PERSON COUNTY BOARD OF COMMISSIONERS

MAY 17, 2010

MEMBERS PRESENT OTHERS PRESENT

Johnny Myrl Lunsford Jimmy B. Clayton Kyle W. Puryear B. Ray Jeffers Samuel R. Kennington Heidi York, County Manager C. Ronald Aycock, County Attorney Brenda B. Reaves, Clerk to the Board

The Board of Commissioners for the County of Person, North Carolina, met in regular session on Monday, May 17, 2010 at 9:00 a.m. in the Commissioners' meeting room in the Person County Office Building.

Chairman Lunsford called the meeting to order and asked Commissioner Clayton to lead in prayer. Commissioner Kennington led the Pledge of Allegiance. A moment of silence was dedicated to the memory of Doug Newell. Commissioner Puryear was absent until 9:30 a.m.

DISCUSSION/ADJUSTMENT/APPROVAL OF AGENDA:

A **motion** was made by Commissioner Kennington, **seconded** by Commissioner Jeffers and **carried 4-0** to defer the item titled Airport Easement Quitclaim Deed to the Board's agenda on June 21, 2010.

A **motion** was made by Commissioner Kennington, **seconded** by Commissioner Jeffers and **carried 4-0** to recess this meeting at approximately 10:30 a.m. to allow individuals the opportunity to attend the funeral of Doug Newell. It was the consensus of the Board to reconvene at 2:00 p.m. this date.

A **motion** was made by Commissioner Jeffers, **seconded** by Commissioner Kennington and **carried 4-0** to approve the agenda as adjusted.

INFORMAL COMMENTS:

There were no comments from the public.

APPROVAL OF MINUTES:

A **motion** was made by Commissioner Jeffers, **seconded** by Commissioner Clayton, and **carried 4-0** to approve the minutes of May 3, 2010.

ADMINISTRATIVE REPORTS:

A motion was made by Commissioner Kennington, seconded by Commissioner Jeffers, and carried 4-0 to approve the Administrative Reports for Emergency Services, Inspection Department, and Library.

PERSON COUNTY RENOVATION OF COURTHOUSE, CONSTRUCTION AND RE-ROOFING FOR COMMUNITY COLLEGE, SCHOOLS AND COUNTY BUILDINGS CAPITAL PROJECT ORDINANCE (AMENDED):

Finance Director, Amy Wehrenberg stated the Board, at its meeting on May 3, 2010, adopted a Capital Project Ordinance for construction and renovations at the Courthouse and some re-roofing projects. Ms. Wehrenberg noted the Project Ordinance adopted on May 3, 2010 provided for \$100,000 of the funding to come from the County General Fund. Ms. Wehrenberg stated it was the intention by staff and by the Board's action in the adoption of the Capital Improvement Plan for the \$100,000 to come from the Capital Reserve Fund. Ms. Wehrenberg requested the Board to adopt the Person County Renovation of Courthouse, Construction and Re-Roofing for Community College, Schools and County Buildings Capital Project Ordinance (Amended) to reflect that intention.

A **motion** was made by Commissioner Clayton, **seconded** by Commissioner Kennington, and **carried 4-0** to adopt the Person County Renovation of Courthouse, Construction and Re-Roofing for Community College, Schools and County Buildings Capital Project Ordinance (Amended).

PERSON COUNTY RENOVATION OF COURTHOUSE, CONSTRUCTION AND RE-ROOFING PROJECTS FOR COMMUNITY COLLEGE, SCHOOL AND COUNTY BUILDINGS CAPITAL PROJECT ORDINANCE

BE IT ORDAINED by the Board of Commissioners of Person County, North Carolina, that, pursuant to Section 13.2 of Chapter 159 of the General Statutes of North Carolina, the following capital project ordinance is hereby adopted:

Section 1 The project authorized is the renovation of the Person County Courthouse, new construction of a technical education building for PCC, and re-roofing construction for various county, school and community college buildings. The new construction for the technical education building at PCC is expensed using local funds from Person County. The remaining segments of the project are to be financed by an installment financing under G. S. 160A-20 in addition to funds provided by Person County, the state and any other revenues that may become available, with the exception of \$100,000 for contingency from the County Capital Reserve Fund for possible project bid overages.

Section 2 The officers of this unit are hereby directed to proceed with the capital project within the terms of the financing resolution and the budget contained herein.

Section 3 The following amounts are appropriated for the project:

New Construction-PCC Technical Education Building Courthouse Renovation	\$ 616,117 3,326,000
Re-Roofing Construction:	0,020,000
Old Person Counseling Center	68.000
Public Library	239,000
PCC Buildings F&G	273,000
Northern Middle School	1,332,000
Earl Bradsher School	158,000
Issuance Costs	50,000
Contingency	100,000
Total	\$6,162,117

Section 4 The following revenues are anticipated to be available to complete this project:

Transfer from General Fund for PCC Tech Ed Building	\$ 616,117
Transfer from County Capital Reserve Fund for project contingency	100,000
Debt Financing Proceeds	5,446,000
Total	\$6,162,117

Section 5 This capital project ordinance replaces the capital project ordinance titled "PERSON COUNTY RENOVATION OF COURTHOUSE, CONSTRUCTION AND RE-ROOFING PROJECTS FOR COMMUNITY COLLEGE, SCHOOL AND COUNTY BUILDINGS CAPITAL PROJECT ORDINANCE" adopted on May 3, 2010.

Section 6 The Finance Director is hereby directed to maintain within the Capital Project Fund sufficient specific detailed accounting records to satisfy the requirements of any and all applicable requirements of North Carolina General Statutes. The terms of the financing resolution also shall be met.

Section 7 Funds may be advanced from the General Fund for the purpose of making payments as due. Any such advances made prior to the securing of adequate financing is intended to be reimbursed from the proceeds from the financing. Reimbursement requests should be made to the financing institution in an orderly and timely manner.

Section 8 The Finance Director is directed to report periodically on the financial status of each project element in Section 3 and on the total revenues received or claimed.

Section 9 The Budget Officer is directed to include a detailed analysis of past and future costs and revenues on this capital project periodically to the Board.

Section 10 Copies of this capital project ordinance shall be furnished to the Clerk to the Governing Board, and to the Budget Officer and the Finance Director for direction in carrying out this project.

Adopted this 17th day of May 2010.

