

Meeting of the Hoke County Board of Commissioners on Monday, August 21, 2006 at 7:30 p.m. in the Commissioners Room of the Pratt Building.

MEMBERS PRESENT:

Robert Wright, Chairman
Jean Powell, Vice Chairman
James Leach
Charles Daniels
William Cameron, Jr.

OTHERS PRESENT:

Mike Wood, County Manager
Neil Yarborough, County Attorney
Letitia Edens

Chairman Wright called the meeting to order and welcomed everyone. Chairman Wright led the Pledge of Allegiance and James Leach gave the invocation.

Employee Recognitions – Ed Crutchfield

Daniel Koliba - 5 years – Solid Waste
Jeffrey Ray -5 years - Utilities
Lethia Everette - 10 years – DSS
Roland Little – 10 years – Health Department
Cynthia Oxendine – 15 years – Health Department

The Board of Commissioners thanked the employees for their service to Hoke County.

Consent Agenda:

- a. Chairman as State Voting Delegate
- b. LRCOG – CDBG Administrative Contract
- c. LRCOG - CDBG Policies and Procedures

Mike Wood County Manager asked that he be allowed to add additional items to the agenda. Item 8, Bond Order authorizing the issuance of general obligation school bonds in the maximum amount of \$20,000,000, item 9 Hobbs, Upchurch & Associates, P.A. contracts for Administrative & Engineering Services for the Shawtown Sewer Improvements, and item 10 Hendrix Farms Subdivision. Doug Hale Financial Officer stated that he needed to add an additional budget amendment for purchase of land. Chairman Wright stated they would add those items to the consent agenda as other. Charles Daniels stated that they should be added as items as separate issues. James Leach made a motion to approve the amended agenda; Jean Powell seconded the motion, unanimously carried.

(minutes continued from the August 21, 2006 meeting) 2043

Hoke County Tax Collector's Report – August 21, 2006

Tax Levy 2006	\$ 14,093,967.96
Collected to date	566,628.04
Uncollected balance before releases	13,527,339.92
Releases to date	
Uncollected balance after releases	13,527,339.92
Deceased	
Advertising Charged	
Uncollected balance 2005 Tax Levy (1)	\$ 13,527,339.92

Collections July 2006	\$566,628.04
Releases July 2006	
Percent of levy collected (receipts)	4.02%
Percent of levy collected(releases, etc.)	
Percent of levy collected(totals)	4.02%

PRIOR YEARS

Prior Years tax levy June 30, 2006	\$ 1,546,374.15
Collected to date	90,210.20
Uncollected balance before releases	1,456,163.95
Releases to date	
Insolvent	
Deceased	
Uncollected balance prior years (2)	\$ 1,456,163.95

Collections July 2006	\$90,210.20
Releases July 2006	
Percent Prior years collected(receipts)	5.83%
Percent pr. Yrs. Collected(releases, etc.)	
Percent pr. Yrs. Collected(totals)	5.83%
Total Uncollected Taxes (1+2)	\$ 14,983,503.87

2004 Taxes

Tax Levy June 2005	\$ 11,219,066.41
Collections July 2005	1,044,061.68
Releases July 2005	
Deceased	
Percent collected (receipts)	9.31%
Percent collected (releases, Etc.)	

(minutes continued from the August 21, 2006 meeting) 2044

Percent collected(totals)	9.31%	
Prior years tax levy July 2005	\$	1,428,602.12
Collections July 2005		61,894.78

Releases July 2005

Deceased

Insolvent

Percent collected (receipts)	4.33%
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Percent collected(releases, etc.)	
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Percent collected (totals)	4.33%
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Refunds:

Myrline Locklear, 667 Cope Road, Red Springs, NC - \$220.00

Gregory McGee, 116 Jessica Place Road, Raeford, NC - \$7.74

Total refunds: \$227.74

Judy Pittman Tax Collector asked that the Board of Commissioners approve the refund for Ms. Merline Locklear billed for solid waste fee for two vacant lots on North Lake Road. Ms. Merline paid the bill on July 28, 2006, also ask that they refund Mr. Gregory McGee paid bill in error on mobile home he sold in 2005. James Leach made a motion to approve the refunds in the amount of \$227.74, seconded by Jean Powell, unanimously carried.

