

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

**May 20, 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  
G. Nicholas Herman, County Attorney

The Board of Commissioners for the County of Person, North Carolina, met in regular session on Monday, May 20, 2024 at 9:00 a.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. Commissioner Thomas offered an invocation, and Commissioner Palmer led the group in the Pledge of Allegiance.

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

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

**INFORMAL COMMENTS:**

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

Mary Bennett of 86 Elderberry Lane, Rougemont stated that she has lived near two beautiful streams in Rougemont for the past 34 years, and has walked to those streams almost every day. She stated that when Dominion Energy came to her community and talked to her, she showed them the map that indicated where the streams were located. She stated that the Dominion site was in the headwaters of one of the streams, and she expressed her concerns to Dominion at that time. She stated that Dominion assured her that they would have erosion control measures in place to prevent downstream problems. She stated that Dominion will be using 16M gallons of water to clean the tanks. She stated that Dominion will be using their stormwater systems to release water on-site from all the construction. She stated that the stream coming from that area has been contaminated and looks terrible since Dominion began construction. She stated that the streams are usually clear and beautiful. She stated that this is a very serious problem.

John Seepe of 277 Barefoot Landing, Semora stated that a few meetings ago Chairman Powell expressed his frustration and sorrow for not speaking up for decades about County matters, which should have been addressed. He stated that he watched as the Board rolled their eyes at the Chairman and did not acknowledge the good stipulations that he put forward courageously.

**May 20, 2024**

Seepe stated that at the last meeting, Alan Booker asked himself, "Why did he thank the Board at a prior meeting that he had spoken at? Was it for failing to listen to Person County residents, for not responding to their requests for information, and for not being able to address the Board as individuals in an open meeting?" Seepe stated that this occurred after the Board ignored three residents who came before the Board to petition for some modifications which had safety and quality of life impacts on their families. He stated that the residents asked for a small berm and a better hedge, which the Board failed to discuss and proceeded to vote on a motion as written. He stated that the lack of concern for these families was astounding. He stated that people take time out of their lives to come to the meetings, just to be ignored. He asked the Board, "What kind of hope do you think you give the community by such behavior? Where is their love and respect for the County residents? Why are you here? Is it just to be a pawn of the powerful and influential? To enjoy some side benefit through some LLC that you or a family member owns and operates? How about a fellow Board member or prior Board member that you hang with? Are you counting on the community's apathy when you reassess their homes in January, increasing their property taxes to a population that is over 18% under poverty? He stated that Booker stated at the last meeting that the Board's behavior clearly demonstrates democracy at its worst. He stated that Larry Yarborough, a state representative made this statement in writing "The Board's ruling indicated that the Board wanted this business entity to succeed and would not hinder this business entity with silly regulations." Seepe stated that this is astounding, and that Yarborough made a mockery by calling them silly regulations. He directed a question to Vice Chairman Sims, "How about when you are out there and begging for votes Mr. Sims, from the very voters that you have ignored and trampled on?" Vice Chairman Sims stated to Seepe "Do not make this personal." Seepe asked "When will you start putting the County and citizens before self?" He stated that the Board has drifted away from any public service foundation and abandoned any instruction as a child. Chairman Powell advised Seepe to please address the entire Board. Seepe stated that if the Board does not like the tone and the spirit of the community, that they have largely established it, and they are reaping that which they have sown.

Jose Tierrablanca of 207 Broad Street, Roxboro stated that he comes before the Board to speak on matters related to CPS at the local DSS. He stated that he and his wife have been attacked by DSS. He stated that their two daughters were wrongfully removed from their care due to improper reports and false allegations. He stated that he is a believer in God and Jesus, and believes in the Bible. He stated that his psych evaluation that DSS is determining his parenting skills on is that his belief in God is nothing but delusions and hallucinations. He stated that he has a very troubled past, and some in this town are aware of that. He stated that he has lived here for almost 25 years, and that he loves this County. He stated that no one is doing anything to help him and his wife get their daughters back. He stated that his family are believers in Christ and are being persecuted and are being told that they are mentally unstable because of their beliefs. He stated he just wants help to get their daughters back home.

Liz Bradsher of 976 Estate Road, Semora stated that we are playing a shell game with Project Log. She stated that the public questions are covered up by the use of the game done by the County and the PCBIC. She stated that both entities are covering up for individuals and the mistakes that have been made. She stated that Jay Poindexter, Donald Long, Phillip Allen, and others have played this game in front of all of us. She stated that the land has garbage piles on it. She stated that Poindexter stated when he spoke to Joseph Dibiasi, that he cannot trespass this land. She stated that Poindexter is a member of the PCBIC, and the land is still owned by the PCBIC. She stated that Ms. Wilborn, a candidate for commissioner and sister-in-law to our Sheriff, refuses to speak about this under the guise of economic development confidentiality. She stated that everyone knows that there are no competing bids on this project, and there is nothing secret on this project, and yet the word confidentiality is repetitively used. She stated that what it really means is, public obstruction. She stated that shell games are easy to see. She referenced shell games by the Biden Administration. She stated that she knows what a shell game is. She stated the shell game being played here is documented with emails and information obtained from the Department of Environmental Quality, Norfolk Southern Rail, The Timmons Group, the State Department of Transportation, English Construction, and the list goes on and on. She stated that she has all the emails. She stated that is all too convenient that the only paper in Person County, *The Courier=Times* refuses to write anything about this matter. She stated that it may be because the editor is covering up for his friend. She stated that she was raised in the DC area and can see a cover up a mile away. She stated that three of the Board members owe their seats to Wilborn's brother-in-law, as the dots are easy to connect. She stated that Project Log is imploding and the main people involved are hiding information from the public. She asked the Board "What is the Board's intention to give taxpayer money to a nonprofit that has raised not a dime on their own for over 20 years and has caused this blunder?" She stated not a dime of public money should go to this entity, Mr. Allen should be removed from the EDC, and the entire EDC's purpose and their work should be evaluated. She stated that Benjamin Franklin once said "Virtue and honesty is expected from our leaders."

Andrea Childers of 270 Blackberry Lane, Rougemont stated that sediment is the greatest water pollutant by volume in NC. She stated that sediment can quickly fill rivers, lakes, and reservoirs destroying aquatic habitats, fish populations, and result in damage to drinking utilities. She stated that Person County lies in the Neuse River basin, home to threatened and endangered species. She stated that Deep Creek, which is less than two miles from the Moriah Energy Center, home to the federally threatened Atlantic Pigtoe Mussel, Neuse River Waterdog, the Green Floater Mussel, and the Carolina Madtom Catfish. She stated that as of today, Dominion Energy has violated erosion standards set by the state of NC, as well as violating the Clean Water Act. She stated that turbidity standards are not allowed to exceed 50 NTU's. She stated that over the past few weeks, Mr. Clayton's creek has reached as high as 750 NTU's. She stated that her creek has reached as high as 220 NTU's. She stated that only pre-construction is going on at the site. She implored the Board to stop this.

