

CASWELL COUNTY BOARD OF COMMISSIONERS
MEMBERS PRESENT

February 6, 2023
OTHERS PRESENT

John Dickerson, Chairman
Tim Yarbrough
Finch Holt
Jeremiah Jefferies
Rick McVey
Frank Rose

Bryan Miller, County Manager
Carla Smith, Clerk to the Board
Melissa Williamson, Deputy County Manager
Aisha Gwynn, Assistant County Manager

The Board of Commissioners for the County of Caswell, North Carolina, met in regular session on Monday, February 6, 2023 at 6:30 pm in the Historic Courthouse.

WELCOME:

Vice Chairman Dickerson called the meeting to order, and welcomed everyone to tonight's meeting of the Caswell County Board of Commissioners. Before we proceed, I would like to offer this Board's condolences to Commissioner Hall's family. He was a long time member of this Board and he will be missed. Then all paused for a moment of Silent Prayer, and the Board of Commissioners and all the guest in attendance recited the Pledge of Allegiance.

ACTION ITEM:

RECOMMENDATION FOR INTERIM COMMISSIONER POSITION:

Chairman Dickerson said included in the agenda was a letter from the Democratic Party, and they are nominating Antonio Foster. Then the floor was open for discussion.

A **motion** was made by Commissioner Jefferies and seconded by Commissioner McVey and to accept the nomination of Antonio Foster for the Board of Commissioners to replace of Nate Hall.

Chairman Dickerson asked if there was any discussion on this before we go into the motion.

Commissioner Yarbrough said Mr. Chairman, I'll direct my comment to Mr. Miller. Commissioner Hall's district was District 4 I believe. Once the district lines were redrawn in 2022, those were approved by the Board as it set then. In my mind those lines became the law of the land. I understand that the district that former Commissioner Hall was elected out of is not the same district as it is today. Am I correct on that? County Manager Miller said that's correct. Commissioner Yarbrough said my question is the District Four that the county has now, does Mr. Foster reside in that district?

County Manager Miller said no he does not. If you will allow me, Commissioner Yarbrough. We went through this process a year or so ago or maybe two years ago when Commissioner Carter passed. It was determined at that time by both the State and by our County Attorney that the old

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district was the district in which the nomination needed to come from. So both the State and our County Attorney have said the old district is the correct district to pick this representative from.

Chairman Dickerson said Mr. Miller District who made that call about the old district? Was it the County Attorney? Who made that call? Excuse me, could you repeat that as to which district he was selected from? County Manager Miller said it was the State. The State made the determination for the Democratic Party, but interestingly enough, our County Attorney made the same determination independently from the State because of the way the ordinance read that passed the new districts. Chairman Dickerson said in that ordinance is there anything that states the timeline for one party affiliation before they can be considered? The reason I ask that and I may have my timeline a bit wrong, but from what I understand Mr. Hall passed away on the 16th. The party met on the 28th to pick a replacement. The 31st, the letter is dated, the one that was sent to the Commissioners. Mr. Foster changed his party affiliation from Independent to Democrat on the morning of January the 30th around 8:46. Does that disqualify him from being the replacement? County Manager Miller said it's my understanding the way the statute reads, it does not. The only prerequisite is that the recommendation or the person in the recommendation has to be a Democratic on the day of appointment. It doesn't say in the statute on the day of appointment, but I believe that's the way it reads. Chairman Dickerson said what statute are you referencing? I'd like to see some of this stuff in writing because it's a little confusing for me.

Commissioner Holt said I'd like for you to tell us what the statutes are.

Chairman Dickerson said I know that if you change your party affiliation within 90 days of the primary, you're disqualified for running in that primary to be a commissioner. So I'm wondering how that affects someone coming in so late changing parties to become a Democratic appointee. In my opinion, that's just not fair to the voters of that district. They're not getting fair representation of the Democratic party.

County Manager Miller said Mr. Ferrell, do you have any information on that quicker than maybe I can find it. County Attorney Ferrell said sure I'm just pulling up General Statute 153A-27 now. That's the statute that controls appointments in the event of vacancy and subsection C of General statute 153A-27 reads "To be eligible for appointment to fill a vacancy, a person must (i) be a member of the same political party as the member being replaced, if that member was elected as the nominee of a political party, and (ii) be a resident of the same district as the member being replaced, if the county is divided into electoral districts." So those are the two criteria that are listed in the statute. So in my mind to be eligible on the date of appointment, which conceivably could be today, that person must be as of today a member of the same political party as the member being replaced and reside in the same district, and in this case that would be the district from which Commissioner Hall was elected from. We looked at that with Commissioner Carter's appointment. I haven't looked at that again in connection with this appointment, but that is the determination that was made at the time of Carter's replacement.

Chairman Dickerson said so by state law it's perfectly fine to install somebody to that seat that is not in the district of the people that they represent are in, and they will not be qualified to run for re-election at the end of that two-year term. Attorney Ferrell said he would be a resident of the same district as the member being replaced. So the same district that Hall was elected from, he would be a member of, but conceivably yes. If the district lines have changed, as they have, he would not be eligible to run in that district if he doesn't reside in that district at the time of the election. That's correct.

Commissioner Rose said I did read Mr. Foster's Bio, and it's very extensive. He has done a great and tremendous service to this county. I'm very impressed and would like to commend him for his service and willingness to serve on this Board to finish out Mr. Hall's term.

Commissioner Yarbrough said Mr. Chairman one more thing. I don't know exactly how I want to word this. I don't know Mr. Foster. I just don't. I reckon that's my fault. But I have a problem installing someone or seating a commissioner in a district where we have new lines drawn. With all due respect and nothing against him, but to me if we did, the voters of District 4 as it stands now are not being fairly represented so to speak. I don't know any other way to word what I'm trying to say. Maybe Mr. Foster is the most qualified candidate the Democratic Party could come up with. I don't know, but evidently he is. I know that it was done last year for Commissioner Carter's seat, but that was only like a few months before the general election when Mr. Carter's seat was going to be up. This is for a two-year term more or less, and I just cannot vote in favor of it tonight. Sorry.

Chairman Dickerson said I understand, and I have similar concerns especially with the late transition to the Democratic Party. I think that is a disservice to Democrats in that district. I think I would rather see a nominee that was a long time Democrat or at least have been a Democrat for 90 days or for the 90-day period leading up to the appointment. I, myself, cannot support it. But with that said are there any more comments before we take a vote.

Commissioner Yarbrough said one question for the County Manager. Mr. Miller, how long can this seat stay open worst case scenario. County Manager Miller said so since the date of vacancy the Board has 60 days to replace. If the Board does not replace, it goes to the Clerk of Court. The Clerk of Court, who then will replace the commissioner. Commissioner Yarbrough said thank you.

Commissioner Jefferies said Mr. Chairman, I know that we have talked about this, but we had two people that filed so the Democratic Party told me, the lady that called me. So we still got another person if Mr. Foster don't go before we get to the 60 days. There were two people filed for that job when it came open. We're not going to linger this down and go the sixty days if somebody don't like it or don't understand what's going on. We have another person if this don't work.

Chairman Dickerson asked if there were any more comments. If not, we will vote on whether or not to approve Mr. Foster to the position of Interim Commissioner. A yes vote is to approve him to that position.

