

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

Greensboro, North Carolina  
October 15, 2020

The Board of County Commissioners met in a duly noticed Work Session at 3:00PM in the McAdoo Conference Room located on the third floor of the BB&T Building, 201 W. Market St., Greensboro, NC.

**PRESENT:** Chairman Jeff Phillips, presiding; Vice Chairman Alan Perdue; Commissioners Alan Branson, Kay Cashion, J. Carlvena Foster, Hank Henning, Melvin “Skip” Alston, and Justin Conrad. Participating via virtual communication: Commissioner Carolyn Q. Coleman.

**ABSENT:** None

**ALSO PRESENT:** County Manager Marty Lawing; County Attorney Mark Payne; Deputy County Manager Clarence Grier; Clerk to Board Robin Keller; Hemant Desai, Information Services Director; Alex Smith, Interim Budget Director; Derrick Bennett, Interim Finance Director; Don Campbell, Emergency Management Division Director; Heather Skeens, DHHS-DSS Director; Joannette Frank, Human Resources Director; Carol Campbell, Human Resources Benefits Manager; various members of County staff and media. Virtual participation was made available to the general public and the media.

**I. WELCOME AND CALL TO ORDER**

Chairman Jeff Phillips welcomed those present and called the meeting to order at 3:08PM.

County Manager Marty Lawing reviewed the agenda.

## **II. UNFINISHED BUSINESS**

### **A. ECONOMIC DEVELOPMENT INCENTIVE GRANT – DC BLOX**

**Motion was made by Vice Chairman Alan Perdue, and seconded by Commissioner Kay Cashion, to approve an economic development incentive for 50% of tax revenue paid by DC Blox, and its clients, for an agreed upon period of years, contingent upon the company’s completion of facilities infrastructure and pursuant to an incentive performance agreement containing benchmarks and a schedule for the incentive payment. Upon approval, direct staff to take all necessary actions to execute the agreement.**

**VOTE: Motion carried 6-0**

**AYES: Jeff Phillips, Alan Perdue, Carolyn Q. Coleman, Kay Cashion, Melvin “Skip” Alston, Justin Conrad**

**NOES: None**

**ABSENT: J. Carlvena Foster, Hank Henning, Alan Branson**

Chairman Phillips thanked Loren Hill, President of the High Point Economic Development Corporation, for his efforts.

Mr. Hill, Ernie Pearson, Attorney with Nexsen Pruet representing DC Blox, and Mark Masi, Chief Operating Officer for DC Blox, expressed their appreciation and thanked the Board for their support.

## **III. INFORMATION SERVICES UPDATE**

### **A. PARTICIPATION IN TECHNOLOGY DATA INSTITUTE (TDI)**

Hemant Desai, Information Services Director, introduced the item and noted the focus of the institute is to empower the members of the consortium to share technology and data resources. He identified the need for additional broadband and internet access as the institute’s priority and spoke to the larger goal of leveraging our collaborative resources to garner better price points for technology purchases.

**Motion was made by Commissioner Melvin “Skip” Alston, and seconded by Vice Chairman Alan Perdue, to approve participation of Guilford County and its representative, Hemant Desai, in the Technology Data Institute (TDI).**

Vice Chairman Alan Perdue thanked Desai for bringing up the broadband initiative and spoke to the need for a service-level diagnostic plan of broadband access throughout Guilford County. He spoke to the need to conduct outreach with citizens to specifically identify access issues in hopes

of developing solutions, and the importance of working with franchise partners to identify more connectivity solutions for our residents.

Desai discussed potential opportunities to work with UNC-Greensboro and Guilford County Schools to map areas with connectivity issues.

Vice Chairman Perdue spoke to broadband access as an incentive for economic development.

Commissioner Kay Cashion questioned if there were similar institutes throughout the state.

Desai stated this was the first of its kind in North Carolina.

Commissioner Cashion encouraged Desai to work with the NC Association of County Commissioners (NCACC) to assist in identifying areas of need, as this has been a priority for that board, as well.

**Motion made by Commissioner Melvin “Skip” Alston, and seconded by Vice Chairman Alan Perdue, to approve participation of Guilford County and its representative, Hemant Desai, in the Technology Data Institute (TDI).**

**VOTE: Motion carried 6-0**

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

**NOES: None**

**ABSENT: J. Carlvena Foster, Hank Henning, Alan Branson, Carolyn Q. Coleman**

Commissioners J. Carlvena Foster and Alan Branson arrived to the meeting at 3:23PM.

