LEE COUNTY
NORTH CAROLINA
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REGULAR MEETING
OF THE
LEE COUNTY BOARD OF COMMISSIONERS
106 HILLCREST DRIVE
SANFORD, NORTH CAROLINA 27330

AUGUST 17, 2015

The regular meeting of the Board of Commissioners for the County of Lee, State of North Carolina, convened at 4 p.m. in the Commissioners' Room, First Floor, Lee County Government Center, 106 Hillcrest Drive, Sanford, North Carolina, on said date. Commissioners present when the meeting was called to order were Amy M. Dalrymple, Dr. Ricky D. Frazier, Dr. Andre Knecht, Larry "Doc" Oldham, Robert T. Reives, and Timothy S. Sloan. Commissioner Kirk D. Smith was absent for the meeting

Chair Dalrymple called the meeting to order and the following business was transacted:

Commissioner Frazier delivered the invocation.

The pledge of allegiance was recited.

The Board considered additions/changes to the *Agenda*. County Manager John Crumpton asked the Board to consider the transfer of property located on Washington Avenue to the City of Sanford. With no other changes made, Commissioner Frazier moved to approve the Agenda as amended. Upon a vote, the results were as follows:

Aye:	Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay:	None
Absent:	Smith

The Chair ruled the motion had been adopted unanimously.

Commissioner Oldham asked that the appointment to the Lee County Planning Board listed on the Consent Agenda be pulled indefinitely.

Aye:	Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay:	None
Absent:	Smith

The Chair ruled the motion had been adopted unanimously.

Commissioner Frazier moved to approve the *Consent Agenda* which consisted of the following items:

- Minutes from the June 1, June 8, and June 15, 2015 closed session meetings,
- Minutes from the June 13, 2015 regular meeting,
- Tax Releases and Refunds for July 2015 (copy attached),
- Resolution in Support of "*Stepping Up Initiative in Jails*" (copy attached),
- Easement to Duke Energy Progress for a power line to the Landfill Road Convenience Center (copy attached),
- Memorandum of Agreement between the Library and NC Cardinal (copy attached),
- Application for State Aid to Libraries,
- FY 2016 Seniors Health Insurance Information (SHIIP) Grant, and
- Renewal Agreement with Tyler Technologies Software.

Upon a vote, the results were as follows:

Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously.

Pursuant to N.C. General Statute §153A-52.1, Chair Dalrymple opened the floor for *Public Comments*. The following signed up to speak and were allowed 3 minutes for comments:

1. Mr. Cliff Beatty, 141 Deerfoot Trail, Sanford (Little River Quarry)

The Board considered a request to change the recent pay and compensation study provided by Springsted Incorporated. Human Resource Director Joyce McGehee asked the Board to move positions recommended in the salary study grades in the Lee County Pay and Classification Plan and adjust employees to the minimum of the salary grade. She also asked the Board to consider implementing a pay progression plan as part of Personnel Policy (D-2) with changes to be effective January 10, 2016. Ms. McGehee stated the study provided an overview of current compensation and a recommended action plan. At the time of the study there were 340 filled positions and 16 vacancies. Two options were submitted by Springsted to consider employee pay adjustments. The first option was to move employees to the minimum of the pay grade. This option would cost approximately $276,320 annually. The second option would be to move employees to the minimum of the pay grade and give a 2% increase to other employees which would cost approximately $281,215 annually. The study was conducted prior to staff receiving a 2.5% COLA in July. It is proposed to assign positions to the correct salary grades in the Lee County Pay and Classification Plan and adjust employees to the minimum of the salary grade effective January 10, 2016. In order to deal with compression issues in the future, it is proposed Lee County implement a Pay Progression Plan that would give employees a 2.5% increase after 2 years, 5 years, 10 years, 15 years, 20 years, 25 years, and 30 years of employment. The cost to implement the Progression Plan for the 2015-16 budget would be $7,362 (including fringe). After discussion, Commissioner Reives made a motion to remove the current policy to hire an outside company to conduct a pay classification study every five years and allow the County Manager to delegate the study to in-house staff annually. Upon a vote, the results were as follows:

Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously.

Commissioner Reives further moved to accept the recommendation of the HR Director to move positions recommended in the pay and classification study to recommended salary grades in the Lee County Pay and Classification Plan, adjust employees to the minimum salary grade effective January 10, 2016, and approve implementation of a Pay Progression Plan as part of the Personnel Policy effective January 10, 2016. Upon a vote, the results were as follows:

Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously.

The Board considered an offer to purchase surplus property in the Wildwood Subdivision. Attorney Kerry Self stated the County had received an offer from Joseph Benjamin and Martha Franklin Lucas to purchase property (1 lot) located at the intersection of Wildwood Drive and Palmetto Path in the Wildwood Subdivision. The County acquired by General Warranty Deed two parcels: the subject parcel and an additional property located nearby on Wildwood Drive. The County paid $2,000 for the two parcels. Mr. and Mrs. Lucas submitted an offer to purchase said property for $2,000.00 plus advertising costs. Commissioner Frazier moved to approve a *Resolution Authorizing the Sale of Property Located at the Intersection of Wildwood Drive and Palmetto Path*, a copy of which is attached to these Minutes and by this reference made a part hereof, and to begin the upset bid process. Upon a vote, the results were as follows:

Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously.