A **motion** was made by Commissioner Jefferies and seconded by Commissioner McVey and **failed 3 - 3** to accept the nomination of Antonio Foster for the Board of Commissioners to replace of Nate Hall. (Ayes: Commissioners Rose, Jefferies, and McVey. Nays: Commissioners Holt, Yarbrough, and Dickerson)

Chairman Dickerson said Mr. Miller I would ask that you would contact the Democratic Party and see if they would give us another candidate to consider at the next meeting. With that said, we will move on to Public Comments.

Commissioner Jefferies said what is the answer on this. There is another person that filed for this. We don't have to wait 60 days.

Chairman Dickerson asked the County Manager what is the proper procedure here?

County Manager Miller said Commissioners, I know that we had one recommendation. The statute says that the Democratic Party shall make a recommendation. They have done that. That's the extent of their obligation. If you want another recommendation, I could certainly speak to those in charge of the Democratic Party and ask for that. Chairman Dickerson said Mr. Jefferies said they had two. Can you contact them and see who the other candidate is? County Manager Miller said I'll contact them and let them know that you would like another recommendation. Chairman Dickerson said thank you, sir. County Attorney Ferrell said and for clarity, Mr. Chairman, the statute reads that "the Commissioners or the Clerk of Court, as the case may be, shall consult with the county executive committee of the appropriate political party before filling the vacancy, but neither the board nor the clerk of court is bound by the committee's recommendation." So just to flush out what the statute says on the top. Chairman Dickerson said so we're at the point where the committee's recommendation was not approved. So from your standpoint, what do we do next Mr. Ferrell? Attorney Ferrell said Mr. Chairman I think it's fine. You're consulting. I mean what you've asked for is to continue the consultation with the party, and if they're interested in forwarding another name, I think it would be appropriate for them to do that. But if not, then I believe you've received a recommendation and you can proceed to fill the vacancy. But I think it's appropriate to ask if they have some additional feedback as you consult with them. Chairman Dickerson said back to what I said earlier. County Manager Miller said yes, we can definitely ask that.

PUBLIC COMMENTS:

Elin Claggett: Hello. My name is Elin Claggett and I reside at 108 Jaye Lane in Providence, NC. I request this public comment be recorded verbatim.

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On Dec 5, 2022, "County Manager Miller said I can only remember one year that we had this second meeting in December. . . . It's usually cancelled." In spite of business to discuss, 3 new commissioners voted to cancel their 2nd meeting. The government website posts December's meetings as 1 in 2021, 3 in 2020, 3 in 2019, and 4 in 2018. Who will you believe next time?

There's also an Award for Excellence for the 2018 audit is also posted. The 2019 audit was filed November, 2019. The 2020 audit was delayed until June 2021 & had significant deficiencies. On Nov. 9, 2021, the Finance Director wrote the anticipated completion date for the 2021 audit was December 31, 2021. The amended timeline is now April 2023. Why does it take 22 months for an Annual Financial Report? Over 95% of counties & municipalities filed their 2021 audits by last March, so software is not the problem. A year ago, Dr. Fuller from NC Open Government Coalition intervened on my behalf when I was stonewalled by the County management regarding a FOIA request about this same audit.

In 2022, the Auditor's contract was for \$54,750 and a consultant CPA's contract was for \$75,000 – neither have reported to this board. Why? Since 2020, the Finance Department's salaries increased 175% & their total budget has risen from \$247,000 to \$455,000! Last year, total payments were NOT deposited into retirement accounts for over 8 months. This year, W-2 forms weren't mailed until Feb 2nd

Commissioner Yarbrough asked, "How close are we to having our finances taken over by the State?" The quasi non-answer was that Caswell has already been on the State's watch list for 2 years with no end in sight in 2023. Ms. Edmundson of the N.C. Treasurer answered that they are ". . . aware that Caswell County is significantly behind on its annual audits. . . We are monitoring the situation closely." Meanwhile, 70% of NC counties have already filed their FY2022 audit. As you know, Caswell can't begin their FY2022 until the prior audit is complete and a new auditor is hired. As you start planning sessions for the FY2023-2024 budget, know your last available completed audit dates back to fiscal year ending June 30, 2020.

Over the past 3 years, the County's total budget has increased 20% from \$35.1 to \$36.8 to \$42.9 million! Free COVID money is over. Population is unchanged and cannot sustain this increased spending with no accountability. Simply, I'm requesting you hold excess spending until a complete inventory is done and accounts, including grants, are reconciled - just as you promised at the ballot boxes.

Lastly, employees stay at jobs because of (1) the hours, (2) the pay, or (3) the people they work with. When everyone leaves, the problem is not everyone who is leaving.

Commissioners, how would you handle these situations if it was your family's business?

RECOGNITIONS:

There were no recognitions.

AGENDA:

APPROVAL OF AGENDA:

Chairman Dickerson said are there any questions or concerns about the agenda. County Manager Miller said Mr. Chairman, I'd like to amend the agenda and remove the Closed Session.

Chairman Dickerson said okay that notation of Closed Session being removed. Can I get a consensus vote on approval of the agenda?

The **consensus** of the Board was to approve the agenda as amended. There was no discussion and no opposition. The Agenda was approved.

APPROVAL OF CONSENT AGENDA:

- a. January 3, 2022 Regular Meeting Minutes Corrections
- b. FY 2022-23 Budget Amendment # 6
- c. Equal Employment Opportunity Plan
- d. 2023 Year of the Trail Proclamation
- e. Firefighters' Relief Fund Board of Trustees Appointment

Commissioner Yarbrough said Mr. Chairman I have one correction to the minutes if it's appropriate at this time. Chairman Dickerson said go ahead. Commissioner Yarbrough said Madam Clerk, if you could look at page six of the January 3rd meeting minutes under the heading Approval of Rules and Procedures. The last paragraph there where it mentions my name. Get on down to about that next to the last sentence where it says okay it does seem like you're right. I believe that's Mr. Miller speaking right there and not myself. If you could just make a notation of that.

Chairman Dickerson said any others. There being none, will move for approval of the consent agenda.

The **consensus** of the Board was to approve the consent agenda. There was no discussion and no opposition. The Consent Agenda was approved.

ORGANIZATIONAL MEETING:

ELECTION OF VICE CHAIRMAN:

Chairman Dickerson opened the floor for nominations for Vice-Chairman. Commissioner Holt nominated Tim Yarbrough as Vice Chairman. Commissioner Jefferies nominated Rick McVey as Vice Chairman. The floor was closed for nominations with 2 said names. After a roll call vote,

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the vote carried 4-2. (Commissioners Holt, Rose, Yarbrough, and Dickerson voted in favor of Tim Yarbrough as Vice Chair, and Commissioners Jefferies and McVey voted in favor of Rick McVey as Vice Chair.) Commissioner Yarbrough is the Vice Chair for the remainder of this year.

