The Board of County Commissioners met in a duly noticed regular meeting on October 3, 2013 at 5:30 PM in the Commissioners’ Meeting Room, 301 W. Market St., Greensboro; North Carolina.

PRESENT: Vice Chairman Bill Bencini, presiding; Chairman Linda O Shaw, via telephone; Commissioners Jeff Phillips, Bruce Davis, Carolyn Q. Coleman, Kay Cashion, Hank Henning, Alan Branson, Ray Trapp

ABSENT: None.

ALSO PRESENT: Marty Lawing, County Manager; Mark Payne, County Attorney; Robin Keller, Clerk to Board; Katredia W. Martin, Executive Administrative Officer; Paul Lowe, Deputy Clerk to Board; and members of the media.

I. INVOCATION

Board Chaplin, Ben Chavis provided the invocation.

II. PLEDGE OF ALLEGIANCE

Vice Chairman Bencini led the Pledge of Allegiance.

III. WELCOME AND CALL TO ORDER

Vice Chairman Bencini called the meeting to order and welcomed Chairman Linda O. Shaw who was participating in the meeting via teleconference. Vice Chairman Bencini also welcomed Paul Lowe, who was recently hired as the Deputy Clerk to the Board.

IV. RESOLUTION HONORING THE LIFE OF HARVEY ALEXANDER

Commissioner Coleman asked for the friends and Family of Mr. Alexander to please come to the front.

Commissioner Coleman read the resolution honoring the life of Harvey Alexander.

Commissioner Coleman thanked the family and presented them with the resolution
Mr. Alexander’s Daughter Karen thanked the Board for honoring her father. Karen shared that her father loved sharing his adventures and stories during WWII as a Tuskegee Airman and would have appreciated the recognition.

V. PROCLAMATION DECLARING OCTOBER AS BREAST CANCER AWARENESS MONTH

Commissioner Henning read the proclamation declaring October as Breast Cancer Awareness Month.

Henning shared that he has watched two family members suffer from the disease.

Judy Southern, Clinical Services Program Manager with Guilford County Public Health, addressed the Board. Ms. Southern stated that she was honored to accept the proclamation and thanked the Board for their support.

VI. PROCLAMATION DECLARING OCTOBER AS DOMESTIC VIOLENCE AWARENESS MONTH

Commissioner Cashion read the proclamation declaring October as Domestic Violence Awareness Month.

Commissioner Cashion asked Tom Campbell, CEO of Family Services of the Piedmont, and his Staff to come forward to accept the proclamation.

Mr. Campbell accepted the proclamation on behalf of his clients. Campbell thanked the Board for bringing attention and awareness to the serious issue of domestic violence. He thanked the Board for their commitment and support.

VII. SPEAKERS FROM THE FLOOR

Jeff Collins - President of the UNCG Alumni Association. Collins stated that the Alumni Association was hosting a municipal candidate forum on the UNCG campus - and invited all to participate.

VIII. CONSENT AGENDA

A. CONTRACTS

1. Adopt and execute revised Burlington/Graham Memorandum of Understanding to formally recognize Orange County on both the Transportation Coordination Committee (TCC) and Transportation Advisory Committee (TAC) and provide for a weighted voting formula to provide the same weighted votes for the Towns of Mebane and Graham.

2. Approve ratification of Amendment Number One to the agreement between Guilford County, Forsyth County and the War Memorial Foundation to accommodate the phased construction of the War Memorial at the Triad Park, pursuant to Board approval on July
11, 2013. Phase One of the project includes site preparation, grading, drainage, and erosion control and will cost approximately $150,000; and Phase Two includes the main plaza, drop off, main entry walk and site utilities and is expected to cost $1,300,000. Phase Three of the project includes sidewalk connections, service monuments, entry monument installation and donor walls and will cost approximately $650,000, and Phase Four includes landscaping, planting, irrigation and turf establishment for $100,000.

B. MISCELLANEOUS

1. Appoint J. Leslie Bell as Review officer for maps and plats for unincorporated Guilford County, North Carolina, pursuant to G.S. 47-30.2.

2. Approve the following County Commissioners Meetings Minutes: 02/07/13 Regular Meeting; 02/07/13 Closed Session; 05/03/13 Budget Work Session; 06/17/13 Budget Work Session; 07/30/13 Animal Welfare Advisory Committee; 08/02/13 Special Meeting; 08/02/13 Closed Session; 08/15/13 Regular Meeting

Motion was made by Commissioner Bruce Davis, and seconded by Commissioner Ray Trapp to approve the Consent Agenda.