Elissa Huffstetler of 104 Elderberry Lane, Rougemont stated that she was not paid to be at the meeting. She stated that she is one of the originators of the No MEC. She stated that she was pondering Memorial Day, and that her father was a fighter pilot during WWII and the Korean War and fought for democracy. She stated that she and her father fought a lot about politics, as they were not on the same side, but he always respected the fact that she had an opinion. She stated that we would not be in this whole thing with the LNG, and all the other meetings we have had, if the Board had respected the people's democracy. She stated that the Board's constituents pay their salary, and pay taxes to a county they love. She stated that the same people speak every week, and the Board has disregarded what has been said. She stated that at the Chamber breakfast, Chairman Powell told her that the Board does not have to listen to constituents, that they listen to experts. She stated that the people have become experts.

Rhonda Currier of 106 Shannon Court, Timberlake stated that she is here in opposition to the Moriah Energy Center. She stated that the people continue to share valuable information about the negative impacts that the LNG facility will have on residents and the environment. She stated that the residents feel like they are not being heard. She stated that there should be no sacrificial lambs as a result of this project. She stated that everyone who lives and breathes in this community should be heard, and considered important. She stated that this was not a minor decision the Board made to rezone and allow this LNG monstrosity into the community, yet the Board made the decision without regard to the facts that have been and continue to be presented. She asked the Board to reverse the rezoning decision. She stated that religious or not, God is watching.

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

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

- A. Budget Amendment #23, and
- B. Written Order for SUP-03-24 – A request by the Applicant and Property Owner, Jay Poindexter, Poindexter Property Management, LLC, for Special Use Permit approval on an ±14.39-acre lot (Tax Map No. A3 161), located at 9958 Semora Rd., to allow the Poindexter Event Center in an R (Residential) zoning district; per Section 155 of the Planning Ordinance.



## NEW BUSINESS:

### RESOLUTION AUTHORIZING COUNTY LINE SURVEYING

GIS Director Sallie Vaughan presented the following.

# Resolution requesting re-survey of Person-Caswell County line

May 20<sup>th</sup>, 2024

## Exhibit A: NCGS 153A-18(A)

### **§ 153A-18. Uncertain or disputed boundary.**

(a) If two or more counties are uncertain as to the exact location of the boundary between them, the North Carolina Geodetic Survey (NCGS), on a cooperative basis, shall assist counties in defining and monumenting the location of the uncertain or disputed boundary as established in accordance with law. Upon receiving written request from all counties adjacent to the uncertain or disputed boundary, the NCGS may cause the boundary to be surveyed, marked, and mapped. The counties may appoint special commissioners to supervise the surveying, marking, and mapping. A commissioner so appointed or a person surveying or marking the boundary may enter upon private property to view and survey the boundary or to erect boundary markers. Upon ratification of the survey by the board of commissioners of each county, a map showing the surveyed boundary shall be recorded in the office of the register of deeds of each county in the manner provided by law for the recordation of maps or plats and in the Secretary of State's office. The map shall contain a reference to the date of each resolution of ratification and to the page in the minutes of each board of commissioners where the resolution may be found. Upon recordation, the map is conclusive as to the location of the boundary. Upon reestablishing all, or some portion, of a county boundary, and if after the NCGS submits the results of the survey to the requesting counties, and the requesting counties have not ratified the reestablished boundary within one year of receiving the (map) survey plat denoting the location of the reestablished boundary, the survey plat will become conclusive as to the location of the boundary and will be recorded in the Register of Deeds in each affected county and in the Secretary of State's office. The Chief of the NCGS (State Surveyor) will notify each affected party in writing of the action taken. As used in this subsection, an "affected party" means both (i) the governing body of a county that the reestablished boundary denotes the extent of its jurisdiction and (ii) a property owner whose real property has been placed in whole or in part in another county due to the reestablished boundary.

- Adjacent Counties must cooperatively request a boundary survey
- Counties may appoint a Special Commissioner on Boundaries to supervise the process
- Resulting survey and final report will be provided to Counties for approval or becomes conclusive 1 year after filing at the local Register of Deeds office
- Affected parties will be notified in writing
- NCGS willing to provide staff or attend meetings as needed

May 20, 2024



## CASWELL COUNTY

*Board of Commissioners*

September 8, 1998

Gary Thompson  
N. C. Geodetic Survey  
512 N. Salisbury Street  
Raleigh, N.C. 27604

Dear Mr. Thompson:

Caswell County is in the process of acquiring a new mapping system. We have completed the aerial photography and the orthophotos will be completed by the end of the year. Work will begin this month on cadastral mapping.

The purpose of this letter is to request the assistance of the Geodetic Survey Section in locating the County boundaries. In conjunction with the cadastral mapping being done it would be very helpful to have the County lines established at this time. We understand that grant money has been appropriated and there will be no cost to the County for this service from your department.

Thank you for your prompt attention to and consideration of the County's request. If you have any questions regarding this, please contact Sylvia Johnson, County Mapper, at (336) 694-4193. We look forward to discussing this with you, and appreciate your assistance.

Sincerely,

*Bobby F. Aldridge*

Bobby F. Aldridge  
Chairman  
Caswell County Board of Commissioners

139 East Church Street • P.O. Box 98 • Yanceyville, N.C. 27379  
Phone (910) 694-4193 • Fax (910) 694-1405

Copy of letter from Caswell County in 1998.

May 20, 2024



## PERSON COUNTY

OFFICE OF THE COUNTY MANAGER  
Person County Office Building, Room 212  
304 South Morgan Street  
Roxboro, North Carolina 27573-5245  
(336) 597-1720  
FAX (336) 599-1609  
July 23, 2001

Mr. Roger Barnes, PLS  
County Boundary Surveyor  
20323 Mail Service Center  
Raleigh, North Carolina 27699-0323

Dear Mr. Barnes:

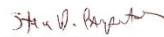
The Board of Commissioners has appointed Mr. John Rudd to represent Person County in reviewing ambiguous or uncertain county boundaries. The Board took this action during its regular meeting this date. Mr. Rudd is the county's Tax Appraiser. His mailing address is as follows:

John Rudd, Tax Appraiser  
Person County Tax Office  
Post Office Box 116  
Roxboro, NC 27573  
Telephone: (336) 597-1718  
FAX: (336) 597-2099  
E-Mail: [jrudd@personcounty.net](mailto:jrudd@personcounty.net)

We look forward to working with your company in identifying all boundaries with the resurvey process.

