

PERSON COUNTY BOARD OF COMMISSIONERS
MEMBERS PRESENT

January 2, 2024
OTHERS PRESENT

Gordon Powell
C. Derrick Sims
Kyle W. Puryear
Charlie Palmer
Jason Thomas

Katherine M. Cathey, County Manager
Michele Solomon, Clerk to the Board
Lydia Lavelle, County Attorney

The Board of Commissioners for the County of Person, North Carolina, met in regular session on Tuesday, January 2, 2024 at 7:00 p.m. in the County Office Building Auditorium located at 304 S. Morgan Street, Roxboro, NC.

Chairman Powell called the meeting to order. Commissioner Thomas offered an invocation and Commissioner Palmer led the group in the Pledge of Allegiance.

DISCUSSION/ADJUSTMENT/APPROVAL OF AGENDA:

A **motion** was made by Commissioner Sims and **carried 5-0** to approve the agenda.

PUBLIC HEARING:

**PUBLIC HEARING ON WHETHER THE BOARD OF COMMISSIONERS
SHOULD ADOPT A RESOLUTION TO CHANGE THE ORGANIZATION
AND GOVERNANCE OF SOME OF THE COUNTY'S HUMAN
SERVICES FUNCTIONS**

Presented by County Manager Katherine Cathey. She stated that we are going to have a public hearing tonight. She advised that the public hearing was noticed in the *Courier-Times* with more than 30 days advance notice prior to tonight's meeting. She stated that the Board has discussed this on a couple of different occasions in 2023. She stated, what is currently being considered, is making changes to human services functions within Person County Government. She stated the human services functions are Social Services (DSS), Health, Veteran's Services, and PATS. She stated that at the last meeting, the Board indicated an interest in forming a Consolidated Human Services Agency with Social Services and PATS. She stated that the Board has continued to give consideration to Veteran Services as an option for the Consolidated Human Services Department. She stated that this option was previously proposed by staff, and she has had individual conversations with the Board members recently that indicate that this option is still something to be considered. She stated that at this time, the human services functions that the Board has considered for consolidation are Social Services, Veteran Services, and potentially PATS. She stated that the Board has indicated that they would not like to consider the Health Department within a consolidated agency.

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Cathey stated that there are various options, and the Board has indicated an interest in assuming the duties and responsibilities of the Governing Board. She stated the options as either assuming the duties of the DSS Board, solely over Social Services, or creating a Consolidated Human Services Agency and becoming the Governing Board for that agency. She stated that there are some slight differences with either of those options. She stated, as presented, if the Board of Commissioners assumes governance of the Social Services Department, the employees remain under the State Human Resources Act (SHRA) and the Social Services Director would report directly to the Board of Commissioners, serving as the Board of Social Services. She stated that if the Board moves forward with doing a Consolidated Human Services Agency, the Board may decide to bring the employees out from under the SHRA, and then all employees of the Consolidated Agency would be subject to County Human Resources Policy. She stated that the Director of the Consolidated Agency would report to the County Manager. She advised the Board that they could decide after the public hearing not to make any changes, or they could evaluate other options. She advised the Board that following the public hearing, they would be discussing the desire of the Board, after receiving public comments. She stated that the next step in the process would be for the Board to approve a Resolution at a later meeting that would outline any changes that the Board would like to make, if they desire to do so, establish an effective date for those changes, and outline the details of what that would look like moving forward. She stated that there would be time between this meeting and the next meeting to prepare a Resolution for adoption based on the direction of the Board tonight, if they decide to make any changes.

A **motion** was made by Commissioner Palmer and **carried 5-0** to open the duly advertised public hearing for Whether the Board of Commissioners Should Adopt a Resolution to Change the Organization and Governance of Some of the County's Human Services Functions.

The following individuals spoke in favor of whether the Board of Commissioners should adopt a Resolution to Change the Organization and Governance of Some of the County's Human Services Functions:

Sabrina Verrier of 4196 Oxford Road, Roxboro stated that she is here tonight representing Person's Promise for Children Coalition, herself as a foster parent, and a member of the community. She stated that several people were not here tonight because they were afraid of retaliation and afraid something would happen if they did speak out. She stated that wanted to lead the Board and all in attendance in an exercise tonight. She requested that all close their eyes and imagine your child or a child that you love on their first Christmas morning where they are so excited for Santa. See their smiles, see them jumping up and down, and the hugs and laughter. She stated think about the first time they called you Mom, Dad, Aunt, or Uncle. Now their first steps, their first foods, their first day of school or daycare.

Verrier stated, now remember your nighttime routine, the baths, the giggles, brushing their hair and teeth, getting them cozy and ready for bed. She stated now imagine you have less than a weeks' notice that this child is going to go home, and you take them to a cold office building where you are not allowed inside. Then a social worker comes outside, takes all of the things you so diligently packed, and rips their tiny screaming bodies from your arms. Then they just walk away. She stated now imagine going home, getting into bed and thinking about your child. Are they safe? Are they warm? Are they scared? Did someone read them a bedtime story? She stated now open your eyes, this story is not made up. She stated that this scenario is her life; it is the DeYoung Family's life, as well as several other families' lives that are dealing with this here in the County. She stated that she is in favor of consolidation and that this would be the first step on a road to regaining the trust of the foster parents and our community. She provided a book for each of the Commissioners from the Person's Promise for Children Coalition.

Patricia Lunsford of 1154 Allensville Road, Roxboro stated that she and her grandson are victims of DSS. She stated that in 2020, her grandson was taken from her after being abused by the authority that DSS has. She stated that DSS manipulated and lied. She stated that DSS has continued to abuse their authority, not only to take him, but to keep him, and he still has not returned home. She stated that DSS workers have threatened her on several occasions stating she is harassing them when she only wanted to understand what was going on. She stated that she thinks DSS needs a deep cleaning because no child should be taken, if they are not in harm's way. She stated she just wants to understand how DSS and the DSS lawyer have lied and kept her out of court proceedings. She stated she just wants help to understand and to get her grandson back.

Patricia Long of 1149 Shelton Road, Roxboro stated that she is here on behalf of the DeYoung Family. She stated that the results of the State investigation are very concerning and have raised questions. She stated that everyone involved in the case was not contacted and interviewed. She stated that Penny DeYoung was contacted by the State concerning the results of the investigation, and the letter stated that there is always opportunity to improve. She stated she wants something to be done.