#### **IV. GUILFORD COUNTY CARES GRANT FUNDING BUDGET UPDATE**

##### **A. BUDGET UPDATE ON CARES GRANT FUNDING**

Lawing introduced the update and noted the deadline to use this funding is December 2020.

Don Campbell, Emergency Management Division Director, provided a brief update on grant program changes since the Board’s last regular meeting. He noted over \$19 million has been distributed through the Small Business Grant Program and reviewed the Lifeline and Mitigation/Preparedness grant distributions, to date.

Commissioner Melvin “Skip” Alston questioned the amount budgeted for non-profit grants.

Campbell stated \$5 million was originally allocated to the program, but \$500,000 was allocated to the arts program. He confirmed approximately \$983,000 remains in the non-profit grant program.

Commissioner Coleman requested clarification regarding the resolution passed to allocate funding to the school system, masks and hand sanitizer distribution program, and the church cleaning program. She spoke to the experience of a church who applied for a non-profit grant to assist with cleaning, but was denied because they had already received this grant funding for food assistance.

Campbell stated the cap amount for any one entity receiving the non-profit grant is \$50,000 and those that did not initially receive the maximum grant amount could apply for the remaining balance to assist with cleaning.

Commissioner Coleman requested the Board readdress this program and allow churches to receive additional funding to assist with church cleaning, above and beyond amounts previously received for food assistance. She shared the intent of her motion was to allow secondary applications for cleaning assistance.

Chairman Phillips recommended revisiting this request at the end of the budget update and requested clarification regarding the non-profit grant program and questioned if organizations could reapply for additional funding.

Deputy County Manager Clarence Grier stated the program initially only allowed one-time requests for funding, and noted they have received over \$12.5 million in requests. He reviewed the original program guidance and noted the grant was originally designed to assist with food insecurity, medical supplies and access, and public health measures. Grier stated those organizations that did not receive the full grant amount could reapply for the remaining balance to assist with cleaning needs.

Chairman Phillips questioned the total number of reapplications received for cleaning assistance.

Grier estimated approximately ten (10) applications have been received.

Commissioner Coleman emphasized the cleaning program was intended to be a different funding type for these organizations.

Chairman Phillips recommended reviewing when budget recommendations are presented.

Commissioner Cashion questioned if items like partitions were included under the Mitigation and Preparedness funding category. She questioned the status of funding available to address issues in the Clerk of Court's office.

Campbell noted approximately \$1 million has been allocated to address the public health measures in the Guilford County Courthouses. He noted upgrades in the Clerk of Superior Court's office have begun and reviewed the mitigation efforts that are eligible for coverage under the CARES grant.

Commissioner Cashion expressed concern with the inability to expedite certain projects at the courthouse and discussed the inconveniences experienced by citizens when visiting the facility. She spoke to the need for a walkthrough to identify all facility issues that need to be addressed.

Chairman Phillips questioned if CARES fund could be appropriated for all of the courthouse facility needs.

Commissioner J. Carlvena Foster noted the need to install certain preventative measures for COVID-19 purposes and questioned if the policy committee determined the types of solutions to be implemented.

Lawing shared the COVID policy committee has worked to identify and implement quick, cost-effective mitigation facility solutions for all county facilities.

Chairman Phillips spoke to the stringent limitations guiding the use of CARES funding and the potential to address certain needs with staff's recommendations for the balance of the grant.

Commissioner Cashion questioned if additional barriers would be installed.

Campbell discussed the plan to install hard Plexiglass barriers in accordance with Public Health and facility requirements.

Clerk to Board Robin Keller confirmed they plan to install these barriers between all desks.

Commissioner Alston expressed his agreement with Commissioners Cashion and Foster, and shared his support for replacement of the existing equipment.

Campbell noted renovations specifically for social distancing are not allowed but the installation of Plexiglass would address the public health measures the CARES funding could cover. He expressed concerns regarding the potential risks associated with the audit of CARES grant expenditures.

Commissioner Alston recommended identifying options to provide assistance and spoke to the need to address these issues immediately.

Chairman Phillips expressed his support for the request, but recognized there is some risk associated with utilizing CARES funding.

Commissioner Hank Henning arrived to the meeting at 3:55PM.

