

**PERSON COUNTY BOARD OF COMMISSIONERS**  
**MEMBERS PRESENT**

**FEBRUARY 20, 2024**  
**OTHERS PRESENT**

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

Katherine Cathey, County Manager  
Michele Solomon, Clerk to the Board

The Board of Commissioners for the County of Person, North Carolina, met in regular session on Tuesday, February 20, 2024 at 9:00am. This meeting was set as the Board's annual retreat focusing primarily on the Fiscal Year 2024-2025 Budget and/or any other topics as deemed appropriate. The Retreat location was in the Commissioners' Boardroom 215 in the Person County Office Building located at 304 S. Morgan Street, Roxboro, NC.

Chairman Powell called the meeting to order.

**DISCUSSION/ADJUSTMENT/APPROVAL OF AGENDA:**

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

**RULES OF PROCEDURE:**

Presented by County Manager Katherine Cathey. She stated that following the last Board meeting, which concluded after midnight, Commissioner Puryear requested consideration of an amendment to the Rules and Procedure to establish an ending time for night meetings. She stated that the proposal from Puryear was to set an end time of 10:00 p.m., with the intent to recess at 10:00 p.m. to a time and place certain the next day. She stated that the County Attorney recommends that rather than recessing the meeting, the rule establishing a meeting end time should include the requirement that matters not considered by the end of the meeting, would be placed automatically on the next meeting agenda. She stated that there are multiple options to explore. She stated that one option would be to end the meeting at 10:30 p.m., unless there is a majority vote of the Board to continue beyond that time. She stated that another option would be to change the 7:00 p.m. meetings to an earlier start time, such as 6:00 p.m. She stated that the Board could hold closed sessions first, for example, from 6:00-7:00 p.m. prior to the public portion of the meeting, unless otherwise indicated on the schedule. She stated that staff would continue to consider other ways to create efficiencies in the meetings.

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Vice Chairman Sims stated that he would like to see a start time of 6:00 p.m. and an end time of 10:00 p.m., with any unfinished business to be carried over to the next Board meeting.

Chairman Powell stated that he is in favor of changing the night meetings to an earlier start time and setting an end time. He stated that it would be problematic to recess a meeting to the next day, due to other obligations. He stated that he likes the idea of moving any unfinished business to the next scheduled Board meeting.

Commissioner Palmer stated that he likes the idea of an earlier start time and setting an ending time. He stated that he likes the idea of carrying over unfinished business to the next meeting rather than recessing to the next day.

Commissioner Thomas stated that he is in favor of changing the night meetings to an earlier time. He stated that he does not like the idea of recessing a meeting to the next day.

Commissioner Puryear stated that he brought this matter to the attention of the County Manager after the last Board meeting that went past midnight. He stated that he is in favor of changing the meeting start time for the night meetings, and likes the idea of setting an end time.

Cathey stated that at the next meeting on March 4, 2024, the Board could adopt an amendment to the rules and procedures and a new resolution establishing the regular meeting time for 6:00 p.m. for night meetings to be effective April 1, 2024.

A **motion** was made by Commissioner Palmer and **carried 5-0** to change the scheduled night meetings time from 7:00 p.m. to a start time of 6:00 p.m. and to set an end time of no later than 10:00 p.m.

#### **DSS CONSULTANT:**

Assistant County Manager Brian Hart advised that this is a follow up to a request that was made during the consolidation period, and at that time, the County was encouraged to reach out to several consultants to see if they would be able to offer guidance and insight to the operations and organization of the Department of Social Services. He shared the following presentation.

# Consultant Services for Department of Social Services Review

PERSON COUNTY BOARD OF COMMISSIONERS BOARD RETREAT

FEBRUARY 20, 2024

BRIAN HART, ASSISTANT COUNTY MANAGER



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## 2021 REAL Academy Consulting

In 2020, the Person County Department of Social Services requested assistance/consultation services to address child welfare program concerns as identified by the NC Department of Health and Human Services.

Beginning in September 2020, the REAL Academy Consulting Team began providing onsite assessment and assistance in the department. In April 2021, they provided some key recommendations, including the following:

- Evaluate current pay scales/incentives to ensure recruitment and retention of highly qualified staff (recruitment and retention)
- Frequently discussing the mission during team meetings and other staff development opportunities (organizational alignment)
- Instilling value of training as a characteristic of the department's culture (training and staff development)



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## Consultant Options for 2024 Review

### Allies4Outcomes

- Based out of Asheville, NC
- CEO – Angela Pittman-Vanderweide, DSW, MSW
  - Over 30 years of experience, including at the NC Department of Health of Human Services
  - Previously served as Social Work Director, Health and Human Services for Buncombe County Government
- Specialty services include leadership coaching, child welfare & adult services technical assistance, and building workforce resilience.

### CCR Consulting

- Based out of Charlotte, NC
- Managing Principle – Sherry Bradsher, MPA
  - Over 30 years of experience in human services program administration and policy development
  - Previously served as Director for NC Division of Social Services
- Specialty services include health & human services program design, management and evaluation; policy and monitoring and advising, and business development.



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## Comprehensive Consultant Services

- Interviews and focus groups with staff at all/varying levels and divisions of the department
- Customer surveys and community focus groups to gather feedback regarding departmental responsiveness and overall customer service
- Interviews with other community service providers and County departments/offices who interface with the department
- Review and assessment of existing records and reports to ensure statutory compliance and provide feedback and/or recommendations, as/if warranted



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Commissioner Palmer asked if the customer surveys had been implemented, to which Hart replied that it has not been implemented at this time. Palmer stated that he thinks every person that walks through the doors at Social Services should get a survey to complete and return.

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Vice Chairman Sims asked Hart if the Consultants would be providing reports to the County Commissioners on any weaknesses or areas that need improvement. Hart replied that the Consultants would provide feedback on identified areas of improvement and make available in a formal report as a part of their services.

Chairman Powell stated that the need for the Consultants is to help the Board understand the Governance part. He stated that he would like to know more about the cost associated with the Consultants.

## Potential Next Steps

- Administration will receive guidance from the Board of Commissioners as to how to proceed.
- Additional conversations with consultant options, as needed.
- Administration, Human Resources and other internal support departments will continue communicating and collaborating directly with DSS Director, leadership team and staff to learn more about programs and processes, build rapport and supporting operations.
  - Attending management/staff meetings
  - Assisting with interview and other recruitment processes
  - Supporting public relations and marketing of departmental initiatives
- Questions/Recommendations?



### PCBIC FINANCIAL UPDATE:

Economic Development Director Brandy Lynch provided a financial update for Person County Business and Industrial Center (PCBIC). Lynch stated that she is here today at the direction and request of the Board of County Commissioners for a financial update for the PCBIC. Lynch provided clarification for all in attendance that she is Person County's Economic Development Director and that PCBIC has its own executive board, to include a treasurer, which is Dan Craig. She advised that if there are questions received today that she could not answer, Craig is willing to assist. Lynch stated that it is a pleasure to work for Person County. Lynch provided the following financial summary and a profit and loss detail for January-December 2023.

# PCBIC Financial Summary

## Current Financial Status

- PCBIC Treasurer Dan Craig presented the Treasurer's report at the PCBIC meeting on 1/23/2024, making the board aware that PCBIC's checking account had a balance of **\$897.46**.
- As of 2/14/24:
  - The money market account has a balance of **\$887.84**.
  - Invoices due include pending payments to Duke Energy for outside lighting in the Person County Business and Industrial Park (\$ 192.21), DH Craig CPA, P.C. for accounting services (\$600.00), US Postal Service for semi-annual post office box fee (\$ 51.00), and Williams Mullen for legal fees (\$3,378.00). Outstanding payments total **\$4,221.12**.
  - Three deposits have been made totaling **\$4,800.00**.
    - US Flue-Cured Invoice (\$1,200.00)
    - Carolina Pride Car Wash, LLC (\$1,200.00)
    - Carolina Solar Energy LLC (\$2,400.00)

### Annual Income

- Carolina Pride \$ 2,400
- US Flue-Cured \$ 2,400
- Carolina Solar \$2,400
- East to West Solar \$2,400

Total: **\$9,600**

### Annual Expenses

- Duke Energy (outdoor lighting)
- Landscaping
- Lease for Norfolk Southern
- Insurance
- Mega Park Option
- QuickBooks
- Taxes
- Accountant
- Electrical repairs at the industrial park
- Legal Expenses
- Other

Total: **Varies by year**

## Financial History

PCBIC received assets from two clawbacks that involved both money and property. PCBIC receives income from the tenants of the Person County North Park in Roxboro and the Person County Business and Industrial Park in Timberlake, both of which were developed by PCBIC. The county has contributed funding to specific projects over the years but does not provide regular funding.

Considerable expenses for the mega park have been funded by PCBIC, including the option to purchase, engineering, development and legal services. PCBIC has also funded land purchases and financial incentives for economic development projects. The mega park option has been assumed by Person County, and the county now incurs the associated expenses.

In recent years, PCBIC expenses have greatly exceeded its income. In addition to routine annual expenses, Project Log, an active economic development project, continues to generate legal expenses for PCBIC.

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**Person County Business and Industrial Center, INC**  
**Transaction Report**  
**January - December 2023**

	Transaction		Num	Name	Memo/Description	Split	Amount
	Date	Type					
Ordinary Income/Expenses							
Income							
Industrial Park Common Area Maintenance Income							
	12/31/2023	Journal Entry	193		To record PCBIC Owner Payment for 2023 for Industrial Park Maintenance	-Split-	-2,400.00
Total for Industrial Park Common Area Maintenance Income							\$ 2,400.00
Service/Fee Income							
	01/10/2023	Invoice	1158	US Flue-Cured Tobacco	Maintenance Fee - Industrial Park Fees Payment-1st qtr 2023	Accounts Receivable (AR)	600.00
	01/10/2023	Invoice	1157	PCP Solar, LLC c/o East to West Solar, LLC	Maintenance Fee - Industrial Park Fees Payment - 1st qtr 2023	Accounts Receivable (AR)	600.00
	01/10/2023	Invoice	1156	CPCW, LLC	Maintenance Fee - Industrial Park Fees Payment - 1st Qtr 2023	Accounts Receivable (AR)	600.00
	01/10/2023	Invoice	1155	Carolina Solar Energy, LLC	Maintenance Fee - Industrial Park-2023	Accounts Receivable (AR)	2,400.00
	04/10/2023	Invoice	1160	PCP Solar, LLC c/o East to West Solar, LLC	Maintenance Fee - Industrial Park Fees Payment 2nd Qtr 2023	Accounts Receivable (AR)	600.00
	04/10/2023	Invoice	1161	US Flue-Cured Tobacco	Maintenance Fee - Industrial Park Fees Payment 2nd Qtr 2023	Accounts Receivable (AR)	600.00
	04/10/2023	Invoice	1159	CPCW, LLC	Maintenance Fee - Industrial Park Fees Payment 2nd Qtr 2023	Accounts Receivable (AR)	600.00
	07/06/2023	Invoice	1163	CPCW, LLC	Maintenance Fee-Industrial Park Fees Payment 3rd Qtr 2023	Accounts Receivable (AR)	600.00
	07/06/2023	Invoice	1164	US Flue-Cured Tobacco	Maintenance Fee-Industrial Park Fees Payment 3rd Qtr 2023	Accounts Receivable (AR)	600.00
	07/06/2023	Invoice	1162	PCP Solar, LLC c/o East to West Solar, LLC	Maintenance Fee-Industrial Park Fees Payment 3rd Qtr 2023	Accounts Receivable (AR)	600.00
	10/06/2023	Invoice	1168	PCP Solar, LLC c/o East to West Solar, LLC	Maintenance Fee-Industrial Park Fees Payment 4th Qtr 2023	Accounts Receivable (AR)	600.00
	10/06/2023	Invoice	1165	US Flue-Cured Tobacco	Maintenance Fee - Industrial Park	Accounts Receivable (AR)	0.00
	10/06/2023	Invoice	1166	CPCW, LLC	Maintenance Fee - Industrial Park Fees Payment 4th Qtr 2023	Accounts Receivable (AR)	600.00
	10/06/2023	Invoice	1167	US Flue-Cured Tobacco	Maintenance Fee-Industrial Park Fees Payment 4th Qtr 2023	Accounts Receivable (AR)	600.00
Total for Service/Fee Income							\$ 9,600.00
Total for Income							\$ 7,200.00

**Person County Business and Industrial Center, INC**  
**Transaction Report**  
**January - December 2023**

<b>Expenses</b>							
<b>Advertising</b>							
	07/18/2023	Check	1142	The Courier Times	Special Mtg Annont	Checking	312.48
<b>Total for Advertising</b>							<b>\$ 312.48</b>
<b>Dues &amp; Subscriptions</b>							
	05/01/2023	Check	1136	Person County	Reimbursement for QuickBooks annual subscription	Checking	915.00
<b>Total for Dues &amp; Subscriptions</b>							<b>\$ 915.00</b>
<b>Industrial Park Common Area Maintenance Expenses</b>							
	01/23/2023	Check	1128	Duke Energy Carolinas	Industrial Park Street Lights- January 2023 usage	Checking	167.72
	02/23/2023	Check	1129	Duke Energy Carolinas	Industrial Park Street Lights - February 2023 usage	Checking	130.22
	03/28/2023	Check	1131	CS Wade	CS Wade - industrial park common area maintenance and banks March 2023 Invoice# 3120	Checking	200.00
	05/01/2023	Check	1133	Duke Energy Carolinas	Industrial Park Street Lights - March/April 2023 usage	Checking	261.96
	05/01/2023	Check	1134	CS Wade	CS Wade - industrial park common area maintenance and banks April 2023 Invoice# 3158	Checking	200.00
	05/30/2023	Check	1139	CS Wade	CS Wade - industrial park common area maintenance May 2023 Invoice# 3192	Checking	200.00
	06/29/2023	Check	1143	Duke Energy Carolinas	Industrial Park Street Lights - May- June 2023 usage	Checking	124.85
	06/29/2023	Check	1141	CS Wade	CS Wade - industrial park common area maintenance June 2023 Invoice# 3216	Checking	600.00
	06/30/2023	Check	1140	Duke Energy Carolinas	Industrial Park Street Lights - April-May- 2023 usage	Checking	125.05
	07/24/2023	Check	1146	CS Wade	CS Wade - industrial park common area maintenance July 2023 Invoice# 3248	Checking	200.00
	07/25/2023	Check	1144	Duke Energy Carolinas	Industrial Park Street Lights - June-July- 2023 usage	Checking	260.06
	08/22/2023	Check	1149	Duke Energy Carolinas	Industrial Park Street Lights - July-August- 2023 usage	Checking	19.03
	08/28/2023	Check	1151	CS Wade	CS Wade - industrial park common area maintenance August 2023 Invoice# 3301	Checking	200.00
	09/25/2023	Check	1152	Duke Energy Carolinas	Industrial Park Street Lights - August- September 2023 usage	Checking	147.15
	09/25/2023	Check	1154	CS Wade	CS Wade - industrial park common area maintenance September 2023 Invoice# 3337	Checking	200.00
	10/30/2023	Check	1156	CS Wade	CS Wade - industrial park common area maintenance October 2023 Invoice# 3365	Checking	200.00
	11/27/2023	Check	1158	CS Wade	CS Wade - industrial park common area maintenance November 2023 Invoice# 3405	Checking	600.00
	12/12/2023	Check	1160	Duke Energy Carolinas	Industrial Park Street Lights - Nov-Dec 2023 usage	Checking	499.54
<b>Total for Industrial Park Common Area Maintenance Expenses</b>							<b>\$ 4,325.97</b>
<b>Insurance</b>							
	08/22/2023	Check	1150	The Cincinnati Insurance Company	D&O Policy Renewal, Policy #0402750	Checking	2,340.00
	12/22/2023	Check	1161	Central Insurance Companies	PCBIC Commercial Lines Policy Acct#999168479	Checking	550.00
<b>Total for Insurance</b>							<b>\$ 2,890.00</b>
<b>Legal &amp; Professional Fees</b>							
<b>Administrative</b>							
	01/11/2023	Check	1127	Williams Mullen	Project Lamb	Checking	2,114.00
	03/28/2023	Check	1132	Williams Mullen	Project Lamb	Checking	257.50
<b>Total for Administrative</b>							<b>\$ 2,371.50</b>