Roxie Wade of 602 Chub Lake Street, Roxboro stated that she is here on behalf of herself and Penny DeYoung. She stated that she has temporary custody of her 2-year old grandbaby. She stated that DSS did not explain to her how the process works and it was very hectic. She stated that she is still stuck with her grandbaby after DSS returned the baby back to her mom. She stated that she could not trust DSS. She stated that DSS advised her the next time a report is made, her grandbaby would go straight to foster care. She stated that she is keeping her grandbaby safe without DSS and will be fighting for custody in February without the help of the County. She stated that something needs to be done because it is not fair that kids are getting hurt and dying.

Taylor Davis of 621 Rachel Lane Apt 7, Roxboro stated that she is here on behalf of herself and Penny DeYoung. She stated that Person County DSS has victimized her. She stated that false accusations were reported and she understands that they have to be investigated. She stated that once the caseworker came out and saw that her child is not in harm's way, they should have been left alone. She stated that it hurts the children. She stated that her child has been raised right since she was born. She stated that there is no communication at DSS, and that she did not know who her caseworker was half of the time. She stated that there were different people knocking on her door. She stated these people asked her daughter personal questions, and it did not need to be done. She stated that the investigation should have ended at the start, when the accusation was made, and they saw her child was not in harm's way. She stated they continued to pester her and something needs to be investigated.

Ron Jeffreys of 70 Westwood Lane, Roxboro stated that he is president of the Person Veteran's Council. He stated that he is here on behalf of the Veteran's Council. He stated that they are in support of combining DSS and the VSO. He stated that Person County's population is around 39,000, and of the 39,000, almost 3,000 are veterans. He stated that it is time to get a full-time VSO. He stated that the veterans would greatly appreciate that. He stated that currently the VSO works 19 hours weekly, and has a backlog. He stated that if the Board does consider this merger, they are requesting that the VSO be hired as full-time employee, adjust her salary, and provide a better workspace. He stated that the veterans would like the VSO to have a more secure location for her office, where veterans can feel more secure, instead of sitting out in the middle of an open area. He stated that when they start talking budgets for next year, the VSO really needs an administrative assistant to help with the veterans.

David Bell of 319 Reams Avenue, Roxboro stated that he is a member of Post 138. He stated that he is the District Commander for this area for the American Legion. He stated that Vance and Warren Counties are a part of his district, and they do not have quite as many veterans as Person County, yet they have full-time staff. He stated that he is in support of making Miss Vikki full time, and that is where she belongs.

Tracy Ellixson of 475 New Mayo Drive, Roxboro stated that he is a veteran of Person County. He stated that he had a health issue earlier this year that was deemed military related. He stated that he did not know how to get all the services that he needed. He stated that having the VSO, as full-time, and having an assistant would greatly benefit all the veterans, as there are people like him that are unaware that these things exist. He stated he thinks we need to invest more in not just the VSO and the support she brings, but also in getting the word out there to our veterans. He stated that he believes the Commissioners need to have oversight over DSS. He stated that he has dealt with DSS personally with Child Support and his daughter.

Philip Schissler of 1001 Union Grove Church Road, Roxboro stated that he is here for the DAV Chapter 72, and that Ronald was not able to be at the meeting. He stated that the DAV is all about getting the veterans benefits and medical services, but it is quite challenging to figure it out. He stated that having a VSO that could help, such as Miss Vikki, is wonderful. He stated that she is backed up, and the DAV is in support of having a full time position to help DAV Chapter 72 go through all the challenges of getting medical and VA benefits.

Joseph Raines of 680 Haywood Bailey Road, Roxboro stated that there are many scars that veterans carry, not only on the inside, but also on the outside. He stated, what all Vikki does for them, she is a superstar. He stated if you put those two areas together, you not only have veterans now but you are going to have veterans coming out of high school in four to six years, and they are going to need help. He stated that the VA system is a circus, and people think it is so easy to just go there and get help. He stated that it is brutal without Vikki's help. He stated that Vikki has helped him out when others, such as Congressmen and Senators, would not. He stated that he was in the Army from age 17 to age 27. He stated that he has been shot, stabbed, and seen things that would make you cry at night, and Vikki has been there for him. He stated putting these two forces together benefits veterans even more.

Raymond Myers of 71 Shore Creek Drive, Roxboro stated that he is a veteran of Person County, and the veterans continue to serve our County and Country every day. He stated the veterans are looking for some help to be able to help them. He stated the VA is not an easy thing to navigate. He stated that Vikki gives them all the information and care they need to be able to make things easier.

Alan Whitlow of 155 Rosewood Drive, Roxboro stated that a secure area for the VSO would be a big benefit. He stated that the senior center is great; however, many veterans would not go there because they are not somewhere segregated from the general population. He stated that he wanted to praise Ms. Harris, as she has been great to the veterans. He stated that she has helped him and most veterans speaking tonight. He stated that she is backed up, and it would benefit the veterans of this County if she was full time and had an administrative assistance to help her navigate some of the paperwork.

Richard Nowell of 39 Hillcrest Avenue, Roxboro stated that he is a Commander of American Legion Post 138 here in Roxboro. He stated that Miss Vikki really needs support from the Commissioners to get her to be full-time. He stated that he is a veteran and a lot of the Vietnam era veterans faced horrible situations, were sent home to fend for themselves, and to figure out what to do next. He stated the VSO helps with all of that.

Teresa Burch of 1270 Whitt Town Road, Roxboro stated that she is the treasurer of the Person Veterans Council, and the daughter of a Vietnam veteran, who is 100% disabled. She stated that she is here in support of a full-time Veteran Service Officer (VSO) for Person County. She stated that in her research, the counties of Alleghany, Anson, Ashe, Dare, Davie, Halifax, Hertford, Jackson, Martin, Vance, and Warren have a lot in common with Person County. She stated they all have similar populations and veterans. She stated the difference between those counties and Person County is that we do not have a full-time VSO. She stated many times the needs of our local veterans are not met in a timely manner because Vikki, our VSO, is currently part-time, and simply cannot provide the services our veterans need and deserve in the two and a half days she is scheduled to be in the office. She stated that her organization has heard from many frustrated veterans that have a hard time getting to see the VSO in the time that she is working because she is busy servicing their fellow veterans. She stated they have to wait for the VSO to become available; however, they are grateful for her as she goes above and beyond to provide the help that they all need. She stated sometimes there are issues that veterans have that are time sensitive and delays could be detrimental to the veteran needing services. She stated that the Person County Veterans Council is in full support of combining the VSO with DSS, if the merger would allow our VSO to move to full-time status to better serve our veteran community.