The Board considered a loan to the Sanford-Lee County Airport Authority. County Manager John Crumpton, who also serves as Treasurer of the Airport Authority, stated the Airport Authority is asking for an $850,000 loan from the County for construction of T-hangars and infrastructure improvements at the Airport. Mr. Crumpton stated the Airport continues to grow and is out of T-hangar space. There is currently a waiting list of 50 planes for hangar space. The Authority bid the addition of 28 hangars at a cost of $1.25 million. In addition, the Authority continues to be in communication with the Department of Transportation for up to $4.45 million dollars in improvements at the Airport. The proposal being considered will use 90% Federal and State grants and 10% local funds. The project will require a local $450,000 match. The Authority is asking to borrow these funds from the City and County for a 15-year period at an interest rate to be determined at a market rate at the time of the borrowing and will be set by financial advisors Davenport & Associates. The total borrowed from the City and County would be up to $1.7 million. Current interest rates for non-taxable borrowing is 2.83%. The Airport Authority will hold a public hearing before the loan is finalized and documents approved by the Local Government Commission. After discussion, Commissioner Oldham moved to approve an $850,000 loan from the General Fund to the Sanford-Lee County Airport Authority. Upon a vote, the results were as follows:

Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously.

The Board considered a land transfer to the City of Sanford that had been added to the Agenda at the beginning of the meeting. County Manager John Crumpton stated the City had an interest in the property located near the intersection of Horner Boulevard and Washington Avenue, adjoining the Martin Luther King Park. Mr. Crumpton recommended the County deed the 50 x 90 feet lot to the City of Sanford for the sum of $1.00 so the Martin Luther King Park can be expanded. Commissioner Frazier moved to approve a *Warranty Deed* to the City of Sanford, a copy of which is attached to these Minutes and by this reference made a part hereof. Upon a vote, the results were as follows:

Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously.

At this time the Board heard a presentation from Community Development Director Marshall Downey and UNC personnel Hannah Gill and Jessicalee White in reference to the Building Integrated Communities (BIC) – Latino Migration Project. Mr. Downey stated for the past year the Planning Department has been working with UNC-Chapel Hill on a grant received for participation in the BIC project. Key steps completed included the following:

- BIC Committee created with community partners, residents and local agencies,
- 300 surveys completed by local immigrants and U.S. born children,
- 3 public hearings conducted in the Spring of 2015 seeking continued input from the Hispanic community, and
- Data collected from the outreach process as the project moves to year two of the BIC process.

BIC Committee members Santiago Giraldo, Rev. Erika Martinez-Flores and Bryon Ramirez shared with Commissioners how they have become involved with the program.

The Board considered the purchase of new vehicles for Senior Services. Senior Services Director Debbie Davidson asked the Board to approve the purchase of a new 2015 Ford Fusion in the amount of $17,801 from Capital Ford Wilmington, and a 2015 7-passenger Dodge Caravan Mini Van in the amount of $20,845 from Ilderton Dodge, High Point. It was noted staff has been using a 1998 Mini Van that was operated by COLTS and a former Sheriff's Crown Victoria vehicle that have numerous mechanical repair needs. Funds for these purchases were approved in the current FY 2015-16 budget. Commissioner Frazier moved to approve the purchase of the above two referenced vehicles for Senior Services. Upon a vote, the results were as follows:

Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously.

The Board considered the purchase of two new vehicles for the Department of Social Services (DSS). Social Services Director Brenda Potts asked the Board to approve the purchase of two 2016 Ford Fusion Sedans through State Contract with Capital Ford, Inc., Raleigh, in the amount of $17,801

per vehicle. The new vehicles will replace a wrecked 2000 Dodge Stratus and a 1999 Chevrolet Malibu that has been out of service for several months. Funds for these purchases were approved in the current FY 2015-16 budget and the State will reimburse DSS $8,000 per vehicle. Commissioner Reives moved to approve the purchase of the above two referenced vehicles for Social Services. Upon a vote, the results were as follows:

Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously.

The Board considered a request to purchase four new vehicles for General Services and Solid Waste. General Services Director Russell Spivey asked the Board to approve the purchase of the following new vehicles for his department:

- 2016 Ford Focus - $15,901 from Capital Ford, Wilmington. This vehicle will replace a vehicle with 140,000 miles,
- 2015 Ford F350 Truck from Piedmont Truck Center, Greensboro, in the amount of $31,390. This truck will replace a truck with 125,000 miles,
- 2015 Cargo Van in the amount of $30,717 from Piedmont Truck Center, Greensboro. This van will replace a van with 189,700 miles,
- 2016 Ford F250 Truck from Piedmont Truck Center, Greensboro, in the amount of $24,700. This vehicle will replace a van with 176,029 miles in the solid Waste Division.

Funds for these purchases were approved in the current FY 2015-16 budget. Commissioner Reives moved to approve the purchase of the above four referenced vehicles for the Grounds Division and Solid Waste Division of General Services. Upon a vote, the results were as follows:

Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously.

