MINUTES OF BOARD OF COUNTY COMMISSIONERS OF GUILFORD COUNTY

Greensboro, North Carolina
April 16, 2015

The Board of County Commissioners met in a duly noticed regular meeting on April 16, 2015 at 5:30PM, in the Commissioners’ Meeting Room, 301 W. Market St., Greensboro, North Carolina.

PRESENT: Chairman Hank Henning, presiding; Vice Chairman Jeff Phillips; Commissioners Alan Branson, Kay Cashion, Justin Conrad, Ray Trapp, J. Carlvena Foster and Carolyn Q. Coleman (joined meeting by phone at 5:53PM).

ABSENT: None.

ALSO PRESENT: Marty Lawing, County Manager; Mark Payne, County Attorney; Robin Keller, Clerk to the Board; Jim Albright, Emergency Services Director; Colonel T.R. Powers, Sheriff’s Office; Michael Halford, Budget Director; Joe Raymond, DHHS Director; Merle Green, DHHS-Public Health Director; Scott Green, DHHS-PH Environmental Health; Elizabeth White, DHHS-DSS Economic Services Division Director; Robert McNiece, Facilities/Parks and Property Management Director; Reid Baker, Finance Director; Jeff Fowler, Security Director; and members of the media and community.

I. INVOCATION

Chairman Henning led those present in a moment of silence.

II. PLEDGE OF ALLEGIANCE

Chairman Henning led those present in reciting the Pledge of Allegiance.

III. WELCOME AND CALL TO ORDER

Chairman Henning welcomed those present and called the meeting to order at 5:34PM.

IV. SPEAKERS FROM THE FLOOR

Anne Hice of Pleasant Garden shared an article published in the Sunday News & Record discussing the Prison Farm Greenhouse. Ms. Hice encouraged Guilford County residents to take advantage of and maintain the Prison Farm greenhouse.
Mary Louise Smith of Greensboro, member of the Renaissance Community Co-op, spoke to the benefits of the co-op and the affordable fresh fruits and vegetables that will be available to all residents. She urged the Commissioners to consider a $250,000 grant towards the opening of the co-op grocery store.

Charles Spencer of Greensboro, member of the Renaissance Community Co-op Board, spoke of his concerns regarding Guilford County’s ranking as a food desert in the United States, and to the positive aspects of the co-op. He urged the Board for their support of the program.

Gary McCants of Greensboro spoke in favor of the Renaissance Community Co-op and urged County support. In addition, Mr. McCants requested a work session of the Board to discuss the County’s MWBE program to develop relationships and strategies that will improve its impact within the community.

V. PRESENTATIONS

A. Resolution in Support and Honor of the Public Safety Employees of Guilford County

Commissioner Perdue invited Jim Albright, Emergency Services Director, Colonel T.R. Powers, Sheriff’s Department, Chief Steve Simmons, Chair of the Fire Chief’s Board, and other local emergency personnel to the podium for recognition.

Commissioner Perdue read a resolution in support and in honor of the public safety employees of Guilford County.

RESOLUTION IN SUPPORT AND HONOR OF THE PUBLIC SAFETY EMPLOYEES OF GUILFORD COUNTY

WHEREAS, in emergency situations in Guilford County, the County’s public safety employees (commonly called “first responders”), carry out the critical role of protecting and ensuring public safety;

WHEREAS, the Guilford Metro 911 Department, the Guilford County Sheriff Department, the Rural Fire Departments, and the Emergency Services Department act as a combined team, in conjunction with partners from other agencies, to rescue people from dangerous circumstances, secure dangers, treat the injured and protect the lives and safety of people, regardless of the peril or hazard to themselves;

WHEREAS, Guilford County’s first responders often risk their lives when responding to emergencies;

WHEREAS, Guilford Metro 911 staff serves as the first, first responder to protect the people of Guilford County every day, being always available to provide a coordinated response to any emergency at any hour, under any conditions or circumstances;
WHEREAS, Guilford Metro 911 communicators processed 715,858 total telephone transactions, over 3.5 million radio transmissions during 2014, and dispatched 433,870 calls for service for Law, Fire and EMS.

WHEREAS, rural fire fighters provide fire suppression, emergency medical services, search and rescue, hazardous materials response, critical fire prevention and safety education;

WHEREAS, in 2014 the Rural Fire Departments responded to 19,441 fire and medical emergency calls, and provided the public 114,702 contact hours of fire safety training.