Vikki Harris of 87 Semora Road, Roxboro stated that she is the Veteran Service Officer. She stated that the veterans are her heart. She stated not only are they veterans, they are also parents and grandparents. She stated that if you consolidate DSS with the Veteran Service Office, those veterans that have children or are adopting children, or whatever the case may be, it would make it easier for the VSO to connect the veteran to see what other needs they may have. She stated that every dime, every dollar that comes into Person County by a veteran, comes back to the community as they spend their money here. She stated that is one thing you cannot take away, what they have given so heartfelt to protect, the freedoms of this country.

Liz Bradsher of 976 Estate Road, Roxboro provided thanks to the veterans for their service and stated that her son-in-law is in Iraq. She stated that this issue is about DSS, and the children who are victims of adult behavior, and are the most innocent. She stated that there are several things she wanted to bring forth today, and most of it will be in your books. She stated that she would not bring forth any names, and that this is their research. She stated that she knows that there is going to be a group that will say this is not true. She stated that this is true to her, because it is her research, our research (Person's Promise for Children Coalition). She stated that friends of friends are hired at DSS, cousins are hired, and leadership is not provided. She stated that they know one department, Adult Medicaid, has had almost a complete turnover since 2018. She stated that employees feel fearful of their work environment and there is retaliation. She stated, in fact, she received 15 messages on her way here from people who are not going to be here tonight because they are afraid of retaliation.

Bradsher stated a DSS Program Administrator was hired with the suspicion of fraud. She stated that her behavior is unprofessional and without consequence. She stated that this has resulted in the resignation of others in a very unstable working environment. She stated that she is known as one of DSS's untouchables. She stated that when former Commissioner PJ Gentry was on the DSS Board, Mr. Paylor, another employee, and Mr. Jeffers, told employees not to speak to Ms. Gentry if she were to come by to visit. She stated that they told employees that anything said to Ms. Gentry would need to be approved by them. She stated that this is employee intimidation. She stated that Tom Fitzgerald has been a long friend of her husband. She stated that Mr. Fitzgerald is a DSS Attorney, and DSS is his client. She stated that the foster and kinship families do not understand this relationship or are not told of this relationship. She stated there is a lack of communication, and communication is sorely needed. She stated that there is much to tell, and it is all in the books provided. She stated that there were recent case findings in a letter that the State provided during the investigation. She stated the letter indicated that Person County followed the law, rule, and policy in the administration of a certain case, however the letter omits any description of these policies and the definition of administration that took place. She stated the letter continues by stating that there are areas of needed improvement, and did not clarify what they are.

Corina Clay of 6939 Hurdle Mills Road, Hurdle Mills stated that she is here on behalf of the DeYoung Family. She stated that she is not a Person County native, but she has made Person County her heart. She stated that Person County is her family now and she feels connected and close to this community. She stated that when she saw the story of what the DeYoung Family was suffering through, it absolutely broke her heart. She stated that she is now finding out that we can also help or veterans community. She stated, how do we not look out for the children while we are looking out for our veterans community. She stated these are two of the communities in Person County that need our help the most, and she feels like they are forgotten, especially the children, the at-risk children. She stated that this is a very important issue, and pleaded to the Board to do this. She stated that obviously something is broken, if it were not broken, we would not be here tonight.

PJ Gentry of 541 Byrd Creek Lane, Hurdle Mills stated that there is a lot going on, and there is going to be a lot of opposition speaking tonight. She stated there is a problem with DSS. She stated that we have known it for years. She stated that this is the Board's opportunity to peel the layers of onion back and have some control. She stated this is our County, these are our people, and these are our children. She stated that in her experience, as Ms. Bradsher stated, she was stone-walled trying to get information. She stated she has a thick file of letters and requests from employees of DSS that she help them. She stated employees were afraid, they were afraid of their jobs. She stated that one of the DSS Department Heads here tonight had no problem requesting a private meeting with her, in a public space to complain about DSS. She stated that the Department Head was fishing to see what she might have discovered.

Gentry stated it is corrupt, there are people that want to keep things hidden from the Board, the public, and from the people they serve. She stated that the Board needs to look at the reports, the money trail, and follow where the money goes.

The following individuals spoke in opposition of whether the Board of Commissioners should adopt a Resolution to Change the Organization and Governance of Some of the County's Human Services Functions:

Carlton Paylor of Haywood Bailey Road, Roxboro stated that he is the Director of Person County DSS. He stated that he has been blessed to be the Director of DSS, and to work for DSS for 19 years. He stated that he was born and raised in Person County. He stated that in regards to consolidation, there have been numerous statements and slander without any facts or proof. He stated, let us discuss the facts and proof of the matter. He stated the Child Welfare case has unfortunately been discussed in the public. He stated that Peter West, Section Chief for the County Operations Division of Social Services, has verified it. He stated the letter indicated that policies were followed, and the children were safe. He stated that two Commissioners previously stated, they would let the State report of that case determine if they would vote for consolidation. He stated that the State has asked for Person County to pilot a couple of programs for safety assessments because they know what Person County DSS does is accurate before they put this on the entire state. He stated that you could ask Peter West. He stated that DSS has two human resources for the hiring process, the State and Person County. He stated applicants must meet certain qualifications and are reviewed by both HR departments. He stated that pay raises have truly been earned, unfortunately the turnover rate at DSS is due to surrounding counties performing pay studies, and receiving pay raises as well. He stated that DSS has lost multiple employees to other counties, such as, Wake, Vance, and Granville. He stated that according to Children's Services Practice Notes Volume IV No. 3, rates of turnover for all DSS staff has ranged between 24-32%, with an average of 29%. He stated that for Person County, according to our own HR department, for FY23, our turnover rate was approximately 20%. He stated that the Commissioners and the DSS Board have not met to discuss any concerns to have a major change for the largest department in the County. He stated without any conversations, this is not the best practice, nor is it beneficial to County employees or citizens. He stated that DSS makes up about 25% of the full-time employees of Person County Government. He stated that for 26% of 2023, there was children sleeping in the DSS building under staff supervision, and yet staff was still able to meet the demands of the job. He stated that he is in support of the veterans getting a full-time staff member; however, he does not support doing it through DSS. He stated follow the money, DSS has passed every audit, and advised that you can verify that with the Finance Director.