DISCUSSION ITEMS:

VAYA UPDATE: (Slides follow the narrative)

Cara Townsend-Dohner started by saying I was waiting for the slides to go up, but I'll start talking in the meantime. Good evening, my name is Cara Dohner. I am from Vaya Health. Vaya is the servicer of Caswell County. We serve 31 counties in the state. We're a Behavioral Health Organization, and it's also called a Managed Care Organization. There are six other organizations in the state. We manage care for people with intellectual and developmental disabilities, substance use disorders, and also the foster care system. So there's a lot going on with mental health and opioid addiction right now in the state as you all are aware. I can keep talking. So I can just go on and go through a couple of updates while we wait on the slides. One of the really exciting things about Caswell County is we're getting ready to open a Walk-in Center here. It will be right up the street next to the Rio Grande Restaurant. That will really help mitigate a lot of the mental health crisis in this county because there really isn't a lot of support right now. People will be able to come in at any age and get services from de-escalation to medication assisted management and also recovery and counseling services. So we're really excited about that. We are hoping that it's opening is around April 1st. So I'm extending an invitation to everyone here in this room and of course the Commissioners. It's going to be an exciting event and with a lot of resources to make available to you. Vaya does several things, but one of them is we track data for the state and particularly the counties we serve. So right here you can see in the bottom IDD, which is intellectual and developmental disabilities, mental health is MH, and substance use disorders is SUD. So you can see that people affected in this County are mostly adults. So we manage Medicaid and also people who don't have Medicaid. Go to the next slide. So this is a really interesting slide. You can see how all of the funding is broken out. So most of our services are in this big blue section outpatient services and that can be Telehealth as well. You can see this orange stuff, and that says 23. So that means you have 23 people on the Innovations waiver. An innovations waiver is something that people apply to get for a lifetime. So it's about \$120,000 or it can go up to \$120,000 a year. But it helps people live independently, and get out of the facility. Unfortunately, North Carolina is really known to be an institutionalized state. That is for adults and for children. So we are working with the North Carolina Department of Health and Human Services to get away from that. Each year we try to take a certain amount of people out of institutions and help them live in the community which is very successful because of the care supports that we give them. Let's see what else I can point out. You can see on the left top hand Crisis Services, and only seven people were served. There is no way that there are only seven people having crisis in this county. So that is why this walk-in center is so critical. Also we're doing amazing things with the Sheriff's Department here.

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Through one of our providers, we are offering a core team. So what they do is they come in when someone has been arrested. The core team will be contacted, and they can ascertain if this person's having a mental health crisis or if they really do need to go to a jail facility. But a lot of the time we can de-escalate it, help get them the treatment they need, and that of course takes the burden off the jail system. You can go to the next slide. So here you can see the non-Medicaid usage. Some of the time these could be people who have insurance and they just don't know how to use it or they need something outside of what their insurance provides or it can be just people that don't have any kind of health coverage at all. You can go to the next slide. This is interesting. These are providers that that deal with Caswell County on the left-hand side. So you can see how many people they saw between April and January of 2022. They provide different services. Youth Haven for example, about the fourth one down, provides services for children. You can go ahead to the next slide. So here's the Innovations slide I was talking about. This is a very interesting system, and unfortunately there are about 15,000 people on the waiting list to receive these services. The amazing thing that I found the other day is even though it cost \$120,000 a year to help provide services for these people that receive a waiver slot, it costs almost triple for people who are in an institution being paid for by the State. So the legislature is trying to up the number of innovation slots we have, and their goal I believe is 500 more slots which won't really get close to \$50,000 we need for the state. So we have a lot of work to do. You can go ahead to the next slide. So you can see the mental health inpatient admissions at the community hospitals here. It kind of varies, and right now North Carolina is in a complete transition of their Medicaid. So right now Vaya Health is one of six MCOs, and we only provide mental health care right now. Then you have on the other side Blue Cross Blue Shield, United Healthcare, and kind of more standard plans you hear about nationwide who only provide physical health. The General Assembly and the Administration of the State decided that we needed whole person care which really should have always been that way. So what's happening now is we are going to be providing physical health as well as mental health and a pharmacy benefit. Blue Cross Blue Shield and United Healthcare will be providing mental health services. So that's changed some of our members. Vaya will still take care of the sickest members because that is our expertise. We've been around for 50 years. Vaya is based out of Asheville. So we have recently transitioned to this part of the state from a consolidation with Cardinal Innovations. You can go the next slide. This is just a quick snapshot on the substance use disorder admissions, and as you can see there's no way that's accurate. What that tells me is that people in this county don't know how to find resources. So we suggested along with Mrs. Aisha Gwynn to do a video talking about mobile health crisis. So that is mobile health response to a crisis within two hours, and they can transport someone to the walk-in center when it's open or the hospital or a jail. Really it breaks it down to really assess what's going on, but I don't think people in the county know about any of the services that we're providing. So we really need to be creative you know. Whether that's posting something possibly on the County website or on social media to educate the community about what's available. We've even talked about possibly using a billboard. If the bright minds in this room have an idea on a way to reach Caswell residents, please let me know

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because you know your county the best. Here's another slide about Medicaid follow-up after being discharged. Those are pretty good numbers. I'm not sure why quarter one at the bottom is zero percent. But out of the six MCOs, Vaya is really good at reaching out to people and providing wrap around care to make sure people are taken care of. There are performance measures with the State, and we perform in the top two. Next slide. Here are emergency department admissions and readmissions. This is obviously something we're trying to reduce because emergency rooms don't have the staff or usually the expertise to take care of people who are having a mental health crisis. It's also extremely expensive as you all can imagine. Next slide. So here's just a little bit more on what we're doing in the county. I talked about some of them. The first one is called Quarterly Crisis meetings, and they have been phenomenal on discounting. Law enforcement, EMS, and your county leaders come and they're very engaged. It's a big showing, and we're really proud of that. So we work through issues, and this is where we introduce the core, the response model that works with law enforcement. That's where we talk about all of the crisis initiatives and really go over what's working and what's not in the county. Just a couple other things. So I discussed the Walk-in Center, and we also are helping advise on North Carolina opioid settlement money. As you know it varies county by county, but Caswell is getting \$1.1 million over the next 18 years. You have gotten quite a bit to start out with which include \$42,000 and another \$94,000 in 2022. In 2023 you'll be getting \$74,000. We can help brainstorm on how to spend that money if you need help with it. Caswell County is very interesting with the opioid addiction going on, and as we all know and we've heard all across the nation, fentanyl is a major problem. Caswell County as I'm sure you all are aware you have U.S Marshals, a DEA agent, and the FBI all stationed in this county because of the drugs that are being hidden. So there's a lot of work to be done. Some counties are hiring a new school counselor to help with the kids because they're making this fentanyl look like candy. A lot of this addiction is stemming from isolation, economic insecurity, and just despair. A lot of that is due to Covid. So just want to let you know that I'm open to having any discussions on some ideas for that funding. So the future engagement of Vaya and I know that some of you have already been on these meetings, but we have Regional quarterly meetings and we're also having five one-on-one meetings which Commissioner Jefferies is on and also Mrs. Gwynn. Those are ways to understand what's going on with Vaya to keep you updated because so much is moving right now at the state level. So it's a time to ask questions and really be informed. It's like a like an intense briefing. So I'm open to any questions. Thank you all for having me and I appreciate your service.