VOTE: Motion carried 9 - 0
NOES: None

IX. PUBLIC HEARINGS

A. Hold second of two statutorily required Public Hearings on A-1 Sandrock Inc.'s (Franchisee) request for a 10-year renewal of A-1 Sandrock Construction and Demolition Debris (C&D) Landfill Franchise originally adopted November 6, 2003. Request consideration and approval, in substantial form as attached, of A-1 Sandrock's C&D Landfill franchise renewal application and authorize staff to take necessary measures to execute the agreement.

No one signed up to speak to comment regarding the renewal of the franchise agreement.

Motion was made by Chairman Linda O. Shaw, and seconded by Commissioner Allen Branson to approve the franchise agreement.

VOTE: Motion carried 9 - 0
NOES: None
B. **Hold Public Hearing for the purposes of receiving public input on a request that the Guilford County Board of Commissioners approve up to $113,000 of County funds, pursuant to N.C. General Statutes 158-7.1 for BuzziSpace to open a manufacturing facility in an existing building located at 1200 Redding Drive in High Point.** (Continued from September 19, 2013 Board of Commissioners Meeting)

Mr. Lawing, County Manager, shared that the proposed incentive grant corresponded to option 2 of the Guilford County economic development grant guidelines. Lawing then reviewed BuzziSpace’s proposal stating that the firm planned to create 113 jobs in the County.

The incentive grant would be based upon job creation. The grant would be paid out over four years. Lawing then turned the meeting over to representatives from the High Point Economic Development Corporation.

Loren Hill, President of the High Point Economic Development Corporation, introduced his colleague Sandy Dunbeck, Senior Vice President of the High Point Economic Development Corporation and stated that he was pleased to be present at the Board meeting. Mr. Hill stated that the project would bring 113 furniture manufacturing jobs to High Point. The firm, BuzziSpace, would renovate a 100 year old historic building, the former Picket Cotton Mill.

Mr. Hill stated that BuzziSpace wanted to take a lead role in redeveloping South High Point. Hill stated that the average wage for the new positions offered by the firm would be about $41,000- with a majority of the jobs being in manufacturing. The firm would invest about million dollars to renovate the facility. Hill commented that the High Point City Council had met in September and voted 8-1 to approve the incentive package for BuzziSpace. If High Point is selected as the plant location, the operation plans to open by March 2014, according to Hill.

Mr. Tom Van Dessel from BuzziSpace addressed the Board. Van Dessel stated that his firm looks to build furniture which fosters collaboration. Van Dessel stated that the office work environment is changing- as employees become more mobile while working collaboratively. Van Dessel shared the firm’s product line with the Board. Van Dessel shared that there were three reasons for locating a manufacturing operation in the United States – to reduce delivery time to the firm’s US customer base, the marketing strategy- as the firm is an European based company which manufactures in the United States- Van Dessel stated that this would create interest-making BuzziSpace unique in the market place, and social responsibility. Van Dessel stated that by developing a manufacturing base in United States would help to reduce the carbon foot print of BuzziSpace. Van Dessel also commented that his firm wanted to be a resource to the local community, by providing jobs to the residents of High Point.

Van Dessel stated that High Point had a legacy in furniture making. He commented that the talent pool and skill set of the workforce is phenomenal in the area. Van Dessel shared that he and his staff have been charmed by the individuals that they have interacted with during their visits to High Point. Van Dessel commented that BuzziSpace would like to have a positive
impact on both High Point and the County, by providing employment and reinvesting/renovating in an abandoned building.

Commissioner Coleman shared that she liked BuzziSpace’s vision and was excited that the firm was considering High Point. Coleman asked Van Dessel to comment on BuzziSpace’s commitment to hire minorities at the plant.

Van Dessel shared that BuzziSpace’s goal would be to employ a workforce which mirrors the demographics of High Point and the surrounding area. Van Dessel then commented on the advantages of diversity in the workplace.

Commissioner Cashion welcomed Van Dessel to the meeting. Cashion stated that the products were vibrant and unique and asked Van Dessel if products produced by BuzziSpace could be made to order.

Van Dessel stated that the majority of the products manufactured by BuzziSpace are made to order.

Commissioner Cashion asked if the firm was planning to lease or purchase the facility in High Point.

Van Dessel stated that the firm planned to eventually purchase the property, but initial arrangements would be a lease or lease to purchase agreement. Van Dessel stated that the arrangements regarding the property were still being negotiated.

Commissioner Cashion asked Van Dessel if BuzziSpace currently manufactured products in the United States.