**February 20, 2024**

**Person County Business and Industrial Center, INC**  
**Transaction Report**  
**January - December 2023**

<b>Business Incentive Cost</b>							
<b>Prospects</b>							
<b>Legal &amp; Professional Fees</b>							
<b>Project Log</b>							
	07/19/2023	Check	1145	Williams Mullen	Project Log	Checking	1,984.50
	08/22/2023	Check	1148	Williams Mullen	Project Log	Checking	3,158.00
	09/25/2023	Check	1153	Williams Mullen	Project Log	Checking	2,832.50
	10/25/2023	Check	1155	Williams Mullen	Project Log	Checking	6,262.00
	11/28/2023	Check	1159	Williams Mullen	Project Log	Checking	0.00
<b>Total for Project Log</b>							<b>\$ 14,237.00</b>
<b>Project Trace Legal</b>							
	01/11/2023	Check	1126	Nixsen Pruett	Telephone Conference about strategies to acquire property on the Megaside	Checking	404.00
<b>Total for Project Trace Legal</b>							<b>\$ 404.00</b>
<b>Project Trace Option</b>							
	05/01/2023	Check	1135	Sanford Holshouser	Project Trace Rail Option	Checking	1,027.61
<b>Total for Project Trace Option</b>							<b>\$ 1,027.61</b>
<b>Total for Legal &amp; Professional Fees</b>							<b>\$ 15,668.61</b>
<b>Project Trace</b>							
<b>Project Trace Reeves Property Clearing</b>							
	05/01/2023	Check	1138	Jimmy Lewis and Sons Grading and Septic	Demo and Haul Away Structures at 1950 Country Club Rd	Checking	25,707.00
	05/01/2023	Check	1137	Williams Mullen	Reeves Property RFP	Checking	1,162.50
<b>Total for Project Trace Reeves Property Clearing</b>							<b>\$ 26,869.50</b>
<b>Total for Project Trace</b>							<b>\$ 26,869.50</b>
<b>Total for Prospects</b>							<b>\$ 42,638.11</b>
<b>Total for Business Incentive Cost</b>							<b>\$ 42,638.11</b>
<b>Total for Legal &amp; Professional Fees</b>							
<b>Meals and Entertainment</b>							
	04/19/2023	Expense		Walmart	Water for meetings	Petty Cash	14.34
	10/19/2023	Expense		Food Lion	Water for PCBIC Meeting	Petty Cash	4.58
	12/29/2023	Expense		Walmart	Water for meetings	Petty Cash	20.94
<b>Total for Meals and Entertainment</b>							<b>\$ 39.76</b>
<b>Office Expenses</b>							
	01/03/2023	Expense		First Horizon	Previous Months Service Charges-January-Statement 2023	Checking	5.00
	02/01/2023	Expense		First Horizon	Previous Months Service Charges-February-Statement 2023	Checking	5.00
	02/23/2023	Check	1130	USPS	Mailbox Rental One Year	Checking	96.00
	03/01/2023	Expense		First Horizon	Previous Months Service Charges-March-Statement 2023	Checking	5.00
	04/03/2023	Expense		First Horizon	Previous Months Service Charges-April-Statement 2023	Checking	5.00
	05/01/2023	Expense		First Horizon	Previous Months Service Charges-May-Statement 2023	Checking	5.00
	06/30/2023	Expense		First Horizon	Previous Months Service Charges-June-Statement 2023	Checking	5.00
	07/03/2023	Expense		First Horizon	Previous Months Service Charges-July-Statement 2023	Checking	5.00
	08/01/2023	Expense		First Horizon	Previous Months Service Charges-August-Statement 2023	Checking	5.00
	09/01/2023	Expense		First Horizon	Previous Months Service Charges-September-Statement 2023	Checking	5.00
	10/02/2023	Expense		First Horizon	Previous Months Service Charges-October-Statement 2023	Checking	5.00
	11/01/2023	Expense		First Horizon	Previous Months Service Charges-November-Statement 2023	Checking	5.00
	12/01/2023	Expense		First Horizon	Previous Months Service Charges-December-Statement 2023	Checking	5.00
	12/06/2023	Expense		First Horizon	Returned check charges	Checking	35.00
	12/15/2023	Expense		First Horizon	Returned check charges	Checking	35.00
<b>Total for Office Expenses</b>							<b>\$ 226.00</b>

**Person County Business and Industrial Center, INC**  
**Transaction Report**  
**January - December 2023**

<b>Rent or Lease</b>							
	11/17/2023	Check	1157	Norfolk and Southern Company	Lease Agreement Wooddale Rail - Invoice #93435437	Checking	2,613.00
<b>Total for Rent or Lease</b>							<b>\$ 2,613.00</b>
<b>Taxes &amp; Licenses</b>							
	08/22/2023	Check	1147	Person County Tax Assessor	2023 Ad Valorem Taxes for record numbers: 384, 677, 19990, 21959, 24969	Checking	6,342.34
<b>Total for Taxes &amp; Licenses</b>							<b>\$ 6,342.34</b>
<b>Total for Expenses</b>							<b>\$ 62,673.76</b>
<b>Net Ordinary Income</b>							<b>\$ 455,373.76</b>
<b>Other Income/Expense</b>							
<b>Other Income</b>							
<b>Interest Earned</b>							
	01/31/2023	Deposit		INTEREST		Money Market	13.22
	02/28/2023	Deposit		INTEREST		Money Market	18.20
	03/31/2023	Deposit		INTEREST		Money Market	22.05
	04/28/2023	Deposit		INTEREST		Money Market	21.35
	05/31/2023	Deposit		INTEREST		Money Market	17.29
	06/30/2023	Deposit		INTEREST		Money Market	19.05
	07/31/2023	Deposit		INTEREST		Money Market	19.70
	08/31/2023	Deposit		INTEREST		Money Market	14.42
	11/09/2023	Deposit				Money Market	1.75
	12/29/2023	Deposit		First Horizon		Money Market	0.70
<b>Total for Interest Earned</b>							<b>\$ 147.73</b>
<b>Total for Other Income</b>							<b>\$ 147.73</b>
<b>Net Other Income</b>							<b>\$ 147.73</b>
<b>Net Income</b>							<b>\$ 455,226.03</b>

Friday, Feb 16, 2024 06:17:05 AM GMT-8 - Accrual Basis

**February 20, 2024**

Vice Chairman Sims stated that he is the one that requested this financial update. He stated that he had questions dealing with the budget versus the actuals. He stated that clearing the Reaves property was \$41,106, which was not budgeted. He stated that he knows that this was not an expense that was expected, when the budget was made. He stated that is a big hit to take on your budget by yourself as this was solely PCBIC money. He stated that the legal and professional fees were about \$5,228 over budget. He stated that with the situation that PCBIC is in, they would need money and will likely be coming to the Board of Commissioners asking for funding. Lynch stated that she does not do the budget for PCBIC and that she would relay all information to Craig.

Commissioners Puryear and Palmer inquired about upcoming bills that PCBIC anticipates. Lynch advised that the expenses are \$4,221. Puryear directed a question to Phillip Allen, PCBIC President, in reference to funding requests. Allen stated that there has been no mention of a request for funding at this time, but they may come back to the Board of Commissioners asking for funding.

Chairman Powell stated that PCBIC has survived on claw back money, as there is no steady dependable income stream. He clarified that there is a difference between PCBIC and the Board of County Commissioners. He stated that the Board of County Commissioners appoints the PCBIC board.

#### **STRATEGIC PLAN:**

Presented by County Manager Katherine Cathey. She stated that during the FY24 budget retreat, the Board of Commissioners decided to move forward with a strategic planning process. She stated that two strategic planning retreats were held on October 24, 2023 and on December 7, 2023. She stated, in addition, county department heads participated in two mini-retreats on October 10, 2023 and on December 13, 2023. She stated that during these sessions, commissioners and staff developed various components of the strategic plan. She stated that the proposed plan includes vision and mission statements and organizational values. She stated that this plan would be a guiding document for county elected officials, staff, and volunteers. She stated that it would tie in to the FY25 budget process. She stated that the plan would be revisited annually through the budget process.



### Mission:

To provide effective government services that enhance the quality of life for individuals and businesses in Person County by preserving local history and resources, facilitating economic growth, and supporting lifelong learning.

### Vision:

Person County is a safe, thriving, and diverse community where people come to live, work, learn, play, serve, and grow.



**Community** - We are welcoming, inclusive, and accessible. We are family-friendly, celebrate our traditions, and foster strong community spirit. We prioritize public safety and personal wellbeing.



**Professionalism** - As knowledgeable leaders and public servants, we adhere to ethical standards and take ownership of our responsibilities. We serve with respect, kindness, empathy, courage, creativity, humility, and flexibility.



**Transparency** - We act with honesty, integrity, and respect. We are accountable to our community. Communication is a priority.



**Opportunity** - We work to facilitate economic growth, financial security, and personal and professional enrichment (lifelong learning) for individuals and businesses to prosper.



**Stewardship** - We take responsibility for our natural, historical, economic and human resources. We act resourcefully, promote equity and sustainability, and seek efficiency and innovation.



<b>Economic Opportunity and Growth</b> <i>Creating and sustaining the conditions to facilitate economic development, security, and prosperity.</i>			
<b>Goal 1:</b> Recruit, grow, and retain business and industry	<b>Goal 2:</b> Develop and maintain infrastructure that enhances quality of life	<b>Goal 3:</b> Ensure the development process is thorough, accessible and efficient	<b>Goal 4:</b> Expand Raleigh Regional Airport at Person County to facilitate economic opportunity and growth
<b>1.1</b> Attract new businesses that create well-paying jobs, add to the tax base and provide valued services and products ( <i>Economic Development</i> )	<b>2.1</b> Support completion of the City of Roxboro's Western Sewer Project ( <i>Administration, GIS</i> )	<b>3.1</b> Reduce the time that it takes to issue environmental health, zoning and building permits ( <i>Environmental Health, Planning and Zoning, Inspections., GIS</i> )	<b>4.1</b> Complete runway strengthening project ( <i>General Services</i> )
<b>1.2</b> Expand and support existing businesses ( <i>Economic Development</i> )	<b>2.2</b> Evaluate needs for water and sewer expansion outside the city limits ( <i>Administration, Economic Development</i> )	<b>3.2</b> Consolidate planning ordinances into a user-friendly and up-to-date unified development ordinance ( <i>Planning and Zoning</i> )	<b>4.2</b> Complete beginning phases of runway extension project ( <i>General Services</i> )
<b>1.3</b> Work with partners to create and support opportunities for the current and future workforce to learn and develop new skills ( <i>Economic Development</i> )	<b>2.3</b> Partner with NC DIT to provide broadband to all unserved and underserved areas ( <i>Administration, GIS</i> )		<b>4.3</b> Secure funding for and construct box hangars ( <i>General Services</i> )
	<b>2.4</b> Complete Person County Trail Feasibility Study and work with partners to implement recommendations ( <i>Recreation, Arts, and Parks, Administration, GIS, Planning and Zoning, Soil and Water</i> )		<b>4.4</b> Design and secure funding to renovate or build new terminal ( <i>General Services</i> )

<b>Capital Investment</b> <i>Being good stewards of public funds and support in developing and maintaining facilities and other resources.</i>		
<b>Goal 5:</b> Sustain the capital planning process	<b>Goal 6:</b> Ensure county facilities meet the needs of the public and employees	<b>Goal 7:</b> Provide modern, safe, and accessible learning and working environments for Person County Schools (PCS) and Piedmont Community College (PCC)
<b>5.1</b> Develop and adequately fund a five-year Capital Improvement Plan annually ( <i>Finance</i> )	<b>6.1</b> Negotiate lease renewal or purchase of Human Services Building or secure new facility prior to Aug. 2025 ( <i>Administration, General Services, Finance, Social Services, Health, IT</i> )	<b>7.1</b> Fund PCS ADA and safety projects with bond issuances in FY25 and FY27 ( <i>Finance</i> )
<b>5.2</b> Maintain a healthy debt affordability model per established financial policies ( <i>Finance</i> )	<b>6.2</b> Complete PI/MRF construction and physical and operational merger before May 2025 ( <i>Person Industries, General Services, Administration, IT</i> )	<b>7.2</b> Partner with the PCS to evaluate population/ enrollment growth, class size mandates, etc. to determine need for new construction ( <i>Administration, Planning and Zoning, Inspections, GIS</i> )
	<b>6.3.</b> Utilize facility feasibility assessment to plan for current and future needs of the Emergency Services Department ( <i>Emergency Services, General Services, Finance, Administration, IT</i> )	<b>7.3</b> Partner with PCC to plan for and fund the Center for Health, Advanced Technology & Trades (CHATT) ( <i>Administration, Finance</i> )
	<b>6.4</b> Complete construction and open "County Farm" park ( <i>Recreation, Arts, and Parks, GIS, Soil and Water, Planning and Zoning, Administration</i> )	
	<b>6.5</b> Complete space needs study, including ADA accessibility, for county facilities ( <i>General Services</i> )	

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<b>Lifelong Learning</b> <i>Supporting the educational, learning and skill development activities of all Person County residents</i>	
<b>Goal 8:</b> Support our educational partners, Person County Schools (PCS) and Piedmont Community College (PCC)	<b>Goal 9:</b> Work with partners to create and support opportunities for the current and future workforce to learn and develop new skills
<b>8.1</b> Increase funding to support improvements in pre-K-12 education <i>(Administration, Finance)</i>	<b>9.1</b> Offer education-based programs for all ages and expand outreach through partnerships with community organizations <i>(Library, Cooperative Extension, Recreation, Arts and Parks, Soil and Water, Health)</i>
<b>8.2</b> Ensure funding meets PCC's operational needs <i>(Administration, Finance)</i>	<b>9.2</b> Partner with PCC and PCS to offer programs to develop skills for employment in county positions with a concentrated focus on areas of critical need <i>(Administration, Human Resources, Other Departments)</i>
<b>8.3</b> Ensure the 6-14 Workforce Pipeline remains strong <i>(Economic Development)</i>	<b>9.3</b> Increase participation and work opportunities for parents through the Work First Family Assistance Program <i>(Social Services)</i>

<b>Service Excellence</b> <i>Prioritizing the provision of stellar internal and external service through efficient operations, fiscal responsibility and transparent communications</i>			
<b>Goal 10:</b> Identify, attract, and onboard the most qualified individuals whose skills, experience, and values align with our mission, fostering a culture of excellence	<b>Goal 11:</b> Proactively meet the changing needs of the community	<b>Goal 12:</b> Enhance transparency and communication	<b>Goal 13:</b> Promote fiscal responsibility and financial sustainability
<b>10.1</b> Enhance recruitment strategies and streamline selection processes that aggressively seek out the best talent to fill county positions and minimize position vacancy time <i>(Human Resources)</i>	<b>11.1</b> Monitor and analyze population growth and demographic changes and structure services to meet changing needs <i>(Administration, Inspections, Planning and Zoning, GIS, All Departments)</i>	<b>12.1</b> Implement provisions of Public Records Request Policy and online public records request platform <i>(Administration)</i>	<b>13.1</b> Minimize tax increases based on necessity <i>(Administration, Finance, All Departments)</i>
<b>10.2</b> Offer a competitive compensation program <i>(Human Resources)</i>	<b>11.2</b> Measure progress and update the strategic plan <i>(Administration)</i>	<b>12.2</b> Conduct a community survey <i>(Administration)</i>	<b>13.2</b> Develop and implement an annual balanced budget and capital improvement plan <i>(Administration, Finance)</i>
<b>10.3</b> Offer professional development opportunities and a supportive work environment to attract and retain a talented workforce <i>(Human Resources)</i>	<b>11.3</b> Work with partners to improve digital equity and inclusion <i>(Cooperative Extension, Administration, Digital Equity Taskforce)</i>	<b>12.3</b> Offer a Citizens Academy <i>(Administration)</i>	<b>13.3</b> Hire a grant writer and capitalize on grant opportunities <i>(Finance, All Departments)</i>
<b>10.4</b> Offer leadership education to build the skills of current and future leaders in decision-making, communications, problem solving, team building, and adaptability <i>(Human Resources)</i>		<b>12.4</b> Improve online access to public meeting materials and county ordinances and policies <i>(Administration, IT)</i>	

