

**MINUTES OF BOARD OF COUNTY
COMMISSIONERS
OF GUILFORD COUNTY**

Greensboro, North Carolina
February 8, 2009

The Board of County Commissioners met in a duly noticed regular meeting Thursday February 8, 2009 at 8:30 a.m., 2018 at the Morehead Foundry located at 433 Spring Garden Street, Greensboro NC 27401

Present: Chairman J. Alan Branson, Vice Chairman Justin Conrad, Commissioners Jeff Phillips, Melvin “Skip” Alston, Katie “Kay” Cashion, Alan Perdue, Carlvena Foster, Hank Henning, Carolyn Q. Coleman (Arrived at 9 a.m.)

Absent: None.

Also Present: County Manager Marty Lawing, Deputy County Manager Clarence Grier, Finance Director Reid Baker, County Attorney Mark Payne, Clerk to Board Robin Keller, Communications Manager Worley Smith, Board of Education members, Schools Superintendent Dr. Sharon Contreras, Members of County Management, and members of the media.

1. WELCOME/CALL TO ORDER

Chairman Branson called meeting to order at 8:48 a.m.

2. OPENING REMARKS

County Manager Marty Lawing outlined the Retreat Agenda, and discussed the overall goals of the Retreat. He provided additional comments to staff.

3. 2017-2018 FINANCIAL REPORT/BUDGET UPDATE

Budget Director Michael Halford reviewed the audit report, and provided a background on the expense history from period FY08-FY17. He spoke to revenues and the need to raise revenues. Halford stated that the County was 32.2M below budget in annual expenses.

Commissioner Alston asked about the funds for the Sheriff’s department.

Halford stated that those fund were included in the breakout. Halford explained the figures and provided additional details concerning the County’s overall budget.

Commissioner Foster asked about the overall savings to the County.

Commissioner Cashion asked about the current numbers for FY18.

Halford stated that the revenue side was slightly over budget, but provided areas where savings had accrued. He outlined revenue variances within the budget, and stressed the importance of a keeping a consistent trajectory. He discussed increases in tax collection. Overall, the budget was over by a half a percent. He spoke in detail concerning the blended rate of the budget; to property taxes concerning the FY18 major revenue sources, and stated there was a decline in the motor vehicle tax (<5400). He noted that the tax rate prepared by the City of Greensboro (CoG) was down by .1%, which means that per capita was a \$650 savings. He spoke to property tax rates; and noted that the tax rate among three-bedroom homes was below that of other comparable-sized counties.

Commissioner Phillips asked about future tax rates, and asked Halford to provide what those projections would look like.

Halford spoke to the major revenue sources; sales taxes, sales tax refunds; and other revenues. He discussed the excise tax; the loss of intergovernmental revenues to the State. He noted an expectation concerning a 3.5% sales tax increase; property tax values were budgeted at 46.26M; and noted that those values were near to the projected budget. Halford provided future speculations for the County's budget in the next fiscal year; and stressed a reduction of the fund balance; and emphasized the debt service, and several other effective budget drivers.

Commissioner Alston inquired about the fund balance, the numbers attributed to the balance, and what could be done to decrease overages in the FY18-19 budget plan.

Halford spoke to factors that would reduce expenditures and outlined several options that could be implemented to lower the overall fund balance.

4. PRELIMINARY FINANCIAL FORECAST

Finance Director Reid Baker provided an overview of the finance fund balance schedule. He outlined the current policy of 8% fund balance. He spoke to several increases in the fund balance during the FY 16-17 budget. He explained the reasons for the difference of the balances. Restricted fund balances provided several premiums that presented an issue that increased the total debt net budget. He outlined the unassigned fund balance and spoke to the 2.7M increase to break even over the last two years, reflected in the unassigned fund balance. Baker speculated based on January projections the county is spending 8.5M, and projected that the fund balance would be spent this year. He said that the support for that speculation was outlined in what Halford explained. He stated that more research would be necessary to provide an accurate overview. Baker discussed the lower debt services and variances, and going forward he recommended that the numbers would be lower. He emphasized the current budget set by policy. He discussed developing a new policy to combat future debt, once the school projects are completed.

Commissioner Alston asked about his recommendation.

Reid recommended a greater than 8% fund balance policy.

5. FUND BALANCE

Baker elaborated that the policy is 8% but recommended a 12% fund balance policy. He recommended setting aside funds to prepare for future issues. Baker spoke to the net debt per capita, operational budget, and the debt ratios among County balances. He provided a breakout of comparisons of debt over the years, and the policy percentages; the net debt percentages of the budget; and elaborated on the operational budget going back several years to reduce the debt percentages below 15%. Baker discussed projections for current and future years that cause potential problems, and the need to increase the policy percentage up to 18%.

Commissioner Alston asked about the process and asked that more inclusive ways to streamline their approach be considered to the process per capita.

Baker spoke to the per capita debt, and explained the debt over several years. He spoke to an assumption over a 1.4M bond issue; pointed out debt percentages; services budgets governed by policy from; and stressed the importance of maintaining the debt service fund so to prepare for future debt issues. Baker provided some final comments before opening the floor to field questions.

Commissioner Phillips asked about how the debt would impact ongoing and future capital projects. He suggested adjusting the policy over the years since the financial climate situation has improved since 2013; he asked if there was a need to establish a firm policy.

Baker spoke to the policy; and discussed the existing budget forecast issues that will require a savings account. He noted that the loss of child care was a loss in the budget; and shared the debt issuance of bonds.

Discussion ensued among the Board concerning the existing policy and the measures the Board might pursue to adapt them to the current financial climate.

6. REVIEW OF TAX REAPPRAISAL SCHEDULE

Tax Director Ben Chavis provided an overview of the eight-year cycle of tax reappraisal. He discussed the need to move to a shorter cycle regarding benefits.

Commissioner Alston asked that a breakout of the slides would provide five through eight-year cycles, and asked about County tax values increasing, and inquired what the market versus estimation rate projection in 2018.

Chavis outlined the tax reappraisal historical perspective; provided goals for the next fiscal year; and spoke to the Board of Equalization and Review's recent move toward a five-year cycle. However, he recommended a four-year reappraisal tax cycle, and spoke to the benefits of shifting to a four-year cycle; the rate changes and recovery of the rates. Commissioner Phillips stated that a 5.5% increase across County from 2012-17.

Commissioner Coleman asked if the present rate could be justified to hire additional staff.

Chavis spoke to available resources and the efforts to forego hiring new positions.

Commissioner Phillips asked about the difference in cycles. He shared his concerns for a revenue neutral verses rate neutral, and emphasized that other counties went rate neutral, and used the opportunity to raise taxes on property owners living within city limits. He emphasized that he opposed a rate neutral shift, and opposed raising property taxes on property owners, and when would the Tax Department need to know a decision.

Chavis spoke to the differences between a rate neutral and revenue neutral policy, and stated that a decision would need to be made within the next two years.

Discussion ensued among the Board concerning the cities and the County tax rate. The Board discussed the best practices implementing property tax values, and how to serve to best serve the needs of the citizens.

Conrad noted that the County should not base setting the revaluation policy on the past policy decisions of the larger cities. He noted that he too was very frustrated that the larger cities used the property revaluation cycle as a means to hide a tax increase for city residents, rather than reducing tax rates to offset the gains received on property tax collections. Conrad stated that despite the cities ongoing property tax increases the revaluation cycle decision should be made based on what is good for the whole county.