Kristy Perry of Hillsborough stated that she is in her 25- year career at Person County DSS. She stated that she has observed the work environment to be one that has promoted growth from within as well as sought talent from the outside when needed. She stated that she is an example of someone who has been able to grow within the agency. She stated that she has worked in Service Intake, Child Welfare Support, and Management. She stated that she has been promoted, but she also has been the employee who has applied for promotions and another candidate was chosen. She stated that her path to Deputy Director was not necessarily a smooth one. She stated that there has been allegations of cronyism at DSS, and consolidating DSS would only cultivate an environment for those allegations to flourish. She stated that currently DSS employees are subject to the State Human Resources Act (SHRA), which means that a state agency, someone outside of Person County Government, is reviewing DSS employee practices. She stated the Office of State Human Resources, determines the minimum qualifications for agency jobs by reviewing applicant's education and job experience to qualify them for a position. She stated that individuals are chosen not for who they know, or who they are in this community, but rather by what they bring to the table as employees. She stated, in addition, when disciplinary action occurs, DSS employees' actions, are reviewed by both the state and local HR departments to ensure that these actions are just. She stated that this gives the County an extra layer of protection, as well as the employee, because they have the option to file an appeal with the Office of Administrative Hearings, an unbiased agency. She stated a public attack on DSS started this process and within months, here we are looking to make drastic changes to DSS employee rights and protections. She stated that at least two of the Board members, previously stated that the outcome of the State investigation would influence their vote. She stated that she hoped they are men of their word. She stated that she would like to see both Boards working together in the future to improve employee and client experiences here in Person County.

Tyler Terry of Henderson stated that she is the Child Welfare Program Manager in Person County. She stated that she started in Person County in January 2021 as the CPS Supervisor, and was promoted to the Program Manager in April 2023. She stated that what they do at DSS is not easy. She stated they are touching people's lives when they are in the most need, usually a critical time. She stated unfortunately, the results are not what they wanted. She stated that sometimes people are disgruntled and upset with DSS, not because they did not do their job, but because they do their job. She stated what she has seen is, not everyone is suited for a job at DSS. She stated that policy is always changing, and they have to keep up with that. She stated she has to ask, what exactly does the County want to get from consolidation? She stated, everything she has read, the Commissioners would have the same powers that the current DSS Board holds. She stated what is it. Are the County and the Commissioners seeking to hold the power to hire and fire the Director? She stated if that is the reason, why? She stated good management does not jump and make hasty decisions. She stated there is no room for politics at DSS. She stated that she travels 45 minutes through two counties to work in Person County.

Terry stated she has 18 years' experience working at DSS and could easily work in another County for money, but she chooses to stay because she loves working in Person County, loves the people she serves, and the people that she works with. She stated they work extremely hard at DSS to help people in Person County. She stated that Commissioners have previously stated that they would base their decision on the information from the State regarding a complaint against DSS. She stated that she is here to proudly read part of that letter from the State. She stated the letter reads as follows: NC DHHS became aware of a complaint that a local citizen had shared with the Person County Board of Commissioners. Section Chief Peter West reached out to you to discuss the case. It was agreed that Person County would gather the full record and the Regional Child Welfare Specialist would review it. This review was conducted on October 27, 2023. The review showed that Person County followed law, rule and administration policy in administration of this case.

Melinda Hudson of Alton stated that she is the Services Program Manager, promoted from Adult Services Supervisor, formally a Workforce Employment Social Worker. She stated that she has been employed by Person County since 1995; however, ones like her are not mentioned. She stated she is one of the silent group of people that you do not talk about or talk to. She stated the only ones you hear about are the ones who leave. She stated that she chooses to stay, and this past August marked 28 years of doing work that matters in people's lives. She stated that the majority of those years involved doing work that affects safety and well-being of elderly or disabled adults. She stated, why would she want to put herself out there to be responsible for making decisions, decisions about people's capacity to stay in their homes or not, decisions to take legal action to force them into a facility because they lack the capacity to decide for themselves, and decisions that make other citizens upset when she follows policy that mandates she walk away and leave people in a bad situation because they do have the capacity to decide for themselves. She stated she continues to do so because DSS has policies, General Statutes, and best practice models to follow. She stated that they have State Consultants providing oversight and continuous quality improvement. She stated that they have monitoring in all program areas to make sure they follow policy and provide feedback to best serve the community. She stated that they do this so that they have that safety net of local management and State guidance and oversight to help support their decisions. She stated that they use sound judgement from years of experience and policy to guide their actions. She stated consolidation is not going to change, nor will it enhance any of that. She stated, how would consolidation help her do her job better. She stated that she has not heard that from anyone, and she would like to go on record of saying that she has never been told that she could not speak to anyone who came around to DSS.

Kim King of Roxboro stated that she is the Supervisor of the Foster Care and Adoptions Unit at DSS. She stated that she has been with DSS for 24 years, 9 months, and 12 days. She stated that she was born and raised here, that it is a great place to live, raise a family, and work. She stated, there is no other agency she wanted to work for other than DSS, under Carlton Paylor.

King stated that they are a team at DSS with one goal in mind, safety. She stated the past few years have been challenging. She stated that DSS worked through COVID when many places were not open. She stated that COVID reduced the number of placements in the State that has led to kids staying in our local office where staff provides 24/7 care while doing their full-time job, including spending the night. She stated that DSS employees are the first in line to help these kids and the last to leave the office. She stated that they are cursed at, hung up on, threatened, chased, assaulted, and still their goal is to make sure the children are safe to go home before they can go home. She stated that due to confidentiality, what you have seen over the past few months is one side of each story that has been shared, and that it is easy to blame others or complain if things do not go your way. She stated that not everyone is going to be happy with the outcomes. She stated what DSS does every day takes a lot of paperwork, a lot of fact checking, a lot of over time, and a lot of heart. She stated to watch videos and pictures put out on social media taken out of context, and having her name and reputation out on display without her ability to stand up for herself due to that confidentiality is indescribable. She stated that working at DSS is not an 8:00-5:00 job, they work 24/7, and she has missed so many family events because of work hours, has received calls while on vacation, and has received calls while she was out of the office sick. She stated that when she is not at work, she is still working. She stated that Social Workers are the First Responders to children in need. She stated that once we knock on that family's door, everything changes. She stated that we make those decisions for families every day based on information provided, just as you Commissioners do by making decisions with the information, you are provided. She stated that DSS continues to assess families for more information and facts to make final decisions, just as you Commissioners are elected to do. She stated, is consolidation the Boards' way to try to achieve power and control over a well-established agency that already has State reviews and audits to oversee policy and procedures. She stated, do you see changing the oversight of the agency is a way to support public opinion each time a case does not go their way. She stated, do you think overseeing the agency would give you the ability to be privy to confidential records in the future. She stated, what does consolidation mean to you, as a Board, and you should be proud, as she is, to share that DSS is a well-organized agency with the State supporting us, following policies, mandates, and outcomes in Child Welfare.

