

March 10, 2014

The Randolph County Board of Commissioners met in regular session at 6:00 p.m. in the 1909 Randolph County Historic Courthouse Meeting Room, 145 Worth Street, Asheboro, NC. Commissioners Holmes, Frye, Haywood, Kemp and Lanier were present. Dr. Bob Shackelford, RCC President, gave the invocation and everyone recited the pledge of allegiance.

Recognition of Retirees

Debby Hines, who retired on March 1st with 30 years of service to Randolph County Emergency Services, was recognized by Emergency Services Director Donovan Davis, after which, Chairman Holmes presented Ms. Hines with an engraved clock on behalf of the Board. She was also presented the *Order of the Long Leaf Pine* by NC Representative Allen McNeill.

Benny Lopienski, who retired on February 1, 2014 after serving nearly 34 years as a paramedic and supervisor in the EMS division of Emergency Services, was presented the *Order of the Long Leaf Pine* by NC Representative Allen McNeill.

Dr. Eric Helsabeck, who served as the EMS Medical Director for Randolph County for 30 years retired on December 31, 2013. NC Representative Alan McNeill presented Dr. Helsabeck the *Order of the Long Leaf Pine*.

Special Recognitions

The following Centenarians were recognized by the Board and Chairman Holmes presented each honoree (or family member) able to attend with a certificate of recognition: Pauline Browning Cavin--106 on 8/6/13, Nezzie G. Spinks--102 on 1/31/14, Lura Mae Allred--101 on 9/25/13, Millie McLaughlin--101 on 2/6/14, Georgia Routh Menius--101 on 2/28/14, Estelle York Hicks--100 on 9/26/13, John Q. Pugh--100 on 10/12/13, Fred W. Hall--100 on 12/17/13, Ruby Lassiter Culver--100 on 1/15/14, Naomi Fagg--100 on 2/14/14. *Note: Certificates will be hand-delivered or mailed to the honorees who were unable to attend.*

Public Comment Period

Pursuant to N.C.G.S. § 153A-52.1, Chairman Holmes opened the floor for public comment. County Attorney Ben Morgan read aloud the Public Comment Rules of Procedure.

Jon Nance, New Hope Church Rd., Asheboro, called attention to a state issue: the Dan River coal ash spill. People say the water isn't safe to drink or even touch. Wildlife has been harmed as well. The company responsible is Duke Energy but Mr. Nance said he believed that Duke will not be held accountable as they have a virtual monopoly in the state on the energy market and they own many state politicians as well. Regarding the regional landfill, after 150 years, it will still be a mountain of trash. If it begins to leak, the environmental impact would be irreversible. He said that we are told that governmental regulations will insure the landfill is safe. But he believes that politicians are cheaper than ethics. With this in mind, the landfill is not worth the risk and he asked the Board to repeal the permit.

Approval of Consent Agenda

On motion of Frye, seconded by Lanier, the Board voted unanimously to approve the Consent Agenda, as follows:

- *approve minutes of the regular meeting and four closed sessions of February 3, 2014;*

- *approve 2015 Holiday Schedule (Same as State Schedule), as follows:*

<i>Holiday</i>	<i>County*</i>	<i>Solid Waste Facility**</i>	<i>Library</i>
New Year's Day	1/1 (Thur.)	1/1 (Thur.) CLOSED	1/1 (Thur.)
M. L. King Jr.'s B-day	1/19 (Mon.)	1/19 (Mon.) OPEN	1/19 (Mon.)
Easter / Good Friday	4/3 (Fri.)	4/3 (Fri.) OPEN, 4/4 (Sat.) CLOSED	4/3 (Fri.)
Memorial Day	5/25 (Mon.)	5/25 (Mon.) CLOSED	5/25 (Mon.)
Independence Day	7/3 (Fri.)	7/3 (Fri.) CLOSED 7/4 (Sat.) OPEN	7/3 (Fri.)
Labor Day	9/7 (Mon.)	9/7 (Mon.) CLOSED	9/7 (Mon.)
Fall Festival (Asheboro Library Only)			10/3 (Sat.)
Veterans' Day	11/11 (Wed.)	11/11 (Wed.) OPEN	11/11 (Wed.)
Seagrove Pottery Festival (Seagrove Library Only)			11/23 (Sat.)
Thanksgiving	11/26 & 27 (Thur. & Fri.)	11/26 (Thurs.) CLOSED 11/27 (Fri.) OPEN; 11/28 (Sat.) OPEN	11/26 & 27 (Thurs. & Fri.)
Christmas	12/23, 12/24, 12/25 (Wed. - Fri.)	12/23 (OPEN) 12/24 (Thurs.) ½ Day OPEN; 12/25 (Fri.) CLOSED; 12/26 (Sat.) (OPEN)	12/23, 12/24, 12/25 (Wed.-Fri.)