Chavis provided additional information concerning the four-year tax reappraisal cycle. He explained that surrounding counties were all implementing a four-year tax reappraisal cycle; he recommends a four-six cycle; and shared that most NC Counties are on either a four or eight-year cycle. He outlined the downturns and upturns regarding formal appeals to County regarding property tax.

7. DATA ANALYTICS

Budget Director Michael Halford returned to speak about the open data program and collaboration with the communities; insight and learning more about County insight. He outlined the performance data he had read that concluded only 30% of the individuals tested gained enough knowledge to alter their work ethic, but feedback had yielded greater results among staff. He outlined the need to obtain data to provide efficient results. He reviewed the challenges that faced the community, and discussed those labor models that have not seen a recovery since the 2007 crisis. He shared that his goal is to deal with the root causes, and avoid simply treating symptoms. He stressed the need for Board feedback to ensure efficiency. He outlined key data & innovation strategies; ways to be more deliberate about identifying not only inefficiencies but efficiencies as well. He discussed the different phases among the Four S's (Scope, Scale, Standards, and System) to encourage knowledge for what the County does to assist its citizens. He stated that the County is a large organization which needed to be emphasized throughout the County to justify expenditures. However, he noted that also provide and come through on promises. He asked the Board to provide him with any meaningful data that they would like communicated to the public. He outlined the projects currently in motion that encourage

integration and collaboration across government entities. He reviewed the datasets that would be integrated to reduce overall waste and inefficiency. He provided a walkthrough of the website regarding open data, and discussed how the sales tax was broken down to reflect where and how the tax money flows.

Commissioner Cashion asked if all the information presented would be readily and easily accessible to the general citizen.

Chairman Branson stated that it has been difficult to disperse information among the public, and he noted that moving forward he was pleased that the County was working to curtail this problem.

Commissioner Phillips asked for a timeline for when the website would be introduced to the citizens.

Halford shared that the website was to go-live sometime in the following month. He explained how the website data would provide clear and consistent information for what is happening throughout the County. He stated that it would also provide answers to commonly asked questions to assuage the redundancy of questions. He noted that the website would open a plethora of new advantages to assist the County on many levels.

Commissioner Perdue stated that one of the benefits has to do with cause and effect, and highlighted the real-time numbers that the website would provide to the citizens who need the information most.

Commissioner Cashion spoke to the benefits of the website and how the information would be used provide all the answers concerning questions from the citizens and bolster the County's Citizen's Academy program.

Halford introduced Budget Analyst Jason Jones to speak more to the data collected to streamline the website and noted that the data was formulated to address frequently asked questions and provide solutions.

Jones spoke to the innovations bucket share, and the impacts of each phase. He outlined the baseline innovation advancement to generate a clear assessment to cultivate the best talents with the CoG. He emphasized the goals of the collaboration effort, and spoke to the many ways to empower employees to remove barriers to induce innovation. He discussed the department director's innovation academy, which provided new insights that can be imbedded throughout the organization. He spoke to collaborative efforts with Duke's Sanford School of Public Policy, UNCG, and ELON Law University, and mentioned the T. Cooper James Innovation Award. He spoke to several other collaborative efforts to increase innovation and collaboration.

Commissioner Foster asked about partnering with the City of High Point (CoHP) due to funding issues. She stated that the dashboard would be user-friendly to all citizens.

Jones stated that it was simply a proximity issue when it came to High Point, but noted that CoHP was approached for their participation.

Halford asked Commissioner Foster to provide names from within CoHp that County staff might approach who would be willing to explore more collaborative efforts between the municipality and the County and with High Point University (HPU). He shared that he had spoken with the CIO of HPU in an effort to expand the group to include schools and universities, and spoke to the universal accessibility of the dashboard.

Jones noted the several options available to facilitate the rollout of the online dashboards in order to create the most versatility in regard to citizen accessibility.

Chairman Branson spoke to Karen Neil's work in agricultural work; to ensure equitable access to data throughout the County.

Jones provided more background on the collaborative efforts happening throughout the County.

Commissioner Alston stated that he would like to see more aggressive measures to include High Point, and expressed his displeasure over the absence of High Point to the innovations team.

Jones shared that staff will continue to make efforts to include the City of High Point.

Commissioner Coleman asked Halford about the EMS information; and requested that a flashing Opioid Death Tally Rate type system be installed on the dashboard to keep citizens up to date with a real-time count concerning the number of deaths throughout the County.

Commissioner Perdue spoke to the data and provided justification for why it needed to be done.

Jones noted how the County could implement measures to include school and Family Justice Center (FJC) data.

Deputy County Manager Clarence Grier provided some background on where the County was concerning data.

Jones shared how the data could be dispersed out to the public.

Commissioner Coleman expressed concern regarding certain areas among certain districts in regard to public access to Internet.

Vice Chairman Conrad emphasized the success rates among districts and school systems to dispel any negativity.

Commissioner Cashion asked who would be driving the project.

Jones stated that it would be himself.

County Attorney Mark Payne discussed the confidentiality issues that may come up.

Halford introduced the questions that he requested Board feedback.

Jones provided the questions for Board consideration.

8. BREAK

The Board took a twenty-minute recess.

9. JUVENILE JUSTICE REINVESTMENT

Court Alternatives Director Doug Logan provided background on the continuing efforts to improve the Juvenile Detention Facility. He discussed the Juvenile Justice Reinvestment Act SB 257. He shared that the current facility works as a catchment for other counties. He discussed upcoming changes that would benefit the facility. He spoke to changes being implemented in 2019 that will alter the definition of “juvenile”. He stated that juveniles of age will be admitted into an adult facility.

Commissioner Alston inquired about the facility’s housing of individuals 18 and younger.

Logan discussed the age of juveniles currently housed in the facility, and where they would be transported to after December 1, 2019 to accommodate the construction. He shared the maximum age of juvenile court jurisdiction is from 16 to 19 years old. Logan noted that a juvenile at 16 years of age on the date of entry would remain in the facility until age 19; However, age 17 would remain in the facility until age 20. Logan provided further information concerning the process.

Discussion ensued among the Board regarding the process; juvenile detention age ranges; and the history of complaints incurred by the facility in Guilford County.

Logan provided further historical background on the schools-based complaints between 2010-2016, which shows a significant decrease in complaints attributed to School Resource Officers (SROs), and programs created to keep juveniles from being arrested. He shared that the Juvenile detention rate has decreased by calendar year since 2013.

County Attorney Mark Payne noted the lack of judges available to try juvenile cases in a timely fashion.

Commissioner Phillips asked for a processes to be developed to shorten wait times.

Logan discussed the long wait times before trial, and the issues created regarding space.

Commissioner Foster asked about the change in age regarding juvenile inmates.

Logan spoke to the facility logistics to keep the juvenile inmate, sight and sound, apart from adult inmates to ensure separation. Logan spoke to the programs that Guilford County School's provide to juvenile inmates. He emphasized that changes needed to be made to the law to keep juveniles in school.

Commissioner Phillips asked if there was any state funding available that could offset the costs, or facilitate the Juvenile process to ensure that while incarcerated, juveniles receive an education.

Logan spoke to state and federal funding standards, and where the department has gone in search of funding to decrease the current expenditure situation.

County Manager Marty Lawing stated that Durham and Guilford County operate detention centers, and the state is expressing them to expand, to create more beds, to increase more funding; however, he stated, would require the center to increase staff sizes ultimately incurring more costs due staff increases.

Commissioner Coleman asked about the 14 beds that currently hold non-Guilford County juveniles, and why the County was responsible for housing juveniles from outside the County.

Lawing provided the background on the housing of other than Guilford County juveniles, was an effort to avoid allocating expenditures for detention center expansion. He emphasized that expansion of the center is something that is on the table as a source to decrease overall costs.