ACTION ITEMS:

ACCEPTANCE OF THE RECREATION FOUNDATION GRANT:

County Manager Miller said Commissioners, we have tonight with us, Scott Kendall. I'll ask Scott to come up to the podium. Before Scott starts to speak, this is a group that was founded many, many years ago. The Recreational Development Foundation or RDF for short. It went through a period of time where they were doing really good work and then it kind of settled down. We have a good group of folks that have picked back up that torch, and they're carrying that torch again for the RDF. They're doing some good work. They've hosted a golf tournament, and raised a lot of money with the golf tournament. They've also done some other fundraising, and they're involved in the communities. I think their overall goal is just to add more and more programming for our children here in Caswell County. So having said that what Mr. Kendall is going to speak to you about tonight, there's no county match involved and no county dollars except for regular routine maintenance that we would have to do anyway. So with that being said I'll ask Mr. Kendall to take it over and talk to you about it that.

Mr. Kendall said thank you Mr. Miller. Commissioners, it's a pleasure being here again. Some of you may remember I spoke to you all back in August of 2022. Since that time we have received two grants. One from the Danville Regional Foundation. That was used to host the Thanksgiving Tailgate that some of you may be aware of. That took place this Saturday before Thanksgiving where we were able to feed 400 families Thanksgiving meals as well as also host a full day of events. The other grant is what we're talking about here today. It is a \$12,500 grant received from the Community Foundation that will go towards the first phase of our overall current project, which is helping implement a mass planning that this Board passed back in 2017. Unfortunately for us, we don't have funds to do it in major scale implementations. So the first phase of it is installing a new playground over at the Parks and Recreation Department, and the grant received is actually to help support the first phase of that project. What we're proposing, and we have worked with Mr. Jefferson and past directors as well with this, is that with this first phase we implement a youth fitness course that is geared towards not only fitness activity but pure enjoyment for the children. This will take place behind field two, if you're familiar with the Parks and Recreation Complex. There is a just an open space there that currently is not being used for anything. This would fit nicely in there. Again all we are asking is for approval to have this installed within the calendar year. It is our requirement by accepting the grant that this project be completed by December 31st of 2023. Again we will pay for the equipment, and we will pay for the installation. The only thing we would ask is that as part of normal park maintenance, which this would be minimal to no maintenance, that the area would just be up kept. I'd like to open that up. If you guys have any questions for me about what we're doing or anything along these lines.

Commissioner Yarbrough asked how much did you say to grant was. Mr. Kendall said the grant that we received is \$12,500. This project will exceed that significantly. We do have the funds in the bank account to pay this, but unfortunately it would deplete us. So we are currently trying to

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raise additional funds, but we are also aware of the county's financial situation which is why we are not asking for added funds from you today. Commissioner Yarbrough said is the amount that the foundation is talking about spending, is that the \$37,096.69. Mr. Kendall said that would include complete installation and everything else. We're hoping in part we can get some of the installation services donated through contacts, etc. This is a working project at this point. We just received the funds last month. but made the most approved that have a motion in a second you can do roll call learning to accept the grant commissioner hope yes commissioner Rose yes commissioner Commission of the Opera sorry yes commissioner Jeffers yes commissioner Defender yes commissioner said to get us prayers accepted thank you Commissioners thank you.

A **motion** was made by Commissioner Jefferies and seconded by Commissioner Yarbrough and **carried unanimously** approve the installation. (Ayes: Commissioners Holt, Rose, Yarbrough, Jefferies, McVey, and Dickerson)

INSURANCE RATE INCREASE:

County Manager Miller said Commissioners, we discussed this previously that insurance rates for health insurance are going up 3.3 percent. That totals a new figure \$66,580. So it's slightly less than we had discussed. Prior we had discussed \$71,000 earlier. That provides a base plan with a \$21.93 increase per month, \$263.16 a year. Again that's \$21.93 increase per month, and \$263.16 per year. The overall total the employee will pay per year is \$443.16. So the county has two plans. The base plan which is what I just spoke about and the buy-up plan. The buy-up plan will receive a \$22.83 increase per month which equates to \$273.96 per year or a total of \$772.80 total per year. So other option is for the county to absorb the cost of the \$66,580 in the health insurance premium, and let the contribution by the employees remain as is.

Chairman Dickerson said so back up for a second. What is the premium for the first plan in total if there's a \$21.93 a month increase? County Manager Miller asked if the Chairman could ask the question one more time? Chairman Dickerson said the first plan you spoke of, you said the county offers two plans. A \$21.93 per month increase for the first one, what does that bring your total premium each month to? County Manager Miller said \$32,631.84. Chairman Dickerson said per month? County Manager Miller said no per year. Commissioner Yarbrough said I think the question that the Chair is asking, Mr. Miller, is with that \$21.93 increase what would the employee be paying once that goes into effect per month? County Manager Miller said per a month now, the employee will be paying \$36.93. Commissioner Yarbrough said they are paying \$15 right now. County Manager Miller said that's correct.

Commissioner Yarbrough said one question. When does this increase go into effect? County Manager Miller said June 1st no July 1st. Commissioner Yarbrough said okay the fiscal year.

County Manager Miller said so that's for the base plan. For the buy-up plan the employee would pay \$64.40 per month. Interestingly enough we have about the same number of employees on the base plan as we do the buy-up plan. It's about 123 or 124 people.

Commissioner Yarbrough said and the increase in the buy-up plan is how much per month? I hate to keep asking a number of questions. County Manager Miller said the increase in the buy-up plan per month is \$22.83. Commissioner Holt said that is the difference of that. So you add 41.57 to that, and it brings you up to \$64.40.

Chairman Dickerson said well here I go. It don't make me a popular guy, but I got to point out something here. \$36 dollars a month for family plan or \$64 a month for a better one. I left a job where I was paying ten thousand dollars a year for my health insurance. I don't feel like a \$21.93 per month increase to the employee is something that should be sustained by the employee instead of asking the county taxpayers. A lot of them are in the same boat as I am paying an outrageous amount for insurance. To pay even more in taxes to subsidize somebody else's insurance at a very low rate.

Commissioner Rose said Mr. Miller you said the total was \$66, 580. County Manager Miller said yes. Commissioner Rose said we're struggling right now for better words of maintaining. I think at budget time we can look at it and see what we can do to somehow absorb this.

A **motion** was made by Commissioner Rose to table this and move this line item budget to budget time and see what we can do.

County Manager Miller said Commissioners, we have to know by March 1st what the Board plans to do. That gives our insurance company time to move forward with printing materials to give to employees during the required meetings that you're required to have as an organization that provides health insurance.

Commissioner Yarbrough said so employees if they got the basic plan, they're paying \$15 a month. County Manager Miller said currently. Commissioner Yarbrough said but that will go to \$36.93. Correct? County Manager Miller said that's correct.

Chairman Dickerson said Commissioner Jefferies did you have something you wanted to say? Commissioner Jefferies said you know I know that employees are paying \$15, and the cost of living has gone up too tremendously. The cost of gasoline and everything else. My suggestion would be that the county pay half and have the employee pay the other half. That's the way I feel.

County Manager Miller said I just do want to clarify one thing. These numbers that I'm giving you are for individual plans. The amount the employee pays for employee/ spouse or family plans are much higher. Commissioner Yarbrough said so we have to make a decision either tonight or at the next meeting. It's got to be made by March one, correct? County Manager Miller said that's correct.