WHEREAS, sheriff deputies protect our families and our property, detect and prevent crimes, restore the peace, uphold the law, ensure justice and make Guilford County a safer community;

WHEREAS, the Sheriff Department in 2014 responded to 79,686 calls for service, reduced crime to one of the lowest known levels with the State of North Carolina, and a strong majority of Guilford County’s residents have a positive opinion of the Guilford County Sheriff Department and believe they have been effective in making neighborhoods and the County safe;

WHEREAS, Emergency Services provides paramedic level emergency medical care, fire department support operations, fire code inspections, fire investigations, and emergency management for Guilford County.

WHEREAS, Emergency Services responded to over 65,000 incidents with 75,000 unit responses and transported 45,000 patients to local healthcare facilities, conducted 3,011 fire and life safety inspections, provided 21 training presentations to over 700 individuals on disaster management and preparedness, and is one of only three ambulance services accredited within the State.

WHEREAS, The Guilford County Fire Marshal’s Office staff conducted 3,111 fire and life safety inspections in businesses throughout unincorporated Guilford County and the following Towns: Gibsonville, Jamestown, Oak Ridge, Pleasant Garden, Sedalia and Summerfield during CY 2014. In Addition there were 625 inspections conducted in relation to new construction projects throughout Guilford County.

WHEREAS, The Guilford County Fire Marshal’s Office provides fire and life safety inspections as well as electrical inspections as required by North Carolina General Statutes for all of our Guilford County Public Schools (GCS). There are 125 GCS campuses which comprise 439 school buildings which are required to have a fire and life safety inspection every 6 months.

WHEREAS, the government of Guilford County is charged first and foremost with assuring public safety by protecting the lives, peace and property of its residents;

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF GUILFORD COUNTY:

That the Board of Commissioners declares, for itself and the residents of the County, that the County gratefully and completely supports our first responders;
BE IT FURTHER RESOLVED that the Board of Commissioners encourages all residents of Guilford County to express their gratitude to our first responders with their own acts and expressions of kindness and appreciation for their efforts and sacrifices during other nationally recognized events and by attending and supporting local aware ceremonies such as National Telecommunications Week (April), Guilford County Sheriff Annual Awards Ceremony (March), Fireman’s Annual Award Banquet (February) and other events sponsored by local merchants; and

BE IT FURTHER RESOLVED that, as the September 11th anniversary approaches, the Board of Commissioners supports the creation of a Public Safety Appreciation Day event that affirms the goals and efforts of Guilford County and all communities to honor and celebrate the contributions and sacrifices made by our first responders in Guilford County, and all first responders of the United States.

Col. Powers thanked the Board for the resolution. He noted the extraordinary team of responders in Guilford County.

Commissioner Conrad recognized Mr. Bill Jones and Mayor Randy Braswell, local constituents and elected officials from the Town of Stokesdale, and thanked them for visiting the meeting.

Commissioner Coleman entered the meeting at 5:53PM via simultaneous communication.

VI. CONSENT AGENDA

Chairman Henning asked if any Commissioner wished to pull an item from the consent agenda.

Vice Chairman Phillips requested item B.1 pulled for further consideration.

Commissioner Coleman requested item C.3 pulled for further consideration.

A. BUDGET AMENDMENTS

1. Approve an increase to the FY 2015 Health and Human Services Department (Public Health Division) budget by $19,735 detailed below: a) NC Division of Public Health, NC Department of Health and Human Services has been awarded funds to be dispersed to the five counties in North Carolina who have the biggest number of citizens from West African Countries currently affected by the Ebola virus. Guilford County Public Health Division Communicable Disease nurse staff monitors people who have come from the affected countries, either as visitors or returning home to North Carolina from visiting Liberia, Sierra Leone or Guinea. Monitoring is 21 days for each traveler and to date; Guilford County has conducted active monitoring of 30 people. Funds will enhance the monitoring and readiness program. NO ADDITIONAL COUNTY FUNDS REQUIRED.
2. Approve proposed Environmental Health fees as outlined in attached fee schedule for water samples. The Public Health Division is seeking to increase water sample testing fees in order to cover the fees charged by the State Lab of Public Health. The State Lab of Public Health increased the fees that local health departments are charged for water sample kits in September 2014, some of which were substantial. This increase has effected every local health department in the State. If the fee schedule is not adjusted, the County would have to absorb approximately $14,000.00 in increased costs. Public Health Division staff are requesting the increase to the lab fees only. NO ADDITIONAL COUNTY FUNDS REQUIRED.