- *approve DOT Resolution adding 0.28 mile section of Viewmont Drive and 0.067 mile Section of Viewmont Court in the Laurelwood Estates Subdivision, as follows:*

***WHEREAS**, the Department of Transportation has investigated 0.28 mile of Viewmont Drive and 0.067 mile of Viewmont Court in the Laurelwood Estates Subdivision; and*

***WHEREAS**, the subject street has been found to meet minimum requirements for addition.*

***NOW, THEREFORE, BE IT RESOLVED** by the Randolph County Board of Commissioners that 0.28 mile of Viewmont Drive and 0.067 mile of Viewmont Court in the Laurelwood Estates Subdivision be added to the Division of Highways' Secondary Road System.*

Report on Animal Shelter

MiMi Cooper, Public Health Director, introduced the Randolph County Animal Shelter staff and provided a PowerPoint presentation on the Animal Shelter and its practices and procedures. She explained that Animal Control is subject to Public health laws governing rabies control. Animal welfare laws speak to preventing cruelty and neglect. The Randolph County Animal Control Ordinance sets out rules for animal control in the county and municipalities that contract with us to provide those services. The NC Administrative code sets rules for how the shelter is operated and NC Wildlife rules dictate how wildlife is dealt with. In 2012-2013, the shelter answered 4,300 complaints with all but 60 answered in 24 hours. Those 4,300 complaints generated about 800 civil citations, most of which were for owned animals running at large and creating a nuisance and for cruelty (no house, no water or food). The most common criminal violation is failing to vaccinate for rabies. The most common complaint is animals running at large and creating a nuisance. Animal Control Officers investigate animal bites, most of which were by dogs biting their owners. All animals that have bitten humans have to be quarantined for 10 days regardless of whether or not they are currently vaccinated for rabies. The shelter receives 50-75 complaints for cruelty to animals annually (beyond the basic civil violation), which require visits and conversations with the owners to determine the facts. Our officers and supervisor work with these owners to correct these situations whenever possible. Evidence is documented and, when necessary, staff work with law enforcement to get legal authority to seize the animals

and then follow up with criminal charges. Ms. Cooper said that another responsibility of Animal Control is to protect the public by designating dangerous or vicious animals.

The Animal Shelter has 25 dog and 23 cat enclosures. Approximately 6,500-7,000 animals are impounded annually, according to Ms. Cooper. About half of these are owner surrenders and half are strays either brought to the shelter by citizens or by officers out on complaints. Staff provide care for the animals and clean throughout the day. They watch for signs of aggression, illness, and females coming into season. They vaccinate and de-worm cats, dogs, puppies, and kittens according to our veterinarian consultant's instructions. Staff organize paperwork, take photographs, collect supplies, foster animals in their homes and assist volunteers who walk dogs and play with cats. Staff select animals for adoption that are friendly, appear healthy and get along with people and other animals. Ms. Cooper said that unfortunately, the shelter impounds more animals than we have room for and the animals that are selected for euthanasia are those that would not be offered for adoption. When euthanasia is required, both injection and carbon monoxide are used and they are both humane choices. Dept. of Agriculture rules are followed concerning which method is approved for which circumstance. Carbon monoxide is used because it is the best choice under some circumstances. Injection is chosen for the same reasons.