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Quality of Life		
<i>Working collaboratively with the community to ensure that Person County remains a great place to work, live and play</i>		
<b>Goal 14:</b> Enhance public safety and community wellbeing	<b>Goal 15:</b> Promote healthy communities	<b>Goal 16:</b> Preserve and celebrate rural character and lifestyle
<b>14.1</b> Enhance the resiliency of the community by coordinating and collaborating the emergency and disaster mitigation, preparedness, prevention, response and recovery activities <i>(Emergency Services)</i>	<b>15.1</b> Improve access to healthcare services <i>(Health, Social Services, Veterans Services, Emergency Services, Administration)</i>	<b>16.1</b> Implement conservation programs <i>(Soil and Water)</i>
<b>14.2</b> Strengthen partnerships with law enforcement agencies, community organizations, and residents to address root causes of crime <i>(Sheriff)</i>	<b>15.2</b> Promote healthy lifestyles and behaviors <i>(Health, Recreation, Arts and Parks, Library, Cooperative Extension, Social Services, Veterans Services, Administration, Emergency Services)</i>	<b>16.2</b> Promote agri-business and agri-tourism <i>(Cooperative Extension, Planning and Zoning)</i>
<b>14.3</b> Support volunteer fire departments' efforts to maintain or lower their ISO ratings and provide greater protection to the community <i>(Emergency Services)</i>	<b>15.3</b> Develop and implement plan for utilizing Opioid Settlement Funds <i>(Health, Emergency Services, EMS, Opioid Settlement Advisory Committee, Administration)</i>	
<b>14.4</b> Promote responsible pet ownership and public safety <i>(Animal Services, Sheriff)</i>		

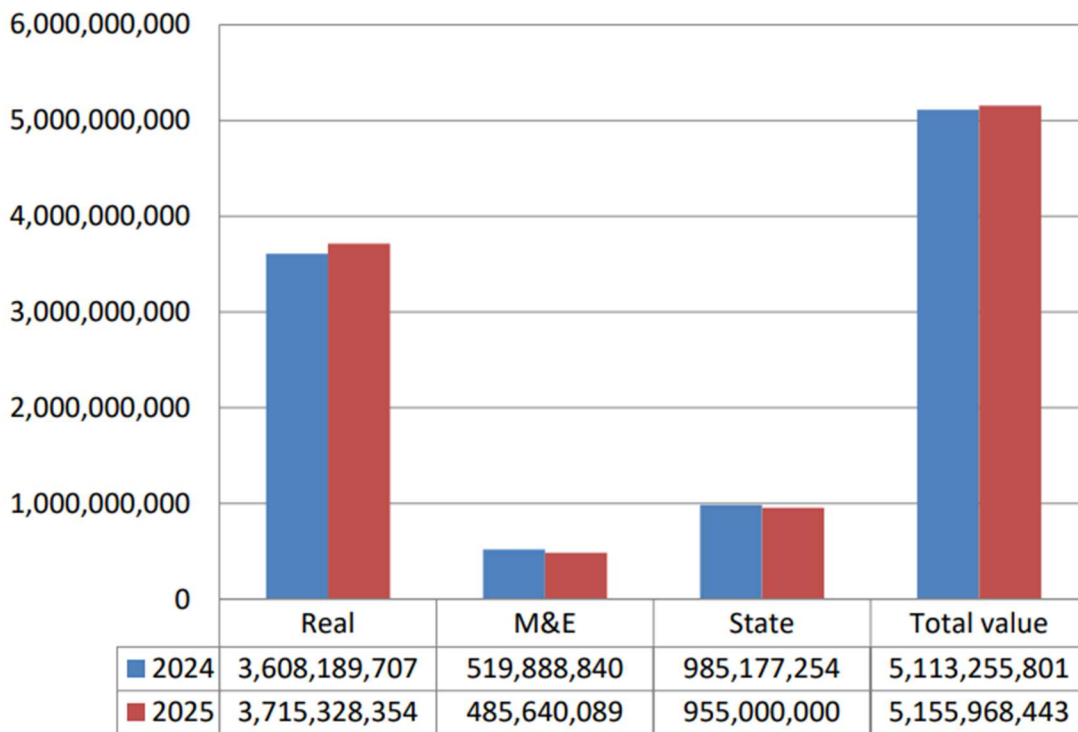
Vice Chairman Sims stated that this is a good goal setting tool to utilize and is very important to the economic growth of Person County.

A **motion** was made by Commissioner Puryear and **carried 5-0** to adopt the strategic plan.

#### **PROPERTY TAX REVENUE PREVIEW AND NEXT REAPPRAISAL:**

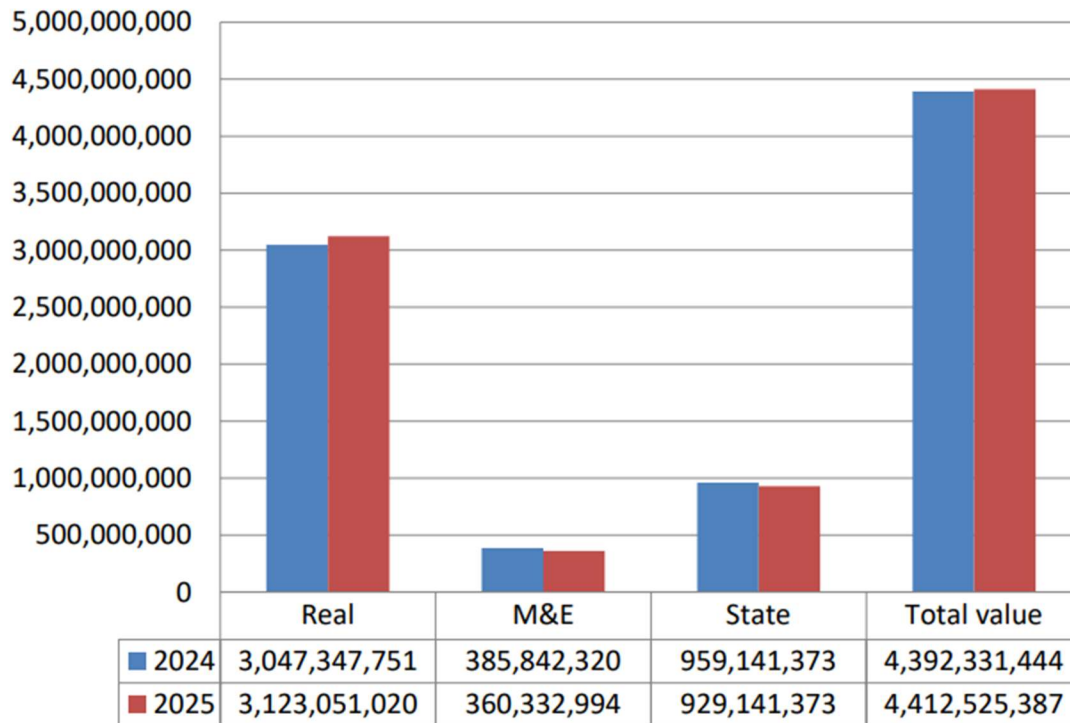
Tax Administrator Russell Jones shared the following presentation for the County's Property Tax Revenue Preview. He advised that the presentation will include mid-year updates on property valuation changes, the current sales ratio, and reappraisal for 2025.

## County value changes from 2024 to 2025



Jones stated that the FY24 budget was projected at \$5.016B in total value with the actual at \$5.113B, over \$97M or 1.9%. He stated that for FY25, he is anticipating property values to increase due to new construction. He stated that for the total value for FY25, he is projecting \$5.155B, an increase over FY24, which was \$5.113B. He stated that real property increased from \$3.6B to \$3.7B. He stated that Machinery and Equipment decreased from \$519M to \$485M, due to depreciation in the value of equipment and the timeframe in which tax payers report. He stated that the State appraised properties also decreased from \$985M to \$955M, which is a conservative estimate and is actually expected to increase in FY26.

## Fire District value changes from 2024 to 2025



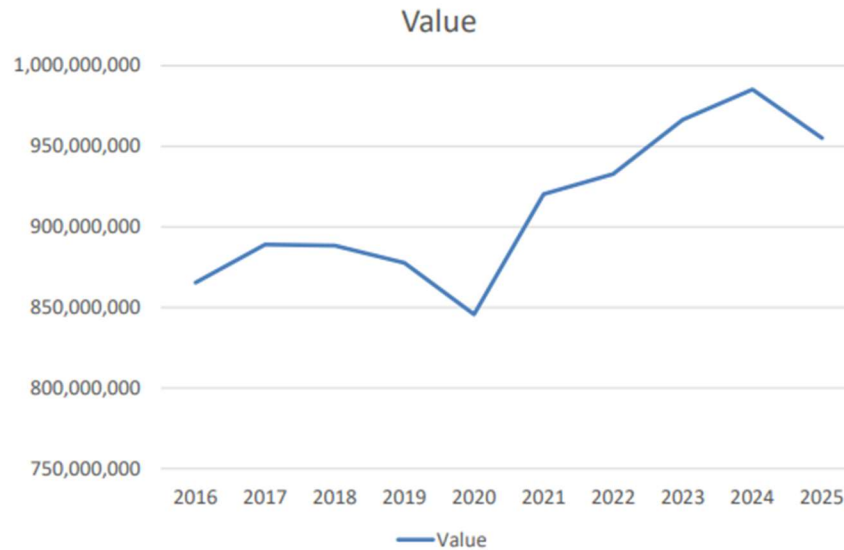
Jones stated that the fire tax valuation does not include the City, but includes everything in the County. He stated that the total for FY24 was \$4.392M and he is projecting \$4.412B for FY25.

## Changes in State Appraised Values

Fiscal Year	All State Appraised	Change from previous
2025-estimated	955,000,000	-30,177,254
2024	985,177,254	+18,752,420
2023	966,424,834	+33,681,598
2022	932,743,236	+12,506,677
2021	920,233,559	+74,544,809
2020	845,688,750	-31,901,120
2019	877,589,870	-10,681,099
2018	888,270,969	-780,125

Jones stated that State appraised is income based. He stated that FY25 is off from FY24 due to projecting conservatively.

## Changes in State Appraised Values



## For next year, what will one penny generate?

Collection Rate	County	Fire
97.50 %	\$ 550,589	\$ 465,204

Jones stated that for the upcoming fiscal year, the value of one penny would be \$550,589, noting last year, one penny was valued at \$534,038, which reflects an increase of \$16,551. He stated that the value the upcoming fiscal year for one penny for fire would be \$465,204, in comparison to last year, when it was valued at \$458,694. He stated that the collection rate is set at 97.5% for budgeting purposes but is actually higher.

Below is a report from NCDOR for all counties' sales ratio from 2003-2022.

## Statewide Sales Ratio



Vice Chairman Sims asked Jones when is the plan to do reevaluations. Jones replied that currently they have employees out taking pictures. He advised that this phase started in December and that they are over half done. He stated that reappraisal would be effective January 1, 2025. He stated that reappraisals are required at least as often as 8 years and when the sales ratio falls below 90%. He stated the last reappraisal was completed in 2021. He advised that property tax is based on fair and equitable value. He stated that reappraisal in Person County usually happens every 4 years based on the market sales ratio.

Commissioner Puryear asked Jones how many E&R reviews/appeals are anticipated this year. Jones replied less than a handful at this point. Jones advised that there is a current vacancy on the Board for Equalization and Review (E & R).

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**MID-YEAR FISCAL UPDATES:**

Finance Director Amy Wehrenberg shared the following presentation for the Mid-Year Fiscal Update to illustrate the County's financial position:



## Person County Mid-Year Fiscal Review

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Person County Board of  
Commissioners Annual Retreat  
February 20, 2024

Amy Wehrenberg, Finance Director



## Discussion Summary

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- Revenues: Mid-Year Comparison
- Sales Tax Distribution
- Expenditures: Mid-Year Comparison
- Debt Service
- Unassigned Fund Balance
- Fund Balance Projection
- Summary and Trends

# Revenues: Mid-Year Comparison

Revenues are minimally higher year over year through January. Ad Valorem Taxes & Interest Earnings are primary causes for overall increase of \$1.3M.



REVENUES	Incr (Decr)	% Change
Ad Valorem Taxes	605,160	1.6%
Sales & Other Taxes	63,009	1.3%
Fees & Licenses	(251,402)	-7.5%
State & Federal Funding	320,621	7.2%
Interest Earnings	482,494	100.0%
Other Revenues	67,952	13.0%
<b>TOTAL REVENUES</b>	<b>1,287,833</b>	<b>2.6%</b>

# Sales Tax Distribution



Local Option Sales Tax (in millions)




38 Sales tax is reporting minimally higher by 1.31% over the previous year for the five months collected to date. It is evident that consumer spending has slowed in reaction to the inflationary economy. Based on this trend, we anticipate sales tax to come in for a total of almost \$13.4M to finish out this fiscal year, an increase of only \$173K. 4

# Expenditures: Mid-Year Comparison by expense type

EXPENDITURES	Incr (Decr)	% Change
Personnel	2,817,091	17.2%
Operating	1,474,354	9.9%
Capital	560,261	158.0%
Transfers to Other Funds	3,678,973	49.9%
<b>TOTAL</b>	<b>8,530,679</b>	<b>21.8%</b>
<b>NET CHANGE (Deficit)</b>	<b>(7,242,846)</b>	<b>-64.9%</b>

Expenditures are significantly higher in all categories, particularly in "Transfers to Other Funds" due to transfer of higher excess reserves for FY23.



Deficit is result of larger increase in expenditures (\$8.5M) than in revenues (\$1.3M).

# Expenditures: Mid-Year Comparison by function

Increases: \$8,557,757		Decreases: (\$27,078)
Transfers to Other Funds (49.9%)	3,678,973	Economic Development (-3.9%) (27,078)
Public Safety (23.6%)	2,081,137	Increases are reported across all functions except for small decrease in Economic Development function. Largest expenditure increases are reported in Transfers to Other Funds and Public Safety departments.
General Government (19.2%)	982,401	
Human Services (11.6%)	903,400	
Education (8.6%)	621,547	
Transportation (21.4%)	136,747	
Culture & Recreation (9.7%)	123,817	
Environmental Protection (29.7%)	29,735	



# Debt Service

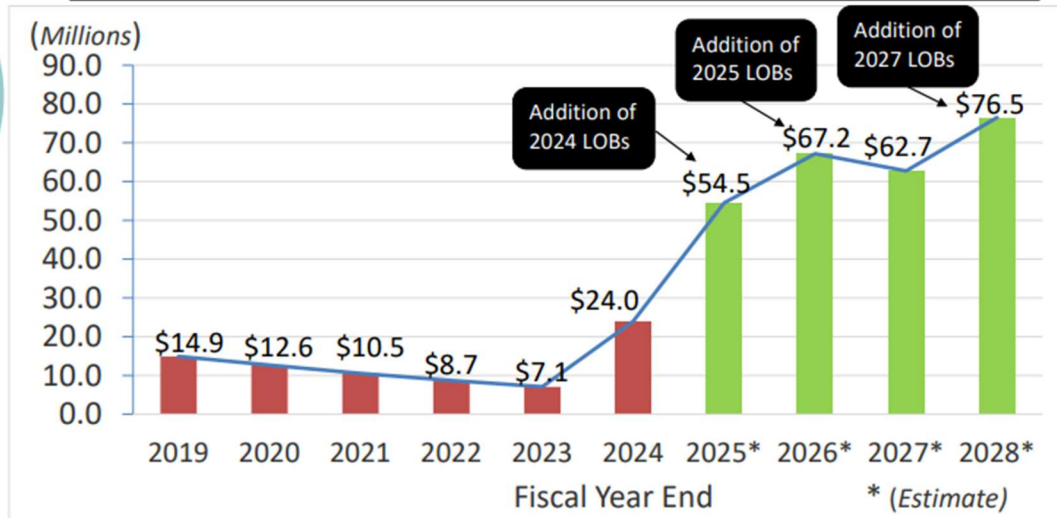


<b>TOTAL OUTSTANDING DEBT (FYE 2024)</b>	<b>23,988,445</b>
County	3,963,945
Schools	20,024,500
Sch % of Total O/S Debt	83%
<b>BUDGET:</b>	
FY24 Debt Service Budget	1,615,785
FY25 Debt Service Budget	<u>2,861,608</u>
Increase from FY24 to FY25	1,245,823

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# Outstanding Debt Service Ten Year Comparison



Graph above represents County's outstanding debt service over 10-year period. Estimate \$76.5M at end of FY28 includes one new proposed \$20M debt issuance in July 2025, and the remaining two tiers of approved debt for school improvements in FY's 2026 & 2028.