Chairman Dickerson said well I think there have been a couple of ideas floated about. I would think that Commissioner Rose's comment and maybe we put this off at least until the next meeting and discuss ways that we can look at covering this because I'm not going to push for it if it's going to go back on the tax payers. County Manager Miller said yeah, I will just remind the

Board that the next meeting is a joint meeting with the Board of Education. It was scheduled being the second meeting of the month. So we're happy to take it up at that time. I just want the Board to know that is a joint meeting.

Commissioner Yarbrough said one more question for the Manager. Off the top of your head, number of county employees that are covered by the health plan. To all of them. County Manager Miller said 245. Commissioner Yarbrough said if we ask them to pay an extra five dollars a month, and they would be paying twenty dollars a month. County Manager Miller said five dollars for the base plan, five dollars for the buy-up plan, and five dollars across the board. Both plans? Commissioner Yarbrough said is the buy-up plan more or less twice the cost of the base plan? County Manager Miller said no, it's not twice the amount. The employee holding 693. No, it's not. It's probably \$40 or \$50 a month higher. Commissioner Yarbrough said but what the employee is paying is? County Manager Miller said is the difference between the two.

Commissioner Holt said I just feel like you know everybody's insurance is going up, and everybody's struggling right now. I just have a hard time telling the taxpayers that they've got to pay that. I understand. I appreciate our county employees, and I wish I could help them. We talking \$15. If that's all that holding you in your job, we really don't have that person as a good employee anyhow. It's fifteen dollars when you're looking at a career.

Commissioner McVey said at the last meeting we sat here and discussed not being able to get people to work in this county because of low wages. We're at 90 percent of the minimum salary. Ninety percent of the minimum salary, and innovative ways to keep employees is to show them that we're a trying to help them. Such as if we consume this insurance bill here, that should show some of the employees, not some of them all of the employees, that we are trying to help them. That is an innovative way and a perk to be able to keep good valuable employees.

Chairman Dickerson said we have had a variety of things floating here. From one extreme to the other. I think Mr. Jefferies had the middle ground scenario in asking that the county employees pay half and the taxpayers are going to wind up with the other half. Is there any common ground on the Board for something like that or what do you gentlemen want to do?

County Manager Miller said Commissioners, I'm more than happy to put together some different scenarios for you and bring those back to you at the next meeting. If you want to take that up in the joint meeting, I'm more than happy to put three or four different scenarios in front of you.

Commissioner Holt asked well are we going to have time to do this? I feel like being pushed into a quick decision here.

Chairman Dickerson said so you want to put it off until next meeting? Is that agreeable to everyone? Commissioner Rose said I got no problem staying over so we can work it out.

The **consensus** of the Board was to put it off until the next meeting.

Commissioner Yarbrough said you're going to come up with three or four scenarios, and County Manager Miller said that's correct.

EMERGENCY SERVICES SALARIES:

County Manager Miller said Commissioners, we've spoken about before and I understand you wanted to work session for you. I don't think scheduling would work out to schedule a work session was feasible for this month. If we go into March, we'll probably be getting into the budget season. Anyway we do have a Sheriff here with us tonight. I believe our Emergency Services director and our 9-1-1 director if you'd like to hear from them. We do have some numbers put together for you. I just need some direction from the Board how deep you would go into this tonight. What's the will of the Board?

A **motion** was made by Commissioner McVey and seconded by Commissioner Holt and to put this off until budget time so we are able to look at what we have and what we're going to have coming in. And move from that point.

Chairman Dickerson said I think it's a good idea to table it myself because one thing that's getting this county in trouble is it's off budget spending in between budget cycles and being pushed into a position where we have to make decisions for a lot of people. That's going to lead to increased spending, and the taxpayers is ultimately getting the bill for it. With all that said, they took a vote.

A **motion** was made by Commissioner McVey and seconded by Commissioner Holt and **carried unanimous** to put this off until budget time so we are able to look at what we have and what we're going to have coming in. And move from that point. (Ayes: Commissioners Holt, Rose, Yarbrough, Jefferies, McVey, and Dickerson)

Then the Sheriff asked if he could speak. The Chairman said go ahead. Sheriff Durden said good afternoon. I just wanted to make sure you understand the Sheriff's office is hemorrhaging. We are losing deputies every day. I lost three today. Just understand that. The safety of the people of Caswell County rest with you. God bless, and God keep. Chairman Dickerson said thank you, sir.

❖ Commissioner McVey left the meeting at 7:34 pm.

COUNTY MANAGER'S UPDATES:

The County Manager said Mr. Chairman, I do have a couple updates for you. I wanted you to know number one: that there's been a lot of conversation lately around the Industrial Park and acquisitions surrounding land in the Pelham Industrial Park. I have laid on your desk a couple of different maps. Just to be clear I haven't received any formal proposals, but in my conversations the interested parties are looking at about five thousand dollars per acre. But before we move any further I just wanted to get it in front of this Board and kind of get the Board's temperature for the sale price of five thousand dollars per acre. I have provided a map that somewhat correlates

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with a past sale. As you can see the map with the warehouse on the far left of the picture that you're looking at is part of the Pelham Industrial Park. It was the last parcel that was sold out of the counties portion of the industrial park. That land was sold in 2020 for about \$8,000 an acre, and the Board has previously rejected \$6,000 per acre by a different developer. So we've had this discussion before about selling different parcels. I also included in the packet on your desk kind of a conceptual design that was put together by Dewberry I think 2020-2021. Anyway as I said, I really just wanted to get the Board's temperature for what you thought about a five thousand dollar price for a seller.

Commissioner Holt said I personally think it is worth a lot more than that. If we have turned down \$6,000 then I don't see us pursuing that.

Chairman Dickerson said I feel like if that's final, \$5,000 an acre is too cheap an offer.

Commissioner Jefferies said I think when that land was sold it, it was nothing over there. It was just hills and things over there. Now it is a different thing, and you know five thousand dollars is not enough. You could put up a hotel or something.

Commissioner Yarbrough said Mr. Miller the last that was sold you said was \$8,000 per acre. County Manager Miller said yes. It was sold to a company called Wells and West, and they purchased for their proposal was plus or minus eight and a half acres. They did build a warehouse on the property, and I think it's occupied today. Commissioner Yarbrough said that's the one you said we're looking at on that front sheet there on the left. County Manager Miller said yes, that's correct. Commissioner Yarbrough said and the previous Board turned down a six thousand dollar offer on some additional land? County Manager Miller said yes, that's correct. Commissioner Yarbrough said I don't see this Board accepting five. County Manager Miller asked if that was the consensus of the Board, and all agreed. Mr. Miller said thank you.