Eric Turley of Roxboro stated that he is a licensed foster parent in Person County, and has been for about 4 years. He stated that despite the challenges faced by staff handling up to about 100 kids that are currently in foster care, we have learned there is no one size fits all solution for termination of rights or reunification with biological parents. He stated that Person County locals have highlighted the disparity between caregivers' perspectives and judicial rulings emphasizing the complexity of the legal system as it is. He stated that in a specific instance, his advocacy for a child exposed the Medicaid fraud by a therapy company. He stated that caseworkers reported the fraud to Medicaid, and that he faced a counter claim of abuse. He stated that DSS brought three caseworkers to his house to see the child, and investigate the claim displaying their professionalism and commitment to protecting the children in DSS care.

Turley stated the caseworkers are charged with juggling multiple needs from a caseload of 20 children or more, often traveling long distances, working long hours to meet the needs of those they serve. He stated he has seen both sides of the coin during his time as a foster parent. He stated the caseworkers work with the constraints they are given, and provide the support to him when he needed to deal with situations that he was unable or incapable of dealing with. He stated with the monthly interactions and court updates, collaborative efforts with all parties reflect the system's dedication to the well-being of the children we all advocate for. He stated that he appreciates the relationships with the Guardian Ad Litem, the caseworkers, the biological parents, and everyone that is involved in the process. He stated that he invites all to attend the next Foster Care class, where they can be a part of the solution.

Stephanie Bowen of Timberlake stated that she is not an employee; she is a licensed foster parent in Person County. She stated that she and her husband have been fostering for over 10 years. She stated that she and her husband might be one of the longest running foster families that have continued to foster for Person County. She stated that she has worked with five or six different caseworkers and has had thirteen kids in and out of her home in the last twelve years. She stated that they have done kinship placement. She stated they have had babies that were placed with them, and were there over 18 months, then a family member pops up, and then they go to that family. She stated that is the law, you have to abide in the law, and there is only so much you can do in those situations. She stated that she has sat in court, she has cried, and she has had kids taken out of her arms. She stated it is not easy, it sucks, and her heart bleeds for all the people that have been hurt, as she knows how it feels. She stated that it is always consistent with the way the workers have done their policies and their procedure. She stated that she has had visits from social workers and guardian ad litem every month, permanency plan and review every ninety days, and she is a part of those things, and hears and knows what is going on. She stated that it has been that way for over 10 years. She stated that she has had some great testimonies with workers from DSS, then there were some like oil and water that she did not care for; however, every single one has always done it the same way. She stated that the policies and procedures were always followed, in her and her family's experience. She stated that you have to follow the law. She stated that she has spoken to lawyers, senators, governors, and the House of Representatives to discuss changing the law. She stated that she wanted Ms. Vikki to get her job, her dad is a veteran. She expressed thanks to the veterans for their service.

Jennifer Hull-Rogers of Roxboro stated that she is a member of the community and has been employed with DSS 18 years next month. She stated regarding this perceived need to reorganize the agency, she asked the Board to deeply consider their motives and reasoning. She stated sound judgement cannot be rendered through information rooted in half-baked conspiracy theories. She stated that decisions that are based on disinformation and fallacy are of no merit, and do not serve the community well. She stated that those who deal in such devious methods of communication are no friends of truth. She stated that this is not the first time this issue has been presented.

Hull-Rogers stated with a recent State review of DSS being conducted, some if not all, of the Board felt it prudent to await the results before making a decision. She stated that this demonstrates forethought, which is logical and measured, a wise decision. She stated the review concluded that the laws and regulations of DSS were upheld with no evidence of wrongdoing. She stated that those are the facts. She stated that DSS is not perfect, no agency ever will be. She stated spreading baseless accusations of impropriety only serves to undermine confidence in our local government organization, the very people who work hard to serve this County. She expressed her dissatisfaction and disappointment in some of those within the community during the time leading up to the Boards' forthcoming decision. She stated herself and other members of DSS have found their reputations and integrity unjustly attacked here in the community and through social media. She stated that her colleagues and herself have had their commitment and dedication questioned through outright lies and half-truths. She stated this character assassination makes their jobs even more difficult and could be detrimental to those in need of their services. She stated those seeking to spread these falsehoods certainly do not have the community's interest at heart, only self-interest. She stated that as an agency that serves the public, they welcome support that benefits the public; however, what they do not need is oversight to cripple them with anxiety and doubt to the point where they become ineffectual.

Megan Elliott of Leasburg stated that she is the Accounting Supervisor at DSS. She stated that she strongly recommended not going through with consolidation. She stated that consolidation is not the solution to the problem. She stated consolidating would not remove State and Federal laws and guidelines that they follow. She stated that it would not overturn rulings by judges, and it would not give the Board access to DSS confidential files. She stated that it is very concerning to her that none of the Board has talked to the DSS Board, or any current employees. She stated that the people the Board are listening to are upset that things did not go their way. She stated that the Board fails to recognize that DSS employees have jobs to do that are regulated by the State and Federal Government. She stated that it is concerning to her that the Board wants to take control of an agency that they do not understand and know so little about. She stated that Commissioner Thomas sits on the DSS board, attends every monthly meeting, and has received vital information, yet has failed to report on anything to his fellow Commissioners. She stated that the County has an HR department of five when fully staffed, and you are willing to dump 100 plus more employees on them. She stated that politics does not belong in DSS, just as it does not belong in our schools and churches. She advised that the Commissioners appointed Danny Johnson and Jason Thomas to the DSS Board, the State appointed Faye Martin, and is working to fill a vacant seat. She stated the DSS Board appointed Treco Lea-Jeffers. She stated that if the Board had any concerns, they should have reached out to the DSS Board. She stated that DSS has a Director that has been in the trenches working at DSS as a Social Worker for six years, and as a Director for 13 years.