3. Approve increase to the FY 2014-15 Econ. Dev. and Assistance budget of $238,680 for receipt of the "One NC Fund Grant" from the NC Dept. of Commerce. The funds will be disbursed to Honda Aircraft Company, LLC in the amount of $238,680 per the terms of the One NC Fund Grant. NO COUNTY FUNDS REQUIRED.

The Economic Dev. and Assist. Dept. budget to be amended as follows:

**BUDGET ORDINANCE AMENDMENT**

General Fund
Increase Appropriation Economic Development and Assistance: $238,680
Increase Federal and State: $238,680

B. CONTRACTS

*Removed from Consent Agenda*

1. Approve the annual external audit contract for Guilford County in the amount of $85,688 with the firm of Cherry Bekaert, L.L.P. for the fiscal year ending June 30, 2015. On January 13, 2011 the Audit Committee and Board of County Commissioners approved a three year extension of the terms of the external audit contract with Cherry Bekaert, L.L.P. for the fiscal years 2011, 2012 and 2013 at a cost of $84,000 each year and an additional two year option at the base amount plus the lesser of 1% or the consumer price index rate. The Audit Committee met on February 20, 2014 and approved exercising the two year option for fiscal years 2014 and 2015 and approved the contract for the fiscal year ending June 30, 2014 in the amount of $84,840. With a 12/31/14 CPI of 0.8%, the fiscal year 2015 amount is increased only 0.8% to $85,519, still well below the FY2010 amount of $89,250. Funds for the contract are included in the FY2015 budget. NO ADDITIONAL COUNTY FUNDS REQUIRED. (Reid Baker)

2. Approve purchase of EMC VNX 5400 Storage Area Network device from Varrow for the amount not to exceed $210,000 which includes hardware, installation and 4 years of support and maintenance. This is approved by ITAC and included in the technology project budget for fiscal year 2015. Pricing and terms and conditions based on NC State contract 204J. NO ADDITIONAL COUNTY FUNDS REQUIRED.
C. MISCELLANEOUS

1. Accept and approve the Property Tax Rebate and Release Reports for the month ending March 31, 2015. Complete report maintained on file with the Clerk to Board.

2. Accept and approve the Tax Department's Beverage License and Tax Collection reports for the month ending March 31, 2015. Complete reports are maintained on file with the Clerk to the Board.

Removed from Consent Agenda

3. Approve the following sets of County Commissioner's Meeting Minutes: (Robin Keller) 4/2/2015 - Work Session.

Motion was made by Commissioner Kay Cashion, and seconded by Commissioner J. Carlvena Foster, to approve the consent agenda.

VOTE: Motion carried 9 - 0


NOES: None

ITEMS REMOVED FROM CONSENT AGENDA FOR SEPARATE CONSIDERATION

B.1. Approve the annual external audit contract for Guilford County in the amount of $85,688 with the firm of Cherry Bekaert, L.L.P. for the fiscal year ending June 30, 2015. On January 13, 2011 the Audit Committee and Board of County Commissioners approved a three year extension of the terms of the external audit contract with Cherry Bekaert, L.L.P. for the fiscal years 2011, 2012 and 2013 at a cost of $84,000 each year and an additional two year option at the base amount plus the lesser of 1% or the consumer price index rate. The Audit Committee met on February 20, 2014 and approved exercising the two year option for fiscal years 2014 and 2015 and approved the contract for the fiscal year ending June 30, 2014 in the amount of $84,840. With a 12/31/14 CPI of 0.8%, the fiscal year 2015 amount is increased only 0.8% to $85,519, still well below the FY2010 amount of $89,250. Funds for the contract are included in the FY2015 budget. NO ADDITIONAL COUNTY FUNDS REQUIRED.

Vice Chairman Phillips noted an error in the contract amount listed on the agenda item cover and stated the correct cost is $85,519.
Motion was made by Vice Chairman Jeff Phillips and seconded by Commissioner Justin Conrad, to approve the annual external audit contract for Guilford County in the amended amount of $85,519 with the firm of Cherry Bekaert, L.L.P for fiscal year ending June 30, 2015.

VOTE: Motion carried 9 - 0
NOES: None

C.3. Approve the following sets of County Commissioner's Meeting Minutes: 4/2/2015 - Work Session.