Van Dessel stated that the firm does not currently manufacture products in the United States. He stated that BuzziSpace only has an office and a warehouse in Atlanta. Van Dessel commented that these positions would relocate to High Point if the project was approved, making High Point the home for BuzziSpace’s North American operations. Van Dessel shared that the firm currently employees 100 employees in Europe and was founded in 2008. Mr. Van Dessel thanked the Board for considering his company’s request.

No one signed up to speak for or against the proposal. Vice Chairman Bencini then closed the public hearing.

Mr. Lawing shared that the incentive grant would in fact be paid over five years with the agreement requiring BuzziSpace to meet job creation targets over the five year period.

The Board moved to approve the incentive with the necessary changes to extend the agreement over a five year period.

Commissioner Davis thanked Hill and Dunbeck for recruiting a great company, like BuzziSpace. Davis stated that he loved the vision that BuzziSpace wants to bring to the High Point
community. Davis expressed his support for the project, and commended the company for being such a good corporate citizen. Davis stated that the property is in disrepair and shared that he had visited the site. Davis then went on to note that the fence which currently surrounds the site is very off putting. Davis hoped that the energy and vision involved with the BuzziSpace project would inspire future development in High Point which would reduce the amount of vacant buildings in the area. Thanked Van Dessel for his time.

Commissioner Phillips thanked the High Point Economic Development Corporation staff for attracting the BuzziSpace project to Guilford County. Phillips stated that he was impressed with ingenuity and commitment to community which BuzziSpace demonstrated. Phillips encouraged the Board to carefully rethink how the County defines economic incentives in the future. He cautioned Board members regarding the passive strategy which the County currently employees. Phillips expressed concern regarding incentive programs. Phillips asked the Board for a refined policy which promoted accountability. Phillips stated that his goal is to reduce government spending and tax rates.

Vice Chairman Bencini, presiding, shared that as a native of High Point, stated that he formerly worked in furniture manufacturing and was pleased to see that BuzziSpace was considering Guilford County. Bencini commented that the reutilization of the vacant facility is exciting and would help to create jobs and add to the tax base. Thanked Mr. Van Dessel and the staff of the High Point Economic Development Corporation for brining the opportunity to Guilford County. Bencini stated that he would very enthusiastically support the proposal from BuzziSpace.

Commissioner Henning commented that he is not typically a proponent of incentives, but felt the proposed BuzziSpace project was unique as it repurposed an existing vacant facility. Henning stated that by encouraging private enterprise could help create jobs reducing the number of citizens in Guilford County who receive government assistance.

Commissioner Cashion shared her interest and support for the proposal. Cashion stated that renovation and restoration of historic structures has been an interest for her. Cashion commented that economic development efforts help to generate new jobs which foster development and ultimately expand the tax base, reducing the tax burden of local citizens. Cashion shared that she would be in support of the request and hoped BuzziSpace would relocate to Guilford County.

Commissioner Shaw stated that she enthusiastically supported the request.

Commissioner Branson shared that he is not a supporter of economic development incentives. Branson called incentive packages- corporate welfare. Branson also commented that he hoped that BuzziSpace are able to be successful in Guilford County.

Motion was made by Commissioner Bruce Davis, and seconded by Commissioner Ray Trapp to approve the incentive agreement.
VOTE: Motion carried 7 - 2
NOES: Commissioners J. Phillips, A. Branson

X. UNFINISHED BUSINESS

No items were discussed.

XI. NEW BUSINESS

A. Approve removal of the county owned property located at 6 Dundas Avenue from the "for sale" status and allow DSS to use it as the site of the DSS Visitation/Clinical Center. Previously the BOC had given DSS approval to seek a lease for the Visitation/Clinical Center.

Mr. Williams reviewed the process of looking for new space to serve as a visitation center. Williams shared that he thought it would be more effective to utilize a vacant County owned space rather than pursuing developing a facility on private property. Williams then shared the services offered at the current visitation center.

Commissioner Trapp asked Williams to elaborate regarding the public transportation infrastructure that services the proposed visitation center. Trapp wanted to ensure that all clients who utilize the facility would be able to have access to public transportation.

Williams commented that the proposed center is about a half mile from two bus stations.

Commissioner Cashion asked if the proposed facility would be financed by using Casey Foundation funds and if any County funds would be needed to complete the renovations.

Mr. Williams commented that funding would come from resources appropriated by the Casey Foundation. Williams stated that DSS has had access to the funding stream for the past ten years. Williams stated that DSS would utilize existing staffing to run the facility and no other County funds would be needed.

Commissioner Coleman asked Williams if DSS needed the entire building.