Commissioner Alston discussed the finite details of expending funds.

Lawing added that it has been the direction of the Board to expend funds to decrease overall expenditures.

Logan provided additional information regarding the blueprints of the building to show where expansion could be designed.

Commissioner Alston questioned the number of offices would be needed for the addition of 27 positions.

Logan provided more detail concerning the needs of the expansion; the total needed costs; and the revenues accrued annually on food costs. He covered all costs and what the County would need to contribute (376K) to the overall project.

Commissioner Phillips clarified that the information provided are estimates. He spoke to the need for additional beds, and overstaffing issues. He expressed concern for moving too quickly, and if it was cost-efficient to expend funds, and not need it later.

Lawing stated that from a construction standpoint it would cost more to expand rather than opt to build a new facility. He noted that a commitment from the state would be necessary.

Discussion ensued among the Board concerning the number of beds and dollars per day in relation to construction costs.

Logan provided additional follow-up comments to provide clarity on the several issues.

Chairman Branson stated that the state would need to assist the expansion efforts.

Commissioner Foster inquired about the cost per capita.

Logan stated that he would provide that information to the Board at a later date.

Discussion ensued among the Board concerning state funding of the construction.

A motion was made by Commissioner Melvin “Skip” Alston and seconded by Commissioner Katie “Kay” Cashion to direct staff to enter into negotiations with the state to seek full funding for the expansion of the Juvenile Detention Center—with the additional Amendment made by Commissioner Coleman to work with legislation.

VOTE: 9:0, motion carried unanimously.

The Board recessed for lunch at 12:23 p.m.

The Board reconvened at 1:24 p.m.

10. GUILFORD COUNTY SCHOOLS

Guilford County Schools Superintendent Dr. Sharon Contreras introduced the Board of Education and discussed the state class size mandate.

Board of Education member Angie Henry reviewed NC House Bill 1030 (2016 Appropriations Act) that included language to increase teacher numbers; however, lacked the resources to implement that measure. She stated that our district wide average for each class size cannot be more than the 16; 17; and 18 class sizes per student. That also includes the specials classes, including arts music and PE classes would be restricted as well. This will make a significant impact on schools. Henry spoke to House Bill 13 stipulated that no class exceed 20 or 23.

Commissioner Alston questioned how the class size mandate worked and for a brief outline of what the proposed changes would entail. He asked about how the teachers aids are being utilized in the classroom to accommodate the current overages.

Commissioner Henning asked about how the Board could assist the Board of Education.

Henry reviewed the data concerning class size among Guilford County Schools. She delineated between State and County funds; grade teachers and special classes. She emphasized the disparity among teachers allotted by the state and those given by the county. She elaborated the 2017-18 allotments. She stated that Guilford County Schools has been addressing the issues as they appear. She emphasized 58.5 teachers across Guilford County Schools due to the new laws. Henry projected for the FY2018-19 planning formula Guilford County Schools would require more teachers than the state is willing to provide. She projected the addition of 200 teachers to match the class sizes, and that is assuming the schools have space available. She emphasized the competition among hiring good teachers.

Dr. Contreras provided additional information regarding Title 1 and other laws, and provided additional data concerning the hiring of teachers to meet the demand sufficiently. She shared several inhibitors that detract from hiring good teachers. She stated the difficulties of competing with other districts to recruitment.

Commissioner Alston asked what the number would need to be in order to be compatible.

Dr. Contreras stated that she would provide that information at a later date. She stated that teachers are paid poorly in NC, and the process of paying teachers once a month, inhibits requirements.

Chairman Branson asked if they were paid over twelve months.

Dr. Contreras noted the benefit to employees if they were paid bi-monthly rather than once a month.

Henry reviewed the Power Point Presentation (PPP) concerning school district in relations with class-size mandate. She emphasized that class-size reduction is not the best practice to improve education.

Commissioner Alston asked about class size maximums.

Henry provided information on class-size averages. She emphasized non-mandated offerings in Guilford County, such as Pre-K, Athletics, Band/Orchestra, Teacher Supplements, Visual/Performance Arts, International Baccalaureate and others.

Dr. Contreras spoke to the popular notion that Guilford County Schools has everything it needs to be sufficient learning facilities. She emphasized the meager technology budget, and recommended that technology education be added to non-mandated offerings to provide overall increases to education. She emphasized that the state eradicates the Acts, and look for more and better ways to fund the things that assist schools and students.

Board of Education Chairman Alan Duncan spoke to the legislation taking place at the General Assembly (today) and how the outcome of that legislation will impact the school funding. He emphasized the need to work together and shared his dismay for implementing the funds in such a way.

Commissioner Perdue shared his agreement, and emphasized the need for legislators to reduce the class-size to share a common message.

Dr. Contreras stated that to echo the investing in the best teachers ensures positive growth. She emphasized the need to compensate teachers.

Commissioner Cashion spoke of her attendance at NCACC and shared the discussion that took place there. She echoed some of the apprehensions of the smaller counties who were unable to meet the state's mandate. She spoke to reaching out to other counties and working collaboratively as one voice to effect change. She questioned what the educational association could input, and shared that thirty-some counties have gone on record.

Dr. Contreras stated that this legislation was not beneficial.

Vice Chairman Conrad discussed the costs outlined in the budget presentation, and inquired about the momentum received from members of the delegation as to what the hesitancy was to repeal the law.

Dr. Contreras shared that individually they were positive about moving toward a solution, and they had been working on a fix, but would ultimately like to see it made law. She also emphasized the need to invest in their teachers.

Commissioner Phillips thanked the School Board for being present, and shared that when he spoke to the legislators that the funding for this purpose has already been delivered, but has been appropriated in a different way. He shared his inclination that schools were claiming they do not have the money, and asked for feedback concerning this idea.

Dr. Contreras stated that she would be willing to sit down with any member of the delegation to mitigate misconceptions concerning the allocation of funds.

Henry reiterated the allotment of funds and showed where the money has been allotted to schools, teachers, and school facilities. She emphasized that no formula existed to show where funds have been allocated. She noted that despite the claims, schools are allocating funds appropriately.

Commissioner Phillips noted that legislators have not been well-informed about the minutiae concerning classroom funds. He shared that he would be willing to meet with legislators to assist in the education process of what is happening in our schools.

Chairman Branson asked the Board to consider approving a resolution that would assist in effecting change. He emphasized that this issue was not one of partisan politics, but of the best practice for our students and citizens. He added that he would like feedback for how to proceed forward with the state, and sought guidance from his peers for suggestions to build a stronger school system.

Commissioner Henning echoed Chairman Branson's sentiment; however, stated that the best decisions made are those that are made locally. He emphasized the best intentions with state legislators, but believed a deeper discussion needs to be had in order to make a decision.

Commissioner Foster echoed Henning's sentiments, and suggested a work session to generate further understanding concerning the allotment among non-mandated offerings and state mandated offering.

Chairman Branson clarified and sought ways to gather the legislators together for a discussion.

Commissioner Foster stated that the work session was meant to be among the Board, and not the state legislators.

Vice Chairman Conrad echoed Foster's sentiments and the need to set a work session to further discuss for this issue.

Commissioner Cashion suggested calling a meeting sooner rather than later.

Vice Chairman Branson asked the clerk to set a meeting with the legislators to meet.

Commissioner Coleman suggested making sure that all issues before the school Board are brought before the legislators.

FEDERAL FUNDING FOR SCHOOL CAPITAL PROJECTS

Dr. Contreras spoke to the juvenile detention center, and shared that the schools must fund those teachers, and noted that those costs need to be considered also among other counties.