With best regards, I am

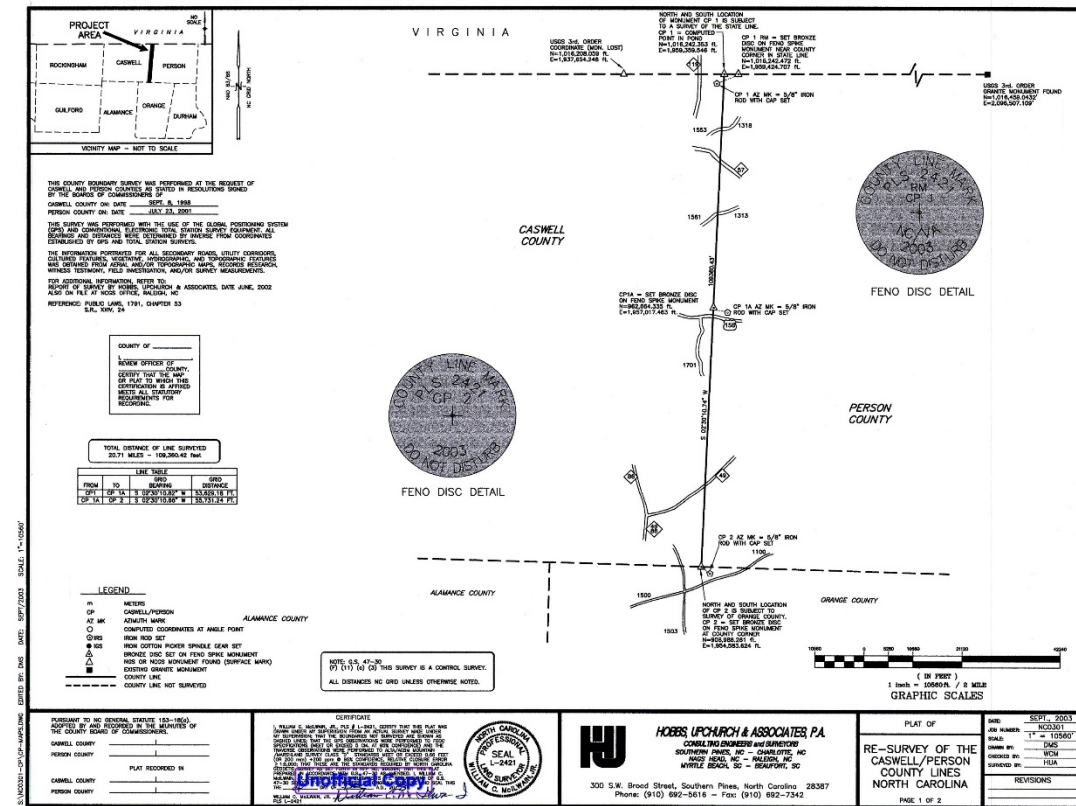
Sincerely,

  
Steve D. Carpenter  
County Manager

SDC/spc  
CC: John Rudd, Tax Appraiser  
Russell Jones, Tax Administrator

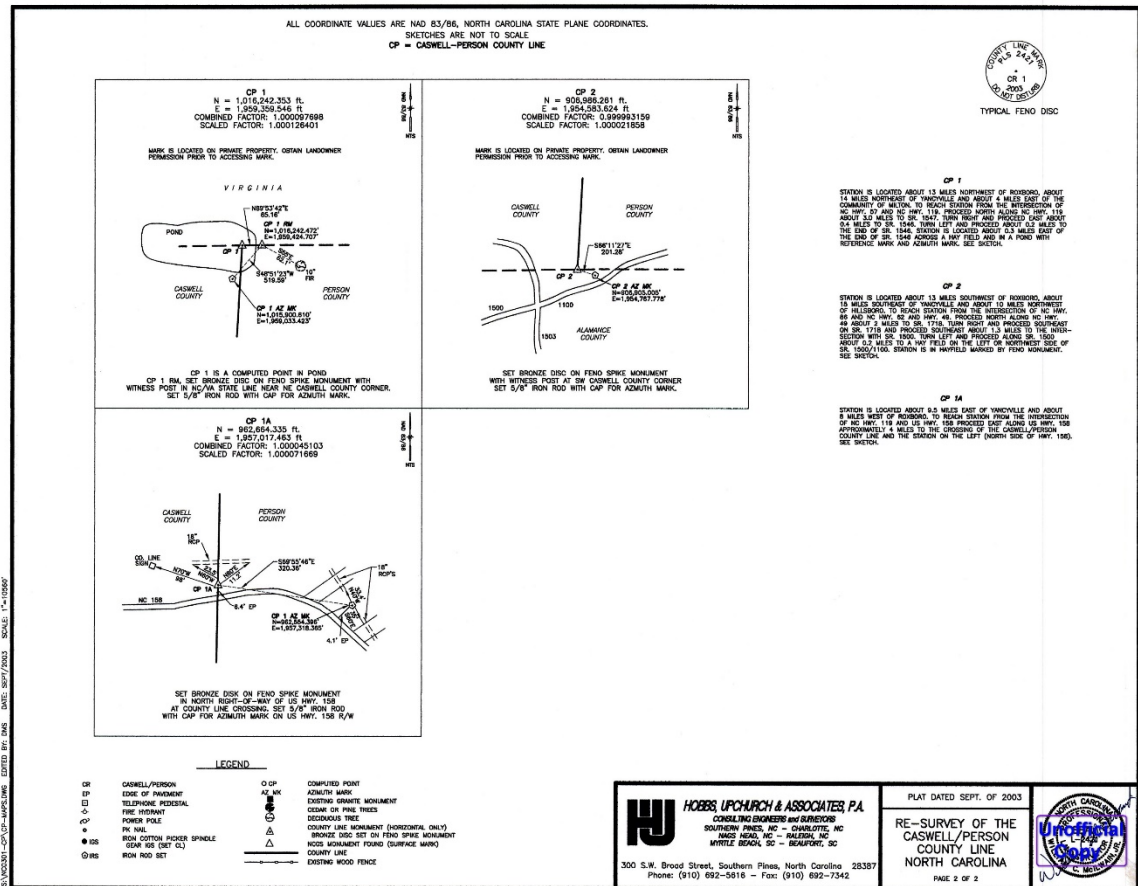
Copy of letter from Person County in 2001.

May 20, 2024



Survey was completed in 2003. Plat was generated, but not adopted by either local government.

# Plat of Survey from 2003



- Three County line markers were placed
- Caswell/Person/Virginia Corner
  - Leasburg Rd
  - Caswell/Person/Orange County Corner

NCGS will re-survey those markers using current technology to produce the plat of survey.