Releases:

Alexander, Sally L – 2006
No well on property - \$13.60

Beall, Glen – 2006
MH double listed - \$153.10

Blake, Dale B – 2006
Billed on wrong lot - \$778.81

Blake, Dale B – 2006
Rebilled correctly - \$215.86

Boose, Michael C – 2006
No structure on property - \$110.00

Carolina Model Homes – 2005
Transfer Error – \$245.10

Carolina Model Homes – 2006
Transfer Error - \$55.52

Chavis, Marshall – 2006
MH double-listed - \$388.44

Coleman, Shenisha – 2006
MH double-listed - \$139.28

County of Hoke – 2006
Computer Error - \$110.00

(minutes continued from August 21, 2006 meeting) 2045

Duncan-Parnell, Inc. – 2006 Business Equipment moved - \$163.17	Freeman, Louise – 2006 Solid Waste Fee Error - \$110.00
Garber, E. C. Jr. – 2006 Airplane Sold - \$15.80	Goodspeed, Gerald – 2006 Billed to wrong owner - \$358.08
Hendrix, Samuel B. III – 2006 MH sold - \$103.12	Jones, James M – 2006 MH double-listed - \$596.93
King, Larry C – 2006 MH Double-listed - \$117.08	Kirkley, James – 2006 Solid Waste Error - \$110.00
Ladon, Mark – 2006 Transfer Error - \$1,130.92	Locklear, Ann – 2006 Solid Waste Error - \$110.00
Lowery, Bobby – 2006 MH burned - \$80.89	Lowery, Tony – 2006 MH double-listed - \$169.70
M3 Investments, LLC, - 2006 No structure on property - \$110.00	McMillan, James R. – 2006 MH sold - \$31.60
McMillan, William J. – 2006 Billed to wrong owner - \$1,054.37	Monroe, Nancy – 2006 MH sold - \$40.22
Morrison, Allen – 2006 MH double-listed - \$35.46	O’Neal, Charles – 2006 Solid Waste Error - \$110.00
Patterson, Charles – 2006 MH sold - \$8.72	Patterson, Rachel – 2006 MH double-listed - \$63.83
Potter, James A – 2006 Land Use error - \$1,295.95	Ross, Willie – 2006 MH moved - \$85.65
Schulz, Philip – 2006 MH sold - \$179.82	Shaw, Lannie – 2006 Solid Waste Error - \$110.00
Skellington, Raymond – 2006 MH moved - \$110.00	Smith, Larry – 2006 Boat sold - \$21.06
Stevens, Larry – 2006 Error in acreage - \$83.90	Tegeler, Dan – 2006 Solid Waste Error - \$110.00

(minutes continued from the August 21, 2006 meeting) 2046

Time Warner – 2006
Equipment Doublelisted - \$3.15

Wilson, John T – 2006
MH sold - \$33.67

Wilson, Margaret – 2006
MH doublelisted - \$190.00

Wysocki, Steve – 2006
Heated Square Footage error - \$90.67

Total Releases: \$9,043.47

Charles Daniels raised questions with Tax Collector Judy Pittman about the release on bill 109468 for \$778.81 and then we only rebilled the customer \$215.86. Tax Collector Pittman stated that she would have to ask Tax Assessor Jenny Gibson to come up and explain. Tax Assessor Gibson stated that the customer 109468 had two lots and that the \$778.81 was billed on the wrong lot, so they had to rebill customer 109468 on the correct parcel. James Leach made motion to approve releases in the amount of \$ 9,043.47, seconded by Jean Powell, unanimously carried.

