

**MINUTES OF BOARD OF COUNTY COMMISSIONERS
OF GUILFORD COUNTY
WORK SESSION**

Greensboro, North Carolina
September 18, 2025

PRESENT: Chairman Melvin “Skip” Alston, presiding; Vice Chairwoman J. Carlvena Foster; Commissioners Kay Cashion, Brandon Gray-Hill, Mary Beth Murphy, Frankie T. Jones, Jr., Pat Tillman, and Alan Perdue.

ABSENT: Commissioner Carly Cooke.

ALSO PRESENT: County Manager Victor Isler; County Attorney Andrea Leslie-Fite; Clerk to Board Robin Keller; Deputy Clerk to the Board Ariane Webb; Deputy Clerk to the Board T’ebony Rosa; Erris Dunston, Assistant County Manager; Natalie Craver, Assistant County Manager; Jaime Joyner, Human Resources Director; Mirna Simaan, Human Resources Benefits Manager; Shawna Tillery, City of Greensboro Projects and Real Estate Division Manager; City of Greensboro Councilwoman Tammy Thurm; members of staff, media, and the public. Virtual participation was made available to members of the public and media partners.

I. WELCOME AND CALL TO ORDER

Chairman Alston welcomed those present and called the meeting to order at 4:06 p.m.

County Manager Victor Isler gave an overview of the afternoon’s agenda.

Commissioner Jones requested recusal from the Human Resources Department’s Open Enrollment item due to a conflict of interest.

Motion was made by Commissioner Alan Perdue, seconded by Commissioner Mary Beth Murphy, to recuse Commissioner Frankie T. Jones, Jr. from voting on the item.

The motion carried unanimously.

II. NEW BUSINESS

**A. APPROVE CALENDAR YEAR 2026 OPEN ENROLLMENT BENEFITS
CONTRACTS AND PREMIUM RATES**

County Manager Isler introduced the agenda item and recognized Human Resources Director Jaime Joyner and Benefits Manager Mirna Simaan.

Director Joyner spoke to the Mark III partner for benefits brokerage and consulting services. She spoke to no change in the life insurance premium, to savings of \$350K to the Medicare

Advantage Plan, and to \$425K of stop loss coverage that protects the county from liability from high-cost claims.

Director Joyner spoke to dental coverage increases of \$11K, and to no budget amendments anticipated in the FY26 budget.

Manager Simaan highlighted the UNUM voluntary benefits that include varying rates due to age and income. She noted the recommendation is to continue the following insurance coverages with no changes to (1) Basic Life and Accidental Death & Dismemberment, (2) Supplemental Life, (3) Short-Term Disability, (4) Long-Term Disability, (5) Hospital Indemnity, (6) Critical Illness, and (7) Accident.

Manager Simaan shared administrative services related to the County's self-funded medical plan at a cost of \$32.27 per member per month, and a continuation of these services at the same cost for 2026, with a recommendation to maintain UnitedHealthcare as the plan administrator.

Manager Simaan noted that changes to the UHC MAPD program plan design are mandated by Medicare and impact the annual out-of-pocket threshold for Medicare Part D in 2026 which is set at \$2,100, up from \$2,000 for 2025. She explained that the Medicare-eligible retirees who meet the required criteria are currently covered by the plan at a total cost of \$297.59 monthly. She noted that the County contributes \$262.98 per month on behalf of 30-year retirees, whereby the retiree contributes \$34.61 per month. She shared that the recommendation is to remain with United Healthcare for the MAPD Plan for the 2026 plan year as the lowest cost bidder and to minimize any change for retirees.

Manager Simaan noted that Guilford County sponsors a self-funded health insurance plan for active employees and pre-65 retirees. She spoke to the Symetra 'stop loss' plan reimbursement procedures. She explained that there is a 9% increase for \$425K for 2026. She shared that the recommendation is to remain with Symetra for stop loss coverage for 2026 at an estimated cost of \$1,937,947.

Manager Simaan shared that Delta Dental administers both the Basic and Enhanced Dental Plan for employees, retirees, and dependents. She noted that the recommendation is to renew with Delta Dental for a three-year guarantee at a 6% increase, with an annual cost increase of approximately \$11K.

Manager Simaan explained the Vision Plan insurance coverage. She spoke to Superior Vision offering a 2% reduction in cost from \$5.29 to \$5.18 per month. She shared that the recommendation is to remain with Superior Vision as the voluntary vision provider for 2026.

Commissioner Perdue thanked staff for the report. He voiced concern regarding the annual physical requirement to upload documents rather than having a healthcare coding requirement. He expressed that this practice lacks efficiency.