Williams stated that DSS’s visitation center would take up about 95% of building. Williams stated that the problem with sharing the building with another tenant related to confidentiality issues. Williams commented that he wanted to ensure the facility would be safe for the clients who use it.

Commissioner Colman asked if any portion of the property would be unused.
Williams stated that the visitation center would utilize the entire facility.

Commissioner Coleman urged the County to ensure that the proposed visitation center be served by public transportation to provide clients with reasonable access to the facility.

Williams stated that Medicaid funding could be used to pay for transporting clients with County based transit options. Williams then discussed the operations of the current transit system.

Commissioner Phillips asked Mr. Williams to explain how the current visitation center operates.

Williams stated that currently when families come to the office for a scheduled visitation the center has two offices, which are about 200 square feet. Williams commented that assessments as to strength of the family are suffering due to space limitations. According to Williams, there are currently 340 children in custody which does not offer enough space to meet the needs of the Department.

Commissioner Phillips commented on the Casey Foundation as a means of funding the project. Phillips shared that it was clear that the current visitation facility was sorely inadequate. Phillips commented that though he was in support of the proposal; he was unsure if the County would be utilizing all of the space in the facility. Phillips expressed concerns regarding maximizing the usefulness of the facility.

Williams stated that it is possible to look for compatible programming to share the facility. He discussed moving the extended services staff members, who currently work from home, into the underutilized space in the proposed visitation facility. Williams stated that this would offer visitation staff with a central location from which to work.

Commissioner Henning stated from a general property management standpoint, that the he is unaware of an inventory report which provides a list of all County held properties. Henning wanted staff to pursue developing a policy which effectively managed County properties. Henning stated that he would like to see more County properties either occupied with offices or sold to generate revenue.

Commissioner Davis echoed concerns expressed by previous Commissioners regarding transportation at the visitation center. Davis asked if the facility would serve both High Point and Greensboro.

Mr. Williams stated that the facility would serve High Point and Greensboro, as well as all of Guilford County. Williams commented that 80% of the workload relating to child welfare is in Greensboro. Williams also stated that transportation could be subsided.

Commissioner Davis shared that bus service between High Point and Greensboro is very treacherous. Davis stated that he was confident that Mr. Williams could accommodate the transportation needs of his clients at the visitation center. Davis, who operates a child development center, commented that his day care is about 8,000 sq ft and is licensed for 147 children. Davis stated that 8,000 sq. ft., the size of the proposed visitation center, is scheduled to
provide services for over 300 children. Davis commented that 8,000 sq ft may seem large, but it is not as big an area that others might think.

Williams stated that space would also be used for offices to handle confidential matters regarding child custody issues.

Williams stated that his Department is flexible. Williams commented that if the proposed facility is ever sold that DSS would be happy to relocate. Mr. Williams just asked the Board to treat his Department fairly if they were required to move and find a comparable facility to house the visitation center.

Commissioner Trapp asked Williams to discuss the clinical improvements that the new facility would provide.

Williams stated that the expanded space would allow for a better transfer space as children are waiting to be assessed. Williams commented that the current holding area that is utilized by the clients is not adequate, especially during longer wait times—which can take up to five hours. Williams commented that the new facility would help to better manage the trauma associated with coming into custody.

Commissioner Trapp shared that the assessment process can be a very traumatic experience for children.

Commissioner Cashion expressed concerns of the location. Cashion stated that the new facility is not convenient to public transportation. Cashion agreed that privacy is a concern for the visitation center, especially during observation. Cashion asked if the proposed location for the facility was the best space available.

Williams stated that it is the best available space that is currently vacant. According to Williams, DSS has been promising the Casey Family Foundation for three years that it would find a new space for the visitation center and has been delaying relocating the facility. Williams stated that the Foundation has been working with the County. Williams felt that the proposed facility would serve the County well. Williams stated that his Department had looked at about four or five properties. Williams shared that the facility would offer outdoor space which would allow children to play.

Commissioner Phillips asked how many children were served daily from the current visitation center.

Mr. Williams stated that the visitation process should be built around working parents and the availability of child, as the Department does not interrupt a child’s school day. Williams commented that most visitation reviews occur between 4:00 PM-8:00 PM and take about two hours to complete. Williams stated that about four to five families are seen each evening-Monday through Saturday.

Chairman Shaw shared her support for the measure.
Motion was made by Commissioner Bruce Davis, and seconded by Commissioner Ray Trapp to approve removing the property located at 6 Dundas Avenue from “for sale” status.

VOTE: Motion carried 9 - 0
NOES: None

B. Appointments and Reappointments to Various Boards and Commissions

Motion was made by Commissioner Carolyn Coleman, and seconded by Commissioner Alan Branson to approve the appointments and reappointments.