Budget Amendments – Doug Hale

Finance – 2006 CDBG Scattered Housing - \$400,000
Finance – CDBG Shawtown Sewer - \$750,000
Health Department – Contract Employee - \$2,000
Administration Projects – Transfer From General Fund - \$3,810,000

Jean Powell made a motion to approve the budget amendments, seconded by William Cameron, unanimously approved.

The board discussed the Turlington space for the school that was tabled from the last meeting. Commissioner Daniels stated that he had no problem with this. Brown Hendrix came and discussed this with him. Chairman Wright stated that they had gone down and looked at the space. They came up with one room used as storage. They do have some other rooms over there. The Hoke County Building Department and Hoke County School Maintenance would each contribute to fixing the space needed for Turlington School. Motion made by Charles Daniels to give the school system the storage room used by Extension, seconded by James Leach, approved unanimously.

Heather Brown Planner stated that she was present to answer questions the Commissioner's had about the vacant inspector's positions. Ms. Brown stated that six qualified applicants applied and she had made four offers of employment. She was turned down by three, and the fourth candidate accepted and then contacted her a week later and declined not giving a clear and valid reason.

Of the original three that accepted she was able to speak to one candidate and he stated that the pay, benefits, travel and longevity plan were all issues for him. Ms. Brown also stated that building inspectors are in such high demand right now that they can just about name their price. Our salary compares to other counties. We might need to consider the career incentive program for inspectors. They have to have certifications. Mike Wood stated that the commissioners can give added incentives. James Leach asked how far behind were inspections? Billy Coxe stated about 24 hours. Commissioner Wright asked if the salary was comparable to other counties and she stated yes in most cases our entry level was actually above other counties. Chairman Wright stated that he would like to see a reclassification done. Whatever is done will affect Mr. Coxe also. Billy Coxe, Building Inspector, was asked to come up and speak. Mr. Coxe stated that in his opinion he felt that we might consider hiring a candidate that had a contractor, plumbing, electrical license and do on the job training in order to get a candidate from our own community. They will work under his certification. Neil Yarborough stated that we could accept a candidate that had a level one certification and train them. Commissioner Leach asked if the candidates that turned the job offer down not comfortable with the reporting structure at Hoke County, with the Building Inspectors answering to the Planner. Ms. Brown stated that three out of four of the candidates were indeed in the same situation where they were currently working. Mr. Coxe stated that it was not quite the same, at the other counties you may come under the umbrella of the Planning Director, but the Planning Director did not give directions to the Building Inspectors at all. Some discussions went on about how bringing a person on that might have a license in some area might be trained. Ms. Brown stated that she did not like that solution she would much rather hire a candidate that was certified with Level three across the board. Chairman Wright asked if we should repost for the position again and see if we get any additional applicants. Mr. Crutchfield Personnel Director went up to speak and he stated that if we ran the same posting we would likely not get any interest. He stated that even using the Commissioner approved quality points policy, that some of the candidates would have started at a step 6, but we were turned down. Ms. Brown stated that a couple of the candidates did not like our annual review policy. Commissioner Daniels stated that he has never liked the longevity plan, because he felt like employees just got a free ride no matter if they did a good job or a bad job that they would still get a raise. Mr. Jeff Eudy Environmental Specialist Coordinator also spoke about the difficulty they were having in filling the two Environmental Specialist positions. He has a candidate that is qualified on 4 levels and can start right away, but that she was requesting a salary of \$42,000., when she is currently making \$36,815 in Cumberland County. Mr. Crutchfield stated that by using the quality point system that she would only be eligible for step 3, and that the Commissioners would have to approve her at the additional step level? The Commissioners asked if the positions needed to be looked at to be re-graded? It was explained that the Environmental Health Specialist had just been re-graded this year. It was decided that Mr. Crutchfield would look into some proposals on how to pay the

(minutes continued from the August 21, 2006 meeting) 2048

Building Inspectors and Environmental Health Specialists additional money based on their level of certification and that a special meeting would be held on Monday August 28, 2006 at 8:00 a.m. in the Commissioner's Room.