Ms. Cooper said that the shelter does a great deal of work to get our adoptable animals seen and adopted. They are posted on the Animal Shelter's Facebook page and via an app called Rescue Groups that is used to move adoptable listings to many other adoption sites like Petfinders, Adopt a Pet, Rescue Me, etc. There are also a number of people who come to the shelter to look at what we have available. Adoption fairs are held at area businesses like Wal-Mart, Tractor Supply, Davis Feed, and PetSmart. The shelter works with dozens of rescues; we have adoptable cats in the PetSmart Store in Asheboro; and we have been the recipient of vaccine grants and a Music for Animals Grant. We have two to five high school students every semester who do their senior projects at the shelter. The staff is extremely appreciative of donations from area businesses, as well as, from individuals.

Ms. Cooper summarized by saying that the Randolph County Animal Shelter is not a rescue, but rather a government shelter that must abide by laws and rules of the state. The first reason to control animals in any community is to stop the spread of rabies. Some of the animals at the shelter are returned to their owners, some are adopted either through the shelter or one of our rescue partners. But most are euthanized. The way to change this is to spay/neuter your animals, keep them on your property, and adopt from a shelter or rescue when you can. Ms. Cooper praised her staff for the difficult job they perform every day, saying that they love animals and do the work that few people want to do.

Ms. Cooper responded to questions from Commissioner Haywood. She said that the general public is not allowed in the gas chamber area when it is in use, but it can be seen when it is not in use. She said that she will always be glad to explain the shelter's euthanasia process to anyone who asks. Commissioner Haywood thanked Ms. Cooper for her presentation and for dispelling the rumors that have circulated about scores of animals being placed in one chamber at a time, fighting and screaming and the process taking extended periods of time to die. He said that he was very sorry that she and her staff had had to endure the name calling and threats. He said that he wished there was a way to educate folks on the reality of what is going on. He asked that her presentation be posted on the County's website.

At Commissioner Haywood's request, Ms. Cooper expounded on the shelter's Adoption Program, saying that once an animal is deemed "adoptable," it stays adoptable. That animal has all the time in the world until the right owner adopts it, unless a rare circumstance occurs, such as illness or signs of aggression. She says that adopted animals are immunized at the shelter but they are not spayed/neutered at the shelter due to time and expense. However, when an animal is adopted, the owner is required to sign a contract that the animal will be spayed/neutered within 30 days. If the owner does not comply, they are taken to court with a criminal charge.

Ms. Cooper stated that the shelter is inspected regularly by the Department of Agriculture and that the shelter has never failed an inspection.

Vice Chair Frye asked Ms. Cooper about photos that have circulated on social media. Ms. Cooper said that the photos of mass dogs in a gas chamber were not taken at our carbon monoxide chamber. The only factual photos that she has seen have been those of the actual gas chamber with no animals inside.

Randolph County Economic Development Corporation (EDC) Public Hearing & Approval of Grant Match

Bonnie Renfro, EDC President, said that Brookline Furniture is a 27-year-old contract furniture company that plans to relocate from High Point to Archdale. They have purchased a 102,000 sq. ft. vacant building in the Archdale Industrial Park (formerly occupied by Woodmark, Dar/Ran and Foleys) with plans to consolidate to that location. The building needs repairs at an estimated cost of \$252,000 to make it reusable for this company. The company plans to invest \$225,000 in new and relocated equipment. They will relocate 72 jobs and create 11 new jobs within 18 months. They have requested assistance from the Building Reuse Grant program, which is now under the auspices of NC Department of Commerce, Rural Division. The grant is available to support job creation by a private company and funds up to 50% of eligible renovation and repair costs on a per job basis. The funds must be matched by the private sector client. The grant, if approved, would be made to the City of Archdale and requires a 5% match. The grant is a deferred forgivable loan that must be repaid if the job creation commitment is not met. The grant request is \$110,000, based on 11 new jobs. The Archdale City Council met on February 11 to consider this project and voted to submit the grant application and approved the required match. They are requesting that Randolph County consider 50% of the \$5,500 match, or \$2,750. Ms. Renfro said that the Rural Division Board meets on March 27 to consider this project.