Johnny Myrl Lunsford, Chairman Person County Board of Commissioners Brenda B. Reaves Clerk to the Board

HYCONEECHEE REGIONAL LIBRARY SYSTEM CONTRACT APPROVAL:

Hyconeechee Regional Library Director, Lucinda Munger requested the Board to renew the annual contract with the Hyconeechee Regional Library System (HRLS) that establishes operational and financial responsibilities for coordinating library services in the Counties of Caswell, Orange, and Person. HRLS was first organized under State statutes in 1949 to provide for the administration of library services within the region. Each library within the region functions as a county department in its county of location. State Aid to Public Libraries is distributed according to a formula. The formula allocates 50 percent of total State Aid as equal block grants to each eligible county, plus an additional block grant to each multi-county regional library. The three counties benefit financially by virtue of their regional alliance along with shared opportunities for strategic planning and staff development. Ms. Munger stated \$117,500 in State Aid is expected for Person County. The annual contract specifies the roles and responsibilities under which HRLS business affairs are conducted. The Orange County Financial Services Director serves as Fiscal Agent and the Orange County Library is designated as the regional system headquarters. There are no changes in content of language in the contract renewal for Fiscal Year 2010-2011.

Commissioner Kennington reminded Person County citizens of the benefit of using both Orange and Caswell libraries with no out of county fees charged.

A **motion** was made by Commissioner Clayton, **seconded** by Commissioner Jeffers, and **carried 4-0** to approve the Hyconeechee Regional Library System Contract Renewal for Fiscal Year 2010-2011.



Hyconeechee Regional Library System P.O. Box 8181 Hillsborough, NC 27278 (919) 245-2528

CONTRACT

This **CONTRACT**, made this the 1st day of July, 2010 is by and between the Hyconeechee Regional Library System, herein after referred to as the (Regional System), and the Counties of Orange, Person and Caswell (Counties);

WITNESSETH:

WHEREAS, The Regional System is organized within the framework of the North Carolina General Statutes, Chapter 160A, Article 20, Part 1 and,

WHEREAS, the purpose of the original Regional System is to provide for the administration of library services within the region which consists of the Counties of Orange, Person, and Caswell and;

WHEREAS, The Regional System desires to have the libraries currently operating within the Regional System to function as County departments within the county of location of each respective library and,

WHEREAS, the Counties of Orange, Person and Caswell have expressed a willingness to allow the libraries to function as County departments;

NOW, THEREFORE, in consideration of the mutual promises and convenants contained herein, the Regional System and the Counties of Orange, Person and Caswell agree as follows:

 <u>Purpose</u>- This contract is to provide for the operation of each library located in the system as a department of the County of location and to provide for the assignment of fiscal management functions related to the Regional System's assets to the Orange County Financial Services Director.

- 2. <u>Responsibilities of the Regional System</u> The Regional System will remain organized with the statutory framework referred to above and it shall be the duty of the Regional System to:
 - A. Maintain a Board of Directors consisting of nine (9) members with three representatives from each participating County.
 - B. Meet at least once per quarter and conduct special meetings as required for transaction of Regional System business.
 - C. Designate the Orange County Library as the Regional System Headquarters and the Orange County Financial Services Director as Regional System's Fiscal Agent.
 - D. Adopt an annual balanced budget no later than May 31st for all regional funds received from North Carolina Department of Cultural Resources and for all other grants and/or donations received from agencies or individuals for Regional System purposes. This budget must include appropriations to each County within the region for library operations. The County appropriations will be divided by three and disbursed evenly. Regional expenses such as personnel, operations and fiscal service fees, will be charged back evenly to each County. Funds appropriated to the Counties cannot be reduced without the approval of the Boards of Commissioners for each County.
 - E. Insure that all regional reporting requirements to the State and Federal governments, as well as, any and all other grantors are met.
 - F. Insure that all existing and future Regional System materials and assets are made available for use throughout the region.
- 3. Responsibilities of the Counties It shall be the duty of the County to:
 - A. Operate the libraries under the same rules, regulations, ordinances and any and all other procedures under which the departments of the Counties are required to operate.

3. Responsibilities of the Counties - Continued

- B. Insure that all Library employees are treated as employees of the respective Counties and receive compensation and benefits packages accordingly.
- C. Prepare quarterly reports for the Regional System to include information pertinent to library operations and expenditure of regionally appropriated funds and make all library records available for inspection by the Regional System or its respective at all reasonable times.
- D. Insure that disbursements made on behalf of the libraries from State, Federal and other restrictive sources are in accordance with all required provisions.
- 4. <u>Responsibilities of the Fiscal Agent and Financial Officer</u> The Fiscal Agent and Financial Officer for the Regional System will be the Finance Director of Orange County and it shall be his or her duty to:
 - A. Provide accountability for the Regional System's financial assets in accordance with generally accepted accounting principles and the Local Government Budget and Fiscal Control Act.
 - B. Receive, deposit, disburse and invest the Regional System's funds in accordance with the guidelines contained in section 4-A above.
 - C. Prepare monthly financial statements for the Regional System and present these statements to the Regional Director.
 - D. Insure that Regional System funds are audited annually as required within the guidelines contained in Section 4-A above.
 - E. Insure that all fiscal reports required by grantor agencies are prepared and submitted on a timely basis.

5.	Term, Termination and Renewal - This Contract is for	the period July 1,
	2010 through June 30, 2011. This Contract may be termin	ated by either party
	with six months notice prior to June 30. This Contract may	y be renewed
	annually for July 1 through June 30 fiscal years by action of	of the Regional
	System Board of Directors and by the Board of County Co	mmissioners for
,	the Counties.	
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APPOINTMENT TO HOME HEALTH AND HOSPICE ADVISORY COMMITTEE:

Clerk to the Board, Brenda Reaves informed the Board of interested citizens' response to boards and committees as advertised in *The Courier Times* on March 24, 2010 with a deadline to submit an application by April 27, 2010. Ms. Reaves presented the Board with one application for consideration of reappointment to the Home, Health and Hospice Advisory Committee. The applicant, Janine B. Wall would represent Piedmont Community College for a 3-year term on the Home, Health and Hospice Advisory Committee.

A **motion** was made by Commissioner Jeffers, **seconded** by Commissioner Clayton, and **carried 4-0** to reappoint Janine B. Wall to the Home, Health and Hospice Advisory Committee for a 3-year term.