Ray Sistare Engineer, gave an update on the paving for Purvis Court. He stated that he had worked out a plan with DOT to pave the approximate 45 lots on Purvis Court. He worked out an estimate based on the lot frontage. The estimate is \$183,762.50 for the entire project. Mr. Sistare said that there was a problem with the angle of the curve on Purvis Court. If the county is ready to allocate the funds, they are ready to go with the project. There are four properties that will have to donate right-of-way. They are prepared to do that. Jean Powell asked if the residents understood that they will be assessed for the cost for the improvements? He stated that they were aware. They will have to sign something. There will be substantial drainage work done. The commissioners wanted to know what it would take to move ahead on the plans. Neil Yarborough stated that the next step is to have a preliminary assessment resolution. A public hearing will need to be held. A final assessment will also be needed. A man never giving his name, stated that he had the petition signed with the required 75 % of residents on Purvis court signing since March of 2005 and nothing still has not been done. He stated that the postal service, emergency personnel, school buses refused to come down their road because it is so bad. They have had it scraped 3 times this year out of there own pockets, and that they were tired of paying the taxes they were paying if they could not get the services. Mike Wood asked for the Commissioners to approve \$1,400.00 for the scrapping of Purvis Road, with the understanding that this amount would be included in the total amount of what it will cost to pave Purvis Court. Neil Yarborough stated that he would get back with the Commissioners by September 5, 2006 about the resolution that will need to be passed for the Purvis Court Paving to continue. Jean Powell made motion to approve scrapping, moving forward with Purvis Court, seconded by Charles Daniels, unanimously carried.

Mike Wood gave the three items for the bond referendum for the construction of the new school. The first issues are the Bond Order for Introduction for \$20,000,000. James Leach made a motion to approve the Bond Order Introduction, seconded by Jean Powell. The motion carried 4 to 1 with William Cameron voting against. The second item is scheduling the public hearing for September 5, 2006 at 7:30. James Leach made a motion to approve the public hearing, seconded by Jean Powell, unanimously carried. The third issue is the sworn statement of debt. Jean Powell made a motion to accept the Sworn Statement of Debt, seconded by James Leach, unanimously carried.

Mike Wood stated that he was asking the Board to approve the contract for the sewer improvements for Shawtown for \$750,000. William Cameron made motion to approve the contract for the project, seconded by James Leach, approved unanimously.

(minutes continued from the August 21, 2006) 2049

Mike Wood stated that they had maps containing more information on the Hendrix Farms that was tabled from the last meeting. He is recommending approval. James Leach made a motion to approve the map for preliminary, seconded by Jean Powell, unanimously carried.

Jean Powell made a motion to go into closed session for an economic development matter, seconded James Leach, unanimously carried.

Jean Powell made motion to come out of closed session, seconded by James Leach, unanimously carried.

Jean Powell made a motion to recess the meeting until Monday, August 28, 2006 at 8:00 a.m. in the Commissioners Room, seconded by James Leach, unanimously carried.

Recessed meeting of the Hoke County Board of Commissioners from Monday, August 21, 2006 to Monday, August 28, 2006 at 8:00 a.m. in the Commissioners Room of the Pratt Building.

MEMBERS PRESENT:

Robert Wright, Chairman
Jean Powell, Vice Chairman
James Leach
Charles Daniels
William Cameron, Jr.

OTHERS PRESENT:

Mike Wood, County Manager
John Jackson, County Attorney
Linda Revels, Clerk to the Board

Chairman Wright welcomed everyone. Commissioner Powell led the invocation.