Commissioner Coleman expressed concerns regarding documented absence during the work session, stating she attended via simultaneous communication and minutes should reflect she was present.

Commissioner Coleman also requested the addition of language to the work session agenda minutes to clarify her concerns voiced during the meeting regarding lack of communication with Family Justice Center staff.

Motion was made by Commissioner Carolyn Q. Coleman, and seconded by Commissioner Kay Cashion, to approve the following sets of County Commissioner's Meeting Minutes: 4/2/2015 - Work Session, with suggested amendments.

VOTE: Motion carried 9 - 0
NOES: None

VII. PUBLIC HEARINGS (Proponents shall be heard first and shall be provided a total of 20 minutes notwithstanding the number of persons desiring to be heard. Opponents shall be heard after the proponents and shall be provided a total of 20 minutes notwithstanding the number of persons desiring to be heard. Each side will be allowed three (3) minutes in rebuttal.)
A. Hold a Public Hearing and consider Approval of the issuance and sale by Guilford County, North Carolina (the "County") of its Urban Renewal Revenue Bond (Union Square Campus Project), Series 2015 (the "Bonds") in an amount not to exceed $17,000,000, the proceeds of which will be landed to Union Square Campus, Inc., a North Carolina nonprofit corporation or an affiliated or related entity or related entity (the Square Campus, Inc. a North Carolina nonprofit corporation or an affiliated or related entity (the "borrower") to be used to (a) acquire, construct and equip a new, three-story, approximately 83,000 square foot facility to be known as Union Square Campus and used to provide health care training facilities (the "project") and (b) pay certain costs of issuance relating to the Bond. The Project will be located on an approximately one acre site at the corner of Arlington Street and Gate City Boulevard in Greensboro, Guilford County, North Carolina. The Project will be owned and operated by the Borrower. The Bonds, when and if used by the County shall not be a debt of the State of North Carolina (the "State") or the County or any political subdivision thereof and neither the State nor the County nor any political subdivision thereof shall be liable thereon, nor in any event shall such Bonds be payable out of any funds or properties other than those derived solely from payments made by the Borrower; and Upon Approval of Attached Resolution approving the issuance, Authorize staff to execute associated Inter-Local Agreement contingent upon approval of the LGC, and to take any other such measures as is deemed necessary to complete the issuance.

FINAL RESOLUTION AUTHORIZING ISSUANCE OF
UP TO $17,000,000 URBAN RENEWAL REVENUE
BONDS (UNION SQUARE CAMPUS PROJECT),
SERIES 2015

WHEREAS, the Board of Commissioners (the "Board") of the County of Guilford, North Carolina (the "County") is authorized under Section 153A-376 of the North Carolina General Statutes, as amended, to exercise directly those powers granted to county redevelopment commissions under Article 22 of Chapter 160A of the North Carolina General Statutes (collectively, the "Act"), including the ability to issue bonds to make loans to any entity for the cost of financing or refinancing a redevelopment project (as defined in the Act); and

WHEREAS, Union Square Campus, Inc., a North Carolina nonprofit corporation (the "Borrower"), has requested the County and the County has agreed to issue its Urban Renewal Revenue Bonds (Union Square Campus Project), Series 2015 in an amount not to exceed $17,000,000 (the "Bonds") under the provisions of the Act to finance the acquisition, construction and equipping of a new, three-story, approximately 83,000 square foot facility to be known as Union Square Campus and used to provide health care training facilities (the "Project") and to pay certain costs incurred in connection with the issuance of the Bonds; and

WHEREAS, the Project will be leased to North Carolina AT&T University, UNC Greensboro, Guilford Technical Community College and Moses Cone Memorial Hospital, to be used to provide nursing education; and
WHEREAS, the Project will be located on a 1.036 acre tract located at the corner of South Elm Street and Lee Street (the “Site”); and

WHEREAS, the Site is located in an area that has previously been declared to be a “redevelopment area,” as defined in the Act, by the City of Greensboro (the “City”); and

WHEREAS, it is expected that the County, the Redevelopment Commission of Greensboro (the “Commission”) and the City will enter into an Interlocal Cooperation Agreement for the Union Square Project (the “Interlocal Agreement”) pursuant to which the City, the Commission and the County agree that the County will undertake a “redevelopment project” on the Site by financing the construction of the Project on the Site through the issuance of the Bonds and the loan of the proceeds thereof to the Borrower to finance the Project; and