County Manager Isler spoke to a path forward regarding efficiency, and addressed the timeline for document submission being on the implementation side of the calendar.

Vice Chairwoman Foster commended the cost decrease.

Motion made by Commissioner Alan Perdue, and seconded by Commissioner Mary Beth Murphy, to:

- 1. Approve six (6) contracts for calendar year 2026 benefits, in substantial form, with UNUM for Basic Life and Accidental Death & Dismemberment and Supplemental Life, Short-Term Disability, Long-Term Disability, Hospital Indemnity, Critical Illness and Accident Insurances to be effective January 1, 2026, for a term of one (1) year.**
- 2. Approve a price only contract, in substantial form, with United Healthcare (UHC) to provide health insurance administrative services for the self-funded medical plan at the current rate of \$32.27 per covered member per month to be effective January 1, 2026, for a term of one (1) year.**
- 3. Approve a price only contract, in substantial form, with UHC to provide Medicare-eligible qualified retirees with the Medicare Advantage Plan, with a total rate of \$272.59 and the County's contribution at \$240.86 per eligible retiree to be effective January 1, 2026, for a term of one (1) year.**
- 4. Approve one (1) contract for calendar year 2026 benefits, in substantial form, with Symetra for stop loss insurance to be effective January 1, 2026, for a term of one (1) year.**
- 5. Approve one (1) contract for calendar year 2026 benefits, in substantial form, with Delta Dental for dental insurance to be effective January 1, 2026, for a term of one (1) year.**
- 6. Approve one (1) contract for calendar year 2026 benefits, in substantial form, with Superior Vision for vision insurance to be effective January 1, 2026, for a term of one (1) year.**

The motion carried unanimously.

B. DISCUSSION – FACILITY AT 4521 W. WENDOVER AVENUE, GREENSBORO

County Manager Isler introduced the agenda item and recognized Assistant County Manager (ACM) Erris Dunston and City of Greensboro Projects and Real Estate Division Manager Shawna Tillery.

ACM Dunston spoke to an opportunity to collaborate and repurpose 4525 and 4525-A parcels and shared the multi-municipal landownership of 6.35 acres with a tax value of over \$1M. She shared that there was a conditional zoning designation in 1985 for an animal shelter until the new one was built on Guilford College Road. She noted that the City of Greensboro would like to repurpose this property.

Division Manager Tillery highlighted her work on the Windsor-Chavis-Nocho project. She provided a historical overview of the parcel ownership, along with a City of Greensboro request to transfer the property from Guilford County.

Division Manager Tillery spoke to a title search, to a Phase 1 assessment from the Environmental Services team, and to an abandoned well. She noted City of High Point conversations regarding a future transfer of property interests. She shared annexation and rezoning processes, surveying and recombination plat, and design and installation of the water connection.

Division Manager Tillery explained the vision and concept for permanent supportive housing (PSH). She noted the need and challenges for a site-ready development. She explained the solutions with PSH to increase the quality of life. She highlighted the 2024 point-in-time data for the increased homeless population and underutilized housing choice vouchers.

Division Manager Tillery shared the city's Road to 10,000 initiative and its strategic vision of creating an inclusive, accessible, and sustainable community. She displayed illustrative diagrams depicting the project vision with wraparound services, patios, a community center, and green space. She noted 700 square feet of living space, supportive services, case management, mental health support, nutrition programs, and outdoor spaces.

Commissioner Cashion reiterated the City of High Point's contribution and financials. She noted there is a lot planned for this space.

Division Manager Tillery confirmed the City of High Point's 1/8 interest to transfer. She noted that public-private partnerships and price comparisons can be provided.

Commissioner Tillman voiced concern regarding the low housing choice voucher utilization data for families.

Division Manager Tillery confirmed low utilization due to the limited availability of housing units and lengthy housing searches.

Commissioner Tillman questioned how many units would be built.

Division Manager Tillery confirmed 40-60 units and will provide additional information.

Commissioner Tillman voiced concern regarding the Road to 10,000 initiative and what it entails.

Division Manager Tillery confirmed all housing forms.

Commissioner Tillman questioned how many units and the tax value.

Division Manager Tillery confirmed 40-60 units based on less than 10 acres and the current tax value.

Commissioner Tillman questioned the funding model.

Division Manager Tillery confirmed a request for proposals (RFPs) and supportive services from multiple entities on-site. She shared private-entity interest and a county collaboration for wraparound services. She stated she will provide follow-up regarding the Raleigh, Charlotte, and Wilmington models: Moore Place, King's Ridge, and Lakeside Reserve.