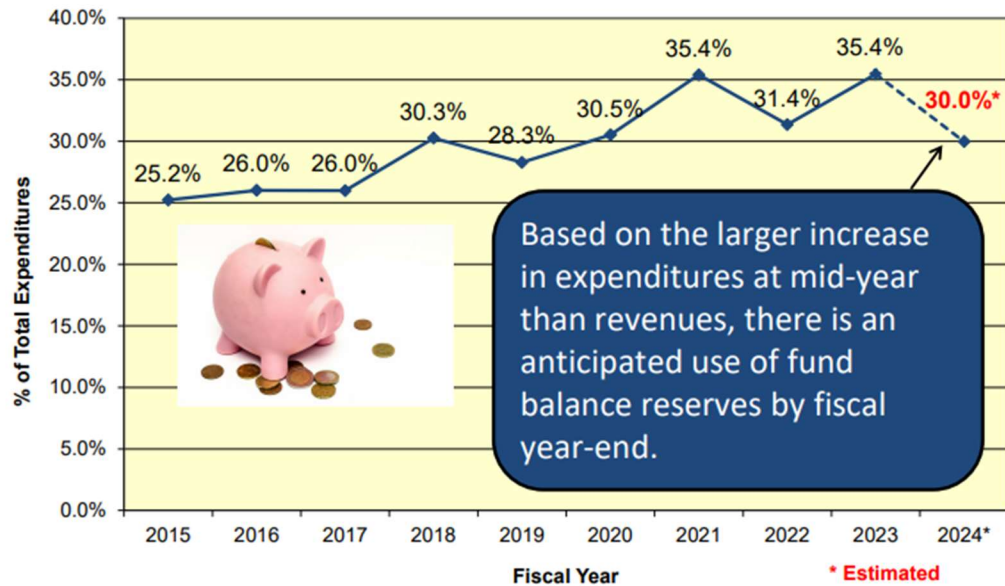
# Unassigned Fund Balance (Audited)

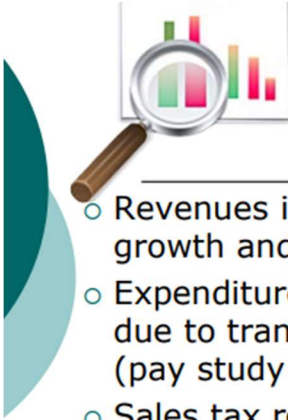


<b>Unassigned Fund Balance</b>		
	<b>2023</b>	<b>2022</b>
General Fund Expenditures	68,179,221	67,328,831
Months	12	12
Estimated monthly expenditures	5,681,602	5,610,736
Unassigned FB-GF	24,166,242	21,108,169
Estimated monthly expenditures	5,681,602	5,610,736
Estimated months of available FB-GF	<b>4.25</b>	<b>3.76</b>
FB as a % of GF Expenditures	<b>35%</b>	<b>31%</b>
25% Target Level	17,044,805	16,832,208
Excess UFB over 25% minimum	7,121,437	4,275,961

- *GFOA* - recommends an available fund balance of no less than 2 months of general fund operating expenditures
- *LGC* - recommends an available fund balance of at least 8% of general fund expenditures.
- *Person County FB policy* - requires a transfer of excess unassigned fund balance over 25% to the Capital Investment Fund to support future debt and capital expenditures. <sup>9</sup>

# Fund Balance Projection





## Summary and Trends

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- Revenues increase by \$1.3M thru January, due to some tax growth and recognition of additional interest earnings.
- Expenditures report a significant increase of \$8.5M at mid-year, due to transfer of higher excess reserves, personnel increases (pay study & new positions), and vehicle purchases.
- Sales tax revenues are reporting minimal growth; projecting to increase by \$173K for a total of \$13.4M at FYE.
- Outstanding debt is \$24M at FYE which includes the 2023 debt issued for Person High School improvements.
- Annual budget for debt service will increase by \$758K for FY25 as a result of issuing new school debt in late 2023. School debt now comprises 83% of the County's total debt.
- Unassigned Fund Balance (UFB) at FYE 2023 was over 35%. Although revenues exceed expenditures by \$3.9M through January, the large increase in expenditures when compared to the prior year indicates a potential decrease to fund balance at FYE 2024 to 30%.

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### EMPLOYEE BENEFITS:

Mark Browder with Mark III Employee Benefits, the county's benefits broker and consultant, presented the following:



## MEDICAL PLAN

Plan Performance and 2024 – 2025 Renewal



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## Our North Carolina Clients



90+



170+ across the Southeast

February 20, 2024





**Anthem**  



**BlueCross BlueShield  
of North Carolina**



EXPRESS SCRIPTS®



United  
Healthcare





- Starting in 2018, the County experienced a catastrophic increase in high claims.
- From 2015 – 2016 to 2020 – 2021, Plan claims increased from \$2,385,374.13 to \$6,001,941.00 per year, or a **\$3,616,566.87** increase in claims.
- That averaged **20% per year**, nearly triple the State average.
- Why? The County has experienced individual high claimants as significant as \$2,400,000. The nature of the high claimants include:
  - Cancer/Oncology
  - COVID
  - Hereditary Specialty Pharmacy Conditions
  - Accidents
- Fortunately, the Plan turned the corner in 2021 – 2022.

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- For the 2021 – 2022 and 2022 – 2023 Plan years, the Medical Plan was bid.
- Responses to the bids came from:
  - Aetna
  - BCBSNC
  - CIGNA
  - MedCost
- Of the responses:
  - Only CIGNA provided a competitive quote.
  - The high claimant conditions concerned all of the other respondents.
  - CIGNA continued to provide the best overall value.

## Overview



Stop-Loss History					
	Premium	Reimbursements	Loss Ratio	Rate	Change
2016 - 2017	\$338,488.05	\$242,415.52	71.62%	\$69.95	
2017 - 2018	\$338,767.85	\$162,937.00	48.10%	\$69.95	100.00%
2018 - 2019	\$422,137.14	\$1,084,538.55	256.92%	\$86.61	123.82%
2019 - 2020	\$476,345.40	\$2,200,592.00	461.97%	\$99.80	115.23%
2020 - 2021	\$533,909.88	\$1,634,790.00	306.19%	\$115.64	115.87%
2021 - 2022	\$513,672.88	\$823,999.00	160.41%	\$166.74	144.18%
2022 - 2023	\$858,791.44	\$648,679.00	75.53%	\$198.43	119.01%
2023 - 2024	\$631,578.00	\$410,873.00	65.05%	\$239.69	120.79%
Total	\$4,113,690.64	\$7,208,824.07	175.24%		
	Difference Loss Position	\$3,095,133.43			

- Stop Loss insurance is the risk protection for high claimants.
- CIGNA had significant loss positions.
- In 2022 – 2023, the Plan turned the corner.
- **From a service perspective, CIGNA has been an excellent partner for the County.**

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- During the negative four year run, the team was not static.
- The staff and Mark III were actively engaged in impacting members that needed help with chronic conditions, such as diabetes and obesity.
- The County implemented:
  - Weight improvement incentives
  - Diabetes Condition Care
  - Medical Weight Management
- These programs have had positive impacts on the at risk population.

# Wellness Results



## Diabetes - HealthMapRx™

Engagement includes:

- **Free diabetic medications and supplies for compliant patients.**
- Economic incentives for compliance. These incentives are in the form of a gift card.
- Optimization of drug therapy, including adherence
- Assessment and improvement of participant knowledge and self-care skills
- Addressing non-drug considerations such as nutrition, exercise, and lifestyle improvements
- Coordination and compliance with regular medical care
- Management of “care gaps” vs. evidence-based benchmarks
- Establish on ongoing revision of personal goals relevant to health risk priorities
- Motivation and support for achievement of goals
- Accountability for participants and mentors in adhering to program protocols and requirements
- Weight management and ongoing revision of nutrition goals

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Confidential and Proprietary

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## Wellness Results



Diabetes - HealthMapRx™

• **Participants:**

- City of Gastonia
- City of Hendersonville
- City of Rocky Mount
- City of Salisbury
- City of Sanford
- City of Shelby
- Cleveland County
- Edgecombe County
- Granville County
- Halifax County
- Lincoln County
- **Person County**
- Prince George County
- Randolph County
- Robeson County
- Rowan County
- Vance County
- Wayne County



## Diabetes HMPRx Enrollment

Enrollment	2021	2022	2023	Eligibility
HealthMapRx Participants	20	25	24	44% (24/54)
New Participants	0	13	6	
Inactive Participants	3	8	7	

Inactive Reason	Total
Insurance Terminated	6
Patient Preference/Opted Out	0
Non-Compliance with Program	1
Retired-Medicare	0

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## Diabetes HMPR<sub>x</sub> Financial Trending: HMPR<sub>x</sub> vs. Non-HMPR<sub>x</sub> Program (PMPY)

		Dec 2021 - Nov 2022			Dec 2022 - Nov 2023			
	Total	Medical	Rx	Total	Medical	Rx	Total	Change
HMPR <sub>x</sub> Avg	24	\$10,080	\$12,635	<b>\$22,715</b>	\$4,063	\$14,233	<b>\$18,296</b>	(\$4,419)
Non-HMPR <sub>x</sub> Avg	30	\$8,751	\$9,711	<b>\$18,462</b>	\$10,670	\$13,354	<b>\$24,024</b>	\$5,562
Differential							<b>\$5,728</b>	<b>\$9,981</b>

Data Source: Zkipoint Health

[healthcostinstitute.org/hcci-originals/nc-multi-payer-analysis\\*](https://healthcostinstitute.org/hcci-originals/nc-multi-payer-analysis*)





## Diabetes HealthMapRx™ vs. Industry Standards

Clinical Goals	Total	2023	2022	2021	Industry (2021 HEDIS)	PPCN (n=1099)
Blood Pressure (<140/90)	24	88%	80%	84%	50.6%	82.8%
Cholesterol (LDL) (< 100)	24	71%	64%	42%		65.0%
Blood Glucose (A1C) (< 7%)	24	71%	72%	45%	34.9%	49.0%
Blood Glucose (A1C) (< 8%)	24	88%	84%	70%	49.9%	74.1%
Blood Glucose (A1C) (> 9%)	24	8%	16%	25%	42.5%	12.3%
Lipid Panel (past year)	24	88%	88%	89%		85.2%
A1C (past 6-months)	24	100%	88%	75%		73.8%
A1C (past year)	24	100%	96%	100%	89.4%	95.4%

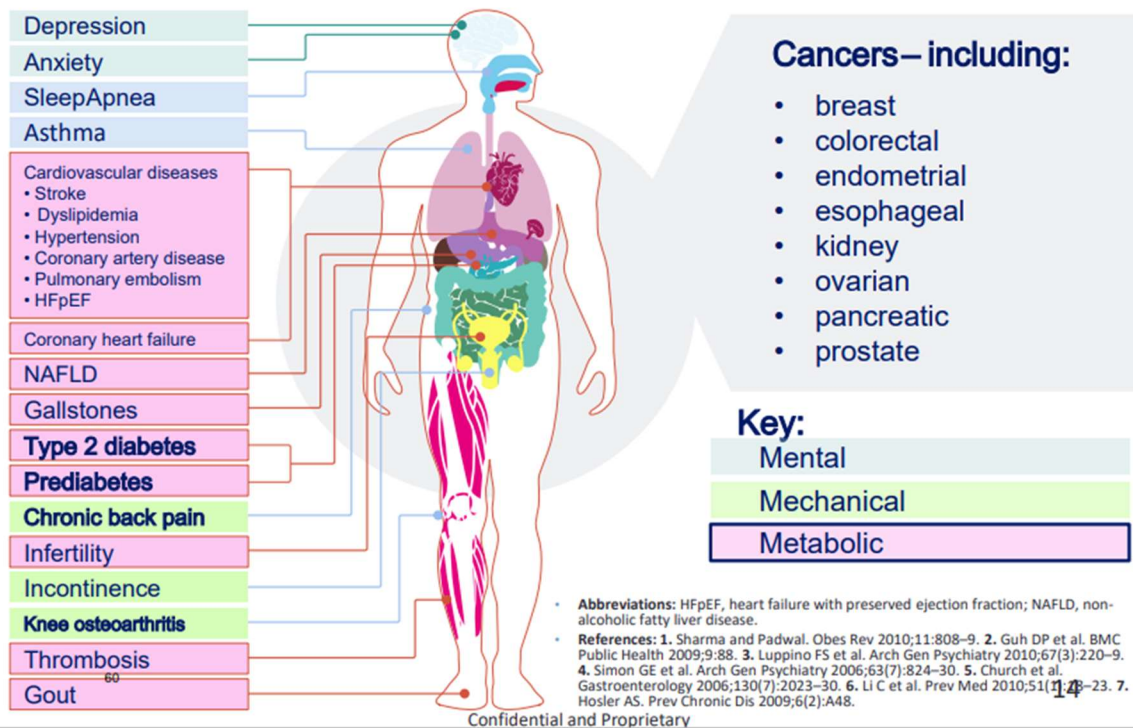
\*2021 HEDIS Measures for Commercial Insured PPO; <https://www.ncqa.org/hedis/measures/>

## Hemoglobin A1C Decrease Examples

Baseline A1C	Current A1C	Change	Days Between
8.0	6.2	-1.8	1073
10.9	9.4	-1.5	1126
6.9	5.9	-1.0	582
7.8	6.9	-0.9	827
5.7	5.1	-0.6	126
10.6	10.0	-0.6	1073
6.2	5.7	-0.5	420
6.5	6.0	-0.5	367
6.4	5.9	-0.5	616
5.7	5.3	-0.4	1061
8.4	8.0	-0.4	1119
6.7	6.4	-0.3	471
6.3	6.0	-0.3	685
6.4	6.3	-0.1	434
8.0	7.9	-0.1	1123
7.4	6.7	-0.6	740



# Obesity is associated with multiple comorbidities <sup>1-7</sup>



**HMP Rx****Medical Weight Management Program Criteria**

- BMI  $\geq 35$
- Members without a diagnosis of diabetes
- 18 years of age or older
- 12-month commitment
- If engaged, Wegovy (and other medications – not for diabetes) available as a tool for weight loss.
- Other incentives available

## Wellness Results



### 8-Customer Biometric Avg. Results (n=4737)

	BMI ( $\geq 40$ )	BMI	Weight	Waist	A1c
County: 5 City: 3	14.2%	45.6	290.1	48.0	6.1

Mark III Employee Benefits



HMP<sub>Rx</sub>

### Medical Weight Management Customers



- Caldwell County
- Cleveland County
- Durham Public Schools
- Edgecombe County
- Granville County
- Harnett County
- Haywood County
- Hertford County
- Nash County
- Person County
- Rowan County
- Wayne County

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## Medical Weight Management Program Criteria



### Pharmacist Care Manager Visits

- 4 visits/year
- Virtual/Telephonic communication between visits (weekly survey trigger for additional interventions)
- Depression Screening (baseline,

### Virtual Group Support Sessions

- Presented by Health Coach
- Focused Education Topics each session
- Monthly sessions:
  - Months 1-6
  - Month 8
  - Month 10

### Weekly Survey Check-Ins

- Delivered via email or text
- Provides individualized support to participants
- Screens for behavioral health and weekly challenges

### Digital Scale\* Monitoring

- Weekly Weigh-ins
  - Health Portal Monitoring
  - App with Bluetooth Technology
- \*device is optional



