

PERSON COUNTY BOARD OF COMMISSIONERS
MEMBERS PRESENT

March 4, 2024
OTHERS PRESENT

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

Katherine M. Cathey, County Manager
Michele Solomon, Clerk to the Board
T.C. Morphis, Jr., County Attorney

The Board of Commissioners for the County of Person, North Carolina, met in regular session on Monday, March 4, 2024 at 7:00 p.m. 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. A moment of silence was observed for former County Commissioner Curtis Bradsher who passed away on February 7, 2024.

Commissioner Sims offered an invocation and Boy Scout Troop 260 members, Bryson Gregory, Daniel Pulliam, Ryan Sharlow, and M.C. Williams led the group in the Pledge of Allegiance.

DISCUSSION/ADJUSTMENT/APPROVAL OF AGENDA

A **motion** was made by Commissioner Palmer and **carried 5-0** to approve the agenda with the deletion of Closed Session #1.

PROCLAMATION RECOGNIZING MARCH AS SOCIAL WORKER MONTH

Chairman Powell read a Proclamation recognizing March as Social Work month and presented the Proclamation to Person County Department of Social Services Director, Carlton Paylor.

A **motion** was made by Commissioner Puryear and **carried 5-0** to adopt a Proclamation recognizing March as Social Work Month.

March 4, 2024



Social Work Month 2024 Proclamation

"Empowering Social Workers"

WHEREAS, Social Work is a profession truly dedicated to helping people; and

WHEREAS, the primary mission of Social Work is to enhance human well-being and help meet the basic and complex needs of all people; and

WHEREAS, Social Workers focus on helping people who are vulnerable, oppressed or living in poverty; and

WHEREAS, Social Workers follow a Code of Ethics that calls on them to fight social injustice, and respect the dignity and worth of all people; and

WHEREAS, Social Workers meet people where they are and help people and communities reach their full potential; and

WHEREAS, Social Workers are on the frontlines in helping this nation solve pressing social problems, including an increased demand for mental health services; an opioid addiction crisis; and economic inequality; and

WHEREAS, Social Workers are in high demand, with shortages in Social Work staffing and the Bureau of Labor Statistics predicting Social Work will be one of the fastest growing professions in our nation during this decade; and

WHEREAS, the 2024 Social Work Month theme, "Empowering Social Workers" embodies the need for society to support Social Workers so they can continue to do the life-affirming work they do and help address societal needs; and

WHEREAS, Social Workers in turn empower people, communities and our nation, helping everyone achieve their full potential; and

NOW THEREFORE, in recognition of the numerous contributions made by Person County Social Workers, the Person County Board of Commissioners proclaims the month of March 2024 as Social Work Month and calls upon all citizens to join the National Association of Social Workers and Person County in celebration and support of the Social Work Profession.

Adopted, this, the 4th day of March 2024.



Gordon Powell, Chairman
Person County Board of Commissioners

ATTEST:

Michele Solomon
Clerk to the Board of Commissioners

March 4, 2024

PUBLIC HEARING:

CONSIDERATION OF APPROVAL OF PRIVATE ROADWAY LOOKOUT RIDGE WAY TO BE ADDED TO THE DATABASE FOR E-911 DISPATCHING

A **motion** was made by Commissioner Thomas and **carried 5-0** to open the duly advertised public hearing for Consideration of Approval of Private Roadway Lookout Ridge Way to be added to the Database for E-911 Dispatching.

GIS Director Sallie Vaughn presented. She stated that in 1979 the Red Mountain Estate Subdivision was created off Moores Mill Road. She stated that at that time, road names were not required for each road within the subdivision. She stated that a recent increase in sales and residential development within the subdivision has necessitated the naming of one of these previously unnamed private roads. She stated that the GIS Department has been in discussions with the developer about this. She stated that, currently, there is only one piece of land that is owned by a citizen, with the remainder of land being owned by a developer. She stated that the developer's intent is to sell and build at least three homes on this private roadway, which would necessitate the naming of that road. She stated that the citizen and the developer have agreed to the name Lookout Ridge Way, which is consistent with Person County's local ordinance. She stated that the public hearing was advertised properly per NC General Statutes.

There were no individuals appearing before the Board to speak in favor of or in opposition to the Consideration of Approval of Private Roadway Lookout Ridge Way to be added to the Database for E-911 Dispatching.

A **motion** was made by Commissioner Sims and **carried 5-0** to close the public hearing for Consideration of Approval of Private Roadway Lookout Ridge Way to be added to the Database for E-911 Dispatching.

CONSIDERATION TO GRANT OR DENY CONSIDERATION OF APPROVAL OF PRIVATE ROADWAY LOOKOUT RIDGE WAY TO BE ADDED TO THE DATABASE FOR E-911 DISPATCHING

A **motion** was made by Commissioner Puryear and **carried 5-0** to approve Private Roadway Lookout Ridge Way to be added to the Database for E-911 Dispatching.