COMMUNITY TRANSPORTATION PROGRAM RESOLUTION FOR FISCAL YEAR 2010-2011:

County Manager, Heidi York stated at the Board's April 19, 2010 meeting, a public hearing was conducted and the grant application for the NC Department of Transportation's- Community Transportation Program for administrative and capital costs for the Person Area Transportation System (PATS) was approved. A Resolution acknowledging that Person County will apply for the grant and will meet administrative requirements to provide rural transportation services must also be adopted.

Ms. York requested Board adoption of the Community Transportation Program Resolution seeking funding through the Community Transportation Program Grant for the PATS program.

A **motion** was made by Commissioner Jeffers, **seconded** by Commissioner Clayton, and **carried 4-0** to adopt the Community Transportation Program Resolution for Fiscal Year 2010-2011.

COMMUNITY TRANSPORTATION PROGRAM RESOLUTION

Section 5311

FY 2010 - FY 2011 RESOLUTION

Applicant seeking permission to apply for <u>Community Transportation Program</u> funding, enter into agreement with the North Carolina Department of Transportation and to provide the necessary assurances.

A motion was made by Commissioner Ray Jeffers and seconded by Commissioner Jimmy Clayton for the adoption of the following resolution, and upon being put to a vote was duly adopted.

WHEREAS, Article 2B of Chapter 136 of the North Carolina General Statutes and the Governor of North Carolina have designated the North Carolina Department of Transportation (NCDOT) as the agency responsible for administering federal and state public transportation funds; and

WHEREAS, the North Carolina Department of Transportation will apply for a grant from the US Department of Transportation, Federal Transit Administration and receives funds from the North Carolina General Assembly to provide assistance for rural public transportation projects; and

WHEREAS, the purpose of these transportation funds is to provide grant monies to local agencies for the provision of rural public transportation services consistent with the policy requirements for planning, community and agency involvement, service design, service alternatives, training and conference participation, reporting and other requirements (drug and alcohol testing policy and program, disadvantaged business enterprise program, and fully allocated costs analysis);

WHEREAS, <u>Person County</u> hereby assures and certifies that it will comply with the federal and state Statutes, regulations, executive orders, Section 5333 (b) Warranty, and all administrative requirements which relates to the applications made to and grants received from the Federal Transit Administration, as well as the provisions of Section 1001 of Title 18, U. S. C.

NOW, THEREFORE, be it resolved that the <u>County Manager</u> of <u>Person County</u> is hereby authorized to submit a grant application for federal and state funding, make the necessary assurances and certifications and be empowered to enter into an agreement with the NCDOT to provide rural public transportation services.

Affix Seal Here

I, <u>Brenda B. Reaves</u>, <u>Clerk to the Board</u> do hereby certify that the above is a true and correct copy of an excerpt from the minutes of a meeting of the <u>Person County Board of Commissioners</u> duly held on the <u>17th</u> day of <u>May</u>, 2010.

Brenda B. Reaves Clerk to the Board

*Note that the authorized official, certifying official, and notary public should be three separate individuals.

Seal Subscribed and sworn to me May 17, 2010.

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304 5 morgan St. Roxhoro NC 27573

My commission expires (date) 8/9/14

PERSON COUNTY GOVERNMENT'S 2010 PROPOSED EARLY RETIREMENT INCENTIVE PROGRAM:

County Manager, Heidi York stated as part of the Fiscal Year 2010-2011 budget, a proposed Early Retirement Incentive Program (ERIP) has been developed in an effort to achieve efficiencies and cost savings for the county while providing eligible employees an opportunity to transition into retirement. Ms. York presented the draft policy for the Board's review and adoption, if appropriate. Employees who wish to participate must apply by July 1, 2010 and elect to retire effective September 1, 2010. The incentives being proposed include a one-time lump sum payment; payment of accrued annual leave up to a maximum of 240 hours; and a full year of longevity pay in addition to the health insurance currently offered to retirees. The Human Resources Department will be conducting several informational workshops for interested employees.

Ms. York gave the Board the following informative presentation on the 2010 Proposed Early Retirement Incentive Program:

Proposal for an Early Retirement Incentive Program:

- Creates opportunities to achieve efficiencies and increase effectiveness within the organization
- Creates opportunities for cost savings
- •Eases an employee's transition into retirement

Proposed Early Retirement Incentive

- Completely voluntary
- Eligibility- full time, qualify for service retirement with the NCLGERS
- Time Frame: must apply by July 1 with effective date of retirement Sept. 1
- Lump sum payment of \$10,000
- Pay out of accrued annual leave up to 240 hours
- · Full year's payment of longevity
- · Health insurance benefits remain the same
- · Information sessions for employees

Facts & Figures:

Number of Eligible Employees: 54
Avg 12 months salary & benefits: \$54,981
Avg 2 months of salary: (\$9,012)
Avg longevity payment: (\$1,599)
Avg annual leave payout: (\$3,333)
Avg incentive payout: (\$11,214)

Total Average Cost Savings: \$29,823 per employee

Facts & Figures

For 54 Participants:

Total cost of full participation: \$1,358,495

Total cost salary & benefits for 12 months:

(no participation) \$2,968,975

• Total savings: \$1,610,480

For 25% Participation Rate (13.5):

•Total cost for participation: \$339,624

•Total cost salary & benefits for 12 months: \$742,244

•Total savings: \$402,620

Ms. York explained the clause in the proposed policy giving the County Manager the discretion to approve an exception or modification noting approval will be on a case by case basis and the ability to adjust the retirement date is requested to adequately meet the needs of the department or the particular job affected by the early retirement.

Ms. York asked Angie Warren, Human Resources Director to give the Board an overview of the proposed policy for the 2010 Early Retirement Incentive Program outlining the eligibility requirements and time line for participation. Ms. Warren stated preliminary information communicating Board of County Commissioner's approval will be distributed on May 18, 2010 should the Board decide to approval the policy. Ms. Warren confirmed to the Board the \$10,000 lump sum incentive payment is not considered in the final compensation amount used for the calculation of retirement benefits as provided in the NC Local Governmental Employees' Retirement System. Ms. Warren confirmed the payout of accrued annual leave up to 240 hours and a full year longevity pay would be included in the calculation of the employee's retirement benefits.

The Board discussed changing the statement related to an employee participating in the program shall not be eligible for re-employment with the County as a permanent or provisional employee. It was the consensus of the Board that once an employee has retired for at least 30 days, the retiree could be considered for hire as a part-time without benefits to be paid hourly at the discretion of the County Manager keeping the prohibition retired employees of this program from consideration of re- hire for permanent, full-time including benefits.