WHEREAS, the Borrower is a “redeveloper” and the Project is a “redevelopment project” within the meaning and intent of the Act; and

WHEREAS, the Bonds will be issued under an Indenture of Trust dated as of May 1, 2015 (the “Indenture”), between the County and ________________, as trustee (the “Trustee”), and the proceeds thereof will be loaned to the Borrower pursuant to a Loan Agreement dated as of May 1, 2015 (the “Loan Agreement”), between the County and the Borrower, to finance a portion of the costs of the Project; and

WHEREAS, the Bonds will be secured by a pledge of all receipts to be derived from the Borrower under the Loan Agreement (except for any payments to the County for indemnification and County fees and expenses); and

WHEREAS, the Bonds will not constitute an indebtedness, liability or general obligation of the County or the State of North Carolina or of any political subdivision thereof, will not constitute or give rise to any pecuniary liability of the County or a charge against its general credit, and will not be a pledge of the faith and credit of the County, the State of North Carolina or of any political subdivision thereof, but is payable solely from the revenues provided by the Borrower; and

WHEREAS, the Bonds will be sold to Wells Fargo Bank, National Association (the “Purchaser”), and the Purchaser and the Borrower will enter into a Continuing Covenant Agreement dated as of May 1, 2015, which contains additional terms and conditions relating to the loan of the proceeds of the Bonds to the Borrower; and

WHEREAS, the issuance of the Bonds is expected to be approved by the North Carolina Local Government Commission at its meeting on May 5, 2015; and
WHEREAS, there have also been presented to this meeting the forms of the following instruments (the “Documents”) which the County proposes to approve to carry out the transactions described above, copies of which instruments shall be filed with the records of the County:

1. The Indenture;
2. The Loan Agreement;
3. The form of the County’s Urban Renewal Revenue Bonds (Union Square Campus Project), Series 2015, bearing interest and payable as set forth therein; and
4. The Interlocal Agreement;

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF THE COUNTY OF GUILFORD, NORTH CAROLINA:

1. The County hereby determines to provide financing to the Borrower for the acquisition, construction and equipping of the Project through the issuance of the Bonds pursuant to the Act and the advance of such proceeds to the Borrower in accordance with the Loan Agreement.

2. The County hereby authorizes the issuance and sale of the Bonds pursuant to and in accordance with the terms set forth in the Indenture. The Bonds will bear interest at the rates and will mature, be subject to mandatory tender and be redeemed in the years and amounts all as set forth in the Indenture; provided, however, that the aggregate principal amount of the Bonds shall not exceed $17,000,000.

3. The Chairman or Vice Chairman of the Board or the County Manager are hereby authorized and directed to execute the Indenture, the Loan Agreement and the Interlocal Agreement and deliver the same to the other parties thereto. The Clerk of the Board shall attest and seal such documents as require the Clerk’s attestation and the County seal.

4. The Chairman or Vice Chairman of the Board is hereby authorized and directed to execute the Bonds in the manner and subject to the conditions provided in the Indenture and to deliver the Bonds to the Trustee for authentication, and the Clerk or any Deputy Clerk is authorized and directed to affix and attest the seal of the County to, and any of them is authorized and directed to deliver the Bonds to the Purchaser upon payment of the purchase price thereof.
5. The Documents shall be in substantially the forms submitted to this meeting, which are hereby approved, with such completions, omissions, insertions and changes as may be necessary to reflect the final amounts and terms of the Bonds, including any changes in dates as may be required to reflect the date of the actual closing, changes required by the Purchaser to reflect the terms of the financing, and as otherwise approved by the officers of the County after consultation with bond counsel and counsel to the County, their execution to constitute conclusive evidence of their approval of any such completions, omissions, insertions and changes.

6. The Chairman, Vice Chairman, County Manager, County Finance Officer, County Attorney and Clerk to the Board are hereby authorized to take any and all such further action and to execute and deliver such other certificates, instruments and documents as may be necessary or advisable to carry out the intent of this resolution and to effect the financing of the Project. Without limiting the generality of the foregoing, the Chairman, Vice Chairman or County Manager are authorized to approve all details of the financing. Execution of the Documents and related certificates, instruments and documents by the Chairman, Vice Chairman or County Manager, as the case may be, shall conclusively evidence approval of all such details of the financing.