May 20, 2024

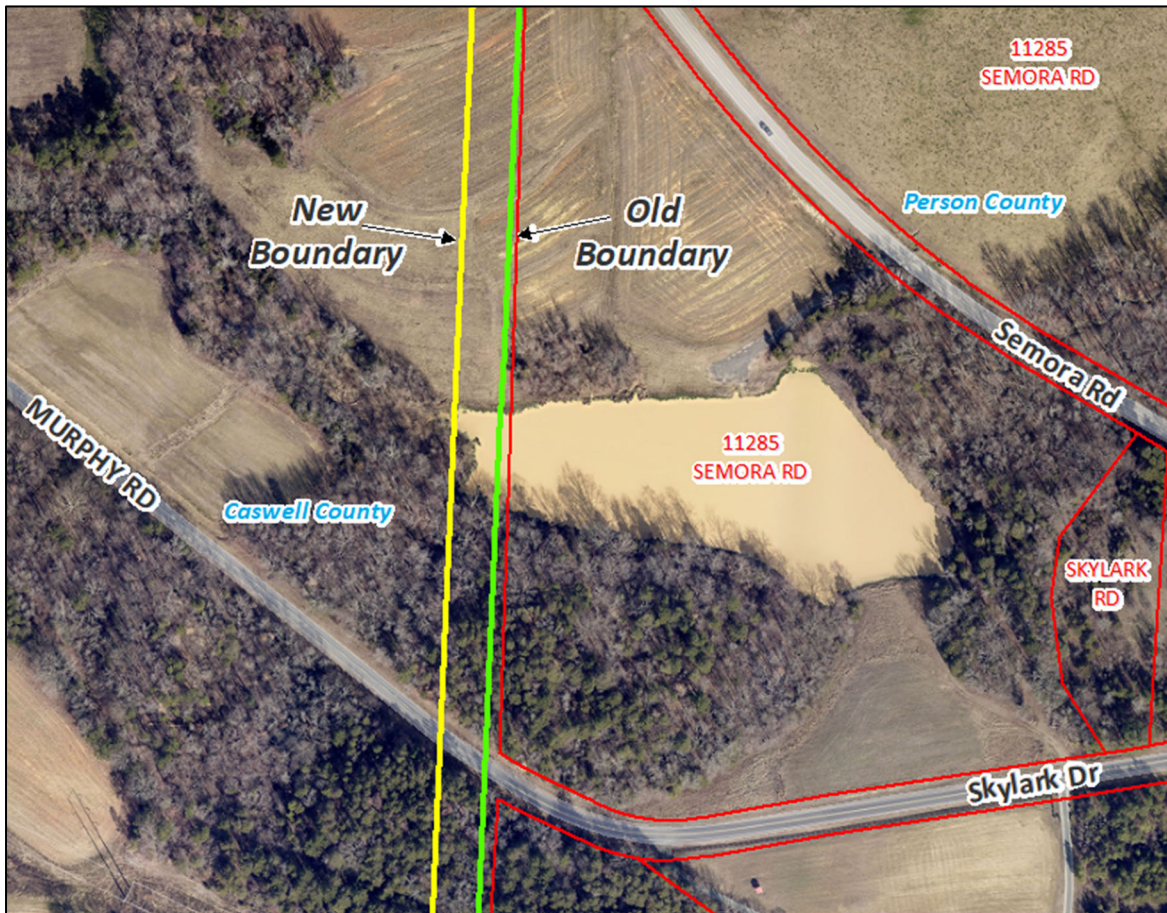
What is changing?



- Change is very slight and mostly impacts uninhabited areas (farmland, forest, etc.)
- Shifts the boundary west ranging from less than a foot, several feet as pictured to the right, and up to 70 ft. in some places
- Help resolve some long-standing issues with 911 dispatching and taxation



What is changing?



This area has roughly a 70-ft. difference between surveyed boundary lines.

### Next Steps

- Approve the Resolution Authorizing County Line Surveying
- Authorize the NC Geodetic Survey (NCGS) to complete any necessary research and perform survey work
- Appoint Russell Jones as the Special Commissioner on Boundaries

NCGS will create and submit a plat of survey for ratification by the Board. Survey will become conclusive after ratification or within one year of submission.

Vice Chairman Sims asked who requested this to be done and would there be any cost to Person County. Vaughan stated that NCGS initiated the request. She stated the only cost would be for advertisement if the Board chooses to have a public hearing, which is not required.

A **motion** was made by Commissioner Sims and **carried 5-0** to approve a resolution authorizing county line surveying.





#### **A Resolution Authorizing County Line Surveying**

**WHEREAS**, the North Carolina Geodetic Survey has been designated and funded by the North Carolina General Assembly to assist with the re-survey of ambiguous or uncertain county boundaries, and

**WHEREAS**, the work can be completed at the invitation of the counties involved at no cost to the county government, and

**WHEREAS**, in order to initiate the process, the county should identify the county's ambiguous boundary and must appoint a "Special Commissioner of Boundaries."

**NOW, THEREFORE, BE IT RESOLVED**, by the Board of Commissioners of Person County as follows:

1. The Board deems the Person County boundary common with Caswell County is uncertain.
2. The Board hereby appoints Russell Jones, Person County Assessor as Person County Special Commissioner on Boundaries
3. The Board of Commissions request that Person County's line be surveyed by the North Carolina Geodetic Survey, County Boundary Surveyor
4. It is understood that the Board of Commissioners must formally take further action to amend the County Line.
5. This Resolution shall be in full effect upon its adoption this, the 20<sup>th</sup> day of May 2024.

ADPOTED, this the 20<sup>th</sup> day of May 2024.



  
Gordon Powell, Chairman  
Person County Board of Commissioners

ATTEST:  
  
Michele Solomon, Clerk to the Board

## **AIRPORT REHABILITATION PROJECT CONTRACT**

Presented by County Manager Katherine Cathey. She stated that there is a project planned for airport rehabilitation, which is for resurfacing of the runway as well as the connecting taxiways and apron pavements at Raleigh Regional at Person County Airport. She stated that NCDOT has awarded additional funds, which will cover the entire project, as far as their 90%, as this is a 90/10 grant, pending approval of receipt of additional grant funds in the amount of \$4.1M (includes local match of \$410K), funding for the county match will be budgeted and is available in the Airport Construction Fund. She stated that the project was bid, and Fred Smith Company of Raleigh provided a bid in the amount of \$10.42M. She stated that she is asking the Board to recognize additional grant funds in the amount of \$4.1M, award contract to Fred Smith Company, and authorize the County Manager to execute the contract.