VOTE: Motion carried 9 - 0
NOES: None

C. Review Minutes Process and Publishing Timelines

Commissioner Coleman stated that completing meeting minutes is a priority to the Board. Coleman stated that she discussed various recording strategies with County staff to ensure meeting minutes were completed promptly. Coleman commented that she would like to give the new staff in the Clerk’s Office time to complete previous meeting minutes before altering the method in which minutes are recorded.

D. Approve and authorize staff to engage the services of the Piedmont Triad Regional Council to conduct a Job Classification and Salary Market Study to begin in October and to be completed by April 1, 2014, at a cost of $70,000.

Marty Lawing, County Manager, reviewed the equity report and the authorization to request a proposal from the Piedmont Triad Regional Council. Mr. Lawing met with Piedmont Triad Regional Council staff and developed a scope of work. Mr. Lawing reported that the Human Resources Department was not aware of any external studies reviewing the County classification system since 1997. Lawing shared that the study would be completed in seven months. Lawing stated that County staff has reviewed the scope of work and the proposed fee. Lawing then introduced John Dean, Human Resources Director, and Matt Reece of the Council to review the project and the scope of work.

Mr. Dean introduced Mr. Matt Reece. Dean shared he has known Reece for about nine years and is an expert in completing classification studies.
Mr. Reece described the benefits of completing classification studies. Reece explained the components association with a classification study and then went on to review the proposed project.

Vice Chairman Bencini asked Reece to name a few of jurisdictions in which the Piedmont Triad Regional Council has completed classification studies in the past.

Mr. Reece stated that the Council has completed classification studies since the mid 1980s and has worked with jurisdictions across the Pediment Triad region, with the exception of the City of Greensboro.

Commissioner Coleman stated that each year the County provides funding to complete market studies. Coleman asked if the funding had been appropriated to that line item for the current fiscal year, would the County still complete a market study or if not how would these funds be spent.

Mr. Lawing commented that historically County staff has reviewed 1/3 of all positions each year. Lawing stated that the item had not been budgeted for and the County has been absorbing the cost of the studies each year through lapsed salaries. Mr. Lawing recommend that if the Board approved the proposed classification study that all internal reviews be put on hold until the study is complete.

Durwood Bell, Human Resource Consultant, stated that the Human Resources Department had started sending out benchmark positions to the market but has stopped in order to prepare for a more compressive study, proposed by the Council. Mr. Bell stated that Human Resources staff also did not want to duplicate the efforts of other professionals.

Commissioner Davis out 7:37 PM

Commissioner Coleman asked for clarification on past studies as it relates to pay and compensation.

Mr. Bell - shared that those employees in the previous year’s market study did receive a pay adjustment if they were eligible. Bell stated that it has been the practice of the Human Resources Department that when employees are at the minimum or above the minimum salary for individual positions that no additional raises are required. Bell stated that staff members who are found to be under the minimum are given an increase in pay. Bell stated that compression, relating to pay schedules is continuing to be reviewed.

Commissioner Coleman stated that she was pleased that Lawing moved quickly to pursue a classification study, but was hoping to have had a work session to discuss the issue in greater detail. Coleman expressed concerned that the County should not rush the market reviews. Coleman asked when pay adjustments would be made for County employees and inquired when an equity study would be implemented.
Mr. Lawing stated that the equity review is a part of the proposal made by the Piedmont Triad Regional Council (COG). Lawing commented that the COG will provide recommendations regarding pay equity issues. Lawing stated if the study finds that based on market data that certain employees fall under the minimum recommended pay that those staff members could have their pay adjusted at a later date. Lawing stated that if the Board would want to include performance evaluations as a part of the equity review then it would make sense to wait until July 1, 2014 to make any decisions to ensure that all evaluations are completed.

Mr. Reece elaborated on the classification of positions and how they compare externally; internal equity has to do with incumbents with a particular classification. The implementation phase, Reece stated that the County determines the factors and concepts which are important. The information which has been identified in previous studies can be built upon, according to Reece. Mr. Reece explained the level of analysis and review that would be needed for the classification study.

Commissioner Coleman shared that she was concerned that the County has not implemented employee performance reviews and was worried that moving forward without them would be problematic.

Mr. Lawing stated that performance reviews would be completed during the 2014 fiscal year.

Mr. Reece stated that performance review data could be included in the classification study.

Commissioner Coleman stated that she wanted to ensure that the County had all available data relating to employee performance before implementing another market study.

Mr. Lawing stated that policy decisions relating to the study could be altered by Board members at any time.