Ms. Warren noted the Notice of Voluntary Resignation Form, the Election and Release Form, the Revocation of Election to Participate Form and the Early Retirement Incentive Program Revocation Form stating an employee would have the right to revoke within seven days from the date the employee signs the Release.

Ms. York confirmed the Proposed Early Retirement Incentive Program is a one-time offer to the eligible County employees.

Mr. Aycock stated the County Manager could have the right to terminate or eliminate the program at such time the applications have been received and reviewed concluding that the program would not be advantageous to the county. There is an argument that the County Manager might do so under the provision in the Notice of Voluntary Resignation with right to reject applications on a one by one basis. Mr. Aycock stated concern using the provision on the Notice of Voluntary Resignation Form for justification should all applications be rejected. To ensure the Proposed Early Retirement Incentive Program is a cost effective program for the county, after all applications are received, Mr. Aycock suggested the following language be inserted in the policy giving the County Manager the right to analyze all the applications and based on the participation, revoke the program as well as communicate such revocation to each County Commissioner and all County employees.

Mr. Aycock recommended the following be inserted into the appropriate sections of the policy and forms:

The County Manager may revoke and eliminate the Early Retirement Incentive Program at any time prior to its initiation on July 1, 2010 if she finds that implementation would not be beneficial and cost effective for the County. A revocation of the program shall be communicated to each County Commissioner and all County employees.

A **motion** was made by Commissioner Kennington, **seconded** by Commissioner Clayton, and **carried 5-0** to approve the one-time Person County Government 2010 Early Retirement Incentive Program with the corrections in regard to part-time employees and the County Attorney's recommended insertion giving the County Manager to right to revoke and eliminate by July 1, 2010 if not cost effective for the County.

PERSON COUNTY GOVERNMENT 2010 EARLY RETIREMENT INCENTIVE PROGRAM (ERIP)

Person County Government has developed an Early Retirement Incentive Program (ERIP) in an effort to achieve efficiencies and cost savings for the organization, while providing eligible employees an opportunity to transition into retirement.

1. ELIGIBILITY REQUIREMENTS:

To be eligible for the Early Retirement Incentive Program, participants must meet all requirements listed below:

- Be a full-time employee of the County;
- Meet the qualifications for service retirement (reduced and unreduced) under the North Carolina Local Governmental Employees' Retirement System (NCLGERS);
- Elect to retire with an effective date of September 1, 2010 by applying between May 18, 2010 and July 1, 2010;
- Complete and sign the ERIP Election and Release Form, Notice of Voluntary Resignation
 Pursuant to the ERIP Form and submit to the Human Resources Department by July 1, 2010.
 Eligible employees who voluntarily elect to participate in the Program are required to
 execute and submit the Early Retirement Incentive Program Election and Release Form to
 the Human Resources Department and have seven days from that date to revoke their
 Release and withdraw from the Program;
- Submit a "Claiming Your Monthly Retirement Benefit" (Form 6) to NCLGERS prior to August 31, 2010.

Any employee who elects to participate in the ERIP, but fails to timely and properly comply with the above requirements, may not be eligible to participate in the ERIP.

*All Early Retirement Incentive Program requests are subject to the approval of the County Manager. The County Manager at her discretion may approve an exception or modification to the ERIP request. For example, the County Manager has the authority to delay an employee's effective retirement date for business purposes. However, the employee must have met the eligibility requirements by September 1, 2010 and must have submitted all required elections and forms by the end of the Election Period (July 1, 2010). The County Manager may revoke and eliminate this Early Retirement Incentive Program at any time prior to its initiation on July 1, 2010 if she finds that implementation would not be beneficial and cost effective for the County. A revocation of the program shall be communicated to each County Commissioner and all County employees.

2. TIME LIMITS APPLICABLE TO THE PROGRAM

- May 18, 2010 Preliminary information communicating Board of County Commissioners' approval of the Program will be distributed to employees. Election and Release Forms will be distributed to Program-eligible employees as identified by the County.
- May 18, 2010 The first date an individual may apply for service retirement benefits under this Program.
- September 1, 2010 The retirement effective date of this Program.

- Late May-early June, 2010 Information Sessions (group and individual) will be held (to be announced).
- July 1, 2010 The last possible date to declare an intent to participate in the retirement incentive by signing the Election and Release Form
- August 31, 2010 The last possible date to apply for retirement to the NCLGERS for participation in this Program.

This is a voluntary Program. Employees will not be coerced or pressured to retire or to take advantage of this benefit. Employees with concerns relating to this process are encouraged to bring them to the attention of the Human Resources Director. Employees are also encouraged to consult with an attorney and/or financial consultant before signing the Release Form.

3. BENEFITS AVAILABLE UNDER THE PROGRAM

- Eligible employees who elect to participate in the Program and comply with all requirements of
 the Program shall receive in consideration for their participation in the program an incentive
 payment of \$10,000. The lump-sum payment will be included in the final paycheck and will be
 subject to the usual deductions except retirement. The lump sum payment is an incentive
 payment and will not be considered in the final compensation amount used for the calculation of
 retirement benefits as provided in the North Carolina Local Governmental Employees'
 Retirement System guidelines.
- Employees will receive any earned but unused vacation to a maximum of 240 hours and, in
 addition, a full year of longevity pay. Vacation and Longevity Pay will be included with the
 employee's final paycheck in accordance with County policies and procedures. These payments
 will also be included in the calculation of the employee's retirement benefits.
- The County provides health insurance for retirees according to the following guidelines: a) The County will pay 50% of the cost of the premiums for an employee retiring with 20 years of service with Person County; b) The County will pay 75% of the cost of the premiums for an employee retiring with 25 years of service with Person County; c) The County will pay 100% of the cost of the premiums for an employee retiring with 30 years of service with Person County. Coverage will continue until the employee becomes eligible for Medicare, at which time the County will no longer pay any of the premium cost.

4. RETIREMENT INFORMATION SESSIONS

The Human Resources Department will offer several informational workshops in late May/early June. All eligible employees who meet the Program requirements are encouraged to attend the workshops to receive information on a variety of related topics, including Retirement System procedures and Health Insurance. Spouses, domestic partners and significant others are welcome to attend these workshops with employees. A schedule of meetings will be provided at a later date.