County Manager Miller said I have another update for you. I've laid an outline out. It seems to be a little bit of confusion about the steps that need to be taken to get us through the fiscal year 2021 audit. So I laid an outline at everybody's desk of the different steps we're going to have to go through to have it done. I'll reiterate once again that providing a timeline is extremely difficult because very few of these items are in the county's hands. We don't control the auditors. We don't control the CPAs. We don't control how fast they work or how fast they can work. So those things that are in our hands too many times are incumbent on these other organizations, what they require of us, and how fast they finish their work. So I'll just say that's the steps that need to be completed. I'll let you know that as of today Isley and Associates has not completed the reconstruction of the 2021 system. They have missed their target completion date but hope to be finished soon. I am going to ask the Isley group to present to the Board at the first meeting in March to give a complete update on where they are and how they are coming. So I'm happy to answer any questions you have about this. I will say we're also working with the NCACC (NC Association of County Commissioners) on this as well as the LGC (Local Government Commission). We've passed all those documents as recently as today to the LGC. We also have a

meeting scheduled. We've had two meetings already with the NCACC, and we have another meeting this Thursday with the NCACC to discuss how they can be involved in assisting us with this.

Commissioner Rose said Mr. Miller I have some questions. This contract with the accounting firm, when is that three years up? County Manager Miller said okay, so the contract with the audit firm was to provide three consecutive years of audits. Right? So they go through three different audit cycles. They're on the third year. 2021 fiscal year audit will be the third year. Commissioner Rose asked did they give you a time frame when this would be done? As far as the money we paid, is their time, say like July or August, when they're supposed to be done? County Manager Miller said so there's a difference between... I just want to make... because I may be miss hearing, but I just want to make sure that everybody realizes there's a difference between the CPA firm and the audit firm. They are not the same firm. The CPAs, we hope to be finished with them fairly soon. Then if you'll follow the steps after the CPA firm finishes the reconstruction, the finance department along with the CPA firm then craft the financial statements. Then in the next step the financial statements along with another mountain of documents goes to the auditing firm. Then we have to wait a little bit to find out what the auditing firm says like we're going to need this record and this record just to check and make sure we're doing what we're supposed to do. They'll pull different documents throughout the year for different activities that the government performs. So we'll provide those documents then that's the audit. So at that time we're going through the audit. After that audit is complete, the auditors will come to the Board of Commissioners and present to the Board of Commissioners their findings and submit the audit to the LGC.

Commissioner Rose said last question and you may not be able to answer it. How are we going to be ready for budget time coming up? The reason I'm saying that is we are facing this salary stuff that came up tonight. How are we going to have the information we need to make decisions then? County Manager Miller said I think we will have those number by the time you need to take a vote on the budget.

Commissioner Yarbrough said Mr. Miller, looking back at the last month's minutes, you stated that "the Isley team has relayed to us their intention to be complete with their work by January 30th. What's the hold up with them? County Manager Miller said so the Isley team needed some further clarification on some items. We've been working through those clarifications on expenditures and how we need new posts. It's not really clear in a lot of situations. One of the things that I want to make sure that everybody realized is it's not just one system they're working with. There's two different systems. So from July 1st through October 30th, the finance department was working in the ACS system. From November 1st through the rest of the fiscal year, they were working in the Munis system. So there's two different systems in play here. There's a lot of clarification that needs to be verified by our finance department with the Isley team. They're looking at credit card payments now and trying to figure it out how best to go about posting those. We've given them today; I think we gave them a road map on how to go

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about doing that. I spoke to you about the chart of accounts right at the last meeting as well, and how the chart of accounts is messed up from the software conversion. So if the chart of accounts is not correct, then those credit card payments can't be posted to the correct lines. So that's what they're running into now is the credit card payments, and they need clarification on which lines they go to. So we've provided them with the roadmap to be able to do that. Commissioner Yarbrough said have they given you another date? County Manager Miller said no they haven't. Commissioner Yarbrough asked how long have they been working on it? Isley? County Manager Miller said a while. Commissioner Yarbrough said I know that, and Mr. Miller replied it seems like a year. Commissioner Yarbrough said and we've spent how much with them? County Manager Miller said possibly \$100,000. Commissioner Yarbrough said I guess we're further down the road to being ready for an audit, but we're not ready yet because they don't have everything where it needs to be. County Manager Miller said that's correct. Commissioner Yarbrough said and they're not telling you when they're going to have it ready? County Manager Miller said they can't give me a firm date. Commissioner Yarbrough said and they will be here when? County Manager Miller said at the first meeting in March. Commissioner Yarbrough said I look forward to hearing from them.

Chairman Dickerson said Mr. Miller, a hundred thousand dollars. When we first started talking about this it was projected and the first amount that came out was much, much lower than that. What is this coming from? How is it dragging out this long? County Manager Miller said well I don't think anybody realized the depth of... I don't believe anybody understood how bad the conversion was. We can still go into the system; we can still work somewhat in the system. It wasn't until we started digging in with the Isley team that we figured out, and I've shared this with the Board, even the new member of the Board has seen the draft report Isley gave to us. So you know all of the reasons behind why the finance software was not transitioned correctly.

Commissioner Holt asked who decided we were using this company? County Manager Miller said Isley, and Commissioner Holt said yes. The County Manager said the Board of Commissioners. Commissioner Holt then asked from your recommendation? The County Manager said yes. Then Commissioner Holt asked did you have a contract with them? County Manager Miller said we do have agreement with them. Commissioner Holt asked in that contract, did you leave it open for them to be able to take all the time they want? The County Manager said no. Commissioner Holt said you can keep it simple. Was there a date in there? The County Manager said no. Commissioner Holt said so when you say you have no power to push them, I mean I'm used to out in the real world here. We had contracts and dates and that was the end of it. Did we not have that at all? County Manager Miller said creating a contract with the termination date for this company would be like signing a contract to build a building and you didn't know how big building was, what square footage it was, or what the soil samples look like. That's what Isley was agreeing to come in and look at without knowing what issues were involved with them working on the system. Commissioner Holt then asked how did they give you a price? County Manager Miller said they didn't give us a price. Commissioner Holt said so

that's going back to where we started and why the amount has grown. County Manager Miller said yes, they work on an hourly basis. Someone from the public said \$210 an hour, but no one verified that statement.

County Manager Miller said I will say this. The LGC is the governing unit over finance in North Carolina for counties and municipalities. This is the group that the LGC...it's one of the reasons that this group came to us so highly recommended. They do good work. They're just like every other entity in North Carolina right now. They have people all over all over the state working in other places, and when they contracted with us it was really like they were fitting us in. Right. This wasn't a plan or deal. It wasn't where the LGC was contracting with them. We were proactive in the fact that we went out, found the help we needed, and tried to get it in here. So they really tried to fit us in through their already existing jobs, and that's one of the reasons that it's taken so long because there's all these other places that they're assisting as well. They're working us in as they can.

Chairman Dickerson said and in all of this discovery and the research that went into trying to correct the problems, they found there has been no embezzlement, no wrong doing, or anything like that uncovered. County Manager Miller said no, none.

County Manager Miller said I have one more update to relay. Commissioners, you may have heard some information about the W-2s coming out late. The truth of the matter is the information for the W-2s was sent to the federal government on January 30th. On January 31st, the W-2 information was available to any employee who wanted to come to the Finance Office and retrieved it. At a Department Head meeting on the first, the department heads were notified that the bulk packages, which takes us a little time to put together, but the bulk packages for the W-2s would be in their mailboxes on the second which is a far cry from February 15th which is the day recommended that all mailings and distributions be complete. So I just wanted to update the Board and let you know that the W-2s were available. That information could have been given to any employee on the 31st. The information went to the federal government on the 30th and I assume we got a confirmation on that. Correct? The Finance Director said yes. The County Manager said I'm happy to answer any other questions the Board may have.