Commissioner Coleman wanted to ensure that County funds were utilized effectively by making sure that the proposed classification study would be prepared in a professional fashion to produce quality data for future review.

Mr. Dean shared that the previous market study did offer some value- as it provided a review of the current salary ranges and classifications of County employees. Dean stated that he wanted to ensure that employees are properly classified. The next step, according to Dean, would be to compare Guilford County’s results to other comparable markets.

Commissioner Coleman called Mr. Bell to the podium and asked if the Human Resources Department updates the classification and market studies each year.

Mr. Bell stated that his Department does update the market study each year. Bell stated that his Department collected job descriptions from each department and forwarded this information to Evergreens. Mr. Bell commented that the classification portion of the study was defunded.

Vice Chairman Bencini out at 7:51PM
Mr. Bell stated that a complete classification study is not feasible with a staff of one. He shared that when he started with the County there were three analysts and a support position addressing 1/4 of County positions each year. That process stopped shortly after his employment as the number of staff in the section was reduced.

Vice Chairman Bencini and Commissioner Davis back 7:53 PM

Commissioner Coleman expressed concerns regarding the market study- as it did not compare job duties/positions between other agencies and jurisdictions.

Commissioner Shaw stated that this issue relating to the equity study was addressed in a work session during the previous week. Shaw suggested that the Board vote to move forward with retaining the COG.

Commissioner Phillips stated that he had reviewed the data provided and stated that some of the information could be included in future studies. Phillips commented that he was disappointed by the recommendation to do something that is less than what is being presented now. Phillips asked about the employees whose compensation package had been found to be unreasonable.

Mr. Lawing stated that he had been in communication with the various department directors and had set a deadline to receive additional information relating to pay and compensation.

Commissioner Phillips asked how the proposed study would be paid for- as the $70,000 was not a budgeted line item.

Mr. Lawing stated that he had asked the Budget Department to provide recommendations in regards to identifying a funding source to pay for the classification study. Lawing stated that Mr. Halford, Budget Director, recommended taking a portion of funds from the equity pay study implementation fund to pay for the classification study.

Commissioner Phillips asked about the logistics regarding completing performance evaluations. Phillips asked if the reviews could be completed by March 2014- so this data could be included in the classification study.

Mr. Lawing stated that he did not see a problem with including the data from the performance reviews into the classification study.

Commissioner Trapp asked for the orientation sessions, relating to the classification study to be explained.

Mr. Reece stated that the orientation sessions would provide an opportunity for the study to be explained to County employees. Orientation sessions would be held at least twice and would provide information and explain expectations for staff who take part in the study.
Commissioner Trapp shared that the County has previously not always communicated effectively with employees. Trapp asked if the employees would receive information regarding the study—so they could understand the reasons behind the study and what to expect.

Mr. Lawing responded that he has experienced the confusion regarding the study. Lawing stated that the County would offer education and training sessions to employees, starting with County department heads.

Commissioner Cashion asked if the results of a previous compensation study would identify additional employees who had pay packages that were in need of immediate attention.

Mr. Lawing stated that he had not received any of the requested information packets. Lawing commented that he would know by tomorrow, Friday, the actual number of employees affected—as that was the deadline he gave to department directors.

Commissioner Cashion asked if the classification study would review every County employee.

Mr. Lawing stated that classifications are listed for every group which currently has active employees working in them. Lawing stated that there were 357 position classifications.

Commissioner Cashion asked for the lowest employee classification grade, she asked if 41 was the lowest grade. Cashion asked if there were any grades in the current classification report that were under grade 41.

Mr. Bell stated that there were employees in grades below 41. Mr. Bell stated that the County had just inherited parks and recreation staff from the City of Greensboro. Bell stated that those employees were at grade 30 in the pay plan.

Commissioner Cashion asked for a clarification from the County Manager. Cashion asked Lawing if he was planning to recommend halting internal review studies until April.

Mr. Lawing stated that any internal studies completed by County staff would be frozen as well as any reclassification requests from departments.

Motion was made by Chairman Linda O. Shaw, and seconded by Commissioner Jeff Phillips to approve the County and the Piedmont Triad Regional Council to conduct a Job Classification and Salary Market Study.

VOTE: Motion carried 9 - 0
NOES: None
New Business from County Commissioners

1. Request the approval of the Board of Commissioners to remove the above reference properties from the real estate market to allow time to develop a comprehensive proposal for the lease of the facilities to be used for the benefit of veterans and other jobless citizens of the Guilford County community that need assistance with housing, medical needs and/or training and education.