Chairman Branson asked Logan what the costs and numbers were pertaining to the costs to Guilford Schools.

Dr. Contreras emphasized that they be included in the overall cost. She spoke to President Trump's infrastructure bill, which meant funds would be diverted to pay for roads and bridges, but wished schools would work collaboratively to be included in the bill. She shared that this idea had gained traction and legislators would be willing to craft the language of a bill. At the next Joint Facilities Meeting, she stated that she could provide

more on this topic, and shared that bipartisan support was warranted to build schools and learning center jobs. She wants the K-12 included in the infrastructure bill.

Commissioner Phillips added that the initial response has been effective, and there existed an openness among legislators concerning their consideration on this bill.

Dr. Contreras shared more information regarding school district facility's needs.

The Board took a five-minute recess.

11. MWBE RECOMMENDATIONS

Purchasing Director Susan Crotts introduced Tammie Hall, NC HUB and her work with MWBE.

Tammie Hall introduced herself and provided her background in politics, and her efforts to work with MWBE programs. She shared that there is a direct correlation to the money expended to school funding to creating jobs. She emphasized her visit to begin a conversation. She emphasized diversity and inclusion. She requested the County provide a disparity study.

Commissioner Coleman asked about a disparity study and why it is imperative.

Hall shared that the purpose of the study provides goals and assurances regarding funds being allocated efficiently and equitably. She shared that transparent figures between private/public sectors would provide an analysis to have the accurate goals itemized concerning construction.

C2 Contractors CEO CC Lamberth provided an extensive background regarding his business that began in 1995. He emphasized disparity among African-American business with the County. He shared that he wanted to see more minority participation. He spoke to the Animal Shelter and the juvenile center, and he spoke to the process of conducting business between white and black firms. (The white firms-built capacity, and no black firm could do the work. There is a law that states that inhibits black contracts. Lowest responsibility.)

Commissioner Foster asked about other minority contractors.

Hall spoke to minority firms to train annually to implement opportunities to build their capacity. She spoke of a number of opportunities for new firms. She discussed bonding projects in relation to higher projects (300 and below does not require bonding). She discussed the costs to minority firms are higher. She suggested at least three separate supplies places for minority business. She spoke to the need to address internal struggles of minority businesses. As bids are structured, emphasis must be placed on where supplies from. She spoke to the federally mandated health plan that all firms must possess. An MWBE plan from the executive office would emphasize these things.

Commissioner Phillips asked about a timeframe, and about the one contract with the County. He asked why only one project. He asked the last time he had a project.

Lamberth stated that working with the County was a hostile environment. He noted there were many barriers to overcome, and rigid timelines to adhere to, while providing a good product. He stated that he refused to bid, due to the process and the poor relations, the possibility to be removed is high. He stated that the last project was in 2011 (6 years ago)

Commissioner Phillips asked if he had considered in more recent years to work again with the new staff and Board, given that things have changed. He emphasized his point that things have changed over the last several years.

Lamberth claimed the numbers remain the same. The numbers have not changed. He stated that in this area, there are a minimal number of contractors in the area.

Commissioner Phillips sought ways to work more collaboratively toward improving relations.

Discussion ensued among the Board regarding construction.

Vice Chairman Conrad asked about businesses that compete well.

Lamberth spoke to NC A&T and Guilford County Schools who get it right. He noted that he was not asking for a handout, but looking to be paid on time. He shared his experiences with working with these corporations and the good relationships he has obtained with them.

Commissioner Cashion asked Lamberth if anyone from County staff had reached out to him for business opportunities.

Lamberth shared that he had a long relationship with Sheila Willet, and periodically will reach out to her. But, no County staff had reached out to him. He shared that he has a rolodex with several corporations ready to go to work for the County.

Hall stated that MWBE person needs to be among the conversations and throughout the process to ensure that equality among bids maintained consistency.

Commissioner Alston stated that there is a lack of will to do the work, and meet the standards set by the County staff.

Commissioner Coleman stated that the Board needed to stop reinventing the wheel, and provide professional services. She shared that the goal was increased while Commissioner Trapp was present. She wants to find other ways to hold our staff accountable.

Chairman Branson opened the floor to staff to offer any suggestions.

Purchasing Manager Sheila Reeves-Willet spoke to reach out to Lamberth to work for the County, but he has declined to participate.

Commissioner Henning shared his thoughts on the public funding of tax dollars. He reiterated Lamberth's comment about wanting a chance, a piece of the pie, and stressed the importance of the American Dream as being fair to all.

Discussion ensued among the Board.

Willet stated that her plan was to provide outreach.

Purchasing Director Susan Crotts provided more information about a plan. She emphasized the need to work more closely with staff during the bid and negotiation process to provide more oversight.

Commissioner Foster recommended Crotts works more closely with Hall to craft a more realistic plan to make it successful.

Discussion ensued among the Board regarding the nuances of MWBE.

Commissioner Perdue commented that he was a consultant, and when the County hires a consultant, and if the consultant does not perform the work, s/he is let go. It is important to clarify what is available.

Crotts explained that Willet is reviewing contracts for MWBE barriers within contractors.

Hall requested to receive County reports to her home office, and it is conducted every quarters.

Commissioner Phillips requested Lamberth back in the game to assist improving the county process.

Deputy County Manager Clarence Grier stated that a turnover of the staff occurred a year ago, and MWBE program is just now getting ramped up. He emphasized the initiatives are in play to engage businesses.

Chairman Branson thanked everyone for the input, and hoped things would be moving forward next year.

12. DHHS

Social Services Director Heather Skenes introduced the item and introduced her staff. She reviewed the food and nutrition application timeliness for Food Stamps. She spoke to the improvement over the budget year to reach timeliness. She spoke to the data collected for Medicaid Application timeliness.

Commissioner Coleman asked about the number of hours of overtime paid out among staff to keep up with the high demand of caseloads.

Skenes provided feedback for overtime and foster day care. She spoke to the overtime budget.

Social Services Manager Janise Davis spoke about the NC & Guilford County Aging Population Director provided an overview of the aging statistics in Guilford County. She provided data that situated the state among the top states in the nation with a growing ageing population. Increased aging populations contributed to growing health care costs. Disabilities of people 65 and over will increase over the next thirty years. She emphasized that Guilford County has an opportunity to prepare to support aging services. The growth will be impactful, and Guilford County needed to provide services to accommodate the aging population.

Chairman Branson asked Davis about retirees coming to Guilford County.

Skenes shared a report that indicated high population growth throughout the region, but not in-coming from other areas.

Commissioner Perdue questioned the aging populations living below poverty level.

Davis spoke to the conditions and reality on sight, and individuals that struggle due to mental illness.

Thompson added that the absence of wards to assist the ageing populations had become a greater issue over the years.

Commissioner Foster asked if they were necessarily retirees.

Skenes clarified that the data was not solely collected concerning retirees. She introduced Social Service staff Sharon Barlow to share more.

Sharon Barlow provided data regarding the number of children in and out of foster care over the previous ten years. She spoke to children in care, or receiving care; discussed goals and plans to implement; and reduce the number of children in the foster care system; evaluate the entire system to ensure children are safe, protected and receive timely permanence of home placement. She outlined the 2018 initiatives to make the right decisions and community resources that take care of them on the front end. She outlined several other programs that aid in the assistance of foster care throughout the County. Foster Parent Support Network provides additional assistance to those grandparents to ensure that, while not the primary care provider of the children, grants permanence to the safe family member. She spoke of a program in Mecklenburg County that has aided children and foster parents in these types of situations. Southeastern Work Force Strategies to remove barriers to unite children with their biological parents.