7. All other acts of the officers of and counsel to the County previously taken or to be taken which are in conformity with the purposes and intent of this resolution and in furtherance of the issuance and sale of the Bonds and the undertaking of the Project are hereby approved, ratified and confirmed.

8. This resolution shall take effect immediately.

Mary Nash Rusher, Bond Attorney, introduced the item and discussed the Board’s ability to act as a Redevelopment Commission and shared the statutory requirements. She noted that the County is being asked to serve as the issuer of the bonds so the borrower can receive lower tax interest rates. Rusher stated because this is a private activity bond, the approval is required after a public hearing and noted that John Marrow with Union Square Campus is also available for questions.

Chairman Henning opened the floor for proponents. There being no proponents, the Chairman closed the floor for proponents and opened the floor for opponents. There being no opponents, Chairman Henning closed the public hearing and opened the floor for questions from the Board.

Commissioner Trapp questioned the requirements for approval.

Ms. Rusher stated the Board serves as the actual issuer of the bonds, but is not monetarily responsible for payments. She noted that as this is going through a private bank, the Board would serve as a pass through in order to qualify for a tax exempt loan.

Vice Chairman Phillips asked Ms. Rusher to discuss the impact, if any, to the citizens should the borrower default on the loans.
Rusher emphasized that there is zero risk to the County or the citizens.

Commissioner Cashion questioned if the County will be placed at risk if the borrower defaults, as the County does contribute funds to the project through GTCC. County Attorney Mark Payne advised that contributions are on a separate funding track, which would result in no liability for the County if the borrower defaults.

Commissioner Foster questioned if there would be any additional burden on staff.

County Manager Marty Lawing noted that the closing documents would be the only additional work on staff.

Payne provided clarification on the motion, indicating it should include approving a resolution to issue and sell the bond, authorize staff to enter into an inter-local agreement and authorize staff to complete the closing process.

Motion was made by Commissioner Ray Trapp, and seconded by Commissioner J. Carlvena Foster, to hold a public hearing and approve the issuance and sale of Urban Renewal Revenue Bond, series 2015, in an amount not to exceed $17,000,000, the proceeds of which will be landed to Union Square Campus, Inc., a North Carolina nonprofit corporation; approve the associated resolution to issue and sell the bonds and further authorize staff to take all reasonable and necessary measures to complete the agreements and close the sale.

VOTE: Motion carried 9 - 0
NOES: None

VIII. NEW BUSINESS
A. Health and Human Services

Joe Raymond, Department Health and Human Services (DHHS) Director noted that, moving forward, the department will provide monthly updates reviewing the status of consolidation. Raymond stated that the department has begun the process of completing a thorough recommendation report by November 2015 and reviewed the four critical questions that staff will address on a strategic level to achieve the best consolidation results. He described the planning process and recommended hiring a consultant to assist in the development of a final consolidation matrix.

Commissioner Trapp advised the Board to take a more involved role in the process and work with DHHS staff to identify structure and goals for the department. He suggested creating a sub-committee to focus on these issues.
Raymond noted that he would like to meet with each of the commissioners beginning in May to discuss their ideas.

Chairman Henning suggested a sub-committee to focus on consolidation. Commissioners Trapp, Conrad, Foster and Phillips volunteered to participate on this committee.

Commissioner Foster commended DHHS-Public Health on being ranked 10th within the state. She inquired about the DHHS-Division of Social Services Child Daycare audit monitoring score of 97.5%.

Chairman Henning requested the Board make a final decision on sub-committee participants before proceeding forward in the meeting.

Commissioner Coleman stated the need for a work session to discuss consolidation goals. She also noted that she would like to receive an assessment referencing departmental needs and the director’s goals. Coleman expressed concerns with hiring a consultant at this point in the process and encouraged the Board to consider a full work session with Mr. Raymond prior to hiring.

Raymond shared the benefits of a consultant to aid in the design of an integrated budget. He noted that his expertise will be helpful and stated that the County might benefit from additional assistance to have open meetings and to help facilitate the changes.

Commissioner Coleman urged the Board not underestimate the need to schedule a work session related to DHHS consolidation.

Chairman Henning noted the requested.

Vice Chairman Phillips expressed his support related to the department’s current direction. He thanked Mr. Raymond for establishing an overall structure and handling the immediate needs of the department. Phillips spoke to the difficulties in recruiting qualified candidates for Environmental Health Positions.