5. RETIREMENT ELIGIBILITY UNDER THE NC LOCAL GOVERNMENTAL EMPLOYEES' RETIREMENT SYSTEM

The table below summarizes eligibility requirements. Please refer to the North Carolina Retirement System at www.myncretirement.com or 919-807-3050 for more detailed information.

Unreduced Benefit		Reduced Benefit	
Employees, excluding Law Enforcement Officers	Law Enforcement Officers (LEO)	Employees, excluding Law Enforcement Officers	Law Enforcement Officers (LEO)
Thirty (30) or more years of creditable service, regardless of age	Thirty (30) or more years of creditable ser- vice, regardless of age	At least age 50 with at least 20 years of creditable service	At least age 50 with 15 years of creditable service as an officer
At least age 60 with at least 25 years of creditable service	At least age 55 with 5 years of creditable service as an officer	At least age 60 with at least 5 years of creditable service	
At least age 65 with at least 5 years of creditable service		iss in seconds	

Sick leave may be applied to creditable service in accordance with the provisions of the Local Governmental Employees' Retirement System. Every 20 days of sick leave = 1 month of service credit.

6. RETIREMENT APPLICATION PROCESS

The North Carolina Local Governmental Employees' Retirement System recommends that employees submit applications for retirement at least 90 to 120 days before the retirement effective date in order to receive timely payment of the first monthly benefit. Applications cannot be submitted more than 120 days prior to the retirement effective date.

Employees who elect to participate in the Early Retirement Incentive Program and meet all Program requirements are required to submit an application for retirement to the NCLGERS no later than one day prior to the effective date. Eligible employees are encouraged to visit the Retirement System website prior to contacting the Human Resources Department for additional information.

7. RE-EMPLOYMENT

An employee electing to participate in the Program shall not be eligible for re-employment with the County as a permanent employee. An employee electing to participate in the Program may be eligible for re-employment with the County as a provisional employee so long as the re-employment is compliant with the guidelines of the Local Government Employees' Retirement System Reemployment After Retirement. The County Manager will have the discretion to determine which departments will need employees for re-employment.

8. MISCONDUCT/PERFORMANCE FAILURE

Employees who elect to participate in the Program are still obliged to adhere to County and department policies and procedures. The election does not excuse an employee from complying with the County's conduct rules as well as disciplinary policies and procedures.

PRELIMINARY RESOLUTION AND CALL FOR PUBLIC HEARING – FINANCING OF COURTHOUSE RENOVATION AND RE-ROOFING FOR VARIOUS BUILDINGS:

Finance Director, Amy Wehrenberg requested action on the Resolution titled "RESOLUTION CALLING A PUBLIC HEARING ON WHETHER THE BOARD OF COMMISSIONERS FOR THE COUNTY OF PERSON, NORTH CAROLINA SHOULD APPROVE A PROPOSED INSTALLMENT FINANCING AGREEMENT TO FINANCE A PORTION OF THE COST OF VARIOUS CAPITAL IMPROVEMENTS AND PROVIDING FOR CERTAIN RELATED MATTERS." Ms. Wehrenberg read and explained the Resolution before the Board for approval outlining each section to comply with the General Statutes.

Section 1 calls for a public hearing to facilitate receiving public input on the proposed financing as required by North Carolina General Statutes,

Section 2 gives directions to the Clerk of the Board to publish the notice of the public hearing,

Section 3 sets forth certain findings and determinations regarding the proposed financing that it is necessary and expedient to provide funding by debt; that this particular type of financing is preferable; the amount of the proceeds of the proposed debt is sufficient; the county's debt policies are in good order; an increase in taxes to fund repayment of the debt is not anticipated; and that the County is not in default on any of its debt.

Section 4 designates and authorizes certain County officials to represent the County in filing an application with and requesting approval from the Local Government Commission (LGC) for the proposed financing agreement,

Section 5 requests that the Board seek approval from the LGC to approve the proposed financing agreement,

Section 6 designates the special counsel to represent the County's interests, and Section 7 notes the resolution is effective upon its passage by the Board.

Commissioner Kennington requested the county to seek local law firms to serve as special counsel to represent the County's interests in the future.

Ms. Wehrenberg stated the public hearing will be held to allow citizens to offer comments. The financing documents will be before the Board at the June 21, 2010 Board meeting for consideration.

A motion was made by Commissioner Clayton, seconded by Commissioner Jeffers, and carried 5-0 to adopt the Resolution Calling A Public Hearing On Whether The Board Of Commissioners For The County Of Person, North Carolina Should Approve A Proposed Installment Financing Agreement To Finance A Portion Of The Cost Of Various Capital Improvements And Providing For Certain Related Matters."

A regular meeting of the Board of Commissioners for the County of Person, North Carolina, was held in the Commissioners' Meeting Room in the Person County Office Building, in Roxboro, North Carolina, the regular place of meeting, on May 17, 2010 at 9:00 A.M.

Present: Chairman Johnny Myrl Lunsford, presiding, and Commissioners Jimmy B. Clayton, B. Ray Jeffers, Kyle W. Puryear, and Samuel R. Kennington.

Absent: None.

Chairman Lunsford introduced the following resolution, a copy of which had been provided to each Commissioner and which was read by its title:

RESOLUTION CALLING A PUBLIC HEARING ON WHETHER THE BOARD OF COMMISSIONERS FOR THE COUNTY OF PERSON, NORTH CAROLINA SHOULD APPROVE A PROPOSED INSTALLMENT FINANCING AGREEMENT TO FINANCE A PORTION OF THE COST OF VARIOUS CAPITAL IMPROVEMENTS AND PROVIDING FOR CERTAIN RELATED MATTERS.

WHEREAS, the County of Person, North Carolina (the "County") has determined to finance a portion of the cost of a project consisting of (a) the renovation or repair of the Person County Courthouse and (b) the repair or replacement of the roofs on various buildings, including the Old Person Counseling Center, the Public Library, Building F and Building G at Piedmont Community College, Northern Middle School and Earl Bradsher School (the "Project"); and

WHEREAS, the County is considering entering into an installment financing agreement and certain related documents pursuant to G.S. §160A-20, as amended, for the purpose of providing funds in an amount not to exceed \$5,446,000, with other available funds, for the construction and other accomplishment of the Project, and the County is authorized to do so only after a public hearing on such proposed agreement; and

WHEREAS, it is necessary to call a public hearing on such proposed agreement and to provide for certain related matters at this time;

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

Section 1. A public hearing shall be held at 7:00 P.M. on June 7, 2010 in the Commissioners' Meeting Room in the Person County Office Building, in Roxboro, North Carolina for the purpose of considering whether the Board of Commissioners for the County (the "Board") should approve such proposed agreement and certain related documents pursuant to G.S. §160A-20, as amended, for the purpose of providing funds in an amount not to exceed \$5,446,000, with other available funds, for the construction and other accomplishment of the Project. The County would secure the repayment by it of moneys advanced pursuant to such proposed agreement by granting a security interest in all or a portion of the Project and certain related property.

