



**GUILFORD COUNTY
THURSDAY AUGUST 16, 2018 WORK SESSION
OLD GUILFORD COUNTY COURTHOUSE**

PRESENT: Chairman J. Alan Branson, Vice Chairman Justin Conrad,
Commissioners Melvin “Skip” Alston, Jeff Phillips, Carolyn Q.
Coleman, Alan Perdue, Hank Henning

ABSENT: Commissioner J. Carlvena Foster.

ALSO PRESENT: County Manager Marty Lawing, County Attorney Mark Payne,
Clerk to the Board Robin Keller, Deputy Clerk to the Board Scott
Baillargeon, Deputy County Manager Clarence Grier, members of
the media, and citizens of the County.

Call to Order

Chairman Branson welcomed those present and called the meeting to order at 2:13 P.M.

Hold Closed Session Pursuant to N.G.G.S. 143-318.11 (4)

By unanimous consent the Board entered into Closed Session Pursuant to N.G.G.S. 143-318.11 (4) to discuss matters relating to the location of the expansion of industries or other businesses at 2:29 P.M.

By unanimous consent the Board returned to Open Session at 3 P.M.

Community Service Leave

Human Resources Director, Karen Fishel, shared a Power Point Presentation (PPP) and discussed the demographics of the workforce. She shared several statistics regarding the workforce. She stated that the to remain competitive, Community Service Leave is necessary.

The program would allot 16 annual leave hours in accordance with Human Resources guidelines. She outlined the many pathways employees have to pursue community service opportunities.

Commissioner Coleman inquired about the employee dollar value associated with the program's lost time aspect to the County.

Commissioner Alston reiterated that he would need to be provided a breakout that would reflect the spent dollars and cents from providing community service leave time to County employees. He asked if human Resources had worked out the total cost that could be provided for Board consideration.

Fishel stated that she had not prepared a breakout, however, could produce one in the future. In lieu, she provided the Board a list of counties that do implement the Community Service Leave program and noted the State of North Carolina also implements the program for their employees.

Vice Chair Conrad noted that with big events, such as the Wyndham PGA event, the loss of County labor could be exponential inhibiting the County to provide quality services.

Discussion ensued among the Board over the nuances of employee/manager oversight concerning the guidelines of the program.

County Manager Marty Lawing shared additional information regarding the number of employees that would be interested in participating in the program. He, however, emphasized that the program was unnecessary.

Commissioner Cashion shared her volunteer experience and said 16 hours was a lot in compared to the always charitable Durham County offers four hours.

Fishel shared the process the County would implement from her experience.

County Attorney Mark Payne spoke in a department director capacity and shared that the County does offer similar leave choices.

Commissioner Cashion stated that during her employment as an employee, the employer required her to utilize her vacation hours to participate in community service.

Commissioner Alston elaborated that the County's offering the employee to pay for community service hours.

Commissioner Phillips shared his concerns and asked what other directors have provided in feedback. He stated that further discussion should be held at the Regular Meeting schedule later today.

Commissioner Coleman asked if the volunteer service could be utilized for churches.

Fishel elaborated on the details of what the program entails concerning churches.

Budget Director Michael Halford shared the value incentive back to the community was approximately 1M dollars.

Commissioner Coleman stated that the current generation, so-named by Western society, “Millennials”, were difficult to motivate.

Discussion continued regarding the ethics of County employee wages diverted to community service

Vice Chairman Conrad motioned, Alston seconded to remove the item from the agenda indefinitely.

VOTE: Motion Carried 7:0

AYES: Hank Henning, Kay Cashion, Alan Branson, Alan Perdue, Jeff Phillips, Justin Conrad, Carolyn Coleman, Melvin “Skip” Alston

ABSENT: J. Carlvena Foster

NOES: None.

ICMA RC VantageCare Retirement Health Savings Plan

Lawing introduced and provided background information on the item. He shared that most employees identify the ICMA RC Retirement Health Savings Plan benefit as unneeded.

Fishel provided more information and spoke to the guidelines of the ICMA RC VantageCare Health savings Plan.

Carol Campbell provided more information concerning the benefit and what the County pays for the plan. She provided anecdotal evidence concerning the deduction that employees would rather avoid. She shared that no employee has utilized the plan and offered a viable pathway toward weening the County from the ICMA. She stated that place \$325 back into salaries, and even toward 401K. She emphasized that there are County employees who do not participate in the 401K match.

Commissioner Henning asked about the second option of placing \$325 placed back into salary.

Commissioner Phillips moved, Vice Chairman Conrad seconded to elect option two to be effective immediately.

VOTE: Motion Carried 7:1

AYES: Hank Henning, Kay Cashion, Alan Branson, Alan Perdue, Jeff Phillips, Justin Conrad, Melvin “Skip” Alston

ABSENT: J. Carlvena Foster

NOES: (Coleman Abstains)

Discussion ensued among the Board concerning the County's 401K Plan; the reason for implementing the ICMA RC Retirement Plan initially; the employee's directly affected by the change in no longer offering the plan; and the implications for ending the plan.

Group Insurance Modifications

County Manager Lawing provided a brief introduction of the plan.

Fishel provided PPP and outlined the request. She stated they have projected a five-year plan, and reviewed the current situation in relation to talent acquisition and retention challenges. She spoke to emerging trends in healthcare to facilitate a widening of the multi-generational workforce; and reviewed current cost-drivers associated with trends at the County.