Vice Chairman Perdue spoke to the need to identify the risk prior to voting, and discussed the need to identify facility issues that should be addressed with county funding versus CARES funding.

Chairman Phillips questioned if the estimated costs have been evaluated.

Keller discussed the project tiers developed by the elected officials at the courthouse and noted the Tier 1 projects were specifically related to COVID measures. She shared they are still working to address Tier 1 projects, but projects in other tiers related to crowd management and social distancing can be moved up and addressed sooner, if needed.

Commissioner Cashion expressed concerns with the current state of the facilities.

Chairman Phillips confirmed there is still time to evaluate these issues, their eligibility for CARES funding and additional costs. He requested a recommendation prepared for Board action during their November 5, 2020 meeting and encouraged the Board to schedule a tour of the courthouse spaces.

Campbell reviewed potential options for future use of the remaining CARES grant funding.

Chairman Phillips reviewed unspent funding for various programs and noted the remaining balance is approximately \$1.3 million.

Campbell reviewed proposals for the future of CARES funding, and discussed the budget planning options for the remaining balance of grant dollars. He stated Plan A assumes the County receives an extension to spend funding through June 30, 2021, and shared recommendations for mitigation and preparedness -government grants, community lifeline support, local business support, county expense reimbursement, and mitigation and preparedness – county funding.

Commissioner Foster spoke to the need for additional funding in the Extended Learning Program to continue address remote learning, based upon the recent announcement from Guilford County Schools (GCS) to delay reopening.

Heather Skeens, DHHS-DSS spoke to remote learning state funds that must be applied for by non-profit agencies for October and November. She shared Guilford could continue with the extended learning program through November, based upon recent announcements from GCS.

Campbell continued his review of the CARES budget options.

Commissioner Cashion questioned why no additional funding was not allocated to the Arts program or Fire Department support.

Campbell shared the arts groups notified them of additional state funding that would be received to meet their total requests.

Commissioner Cashion spoke to the additional needs that remain present within the arts community.

Campbell reviewed the budgets for county reimbursement, and mitigation and preparedness.

Lawing reviewed the recommended allocation of \$1 million to the modified non-profit grant program to provide assistance to those non-profit organizations that did not fall into the guidelines of the original grant program, such as the Greensboro Natural Science Center and the NC Coaches Association. He shared the new program would target those non-profits specializing in education, tourism, economic development and other categories. Lawing discussed certain organizations that could potentially fall under these guidelines and spoke to the difficulty of structuring a grant program that meets the needs of these non-profits.

Commissioner Justin Conrad expressed his support for the NC Coaches Association and questioned if \$1 million is sufficient to meet the needs of these organizations. He spoke to the economic impact of these non-profits within the community.

Commissioner Alston expressed concern that the recommended program is targeting specific organizations and spoke to the need to identify other comparable non-profits in the county who may have these needs.

Chairman Phillips shared the organizations discussed were only examples of the non-profits that did not fit into the guidelines of the original program. He recommended establishing a maximum award amount for the program.

Commissioner Alston reiterated the need to identify other organizations that could potentially qualify for the proposed program.

Commissioner Coleman expressed her agreement with Commissioner Alston, and spoke to the need to designate the funds and then allow all organizations to submit applications versus naming specific non-profits.

Chairman Phillips questioned how much of the remaining \$983,000 in the non-profit grant program has pending applications from organizations that could potentially qualify for funding.

Grier stated they have received approximately \$300,000 worth of requests from organizations that did not meet the requirements of the original program. He discussed the pending applications with the United Way and noted the remaining balance could be spent within the next six (6) weeks.

Chairman Phillips questioned the Board's intent in developing this type of program and if the Board would consider developing criteria for this type of program.

Vice Chairman Perdue noted the proposed program is only an assistance program and funding cannot be utilized to make up revenue losses or assist with salaries.

Commissioner Cashion expressed concern that maximum award amounts for certain programs was \$50,000 while the small business grant program awarded a maximum of \$10,000. She encouraged the Board to re-evaluate the ongoing needs of small businesses, as well as non-profits who did not qualify for funding under the original program.

Commissioner Foster expressed her agreement with Vice Chairman Perdue and questioned if the recommended funding could be added to existing non-profit program.

Lawing noted the additional grant program was proposed as a separate vehicle from the original non-profit program, and confirmed they are not aware of the full need for this type of assistance throughout the community.