COMMISSIONER COMMENTS:

Commissioner Jefferies: The only comment I have is on the 18th when we have our work session, are you going to get the Commissioners to send in anything they want to talk about? Chairman Dickerson said one of the items or upcoming events is item 3, the planning and work session at 9am. We'd like to try to get each Commissioner to come up with two or three ideas that they would like to discuss and submit it so that we can have an ideal or some type of agenda. It's not going to be all inclusive with what anyone comes up with but it is a good starting point. Commissioner Yarbrough asked do we submit it to the clerk, and the Chairman said yes. Commissioner Yarbrough asked what was the deadline that the Clerk would need that? County Manager Miller said so I know that's the way that we have done a lot of the work sessions in the

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past. This is a facilitating work session so it works a little bit differently. I would recommend that Commissioners keep at least of two or three priorities, just like you suggested Mr. Chairman, and bring those to the work session. As we go through the work session, those priorities can come out. The way we've done in the past is the Commissioners submit, most of the time not all of the time, the Commissioners would submit or send topics to the Clerk. And then we would combine those topics, and if similar topics were submitted, we would include them one and then we would just go down the list of those topics. That is not exactly how this work session is set up. It's set up more about the visioning. The board has changed drastically. So what the last Board or last Elected Board of Commissioners goals and objectives, they may be very different from the Board that sits in front of us today. So we as county staff need guidance. That's what this work session is there to do. It is to help build guidance for us. If you look back on the previous work session, we can take just about everything that staff has put forward and tie it back in to what report was spoken about in that strategic planning work session. So that's what we're looking at doing during this work session.

ANNOUNCEMENTS AND UPCOMING EVENTS:

- February 16, 2023 Joint Meeting with Towns of Yanceyville and Milton 6:00 pm at Co-Square. Dinner will be served.
- February 18, 2023 Commissioners' Planning Work Session at 9:00 am at the Gunn Memorial Library
- February 20, 2023 Board of Education Joint Meeting starting at 6:00 pm at the Gunn Memorial Library. A meal will be offered at 5:00 pm prior to the start of the meeting.
- March 8, 2023 Tri-County meeting with Rockingham, Stokes, and Caswell at 6:30 pm. That will be in Wentworth at the Governmental Center
- Mrs. Hall sent a thank you card for your thoughtfulness during her time of the passing of her husband. She wanted to make sure that you all were aware one of Nate's greatest joys was serving as a County Commissioner. She just wanted to thank you all for your prayers and thoughts during that time.

ADJOURNMENT:

A **motion** was made at 8:00 pm by Commissioner Yarbrough and seconded by Commissioner Rose and **carried unanimously** to adjourn the meeting. (Ayes: Commissioners Holt, Rose, Yarbrough, Jefferies, and Dickerson)

Carla R. Smith
Clerk to the Board

John Dickerson
Chairman

February 6, 2023

BUDGET AMENDMENT NO. 6
CASWELL COUNTY, NORTH CAROLINA
Amending the 2022 - 2023 General Fund Budget

BE IT ORDAINED by the Caswell County Board of Commissioners:

Section I: Department of Social Services Expenditures and Revenues: The General Fund is hereby Increasing/Decreasing the following lines in the amounts indicated:

	2022 - 2023 Original Budget	Increase (Decrease)	2022 - 2023 Amended Budget
EXPENDITURES			
Low Income Assist. Energy- LIEAP	\$ 135,345.00	\$ (66,585.00)	\$ 68,760.00
Fuel Emergencies/ CIP	\$	\$	\$
LIHWAP (Low Income Water)	\$	\$	\$
APS Essential Services	\$	\$	\$
TOTAL EXPENDITURES	\$ 135,345.00	\$ (66,585.00)	\$ 68,760.00
REVENUES			
DSS / Admin WCA	\$ 2,587,008.00	\$ (66,585.00)	\$ 2,520,423.00
LIHWAP (Low Income Water)	\$	\$	\$
APS Essential Services	\$	\$	\$
TOTAL REVENUES	\$ 2,587,008.00	\$ (66,585.00)	\$ 2,520,423.00

Justification: To budget allocation changes by the NC Department of Health & Human Services as authorized by state funding authorization.

Section II: Department of Social Services Expenditures and Revenues: The General Fund is hereby Increasing/Decreasing the following lines in the amounts indicated:

	2022 - 2023 Original Budget	Increase (Decrease)	2022 - 2023 Amended Budget
EXPENDITURES			
Low Income Assist. Energy -	\$ 68,760.00	\$ (30,978.00)	\$ 37,782.00
LIEAP Fuel Emergencies/ CIP	\$ 95,056.00	\$ (33,013.00)	\$ 62,043.00
TOTAL EXPENDITURES	\$ 163,816.00	\$ (63,991.00)	\$ 99,825.00
REVENUES			
DSS / Admin	\$ 2,520,423.00	\$ (63,991.00)	\$ 2,456,432.00
WCA TOTAL	\$ 2,520,423.00	\$ (63,991.00)	\$ 2,456,432.00
REVENUES			

Justification: To budget allocation changes by the NC Department of Health & Human Services as authorized by state funding authorization.

Section III: Caswell County EMS Expenditures and Revenues: The General Fund is hereby Increasing/ Deceasing the following lines in the amounts indicated:

	2022- 2023 Original Budget	Increase (Decrease)	2022 - 2023 <u>Amended Budget</u>
EXPENDITURES			
EMS CBCG Grant - Capital	\$	\$ 213,246.00	\$ 213,246.00
TOTAL EXPENDITURES	\$	\$ 213,246.00	\$ 213,246.00
REVENUES			
EMS CBCG Grant - Capital	\$	\$ 213,246.00	\$ 213,246.00
TOTAL REVENUES	\$	213,246.00	\$ 213,246.00

Justification: EMS received the Emergency Management Capacity Building Competitive Grant funded through the North Carolina Department of Public Safety. Reimbursable Grant

Section IV: Caswell County EMS Expenditures and Revenues: The General Fund is hereby Increasing/ Deceasing the following lines in the amounts indicated:

	2022- 2023 Original Budget	Increase (Decrease)	2022 - 2023 <u>Amended Budget</u>
EXPENDITURES			
EMS Ballistic Vests Grant	\$	\$ 12,000.00	\$ 12,000.00
TOTAL EXPENDITURES	\$	\$ 12,000.00	\$ 12,000.00
REVENUES			
EMS Ballistic Vests Grant	\$	\$ 12,000.00	\$ 12,000.00
TOTAL REVENUES	\$	\$ 12,000.00	\$ 12,000.00

Justification: EMS received a grant from the Community Foundation of the Dan River Region for the purchase of ballistic vests for EMS first responders. Mo county match.