Thompson discussed the monthly care per capita of room and board for each child, and she reviewed the current spending of foster care.

Commissioner Phillips inquired about participatory providers in relation to standard providers.

Thompson spoke of the portions reimbursed. She provided an overview of what was provided per month/per year. She discussed the number budgeted last year, and discussed the budget of this year.

Commissioner Cashion asked if any other county had implemented this initiative besides Mecklenburg County.

Thompson discussed Eckerd Rapid Safety Feedback to extend service to prevent foster care permanence.

Skenes provided additional information regarding foster care and scope of work that spoke to the analytics of the entire foster care system.

Commissioner Phillips inquired about the Southeastern Workforce Study and the next agenda item for consideration. He spoke to the study, and the allocated funds associated with the costs.

Discussion ensued among the Board concerning the data among the Southeastern Workforce agenda item.

Vice Chairman Conrad suggested that the judges were not the problem; rather a community conversation is required, and because he trusts their expertise. He is unable to support this agenda. He recommended not bringing it before the Board at the meeting.

Commissioner Henning suggested he play Devils' Advocate, and compared the study to the study being implemented among schools. He stated that independent study is warranted to find positive solutions. He suggested that a study provide a clearer assessment, for reassignments.

Commissioner Cashion asked about the total costs.

Discussion ensued among the Board regarding the item.

Chairman Branson recommended to remove the item and push it to be discussed at a later time and date.

Board recessed at 5:34 p.m. by unanimous consent.

**MINUTES OF BOARD OF COUNTY
COMMISSIONERS
OF GUILFORD COUNTY**

Greensboro, North Carolina
Friday February 9, 2018

Present: Chairman J. Alan Branson, Vice Chairman Justin Conrad, Commissioners Jeff Phillips, Melvin “Skip” Alston (Arrived at 8:45 a.m.), Katie “Kay” Cashion, Alan Perdue, Carlvena Foster (Arrived at 8:45 a.m.), Hank Henning, Carolyn Q. Coleman (Arrived at 8:48 a.m.)

Absent: None.

Also Present: County Manager Marty Lawing, Deputy County Manager Clarence Grier, Finance Director Reid Baker, County Attorney Mark Payne, Clerk to Board Robin Keller, Members of County Management and members of the media.

1. CALL TO ORDER

Chairman Branson Called the Retreat meeting to order at 8:43 a.m.

2. MENTAL HEALTH

County Manager Marty Lawing spoke to the ongoing decisions regarding mental health and outlined what the next steps would be to develop implementation techniques and focus groups to hone in on problems areas. He introduced the item and deferred to Guilford County Emergency Services Director Jim Albright.

Emergency Services Director Jim Albright reviewed the County’s mental health services, and spoke to the collaborative efforts among County services to streamline processes. He discussed the impediments that the County currently is faced with that have been targeted for improvement. He shared several examples of other models implemented by other counties and outlined their strengths and failures.

Commissioner Phillips thanked Albright for his continued efforts, and shared what other have stated during committee discussions, and the comments noted from other commissioners. He expressed encouragement for the program, and noted that a finite plan must be articulated by the State in order to proceed.

Chairman Branson thanked Albright for his work. He emphasized their hard work.

2. REVIEW PRELIMINARY CAPITAL IMPROVEMENT PLAN

Budget Director Michael Halford introduced the item and the spreadsheet. He outlined the bonds utilized to for high priority projects. He shared a breakout that provided an overview of projected expenditures over the next ten years; where the overall plan is out

of balance by an exponential amount, and Budget's efforts are to counter those overages. Halford discussed the significant drivers of the deficit, the major projects in motion being the Animal Shelter, Law Enforcement (EMS Phase 1 and 2) The Old Courthouse renovation project, and time-sensitive projects such as the Elections Machines and the Juvenile Detention Center with respect to future projects, he projected that more bond funds would be implemented for use. He outlined the costs associated with each capital project and the budgeted versus overages.

Elections Director Charlie Collicutt spoke to the Election Machines upgrade and shared the status of the voting machines currently in use. He discussed the necessary upcoming updates for this year. He emphasized the need for certified machines in lieu of a State Board of Elections.

Commissioner Alston inquired about the voting machines, and what certifications needed to be addressed for continued use.

County Attorney Mark Payne elaborated on the lack of a State Board of Elections, County Elections is hypothesizing what the projected certifications changes/additions would be necessary in the year ahead.

Commissioner Cashion shared some information from back years that addressed the State certified funds set aside for similar updates. She questioned whether or not the State would be providing those funds again.

Collicutt emphasized that in lieu of a State Board of Elections, much of what he is doing is guesswork; however, stated that based on previous certification statutes, he is making decisions based on that criteria.

Vice Chairman Conrad spoke to the problems associated with the current situation and suggested contacting legislators to craft a resolution or local bill to resolve this issue.

Payne shared his concerns with a local bill as it applies to tax and elections where there lies an issue.

Commissioner Phillips discussed the State's previous matching of funds, and asked if it were for all counties.

Collicutt spoke to the State's matching process and provided more background concerning the voting machines and the implementation of the machines concerning early voting. He shared the recent news from Forsyth County's troubles with early voting.

Commissioner Phillips discussed how the fifty million should be appropriated to the larger counties before the smaller ones. He emphasized that the Board should convene and discuss measures to stymie any new state legislation concerning the allocation of funds.

Halford spoke to the CIP and discussed tax rates to provide cash for the arbitrary projects that crop up. He spoke to locating funds to implement a “pay/go” process.

Commissioner Alston asked if the fund balance figures would be implemented for these type construction projects.

Halford reviewed the process for how the funds are allocated, and where they may be used.

Finance Director Reid Baker spoke to the background concerning the numbers he shared yesterday, and that it is too early to commit to any funding.

Commissioner Alston sought information concerning the capital projects, and where funds are to be allocated. He discussed the dollars and cents of the general fund.

Halford elaborated on the contents of the general fund, but stated that much of the general fund would need to be used to update the elections machines. He noted that the Elections Machines would need to be purchased in the next fiscal year (7M). He provided updates on the Animal Shelter (14M), and the Detention Center expansion (6.5M), and emphasized caution to not exceed the estimated costs, but shared that there were upcoming bond funds that could be implemented if necessary. He discussed other upcoming projects that must be considered from Parks to General Government needs.

Baker noted that the total sum was 56.8M.

Halford shared information concerning debt policy, and emphasized the upcoming costs due to the school study. He shared options concerning a scope change that would need to be considered.

Lawing introduced the law enforcement project and the Edgeworth Building Project.

Facilities Director Robert McNiece outlined the criteria and discussed the projects.

Commissioner Alston asked about the sale of the Edgeworth property.

Discussion ensued among the Board in regard to a price for sale of the Edgeworth building.

Lawing discussed the design challenges of the Edgeworth building, and emphasized the next steps.

Commissioner Coleman asked about the costs to renovate the Edgeworth building.

McNiece provided the numbers and discussed the flexibility of an open plan, however, stated that the staff wanted offices and that creates many structural impediments.

McNiece outlined the challenges within the space, and how they are working to overcome them. He stated that they have a solution in the works.

Discussion ensued among the Board concerning the selling, moving, and renovation of the building.

McNiece discussed the ventilation requirements within the building, and the impediments associated within the compact size of the space; elaborated on the costs, and provided further information regarding several CIP buildings.

Commissioner Coleman asked about the funds wrapped up in the buildings.