Section 2. The Clerk to the Board shall cause a notice of such public hearing to be published in <u>The Courier - Times</u> once at least 10 days before June 7, 2010, such notice to read substantially as follows:

NOTICE OF PUBLIC HEARING ON WHETHER THE BOARD OF COMMISSIONERS FOR THE COUNTY OF PERSON, NORTH CAROLINA SHOULD APPROVE A PROPOSED INSTALLMENT FINANCING AGREEMENT TO FINANCE A PORTION OF THE COST OF VARIOUS CAPITAL IMPROVEMENTS.

NOTICE IS HEREBY GIVEN of a public hearing to be held at 7:00 P.M. on June 7, 2010, in the Commissioners' Meeting Room in the Person County Office Building, in Roxboro, North Carolina for the purpose of considering whether the Board of Commissioners for the County of Person, North Carolina (the "County") should approve a proposed installment financing agreement and certain related documents pursuant to G.S. §160A-20, as amended, for

the purpose of providing funds in an amount not to exceed \$5,446,000, with other available funds, for the construction and other accomplishment of the Project hereinafter described. The County would secure the repayment by it of moneys advanced pursuant to such proposed agreement by granting a security interest in all or a portion of the Project and certain related property.

The Project consists of (a) the renovation or repair of the Person County Courthouse and (b) the repair or replacement of the roofs on various buildings, including the Old Person Counseling Center, the Public Library, Building F and Building G at Piedmont Community College, Northern Middle School and Earl Bradsher School.

Brenda B. Reaves Clerk to the Board of Commissioners for the County of Person, North Carolina

Section 3. The Board hereby finds and determines in connection with such proposed agreement that (a) such proposed agreement is necessary or expedient to provide funds for the construction and other accomplishment of the Project in order to provide improved public administrative, library and school facilities to serve the residents of the County, (b) such proposed agreement, under current circumstances, is preferable to a bond issue of the County for financing the same purpose because there is not sufficient time to authorize and issue bonds of the County prior to the time when funds will be needed for such purpose, (c) the sums estimated to fall due under such proposed agreement are adequate and not excessive for its proposed purpose because they are based upon the County's best estimate of the cost of the Project, (d) the County's debt management procedures and policies are good and its debt will continue to be managed in strict compliance with law, (e) any increase in taxes necessary to meet the sums estimated to fall due under such proposed agreement will not be excessive because the County

expects that it will not be necessary to increase taxes for such purpose and (f) the County is not

in default regarding any of its debt service obligations.

Section 4. The County Manager, the Finance Director and the County Attorney of the

County are each hereby designated as a representative of the County to file an application for

approval of such proposed agreement with the Local Government Commission of North Carolina

and are authorized to take such other actions as may be advisable in connection with the

negotiation of such proposed agreement and the development of the related financing; and all

actions heretofore taken by any of such officers or any other officer of the County relating to

such matter on behalf of the County are hereby approved, ratified and confirmed.

Section 5. The Board hereby requests the Local Government Commission of North

Carolina to approve such proposed agreement under Article 8 of Chapter 159 of the General

Statutes of North Carolina, as amended.

Section 6. The law firm of Robinson, Bradshaw and Hinson, P.A., Charlotte, North

Carolina, is hereby appointed special counsel to the County in connection with such proposed

agreement.

This resolution shall take effect immediately upon its passage. Section 7.

Upon consideration of the foregoing resolution and motion duly made and seconded, the

foregoing resolution was passed by the following vote:

Ayes: Commissioners Clayton, Jeffers, Puryear, Kennington and Lunsford.

Noes: None

I, Brenda B. Reaves, Clerk to the Board of Commissioners for the County of Person, North Carolina, DO HEREBY CERTIFY that the foregoing is a true copy of so much of the proceedings of said Board at a regular meeting held on May 17, 2010 as relates in any way to the matters described therein.

I HEREBY FURTHER CERTIFY that a schedule of regular meetings of said Board, stating that regular meetings of said Board are held in the Commissioners' Meeting Room in the Person County Office Building, in Roxboro, North Carolina, on the first and third Mondays of each month at 7:00 P.M. and 9:00 A.M., respectively, has been on file in my office as of a date not less than seven days before the date of said meeting in accordance with G.S. §143-318.12.

WITNESS my hand and the corporate seal of said County, this 17th day of May 2010.

Brenda B. Reaves

Clerk to the Board of Commissioners

(SEAL)

BUDGET AMENDMENT:

Finance Director, Amy Wehrenberg presented and explained the following Budget Amendment.

Upon a motion by Commissioner Jeffers, and a second by Commissioner Clayton and majority vote, the Board of Commissioners of Person County does hereby amend the Budget of the General Fund(s) on this, the 17th day of May 2010, as follows:

Dept./Acct No.	Department Name	Amount Incr / (Decr)
EXPENDITURES	General Fund General Government Public Safety Contingency	17,518 5,890 (5,000)
	Courthouse Renovation, Construction and Re-Roofing Project	365,000
REVENUES	General Fund Charge for Services Intergovernmental Revenues Transfer from other funds	5,890 12,518 365,000
	Fund Balance Appropriated	(365,000)
	Courthouse Renovation, Construction and Re-Roofing <u>Project</u>	
	Transfer to General Fund	365,000

Appropriate: Property & Liability insurance payment for a claim filed with the NCACC Risk Pool (\$5,000); revenues above estimates in Concealed Weapons Permit Fees (\$5,890); transferring funds back to the General Fund from the Courthouse Renovation and Re-Roofing Project Fund in order to reflect budget actions taken on the current Project Ordinance (\$365,000); and Restricted Technology Funds for the Register of Deeds Office for the purchase of computer-related equipment (\$12,518).

