may be able to achieve 0.1' vertical accuracy by establishing controls with a survey-grade GPS receiver. The GPS receiver is dependent on specific satellite orbit locations for accuracy and may not be accurate on the day of survey. If either of these methods are not possible, vertical control will be collected with up to a $\pm 0.3'$ tolerance. Horizontal Control shall be referenced to North Carolina Geodetic Survey datum, NAD83 2011 adjustment. A report will be created to detail the control used or established to develop the topographic survey data.

Planimetric Location and Mapping

The Engineer shall collect planimetric features using a survey grade UAS data collection. Survey extents will be limited to 40,000 square feet of study area. The Engineer will perform a walk thru/classification of features to aid with labeling features, Planimetric information shall include, but is not limited to the following:

- Drives - location, type, and width
- Buildings - location, type, size, and front corners if within 100 feet of land disturbing activity
- Parking Lots - location and layout
- Landscape areas, woods lines, and all trees in landscaped areas greater than 6" dia, and all ornamental trees shall be located by species and size.
- Signs - location, type, and size

- Fences - location, type, and size
- Utilities*
 - Storm drainage - location, size, type, top and invert elevations, inlet and outlet location both inside and one structure outside planimetric limits. Rim and invert data will be collected with GPS receiver or conventional methods.
 - Gravity sanitary sewer - location, size, type, top and invert elevations. Rim and invert data will be collected with GPS receiver or conventional methods.
 - Water - location, valves (including top of nut elevations where accessible), meters, hydrants, wells (as surveyed and/or identified by local County or Municipal records), and associated appurtenances.
 - Gas - location, valves, meters, vents and associated appurtenances.
 - Telephone – above ground appurtenances such as poles, pedestals, manholes and vaults (to include subsurface footprint).
 - Overhead utilities - location, poles, guys, markers, pedestals, pole number, equipment, vertical clearance at grade crossings, and type to include power, telephone, cable TV, traffic signal and other telecommunications and communication lines.
 - Underground utilities - location, pedestals, markers, and type to include power, telephone, cable TV, traffic signal and other telecommunications and communication lines.
- Owner names, addresses, phone numbers and contact persons shall be provided for all utilities when available.

* Locations of non-gravity underground utilities will be based on 811 or County staff markings. RK&K will not mark or provide locates on underground utilities. Gravity utility (drainage and sanitary sewer) location will be based on above ground appurtenances and visual inspection and depth measurements to determine invert elevations that may be accomplished from the surface. The Engineer will not enter the manhole to determine inverts. Confined space investigation shall be considered Additional Services (Article II).

Field Review Recommendations

The Engineer will coordinate with the College on selecting SCM sites on campus. The Engineer will visit the field to assess location and SCM feasibility. Factors that affect the feasibility include landcover type treated and future campus expansion. Recommended sites will be provided to the College for feedback. Chosen sites and contributing drainage systems will be surveyed by RK&K up to 100' from each proposed SCM site. Seasonal High Water Table boring locations will be recommended and taken during this stage of the project as well.

Concept Phase

During this phase, the Engineer will prepare 25% design plans for SCM sites. 25% design plans shall consist of a title sheet and a plan sheet for the two selected sites.

Design Phase

The Engineer shall develop 60% design plans and project special provisions in sufficient form and detail for constructability. All 60% designs for the Project shall conform to the appropriate NCDEQ guidance and/or the requirements of the County. 60% design plans shall consist of a title sheet, two (2) plan sheets, and two (2) details sheet for the two selected sites. SCM sizing calculations will be prepared as well.

Final Phase

The Engineer shall develop final plans and project special provisions in sufficient form and detail for the County to advertise for construction contracts. All final designs for the Project shall conform to the appropriate NCDEQ guidance and the requirements of the County.