A **motion** was made by Commissioner Palmer and **carried 5-0** to recognize additional grant funds in the amount of \$4.1M, award contract to Fred Smith Company, and authorize the County Manager to execute the contract.

## **MANAGER'S RECOMMENDED BUDGET PRESENTATION**





Presented by County Manager Katherine Cathey. North Carolina General Statutes require that on or before June 1 of each year, managers present their recommended budget for the next fiscal year to the Board of Commissioners. County Manager Katherine Cathey provided an overview of the FY 2024-2025 budget through the following presentation. She presented the Board with copies of the budget documentation for commissioners' review.

# FY25 Manager's Recommended Budget

BOARD OF COMMISSIONERS MEETING

MAY 20, 2024

## FY24 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> <li>Reduced the time that it takes to issue onsite wastewater permits to 4-5 weeks</li> </ul>

May 20, 2024

## FY25 Big Ticket Items



**County Workforce**  
14 new positions requested  
Recruitment and retention  
*(sustaining the pay plan)*



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



**Technology**  
Maintenance  
Equipment  
Cybersecurity



**Facilities**  
CHATT  
Human Services  
Person Industries



**Vehicles**  
Enterprise Fleet Management Program  
PATS Buses  
Ambulances



## Budget Aligns with Strategic Plan



- ARP funding reserved for economic development (\$2.0M) and broadband expansion (\$2.8M)
- Economic catalyst fund (\$1.5M)
- Airport rehabilitation project to begin in August



- \$28.7M FY25 CIP includes \$21M debt issuance to fund purchase of buildings for Human Services and PCC's CHATT, South Elementary roof replacement, and PI/PCRC merger
- Two GREAT Grant projects and the CAB Program underway to add fiber infrastructure



- PCS current expense funding of \$13.2 (10.2% increase)
- PCC current expense funding of \$1.7M (20.0% increase)



- Employee pay (COLA and merit) and benefits enhancements
- Professional development (training/travel, tuition reimbursement, certification pay)
- Citizens Academy



- Stryker ALS360 program to replace aging patient movement devices, biomedical equipment, and AEDs used by EMS and Fire personnel
- Implement PORT program (Emergency Services) and Early Intervention program (PCS)

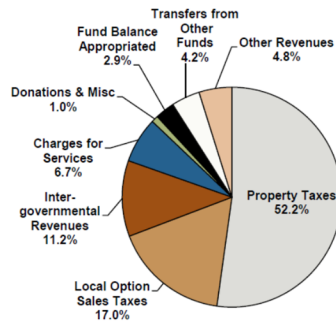
May 20, 2024

## FY25 Overview

- General Fund budget is \$80.5M
  - Increase of \$6.8M (9.2%)
- Budget for all funds is \$101.6M
  - Increase of \$8.0M (8.6%)



## FY25 General Fund Revenues by Source



## General Fund Revenues

- Slight growth in the tax base: 3.03%

Tax Base Type	FY23	FY24	Net Gain/Loss
Property	\$5.044B	\$5.197B	+\$153M
DMV	\$450M	\$460M	+\$10M
TOTAL	\$5.494B	\$5.657B	+\$163M

- Less growth in interest earnings and sales taxes as compared to FY24

- Property Taxes: \$38.1M (+\$2.6M, 7.3%)
- DMV Taxes: \$3.4M (+\$178K, 5.5%)
- Sales Taxes: \$13.7M (+\$86K, 0.6%)
- Interest Earnings: \$1.8M (+\$601K, 50.1%)

## FY25 Property Tax Revenues

- Property tax rate increases to \$0.7525 (currently \$0.7225)



= \$552,650

*\$1.5M in additional tax revenue generated by 3-cent tax increase.*

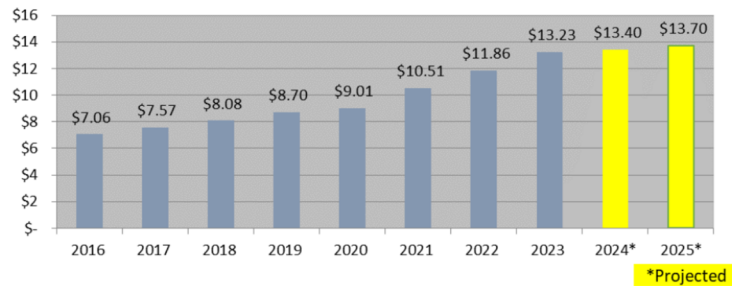
- Estimated at \$38.1M
- Collection rate remains at 97.5%

## FY25 Sales Tax Revenues

- Rate is 6.75 cents
- County receives 2 cents
- Projecting growth of 0.6%



Local Option Sales Tax (in millions)



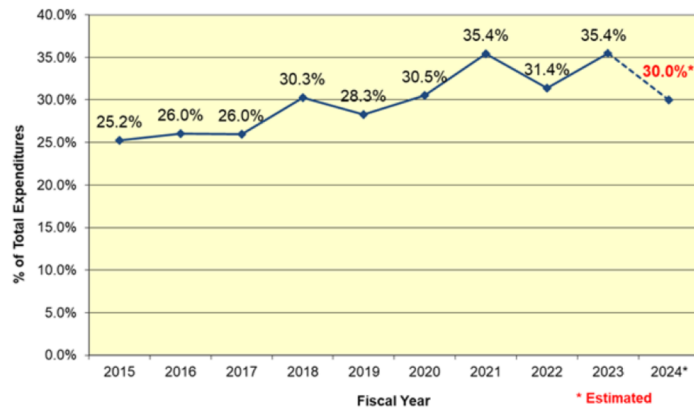
## Fund Balance

- Required for all local governments
- Provides for cash flow as property taxes are not paid on July 1
- Provides for unanticipated expenses and loss of revenues
- Indicator of the health of an organization's finances
- Level can contribute to the bond rating on which interest rates are based
- Best practices: limit spending to one-time, non-recurring needs
- Board adopted policy with goal of 25%; transfer excess to the Capital Investment Fund





## Fund Balance as a Percentage of Total Expenditures



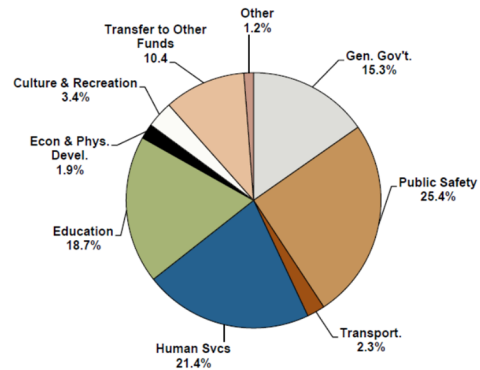
## Fund Balance Appropriations



- **\$2.3M** appropriated to sustain operating funds
  - General Fund: **\$1.21M** for vehicle capital
  - Community Development Projects Fund: **\$25K** for biannual Household Hazardous Waste Day
  - Library Fund: **\$46K** and Reappraisal Reserve Fund: **\$52K** to spend down reserves that were generated in prior years
  - Register of Deeds Technology Fund: **\$13K** for the purchase of three shelving units
  - DSS Fund: **\$962K** as placeholder due to delayed timing of receipt of state and federal funds