Elliott stated that he has the knowledge, the experience, and understands and believes in what DSS employees do. She stated yet, here we have a retired educator, a banker, a business owner, a plumber, and a plant manager thinking they can manage an agency that cares and protects individuals prior to birth, and even some to death. She stated, she thinks not.

Tom Fitzgerald of Roxboro stated he appreciated the opportunity to be here to speak against the solution that has been proposed. He stated that he has only being doing this for over 40 years, and he has seen many changes in the composition of workers in those years. He stated that they are hamstrung a little bit to respond to some of the things that have been said about DSS due to confidentiality. He stated that it is hard to tell everything that they would know about the hundreds of cases that go before DSS every year. He stated that they only have twenty-four days of court to try to figure out these cases when it is time to go to court. He stated that they deal with other things, such as incompetency cases, childcare, and child finances. He stated the cases are always looked over by a judge. He stated that the worker may want a different outcome, but it is a judge's decision. He stated reunification is always part of the plan, until it gets to where it is not. He stated they deal with Child Support, when parents ask for assistance to support the child. He stated Child Support has rules and regulations they have to follow, as well as guidelines that are set by the State of NC.

This concluded the public speaking portion of the public hearing.

Chairman Powell expressed thanks to all that came out to speak and share their opinions. He stated that what the Board of Commissioners is considering in this action is whether to consolidate DSS and another County agency under the supervision of the Board of County Commissioners. He advised that this topic is not new, it was introduced a few years back. He stated at that time, it resulted in no action by the Board. He reiterated that the topic is not new; they have talked about it quite a bit. He stated that the current Board has done its homework and due diligence, and has communicated within and without the department and with other agencies in the County, especially DSS. He stated with all that being said, the Board is able to make a good sound and right decision on the subject tonight. He stated that this has nothing to do with the current DSS Board. He stated the DSS Board members are appointed and volunteer people and he appreciated them and all the hard work they have done over the years. He stated the proposed consolidation, DSS and one County department is an effort to solve some issues related to the day-to-day operations to improve services to our citizens. He stated several people have mentioned the letter from the State. He stated the County Manager requested the letter, and the State did respond. He stated the State did not identify any specific wrong doings; however, they did identify and speak of changes that needed to be made. He stated that he was one of the two that someone referred to as basing his decision on the report. He stated that is not accurate. He stated that the letter was to be used as a point of reference for consideration. Chairman Powell stated that he has read and has considered what the State has said. He clarified that was part of the checks and balances in his mind.

Powell stated he is not speaking for other Commissioners, but he himself, considered and the State acknowledged that changes needed to be made, however, none were identified and none were pointed out. He stated that one important advantage of consolidation would be direct involvement with County officials rather than seeking assistance from the State and some representative that does not know any of us, nor any of the people that they are dealing with. He stated with the State involved, they were like a third party involvement. He stated by years of experience dealing with the State, he thinks we can all say that anytime we turn something over to the State, we are in trouble because we are taking that authority and control away from local officials. He stated that there is an advantage of DSS employees being able to go to a person within the County. He stated that we have a County Manager, we have Human Resources, and it makes sense to him to be able to go within rather than complaining to someone outside and then waiting long term for them to give you feedback. He stated that he believes consolidation would enhance the day-to-day operation by direct involvement of County staff, which would simplify the operations by again providing direct and more effective day-to-day oversight and a higher level of accountability to the citizens of the County. He stated that County supervision would eliminate the need for DSS employees to go to the State when questions or concerns arise. He stated that it seems much simpler, yet more effective for employees to go through County staff with their concerns than someone outside the County at the State level. He stated that DSS employees' salaries and benefits are provided by the County, and not by the State. He said that this may sound crazy, and we might could agree that the county pays the salaries and provides the benefits, yet have no say in anyway whatsoever as to what goes on within the DSS department and its employees. He stated that he believes this is one thing that has contributed to a lot of confusion in the public, where the public views this Board as having control, yet it does not. He stated, in the eyes of the public, it does create concern at times. He stated that consolidation would solve that issue.

A **motion** was made by Commissioner Puryear and **carried 5-0** to close the duly advertised public hearing for Whether the Board of Commissioners Should Adopt a Resolution to Change the Organization and Governance of Some of the County's Human Services Functions.

Commissioner Palmer stated that former and current employees that were distraught and had concerns have approached him at various places across the County. He stated that it is disturbing to him to know that we have such an agency with flaws. He stated he agrees with Person County Government taking oversight. He stated that we could eliminate some of these flaws because you got the County right here, you do not have to go to Raleigh, or wait for them to call or email you back. He stated that he likes the idea of consolidation.

Vice Chairman Sims stated that the DSS job is not an easy job. He stated that he would not want to be in that department, and deal with it on a daily basis. He stated that he is not after or wanted to see the Director replaced. He stated that he is not here to say that his job or any of the other employees' jobs are in jeopardy. He stated we have heard some compelling stories from those who were in favor of consolidation and those who were against it. He stated that this a tough decision for the Board, as they have to sit here and do what is best, and in the best interest of Person County. He stated that he has had employees with DSS contact him confidentially and have expressed their concerns. He stated there is no doubt we cannot change the law, however, we need to look at internally how we handle managing the employees. He stated we need to be sure to investigate that we are not showing any favoritism and that salaries are consistent. He stated that he is in favor of consolidation of DSS with the veterans as this is the best decision for Person County at this time. He stated that Vikki has done an outstanding job with the veterans, and he has some concerns that she and the veterans need somewhere to meet that is more private.

Commissioner Puryear stated that at the November meeting when this was first brought up, he had made a comment about wanting PATS to be included in the consolidation. He stated at that time there was a lot of uncertainty about the impact and affect it would have on our veterans. He stated since that time, they have all done their homework and can see some opportunity and goodness that would come from consolidating veterans with DSS. He stated that he is in agreement with consolidation and would support veteran's services to be included.

Commissioner Thomas stated that this is a tough decision for him as he has served on the DSS Board for the past year and has become close with the people on the DSS Board. He stated that he respects each of them, and there is not one on the DSS Board that does not truly care about DSS or the people involved with DSS. He stated that we have an opportunity to help two different groups out. He stated that he is in favor of consolidation.