**Motion was made by Commissioner Justin Conrad, and seconded by Commissioner J. Carlvena Foster, to accept staff's recommendation to reallocate \$1 million to the Modified Non-Profit Assistance Grant Program to address tourism and economic development, with a maximum award amount of \$50,000.**

Commissioner Cashion questioned if organizations who received less than the maximum amount from the original non-profit assistance program could reapply for the remaining balance under the area of tourism and/or economic development.

Commissioner Conrad stated that would be acceptable, as long as the maximum award did not exceed \$50,000.

Chairman Phillips clarified these funds must be spent upon COVID-19 related expenses, not payroll expenses or revenue loss.

Chad Muhlestein, Internal Affairs Director, provided clarification on eligibility for funding.

Campbell requested clarification using the example of an organization reapplying for assistance under the modified grant program that already received the maximum award of \$50,000 for food assistance.

Chairman Phillips stated the \$50,000 cap should be maintained, and if an organization did not receive the maximum award when applying under the non-profit program, they could be potentially eligible to receive the remaining balance under the modified program.

Commissioner Coleman requested the Board include churches in the updated CARES funding to allow them to apply for cleaning assistance funds beyond the \$50,000 cap.

Vice Chairman Perdue recommended stipulating applicants can receive a maximum of \$50,000 and organizations can only apply under the one (1) category that best fits their purpose, to avoid ambiguity.

The Board discussed the recommended guidelines for the program.

**Motion was made by Commissioner Justin Conrad, and seconded by Commissioner J. Carlvena Foster, to accept staff's recommendation to reallocate \$1 million to the Modified Non-Profit Assistance Grant Program to address tourism and economic development, with a maximum award amount of \$50,000.**

**VOTE: Motion carried 9-0**

**AYES: Jeff Phillips, Alan Perdue, Kay Cashion, Melvin "Skip" Alston, Justin Conrad, J. Carlvena Foster, Hank Henning, Carolyn Q. Coleman, Alan Branson**

**NOES: None**



Commissioner Alston left the meeting at 4:55PM.

Campbell spoke to the emergency reserve available in the Lifeline program to address additional needs, and questioned if the Board would like to modify either of the presented options.

Chairman Phillips questioned if any guidance has been received regarding an extension of the CARES program beyond the original December 30, 2020 deadline.

Campbell shared staff's belief that additional guidance regarding the extension would be provided in the beginning of November 2020 and stated staff's request to move forward with CARES grant budget under Plan B assumptions. He noted staff's intent to utilize any unspent funds towards public safety and public health COVID-related personnel expenses if there is no extension.

Chairman Phillips shared the last opportunity for modifications would be this Board's last regular meeting on November 19.

Lawing shared the County has spent or committed more CARES funding than any other direct recipients. He spoke to the potential for an extension, but noted if no extension is offered and there is remaining funding in December, the County has sufficient public safety and public health-related expenses that are allowable under the CARES grant.

Chairman Phillips referenced Commissioner Coleman's request for additional consideration to extend the \$50,000 cap to cleaning and disinfecting of church facilities.

Commissioner Coleman spoke to the need to provide assistance with church cleaning efforts beyond previously awarded amounts for assistance with food insecurity.

County Attorney Mark Payne clarified the request would include non-profit organizations, churches and other faith-based communities, and noted funding would be directed towards these organizations that are reopening to the public. He spoke to the funding opportunities available organizations that have already received assistance.

The Board and staff discussed the specific guidelines surrounding this request.

Campbell spoke to federal reporting guidance requiring an independent audit of any entity that receives more than \$50,000. He noted those organizations that receive greater than \$50,000 will be required to provide additional financial documentation and a federal tax ID, which could become a logistical challenge.

Commissioner Alston returned to the meeting via virtual communication at 5:09PM.

Commissioner Alan Branson spoke to transportation needs of children from reopened schools to afterschool programs in local and church daycares.

Chairman Phillips spoke to the potential to extend the extended learning program by four (4) weeks at a cost of approximately \$120,000 to meet the needs of students, until additional funding is awarded.

Commissioner Foster questioned if non-profit organizations and churches who had not received the full award under the program were eligible to reapply for the remaining balance.

Chairman Phillips questioned why these organizations did not originally receive their full requests.

Grier spoke to the formula and processes utilized by the United Way of Greater Greensboro and United Way of Greater High Point to determine award amounts.