Chairman Branson spoke to the Board meeting to run the numbers and find a consensus for the funding building projects.

Commissioner Coleman shared a discussion she had previously had about funding the Animal Shelter.

Chairman Branson spoke to the animal community to locate a resolve.

Commissioner Phillips spoke to locating a will among the animal people to reach a resolve.

The Board discussed the Animal Shelter and a solution for the issues that impact the budget; discussed locating serious partnerships and collaborations with other counties to come up with more funding; relocation of the Animal Shelter, the scope of work regarding the contractors, and the changes that take place during the work process.

Commissioner Coleman spoke to the negotiations among the Board, staff, and other counties. She asked if they could move forward or return to those previous negotiations. She sought clarification for returning to negotiations.

McNiece stated that he had discerned to moved forward, but could return to negotiations.

Chairman Branson stated that the Board had provided staff how to move forward, and they should proceed with the designs that staff have presented.

Commissioner Coleman sought more clarification concerning what “move on” entails.

McNiece shared his understanding of what “move on” encumbered.

Halford asked to return to the tax rate question, and shared that the County would need to locate more funds to complete the project. He recommended the voting machines take precedence.

Commissioner Phillips shared that a previous conversation eluded to the location of funds, and suggested the motion be postponed until the funds could be established.

Halford spoke to the suggestion and provided background for where funds could be located.

Commissioner Phillips shared that Board's agreement on the scope of work. He spoke to the established timeline and asked Halford to provide more specifics.

Halford asked if there was another fund for funding this project, that the Board consider it.

Commissioner Phillips spoke to the possible sources of funding.

Discussion ensued among the Board concerning possible sources of funding.

A motion was made by Commissioner Alston to set aside 8M for the updating of the elections machines, Coleman seconded

VOTE

Motion Carries

YAY 9

NAY 0

3. STRATEGIC PLAN/FOCUS AREAS FOR FY18-19

Lawing introduced the item and discussed the organizational Excellence. He outlined the areas where the County has made progress, fared well, and where no progress has been made.

Albright shared the number of overdoses and deaths attributed to the opioid crisis. He noted that a program will begin on March 8th to combat the pressure of the opioid crisis, and projects a five-year timeline.

Lawing shared updates concerning the mental health plan (Healthy People)

Commissioner Cashion asked about the number of people working on this.

Commissioner Coleman asked about Veteran's spaces reserved for veterans, are never used.

Lawing provided feedback concerning the spaces and the number of folks working within DSS

Commissioner Henning spoke to the Boards & Commissions and for the establishment of a veteran's board to create more collaboration throughout the County.

Commissioner Cashion spoke to her conversations with folks concerning the lack of services provided by the County. She emphasized that more should be done to assist in navigating veterans to resources.

Commissioner Henning suggested setting some meeting dates with the Board to discuss this item in detail.

Lawing continued with the discussion on Emergency Response and Public Safety

Commissioner Cashion reads a motion to Approve inter-local agreement with the City of High Point to fund construction of a Guilford County Family Justice Center (FJC) facility in the High Point Courthouse, and amend the High Point Courthouse Renovations capital project ordinance to increase project funding by \$500,000 for renovation/construction of the FJC facilities and reflect project funding to be received from the City of High Point.

VOTE PASSES UNANIMOUSLY

YAY 9

NAY 0

Guilford County Family Justice Center (FJC) Director Catherine Johnson provided additional information regarding the FJC.

Commissioner Coleman asked about black organizations within the FJC.

5. RECREATION AND CULTURE

Lawing shared little progress has been made on the planned space for mixed-use active recreation spaces.

McNiece provided an overview of the available space available in the County.

Commissioner Coleman asked about the space that had been occupied by the Register of Deeds Jeff Thigpen.

McNiece provided information explaining the space available in the new courthouse.

Discussion ensued among the Board concerning various spaces available around the County.

The Board Recessed at 11:06am

The Board Reconvened at 11:36am

Lawing asked the Board if there were any initiatives they would like addressed.

Commissioner Phillips asked about the classification of compensation study

Lawing emphasized that classification of compensation is not where he wants it to be, and shared partnering with a company that could produce more fruitful numbers.

Chairman Branson asked for the total cost of a study

Lawing provided a breakout of looking at every classification throughout the county, and divide the classifications over three years. He shared the options for selecting the best option, could be upwards of 100K in costs.

Commissioner Coleman asked if salaries would increase in the first or third year, how would the salary increases be implemented. She spoke to the disparity between years in salary increase disbursements; and how would employees be critiqued for value.

Lawing spoke to the options for implementing the salary increases. He emphasized that a plan would need to be implemented to adopt an equitable plan for the 1/3, 1/3, and a 1/3 division study of compensation increases. He discussed the merit increases issued, and how that would impact the increases as well.

Commissioner Perdue expressed concern by addressing problems incrementally rather than overall, as it creates more issues than not.

Commissioner Alston asked about the 8M for allocation to compensation.

Commissioner Coleman sought clarity regarding how the compensation would be disbursed, and it should be done all at once.

Lawing shared that he spoke with municipalities and what they are implementing concerning salary increases.

Commissioner Alston asked if we can develop a schedule to increase salaries.

Lawing agreed that it was a possibility. He stated that the County implements every four years. He would like to recommend the Board to begin RFP now to be ready in July 2018.

Commissioner Alston asked how the positions could be raised to a minimum of \$15 hourly.

Commissioner Coleman asked if we commit to that, will the County honor the increase. She shared previous experiences where total commitment was not entertained.

Commissioner Alston expressed his agreement.

Commissioner Perdue shared that he is concerned about the market value according to the work being done. Therefore, if the level of work does not warrant \$15 an hour, then not pay it.

Commissioner Alston suggested raising it to a livable wage, and employees should not be taking on additional jobs to establish a livable wage.

Commissioner Henning asked about the County health care, and the combination of health care in the salary increase. The benefits would need to be affected to compensate for the salary increase.

Commissioner Alston stated that we can debate that number, but the facts need to be addressed.

Commissioner Coleman asserted that a commitment must be reached in order to move forward.

Commissioner Alston stated that we would need to conduct a study

Commissioner Foster agreed with Alston and sought a study to evaluate the compensation.

Commissioner Cashion asked about the evaluation of the average wage in Guilford County.

Lawing stated that the average wage in Guilford County is \$44K annually.

Chairman Branson shared that if the County were to conduct a study, we would need to meet to setup the parameters.

Commissioner Alston suggested raising the minimum wage to \$15

Chairman Branson stated that they would take the issue into consideration.

Commissioner Alston reiterated his concerns about establishing a livable wage.

Lawing spoke to the salary increases.

Chairman Branson asked staff to bring numbers and set a work session

Vice Chairman Conrad asked Albright how Guilford EMTs fared with other counties,

Albright said that other counties are \$100 more a month.

Commissioner Coleman stated that moving toward a \$12 range, and then move toward \$15. However, no commitment to that has been made, and unless the Board is committed to starting this process, the debate is superfluous.

Vice Chairman Conrad expressed concern for the unknown market rates. Until we know those rates.

Discussion ensued among the Board concerning a livable wage.

Lawing stated that staff will work to find a resolution to the issue.

Commissioner Phillips stated that the more prudent approach would be to consider the big picture, and defining what a livable wage is needs to be a priority.

Lawing suggested a work session.

Vice Chairman Conrad expressed concern for not having the numbers to have an educated debate.

Commissioner Phillips stated that due to the political statements made, but a work session should be set.

Commissioner Alston stated that it needed to happen.