INFORMAL COMMENTS:

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

Susan Jacque of 546 Lockamy Road, Timberlake read her letter to the editor that was published in the January 11, 2024 edition of *The Courier=Times*. The letter referenced actions taken at the December 4, 2023 meeting where agricultural land was rezoned to industrial. The letter also referenced comments made by two Board members at the January 2, 2024 meeting. Jacque stated that people at the end of the December 4, 2023 meeting chanted shame, which was an appropriate word to end her letter to the editor, shame.

Joseph DiBiasi of 53 Dorothy Brooks Lane, Roxboro stated that he would like to address the Woodsdale property. He stated that he is a direct neighbor of that parcel. He stated that he is not here to be a spearpoint of any political agenda. He stated that he has concerns on what is being done at the property. He stated that construction had started in early November 2023, with the cutting in of the additional parcels and the forestry. He stated that the building of roads is tearing down the trees and forestry. He stated someone has been lighting trees on fire on the property. He stated that he has called multiple departments within the County, and no one had any idea what was going on. He stated that he contacted DEQ, and was advised no permits had been issued, and that a stop work order would be issued. He stated that he and his neighbors all have concerns and have the right to know what is going on.

Andrea Childers of 270 Blackberry Lane, Rougemont stated that she has lived in Person County for 31 years. She stated that she would like the Board to reverse the rezoning of the 440 plus acres in southeast Person County that they rezoned on December 4, 2023. She stated that it is her understanding that some of the Commissioners toured the Cary facility and were impressed with safety measures that Dominion has in place. She stated that what Dominion Energy plans to construct, approximately 2,300 feet from her home, is no way comparable to the Cary facility, as she also has toured the facility in Cary. She stated that no one from this community was invited to tour the Cary facility, and that no one sat down with the future neighbors of Dominion and shared what they had seen or learned on that tour. She stated that the Board was presented with a list of questions, and the public is still waiting on answers to those questions.

Katie Moore of 411 N. Lamar Street, Roxboro stated that she is a resident of Person County and is in opposition to the Moriah Energy Center. She requested the Board reverse the rezoning decision that was made on December 4, 2023. She stated that residents submitted over six pages of questions to the Board and have not received answers.

Kristopher Clayton of 6600 Helena Moriah Road, Timberlake stated that he lives directly across the street from the proposed Moriah Energy Center. He stated that the Board still has many questions before them that need answers. He stated that he feels that is the Board's job, to provide the answers.

Liz Bradsher of 976 Estate Road, Semora spoke on matters related to the Woodsdale property. She stated that she sent emails to the Board and EDC, with no response back. She stated that she did receive a response from the County Manager. She stated that this is not Washington, D.C., that the Board needs to respond to communications from the people they represent, as this is starting to look like a coverup.

John Seepe of 277 Barefoot Landing Lane, Semora spoke on concerns and matters related to the Woodsdale property. He stated that he owns over 100 acres in Person County, and if he were to be doing what is being done on the property owned by PCBIC, he would be in trouble. He stated yet, Person County wants the people to behave appropriately, when you have illegal RV parks, you have people who used to be EDC directors that are now consultants on such projects, and a couple years ago, the Board made a motion to remove somebody from the EDC because the person could not get along. He stated that the County needs competent people to represent them.

DISCUSSION/ADJUSTMENT/APPROVAL OF CONSENT AGENDA:

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

- A. Approval of Minutes of February 5, 2024,
- B. Board of Commissioners Rules of Procedure Amendment,
- C. Board of Commissioners 2024 Meeting Calendar Amendment, and
- D. Budget Amendment #18

NEW BUSINESS:

OPTIONS FOR EVALUATION OF SOCIAL SERVICES

Presented by Assistant County Manager Brian Hart. He stated that this agenda item is a follow up per the Board's discussion at the previous Board meeting, as it relates to securing an option for consulting services for the Department of Social Services (DSS). He stated that on February 26, 2024 he received feedback and information from two consulting companies, Allies4Outcomes, and CCR Consulting. He stated that based on the proposals, staff recommends contracting with CCR Consulting. He provided the following summary for comparison.