At 7:05 p.m., Chairman Homes opened the public hearing. Hearing no comments, the public hearing was closed.

On motion of Frye, seconded by Haywood, the Board voted unanimously to approve the expenditure of \$2,750 to the City of Archdale as a match requirement grant for a building reuse grant for Brookline Furniture.

Public Hearing and Adoption of Order to Close Elcanha Court

Aimee Scotton, Associate County Attorney, said that she had received a request from David Cecil that the Randolph County Board of Commissioners act to permanently close Elcanha Court in the Spencer Lake Estates subdivision in Trinity. She said that it has not been developed as a road. The procedure for closing a public road or easement is governed by NCGS§153A-241. The first step requires that the Board of Commissioners adopt a resolution declaring its intent to

close the road and calling for a public hearing on the question. Ms. Scotton reminded the Commissioners that they had adopted this resolution at their February regular meeting. In accordance with the statute, notice of this public hearing was published once a week for three successive weeks. A copy of the resolution was sent by registered certified mail to the one owner of property adjoining this road, as shown by county tax records, who did not join in the request to have the road closed. Furthermore, a notice of the closing and public hearing was posted in at least two places along the road proposed to be closed as prescribed by the statute. Ms. Scotton said that following the public hearing, if the Board of Commissioners is satisfied that closing this road will not be detrimental to public interest and will not deprive any individual of access to his property, the Board may adopt an order closing the road. A certified copy of this order shall then be filed with the Randolph County Register of Deeds Office.

At 7:07 pm, Chairman Holmes opened the public hearing. Hearing no comments, the public hearing was closed.

On motion of Frye, seconded by Haywood, the Board voted unanimously to adopt an Order to Close Elcanha Court, as follows:

ORDER

WHEREAS, the Randolph County Board of Commissioners received a request to permanently close Elcanha Court, located in the Spencer Lake Estates Subdivision and more specifically depicted in the Final Plat of Section One of said subdivision recorded in Plat Book 35, Page 48 of the Randolph County Registry and

WHEREAS, on February 3, 2014, the Randolph County Board of Commissioners adopted a resolution declaring its intent to close said street or easement and set a public hearing on the issue for March 10, 2014, all in accordance with North Carolina General Statute §153A-241; and

WHEREAS, notice of the proposed closing and public hearing were prominently posted in two places along said street; and

WHEREAS, a copy of the resolution was sent by registered or certified mail to each owner as shown on the county tax records of property adjoining said road or easement who did not join in the request; and

WHEREAS, notice of the public hearing set by the Randolph County Board of Commissioners for March 10, 2014 was published once a week for three successive weeks before the hearing; and

WHEREAS, the Randolph County Board of Commissioners has determined through the public hearing that the closing of the aforesaid street is not contrary to the public interest and that no individual owning property in the vicinity of said street would be deprived of reasonable means of ingress and egress to his property;

NOW, THEREFORE, BE IT ORDERED by the Randolph County Board of Commissioners that Elcanha Court be permanently closed and that all right, title, and interest in its respective rights-of-way is vested in those persons owning lots or parcels of land adjacent to the street or easement.

BE IT FURTHER ORDERED that a certified copy of this Order shall be filed in the Register of Deeds Office.

Approval of New Ulah Fire Insurance District

Aimee Scotton, Associate County Attorney, said that property owners who live within a certain road distance from a fire department (currently six miles) receive a discount on their homeowners' insurance. The North Carolina Department of Insurance requires that County Commissioners approve insurance district boundary lines. The Ulah Fire Department has opened

a new station. While some of the homes located within six miles of this new station were already within the insurance district, there are 576 parcels that will be included for the first time now. Ms. Scotton presented a list of the newly-included parcels along with a map of the entire proposed new insurance district. Ms. Scotton noted that this does not affect the tax district in any way, therefore there are no statutory requirements to fulfill and no need for a public hearing. The Board simply needs to approve the inclusion of these parcels in the insurance district so that the property owners can receive a discount on their homeowners' insurance.