## Cleveland County – MWM



Start Date	Enrollment	Gender	Avg Age	Engagement %
08/01/21	40	30 (F), 10 (M)	49	51% (40/78)

Chronic Conditions (Avg: 5 Conditions)	Parts. (%)
Hypertension	68%
Pre-Diabetes	55%
Anxiety & Depression	43%
Hyperlipidemia	25%






**HMP<sub>Rx</sub>**
**Medical Weight Management Program – 2 Years**


Rx Yr. 1 & Yr. 2*	N=	Baseline	Year 1	Year 2	Change	Total Change	Cont. Yr. 2	Part %
Weight	23	271.4	244.6	228.7	<b>-42.7</b>	-982.1	100%	70%
A1c	23	5.7	5.4	5.2	<b>-0.5</b>			
<b>Rx Yr. 1 Not Yr. 2</b>								
Weight	7	267.2	239.5	245.8	<b>-21.4</b>	-149.8	43%	51%
A1c	7	5.8	5.6	5.6	<b>-0.2</b>			
<b>&lt; 3 Rx fills, 2 Yrs.</b>								
Weight	6	307.4	293.0	311.1	<b>+3.7</b>	+22.2	50%	46%
A1c	6	5.5	5.6	5.7	<b>+0.2</b>			





# Medical Weight Management **HMP Rx** Financial Trending: **HMP Rx** vs. Non-**HMP Rx** Program (PMPY)



		2021 - 2022			2022 - 2023		
	Total	Medical	Rx	Total	Medical	Rx	Total
<b>HMP Rx</b>	23	\$5,727	\$12,768	<b>\$18,495</b>	\$6,662	\$13,401	<b>\$20,063</b>
Non- <b>HMP Rx</b>	10	\$44,424	\$4,105	<b>\$48,529</b>	\$27,640	\$3,449	<b>\$31,089</b>

## **HMP Rx**

Four did not participate in 2023 Biometric Screening  
 Two Termed: Incomplete Data

## Non-**HMP Rx**

Seven Termed: Incomplete data  
 Ten enrolled in Medical Weight Management Program in 2022





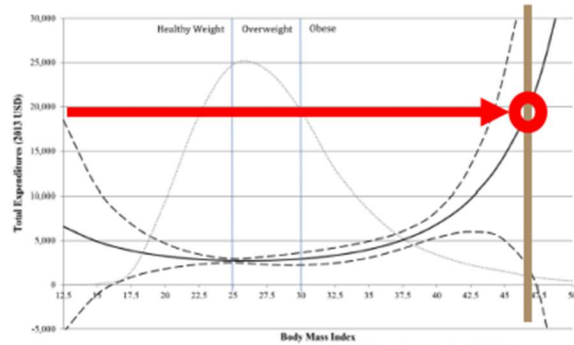
## Non-HMP<sub>Rx</sub> Participant – Medical Plan Cost



Cost >20k: 22% (6/27)

### Conditions Increasing Spend

- Coronavirus (COVID-19) (ICU)
- Lap Gastric Bypass/RouxEn-Y
- Fatty Liver Disease
- Pulmonary Embolism
- **Diagnosis of Diabetes: 22%**



## Medical Weight Management

Start Date	Parts.	Gender		Avg. Age
07/01/23	#1: 14 #2: 7	71% (F), 29% (M)		46
	2023	2024	Change	%
Weight	307	302		
Hemoglobin A1c	5.6			
Systolic BP (<130)	126			
Diastolic BP (<80)	81			
LDL (Bad) (<100)	106			

February 20, 2024

## 2022 – 2023 Experience



HDHP															
Month	Subs	Mbers	Medical	Pharmacy	Fixed Cost	Total Claims	Claims Per Sub	Total Admin	Total Specific	Total Aggregate	Total Cost	Stop Loss Credits	Credits Rebates	Net Cost	County Budgeted
July-22	57	90	\$837.00	\$1,117.00	\$1,485.00	\$3,439.00	\$60.33	\$2,371.20	\$11,310.33	\$298.11	\$17,418.64	\$0.00		\$17,418.64	\$68,371.50
August-22	57	90	\$61,029.00	\$4,557.00	\$2,459.00	\$68,045.00	\$1,193.77	\$2,371.20	\$11,310.33	\$298.11	\$82,024.64	\$0.00		\$82,024.64	\$68,371.50
September-22	58	92	\$73,337.00	\$4,379.00	\$2,562.00	\$80,278.00	\$1,384.10	\$2,412.80	\$11,508.76	\$303.34	\$94,502.90	\$0.00	\$114,541.74	\$94,502.90	\$69,571.00
October-22	59	94	\$17,824.00	\$5,427.00	\$2,508.00	\$25,759.00	\$436.59	\$2,454.40	\$11,707.18	\$308.57	\$40,229.15	\$0.00		\$40,229.15	\$70,770.50
November-22	59	95	\$25,653.00	\$1,470.00	\$2,603.00	\$29,726.00	\$503.83	\$2,454.40	\$11,707.18	\$308.57	\$44,196.15	\$0.00		\$44,196.15	\$70,770.50
December-22	63	100	\$22,464.00	\$9,690.00	\$2,601.00	\$34,755.00	\$551.67	\$2,620.80	\$12,500.89	\$329.49	\$50,206.18	\$0.00	\$97,667.14	\$50,206.18	\$75,568.50
January-23	65	97	\$8,573.00	\$1,873.00	\$3,400.00	\$13,846.00	\$213.02	\$2,704.00	\$12,897.75	\$339.95	\$29,787.70	\$0.00		\$29,787.70	\$77,967.50
February-23	66	97	\$9,043.00	\$1,047.00	\$2,939.00	\$13,029.00	\$197.41	\$2,745.60	\$13,096.17	\$345.18	\$29,215.95	\$0.00		\$29,215.95	\$79,167.00
March-23	66	94	\$29,334.00	\$2,649.00	\$2,375.00	\$34,358.00	\$520.58	\$2,745.60	\$13,096.17	\$345.18	\$50,544.95	\$0.00	\$92,803.03	\$50,544.95	\$79,167.00
April-23	66	94	\$16,314.00	\$843.00	\$3,041.00	\$20,198.00	\$306.03	\$2,745.60	\$13,096.17	\$345.18	\$36,384.95	\$0.00		\$36,384.95	\$79,167.00
May-23	63	91	\$2,554.00	\$2,776.00	\$2,815.00	\$8,145.00	\$129.29	\$2,620.80	\$12,500.89	\$329.49	\$23,596.18	\$0.00		\$23,596.18	\$75,568.50
June-23	60	87	\$10,825.00	\$5,463.00	\$2,715.00	\$19,003.00	\$316.72	\$2,496.00	\$11,905.61	\$313.80	\$33,718.41	\$0.00		\$33,718.41	\$71,970.00
Total	739	1,121	\$277,787.00	\$41,291.00		\$319,078.00	\$431.77	\$30,742.40	\$146,637.45	\$3,864.97	\$531,825.82	\$0.00		\$531,825.82	\$886,430.50
OAP															
Month	Subs	Mbers	Medical	Pharmacy	Fixed Cost	Total Claims	Claims Per Sub	Total Admin	Total Specific	Total Aggregate	Total Cost	Stop Loss Credits	Credits Rebates	Net Cost	County Budgeted
July-22	272	331	\$78,648.00	\$60,470.00	\$11,828.00	\$150,946.00	\$554.95	\$11,315.20	\$53,972.11	\$1,422.56	\$217,655.87	\$355.00		\$218,010.87	\$318,188.32
August-22	279	339	\$301,394.00	\$97,976.00	\$10,482.00	\$409,852.00	\$1,469.00	\$11,606.40	\$55,361.09	\$1,459.17	\$478,278.66	\$12,943.00		\$465,335.66	\$326,376.99
September-22	278	339	\$230,777.00	\$76,294.00	\$11,547.00	\$318,618.00	\$1,146.11	\$11,564.80	\$55,162.67	\$1,453.94	\$386,799.41	\$50,808.00		\$437,607.41	\$325,207.18
October-22	272	332	\$204,043.00	\$89,905.00	\$11,699.00	\$305,647.00	\$1,123.70	\$11,315.20	\$53,972.11	\$1,422.56	\$372,356.87	\$49,304.00		\$323,052.87	\$318,188.32
November-22	270	294	\$220,547.00	\$74,361.00	\$11,210.00	\$306,118.00	\$1,133.77	\$11,232.00	\$53,575.25	\$1,412.10	\$372,337.35	\$60,438.00		\$311,899.35	\$315,848.70
December-22	274	321	\$308,826.00	\$68,360.00	\$10,237.00	\$387,423.00	\$1,413.95	\$11,398.40	\$54,368.96	\$1,433.02	\$454,623.38	\$145,975.00		\$308,648.38	\$320,527.94
January-23	275	319	\$208,831.00	\$79,667.00	\$12,188.00	\$300,686.00	\$1,093.40	\$11,440.00	\$54,567.39	\$1,438.25	\$368,131.64	\$58,907.00		\$309,224.64	\$321,697.75
February-23	277	320	\$194,731.00	\$102,630.00	\$11,574.00	\$308,935.00	\$1,115.29	\$11,523.20	\$54,964.24	\$1,448.71	\$376,871.15	\$107,630.00		\$269,241.15	\$324,037.37
March-23	283	326	\$155,739.00	\$78,409.00	\$10,113.00	\$244,261.00	\$863.11	\$11,772.80	\$56,154.80	\$1,480.09	\$313,668.69	\$22,566.00		\$291,102.69	\$331,056.23
April-23	283	325	\$167,947.00	\$104,894.00	\$13,131.00	\$285,972.00	\$1,010.50	\$11,772.80	\$56,154.80	\$1,480.09	\$355,379.69	\$51,633.00		\$303,746.69	\$331,056.23
May-23	283	324	\$135,971.00	\$94,869.00	\$11,813.00	\$242,653.00	\$857.43	\$11,772.80	\$56,154.80	\$1,480.09	\$312,060.69	\$33,203.00		\$278,857.69	\$331,056.23
June-23	280	321	\$218,639.00	\$102,636.00	\$13,605.00	\$334,880.00	\$1,196.00	\$11,648.00	\$55,559.52	\$1,464.40	\$403,551.92	\$74,262.00		\$329,289.92	\$327,546.80
Total	3,326	3,891	\$2,426,093.00	\$1,030,471.00		\$3,595,991.00	\$1,081.18	\$138,361.60	\$659,967.73	\$17,394.98	\$4,411,715.31	\$565,698.00		\$3,846,017.31	\$3,890,788.06
OAP - Retiree															
Month	Subs	Mbers	Medical	Pharmacy	Fixed Cost	Total Claims	Claims Per Sub	Total Admin	Total Specific	Total Aggregate	Total Cost	Stop Loss Credits	Credits Rebates	Net Cost	County Budgeted
July-22	26	28	\$4,891.00	\$11,752.00	\$901.00	\$17,544.00	\$674.77	\$1,081.60	\$5,159.10	\$135.98	\$23,920.68	\$101.00		\$23,819.68	\$30,415.06
August-22	26	28	\$11,082.00	\$12,311.00	\$1,048.00	\$24,441.00	\$904.00	\$1,081.60	\$5,159.10	\$135.98	\$30,817.68	\$0.00		\$30,817.68	\$30,415.06
September-22	22	24	\$14,633.00	\$10,851.00	\$894.00	\$26,378.00	\$1,199.00	\$915.20	\$4,365.39	\$115.06	\$31,773.65	\$787.00		\$30,986.65	\$25,735.82
October-22	23	25	\$14,580.00	\$10,032.00	\$570.00	\$25,182.00	\$1,094.87	\$915.20	\$4,365.39	\$115.06	\$30,822.91	\$0.00		\$30,822.91	\$26,905.63
November-22	22	24	\$11,295.00	\$14,171.00	\$819.00	\$26,285.00	\$1,194.77	\$915.20	\$4,365.39	\$115.06	\$31,680.65	\$0.00		\$31,680.65	\$25,735.82
December-22	22	24	\$25,414.00	\$9,322.00	\$694.00	\$35,430.00	\$1,610.45	\$915.20	\$4,365.39	\$115.06	\$40,825.65	\$0.00		\$40,825.65	\$25,735.82
January-23	22	24	\$95,103.00	\$10,827.00	\$775.00	\$106,705.00	\$4,850.23	\$915.20	\$4,365.39	\$115.06	\$112,100.65	\$0.00		\$112,100.65	\$25,735.82
February-23	21	23	\$10,981.00	\$10,067.00	\$876.00	\$21,924.00	\$1,044.00	\$873.60	\$4,166.96	\$109.83	\$27,074.39	\$43,787.00		\$-16,712.61	\$24,566.01
March-23	21	23	\$13,998.00	\$9,745.00	\$1,020.00	\$24,763.00	\$1,179.19	\$873.60	\$4,166.96	\$109.83	\$29,933.39	\$6,207.00		\$23,726.39	\$24,566.01
April-23	21	23	\$4,482.00	\$13,685.00	\$1,165.00	\$19,332.00	\$920.57	\$873.60	\$4,166.96	\$109.83	\$24,482.39	\$6,974.00		\$17,508.39	\$24,566.01
May-23	19	21	\$15,141.00	\$13,412.00	\$838.00	\$29,391.00	\$1,546.89	\$790.40	\$3,770.11	\$99.37	\$34,050.88	\$12,345.00		\$21,705.88	\$22,226.39
June-23	18	20	\$15,697.00	\$13,375.00	\$783.00	\$29,855.00	\$1,658.61	\$748.80	\$3,571.68	\$94.14	\$34,269.62	\$12,780.00		\$21,489.62	\$21,056.58
Total	263	287	\$237,297.00	\$139,550.00		\$387,230.00	\$1,472.36	\$10,940.80	\$52,186.26	\$1,375.49	\$451,732.55	\$82,981.00		\$368,751.55	\$307,660.03

## 2022 – 2023 Experience



Combined - Includes Runout															
Month	Subs	Mbers	Medical	Pharmacy	Fixed Cost	Total Claims	Claims Per Sub	Total Admin	Total Specific	Total Aggregate	Total Cost	Stop Loss Credits	Credits Rebates	Net Cost	County Budgeted
July-22	355	449	\$84,376.00	\$73,339.00	\$14,214.00	\$171,929.00	\$484.31	\$14,768.00	\$70,441.53	\$1,856.65	\$258,995.18	\$254.00	\$0.00	\$259,249.18	\$416,974.88
August-22	362	457	\$373,505.00	\$114,844.00	\$13,989.00	\$502,338.00	\$1,387.67	\$15,059.20	\$71,830.52	\$1,893.26	\$591,120.98	\$12,943.00	\$0.00	\$578,177.98	\$425,163.55
September-22	358	455	\$318,747.00	\$91,524.00	\$15,003.00	\$425,274.00	\$1,187.92	\$14,892.80	\$71,036.81	\$1,872.34	\$513,075.95	\$50,021.00	\$114,541.74	\$448,555.21	\$420,514.00
October-22	354	451	\$236,447.00	\$105,364.00	\$14,777.00	\$356,588.00	\$1,007.31	\$14,726.40	\$70,243.11	\$1,851.42	\$443,408.93	\$49,304.00	\$0.00	\$394,104.93	\$415,864.45
November-22	351	413	\$257,495.00	\$90,002.00	\$14,632.00	\$362,129.00	\$1,031.71	\$14,601.60	\$69,647.83	\$1,835.73	\$448,214.16	\$60,438.00	\$0.00	\$387,776.16	\$412,355.02
December-22	359	445	\$356,704.00	\$87,372.00	\$13,532.00	\$457,608.00	\$1,274.67	\$14,934.40	\$71,235.24	\$1,877.57	\$545,655.21	\$145,975.00	\$97,667.14	\$302,013.07	\$421,832.26
January-23	362	440	\$312,507.00	\$92,367.00	\$16,363.00	\$421,237.00	\$1,163.64	\$15,059.20	\$71,830.52	\$1,893.26	\$510,019.98	\$58,907.00	\$0.00	\$451,112.98	\$425,401.07
February-23	364	440	\$214,755.00	\$113,744.00	\$15,389.00	\$343,888.00	\$944.75	\$15,142.40	\$72,227.38	\$1,903.72	\$433,161.50	\$151,417.00	\$0.00	\$281,744.50	\$427,770.38
March-23	370	443	\$199,071.00	\$90,803.00	\$13,508.00	\$303,382.00	\$819.95	\$15,392.00	\$73,417.94	\$1,935.10	\$394,127.04	\$28,773.00	\$92,803.03	\$365,354.04	\$434,789.24
April-23	370	442	\$188,743.00	\$119,422.00	\$17,337.00	\$325,502.00	\$879.74	\$15,392.00	\$73,417.94	\$1,935.10	\$416,247.04	\$58,607.00	\$0.00	\$357,640.04	\$434,789.24
May-23	365	436	\$153,666.00	\$111,057.00	\$15,466.00	\$280,189.00	\$767.64	\$15,184.00	\$72,425.80	\$1,908.95	\$369,707.75	\$45,548.00	\$0.00	\$324,159.75	\$428,851.12
June-23	358	428	\$245,161.00	\$121,474.00	\$17,103.00	\$383,738.00	\$1,021.89	\$14,892.80	\$71,036.81	\$1,872.34	\$471,539.95	\$87,042.00	\$0.00	\$384,497.95	\$420,573.38
Total	4,328	5,299	\$2,941,177.00	\$1,211,312.00	\$181,313.00	\$4,333,802.00	\$1,001.34	\$180,044.80	\$858,791.44	\$22,635.44	\$5,395,273.68	\$648,679.00	\$305,011.91	\$4,534,385.80	\$5,084,878.59
			Change		\$279.88		83.76%							Position	\$550,492.79
			Change	78.74%	\$41.89	2015 - 2016	204.77%					75.53%			

- Prior to 2022 – 2023, the Plan was in a negative budget position over \$2,000,000 for the past four Plan years.
- As catastrophic conditions moderated and funding caught up with claims, the Plan stabilized.