The Engineer shall complete the final construction plans, incorporating and resolving all comments from the County and in such detail as to allow the County to advertise the proposed work for construction. The plans shall include a title sheet, grading plans, erosion control plans, erosion control notes and details and planting plans. The Engineer shall furnish one (1) hard copy set of 100% final construction plans and one (1) electronic set in PDF format to the County for approval.

Final design plans shall consist of a title sheet, two (2) plan sheets, and two (2) details sheet for the two selected sites. Updated SCM sizing calculations will be prepared as well.

After final plans are reviewed by County staff, the Engineer shall furnish to the County one (1) electronic set (in PDF format) of sealed documents which shall include references to NCDOT specifications, special provisions, quantities, and sealed project plans.

Educational Materials

The Engineer shall research available public informational materials and draft LID education content. The Engineer will participate in one (1) virtual meeting with stakeholders to discuss the educational information. Once stakeholder feedback is received, final information to be included in outreach materials will be provided by the Engineer. Educational information will include signage and brochures.

Meetings, Coordination, and Project Management

Meetings and Coordination

The Engineer shall make available, at reasonable times, responsible staff members to meet with County staff to review the content and progress of the Project.

The Engineer shall provide routine project management and administration activities, including monthly progress reports, project letters/correspondence, and subconsultant coordination through the anticipated three (3) month duration.

MicroStation/GEOPAK

The Engineer shall prepare all plan sheets through a computer aided drafting and design system. At the time of delivery of project plans for bidding, the Engineer shall furnish to the County the

final MicroStation/GEOPAK (Version 8i) design files, as represented by the final construction plans, excluding any extraneous working files.

Permitting Fees

The County will pay review fees associated with all permit applications and any mitigation fees required for the project.

Project Schedule

Plans shall reach a level of completeness necessary to apply for permits and approvals as required for construction by January 31, 2023. Due to the nature of the program, an extension is anticipated and will be requested as soon as the contract is approved by the County.

ARTICLE II - Additional Services

If requested in writing by the County and accepted by the Engineer, the Engineer shall furnish or obtain from others Additional Services, which are not included under Article I. The Additional Services shall be paid for by the County at rates to be agreed upon by the County and the Engineer in writing. Equitable adjustments shall be made to the time of completion for the Additional Services.

ARTICLE III – Excluded Services

- Subsurface Utility Engineering (SUE) and location
- Property Surveys
- Stream/Wetland Delineations
- Stream/Wetland Permitting
- Coastal Area Management Act (CAMA) Permitting
- NCDEQ / NG01 Erosion Control Permitting and Approvals
- National Environmental Policy Act (NEPA) Services
- Private Utility Coordination
- Water/Sewer Relocation Design
- Easement Exhibits / Plats
- Bid Assistance (Pre-bid, Addenda, and Bid Opening)
- Construction Management, Observation, and Materials Testing
- As-Builts
- Public Meetings, County Council Meetings, Community Involvement
- Geotechnical Design
- Cost Estimates
- Survey data sealed by licensed survey in the State of North Carolina
- Construction Staking
- Grant Administration
- Bulk Production Educational Materials
- Distribution of Educational Materials

ARTICLE IV – Data and Materials to be Provided by the County

- Record drawings for the Beaufort County Community College campus
- Survey Control Data
- Front end documents including bond forms, bid forms, and minority business forms

ARTICLE V – Fee for Services**Project Fee**

The following lump sum fee will be paid for the project: **\$57,500**

Approval

In lieu of, or in advance of a formal Consultant Agreement between RK&K and Client, the following approval may be executed:

This proposal is approved by Client. The attached Standard Terms and Conditions to Proposal are incorporated by reference into and are part of this Proposal. If Client directs RK&K to proceed without signing this Proposal, both the Proposal and the Terms and Conditions are deemed accepted as soon as RK&K commences work at the direction of the Client.

Approved by Client:

Frankie Waters, Chairman
Beaufort County Board of Commissioners

Date

Approved by Client:

Anita Radcliffe, Finance Officer
Beaufort County Board of Commissioners

Date

Attachment A

Project Limits