RECESS:

A **motion** was made by Commissioner Clayton, **seconded** by Commissioner Jeffers, to recess the meeting at 9:48 a.m. until 2:00 p.m. this date.

A **substitute motion** was made by Commissioner Kennington, **seconded** by Commissioner Puryear, and **carried 5-0** to recess the meeting at 9:49 a.m. to reconvene at 6:30 p.m. this date.

Chairman Lunsford called the recessed meeting to order at 6:30 p.m. Commissioner Jeffers was absent until 6:45 p.m.

A **motion** was made by Commissioner Clayton, **seconded** by Commissioner Puryear, and **carried 4-0** to add an item to the agenda titled Bow and Arrow Hunting on Sunday.

PRESENTATION OF THE FISCAL YEAR 2010-2011 MANAGER'S RECOMMENDED BUDGET:

County Manager, Heidi York stated the recommended, annual budget is one of the most important responsibilities conferred upon Managers in North Carolina. North Carolina General Statute 159 specifies that a recommended budget for the upcoming fiscal year be given to the Board of County Commissioners by June 1st. The Local Government Budget and Fiscal Control Act require the recommended budget be balanced. Ms. York commended the quality of work of the employees of Person County Government and the services provided to residents every day. Ms. York thanked County employees for the sacrifices made as well as the leadership and professionalism by the department heads to enable her to present a balanced budget. Ms. York presented the Board with the following 2010-2011 Recommended Budget presentation:

Person County Government

Recommended Budget Fiscal Year 2010-2011



May 17, 2010

Department Directors



Ron Shaw, Animal Control
Brenda Reaves, Clerk to the Board
Derek Day, Cooperative Extension
Paul Bailey, County Engineer
Brenda Whitlow, Elections
Michael Day, Emergency Management
Amy Wehrenberg, Finance
Johnny Gentry, Fire Marshal & 911
Janet Clayton, Health
Angie Warren, Human Resources

Gary Latta, Information Technology
Person County Government

Department Directors



Sam Hobgood, Inspections
Linda Howerton, Library
Mitch Pergerson, Recreation, Arts & Parks
Wanda Rogers, Person Industries
Paula Murphy, Planning & Zoning
David Rogers, Public Works
Amanda Garrett, Register of Deeds
Dewey Jones, Sheriff
Beverly Warren, Social Services
Bruce Whitfield, Soil & Water
Russell Jones, Tax Administration

Person County Government

Accomplishments



- IT Staff: Annual Cost Savings: \$58,900 Cost Savings every 3-5 years: \$92,700 One time cost savings: \$80,500
- Inspections: implemented new software & assumed duties of minimum housing code enforcement
- · Animal Control: customer service recognitions
- · Completion of Mayo Park Project
- Opened PCRC June 09: 1,000 tons of materials by fiscal year end; employs 21 indiv (90% persons w/ disabilities)
- Successful bid of the fuel contract, saving \$18,000 annually
- Elections Dept now has 3 State Certified Elections Officials (board chair, deputy dir, dir)
- Implemnted a cost-per-copy prgm saving \$32,000 annually

Accomplishments



- Received \$1.5M in Stimulus funding for waterline extension in the NC 49/Halifax Rd area
- Planning & Zoning staff authored Hazard Mitigation Plan
- · Coop.Ext. received grant for the new Farmer's Market
- · Implementing employee performance review process
- Implemented new drug testing policy for employees in safety sensitive positions
- Tax Admin. began collection of delinquent EMS accounts netting \$20,000 since March
- DSS successfully handling an expansion of Food Stamp eligibility, increased Medicaid applications through Social Security, increase of foster children, all with no additional resources
- Finance staff developed first active CIP for Person County

Person County Government

The Bottom Line



Requested from General Fund: \$58,777,989

\$3.6 million short

= 9.57 cents on the tax rate

FY 09-10 Adopted Gen Fund Budget: \$50,089,077

FY 10-11 Recom. Gen Fund Budget: \$49,628,121

Sustains nearly \$6 million in spending cuts along with further reductions

Person County Government

May 17, 2010

Board Goals for FY 10-11:



- · No tax rate increase
- No use of fund balance for recurring expenses
- · Maintain service levels
- Implement employee performance review system
- · Restore furlough days
- · Examine non-mandated services

Parcan County Government

County Services



Mandated:

- Social Services
- Public Health
- · Mental Health
- Public Education
- Solid Waste
- · Sheriff-Jail
- Register of Deeds
- Board of Elections
- Court Space
- Emergency Medical Services

Optional:

- Library
- · Recreation, Arts & Parks
- · Transportation- PATS, Airport
- · Cooperative Extension
- · Soil & Water Conservation
- Internal: IT, HR, Mgr, Fin., PW
- · Planning & Zoning
- · Inspections
- · Economic Development
- · Nonprofits & Person Industries
- Animal Control
- · Veterans Services
- · Fire Marshal
- Hospital Person County Government

Revenues



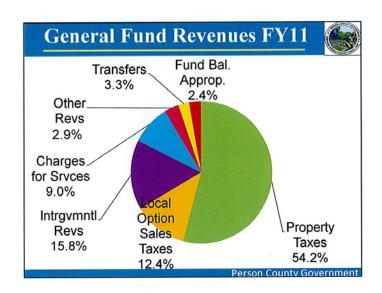
- Overall, revenues continue to be down
- · No tax rate increase
- Very slight increase in tax base: \$3.88 billion
- One penny will generate \$374,420
- Collection rate of 96.5%
- No revaluation of property
- Intergovernmental revenues down 8.17%
- Investment income down 90%
- Sales Tax down another 3.3%

Person County Government

FY11 Revenue Projections



Person County Government

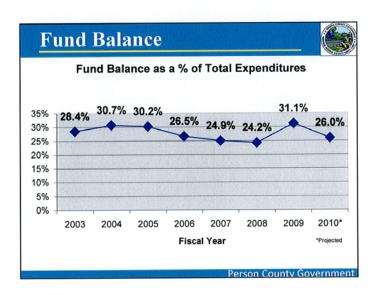


Fund Balance



- · Growth during current fiscal year
- Comparables: counties in our population group: avg 23.94% state-wide: avg 20.62%
- Common practice to designate for grant fund carryforwards in DSS & Health
 Recommending an est. \$1M appropriation
- General Fund placeholder: \$205,800 in FY 10-11
- Slight decline in coming year due to capital investing and shortage of revenues