On motion of Lanier, seconded by Haywood, the Board voted unanimously to approve the new Ulah Fire Insurance District, as presented (map ATTACHED).

Adoption of Resolution to Donate Property to Merce Clinic

Aimee Scotton, Associate County Attorney, said that NCGS §160A-279 authorizes a county to convey property to a nonprofit corporation if the county is authorized by law to appropriate money to the corporation. The Randolph Family Health Clinic at Merce is a nonprofit corporation that, among other services, provides public services to ensure the health of a mother and a baby during pregnancy, which are services that fall under the definition of essential public health services that are to be ensured available by the Randolph County Health Department. The Health Department owns three Doppler fetal heart ultrasound stethoscopes, miscellaneous pamphlets and lab equipment that are no longer in use in any County program. Ms. Scotton asked the Board (at the request of Health Director MiMi Cooper) to approve the donation of these items to the Randolph Family Health Clinic at Merce via resolution, which she presented. A notice summarizing the contents of this resolution must then be published once after its adoption, and the property donation will be made ten days after said publication.

On motion of Haywood, seconded by Lanier, the Board voted unanimously to adopt the following resolution:

A RESOLUTION APPROVING THE CONVEYANCE OF EQUIPMENT AND SUPPLIES TO THE RANDOLPH FAMILY HEALTH CLINIC AT MERCER PURSUANT TO N.C.G.S. 160A-279

WHEREAS, the Randolph County Health Department owns three Doppler fetal heart ultrasound stethoscopes and miscellaneous lab supplies and pamphlets; and

WHEREAS, North Carolina General Statute § 160A-279 authorizes a county to convey property to a nonprofit corporation if the county is authorized by law to appropriate money to the corporation; and

WHEREAS, North Carolina General Statute 130A-1.1(b) dictates that a local health department shall ensure that certain essential public health services are available and accessible to the population in the county served by said local health department, including the duty to inform, educate and empower people about health issues and to develop policies and plans that support individual and community health efforts; and

WHEREAS, the health of a mother and baby during pregnancy are health issues that fall under the purview of the local health department and the local health department is authorized to develop programs for this population; and

WHEREAS, the Randolph Family Health Clinic at Merce is a nonprofit corporation that provides public services to this population.

BE IT THEREFORE RESOLVED that the Randolph County Board of Commissioners hereby donates three Doppler fetal heart ultrasound stethoscopes and miscellaneous lab supplies and pamphlets to the Randolph Family Health Clinic at Merce on the condition that said equipment and supplies shall at all times be used in the provision of public services.

2014 Reappraisal Update

Debra Hill, County Tax Collector said that the Randolph County Tax Department appraisal staff has completed the countywide reappraisal of real property, with 74,969 Notice of Real Estate Assessed Value forms having been mailed out on March 3rd. She narrated a PowerPoint presentation concerning the reappraisal, explaining that state law requires all counties to have a reappraisal at least every eight years. Randolph County is on a six-year cycle, with the last reappraisal having been effective 1/1/07. The 2013 scheduled reappraisal was postponed until 2014 due to tax software problems. Ms. Hill explained the purpose and objectives of the reappraisal, as follows:

- assure all properties reflect current market value
- to create equity between the four types of assessed property: real estate, personal property (individual and business), registered motor vehicles and public service companies

Ms. Hill reviewed how market value is determined and the valuation methods used: Market Approach, Cost Approach and Income Approach. Ms. Hill answered questions from the Board.

Regional Partnership Workforce Development Board Annual Report

Tammy Horne, Workforce Development Board member, presented the July 1, 2012-June 30, 2013 annual report of the Regional Partnership Workforce Development Board's Local Workforce Development Area. She said that in Randolph County, they had a very busy and productive year, providing employment services to 184 adult participants, dislocated workers and to youth, with total expenditures of \$670,792. She thanked the Commissioners for their continued support. Executive Director Kathy Slovak answered questions from the Board concerning Senate Bill 73, which will be effective on July 1st. She said that Workforce Development areas will have to go out for competitive bids. She said that she will keep the Board updated on this matter.