Summary of DSS Consultant Responses
As received on February 26, 2024

Scope of Work Objective	Allies4Outcomes	CCR Consulting
Board Development/ Professional Development for CHSA Board and CHSA Director	<ul style="list-style-type: none"> Research best practices for CHSA Governance in jurisdictions of similar size for options related to roles and responsibilities Outline, facilitate and present to the Board of Commissioner the findings and options for their adoption of a structure for Person County Government Outline, facilitate and present to the Board of Commissioner the findings and options for their adoption of a structure for Person County Government 	<ul style="list-style-type: none"> Initial conversations around the consolidation structure, its purpose, and its anticipated outcomes. A mission and visioning process could help the Board target its current mission and values statements to specific human services goals. CCR will help county leadership explore what bylaws and policies are needed to ensure fluent, effective consideration of proposed actions. CCR would assist in formulating a detailed board development plan and proposed calendar to guide board discussion and deliberation around human services issues throughout the fiscal year.
Compliance Examination and Evaluation	<ul style="list-style-type: none"> Operational Analysis – qualitative and quantitative; will track redundancies examine communication methods and frequency with the public, internal communication strategies, human resources operations and workforce strengths/needs, technology, and any training or potential cross-training that could improve service delivery. Dive into both the fiscal and data components of the business process mapping will undergird the data analysis 	<ul style="list-style-type: none"> CCR proposes a review of agency processes and procedures as they relate to the program functions assigned to social services (Child Welfare, Aging and Adult Services, Childcare, Income Support programs, Work First and Child Support) and an assessment of their adherence to federal and state compliance standards based on data and audits available. Conduct a high-level review of budget to ascertain spending priorities and opportunities for enhanced intergovernmental reimbursement.

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Summary of DSS Consultant Responses
As received on February 26, 2024

Scope of Work Objective	Allies4Outcomes	CCR Consulting
	and evaluation findings, offering additional insight into recommendations. A4O will work with both fiscal and related program staff as successful expenditure and reimbursement of social services funding relies heavily on collaboration between the two disciplines.	<ul style="list-style-type: none"> Conduct high-level review of program data metrics to ascertain service priorities and opportunities for enhanced program performance.
Evaluate Customer/Client Experience	<ul style="list-style-type: none"> Individual interviews with DSS clients and focus groups with families/parents, resource parents, judicial partners and citizens 	<ul style="list-style-type: none"> Would adhere to strategies outlined by in the County's RFI but recommends that in-depth conversations with non-profit and community partners be used to solicit client concerns and issues with county human services delivery, responsiveness, and access.
Work Environment/Employee Experience	<ul style="list-style-type: none"> Organizational Health Targeted Staff Survey: The A4O Evaluation Team will facilitate a structured survey tool comprised of a series of yes/no, multiple-choice, and Likert scale items, which will be used to gather input from the workforce, including workers, supervisors, managers, as agreed upon by the PCG Evaluation Leadership Team. We will ask open-ended questions about program areas and organizational strengths, challenges, and ideas for enhancing organizational culture and climate. Focus Groups: During the focus groups, staff, supervisors, and support staff will be 	<ul style="list-style-type: none"> Will develop an interview process to elicit DSS leadership, team management, caseworker and support services perspectives regarding the agency's efficacies and areas of concern. Included in the process will be the creation of management and staff interview tools and recommendations for employee interview groups. Individual interviews will be conducted with HHS senior leadership, and separate group interviews will be held with like key management positions such as team unit supervisors. Focus group interviews will be held with like positions in the clerical and staff support units and with each of the individual teams for

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Summary of DSS Consultant Responses
As received on February 26, 2024

Scope of Work Objective	Allies4Outcomes	CCR Consulting
	asked to identify organizational and process strengths, gaps, and ideas for efficiency. We propose the following focus groups: 6-8 workers from each program area, across varying tenure groups, Supervisors from all program areas, Management team across all program areas, DSS Attorneys, Fiscal and Operational Team, Administrative Staff <ul style="list-style-type: none"> Root Cause Organizational Culture and Climate Mapping In addition, the A4O Evaluation Team will facilitate worker and supervisor focus groups based on organizational tenure to dive deeper into culture and climate root causes. 	income eligibility programs and adult and children's services
Review of Recruitment/Retention Strategies	<ul style="list-style-type: none"> Evaluating current recruitment, interviewing and hiring practices Collect data related to compensation for counties surrounding Person, as well as similar sized counties. 	<ul style="list-style-type: none"> Would work with County's Human Resources Department to explore opportunities for effective recruitment and job posting strategies Consult with UNC School of Government's most recent salary survey to assess like and surrounding county salaries for comparable positions
Proposed Timeline	Approximately 6 months	Approximately 12 months
Maximum Proposed Budget*	Up to \$166,740	\$7,000/month (~\$86,400)

County Manager Katherine Cathey advised that State and Federal reimbursements are expected to cover approximately 45% of costs associated with the evaluation. She stated that funding is available in the DSS Fund Balance to cover the portion for which the County is responsible.

Commissioner Palmer stated that he feels that Board members need more time to look over the proposals and comparisons. He stated that he would like to table this agenda item to another meeting date.