Raymond shared that there are challenges with salary compression and the inability to hire talented individuals at a rate higher than those existing employees who have lower salary rates.

Scott Green, DHHS-PH Environmental Health, reviewed recruitment efforts the County’s recruitment efforts. Green reviewed the state inspection requirements and asked the Board to open up recruitment to allow for a qualified intern. He noted that this is a lengthy accreditation process and takes roughly one year.

Commissioner Conrad questioned the competitive salaries.

Green noted that the starting salary for an intern is $39,900, which is $2,000 less than the salary for a comparable position in an adjacent county.
Lawing reviewed the difficulty in bringing in new hire positions as result of salary compression issues.

Commissioner Coleman questioned if these issues were addressed during the recently conducted salary study. She also questioned experience as a consideration prior to offering a starting salary.

Lawing stated recruiting candidates with experience is a challenge, as they normally decline starting salary offers and noted offering higher salaries often results in equity and morale issues with existing staff.

Vice Chairman Phillips questioned if the issue was a lack of availability in candidates, pay or both.

Green noted that the pay and quality of candidates both contribute to hiring issues.

Vice Chairman Phillips urged staff to quickly review the pay range for the position and to consider interns as candidates.

Commissioner Foster reiterated her request regarding the DHHS-DSS Child Daycare state audit.

Elizabeth White, DHHS-DSS Economic Services Director, reviewed the status of child care monitoring.

Commissioner Foster questioned the status of Medicaid enrollment and recertification.

White reviewed upcoming deadlines and noted that staff are expected to meet Medicaid processing goals within the required timeframes. She also reviewed processing timeframes for Food & Nutrition Services (FNS), stating that staff are processing 97% of FNS applications and recertifications within required timeframes.

Commissioner Branson expressed concerns with customer service and the backlog resulting from inability to fill the Environmental Health positions. He questioned if these shortages are causing a backlog for development.

Green stated that the County is meeting the customer’s needs and the backlog has decreased from four to two weeks.

Commissioner Conrad commended Mr. Green for his efforts in helping to reduce the backlogs and requested a follow-up conversation regarding compression.

Commissioner Trapp commented on the Robert Wood Johnson Foundation update regarding DHHS-Public Health’s ranking and expressed concerns regarding the rankings of the department. He asked if the foundation provided recommendations to improve the department.

Raymond explained the social determinates used to rank the counties.
Merle Green, DHHS-Public Health Director, shared that the Robert Wood Johnson Foundation does not provide specific recommendations on how to improve ranking. She shared that they are pleased to move up from 14th to 10th place, but that they continue to strive for ranking in the top three positions.

Ms. Green thanked the Board for their assistance in re-accreditation and provided an update to the Board regarding communicable diseases in Guilford County. She spoke to influenza and its impact and noted that the County did suffer some flu-related deaths. Green stated that the influenza numbers are decreasing and reviewed Guilford County statistics.

Ms. Green discussed GIS mapping technology and a related grant that will assist staff in identifying neighborhoods within the County where certain diseases are prevalent. She noted that this technology will allow the department to allocate staff and resources where the needs are greatest.

Ms. Green reviewed the concept of valuing Public Health within the community and identifying savings associated with prevention efforts. She reviewed specific savings associated with preventive services focused on teen pregnancy and in-home services.

Commissioner Trapp questioned when the GIS mapping would be available. Mrs. Green reported that this technology is currently available.

Commissioner Cashion thanked Mrs. Green for her update. She asked Mr. Raymond for his thoughts regarding consolidation and salary compression and asked for a solution to “cure the issue” related to recruitment and salary.

Raymond shared that Human Resources (HR) is aware of this issue and suggested funding a market-based pay plan.

Lawing reiterated Mr. Raymond's statement of funding the pay plans. He noted that it would be cost-prohibitive to address the problem overnight and that he will discuss his recommendations during future conversations with the Board.

Vice Chairman Phillips cautioned the Board against a broad approach when evaluating salary compression, but they should identify specific positions that are classified as “hard to fill”.

Commissioner Branson clarified that the Manager was scheduled to discuss these positions with the Board. He encouraged HR to work with staff to fill these positions quickly.

Lawing stated that he is working with HR to identify solutions that are equitable for existing staff.