Person County Government



Expenditures



- Directed to keep expenditures flat
- Sustain operating cuts made in current fiscal year; 8.3% average for departments
- No new positions, 15 requested
- Capital items: \$302,819: four Sheriff vehicles; one ambulance; one PATS van
- Unemployment Insurance increased by \$85,000
- · Vol. Fire Depts: no increase recommended
- · Education: no increase recommended

Parson County Covernment

Expenditures



- State Impacts:
 - -Mandated employer retirement contribution rate increase of 1.55% costing \$230,202
 - -Space for probation services \$24,500

Person County Government

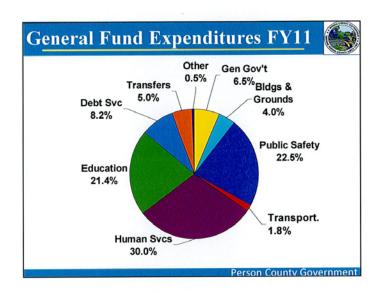
Person County Schools



Total An	propriation:	\$12,090,845

•Current expense: \$8,861,567
•Current capital: \$268,400
•Approved CIP projects: \$671,000
•Debt Service \$2,289,878

Person County Government



Programs & Services



- Current service cuts remain: Library, Econ. Dev., Custodial, Veteran's, Recreation, Inspections, Register of Deeds, Environmental Health
- Further operating cuts: part-time reductions in Finance, DSS, PATS, Judicial, Recreation, Arts, & Parks. 2 FTEs in Health Dept.
- New reductions focused on non-mandated services

Person County Government

Non-Mandated Services



Recreation, Arts, Parks: Program cost analysis

- · Kirby Theater- staffing decreases, drama summer prgm
- Athletics & Recreation:

Youth & Adult Basketball: avg annual deficit \$20,000

Football: avg annual deficit \$9,257

Youth baseball & softball: avg annual deficit

\$2,223

Pilates: avg annual deficit \$2,789

Non-Mandated Services



Nonprofits

- 8 Requests Totaling \$217,250
- Recommended amount is \$19,095
- Encouraging all human services agencies to partner with United Way
- Funding the Chamber & Roxboro Development Group through Econ. Devlpmnt budget at a 5% reduction

Person Memorial Hospital

Total savings over current FY: \$301,106

Employee Compensation



Any reductions at this point hit personnel

- FY 09-10: 5 Furloughs = Employees lost 2% of base pay
- FY 10-11: 3 Furloughs = Employees lose 1.15% base pay
 - ► Each day saves: \$81,321 for a total of \$243,964
 - ▶ Proposed days: Sept 3; Oct 22; April 21
 - ➤ Proposed unpaid holidays for public safety positions: Sept 6; Jan 17; April 22
 - ➤ Grant an additional 3 days annual leave
- No cost of living adjustment (CPI .1%)
- · 401k contribution remains at reduced rate of 2.5%

Person County Government

Public Hearing



FY10-11 Budget Public Hearing

Monday, June 7, 7:00pm Commissioners' Meeting Room

First scheduled budget worksession is Monday, May 24th 9:00am

Person County Government

For Further Information:



- · Office of the Clerk to Board
- County Manager (597-1720)
- Finance Department
- County's website:

www.personcounty.net

Person County Government

Ms. York handed off her Recommended Budget to the Board for their careful consideration of priorities and needs of Person County as an Adopted Budget is achieved.

BOW AND ARROW HUNTING ON SUNDAY:

Commissioner Clayton stated Representative Wilkins informed him that the North Carolina Wildlife Resources Commission is passing a rule to allow bow and arrow hunting on Sunday noting some counties were opposed thereby endorsing legislation for exception. Commissioner Clayton stated he is a National Rifle Association supporter and a hunter but opposed to bow hunting on Sunday.

Commissioner Jeffers, an avid hunter, stated the stipulation for hunting with bow and arrow on Sunday is to hunt on private property. Commissioner Jeffers stated the choice should be up to the individual land owner to make a personal choice. Commissioner Jeffers stated opposition to the motion.

Commissioner Puryear stated support of the motion.

A motion was made by Commissioner Clayton, seconded by Commissioner Puryear, and carried by majority vote 4-1 that the Person County Board of Commissioners oppose the rule to allow hunting with bow and arrow on Sunday and that Person County be included in legislation to prohibit such in Person County. Commissioner Jeffers cast the dissenting vote. The Clerk to the Board will prepare a Resolution Opposing Bow Hunting on Sundays for the Chairman's signature.



SETTING DATE AND TIME FOR A BUDGET WORK SESSION:

A **motion** was made by Chairman Lunsford, **seconded** by Commissioner Puryear, and **carried 5-0** to schedule the first budget work session for Monday, May 24, 2010 to begin at 9:00 a.m. in the Commissioner's meeting room. The budget work session will be streamed on the Person County website.

CHAIRMAN'S REPORT:

Chairman Lunsford stated recent Board participation at the Eagle Scout Award Program held on May 8, 2010 as well as the Flag Dedication at Mayo on May 12, 2010. Chairman Lunsford commended Commissioner Puryear for his speech at the Flag Dedication.

Chairman Lunsford acknowledged a letter received from the Government Finance Officers Association notifying the Board the Finance Department qualified for a Certificate of Achievement for Excellence in Financial Reporting once again. Chairman Lunsford stated a formal presentation will be made public once the award has been received.

MANAGER'S REPORT:

County Manager, Heidi York had no report.

COMMISSIONER REPORT/COMMENTS:

Commissioner Kennington had no report.

Commissioner Puryear congratulated the Eagle Scouts and their parents as well as thanked the Disabled Veterans for inviting the Board to the Flag Dedication. Commissioner Puryear encouraged citizens to visit Mayo Park to view exhibits on display until the end of May. Commissioner Puryear stated he was honored to be a part of the Flag Dedication and the presentation of the flag from the USS Arizona Memorial. Commissioner Puryear recognized the veterans who have fought for our country.

Commissioner Jeffers apologized for being late to the Board meeting noting he attended the FFA Banquet for a while on behalf of the Board.

Commissioner Clayton had no report.

RECESS:

A **motion** was made by Commissioner Puryear, **seconded** by Commissioner Jeffers, and **carried 5-0** to recess the meeting at 7:12 a.m. until May 24, 2010 at 9:00 a.m., in the Commissioner's meeting room.

Brenda B. Reaves	Johnny Myrl Lunsford
Clerk to the Board	Chairman