Chairman Branson stated that a livable wage should be implemented, but per a market study, and asked if there was anything else.

Lawing spoke to economic development and identified which sites were most important for change. He stated that the number one thing is workforce development.

Commissioner Alston suggested that High Point be made aware that collaboration be open. He elaborated on what he had shared in the papers, and what he hoped to achieve in partnerships. He emphasized that the County should not reach out to High Point, rather they should reach out to the County.

Chairman Branson spoke to the new staff and elected officials that might be open to business, and recommended convening the Board and Council Members to hash out economic development.

Commissioner Foster echoed Alston's comments, and shared that she serves on several boards that assist HP. She spoke of several conversations that she has had with HP to position themselves to take the lead in reigniting relationships. She stated that the newly elected council members seek a collaboration.

Chairman Branson echoed Foster's comments, and expressed emphasis on peacemaking.

Commissioner Henning reiterated what Alston had said, and stated that he wants to stay out of the weeds, and work collaboratively.

Vice Chairman Conrad appreciated the comments from Foster and Henning, and spoke to the articles that have been published regarding the stadium project, and he emphasized that when people suggest that the County does not support High Point and he provided several motions that have supported High Point. He emphasized the unique details that impacted the Catalyst Project. He spoke at length regarding support to High Point.

Commissioner Alston spoke to the Catalyst Project and neither the County and High Point can afford a strained relationship.

Lawing spoke to several other points of concern regarding economic development.

6. PARKS UPDATE

Parks and Recreation Director Robert McNiece introduced the item and shared new information concerning the parks in Guilford County. He shared the amount of space available and the quality of life. He reviewed the number of parks in the County, and emphasized the variety of things to do. He spoke to the success of the parks in 2017. He included foot traffic and better customer reviews. He shared that the improvements to the parks have revitalized their patronage. McNiece discussed the aquatic centers, and the increase in revenues from the upgrades. He discussed the increased usage among passive parks, and with nine passive parks open, patronage to them has increased exponentially. He spoke to the Fall Fest and the Independence Day Fireworks record attendance. He discussed the improvements made at Hagan-Stone and Northeast Park.

McNiece spoke to the increased traffic to all the parks, and the benefits of Southwest Park, Bur-Mil Park, Gibson Park improvements have garnered more support and patronage.

Commissioner Alston questioned the fee differences between in-County residents in relation to non-County residents. He wants to look at charging more for non-residents. He stated the CoG implements such costs differences.

Chairman Branson noted the cost differences in Greensboro sports.

McNiece spoke to the final parks and provided updates on those parks. He touched on the Farm and the contents of the farm. He spoke to the grape harvest and the number of volunteers.

Commissioner Coleman suggested placing road signs to assist visitors in locating it.

McNiece elaborated. He spoke to the land use, weddings. He presented the new Park-finder app to promote Guilford County Parks logistics. He shared that the Park Finder app includes all parks within the area. He noted the Rich Fork Homestead. McNiece shared the number of positions in Parks, retention rates, turnover rates, and volunteer base.

Commissioner Coleman suggested hiring people with a felony record to be hired for grounds keeping work.

McNiece deferred to Human Resources to speak on behalf of the hiring process.

Human Resources Director John Dean spoke to the item and shared that a background report.

County Attorney Mark Payne provided additional details concerning the hiring of individuals with a felony on record.

McNiece discussed the organizational chart. He outlined building maintenance and management of the parks. He spoke to the number of people employed in relation to the combined revenues collected from Parks, and the number supports the cost to run the parks. He outlined the greenway and the challenges concerning the greenway. He explained that the greenway is shared on other municipalities, and no agreements are known for who is responsible for improvements. He shared that he had met with the cities to determine a plan to improve the greenway, and the cities are passing the buck to the County. Therefore, the County is working to resolve the issue for who should be responsible. The County has provided avenues toward a solution.

Vice Chairman Conrad shared some of the mail he has received concerning the greenway across municipalities, and he suggested a collaboration.

Payne suggested a diplomatic approach, and it is the value that is paramount. Therefore, there is a benefit for them to maintain the greenway. He noted that a discussion would suffice toward reaching a resolve. He stated that it is included in the City budgets.

Commissioner Coleman asked that the HP Commissioners weigh in.

Discussion ensued among the Board to identify a resolve.

Payne suggested a staff to staff discussion before the Board meets with City Councils

McNiece provided details for the upcoming event to be hired to work at any one of the parks.

7. GROUP HEALTH PLAN SUSTAINABILITY

Human Resources Director John Dean provided several snapshots concerning the five-year claims history. He addressed a number of issues associated with costs over the last several years, including the increase of premium rates. He elaborated on how rates have not increased in the last several years. He outlined the savings attributed to fund balances, Medicare Advantage, prescription drugs, increase in costs of prescription drugs has been primary contributor. He emphasized the high-cost prescription cost associated with illnesses are doubling. Dean discussed the rates as they fluctuate. He noted that the per member costs decreased, while the number of members increased.

Human Resources Manager Carol Campbell reviewed the enrollment numbers changed over the last few years and discussed the claims made by active, retired, and the totals associated with the costs; including the number extended to families; the differences among employee only and employee coverage; and noted that more people are selecting the employee only option, which provides less in revenue, but fewer people on the plan. She discussed the claims by member's type employment status; the significance of employee coverage incurred and paid through December 31, 2017; claims cost by employment status, including spouse and children, and elaborated on the increases/decreases of fund balances and how health care plans compare with others. She stated that the comparison group was among City of Charlotte, and others. The comparisons indicated that County employees pay lowest premiums. She noted that the deductible (annual) is lower by nearly 75%. She noted the copays were near comparable with others, however, when compared with the deductibles, the copays are considerably better. Out-of-pocket maximums are roughly half in comparison. She discussed coinsurance in Guilford County and spoke to the copayment. Campbell stated that more is covered at 100% leaving employees responsible to cover ~40% of costs. She shared the progress the County has made concerning several areas. She emphasized the education of each employee on what it means to be in a self-funded plan. She provided a projection of what she suggests the County should implement incrementally over the next several years, including the promotion to encourage wellness among employees. She stated that none of her suggestions are proposals, but it is a breakout of what the County is currently implementing. Campbell delineated between the programs the County offers that provide savings in health care to self-funded health care.

Commissioner Coleman asked about changes among employees and children. She asked if the increase would be by child.

Campbell explained that the County is subsidizing payments to cover families versus individuals self-funded plans. She shared that the County was behind in costs, and the subsidization of benefits - - she spoke to the decompensation to even the scales between family and single payer coverage. She emphasized that the suggestions were to provide sustainability.

Commissioner Coleman noted that more exercise equipment in the building to encourage better health.

Campbell elaborated on the suggestions to encourage more participation in health to reduce health costs overall. She spoke at length regarding increasing the percentages incremental over the next several years. Campbell expressed that it is about the health of the employees and not about the cost savings to the County.

Commissioner Coleman shared a story regarding mail-order prescriptions, and would it save money.

Campbell provided feedback and spoke to the savings that a plan would produce; discussed the copay at drug stores, and elaborated in detail.

Commissioner Phillips spoke to the incremental progress toward balancing the costs across the state to sustain into the future. He shared that the suggested proposal makes sense and would be willing to move forward with it after some more tinkering. He noted that employees may take issue with the steps, but to sustain, incremental increases are warranted. He noted too, that the compensation costs will be in the millions and billions.

Finance Director Reid Baker asked about the claims costs as being the gross number and what the net/gross premium difference was. Baker shared an experience concerning Rockingham County, who afforded 100% in health care at retirement.