Commissioner Coleman questioned Ms. Green regarding the areas within the County susceptible to greater health risks. She noted that in the past, the 27406 area had and increased need for medical care, resulting in creation of the Evans-Blount Community Health Clinic. Coleman noted the turn-over in physicians and questioned if the County would consider hiring permanent staff to encourage long-term patient relationships with their physician.
Ms. Green noted that the current public-private partnership model was selected to save costs; the private organization provides medical staffing. She stated that they have had three partners at that location and explained the cost of bringing these positions in-house.

Commissioner Coleman opined that consistent medical coverage is part of the goal of good customer service.

Ms. Green stated that Public Health would research a County staffing model for the clinic.

Commissioner Coleman urged the Board consider evaluating the quality of services in the 27406 community during the budget season.

Commissioner Trapp echoed Commissioner Coleman's concerns. He noted that the clinic is not a free clinic, and for paying customers there is a need and a desire to have a stable medical provider.

B. New Business from County Commissioners

Chairman Henning discussed the need for work sessions to review the FY2015-2016 budget. Budget work sessions were scheduled for June 2 at 9:00AM, June 4 at 12:00PM and June 15 at 9:00AM.

IX. Appointments and Reappointments to Various Boards and Commissions

Chairman Henning read the proposed list of appointments and reappointments to various boards and commissions.

**Parks and Recreation Commission**
Marie Poteat (term expiring 4/2/2018)
Lawrence Straughn (term expiring 4/2/2018)
Mike Dupree (term expiring 4/2/2018)

**Nursing Home Community Advisory Committee**
Shauntee Fagun (term expiring 4/2/2016)

Motion was made by Commissioner Kay Cashion, and seconded by Commissioner Ray Trapp, to approve appointments and reappointments to various boards and commissions.

**VOTE:** Motion carried 9 - 0


**NOES:** None
X. COMMENTS FROM COMMISSIONERS

Commissioner Trapp shared his attendance at the dedication of the Benbow Nature Preserve located across from Kindred Hospital. He thanked the sorors of Delta Sigma Theta Sorority for donating and maintaining the land, and thanked staff for their participation.

Commissioner Conrad expressed his concerns regarding Senate Bill 369 that addresses sales tax reallocation throughout NC counties. He stated that there are several studies as to how this will impact counties and Guilford County would lose over $17,000,000 during a four year period, should this Senate bill pass.

Commissioner Foster shared that she represented the County at Park View Elementary to recognize volunteers with Senior Resources of Guilford.

Commissioner Cashion shared her attendance at the State and Local Employees Retirement System meeting. She shared that the state is considering a Cost of Living Allowance (COLA) increase of 1%, with the difference falling on the counties to pay. She also shared that she attended the Cooperative Extension’s Master Gardener’s Volunteer programs event, and discussed how the volunteers are now working with schools to teach gardening and composting.

Commissioner Coleman shared that she also participated in the Benbow Preserve ribbon-cutting, stating it is the only inner-city preserve in the state of North Carolina. She expressed her pride in this endeavor and shared that patients of the hospital and members of the local community will be able to enjoy the preserve. She thanked Thomas Marshburn, Parks Division Director, and staff for their efforts.

Vice Chairman Phillips shared that he attended the Guilford Metro 911 Life Savers award ceremony. He shared that these individuals address approximately 2000 distress calls per day and commended the 911 operators, and staff, for their remarkable work.

Commissioner Perdue shared that he also attended the Guilford Metro 911 Life Savers awards ceremony. He thanked staff and Metro 911 for all they do to make a difference in the lives of our citizens and informed the Board that this is National Telecommunicator Week. Perdue asked remembrance of Robert “Bob” Livengood in his recent passing for his significant service to the community as a paramedic.

Commissioner Branson thanked the County Parks and Recreation Commission and Open Space sub-committee for their hard work during the dedication of the Benbow Preserve. He also thanked Commissioner Coleman for leading the development of the preserve.

XI. COMMENTS FROM COUNTY MANAGER

Lawing provided the Sandhills Center Quarterly Financial Report to the Board for their review.

Commissioner Cashion shared that she also attended the recent Sandhills Center Board meeting.
XII. ADJOURN NEXT REGULAR MEETING: MAY 7, 2015 FEBRUARY 5:30 PM COMMISSIONERS' MEETING ROOM OLD COURTHOUSE GREENSBORO, NORTH CAROLINA

There being no further business the Board adjourned by unanimous consent at 8:05PM.

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Robin Keller
Clerk to Board

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Paul “Hank” Henning, IV
Chairman