## FY25 General Fund Expenditures by Function



## Budget Highlights



Operating costs are impacted by:

- Inflation
- Inclusion of a cost of living adjustment (COLA) to support the pay plan implemented in FY24
- Rising costs of services, supplies, and maintenance expenses
- The need for new equipment and vehicles
- The addition of two new buildings (CHATT and Human Services)

## Budget Highlights

(non-departmental)

- Courts increase due to implementation of the Enterprise Justice project (+\$2K, 29%)
- Medical examiner increase due to increase in autopsy fees (+\$23K, 85%)
- Forestry increase due to higher personnel expenses and purchase of new vehicle (+\$9K, 9%)
- Landfill Maintenance increase due to gas monitoring, scale calibration, and water testing (+\$6K, 12%)

## New Positions

Department	Position	FTE	Salary/ Benefits	Operating Costs	Offsetting Revenues	Total County Cost
<b>Emergency Services</b>	Mobile Integrated Healthcare Paramedic	1.0	\$88,732	\$66,500	\$155,232	\$0
<b>Emergency Services</b>	Mobile Integrated Healthcare Paramedic	1.0	\$88,732	\$66,500	\$155,232	\$0
<b>General Services</b>	Custodial Technician	1.0	\$47,006	\$0	\$0	\$47,006
		3.0	\$224,470	\$133,000	\$310,464	\$47,006

## Vehicles

- 28 fleet vehicles recommended
- Plus 3 PATS buses
- Replacement criteria established through new fleet management program in partnership with Enterprise
  - Based on age, mechanical issues, and mileage
- Total cost is \$1.2M (+\$554K from FY24)



Department	Vehicles
Emergency Services	2
Environmental Health	3
General Service	6
Inspections	1
Library	1
Parks	2
Person Industries	1
Sheriff	6
Social Services	4
Soil and Water	1
Tax	1

## Supporting the County Workforce

- COLA: +\$1.1M (salary and associated benefits costs)
- Continuation of merit pay: +\$427K
- Continuation of longevity pay: \$472K
- Health insurance: \$14,087/employee/year; \$6.2M (+\$230K, 3.0% increase)



## Benefits Enhancements

Benefit	Budgetary Impact
Increase accrual rates by 0.4 hours for public safety employees	+\$20K
Add longevity tier for 1 year but less than 5 years of service at 0.5% of salary	+\$37K
Increase certification pay from 1.5% to 2.5% for degrees (AA, BA, MA, etc.)	+\$281
Increase employer HSA contribution from \$900 to \$1,000 annually	+\$17K
Increase tuition reimbursement from \$800 to \$2,500 annually	+\$7K
Add 1 mental health day	None
Add paid family and medical leave (2 weeks)	None
Allow routinely-scheduled part-time employees to join the county gym at full price	None
Add a health insurance tier for child-only coverage	None
Medical Weight Management Program – decrease BMI threshold	None
Add college savings program	None
Add bereavement leave (3 days per occurrence)	None
Add administrative leave for routinely-scheduled part-time employees	None
Adjust annual leave accruals	None

## Volunteer Fire Departments

- Fire Tax Rate remains at \$0.05
- Fire Tax District budget increasing by \$42K
- 2% increase for Roxboro Fire (per contract)
- FY24 bonuses (Ceppo, Moriah and Triple Springs)
- New software and ALS360 equipment lease
- Unallocated funds for FY25 ISO and rescue bonuses (\$86K)
- Continues part-time staffing (\$790K)



## Non-profit Funding Requests

### PERSON COUNTY MUSEUM OF HISTORY

- Funded in General Fund
- Requested: \$40,000
- Recommended: \$20,000
  - Allocated \$20,000 in FY23 and \$40,000 in FY24 to support campus infrastructure updates and operational expenses to enable proper staffing and additional fundraising to move toward the goal of self-sustainability.

### PERSON COUNTY BUSINESS AND INDUSTRIAL CENTER (PCBIC)

- Funded in Economic Catalyst Fund
- Requested: \$62,800
- Recommended: \$20,000
  - Allocated \$20,000 in FY24 to support legal expenses and grounds maintenance for the PCBIC-owned solar farm.
  - Recommended discussion of PCBIC organization and finances.



## Person County Schools

- Current Expense request: \$13.2M (+10.2%); recommendation: full funding.
- Capital request: \$912K (+\$357K); recommendation: \$556K (+\$268).
- CIP funds the new roof for South Elementary (plus contingency funds) and replacing water fountains at all schools.
- Debt Service estimate is \$1.7M, which includes \$12K in new debt service in FY25 for the South Elementary roof.

Current					
Expense	Capital	Tech Capital	CIP	Debt Service	Total
\$13,166,078	\$555,584	\$500,000	\$1,756,838*	\$1,687,103	<b>\$17,665,603</b>

\*\$639,838 is financed by debt.

## Piedmont Community College

- Current Expense request: \$1.8M (+25%); recommendation: \$1.7M (+20%). Continues \$10K for Small Business Incubator.
- Capital request: \$163K (+\$93K ); recommendation: \$85K (+\$15K).
- CIP funds the acquisition of the Carolina Pride Carwash Building and various exterior and IT systems improvements. PCC will contribute \$1.8M in revenue towards the purchase of the building.
- Debt Service estimate is \$135K, which represents the new debt service in FY25 for the acquisition of the Carolina Pride Carwash building.

Current Expense	Capital	CIP	Debt Service	Total
\$1,690,006	\$85,000	\$7,225,000*	\$135,135	\$9,135,141

\*\$7,000,000 is financed by debt.

## Next Steps in Budget Process

### BUDGET PUBLIC HEARING

- June 3, 6 p.m.



### BUDGET WORK SESSIONS

- June 5, 9 a.m.
- June 10, 9 a.m. (if needed)



For More Information



[www.personcountync.gov](http://www.personcountync.gov)

Copies for viewing are located in the  
**Clerk's Office** and the **Library**

County Manager's Office: 336-597-1720



Questions?

Manager Cathey advised the Board that the public hearing will be on June 3, 2024 at 6:00 p.m. She stated that the Board could schedule two budget work sessions, June 5, 2024 and June 10, 2024, followed by adoption of the budget on June 17, 2024.