County Manager Cathey advised the Board that they would be creating a Consolidated Human Services Agency to include both Social Services and Veteran Services. She stated the next decision point would be the governance of the Consolidated Human Services Agency. She stated the options there would be the Board of Commissioners assuming the duties and responsibilities of the governing board for that agency or appointing a separate Consolidated Human Services Board that would function as the governing board for the agency and that is the one that is stipulated in General Statutes. She stated as far as the composition of that board, it would require four persons who are consumers of Human services, eight persons who are Professionals, Psychologist, Pharmacist, Engineer, Dentist, Optometrist, Veterinarian, Social Worker, Registered Nurse, two Physicians licensed to practice medicine in NC, one of whom, must be a Psychiatrist, one member of the Board of Commissioners, and any other persons not to exceed twenty-five members.

Cathey stated that is the next decision point as far as the governing body for the Consolidated Human Services Agency. She stated Option B, and Option D both involve the Board of County Commissioners being the governing body. She stated Option B, as outlined in the agenda abstract is the Commissioners serving as the Social Services Board, not creating a Consolidated Human Services Agency. She stated Option D is creating a Consolidated Human Services Agency with the Board of Commissioners' governance of that agency. She stated Option C, is where an appointed Board would come into play.

CONSIDERATION TO GRANT OR DENY REQUEST

A **motion** was made by Commissioner Puryear and **carried 5-0** to go with Option D, creating a Consolidated Human Services Agency with the Board of Commissioners governance of that agency, and to adopt a Resolution to Change the Organization and Governance of Some of the County's Human Services Functions.

Cathey advised the Board that there are some other things they need to discuss and get direction on as it relates to Option D. She stated for the Resolution, under this option, she would need to know the desire of the Board as it relates to keeping employees under the State Human Resources Act or solely under County Personnel Policies. Commissioner Palmer expressed interest in removing employees from the SHRA and keeping them solely under County Personnel Policies. Cathey asked the Board for an effective date of creating the Consolidated Human Services Agency. She stated that we want to make sure that employees are informed of the decision and have the opportunity to ask questions and understand how the transition would take place. She advised that once the Board assumes the powers and duties of the governing board, the next step would be discussion of who to designate as the Consolidated Human Services Agency Director, as it would require the advice and consent of the governing board. It was the consensus of the Board to have the County Manager present the Resolution at the January 16, 2024 meeting and make the Consolidated Agency effective ninety days after that date, which would be April 15, 2024.

Chairman Powell stated he would like to make a motion to do a couple of things with Veterans Services. He stated that proper space needed to be determined within the existing space at Freedom House for the VSO.

A **motion** was made by Chairman Powell and **carried 5-0** to look for funding to make the VSO a full-time position and to relocate Veteran Services to the Human Services Building.

INFORMAL COMMENTS:

The following individuals appeared before the Board to make informal comments:

Andrea Childers of 270 Blackberry Lane, Rougemont stated that she has lived in Person County for thirty-one years. She stated that she could not believe what a farce the December 4, 2023 Board meeting was. She stated that it was clear that the Board had already made up their minds. She stated no matter what their constituents wanted to say, the Board was not going to consider any facts that were presented during the public comment period. She stated that if Christ himself spoke to you for His two minutes and asked you to not destroy His planet, you still would have voted to rezone. She stated that you have to answer to your maker. She stated that Thomas Jefferson and other Founding Fathers said in the Declaration of Independence said the following: Governments are instituted among Men, deriving their just power from the consent of the governed, that whenever any Form of Government becomes destructive of these ends, it is the Right of the People to alter it. She stated that she has not forgotten the injustice that their representative body inflicted upon their constituents. She stated that she would continue to remind them of this all year long as she refuses to be a silent sacrifice to their fossil fuel gods.

DISCUSSION/ADJUSTMENT/APPROVAL OF CONSENT AGENDA:

A **motion** was made by Commissioner Sims and **carried 5-0** to approve the Consent Agenda with the following items:

- A. Budget Amendment # 15,**
- B. Resolution of Support to Abandon ±1.06 Miles of State Road 1377 (Dunnaway Road) between SR 1377 and SR 1336(McGhees Mill Road) from the State Maintained Road System,**
- C. Person Area Transportation System (PATs) Drug and Alcohol Testing Policy,**
- D. Airport Maintenance Agreement, and**
- E. 2024 Commissioner Committee Assignments**

NEW BUSINESS:

APPOINTMENTS TO BOARDS AND COMMITTEES

Clerk to the Board Michele Solomon presented to the Board interested citizen and agency applications for consideration for appointment to boards and committees in response to an ad published in the local newspaper and on the county website. Clerk Solomon requested the Board to nominate for appointment as deemed appropriate.

Adult Care Home Community Advisory Committee

1-Year Initial Term; 3-Year Reappointment: 4 positions available

1) Charlene Wilkins requests reappointment as her term expired on 12/31/2023

A **motion** was made by Commissioner Palmer and **carried 5-0** to reappoint Charlene Wilkins to the Adult Care Home Community Advisory Committee for a 3-year term.

Airport Commission

3-Year Term

1) Robert Wilkerson requests reappointment as his term expired on 12/31/2023

A **motion** was made by Commissioner Thomas and **carried 5-0** to reappoint Robert Wilkerson to the Airport Commission for a 3-year term.

Board of Adjustment

3-Year Term: 2 positions available and 1 position for an Alternate

- 1) Elizabeth Bradsher requests appointment**
- 2) James Thomasson requests appointment**
- 3) Andrea Childers requests appointment**
- 4) Bernhard Lampert requests appointment**

A **motion** was made by Commissioner Sims and **carried 5-0** to appoint James Thomasson and Bernhard Lampert to the Board of Adjustment for a 3-year term.

Environmental Issues Advisory Committee

3-Year Term: 1 position for a citizen residing in each of the following townships: the Holloway Township, the Flat River Township and the Olive Hill Township

1) Bailey Hunt requests appointment for the Flat River Township

A **motion** was made by Commissioner Sims and **carried 5-0** to approve Bailey Hunt to the Environmental Issues Advisory Committee for a 3-year term.