Commissioner Coleman out at 8:10 PM

Commissioner Davis addressed the Board regarding a project aimed to assist veterans and Guilford County residents who are unemployed. Davis commented that the organizers might alter the directives of the program to meet future needs of the community. According to Davis, a comprehensive plan is being developed. Davis commented that the repurposing of the building to care for veterans would bring the facility back to active use. Davis stated that the property has been listed for three years. Davis commented that the vacant property features a large for sale sign- which has made the location a target for vandals. Davis stated that the building is currently idle. Davis commented that veterans need more support. Davis commented that supporting veterans is critical. Davis stated that we as a society have a duty to take care of those who have served our nation. Davis commented that he was not asking the County to provide funding as it relates to programming, but to make the building available, by taking the property off the market, to a local veteran service group-who would operate the facility. Davis stated that Federal medical spending to support veterans reached $ 2.1 billion in 2011. Davis commented that in 2009 spending on the medial needs of veterans jumped to $3.9 billion. Mr. Davis then went on to review relevant veteran statistics, relating to the demographics of veterans. Davis commented on the perils and concerns of homeless veterans.

Davis stated that this proposal does not comment the County to anything. Davis just asked for the property to be taken off the market. Davis said the program/project would not be funded by Guilford County.

Commissioner Cashion asked Davis to clarify- are you asking just for an open time frame to develop the proposal. Cashion asked for Davis to address the long term property management plan for the property.

Commissioner Davis stated that there are grant funds available to purchase these types of properties. Davis commented that the long term goal would be to raise enough funds to purchase the facility from the County. Davis stated that a time frame would have to be developed to move the project into implementation.

Commissioner Coleman back 8:23 PM

Commissioner Cashion shared her support for the item.

Commissioner Phillips commended Commissioner Davis for his military service. Phillips shared some logistic issues regarding the request. Phillips stated that the property is currently listed for
Phillips stated that property features two facilities which are under disrepair. Phillips expressed concerns about the proximity of the property in relation to the general population of Guilford County. Phillips stated that he was concerned that the organization which would manage the facility is currently not established. Phillips commented that he would like to learn a lot more about the proposal. Phillips asked Davis to amend the motion to set a time frame so the project can become more fully developed. A friendly amendment was offered and agreed to providing a time frame of 120 days to develop the project further. The project could be reviewed after the 120 days or the Board might consider extending the time frame.

Motion was made by Commissioner Bruce Davis, and seconded by Chairman Linda O. Shaw to approve the motion.

**VOTE:** Motion carried 9 - 0

**AYES:** Commissioners J. Phillips, B. Davis, C. Coleman, B. Bencini, L. Shaw, K. Cashion, H. Henning, A. Branson, R. Trapp

**NOES:** None

**XII. COMMENTS FROM COUNTY COMMISSIONERS**

Commissioner Trapp commended DSS staff for organizing a job fair which attracted over 800 applicants and thirteen companies. Trapp stated that DSS is not only a place where citizens can receive needed benefits and support. Trapp praised DSS on its capacity to offer proactive programming to help citizens enhance their skills sets, grow, and become active members of the workforce.

Commissioner Cashion reported she attended a meeting at TIMCO. Cashion commented that the firm and other organizations are working together to create an apprenticeship program in local schools. Cashion stated the program selected five students from Andrews High School. The students will be offered on the job training and a chance to shadow employees at TIMCO. The program would lead to internships and a dual degree, associate’s degree, with Guilford County Technical Community College.

Ms. Cashion recognized the five students, all juniors at Andrews High School.

Commissioner Cashion reported on the success of the current Citizens Academy. She invited all Commissioners to stop by and visit with program participants. Cashion shared that she attended the Family Services of the Piedmont Awards ceremony. Cashion shared that prevention and intervention are important components of addressing the surge of domestic violence. Cashion stated that one item of an interest to the Family Services of the Piedmont was for the County to move forward to establish a Guilford County Family Crisis and Justice Center. She reported that the process is still ongoing. Cashion updated the Board that there is a possibility of a joint City and County Family Justice Center. Cashion asked for the Board to take a serious look at supporting a County operated or a joint City/County crisis center to address domestic violence issues. Cashion asked for time to be allotted for the subject on the next Commissioner’s work session- as she would like to make a presentation and update the Board on issues and research relating to domestic violence.
Chairman Shaw stated that the issue could be addressed at a work session or at the Board’s annual retreat in January.

Commissioner Cashion stated that her preference was to be allotted time at a work session.

Chairman Shaw stated that Cashion would be given time to address the Board at a future work session.

Vice Chairman Bencini welcomed new Deputy County Clerk Paul Lowe Guilford County and wished Chairman Shaw well.