It was the consensus of the Board to hold a budget work session on June 5, 2024 at 9:00 a.m. and a second budget work session on June 10, 2024 at 9:00 a.m., if needed

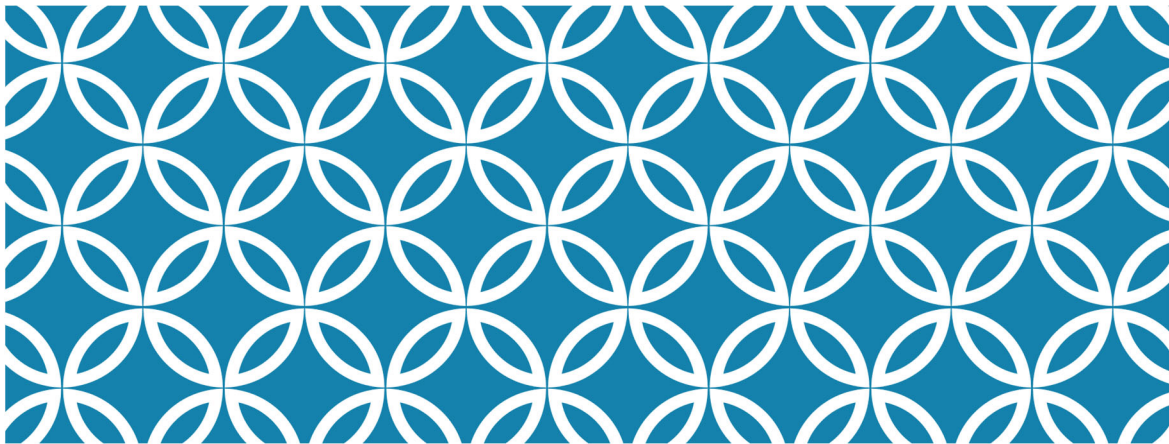
Chairman Powell thanked Manager Cathey for her presentation, and recognized that a lot of hard work was put in to the budget recommendation. He expressed that he is not in favor of a tax increase.

Vice Chairman Sims stated that a work session is needed and that he is not in favor of a tax increase.

No action was taken by the Board, as this was an informational presentation.

#### **EMPLOYEE BENEFITS UPDATE**

Human Resources Director Sonya Carver presented the following.



## **2024 -25 EMPLOYEE BENEFITS ENHANCEMENTS *UPDATE***

*Person County  
Human Resources*

Sonya Carver  
5/20/2024



### *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.

### *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.
- Mental Health Day – must be used during the fiscal year and will not carrying over into the next year.
- 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 routinely scheduled 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 = 22 days
20 plus = 25 days

- The options above have no budgetary impact.

#### *Paid time off -continued*

- Public Safety (Sheriff's Office, EMS, Communications)
  - Apply the average hours worked by public safety per month to calculate monthly accrual rate. Increase from 8 to 8.4 hours for annual, sick and holiday.

#### *Health Insurance*

- Increased the County contribution to HSA from \$900 to \$1,000.
- Created a (1) child tier premium rate.

#### *Medical Weight Management Program*

- Decreased BMI from 40 to 35 to capture more of the employee population.

#### *County gym memberships*

- Routinely scheduled part-time employees may join gym at regular cost.



#### *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.**
- Routinely scheduled parttime employees will become eligible for longevity pay.



Carver stated that the recommended changes are included in the FY25 Manager's Recommended Budget, and a Personnel Policy Amendment that incorporates the approved changes will be presented in June following adoption of the FY25 Budget.

Vice Chairman Sims stated that employee benefits are very important for retaining and recruiting. He stated that he thinks the County does need to look at enhancing those benefits as we go forward. He thanked Carver for the presentation.

No action was taken by the Board, as this was an informational presentation.

**CHAIRMAN'S REPORT:**

Chairman Powell reported that he attended PCC's graduation ceremony on May 17, 2024. He stated that he also attended the 25<sup>th</sup> Anniversary Celebration at Canterbury House on May 17, 2024.

**MANAGER'S REPORT:**

County Manager Katherine Cathey had no report.

**COMMISSIONER REPORT/COMMENTS:**

Vice Chairman Sims stated that he would like for the Assistant Count Manager to look in to the DSS complaint mentioned today and report findings back to the Board. He stated that in reference to comments made referencing Dominion Energy and stormwater, that we have had a lot of rain last week, which is hard to control, and he wants to make sure they are following regulations. He stated that he is not part of any cover up whatsoever, and those type of accusations are thrown out, it seems like, at every meeting. He stated that he is the only one on the Board running for office, and he thinks that the Board needs to review public comment rules. He stated that the Board has rules in place, and people are not supposed to be personal, and that the rules need to be followed and enforced. He stated that he respects the Chairman and his position, but when you have someone that is going to get up and personally attack you, he will speak up. He stated that he attended the Person High JROTC program on May 18, 2024. He stated that there were about 20 cadets there, and it was an honor to attend. He stated that he presented an award at that event for Outstanding Cadet. He expressed thanks to all for their comments.

Commissioner Palmer stated that over the past several weeks, he has had numerous county citizen complaints on DSS. He stated that he provided the County Manager with two booklets full of complaints. He stated that he hopes that the issues get resolved with that department.

Commissioner Puryear and Commissioner Thomas both had no report

A **motion** was made by Commissioner Palmer and **carried 5-0** to enter in to closed sessions at 10:38 a.m.

#### **CLOSED SESSION #1**

A motion to enter into Closed Session #1 per General Statute 143-318.11(a)(6) for the purpose to discuss personnel with the following individuals permitted to attend: County Manager Katherine Cathey, Clerk to the Board Michele Solomon, County Attorney Nicholas Herman, and Deputy Sheriff Charlie Oakley.

#### **CLOSED SESSION #2**

A motion to enter into 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 with the following individuals permitted to attend: County Manager Katherine Cathey, Clerk to the Board Michele Solomon, Economic Development Director Brandy Lynch, and County Attorney Nicholas Herman.

#### **CLOSED SESSION #3**

A motion to enter into Closed Session #3 per General Statute 143-318.11(a)(5) for the purpose to instruct the public body's staff concerning the position to be taken by or on behalf of the public body in negotiating the price and other material terms of a contract or proposed contract for the acquisition of real property by purchase, option, exchange, or lease with the following individuals permitted to attend: County Manager Katherine Cathey, Clerk to the Board Michele Solomon, Economic Development Director Brandy Lynch, and County Attorney Nicholas Herman.

Chairman Powell called the closed sessions to order at 10:41 a.m.

A **motion** was made by Commissioner Palmer and **carried 5-0** to return to open session at 12:08 p.m.

A **motion** was made by Commissioner Palmer and **carried 5-0** to extend the option through September 4, 2024 for the Mega Park.