Ed Crutchfield, Human Resources Director, presented the Alternative Compensation Structure for Building Codes Inspector and Environmental Health Positions. The premium pay system the Board approved is not attractive to the applicants. They do not see the benefits where they can progress and be recognized for their continuing education and levels of certification. This is the way to go for the inspector and the environmental health inspector. Both positions require some certification. The structure will: recognize the unique technical and legal requirements of the positions, facilitate recruitment by granting premium starting salaries for applicants presenting more than minimum job requirements, encourage employee growth by rewarding employees for continuing education, encourage employee retention by granting step increases for continuing education, and maintain salary parity with other local governments. Regarding the

building inspector, it is at a grade 74. Currently there is no chief inspector. The salary of a grade 74 starts at \$47,792.00. This is significant above most jurisdictions in the state. Regarding the environmental health positions, the Board approved a re-grade last April. These positions fall under the State Personnel. This is also above average. They are not recommending a salary re-grade for a higher level for either position at this time. Another re-grade would place Hoke County out of line with other local governments. They are recommending a two-grade salary differential between a Building Code Inspector and a Chief Building Code Inspector, should the latter position be authorized at a later date by the Board of Commissioners. For the present, they are recommending that the two authorized building code inspector positions remain at grade 74. The two grade differential between Environmental Health Specialist and Environmental Health Programs Coordinator must be maintained to be compliance with OSP classification system. They have not been able to offer starting salary at a level expected by building inspectors and environmental health applicants by solely applying premium points based on our current Hiring Above Entry Level premium point system. They are recommending additional steps above entry level (up to a maximum of Step 6) be granted based on certifications (inspections) or authorizations (health) obtained prior to hiring. This would replace the Hiring Above Entry Level system of assigning of premium points as previously adopted by the Board for these two departments only. Applicants to these positions would have to meet all minimum job requirements. For Building Codes Inspector positions, they are recommending additional steps above entry level (up to a maximum of Step 6) for certifications exceeding the required Level 1 as follows: Premium Steps – 1 for Certification Level – I – Trades – Fire, 1 (each trade), II, Bldg, Elec., Mech. and Plumb., 2 for Level III, in Bldg, Elect., Mech. and Plumb. For the Environmental Health Specialist and Programs Coordinator, they are recommending additional steps above entry level (up to maximum of Step 6) for authorizations other than the required licensed Sanitarian. It will be 1 Premium Step for Child Care Centers, 1 for Food and Lodging, 1 for Swimming Pools, 1 for On-site Wastewater and 1 for Tattoo Parlors. They are recommending as an action item to adopt an alternative system for granting additional steps above entry level for hiring Building Code Inspector and Environmental Health Specialist positions based on certifications or authorizations obtained prior to hiring exceeding the minimum level required for the positions. They also recommend that both building inspections and environmental health positions remain under the previously adopted Longevity step system based on hire date. They also recommend that no new employee, including building inspection and environmental health positions, suffer loss of Step 2 or Step 3 longevity increases because of receiving an entry level salary of Step 3 or higher upon employment. This would require a policy change. The longevity step system shall be applicable to all full-time and permanent, part-time employees without regard to their hiring salary whether they were hired below, at or above entry level for their position. This policy shall be applicable to all such full-time and permanent, part-time employees having completed one year of service on or

(minutes continued from August 21st to August 28, 2006) 2051

after July 1, 2006. They do not recommend hiring a Building Code Inspector Trainee to fill a vacant Building Code Inspector position now or in the future. This would adversely impact inspections if a trainee filled one or two building code positions. Chairman Wright asked if they could go back with present employees and give them the same educational qualifications? Mr. Crutchfield stated that they could do that. He is not recommending doing this with the salary study being done last year. Charles Daniels stated that this needs to be done for all departments. Jean Powell asked if these recommendations would make a difference in getting a qualified person? Mr. Crutchfield stated yes. He also recommended getting a chief inspector. James Leach stated that there has been a chief inspector position in the past with the pay being different. Jean Powell made a motion to approve the recommended additional steps above entry level up to a maximum of Step 6 for certifications, seconded by James Leach, unanimously carried. Chairman Wright asked about the longevity, if it would affect all employees. Mr. Crutchfield stated yes. James Leach made a motion to approve the recommended longevity step increase as submitted, seconded by Jean Powell, unanimously carried. Ed Crutchfield stated that if the Board wanted to look at the requirements for a Chief Building Inspector position, he would have to get them this information. Chairman Wright asked that this be put on the September 5th agenda.