Chairman Shaw thanked Commissioner Henning for filling in for her at the State of the Community meeting in High Point and stated Henning did a fabulous job. Shaw also thanked Vice Chairman Bencini for presiding over tonight’s meeting. She thanked the Commissioners for their support.

Commissioner Davis commended Commissioner Cashion for work and efforts to stop domestic violence and echoed Commissioner Cashion's concerns. Davis addressed suicide among veterans. Davis stated that some veterans are reluctant to seek out assistance. Davis shared a suicide hotline for those in need: 1800-273-talk. Press 1 for veterans. The website is www.suicidepreventionlifeline.org.

Commissioner Coleman stated that a Hagan Stone park will be discussed at the October 17th Commissioner’s Meeting. Coleman urged the citizens of Pleasant Garden to attend the meeting and to express their concerns. Coleman stated that she would like to see a pool installed in the park.

Commissioner Phillips asked for time at a future Board work session to discuss economic development incentive policies. Phillips stated that he had attended an open house at the Women’s Resource Center of Greensboro. Phillips shared that the presentation was informative. Phillips shared that the organization would be holding a fundraising event- Men Can Cook on October 10th.

Chairman Shaw told Phillips to ask Scott Yost for advice regarding the cook off. Shaw told Phillips that she has been discussing economic development incentive polices with the County Manager. Shaw stated that the issue will put on a future work session and most likely the Commissioner’s retreat in January.

XII. COMMENTS FROM COUNTY MANAGER

Lawing reviewed a letter received from Sherri Bradford from the North Carolina Department of Health and Human Services regarding the Federal shutdown and funding for local services.

Lawing stated that many of the programs affected are contained in Social Services.
Lawing reviewed the programs affected by the Federal Government shut down. Lawing stated that the issue might be resolved by the 17th of October and hopefully before that. Lawing stated if the crisis is not obverted that the County would be forced to make difficult decisions. Mr. Lawing stated that he does not know if the County could fund all of the programs impacted by the Federal Government shutdown. Lawing stated that furloughs might have to be considered.

Vice Chairman Bencini asked Lawing to share any communication and updates he receives regarding the shutdown with the Board.

Commissioner Davis asked Lawing to elaborate on carry over funding.

Lawing stated that according to the letter provided “carry over funds” relates to unspent State dollars.

Mr. Williams stated that some programs such as LEAP, the low energy assistance program which starts in December would be funded. According to Williams If the shutdown goes past October it creates a problem for the County to ensure programs are funded.

Commissioner Davis stated that child care centers could be affected.

Williams shared that the County has over 4,000 kids in subsided child care. Williams stated that the County would have to pay $600,000 to fund the program through October.

Mr. Lawing stated that the Board might have to call a special meeting to address the issue.

XIII. SPEAKERS FROM THE FLOOR (Each speaker will be allowed three minutes to address the Board.

No speakers signed up to address the Board.

XIV. CLOSED SESSION FOR THE PURPOSES OF PROPERTY ACQUISITION

Motion was made by Commissioner Alan Branson, and seconded by Commissioner Ray Trapp to enter closed session to discuss property acquisition.

**VOTE:** Motion carried 9 - 0

**AYES:** Commissioners J. Phillips, B. Davis, C. Coleman, B. Bencini, L. Shaw, K. Cashion, H. Henning, A. Branson, R. Trapp

**NOES:** None

Meeting went into Recess at 8:50 PM

Meeting Reconvened at 9:05 PM
Vice Chairman Bencini made a motion to purchase the property located at 508 Industrial Avenue in Greensboro for the purchase price of $300,000 contingent on the completion of a favorable environmental assessment. Bencini stated that the Sheriff’s budget would be amended and Federal forfeiture funds used to purchase the property and to pay for any fees related to the transaction.

Motion was made by Vice Chairman Bencini, and seconded by Commissioner Bruce Davis to approve the motion to purchase the property at 508 Industrial Ave in Greensboro.

VOTE: Motion carried 9 - 0
NOES: Commissioners Carolyn Q. Coleman and Chairman Linda O. Shaw

XV. ADJOURN

Motion to Adjourn was made by Commissioner Ray Trapp, and seconded by Commissioner Alan Branson. With no further business to discuss the Board adjourned the meeting at 9:14 PM.

VOTE: Motion carried 9 - 0
NOES: None

NEXT REGULAR MEETING:
OCTOBER 17, 2013
COMMISSIONERS’ MEETING ROOM
OLD COURTHOUSE
GREENSBORO, NORTH CAROLINA

_____________________________
Chairman

_____________________________
Deputy Clerk to the Board