February 20, 2024



## 2023 – 2024 Experience

HDHP															
Month	Subs	Mbers	Medical	Pharmacy	Fixed Cost	Total Claims	Claims Per Sub	Total Admin	Total Specific	Total Aggregate	Total Cost	Stop Loss Credits	Credits Rebates	Net Cost	County Budgeted
July-23	73	103	\$12,216.00	\$1,659.00	\$2,611.00	\$16,486.00	\$225.84	\$3,036.80	\$17,497.23	\$397.12	\$37,417.15	\$0.00		\$37,417.15	\$90,260.85
August-23	77	107	\$33,321.00	\$3,062.00	\$3,051.00	\$39,434.00	\$512.13	\$3,203.20	\$18,455.98	\$418.88	\$61,512.06	\$0.00		\$61,512.06	\$95,206.65
September-23	81	111	\$9,215.00	\$1,485.00	\$3,141.00	\$13,841.00	\$170.88	\$3,369.60	\$19,414.73	\$440.64	\$37,065.97	\$0.00	\$58,460.91	\$37,065.97	\$100,152.45
October-23	83	113	\$12,897.00	\$7,067.00	\$3,450.00	\$23,414.00	\$282.10	\$3,452.80	\$19,894.11	\$451.52	\$47,212.43	\$0.00		\$47,212.43	\$102,625.35
November-23	84	114	\$17,415.00	\$2,880.00	\$3,720.00	\$24,015.00	\$285.89	\$3,494.40	\$20,133.80	\$456.96	\$48,100.16	\$0.00		\$48,100.16	\$103,861.80
December-23	84	114	\$49,065.00	\$10,029.00	\$3,664.00	\$62,758.00	\$747.12	\$3,494.40	\$20,133.80	\$456.96	\$86,843.16	\$0.00	\$86,024.41	\$86,843.16	\$103,861.80
January-24	87	117	\$24,192.00	\$13,374.00	\$3,960.00	\$41,526.00	\$477.31	\$3,619.20	\$20,852.86	\$473.28	\$66,471.34	\$0.00		\$66,471.34	\$107,571.15
February-24															
March-24															
April-24															
May-24															
June-24															
Total	569	779	\$158,321.00	\$39,556.00		\$197,877.00	\$347.76	\$23,670.40	\$136,382.50	\$3,095.36	\$384,622.26	\$0.00		\$384,622.26	\$703,540.05
														Position	\$318,917.79

HDHP - Retiree															
Month	Subs	Mbers	Medical	Pharmacy	Fixed Cost	Total Claims	Claims Per Sub	Total Admin	Total Specific	Total Aggregate	Total Cost	Stop Loss Credits	Credits Rebates	Net Cost	County Budgeted
July-23	0	0	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
August-23	0	0	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
September-23	0	0	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
October-23	0	0	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
November-23	0	0	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
December-23	0	0	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
January-24	1	1	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$41.60	\$239.69	\$5.44	\$286.73	\$0.00	\$0.00	\$286.73	\$1,236.45
February-24															
March-24															
April-24															
May-24															
June-24															
Total	1	1	\$0.00	\$0.00		\$0.00	\$0.00	\$41.60	\$239.69	\$5.44	\$286.73	\$0.00		\$286.73	\$1,236.45
														Position	\$949.72

OAP															
Month	Subs	Mbers	Medical	Pharmacy	Fixed Cost	Total Claims	Claims Per Sub	Total Admin	Total Specific	Total Aggregate	Total Cost	Stop Loss Credits	Credits Rebates	Net Cost	County Budgeted
July-23	282	325	\$205,617.00	\$110,156.00	\$11,790.00	\$327,563.00	\$1,161.57	\$11,731.20	\$67,592.03	\$1,534.08	\$408,420.31	\$545.00		\$407,875.31	\$348,678.90
August-23	277	321	\$269,377.00	\$100,867.00	\$11,808.00	\$382,052.00	\$1,379.25	\$11,523.20	\$66,393.59	\$1,506.88	\$461,475.67	\$36,163.00		\$425,312.67	\$342,496.65
September-23	275	323	\$170,542.00	\$119,664.00	\$13,383.00	\$303,589.00	\$1,103.96	\$11,440.00	\$65,914.21	\$1,496.00	\$382,439.21	\$62,909.00		\$319,530.21	\$340,023.75
October-23	278	327	\$160,689.00	\$98,137.00	\$12,602.00	\$271,428.00	\$976.36	\$11,564.80	\$66,633.28	\$1,512.32	\$351,138.40	\$78,365.00		\$272,773.40	\$343,733.10
November-23	273	321	\$320,599.00	\$129,882.00	\$13,234.00	\$463,715.00	\$1,698.59	\$11,356.80	\$65,434.84	\$1,485.12	\$541,991.76	\$63,511.00		\$478,480.76	\$337,550.85
December-23	272	320	\$183,439.00	\$85,037.00	\$12,054.00	\$280,530.00	\$1,031.36	\$11,315.20	\$65,195.15	\$1,479.68	\$358,520.03	\$111,070.00		\$247,450.03	\$336,314.40
January-24	277	325	\$147,531.00	\$116,247.00	\$13,191.00	\$276,969.00	\$999.89	\$11,523.20	\$66,393.59	\$1,506.88	\$356,392.67	\$56,346.00		\$300,046.67	\$342,496.65
February-24															
March-24															
April-24															
May-24															
June-24															
Total	1,934	2,262	\$1,457,794.00	\$759,990.00		\$2,305,846.00	\$1,192.27	\$80,454.40	\$463,556.68	\$10,520.96	\$2,860,378.04	\$408,909.00		\$2,451,469.04	\$2,391,294.30
														Position	-\$60,174.74

## 2023 – 2024 Experience

OAP - Retiree															
Month	Subs	Mbers	Medical	Pharmacy	Fixed Cost	Total Claims	Claims Per Sub	Total Admin	Total Specific	Total Aggregate	Total Cost	Stop Loss Credits	Credits Rebates	Net Cost	County Budgeted
July-23	18	20	\$3,590.00	\$12,916.00	\$731.00	\$17,237.00	\$957.61	\$748.80	\$4,314.38	\$97.92	\$22,398.10	\$1,964.00		\$20,434.10	\$22,256.10
August-23	20	22	\$9,314.00	\$5,586.00	\$733.00	\$15,633.00	\$781.65	\$832.00	\$4,793.76	\$108.80	\$21,367.56	\$0.00		\$21,367.56	\$24,729.00
September-23	20	22	\$7,421.00	\$9,476.00	\$967.00	\$17,864.00	\$893.20	\$832.00	\$4,793.76	\$108.80	\$23,598.56	\$0.00		\$23,598.56	\$24,729.00
October-23	20	22	\$8,123.00	\$7,693.00	\$855.00	\$16,671.00	\$833.55	\$832.00	\$4,793.76	\$108.80	\$22,405.56	\$0.00		\$22,405.56	\$24,729.00
November-23	18	20	\$4,258.00	\$19,947.00	\$921.00	\$25,126.00	\$1,395.89	\$748.80	\$4,314.38	\$97.92	\$30,287.10	\$0.00		\$30,287.10	\$22,256.10
December-23	17	19	\$4,911.00	\$13,826.00	\$758.00	\$19,495.00	\$1,146.76	\$707.20	\$4,074.70	\$92.48	\$24,369.38	\$0.00		\$24,369.38	\$21,019.65
January-24	18	20	\$14,470.00	\$14,461.00	\$782.00	\$29,713.00	\$1,650.72	\$748.80	\$4,314.38	\$97.92	\$34,874.10	\$0.00		\$34,874.10	\$22,256.10
February-24															
March-24															
April-24															
May-24															
June-24															
Total	131	145	\$52,087.00	\$83,905.00		\$141,739.00	\$1,081.98	\$5,449.60	\$31,399.13	\$712.64	\$179,300.37	\$1,964.00		\$177,336.37	\$161,974.95
														Position	-\$15,361.42

Combined - Includes Runout																
Month	Subs	Mbers	Medical	Pharmacy	Fixed Cost	Total Claims	Claims Per		Total Admin	Total Specific	Total Aggregate	Total Cost	Stop Loss Credits	Credits Rebates	Net Cost	County Budgeted
							Sub	Total								
July-22	373	448	\$221,423.00	\$124,731.00	\$15,132.00	\$361,286.00	\$968.60	\$15,516.80	\$89,403.64	\$2,029.12	\$468,235.56	\$2,509.00	\$0.00	\$465,726.56	\$461,195.85	
August-22	374	450	\$312,012.00	\$109,515.00	\$15,592.00	\$437,119.00	\$1,168.77	\$15,558.40	\$89,643.33	\$2,034.56	\$544,355.29	\$36,163.00	\$0.00	\$508,192.29	\$462,432.30	
September-22	376	456	\$187,178.00	\$130,625.00	\$17,491.00	\$335,294.00	\$891.74	\$15,641.60	\$90,122.71	\$2,045.44	\$443,103.75	\$62,909.00	\$58,460.91	\$321,733.84	\$464,905.20	
October-22	381	462	\$181,709.00	\$112,897.00	\$16,907.00	\$311,513.00	\$817.62	\$15,849.60	\$91,321.15	\$2,072.64	\$420,756.39	\$78,365.00	\$0.00	\$342,391.39	\$471,087.45	
November-22	375	455	\$342,272.00	\$152,709.00	\$17,875.00	\$512,856.00	\$1,367.62	\$15,600.00	\$89,883.02	\$2,040.00	\$620,379.02	\$63,511.00	\$0.00	\$556,868.02	\$463,668.75	
December-22	373	453	\$237,415.00	\$108,892.00	\$16,476.00	\$362,783.00	\$972.61	\$15,516.80	\$89,403.64	\$2,029.12	\$469,732.56	\$111,070.00	\$86,024.41	\$272,638.15	\$461,195.85	
January-23	383	463	\$186,193.00	\$144,082.00	\$17,933.00	\$348,208.00	\$909.16	\$15,932.80	\$91,800.52	\$2,083.52	\$458,024.84	\$56,346.00	\$0.00	\$401,678.84	\$473,560.35	
February-23																
March-23																
April-23																
May-23																
June-23																
Total	2,635	3,187	\$1,668,202.00	\$883,451.00	\$117,406.00	\$2,669,059.00	\$1,012.93	\$109,616.00	\$631,578.00	\$14,334.40	\$3,424,587.40	\$410,873.00	\$144,485.32	\$2,869,229.08	\$3,258,045.75	
					Change		101.16%						65.05%		Position	\$388,816.67

February 20, 2024



- The Plan is in its second year of positive performance.
- Going back to the summer of 2023, the expectation for 2024 – 2025 was for a positive outlook.
- The CIGNA Renewal for 2024 – 2025 started out as a catastrophe with a **\$1,000,000 laser**, which would have taken the renewal to a 15% increase.
- Fortunately, that was resolved.
- For the 2024 – 2025, we have negotiated the following terms and funds:
  - \$35,000 Tech Fund - Pays toward PPCN
  - \$20,000 Wellness
  - Quote includes Stop Loss Dividend Option program. Eligible refund defined as 25% of 65% of Specific
  - No New Lasers
  - Rate Cap



- The pharmacy contract terms will continue to improve going into 2024 – 2025.
- The \$1,000 HSA is built into the 2024 – 2025 Renewal.



## 2024 – 2025 CIGNA Renewal



	2023 - 2024 Cigna Administration Stop-loss Paid/12 County Retains Rebates	2024 - 2025 Cigna Administration Stop-loss Paid/12 County Retains Rebates	Change	2024 - 2025 Cigna Administration Stop-loss Paid/12 County Retains Rebates Revised	
Administration	\$19.76	\$20.55	104.00%	\$20.16	102.02%
Network Access Fee	\$19.33	\$20.10	103.98%	\$19.76	102.22%
HMCN Standard	\$0.00	\$0.00		\$0.00	
Specific Stop-loss : \$125,000	\$239.69	\$270.85	113.00%	\$275.65	115.00%
Aggregate Stop-loss - 120%	\$5.44	\$5.71	104.96%	\$5.71	104.96%
Broker Compensation	\$0.00	\$0.00		\$0.00	
Vision Fee	\$0.41	\$0.41	100.00%	\$0.41	
Total	\$284.63	\$317.62	111.59%	\$321.69	113.02%
Lasers	\$0.00	\$1,080,000.00		\$0.00	
Wellness Fund	\$30,000 Wellness Fund \$10,000 Custom Reporting	\$30,000 Wellness Fund \$10,000 Custom Reporting		\$35,000 Tech Fund - Pays for PPCN \$20,000 Wellness	
				Quote includes Stop Loss Dividend Option program. Eligible refund defined as 25% of 65% of Specific	
				No New Lasers Rate Cap Tech Fund	

February 20, 2024

## 2024 – 2025 Renewal Calculation



Person County	Total Number of Employees	Medical	Pharmacy	Total Benefit Payments	Stop-Loss Credits	Net Claims
February-23	364	\$214,755.00	\$113,744.00	\$328,499.00	\$151,417.00	\$177,082.00
March-23	370	\$199,071.00	\$90,803.00	\$289,874.00	\$28,773.00	\$261,101.00
April-23	370	\$188,743.00	\$119,422.00	\$308,165.00	\$58,607.00	\$249,558.00
May-23	365	\$153,666.00	\$111,057.00	\$264,723.00	\$45,548.00	\$219,175.00
June-23	358	\$245,161.00	\$121,474.00	\$366,635.00	\$87,042.00	\$279,593.00
July-23	373	\$221,423.00	\$124,731.00	\$346,154.00	\$2,509.00	\$343,645.00
August-23	374	\$312,012.00	\$109,515.00	\$421,527.00	\$36,163.00	\$385,364.00
September-23	376	\$187,178.00	\$130,625.00	\$317,803.00	\$62,909.00	\$254,894.00
October-23	381	\$181,709.00	\$112,897.00	\$294,606.00	\$78,365.00	\$216,241.00
November-23	375	\$342,272.00	\$152,709.00	\$494,981.00	\$63,511.00	\$431,470.00
December-23	373	\$237,415.00	\$108,892.00	\$346,307.00	\$111,070.00	\$235,237.00
January-24	383	\$186,193.00	\$144,082.00	\$330,275.00	\$56,346.00	\$273,929.00
Total	4,462	\$2,669,598.00	\$1,439,951.00	\$4,109,549.00	\$782,260.00	\$3,327,289.00
<b>Standard Renewal Calculations 2024 - 2025</b>						
Current Plan Designs	<b>CIGNA</b>					
Claims	\$3,327,289.00					
Net Claims	\$3,327,289.00					
Trended Claims 8%	\$3,704,270.84					
Benefit Change	\$3,704,270.84					
CIGNA Health Matters Care Management Preferred	\$0					
Rebates	\$0					
Annual Employee Count	4,462					
Fixed Cost	\$1,435,380.78					
PPACA - Fee for Comparative Effectiveness Research Agency - 7/31/24	\$1,578.00					
Screening Cost	\$0.00					
HSA - \$1,000	\$84,000.00					
\$250 Wellness Initiative	\$0.00					
Diabetes Management	\$44,506.80					
Medical Weight Management	\$37,800.00					
Data Analytics	\$12,000.00					
Lasers	\$0.00					
	\$1,080,000 Unlimited					
Renewal Calculation	\$5,319,536.42					
County 2023 - 2024	\$5,517,039.90					
2024 - 2025 Rate Action - Projection	<b>96.42%</b>					

- While the Plan is running very well, history tells us that the Plan is only one high claimant away from difficulty.
- Although the formula is indicating no funding change, we are recommending a 3% increase in funding from the County.