Campbell shared the data reported by claims, employment status, and relationships. Costs are not only driven by employees, but also by their dependents. She shared the current rates provided by County insurance. She presented the options for consideration. She shared the savings in cost to shifting to virtual visits from primary care from \$120 to \$60. She provided additional information concerning pharmacy options, and the raising costs of pharmaceuticals. She discussed maintaining copays and providing all over exceptional insurance. She outlined different options the County could implement to avoid incurring growing costs over the next five-years. She spoke to premiums and the subsidies the County provides. Campbell shared the savings on dependent coverage.

Commissioner Coleman asked about the stipulations concerning family and spouse.

Campbell provided answers. She discussed the dental premium adjustments. She provided the dental options recommendations. She shared a decrease in Medicare for post-65 retirees. She shared a decrease in vision insurance by 29%. She also stated the department will be disseminating an overview to employees that illustrates the compensation and payments.

Commissioner Phillips asked when the final deadline to when they would need Board recommendations. He thanked Campbell for her work and shared the necessities of medical care.

Chairman Branson requested that employees receive compensation overview packets before the Board votes.

Lawing provided additional background coverage regarding total employee coverage information more often.

Commissioner Perdue asked what would be covered in the report to avoid confusion when the plan does change.

Commissioner Coleman asked about the timing of such a report. She asked Campbell about a bill she received and noticed an increase in the amount. She emphasized the need for the employee to know what they are being charged.

Lawing suggested putting the report off until a later date to avoid any employee confusion. Lawing requested the Board to recommend for how to address employees on the current and upcoming changes to the benefits.

Chairman Branson introduced the new Parks and Facilities Director, Daniel Durham.

Critical Position Salary Recommendation

Lawing discussed the critical salary recommendations and emphasized the potential for compression issues moving forward.

Fishel provided a chart concerning the critical position correction totals that detail retention, salaries, and recruitments. The chart outlined new-starting salaries.

Commissioner Perdue asked about the terms of the new-starting salaries.

Fishel explained the process including compression to adjust the salaries from both new and current employees.

Commissioner Coleman asked if the list included all the difficult positions to fill. She asked what the most difficult positions to fill, she clarified that she was under the assumption that Detention Officers opposed to Deputy Sheriffs. She asked about the previous “most-difficult” list.

Lawing shared the list was comprehensive, and he spoke to the challenges of competition. He noted the previous report’s addition of turnover and retention data. He provided additional information regarding Social Workers and other retention issues.

A motion was made by Alan Perdue, seconded by Jeff Phillips to approve staff to modify the group insurance plan as discussed.

VOTE: Motion Carried 7:0

AYES: Hank Henning, Kay Cashion, Alan Branson, Alan Perdue, Jeff Phillips, Justin Conrad, Carolyn Coleman, Melvin “Skip” Alston

ABSENT: J. Carlvena Foster

NOES: None.

Project Cure Violence Report

Commissioner Alston presented the program. A video outlining the tenets of the Project Cure Violence was played. He introduced Wendell Davis, the County Manager of Durham County.

Davis introduced Gail Harris who was also a part of this initiative. He discussed that they had implemented an evidence-based approach to approaching programs to create more informed resources to curtail violence. He shared some of the positive results incurred from Project Cure

Violence in Durham County. He emphasized the need to integrate a solution to the challenges of cultures and subcultures. He shared that the way to curtail violence requires individuals essentially from those neighborhoods

Gail Harris shared that violence impacts everyone, and emphasized that the reverberations that are incurred from violence spread throughout the community. She noted that the issue is one of public health. She shared that Cure Violence is an evidence-based solution to curtail violence in the community. She provided background of the project from the time of implementation to the present. The costs to the County for implementing such a plan. She emphasized the need to begin the contract process early as the process has been proved to be daunting among universities. She shared the process concerning the program. She shared data results collected over the course of a year.

Commissioner Alston shared that an assessment has been given and provided.

Chairman Branson asked if once the contract expires, who takes up the role for implementing programs.

Harris shared the salaries and benefits afforded to hired employees who work in the community.

Commissioner Cashion asked the Cure Violence's relationship with law enforcement. She asked how an ongoing program as such continues without law enforcement assistance.

Harris claimed that they have a robust relationship with law enforcement.

Vice Chair Conrad asked about the liability of the government hiring people to engage in crimes and hope they do the right thing. He voiced concern with liability.

Commissioner Coleman if more discussion could be stated about two areas in Durham County that were selected and how those areas were selected for the program.

Harris explained the process for how the national Cure Violence selected areas of concern.

Commissioner Phillips shared his concerns for the project and stressed the issue is a dire one. He spoke to the costs to implement such a program and would require collaboration and discussion to ensure that the program is implemented with as much success as possible. He stated that he would request that further discussion would need to be had before a collective decision could be reached. He emphasized the need for the commissioners to see results.

Jim Secor answered the questions the commissioners had. Do not hire criminals at the outset.

CJ Brinson, from the Sheriff's Department, provided context to how the program got started. He stated that he was not typically involved in the work but has worked to make a difference. He shared that Durham County is in crisis and needs the program.

A motion was made Commissioner Alston and seconded by Coleman to authorize staff to begin negotiations and coordination with the City of Greensboro on the implementation details for the Cure Violence Program; and direct staff to bring back implementation recommendations and a plan of action within 30 days of the City of Greensboro's approval.

VOTE: Motion Carried 7:0

AYES: Hank Henning, Kay Cashion, Alan Branson, Alan Perdue, Jeff Phillips, Justin Conrad, Carolyn Coleman, Melvin “Skip” Alston

ABSENT: J. Carlvena Foster

NOES: None.

Animal Shelter Design Update

Postponed

Greens Building Program

Postponed

Adjournment

By unanimous consent the Board adjourned at 5:30 P.M.

Chairman

Clerk