NORTH CAROLINA

PERSON COUNTY

**THIRD AMENDMENT TO  
OPTION AND PURCHASE AGREEMENT**

This Third Amendment to Option and Purchase Agreement ("Amendment") is entered into this 17th day of May, 2024 by and between Lindsay T. Wagstaff, Jr. and wife, Kay G. Wagstaff; John H. Wagstaff and wife, Jane C. Wagstaff; Lindsay T. Wagstaff III (unmarried); Leslie W. McKay and husband, Andrew J. McKay; and John H. Wagstaff, trustee of John's Sub- Trust of the Lindsay T. Wagstaff, Sr. Trust (collectively "Seller") and County of Person (sometimes referred to as "Person County"), a political subdivision of the State of North Carolina ("Buyer").

A. Seller and Buyer Person County Business & Industrial Center, Inc. entered into an Option and Purchase Agreement dated February 1, 2016 (the "Agreement") relating to Buyer's option to purchase certain real property, as more particularly described therein (the "Property").

B. Subsequently Seller and the then Buyer entered into the First Amendment to the Option and Purchase Agreement dated and effective on September 1, 2017 (the "First Amendment"), which extended the option period through December 31, 2023 and amended the Agreement in other respects.

C. Subsequently Person County Business & Industrial Center, Inc., the original Buyer, and County of Person entered into an Assignment of Option to Purchase Agreement dated September 4, 2018, by which the original Buyer assigned its rights and obligations under the Agreement, as amended, to successor Buyer, County of Person, as specifically permitted by Section 14 of the Agreement.

D. Subsequently Seller and Buyer, Person County, entered into a Second Amendment to Option and Purchase Agreement dated and effective on December 21, 2023 (the "Second Amendment"), which extended the option period through June 28, 2024 and amended the Agreement in other respects.

E. Buyer and Seller desire to amend further certain provisions of the Agreement.

F. Buyer and Seller now desire to execute this Amendment to set forth their agreements with respect to the above referenced matters.

NOW THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Buyer and Seller hereby amend the Agreement as follows:

1. Amendment to Agreement. The Agreement is hereby amended as follows:

(a) Current Section 1(c), as added to the Agreement by the First Amendment, is amended to read:

In consideration for the Seller extending the Expiration Date for 68 days, the Buyer shall pay the Seller a total of \$1,863.00 (the "Extension Price") in the following manner: on or before May 21, 2024, Buyer shall pay to Seller \$1,863.00.

(b) Section 2 of the Agreement is amended to read:

Term and Exercise of Option. This option shall continue from the date of the execution of the Third Amendment until September 4, 2024 ("Expiration Date"), and shall be exercisable by delivery, Certified Mail, on or before its expiration, of written notice of exercise by Buyer to Seller. Notice of exercise shall be deemed delivered to Seller when said written notice is placed in the United States Mail, Certified Mail, return receipt requested as evidenced by the postmark. Upon Buyer's exercise of the Option herein, terms and conditions of this Agreement shall become an Agreement for the Purchase and Sale of Real Property upon the terms contained in the NC Association of Realtors Standard Form 580-T, and the parties hereto agree to execute any and all documents and papers necessary in connection with the closing and transfer of title.

(c) Section 4 of the Agreement is amended to read:

Closing Date. The closing of the sale and purchase of the Property shall take place on or before September 4, 2024; provided, however, the Closing Date may be extended by agreement of the parties. Closing shall take place in the offices of Buyer's counsel, or at such other place as shall be mutually agreed upon by Seller and Buyer. The precise time and date of Closing shall be set by Buyer upon not less than ten (10) days' notice to Seller.

2. Memorandum of Option. At Buyer's request, Seller agrees to execute a Memorandum of Option in recordable form, stating that the Property is under option to Buyer and the duration of such option.

3. Miscellaneous. In the event of any conflict or inconsistency between the terms of this Amendment and the terms of the Agreement, as amended by the First Amendment and Second Amendment, the terms of this Third Amendment shall govern and control. Except as expressly amended hereby, the Agreement is in full force and effect and the terms and conditions thereof are ratified, confirmed and reaffirmed in their entirety. From and after the date hereof, all references to the Agreement shall be deemed references thereto as amended hereby.

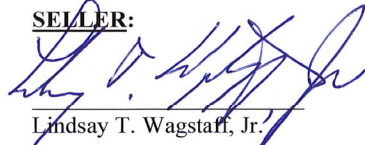
(Signature pages follow)


**THIRD AMENDMENT TO OPTION AND PURCHASE AGREEMENT**


[Signature Page]

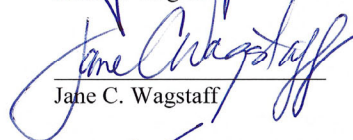
IN WITNESS WHEREOF, the parties have caused the duly authorized execution hereof, this the day and year first written above, to become effective on the date of execution.

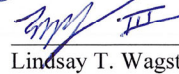
**SELLER:**

 (SEAL)  
Lindsay T. Wagstaff, Jr.

 (SEAL)  
Kay G. Wagstaff

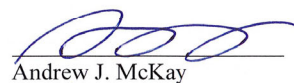
 (SEAL)  
John H. Wagstaff

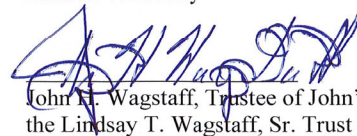
 (SEAL)  
Jane C. Wagstaff

 (SEAL)  
Lindsay T. Wagstaff, III

\_\_\_\_ (SEAL)  
Spouse of Lindsay T. Wagstaff, III (if applicable)

 (SEAL)  
Leslie W. McKay

 (SEAL)  
Andrew J. McKay

 (SEAL)  
John H. Wagstaff, Trustee of John's Sub-Trust of  
the Lindsay T. Wagstaff, Sr. Trust

**THIRD AMENDMENT TO OPTION AND PURCHASE AGREEMENT**

[Signature Page]

**BUYER:**

 (SEAL)  
County of Person

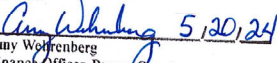
By:  
Gordon Powell  
Chair, Person County Board of Commissioners

ATTEST:

 (SEAL)  
Michele Solomon  
Clerk to the Board of Commissioners



"This instrument has been pre-audited to the manner  
required by the Local Government Budget and Fiscal  
Control Act."

By:  5/20/24  
Amy Woffenberg  
Finance Officer, Person County



**ADJOURNMENT:**

A **motion** was made by Commissioner Palmer and **carried 5-0** to adjourn the meeting at 12:09 p.m.

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Michele Solomon  
Clerk to the Board

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Gordon Powell  
Chairman