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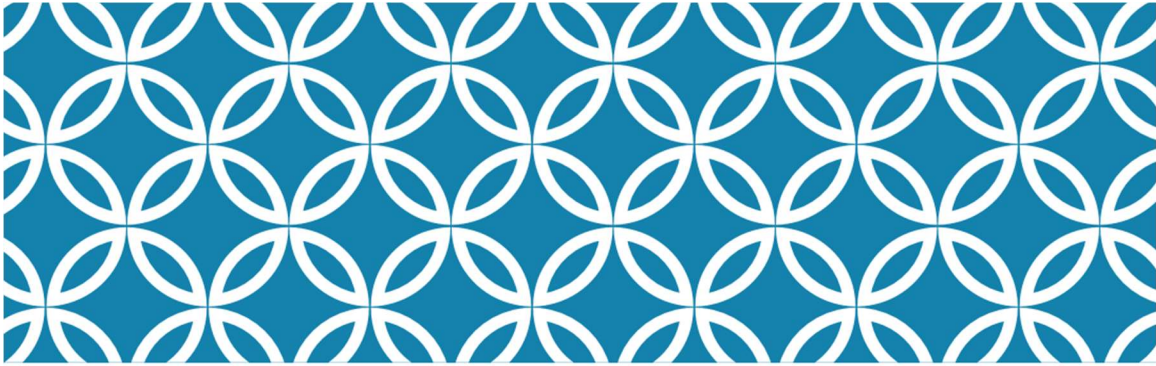
Mark III Employee Benefits



February 20, 2024

Vice Chairman Sims stated that the weight incentive program is a good program and encourages all to take advantage of this incentive. Chairman Powell expressed thanks to Browder for his presentation and appreciates the wellness incentives.

Human Resources Director Sonya Carver presented the following:



## 2024-25 EMPLOYEE BENEFITS ENHANCEMENTS

*Person County  
Human Resources*

Sonya Carver  
2-20-2024

*Employee Benefits survey was conducted in December 2023.*

- 154 surveys were submitted.
- Full-time and part-time employees were included in gathering opinions about current benefits.
- Research with other counties was conducted.

*How did employees rate Person County  
Government's benefits package?*

- Overall score was 3.6 stars out of a max of 5.0 stars. ★
- Highest rated benefit was paid holidays at 4.3 stars.
- Lowest rated benefit was tuition reimbursement at 3.2 stars.



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### *What feedback did the employees give?*

- Add a mental health day.
- Increase health savings contribution from the County.
- Additional mental health support.
- Increase tuition reimbursement.
- Adjust time off leave accruals including shift employees in public safety.
- Overtime should be paid instead of being accrued as comp leave.
- Bereavement pay paid for by the County.
- Free gym membership. Offer to part-time employees.
- Benefits for part-time employees.
- Increase level of coverage for health and dental insurance coverage.
- Lower health insurance premiums for dependents.
- Increase EAP visits.
- Continue remote work and expand.
- Work-life balance.
- Continue flexible work schedules.
- Paid sabbaticals for employees to pursue a passion project or education.
- Offer housing assistance for new employees.
- Increase the County's current contribution of 5% for 401K.
- 12 weeks of paid parental leave instead of 6 weeks.
- Increase hours of volunteer leave time.



### *What criteria did we consider during this process?*

- To begin creating a unique benefits package that is true to Person County. This year is considered the foundation to grow upon.
- Retention of employees.
- Recruitment of new hires.
- Making sure employee's voice is being heard and suggestions will be considered.
- Maintaining fairness in the distribution of benefits across county departments that have different dynamics that include working hours, working conditions, etc.
- Affordability for the County. Some options will have a budgetary impact, while others will not.
- Representatives from a several departments were looped into the process to provide additional suggestions of how to improve benefits based on the profession of their department.

### *Policy changes:*

- We will have policy additions and revisions to define the criteria surrounding the proposed benefit enhancements once we have the approval to move forward.



## *What are we considering?*

### *Health, dental and life insurance*

- Increase the County's contribution to health savings accounts from \$900 to \$1,000.
- Better coverage on the dental plan.
- Creating two tiers of premiums on health insurance for (1) child or (2) or more children.
- County paid life insurance policy to increase from \$10K to \$25K.
- Continuing the Diabetic and Medical Weight Management program. Reduce the current BMI of 40 requirement for the Weight Management program to allow a larger number of employees to take advantage of the savings of weight loss medications.
- All of the above will have a budgetary impact.

### *Mental health*

- Creating a mental health plan that is similar to our diabetic and weight management program. This will have a budgetary impact.
- Working with the Wellness Committee to develop better programs for mental health support. The majority of the Wellness Programs are funded through Cigna.

### *Paid time off*

- County paid bereavement leave of 3 days for immediate family per occurrence. Currently, employees are required to use sick or annual leave.
- Undesignated paid day off per calendar year. Can be used to mental health, etc.
- Adding Juneteenth Holiday – June 19<sup>th</sup>.
- Paid Family and Medical Leave – 2 weeks paid time for an employee who takes extended time off work to recover from one's own serious illness or care for a seriously ill family member, as defined by the FMLA. This will run concurrent with FMLA leave.
- Administrative leave for permanent part-time employees that were scheduled to work a day the County closed and they do not have an option to make up time missed in the timesheet period.
- Adjust annual leave accrual rates for full-time employees.

**Current accrual table**

0-4 years =12 days
5-9 years =15 days
10-14 years =18 days
15-19 years =20 days
20 plus years =21 days

**Proposed accrual table**

0-2 years = 12 days
3-4 years = 15 days
5-9 years = 17 days
10 -14 years = 20 days
15 - 19 years = 25 days
20 -24 years = 28 days
25 plus years = 30 days

- The options above have no budgetary impact.

### *Paid time off - continued*

- Public Safety (Sheriff's Office, EMS, Communications)
  - Currently, holiday day is accrued and paid at 8 hours per holiday for full-time employees. Proposing to pay holiday hours to match hours the employee actually works on the holiday. If the employee is scheduled off, they would be paid the normal accrual rate for holiday. Employees in public safety could possibly have the option to bank their holidays worked instead of being paid. If a worked holiday is banked, this will save budget money. If the holiday pay continues to be paid, this will be a budgetary impact.
  - Apply the average hours worked by public safety per month to calculate monthly accrual rate. Increase from 8 to 8.5 hours.



#### *401K – Retirement Savings*

- Increase County contribution from 5% to 6%.
- 457(b) Plan for part-time employees.

#### *County gym memberships*

- Permanent part-time employees may join gym at regular cost.



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### *Education and certification incentives*

- Increase tuition reimbursement from \$800 to \$2500 per fiscal year.
- Adjust certification increases from 1.5% to 2.5%.



#### *College savings plan*

- Partner with Local Government Credit Union to offer a college savings plan for children. Tax savings and payroll deduction.

#### *Longevity*

- Add a new tier - **1 year but less than 5 years = .50% of salary.**
- Permanent part-time employees will become eligible for longevity pay.

#### *Merit increases*

- During the fiscal year 2024-25, our goal is to revamp the performance review evaluations and the merit increase percentages for full-time employees. We will also consider merit increases for the permanent part-time employees.

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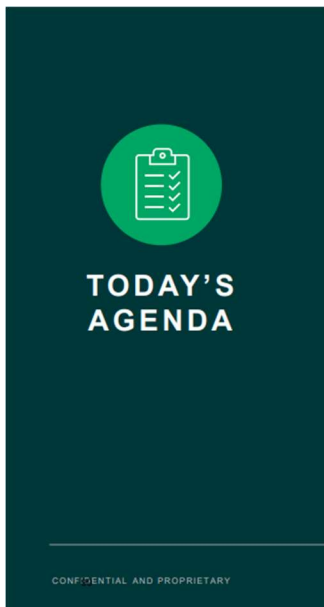


Vice Chairman Sims asked for clarification on how vacation, sick, and holiday time is accrued. Carver explained how the accrual process works. Sims expressed thanks to Carver for the presentation and stated that he is in agreement with what was presented as most of the benefits pertain to employee retention and satisfaction.

Chairman Powell announced a brief recess for a break at 11:15 a.m. The meeting reconvened at 11:30 a.m.

## FLEET MANAGEMENT PROGRAM:

Presented by Devon Moore, Account Executive with Enterprise Fleet Management, Inc.



- PREVIOUS MEETING RECAP
- INDUSTRY UPDATE
- FLEET PROFILE
- CASH FLOW MODELS
- NEXT STEPS:

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WE HAVE PARTNERED  
WITH ORGANIZATIONS,  
LIKE YOURS, TO  
DEVELOP AND  
IMPLEMENT A  
PROACTIVE FLEET  
STRATEGY.



THE COUNTY OF  
*Granville*  
NORTH CAROLINA



ROCKY MOUNT, NC  
THE CENTER OF IT ALL



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**enterprise**  
FLEET MANAGEMENT

## EXECUTIVE SUMMARY

**enterprise**  
FLEET MANAGEMENT

### CURRENT PLAN

- Buying local from state contracts - cash
  - Replacement criteria of 100k-150k miles
- Local shops for maintenance on fleet
- WEX -Fuel cards
- Resale - govdeals.com

### PROPOSED PLAN

- Enterprise Fleet Management will acquire vehicles on behalf of the county
- Enterprise Fleet Management will provide fleet software
- Maintenance program will simplify process as well as use local shops in the county
- Enterprise Fleet Management will sell vehicles on behalf of the county to maximize equity

### RESULTS

- Program will result in savings for the county
- Program will lower overall operating expense
- Program will provide safer and up to date fleet

February 20, 2024

# INDUSTRY UPDATE

A look into the total cost of ownership trends year-over-year.



**Acquisition**  
**\$45K**

-3.9% YOY  
new vehicle prices



**Fuel**  
**\$3.53** **\$4.54**  
GAS DIESEL

YOY GAS -8% DIESEL -11%  
price per gallon



**Insurance**  
**+10%**

PREMIUM INCREASE



**Remarketing**  
**-3.3%**

RESALE VALUE



**Maintenance**  
**+20%**

REPAIRS

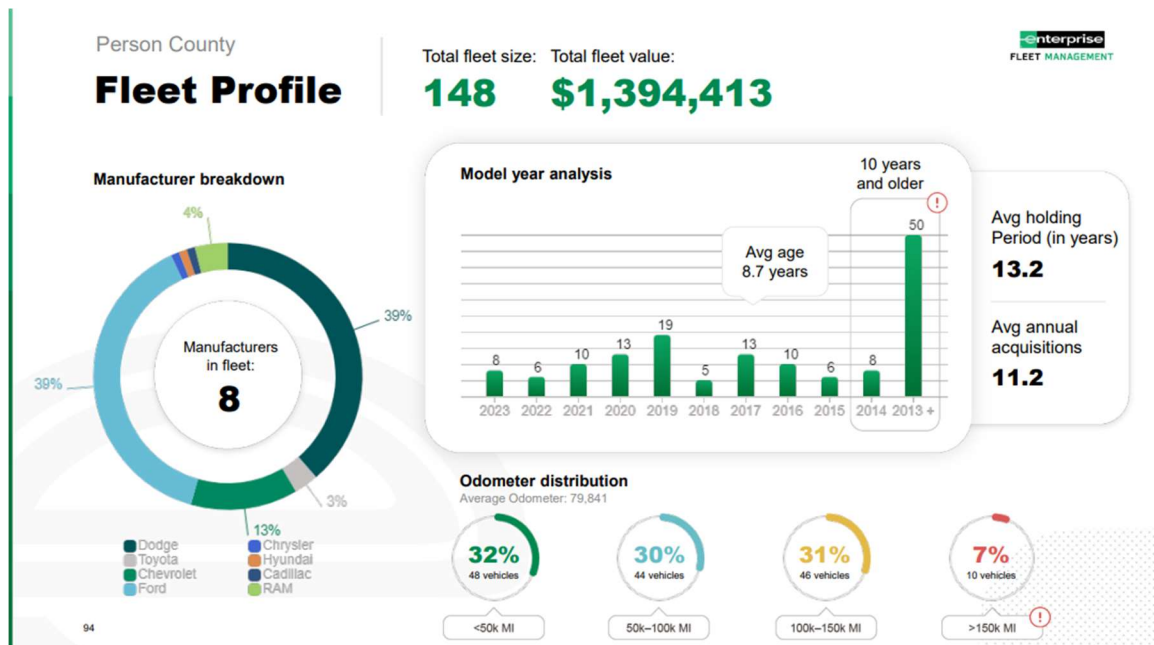


**Insurance**  
**+10%**

PREMIUM INCREASE

Sources: BankRate, Wards Intelligence, LMC Automotive, Automotive Fleet Magazine, Cox Automotive, Property Casualty 360, WEX

Chairman Powell expressed concerns about vehicle warranties. Moore advised that vehicles would go to the dealer to complete warranty work. He stated that if it is routine maintenance, it could go to a local shop. Commissioner Puryear asked Moore how many local shops are contracted with Enterprise in the area. Moore advised that there are three shops locally, AJ's, Mr. Tire, and Brann's.



February 20, 2024

# EMPLOYEE SAFETY

- CURRENT FLEET
- **15 Vehicles** predate Anti-Lock Brake standardization(2007)
- **38 Vehicles** predate Electronic Stability Control standardization (ESC) (2012)
- **87 Vehicles** predate standardization of back up camera (2018)
- ESC is the most significant safety invention since the seatbelt

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## Forward collision warning

- ▼ 27% Front-to-rear crashes
- ▼ 20% Front-to-rear crashes with injuries
- ▼ 9% Claim rates for damage to other vehicles
- ▼ 16% Claim rates for injuries to people in other vehicles

## Forward collision warning plus autobrake

- ▼ 50% Front-to-rear crashes
- ▼ 56% Front-to-rear crashes with injuries
- ▼ 13% Claim rates for damage to other vehicles
- ▼ 23% Claim rates for injuries to people in other vehicles

## Lane departure warning

- ▼ 11% Single-vehicle, sideswipe and head-on crashes
- ▼ 21% Injury crashes of the same types

## Blind spot detection

- ▼ 14% Lane-change crashes
- ▼ 23% Lane-change crashes with injuries
- ▼ 7% Claim rates for damage to other vehicles
- ▼ 8% Claim rates for injuries to people in other vehicles

## Rear automatic braking

- ▼ 62% Backing crashes
- ▼ 12% Claim rates for damage to the insured vehicle
- ▼ 30% Claim rates for damage to other vehicles

## Rearview cameras

- ▼ 17% Backing crashes

## Rear cross-traffic alert

- ▼ 22% Backing crashes

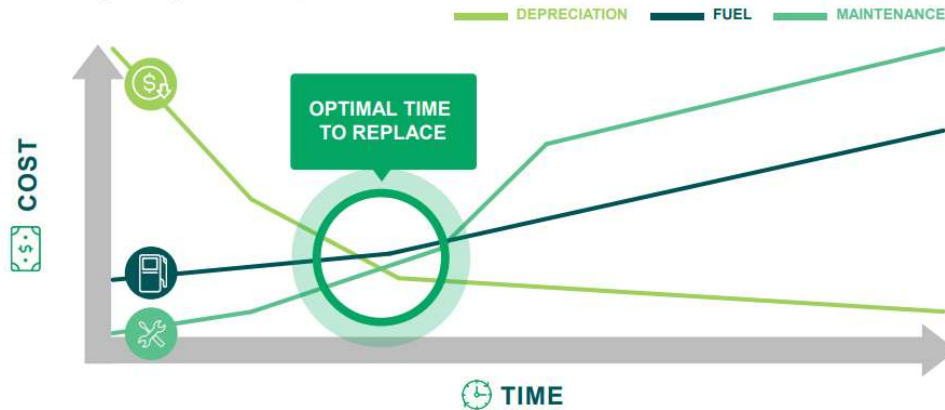
## Added costs

Lower crash rates are a clear benefit of these technologies, but some features can lead to higher repair costs in the crashes that do happen. That's because sensors and other components are often located on the vehicle's exterior. For example, in the case of forward collision warning without autobrake, the average payment per claim for damage to the insured vehicle goes up \$109 for vehicles equipped with the feature.