A **motion** was made by Commissioner Palmer and **carried 5-0** to table this agenda item to the next meeting scheduled for March 18, 2024.

APPOINTMENTS TO BOARDS AND COMMITTEES

Clerk to the Board Michele Solomon presented to the Board an application for consideration for a vacancy on the Animal Services Advisory Committee. Solomon advised the Board that there is one vacant position available for a citizen at large to fill an unexpired term to June 30, 2024. She advised that Deputy Sheriff K-9 Handler Kirsten Brame requests appointment. Solomon requested the Board to nominate for appointment, as deemed appropriate.

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A **motion** was made by Commissioner Puryear and **carried 5-0** to appoint Deputy Sheriff Kirsten Brame to the Animal Services Advisory Committee to fill the vacancy for the unexpired term to June 30, 2024.

CHAIRMAN'S REPORT:

Chairman Powell reported that he recently attended Duke Energy's open house, and saw some people there who are in the audience tonight. He stated that Duke Energy did a good job with being open and transparent about their plans for Person County. He stated that Senator Ted Budd visited the Veterans Park and the Charters of Freedom. He stated that it was a good event. He reported that Fishing University was here in Person County doing a production that will be aired on television at some point. He reported that he attended a coffee hour that was hosted by the PCC Education Foundation. He reported that he attended the groundbreaking ceremony at PI, and it was well attended.

Powell made a statement to the members in attendance. He stated that he wanted to let everyone know that the questions that were presented to the Board, in reference to Dominion Energy and Moriah Energy Center, have been forwarded to Dominion Energy. He stated that, hopefully, they would respond soon and provide much needed answers to the public.

MANAGER'S REPORT:

County Manager Katherine Cathey stated that she wanted to make everyone aware that on the Consent Agenda the Commissioners did approve an amendment to their Rules of Procedure and to their meeting schedule. She stated that the night meetings, effective April 1, 2024, would begin at 6:00 p.m., so that we can have an earlier start time. She stated that the Commissioners also set an ending time of 10:00 p.m. for the meetings, unless there is a vote of the Board to continue past 10:00 p.m.

COMMISSIONER REPORT/COMMENTS:

Vice Chairman Sims expressed thanks to the Boy Scout Troop for leading the Pledge of Allegiance and stated that they did a great job. He stated that in every meeting the Board has heard about Dominion Energy and the comments that he has made. He stated that he is not an engineer; he is an environmental health and safety manager. He stated that he cares about the environment. He stated that the Dominion Energy Cary facility's safety and emergency procedures and protocols were all in check. He stated that he was happy from what he saw, from a safety standpoint, when he toured the Cary facility.

Commissioner Palmer apologized for not attending the groundbreaking ceremony for PI today. He stated that Charters of Freedom provided information on how one may donate by doing a plaque or a paver for the memorial site across the street. He stated that he has requested the County Public Information Officer (PIO) to put out information on the County website and social media pertaining to dogs and confinement of animals.

Commissioner Puryear reported that he attended the PI/Recycling Center Groundbreaking Ceremony. He expressed thanks to the Boy Scouts in attendance for leading the group in the Pledge of Allegiance.

Commissioner Thomas reported that he attended and spoke at the PI/Recycling Center Groundbreaking Ceremony. He gave thanks to PI Director Amanda Everett for her hard work. He stated that he looks forward to the completed merger.

CLOSED SESSIONS

Chairman Powell advised that the Board would be handling closed sessions a little bit differently moving forward. He advised that one motion would be obtained to go in to all closed sessions to help expedite the process, and once the Board goes in to closed session, they would remain there until all closed session have been completed.

Powell advised that closed sessions would include, County Manager Cathey, Clerk Solomon, and County Attorney Morphis.

A **motion** was made by Commissioner Puryear and **carried 5-0** to enter into Closed Sessions #1 per General Statute 143-318.11(a)(5) to establish, or to instruct the public body's staff or negotiating agents concerning the position to be taken by or on behalf of the public body in negotiating (i) the price and other material terms of a contract or proposed contract for the acquisition of real property by purchase, option, exchange, or lease; or (ii) the amount of compensation and other material terms of an employment contract or proposed employment contract with the following individuals permitted to attend:, General Services Director Ray Foushee, and Finance Director Amy Wehrenberg, followed by Closed Session #2 per General Statute 143-318.11(a)(3) for the purpose to consult with the county attorney in order to preserve the attorney client privilege in matters related to the lawsuit *Clayton v. Person County*.

Chairman Powell called the Closed Sessions to order at 8:02 p.m.

ADJOURNMENT:

A **motion** was made by Commissioner Puryear and **carried 5-0** to adjourn the meeting at 8:24 p.m.

Michele Solomon
Clerk to the Board

Gordon Powell
Chairman

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