Campbell noted that she had not compared the two, but shared that some of the municipalities have implemented costs that raised premiums exponentially.

Lawing stated that staff would investigate it to provide more details in a work session.

8. DHHS – UPDATE PUBLIC HEALTH TELEMEDICINE

Public Health Director Merle Green introduced the item and provided an overview on what Telemedicine is and means to schools and the County. Green illustrated how the process works, and how it can be integrated into any number of County services. She reviewed several outlines concerning telehealth implementing high quality technology, identifying geographic areas served, and discussed literature, and the ten years of service in telemedicine. Green provided logistics information and spoke to the schools and how the process can be provided in schools. She noted that a Medical Doctor will be needed at some point to ensure the best health care. She reiterated the common complaints among the schools, and noted that through the implementation of telemedicine in the school will provide a heavy-use, real-world example of what we can expect from Telemedicine. GCS has agreed to pilot this program. She outlined how the program will begin, and what start-up resources will be utilized to ensure the technological updates. She claimed that the entire process could be implemented in the first year would be less than 50K. She stated that they would use existing technology such FaceTime and Google, and mobile homes. She outlined the different costs associated with the equipment, but detailed how the cost would be reduced over time as the process is perfected.

Chairman Branson noted the benefits to Telemedicine. He reviewed several of the highlights associated with Telemedicine. He thanked Green and her work, and stated that he is looking forward to receiving more numbers regarding the implementation of Telemedicine.

Green provided some final remarks, and emphasized her enjoyment for the future.

9. COMMUNICATIONS UPDATE/BRANDING AND MARKETING

Clerk to the Board Robin Keller and Communications Officer Worley Smith presented updates concerning the progress that has been made. Keller explained the

Communications assessment and subsequent comprehensive communications plan to be developed in the near future to ensure consistency in what and how the County is reporting. She spoke to the base resources and to work with a decentralized communications program integrated into the overall framework. She spoke to the importance of transparency in the County. She discussed future resources that are expressing eagerness to participate. She shared several stats concerning live feed and social media. The effectiveness of the social media presence is immediate positive feedback.

Communications Specialist Worley Smith reviewed the branding and marketing challenges. He spoke to the need of developing a brand and marketing plan for the county. He shared several of the branding ideas being considered at present. He looked at several County municipalities distinguish between a logo and a seal. He noted that the use of a county seal limits the branding effectiveness. Therefore, a logo lends itself to increased flexibility. He discussed the nuances of the branding as it replaces the seal. He provided two examples from Wake and Durham County, and from municipalities, emphasized the uniqueness of each logo. He emphasized that the Guilford County term itself provides a great deal of ambiguity among residents and citizens. He asserted that to create a brand will provide a consistent branding across the board.

Keller elaborated that the need to address trademark rights is paramount. She shared a recent example of the Guilford County Animal Shelter and the inconsistent branding that provided a great deal of concern for the County.

Smith spoke to the need to identify internal and external stakeholders. He included several departments to afford consistency across the County; to ensure the message disbursed is consistent. He emphasized the need for information sharing. He discussed the external communication efforts. He detailed between the external and internal services of the County. He expressed interest in moving forward to create individual commissioners' pages. He shared what he had learned from Meltwater—a media monitoring, analysis, and copies of news organizations—to track County information; a one-stop place to push out positive news.

Keller shared information regarding the branding campaign, and what the costs would be associated with a branding logo. She stated that Smith is working closely with the IT department to create better software. She spoke at length concerning the myriad social media County websites.

Commissioner Alston asked for her recommendations to a number, in order to do it right.

Keller discussed different avenues for part time people and staff interns to increase communications efforts.

Commissioner Perdue spoke to hiring a consultant to bring that resource down.

Commissioner Conrad expressed interest in rebranding the logo and to keep it simple. He provided several examples, and spoke to the costs associated with branding and how much will it cost to replace all the seals in the County.

Commissioner Coleman suggested involving the citizens to create brand.

Chairman Branson reiterated Coleman's sentiment by reaching out to the universities for creating a logo, as a competition. The Board would be responsible for selecting the winner, with a monetary donation.

Commissioner Coleman suggested a day at the parks for the winner, a cook out etc.

Chairman Branson concurred with Coleman. He stated that the County is behind the times and encouraged traction for this item.

Smith stated that it was a blank slate, and an opportunity for the County.

Commissioner Cashion suggested opening it up to the universities to come up with a logo. She also emphasized the simplistic use of space.

Chairman Branson reiterated Cashion's comments and expressed interest in moving forward with Mr. Smith.

Commissioner Coleman asked for a list of city and town names within Guilford County.

Commissioner Phillips expressed his joy for Smith and his hard work to increase the web presence.

Smith provided all the information concerning the Animal Shelter event. He expressed great joy for the program, and stated that it was a banner day.

Commissioner Henning asked how many citizens through social media.

There was general consensus of the board that staff move forward with a branding and marketing initiative using the local universities as a resources for considerations.

10. BOARDS AND COMMISSIONS / LIAISON AND CHAIRMAN's COMMITTEES

Clerk to the Board Robin Keller introduced the item and discussed the Board Liaison list. She stated that she can place them on the board at the next meeting. She provided details on the boards and commissions.

Commissioner Coleman shared her interest in the terms, and asked what lengths were the terms, and how it affected commissioners.

Keller stated that she could email out the list later.

Chairman Branson requested the list to be provided to him by email.

Keller addressed Commissioner Alston's previous request to provide him with all the term limits and those appointments serving more than two terms. Keller explained the 1987 Resolution that discusses how B&C are governed. Keller read the language and elaborated on certain points of consideration. She delineated among terms and term lengths and term limits. She noted a footnote that suggests the policy questions.

Commissioner Henning asked if the length of each term is three years.

Keller provided information that terms are different for each board.

Commissioner Henning spoke to the challenges of appointing people to boards. He suggested amending the resolution to afford longer board term limits.

Commissioner Coleman stated that Airport, GTCC, and one other are the cream of the crop for commissioners. She suggested letting people serve where they like.

Chairman Branson spoke to the attendance records of the boards and commissions are not being kept up with.

Keller explained that the Boards are required to report their attendance once annually, and that is when we learn that certain appointments have been absent. The reporting is cumbersome. Keller suggested increasing the attendance reporting.

Commissioner Coleman suggested having the staff liaison report the attendance per meeting. She discussed nursing home board attendance

Commissioner Perdue suggested updating the policy to reality.

Keller explained the boards and commissions tabs. And asked everyone to get a picture. A date for the Board to receive their pictures was set for March 1 at 4:00 p.m.

11. REVIEW FOR PROPOSED BUDGET SCHEDULE FOR FY 2018-19

Budget Director Michael Halford discussed the upcoming budget schedule and shared several dates specific to the timeline. He noted that he would be dispersing upcoming dates and times that County staff will need to adhere.

Lawing explained that the timing provided for a future work session to be considered by the Board.

12. OTHER BUSINESS

Commissioner Foster suggested the Board agree to meet in the newly renovated High Point City Council Chambers. She stated that with new technology the County could provide a meeting in any location it so desired.

Chairman Branson asked staff to work it out the details of setting a meeting in High Point.

Commissioner Coleman expressed her concern for meeting in a municipality.

A motion made by J. Carlvena foster, seconded Alston to explore a date for a meeting in the High Point City Council Meeting Chambers

Motion carried unanimously, 9:0

13. ADJOURNMENT

The Board adjourned by unanimous consent at 3:19 p.m.

J. Alan Branson, Chairman
Guilford County Commissioners

Clerk to Board, Robin Keller