Chairman Phillips discussed the inconsistencies between the United Way organizations when evaluating eligibility for funding. He expressed the Board's intent to authorize a maximum award amount of \$50,000 and requested staff remind the United Way representatives of their intent.

**Motion made by Commissioner J. Carlvena Foster, and seconded by Vice Chairman Alan Perdue, to reallocate an additional \$120,000 to the Extended Learning Program and allow non-profit organizations to reapply for the balance of their initial grant award, up to \$50,000.**

Commissioner Alston spoke to the need for additional funding for the purchase of additional face masks and hand sanitizer, as the pandemic will continue to be an ongoing problem. He recommended allocating an additional \$150,000, at a minimum, towards the program, but noted \$250,000 would be the preferred amount.

Campbell shared the recommended CARES funding Plan B option includes an allocation of \$150,000 for this purpose.

The Board discussed the motion on the floor.

**Motion made by Commissioner J. Carlvena Foster, and seconded by Vice Chairman Alan Perdue, to reallocate an additional \$120,000 to the Extended Learning Program and allow non-profit organizations to reapply for the balance of their initial grant award, up to \$50,000.**

**VOTE: Motion carried 9-0**

**AYES: Jeff Phillips, Alan Perdue, Kay Cashion, Melvin "Skip" Alston, Justin Conrad, J. Carlvena Foster, Hank Henning, Carolyn Q. Coleman, Alan Branson**

**NOES: None**

**Motion was made by Commissioner Carolyn Q. Coleman, and seconded by Commissioner Melvin “Skip” Alston, to allocate \$100,000 towards the following types of cleaning and disinfecting assistance grants: up to \$5,000 for non-profit organizations undergoing a reopening phase that have already received a maximum grant amount of \$50,000 for food insecurity; and up to \$5,000 for those organizations undergoing reopening whose initial grant award for food insecurity would result in them exceeding the \$50,000 cap.**

Vice Chairman Perdue noted those organizations who receive over \$50,000 in CARES funding must be responsible for adhering to additional reporting requirements, per federal guidelines.

Commissioner Coleman requested staff provide a list of this additional reporting requirements to communicate to the organizations receiving funds in excess of \$50,000.

Chairman Phillips spoke to the Board’s responsibility to ensure these requirements are clearly communicated to the United Way staff and applicants.

**Motion was made by Commissioner Carolyn Q. Coleman, and seconded by Commissioner Melvin “Skip” Alston, to allocate \$100,000 towards the following types of cleaning and disinfecting assistance grants: up to \$5,000 for non-profit organizations undergoing a reopening phase that have already received a maximum grant amount of \$50,000 for food insecurity; and up to \$5,000 for those organizations undergoing reopening whose initial grant award would result in them exceeding the \$50,000 cap.**

**VOTE: Motion carried 9-0**

**AYES: Jeff Phillips, Alan Perdue, Kay Cashion, Melvin “Skip” Alston, Justin Conrad, J. Carlvena Foster, Hank Henning, Carolyn Q. Coleman, Alan Branson**

**NOES: None**

Chairman Phillips thanked staff for their efforts.

**B. INTERGOVERNMENTAL AGREEMENTS WITH CITY OF GREENSBORO AND TOWN OF WHITSETT FOR PARTICIPATION IN GUILFORD COUNTY LOCAL GOVERNMENT COVID-19 REIMBURSEMENT PROGRAM**

Lawing introduced the item.

**Motion made by Commissioner Hank Henning, and seconded by Commissioner Alan Branson, to approve intergovernmental agreements with the City of Greensboro and Town of Whitsett for participation in the Guilford County Local Government COVID-19 Reimbursement Program.**

**VOTE: Motion carried 9-0**

**AYES: Jeff Phillips, Alan Perdue, Kay Cashion, Melvin “Skip” Alston, Justin Conrad, J. Carlvena Foster, Hank Henning, Carolyn Q. Coleman, Alan Branson**

**NOES: None**

## **V. FY 2020-21 FIRST QUARTER BUDGET UPDATE**

### **A. RECEIVE FY 2020-21 FIRST QUARTER BUDGET UPDATE**

Lawing introduced the item and announced Deputy Finance Director Derrick Bennett will serve as Interim Finance Director.

Derrick Bennett, Interim Finance Director, provided an update on county finances through June 30, 2020. He discussed the higher than anticipated sales tax revenues and increased excise tax revenue. Bennett noted the fund balance has increased by \$3 million, compared to anticipated losses included in the FY 2020-21 budget.