Mike Wood stated that Eric Collins with Time Warner has requested to update the Board of the cable changeover. Mr. Collins stated that as of July 31st Time Warner took over Adelphia. It will take some time to upgrade the system. They are currently testing the cable lines. James Leach asked about the Time Warner Cable at the Health Department. Mr. Collins stated that there is some cost involved. The Health Department is beyond the service tap. The County will have to pay the cost to tie in. Chairman Wright asked if it was needed? Cynthia Oxendine, Interim Health Director, stated that they could use it for education. Chairman Wright thanked Mr. Collins for coming to update the Board. Mr. Collins stated that he would be coming back from time to time for updates.

James Leach stated that he would like to commend the Sheriff's department and the other agencies and citizens for a good job that they did in looking for the missing girl. He would like to thank all those folks that came together for this cause.

James Leach made a motion to go into closed session for an economic development matter, seconded by Jean Powell, unanimously carried.

James Leach made a motion to come out of closed session and go back into regular session, seconded by Jean Powell, unanimously carried.

The County Manager made a recommendation that the Board of Commissioners consider an inducement agreement to Burlington Industries for expansion of up to 65 jobs,

(minutes continued from August 21st to August 28, 2006) 2052

matching \$70,000. of the \$100,000. of the Governor's One Fund with the City matching the other \$30,000. and cash grants for five (5) years equivalent to 10 % of the tax increase of the incremental value of the expansion, contingent on Burlington receiving the Governor's One Fund and the 65 jobs. Jean Powell made a motion to approve the County Manager's recommendation, seconded by Charles Daniels, unanimously carried.

Jean Powell asked if any other commissioners were interested in meeting Rick Studemond at the Calloway Tract on Highway 211? Chairman Wright stated that all the commissioner need to go if possible. Jean Powell stated that she would like to do a resolution for the next meeting regarding a driveway permit from DOT regarding this property for the park for public access. James Leach made a motion to recess the meeting until 2:00 p.m. this afternoon to the Calloway Tract of land on Highway 211, seconded by Jean Powell, unanimously carried.

Recessed meeting from the August 21st meeting to August 28th at 2:00 p.m. at the Calloway Tract on Highway 211.

MEMBERS PRESENT:

Robert Wright, Chairman
Jean Powell, Vice Chairman
James Leach
Charles Daniels
William Cameron, Jr.

OTHERS PRESENT:

Mike Wood, County Manager
Linda Revels, Clerk to the Board

Chairman Wright called the meeting to order.

Mr. Rick Studemond with the Nature Conservancy was present. He showed maps of the 2500 acres of property including the 5 acres for a public park. The property was purchased for the red-headed woodpecker. They are trying to get a driveway permit from DOT. They want to create an entrance with a sign and have a parking area. The property will include a nature park, picnic areas, walking trails, horse trails and hunting for wildlife. They want to have a grand opening. They are paying for the improvements to the park which will cost about \$25,000.00. Mr. Studemond stated that he would appreciate any help from the commissioners regarding the issuance of the driveway permit from DOT. The Board then viewed the property. Chairman Wright stated that a resolution regarding the driveway permit will be on the September 5th agenda.

(minutes continued from August 21st to August 28, 2006) 2053

There being no further business to come before the Hoke County Board of Commissioners, James Leach made a motion to adjourn, seconded by Jean Powell, unanimously carried. The meeting adjourned at 3:40 p.m.

Robert A. Wright, Chairman