Commissioner Perdue reminded the Board of a previous Humane Society Easement and parking lot.

County Attorney Andrea Leslie-Fite confirmed that there was a 1992 conveyance that was not recorded as a deed portion but needs consent.

Chairman Alston questioned any road-widening considerations.

Division Manager Tillery explained that in 1958, a secondary road on the plat was transferred to the Humane Society via deed in 1992. She shared that the road would have to be expanded. She spoke to utility and drainage easements. She noted an official survey to confirm exact measurements.

County Attorney Leslie-Fite confirmed Humane Society communications.

Commissioner Cashion acknowledged City of Greensboro Councilwoman Thurm in the audience and questioned potential funding sources.

Division Manager Tillery spoke to the Home Investment Act and Community Development Block Grants (CDBG).

County Manager Isler confirmed a decrease in HOME funds designated for unincorporated areas that can transfer via an interlocal agreement.

Chairman Alston questioned the percentage of funding by private fundraising or whether a budget has been created.

Councilwoman Thurm spoke to a series of eager donors who pledged to provide \$10-15M to create an endowment for maintenance. She noted there needs to be an understanding of the property limitations and then budget creation.

Commissioner Cashion questioned the number of units.

Councilwoman Thurm confirmed no more than 100 units maximum, depending on the footprint and the number of family and individual units.

Division Manager Tillery reiterated 40-60 units.

Councilwoman Thurm noted the King's Ridge Raleigh facility, playgrounds, gym, healthcare clinic, and educational rooms.

Chairman Alston opined on the ownership entity.

Division Manager Tillery confirmed that initial ownership would be the City of Greensboro, and then the RFP process for a developer to come in.

Councilwoman Thurm noted a private healthcare entity. She explained the increased mental health impacts to medical providers.

Chairman Alston questioned whether this was an official ask concerning the county's portion.

County Attorney Leslie-Fite confirmed that NCGS §160A-274 property transfer with or without consideration to the City of Greensboro without additional costs as long as it is for a public purpose. She advised that reversionary clauses and covenants as a condition of the transfer. She explained that this is conceptual so staff will work together to explore some draft contractual language.

Chairman Alston requested the Board's intent regarding moving forward. He suggested having concrete insight regarding fundraising contingent upon the City of High Point and the easements before we convey.

County Attorney Leslie-Fite highlighted the requested action for staff to engage with the City of Greensboro to ensure the title is clear based on historical conversations.

Councilwoman Thurm noted not investing in a design team prior to parcel ownership.

Chairman Alston requested a resolution of intent with a timespan to secure financials.

County Attorney Leslie-Fite advised of a resolution or a proposed contract with deed restrictions to align with the Board's intent. She advised for a motion to direct staff to enter into contractual negotiations with the City of Greensboro to determine easements and deed transfer.

Division Manager Tillery shared that they are working towards several proposals to prepare for an analysis.

Commissioner Jones referred to covenants with conditions precedent.

County Attorney Leslie-Fite noted this motion is for staff to move forward with a Letter of Intent or a Memorandum of Understanding (MOU), but having Board approval to start drafting documents per Board intent.

Motion made by Commissioner Frankie T. Jones, Jr., seconded by Commissioner Mary Beth Murphy, to advise staff to engage in contractual negotiations with the City of Greensboro to outline conditions precedents and covenants regarding the property located on 4521 Wendover Avenue in Greensboro, North Carolina.

Commissioner Perdue suggested a friendly amendment to specify the parcel addresses and Guilford County's interest.

Commissioner Jones accepted the friendly amendment.

The updated motion:

Motion made by Commissioner Frankie T. Jones, Jr., seconded by Commissioner Mary Beth Murphy, to advise staff to engage in contractual negotiations with the City of Greensboro to outline conditions precedents and covenants regarding Guilford County's interest in the property located at 4525-A (parcel #152150) and 4545 Wendover Avenue (parcel # 152142).

The motion carried unanimously.

III. OTHER BUSINESS

There was no other business for this agenda.

IV. ADJOURN

There being no further business, the work session adjourned by unanimous consent at 5:06 p.m.

The Chairman opened the floor to rescind the motion and to enter closed session.

The motion to adjourn was rescinded unanimously.

There was Board consensus to hold a closed session pursuant to NCGS §143-318.11 for the purpose of consulting with the County Attorney.

The Board recessed the work session and entered into closed session at 5:07 p.m.

The Board reconvened from closed into open session at 5:28p.m.

There being no further business, the work session adjourned at 5:29p.m.

Melvin "Skip" Alston
Chairman

Robin Keller
Clerk