Alex Smith, Interim Budget Director, provided an overview of first quarter FY 2020-21 revenue and expenditures. He spoke to delays in receipt of sales tax revenue figures from the state and noted this amount would not be reflected in the presentation.

Smith noted the decreases in miscellaneous revenues were driven by decreased interest rates and fees and discussed property tax revenue collections. He reviewed expenditures by service area and type, and shared they will continue to monitor Elections spending, which has increased due to the volume of mail-in ballots. Smith discussed the potential for additional revenue to offset these expenses.

## **VI. HUMAN RESOURCES UPDATE ON EMPLOYEE PLAN BENEFITS FOR FY 2020-21**

### **A. MEDICARE ADVANTAGE PLAN FOR 2021/B. GROUP HEALTH PLAN CHANGES/C. 2021 UNITED HEALTH CARE CONTRACT**

Lawing introduced the new Human Resources Director, Joannette Freeman.

Grier introduced the update and the three agenda items to be reviewed. He noted the approved plan changes from the prior year helped to mitigate increased costs and spoke to the potential to realize additional savings.

Carol Campbell, Human Resources Benefits Manager, introduced Linda Cline, Benefit Consultant with USI, and presented the plan renewal recommendations.

Campbell stated the county is in the final year of a three-year contract for administrative service fees and noted there will be a slight increase in monthly member fees.

Ms. Cline shared the new contract recommends a 3% increase in fees, but noted the total amount is still less than administrative costs paid in 2017. She spoke to renewal offering improved pharmacy services and discussed the negotiated decrease of 10% for Medicare Advantage, with no plan changes. Ms. Cline confirmed claims have dropped in this plan, resulting in the decrease.

Campbell spoke to the County's contribution to Medicare Advantage, which is the maximum amount that is made for these individuals and recommended passing the premium savings to the retirees. She noted rising pharmacy costs have resulted in the need to mitigate these expenses and ensure the pharmaceuticals are appropriate for treatment.

Ms. Cline introduced the medical necessity concept for medications and reviewed the three (3) recommended pharmacy programs under consideration. She noted Guilford County's pharmacy costs are 13% higher than industry standards and have increased by 9.3% over the past few years. She discussed the details of each plan formulary.

Commissioner Coleman questioned the potential impact to the Medicare Advantage plan if a pending federal case regarding the Affordable Care Act (ACA) is lost.

Campbell stated these programs will continue as the county offers benefits above and beyond Medicare coverage. She confirmed the ACA will have no impact upon the Medicare Advantage program.

Vice Chairman Perdue questioned the appeal process if there is a disagreement between the insurance company and the medical provider.

Ms. Cline confirmed and reviewed the appeal process.

Vice Chairman Perdue questioned if the notification letter included the recommended therapeutic alternatives, to keep employees informed of their options.

Campbell discussed the recommended changes to the employee contributions to the United Healthcare plan, reviewed the five-year rate history and shared the three (3) rate scenarios.

Commissioner Hank Henning questioned which scenario staff recommended.

Lawing stated Option 1 brings the County closer to its long-term goals. He spoke to the need to increase the contributions of Employee-Spouse plans, as this is where claims have increased over the past few years.

Campbell spoke to the increase in employee and county contributions with this option, and confirmed these changes will be communicated.

Joanette Freeman, Human Resources Director, discussed the need to communicate national averages and provide state and other local county comparisons to the Guilford County health plan as an effective educational component that could employees in transitioning to the new plan.

**Motion was made by Commissioner Hank Henning, and seconded by Commissioner Justin Conrad, to approve the contract with United Healthcare to provide Medicare-eligible qualified retirees with the current Medicare Advantage plan, with no plan changes, except with regard to the premiums and approve a rate of \$231.80 with the County contribution remaining the same at a maximum of \$203.12 per retiree; approve Option 1 for the 2021 Group Health Plan; and approve the United Healthcare contract for 2021.**

Commissioner Cashion questioned how long these numbers will assist with long-term cost goals.

Lawing spoke to the multiple wellness and claim needs that need to be addressed to manage long-term costs.

Campbell spoke to the need for employees to adopt a prevention mindset.

Vice Chairman Perdue questioned if this information would be available before enrollment.

Campbell confirmed they would communicate this information to employees.