Juvenile Crime Prevention Council

1-Year Initial Term: 2-Year Reappointment

2 positions available for a citizen under the age of 21(one may be a member of the public representing the interests of families of at-risk juveniles);

2- Year Term: 1 position for each of the following: Juvenile Defense Attorney, and up to 3 citizens-at-large positions

The following applicant's term expired on 12/31/2023:

- 1) Ashley Stone requests reappointment- Social Services Director or Designee**
- 2) Alisa Black requests reappointment- District Attorney or Designee**
- 3) John Hoyte Stultz III requests reappointment- Chief District Court Judge or designated Judge**
- 4) Aron Lappin requests reappointment- Local Sheriff or Designee**
- 5) Louise Oliver requests reappointment-Citizen-at-Large**
- 6) Dr. Ron Anthony requests reappointment- Local School Superintendent or Designee**
- 7) John Hill requests reappointment- Local Parks and Recreation Representative**

A **motion** was made by Commissioner Palmer and **carried 5-0** to reappoint Ashley Stone, Alisa Black, John Hoyte Stultz III, Aron Lappin, Louise Oliver, Dr. Ron Anthony, and John Hill to the Juvenile Crime Prevention Council for a 2-year term.

The following applicant requests appointment to fill County Manager or Designee unexpired term to 12/31/2024:

- 1) Brian Hart requests appointment – County Manager or Designee**

A **motion** was made by Commissioner Puryear and **carried 5-0** to appoint Brian Hart to the Juvenile Crime Prevention Council to fill unexpired term to 12/31/2024.

PATS Transportation Advisory Board

3-Year Term:

1 position available for an occupational affiliation representative for a medical related service;

1 unexpired term to 6/30/24 for a representative of Economic Development/Chamber of Commerce

- 1) Froncello Bumpass requests reappointment as his term expired on 12/31/2023**

A **motion** was made by Commissioner Palmer and **carried 5-0** to reappoint Froncello Bumpass to the PATS Transportation Advisory Board for a 3-year term.

January 2, 2024

Planning Board

3-Year Term

- 1) **Tabitha George requests reappointment as her term expired on 12/31/2023**
- 2) **Zakiya James requests reappointment as her term expired on 12/31/2023**

A **motion** was made by Commissioner Puryear and **carried 5-0** to reappoint Tabitha George and Zakiya James to the Planning Board for a 3-year term.

Region K Aging Advisory Council

3-Year Term

- 1) **Robert Allen requests reappointment as his term expired on 12/31/2023**

A **motion** was made by Commissioner Puryear and **carried 5-0** to reappoint Robert Allen to the Region K Aging Advisory Council for a 3-year term.

Workforce Development Board

1-Year Initial Term; 2-Year Reappointment

1 position available for a member or an officer of organized labor

- 1) **Dr. Barbara Buchanan requests reappointment as her term expired on 12/31/2023**

A **motion** was made by Commissioner Sims and **carried 5-0** to reappoint Dr. Barbara Buchanan to the Workforce Development Board for a 2- year term.

CHAIRMAN'S REPORT:

Chairman Powell stated that we have entered in to 2024, and he feels good about what is going to happen in 2024. He stated that there is a lot going on, and we are very active economically and involved with prospects. He stated the he has a good feeling that progress would be made in Person County this year. He reminded everyone to shop local, and it is good to support our local merchants. He stated that is what makes us successful economically. He expressed thanks to the veterans and appreciates their service.

MANAGER'S REPORT:

County Manager Katherine Cathey stated that there are many vacancies for Volunteer Boards and Committees. She encouraged the public to consider ways that they could serve. She stated the information on the County website would be updated following tonight's meeting with the vacancies that remain. She stated that the County would be accepting applications for consideration by the Board of Commissioners at an upcoming meeting. She stated please encourage your friends to get involved with volunteering to serve on various boards and committees. She stated that Person County Government also has job vacancies, and encouraged the public to look at those vacancies. She stated that Person County is a great place to work.

COMMISSIONER REPORT/COMMENTS:

Vice Chairman Sims expressed thanks to all the veterans that came out tonight, and thanked them for their service. He stated that he appreciated all they have done. He stated that he is looking forward to working with and helping the veterans. He expressed thanks to the Sheriff's department for attending tonight. He stated that this was a very civil meeting and under control. He stated that he appreciates everyone acting that way, whether they were for or against what the Board voted for. He stated it was not a very good indication of what we are like in Person County at our last meeting, and I hope those who saw that understand, that is not who we are. He thanked all for coming out and looks forward to 2024.

Commissioner Palmer stated that he is glad the VSO position would be moving to a full-time position. He stated that he is a veteran and appreciates what Ms. Vikki does for all the veterans. He stated he is appreciative of the Sheriff's department for attending tonight. He stated it was a very good meeting and we did not have any backlash. He stated, he is just going to spell it as it is, insanity, like we had at the last meeting. He stated he is thankful for that because that tells him that we have some civil people here. He stated people who attended the December 4, 2023 meeting were not County residents. He stated that those people, most of them, were not from Person County and were paid to be here.

Commissioner Puryear expressed thanks for all that came out to the meeting to speak. He expressed thanks to the veterans for their service. He expressed thanks to the Sheriff's department for everything they do and for being at the meeting. He stated that the hardest job is making tough decisions. He stated that everyone might not agree with them, but appreciates everyone coming out.

Commissioner Thomas expressed thanks for everyone coming to the meeting. He thanked the veterans for coming out and advised he supports them. He expressed thanks to the DSS Board for all their hard work over the years. He stated that he cannot speak enough about them because he is a part of them, and he has become close to them. He added that he respects all members of the DSS Board. He stated that we have a lot going on in Person County, and he thinks we are going to have a good year, and is looking forward to it.

January 2, 2024

CLOSED SESSION #1

A **motion** was made by Commissioner Sims and **carried 5-0** to enter into Closed Session # 1 at 8:57 p.m. per General Statute 143-318.11(a)(5) to establish, or to instruct the public body's staff or negotiating agents concerning the position to be taken by or on behalf of the public body in negotiating (i) the price and other material terms of a contract or proposed contract for the acquisition of real property by purchase, option, exchange, or lease; or (ii) the amount of compensation and other material terms of an employment contract or proposed employment contract with the following individuals permitted to attend: County Manager Katherine Cathey, Clerk to the Board Michele Solomon, County Attorney Lydia Lavelle, Finance Director Amy Wehrenberg, and General Services Director Ray Foushee.

Chairman Powell called the Closed Session #1 to order at 9:03 p.m.

A **motion** was made by Commissioner Sims and **carried 5-0** to return to open session at 9:23 p.m.

ADJOURNMENT:

A **motion** was made by Commissioner Palmer and **carried 5-0** to adjourn the meeting at 9:24 p.m.

Michele Solomon
Clerk to the Board

Gordon Powell
Chairman