# EFFECTIVE VEHICLE LIFECYCLE

Determining the right time to replace vehicles



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**enterprise**  
FLEET MANAGEMENT

Vice Chairman Sims asked for clarification on replacement of vehicles and turnaround time. Moore stated that it is based on planning for what vehicles need to be replaced, usually around budget time. He stated that workers are not left with no vehicle. He stated that sometimes accidents occur, and a vehicle needs to be replaced immediately. Enterprise would work to find something quick.

## Person County- Self Funded - Fleet Planning Analysis

Fleet Assumptions & Proposals

<b>Fleet Analyzed</b>	142	<b>Fleet Growth</b>	-1.29%	<b>Proposed Fleet</b>	134
<b>Current Cycle</b>	12.91	<b>Annual Miles</b>	11,200	<b>Proposed Cycle</b>	5.00
<b>Current Maint.</b>	\$205.33	<b>Total Annual Miles</b>	1,995,200	<b>Proposed Maint.</b>	\$73.36
<b>Maint. Cents Per Mile</b>	\$0.22	<b>Current MPG</b>	13	<b>Price/Gallon</b>	\$3.50

Fiscal Year	Fleet Size	Fleet Cost										Annual		Est. Annual Budget	
		Annual Needs	Owned	Self Funded	Purchase	Self Fund Amount *	Equity (Owned)	Equity (Self Fund)	Maintenance	Fuel	Fleet Budget	Net Cash		Capital	Operating
Average	142	11.0	142	0	565,765		-11,000		349,888	405,246	1,309,899	0		564,765	755,134
'24	134	31	103	31	0	1,217,942	-135,740		281,082	383,187	1,746,471	-436,572		1,082,202	664,269
'25	134	29	74	60	0	1,146,929	-171,405		235,155	362,551	1,573,230	-263,331		975,524	597,706
'26	134	28	46	88	0	1,192,741	-266,080		190,812	342,627	1,460,100	-150,201		926,661	533,439
'27	134	25	21	113	0	1,147,946	-345,625		151,220	324,837	1,278,379	31,520		802,321	476,058
'28	134	21	0	134	0	957,962	-325,703	-656,445	117,963	309,894	403,671	906,227		-24,186	427,857
'29	134	31	0	134	0	1,221,547		-548,811	117,963	309,894	1,100,593	209,306		672,736	427,857
'30	134	29	0	134	0	1,149,519		-499,362	117,963	309,894	1,078,014	231,884		650,157	427,857
'31	134	28	0	134	0	1,194,352		-411,715	117,963	309,894	1,210,494	99,404		782,637	427,857
'32	134	25	0	134	0	1,148,681		-373,423	117,963	309,894	1,203,115	106,783		775,258	427,857
'33	134	21	0	134	0	957,962		-656,445	117,963	309,894	729,374	580,524		301,517	427,857
												10 Year Savings	\$1,315,544		

### Current Fleet Equity Analysis

YEAR	2024	2025	2026	2027	2028	Under-Utilized
QTY	31	29	28	25	21	8
Est \$	\$2,863	\$5,911	\$9,503	\$13,825	\$15,510	\$5,872
TOTAL	\$88,765	\$171,405	\$266,080	\$345,625	\$325,703	\$46,975
					Estimated Current Fleet Equity**	\$1,244,553

All vehicles on 60 month terms

\*Aftermarket used in analysis: Pursuit \$15,000, 3/4 Ton vehicles \$5,000

### KEY OBJECTIVES

#### Lower average age of the fleet

41% of the current light and medium duty fleet is over 10 years old  
Resale of the aging fleet is significantly reduced

#### Reduce operating costs

Newer vehicles have a significantly lower maintenance expense  
Newer vehicles have increased fuel efficiency with new technology implementations

#### Maintain a manageable vehicle budget

Challenged by inconsistent yearly budgets  
Currently vehicle budget is underfunded

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Commissioner Puryear asked if the fleet would include electric vehicles as well as gas-powered vehicles. Moore advised it is up to the County, but most choose gas-powered vehicles.

Commissioner Palmer asked if Enterprise had presented to the Board in the past, to which Moore replied, this is the first time presenting to the Board.

Vice Chairman Sims asked Person County Sheriff's Office (PCSO), Capt. Rogers what are his thoughts and ideas with this program. Capt. Rogers advised that he has been in meetings with Enterprise, and, overall, he feels that from the PCSO standpoint, this is a good program, especially cycling out older vehicles due to higher mileage and the wear and tear on the vehicles. He stated that higher-mileage vehicles could pose safety issues for the officers driving these vehicles.

Puryear asked Moore how long is the contract. Moore replied that there is no contract with Enterprise Fleet Management.

Chairman Powell stated that if the Board is going to entertain this idea, the Board would like to see information from other vendors, and typically, they like to see three. He stated that the Board would like to see proposals for comparables from two other companies to go along with what Enterprise presented. Puryear asked for the timeframe for other proposals. County Manager Katherine Cathey advised that staff would immediately start working on this to have it ready prior to budget.

### Person County- Leased- Fleet Planning Analysis

Fleet Assumptions & Proposals

Fleet Analyzed	142	Fleet Growth	-1.29%	Proposed Fleet	134
Current Cycle	12.91	Annual Miles	11,200	Proposed Cycle	5.00
Current Maint.	\$205.33	Total Annual Miles	1,505,200	Proposed Maint.	\$73.36
Maint. Cents Per Mile	\$0.22	Current MPG	13	Price/Gallon	\$3.50

Fiscal Year	Fleet Size	Annual Needs	Owned	Owned	Purchase	Leased	Fleet Cost				Annual Net Cash	Est. Annual Budget	
							Equity (Owned)	Equity (Leased)	Maintenance	Fuel	Fleet Budget	Capital	Operating
Average	142	11.0	142	0	565,765		-11,000		349,888	405,246	1,309,899	554,765	755,134
'24	134	31	103	31	0	263,123	-135,740		281,082	383,187	791,652	127,383	664,269
'25	134	29	74	60	0	510,773	-171,405		235,155	362,551	937,075	339,368	597,706
'26	134	28	46	88	0	768,195	-266,080		190,812	342,627	1,035,554	502,115	533,439
'27	134	25	21	113	0	1,015,709	-345,625		151,220	324,837	1,146,142	670,084	476,058
'28	134	21	0	134	0	1,221,921	-325,703	-340,226	117,963	309,894	983,849	555,992	427,857
'29	134	31	0	134	0	1,221,921		-251,555	117,963	309,894	1,398,223	970,366	427,857
'30	134	29	0	134	0	1,221,921		-191,242	117,963	309,894	1,458,536	1,030,679	427,857
'31	134	28	0	134	0	1,221,921		-115,943	117,963	309,894	1,533,835	1,105,978	427,857
'32	134	25	0	134	0	1,221,921		-126,965	117,963	309,894	1,522,812	1,094,955	427,857
'33	134	21	0	134	0	1,221,921		-340,226	117,963	309,894	1,309,551	881,694	427,857
10 Year Savings*											\$981,757		

#### Current Fleet Equity Analysis

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Est \$	\$2,863	\$5,911	\$9,503	\$13,825	\$15,510	\$5,872
TOTAL	\$88,765	\$171,405	\$266,080	\$345,625	\$325,703	\$46,975
		Estimated Current Fleet Equity*				\$1,244,553

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#### KEY OBJECTIVES

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## COMPREHENSIVE OFFERING, SO YOU CAN FOCUS ON YOUR OBJECTIVES

Customized to best fit the needs of your business.



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## EMPOWERING CLIENTS THROUGH ACTIONABLE DATA

Fleet Management Platform and Mobile App

- ✓ COMPREHENSIVE FLEET LIST
- ✓ ORDER STATUS UPDATES
- ✓ MAINTENANCE INSIGHTS
- ✓ OPERATOR INSIGHTS
- ✓ FUEL SPEND



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## FISCAL YEAR 2025 BUDGET PREVIEW:

County Manager Katherine Cathey shared the following presentation titled Fiscal Year 2025 Budget Preview, noting the budget preview would include an overview of capital and operating requests and potential funding strategies for FY25. She stated that she would be meeting with department directors over the next few weeks. She advised that she is seeking feedback and guidance for the next steps.

A presentation slide titled "FY24 Accomplishments". The background is white with a green and blue decorative wave at the top left. The Person County NC logo is in the top right. The title "FY24 Accomplishments" is in a large, dark font. Below the title is a table with four rows, each featuring an icon, a category name, and a list of accomplishments.

	<b>Workforce</b> Recruitment and Retention Challenges	<ul style="list-style-type: none"><li>• Implemented results of classification and pay study</li><li>• Added full-time employees to 9 departments</li><li>• Transitioned Animal Control to Sheriff's Office</li></ul>
	<b>Capital Needs</b> County, PCS and PCC	<ul style="list-style-type: none"><li>• Issued \$12.2M in debt to fund ADA and security at PCS</li><li>• Approved an additional \$3M for PCS stadium improvements</li><li>• Approved purchase and funding for new PCC facility</li></ul>
	<b>Carbon Plan</b>	<ul style="list-style-type: none"><li>• Worked with lobbyist and media strategist to ensure Person County's voice is heard</li><li>• Duke Energy announced plans to construct two new plants</li></ul>
	<b>Economic Development</b>	<ul style="list-style-type: none"><li>• Negotiated renewal of Option to Purchase for Megapark</li><li>• Substantially completed clearing/grading of North Park site</li><li>• Dominion Energy announced \$400M LNG facility</li></ul>

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## FY25 Big Ticket Items



**County Workforce**  
13 new positions requested



**Education Funding**  
Person County Schools  
Piedmont Community College



**Technology**  
Maintenance  
Equipment  
Cybersecurity



**Vehicles**  
Enterprise Fleet Management Program  
Replacement Ambulances



**Facilities**  
CHATT  
Human Services  
Person Industries  
Emergency Services  
Library

## Capital Needs *County, PCS and PCC*

FY24 CIP	\$17.6M
Annual Maximum Level (pay-go)	\$3.2M
5-Year Plan Target	\$16.0M
FY25 CIP Requests	\$34.4M
FY25-29 CIP Requests	\$145.6M
FY25 Recommended	\$28.4M

### Funding sources:

- General Fund
- Debt Proceeds
- ARPA
- City of Roxboro
- Grants
- CIP

## CIP Highlights

*(Requested, Not Recommended for FY25 funding)*



Project	Cost
<b>County Government</b>	
Radio System Replacement - 911 Consoles	\$1.4M
Emergency Services/EOC Building Replacement	\$52.6M
Parks and Recreation Projects <i>(ADA accessibility, Mayo RV sites, gym renovations, paving, splashpad, pickleball courts)</i>	\$2.0M
Library Expansion and Improvements	\$6.5M
<b>Piedmont Community College</b>	
CHATT Renovations	\$2.0M
<b>Total</b>	<b>\$64.5M</b>

## CIP Highlights

*(Recommended for FY25 funding)*







Project	Cost
<b>County Government</b>	
Human Services Building <i>(acquisition and improvements)</i>	\$10.0M
PI/MRF Merger and Renovation <i>(phase I and phase II)</i>	\$3.6M
HVAC System Repair and Window Replacements <i>(Person County Office Building)</i>	\$1.5M
Parks and Rec Projects <i>(Durham to Roxboro multimodal trail and Kirby ADA accessibility)</i>	\$1.2M
Other Projects <i>(virtual infrastructure, software, debt issuance/contingency, EMS Station North, EMS building safety/security)</i>	\$1.5M
<b>Person County Schools</b>	
New Roof <i>(South Elementary School)</i>	\$2.5M
Other Projects <i>(asbestos/lead paint abatement, HVAC, intercoms, water fountains, and contingency)</i>	\$1.0M
<b>Piedmont Community College</b>	
Center for Health, Advanced Technology & Trades (CHATT) <i>(building acquisition)</i>	\$7.0M
Network switch upgrades	\$75K
<b>Total</b>	<b>\$28.4M</b>

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# Proposed FY25 Limited Obligation Bonds (LOBs)



Proposed Project		Cost
	<b>Human Services Building</b>	➤ Current lease expires Aug. 2025 ➤ Potential option to purchase and renovate (placeholder)
		\$8.0M
	<b>CHATT</b>	➤ Anticipated closing date in July or Aug. 2024 ➤ \$1.8M contribution from PCC
		\$7.0M
	<b>PI/MRF Merger</b>	➤ Funded in FY24 CIP but construction expenses not yet incurred ➤ Include \$2.103M constructions costs in financing and allocate previously budgeted funds towards other projects
		\$2.103M
	<b>South Elementary</b>	➤ \$2.5M roofing project that can be bid in Feb./March
		\$2.5M
	<b>Contingency</b>	➤ For PI/MRF Merger and South Elementary Roof
		\$97K
	<b>Issuance Costs</b>	➤ Standard cost per issuance
		\$300K
<b>Total</b>		<b>\$20.0M</b>

## Education Funding: Person County Schools



- ❖ PCS is facing a \$3,000,000 shortfall due to the loss of the American Rescue Plan (ARP) Elementary and Secondary Schools Emergency Relief (ESSER) funds that have supplemented state and local dollars for the past three years.
- ❖ The requested budget reflects the elimination of 41 positions (not people) and the consolidation of North Elementary (grades 3-5) and North End Elementary schools (\$558,000 savings). North will continue to house the Carolina Community Academy (grades K-2) and add a preschool.
- ❖ Current Expense requested funding of \$13,166,078 (\$1,219,405 or 10.2% increase)
  - 20% of the current expense budget goes to charter schools that serve Person County students
- ❖ Capital request: \$1,412,000 (\$357,000 or 34% increase)
  - Includes \$500,000 for technology capital

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## New Position Requests

Position	Department
Income Maintenance Caseworker II - Food & Nutrition Services (1)	Social Services
Social Worker I - Child Welfare (1)	Social Services
Emergency Communication Training Officer (1)	Emergency Services/Communications
Assistant Chief of EMS (1)	Emergency Services/EMS
Mobile Integrated Healthcare Paramedics (2)	Emergency Services/EMS
Library Associate (1)	Library
Deputy Register of Deeds (1)	Register of Deeds
Deputy Sheriff - Special Assignment (1)	Sheriff
Deputy Sheriff - Animal Control (2)	Sheriff
Deputy Sheriff	Sheriff
Real Property Appraiser	Tax



Chairman Powell advised that he had no questions about what was presented. Vice Chairman Sims stated that he feels the County does a good job at budgeting for the needs of the County, and that the County is not throwing money away.

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**CLOSING REMARKS:**

Chairman Powell closed the retreat by expressing thanks to all in attendance, and to all who presented, for their hard work preparing and presenting the budget.

**ADJOURNMENT:**

A **motion** was made by Vice Chairman Sims and **carried 5-0** to adjourn the meeting at 12:51 p.m.

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Michele Solomon  
Clerk to the Board

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Gordon Powell  
Chairman

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