**Motion was made by Commissioner Hank Henning, and seconded by Commissioner Justin Conrad, to approve the contract with United Healthcare to provide Medicare-eligible qualified retirees with the current Medicare Advantage plan, with no plan changes, except with regard to the premiums and approve a rate of \$231.80 with the County contribution remaining the same at a maximum of \$203.12 per retiree; approve Option 1 for the 2021 Group Health Plan; and approve the United Healthcare contract for 2021.**

**VOTE: Motion carried 9-0**

**AYES: Jeff Phillips, Alan Perdue, Kay Cashion, Melvin “Skip” Alston, Justin Conrad, J. Carlvena Foster, Hank Henning, Carolyn Q. Coleman, Alan Branson**

**NOES: None**

Grier provided an update regarding the status of the disparity study and bid results received to date. He extended the opportunity for Commissioners to participate on the bid review committee at the end of the month.

Vice Chairman Perdue and Commissioners Alston and Foster offered to participate in the review and selection process.

## **VII. CLOSED SESSION**

**By general consensus, the Board entered into closed session pursuant N.C.G.S 143-318.11 (a) (3&6) for the purposes of consulting with the County Attorney and to consider the qualifications of the Health & Human Services Director position.**

The Board recessed the meeting and entered into closed session at 7:00PM.

## **VIII. OTHER BUSINESS**

**By general consensus, the Board reconvened from closed into open session at 7:56PM.**

**Motion was made by Commissioner Justin Conrad, and seconded by Commissioner Hank Henning, to approve the recommendation of the County Manager and the Selection Committee to appoint Health Skeens as the Consolidated Health and Human Services Director and authorize the County Manager to move forward with the hiring process.**

Commissioner Alston shared that while he respected Skeens, he did not support the hiring process conducted.

Commissioner Foster echoed her Commissioner Alston's concerns and stated she could not support the recommendation.

Commissioner Coleman shared her concerns with the recommendation that Ms. Skeens would also serve Social Services Director, along with a Deputy Director. She recommended filling the vacant Director position.

Commissioner Conrad stated that, while he was not involved in the process, he was thrilled with the person selected and opined that Ms. Skeens would do a great job in her new role. He emphasized her focus on customer service.

Commissioner Henning echoed support for the motion on the floor and expressed his appreciation for the quality of work Ms. Skeens will bring to the department.

Commissioner Cashion spoke to the 90 (ninety) plus applications received from across the nation and noted benefits of already having such quality personnel on staff in Guilford County. She expressed her support for the motion on the floor.

Vice Chairman Perdue discussed the qualities required to lead and motivate staff and shared that during her tenure with Guilford County, Ms. Skeens has proven to be a great leader.

Chairman Phillips stated he was honored and thrilled that Ms. Skeens was selected for the position, as she was the most qualified candidate in the state and nation, and shared he looked forward to her fulfilling this role.

**Motion was made by Commissioner Justin Conrad, and seconded by Commissioner Hank Henning, to approve the recommendation of the County Manager and the Selection Committee to appoint Health Skeens as the Consolidated Health and Human Services Director and authorize the County Manager to move forward with the hiring process.**

**VOTE: Motion carried 8-1**

**AYES: Jeff Phillips, Alan Perdue, Kay Cashion, Justin Conrad, J. Carlvena Foster, Hank Henning, Carolyn Q. Coleman, Alan Branson**

**NOES: Melvin “Skip” Alston**

Lawing notified the Board that Business High Point voted to support the school bond and ¼ cent sales and use tax referendum.

Chairman Phillips requested the Board schedule a work session for November 5, 2020 for the purpose of receiving a report from Dr. Pamela Palmer, with the Guilford County Continuum of Care (CoC) and Mr. Brian Hahne, with Partners Ending Homelessness, and to also consider serving as the collaborative applicant and lead agency for the Guilford CoC. He stated a brief update on the Behavioral Health Center Joint Oversight Committee would also be presented.

Keller shared that she would notice the public hearing on the Unified Development Ordinance to be held during the November 5, 2020 regular meeting.

Skeens expressed her appreciation, and shared she is dedicated to the county and looking forward to continuing to work with the Board.



**IX. ADJOURN**

There being no further business, the meeting was adjourned by unanimous consent at 8:13PM.

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Jeffrey M. Phillips  
Chairman

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Robin Keller  
Clerk to Board