The Board considered a proposal for a three-year contract with ECOFLO, Inc. for Household Hazardous Waste Services. Solid Waste Superintendent Joe Cherry stated proposals were received from four qualified firms to provide collection of household hazardous waste. Services include a complete turnkey service for an annual collection program over the next three years, as well as services related to the transportation and recycling of latex paint. The first collection event will take place Saturday, October 24, 2015. Latex paint recycling, a new program scheduled to begin in September 2015, will be conducted on a regular basis. A total of $25,000 was budgeted in the current FY 2015-16 budget for this program. Commissioner Frazier moved to approve a three-year contract for *Household Hazardous Waste Services with ECOFLO, Inc.* as presented, a copy of which is attached to these Minutes and by this reference made a part hereof. Upon a vote, the results were as follows:

Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously.

The Board considered an Addendum to the 613 Ebola Preparedness and Response Agreement. Health Director Terrell Jones asked the Board to approve an Addendum to the 613 Ebola Preparedness and Response Agreement which includes $20,000 to aid the Lee County Health Department in Ebola preparedness and response. Mr. Jones stated the new Addendum Agreement allows the Health Department to enhance existing preparedness and response capabilities as they relate to Ebola Virus Disease. The Addendum Agreement calls for the development of a Concept of Operations Plan in collaboration with county stakeholders involved in planning efforts. The $20,000 will be used for training and equipment directly related to managing Ebola preparations and response. A list of eligible uses for the funds are currently under development at the regional and state preparedness and response levels. After discussion, Commissioner Frazier moved to approve the *Addendum Agreement for 613 Ebola Preparedness and Response Agreement,* a copy of which is attached to these Minutes and by this reference made a part hereof. Upon a vote, the results were as follows:

Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously.

The Board considered the purchase of an electronic medical records system for the Health Department. Health Director Terrell Jones stated Cure MD is an Electronic Medical Records System (EMR) designed to optimize clinic flow and allow the exchange of health information between providers without delays. EMRs replace paper medical records and allow clinicians to order lab tests and prescriptions electronically thereby streamlining clinical outcomes. It also allows patients to schedule appointments on-line and have access to their own medical records. Annual cost for the service is $8,340. A total of $21,239 has been budgeted in the FY 2015-16 budget for the following services:

- 12 month Cure MD Subscription - $8,340
- Annual Maintenance – included
- Training (1-time cost) - $9,400
- Claims Clearing House – included
- Hosting @ Cure MD – included
- Additional Services (patient demographic conversation – 1-time cost) - $3,400

After discussion, Commissioner Reives moved to approve the purchase of an *electronic medical records system from Cure MD* for the health department as presented above with amended wording in the agreement as it pertains to the transfer of records at the end of the 5-year agreement. Upon a vote, the results were as follows:

Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously.

Budget Amendment # 08/17/15/01 was presented for the following departments:

Library – appropriate $4,998 received from the LSTA EZ Edge Tech Grant and $19,612 from the LSTA 15-20 Grant. Also adjusted budget reduction of funding from "The Friends of the Library" of $6,000,

General Services – rollover funds for the Lee County Government Center water line replacement project not completed in FY 2014-15,

Planning – rollover funds for the County-City scanning project not completed in FY 2014-15,

Schools Capital – rollover unspent but allocated lottery funds for projects not completed in FY 2014-15,

Recreation – rollover $51,750 donated for recreational improvements at Dalrymple Park and for an off-lease dog park at OT Sloan Park, and $1,408 donated for the opening of the new Nature Center at San-Lee Park,

IT – rollover funds for IT projects not completed in FY 2014-15,

Senior Services – allocate funds in the amount of $2,617 received from Triangle J Area Agency on Aging,

Health – rollover funds for projects not completed in FY 2014-15,

Social Service Programs – rollover funds not used in FY 2014-15, and

Waste Collections – rollover FY 2014-15 funds for a stationary trash compactor not delivered until July 2015.

Commissioner Frazier moved to approve *Budget Amendment # 08/17/15/01* as presented above, a copy of which is attached to these Minutes and by this reference made a part hereof. Upon a vote, the results were as follows:

Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously.

Finance Director Lisa Minter presented the *Monthly Financial Report* for month ending June 2015. No action was taken.

County Manager John Crumpton presented his *Monthly Report for the Month of August 2015*, a copy of which is attached to these Minutes and by this reference made a part hereof. No action was taken.

Economic Development Director Bob Joyce gave a report on current economic development projects and possible new developments. At this time he is working on eleven different projects, and also stated several local businesses had recently completed additions.

With no further business to come before the Board, Commissioner Frazier moved to adjourn the meeting. Upon a vote, the results were as follows:

Aye: Dalrymple, Frazier, Knecht, Oldham, Reives, and Sloan
Nay: None
Absent: Smith

The Chair ruled the motion had been adopted unanimously and the meeting adjourned at 6:10 p.m.

Amy M. Dalrymple, Chair
Lee County Board of Commissioners

ATTEST:

Gaynell M. Lee, Clerk to the Board