Section V: Caswell County Sheriff's Department Expenditures and Revenues: The General Fund is hereby Increasing/Decreasing the following lines in the amounts indicated:

	2022- 2023 Original Budget	Increase (Decrease)	2022 - 2023 Amended Budget
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EXPENDITURES				
Caswell County Sheriff Block Grant	\$	\$	25,000.00	\$ 25,000.00
TOTAL EXPENDITURES	\$	\$	25,000.00	\$ 25,000.00
REVENUES				
Caswell County Sheriff Block Grant	\$	\$	25,000.00	\$ 25,000.00
TOTAL REVENUES	\$	\$	25,000.00	\$ 25,000.00

Justification: The Caswell County Sheriff Department received a Local Law Enforcement Block Grant to fund a Special Emergency Response Team (SERT). Non-lethal equipment and ballistic vests.

Reimbursement Grant. No county match

Section VI: Family Services Expenditures and Revenues: Family Services of Caswell is hereby Increasing/Decreasing the following lines as indicated:

	2022 - 2023 Original Budget	Increase (Decrease)	2022 - 2023 <u>Amended Budget</u>
EXPENDITURES			
Capital Outlay - General	\$	\$ 15,000.00	\$ 15,000.00
TOTAL EXPENDITURES	\$	\$ 15,000.00	\$ 15,000.00
REVENUES			
Capital Outlay- General	\$	\$ 15,000.00	\$ 15,000.00
TOTAL REVENUES	\$	\$ 15,000.00	\$ 15,000.00

Justification: Family Services received a grant from the Community Foundation of Dan River Region to purchase a minivan. The match is coming from another grant.

Section VII: Family Services Expenditures and Revenues: Family Services of Caswell is hereby Increasing/Decreasing the following lines as indicated:

	2022- 2023 Original Budget	Increase (Decrease)	2022 - 2023 Amended Budget
EXPENDITURES			
Facilities Improvement Grant	\$	\$ 92,684.00	\$ 92,684.00
TOTAL EXPENDITURES	\$	\$ 92,684.00	\$ 92,684.00
REVENUES			
Facilities Improvement Grant	\$	\$ 92,684.00	\$ 92,684.00
TOTAL REVENUES	\$	\$ 92,684.00	\$ 92,684.00

Justification: Family Services received a grant from the North Carolina Human Trafficking Commission to continue to improve interior and exterior of the building. No county match

**ATTEST:
FOR THE COUNTY OF CASWELL:**

BOARD OF COMMISSIONERS

S/ Carla Smith

S/ John Dickerson

Clerk to the Board

Chairman of the Board

February 6, 2023

Date

Title/Description: Equal Employment Opportunity		
Date: February 6, 2023	Approved By: John Dickerson, Board Chair	Date Effective: February 6, 2023

POLICY STATEMENT:

This policy provides equal employment opportunities (EEO) to all County of Caswell employees and applicants for employment without regard to race, color, sex, national origin, age, handicap, marital status, status as a Vietnam-era or special disabled veteran or other unlawful discriminatory characteristics in accordance with applicable federal, state and local laws. This policy applies to all terms and conditions of employment, including, but not limited to hiring, placement, promotion, termination, transfer, leaves of absence, compensation, and training.

PROCEDURE

County of Caswell expressly prohibits any form of unlawful employment harassment. Improper interference with the ability of the organization's employees to perform their expected job duties is not tolerated.

With respect to sexual harassment, County of Caswell prohibits:

1. Unwelcome sexual advance; requests for sexual favors; and all other verbal or physical conduct of a sexual or otherwise offensive nature, especially where:
 - Submission to such conduct is made either explicitly or implicitly a term or condition of employment;
 - Submission to or rejection of such conduct is used as the basis for decisions affecting an individual's employment; or
 - Such conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment.
2. Offensive comments, jokes, innuendos, and other sexually oriented statements.

Each member of the staff is responsible for creating an atmosphere free of discrimination, and harassment, sexual or otherwise. Further, employees are responsible for respecting the rights of their coworkers.

If the employee experiences any harassment on the job, he or she should promptly report the incident to their immediate supervisor, who will investigate the matter and take appropriate action. The employee's complaint will be kept confidential to the extent possible.

Title/Description: Equal Employment Opportunity		
Date: February 6, 2023	Approved By: John Dickerson, Board Chair	Date Effective: February 6, 2023

If County of Caswell determines that an employee is guilty of harassing another employee, appropriate disciplinary action may be taken against the offending employee.

County of Caswell prohibits any form of retaliation against any employee for filing a bona fide complaint under this policy or for assisting in a complaint investigation. However, if after investigating any complaint of harassment or unlawful discrimination, the organization determines that the complaint is not bona fide or that an employee has provided false information regarding the complaint, disciplinary action may be taken against the individual who filed the complaint or who gave the false information.

It's the sole responsibility of County of Caswell to hire capable and complement employees for the employment positions established. County of Caswell seeks to hire the best person who:

1. Shares a common commitment to the Mission of the County of Caswell;
2. Best fits the qualifications of the position and needs of the County of Caswell
3. Possesses the highest ethical standards;
4. Is honest with their self and others;
5. Is loyal to the best interest of County of Caswell;
6. Is committed to the concept of team work;
7. Is efficient and reliable;
8. Is courteous to the feelings and opinions of others; and
9. Can maintain the confidentiality of the organization's business.

County of Caswell employment carries with a responsibility to be constantly aware of the importance of a good ethical conduct. Employees must refrain from taking part, or exercising influence, in any transaction in which their own interest may conflict with the best interest of the organization. County of Caswell recognizes and respects the individual employee's rights to engage in activities outside his or her employment which in no way conflict with or reflect poorly on the organization. County of Caswell reserves the right, however, to determine when an employee's activities represent a conflict with the organization's interest and to take whatever action is necessary to resolve the situation.



CASWELL COUNTY LOCAL GOVERNMENT

WHEREAS, Caswell County's natural beauty is critical to its residents' quality of life, health, and economic well-being; and

WHEREAS, the trails that currently exist here and future trails to be built, will play an integral part of the recreational and transportation possibilities of our area and promote an enjoyment of scenic beauty by our residents and our visitors; and

WHEREAS, the parks and natural areas in our community are welcoming to all and provide a common ground for people of all ages, abilities, and backgrounds to access our rich and diverse natural, cultural, and historic resources; and

WHEREAS, Caswell County's natural assets and resources are to be dedicated, protected, and cultivated for future generations; and

WHEREAS, Caswell County's landscape is poised to develop trails that can benefit the community and visitor as the existing Senior Center Trail and the Milton Heritage Greenway Trail do at this point; and

WHEREAS, trails offer quality-of-life benefits to all as expressions of local community character and pride, as outdoor workshops for science education, as tools for economic revitalization, as free resources for healthy recreation, as accessible alternative transportation, and as sites for social and cultural events; and

WHEREAS, the Tourism Development Authority of Caswell County intends to partner with the Year of the Trail initiative and other regional programs that can help to build our trails infrastructure; and

WHEREAS, the North Carolina General Assembly designated 2023 as the Year of the Trail in North Carolina to promote and celebrate the state's extensive network of trails that showcase our state's beauty, vibrancy, and culture; and

WHEREAS, North Carolina is known as the "Great Trails State;"

NOW, THEREFORE, the Caswell County Board of Commissioners, do hereby proclaim 2023 as "THE YEAR OF THE TRAIL" in Caswell County and commend its observance to all people.

Signed this 6 day of February, 2023

S/ John Dickerson

Caswell County Board of Commissioners Chair