Recess

At 7:50 p.m., the Board took a short recess.

Meeting Resumed

At 8:00 p.m., the Board returned to regular session.

Capital Needs Presentations from County and City Schools and RCC

Will Massie, Assistant County Manager/Finance Officer, said that County departments, our public school systems, and the community college all have substantial capital needs, and the Commissioners must regularly prioritize these projects in order to meet the County's statutory responsibilities. In order to provide the Board with adequate information, at the regular March Commissioners' meeting each year, the Board will hear these various capital need presentations and consider changes to the County's Capital Improvement Plan (CIP).

Mr. Massie said that several capital projects are in the planning stages. Last June, the Board identified a new 911 emergency communication center, ambulance bases, and a new animal shelter as priorities. The 911 Center and animal shelter have initial designs that will be presented at the Board retreat later this month. With the sale of the former Randleman base property, the County is able to replace the existing station and provide another one in the Trinity area. This leaves the new southern base and the Liberty replacement base still to be constructed. Mr. Massie reviewed the financing options available to the County for capital projects. He also reviewed the funds available from the Public School Building Capital Fund (ADM and Lottery), and our existing debt as of June 30, 2014,

which totals \$87,916,612 for the schools, RCC Training Facility, County buildings and water projects. He noted that approximately 90% of total outstanding debt is for public schools and community college projects. Most of the County building debt is for the new courthouse.

Mr. Massie reiterated the County’s limited capacity to issue new debt due to the financing of the two high schools and the renovation to an elementary school in 2006 and 2007. Principal and interest payments rose through 2012, consisting of nearly fifteen percent of our budget. Debt service has begun to decline now, creating some budgetary capacity only if the Board is comfortable keeping our obligations near the fifteen percent limit. He said that the earliest Randolph County can issue major debt will be early 2015. That capacity will be in the \$40 million range, if the Board is willing to go back up to the fifteen percent market capacity.

Asheboro City Schools

Dr. Diane Frost, Asheboro City Schools Superintendent, reviewed the City Schools’ capital needs in a PowerPoint presentation, summarized below:

	Projects	Dates	Budget
1	AHS Addition	2014-2017	
1	Increase core capacity from 965 to 1450 (media center, cafeteria/kitchen, commons area)		\$12,102,390
2	21st century classroom upgrades (cultural arts, academic programs, technology)		\$8,068,260
3	Systems upgrades (HVAC, electrical, wireless, lighting, asbestos floors)		\$8,368,134
			\$28,538,784
2	North Asheboro Middle School Addition	2015-2016	
1	Increase core capacity 465 to 700 (media center, cafeteria/kitchen, commons area)		\$1,937,088
2	21st century classroom upgrades (academic spaces, art education, vocational, physical education)		\$3,162,352
3	Systems upgrades (HVAC, electrical, lighting ,asbestos floors)		\$3,885,159
			\$8,984,599
3	New Elementary School	2016-2018	
1	Land purchase - 30 acres (2015-2016)		\$1,350,000
2	New construction		\$15,806,991
			\$17,156,991
		Subtotal:	\$54,680,374
	Infrastructure and System Upgrades	2014-2019	
1	AC in high school and middle school gyms		\$1,000,000
2	HVAC replacements		\$750,000
3	Window replacements		\$750,000
4	Roof replacements		\$1,500,000
5	Lighting replacements		\$300,000
6	Kitchen renovations		\$1,000,000
7	Electrical upgrades		\$600,000
8	Flooring replacements		\$500,000
9	Painting		\$450,000

10	Concrete and asphalt	\$700,000
11	Asbestos	\$200,000
12	SAMS Cafeteria	\$500,000
13	Athletics Upgrades (Bleachers, Track, Turf)	\$1,250,000
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		\$9,500,000
	Long Range Facility Plans Total:	\$64,180,374

Randolph County Schools

Randolph County Schools Superintendent Dr. Stephen Gainey gave a PowerPoint presentation on capital needs for that school system. A summary of needs follows:

- Facility repairs and upgrades = \$736,080 (A multi-year plan to address necessary building repairs and upgrades has been developed.)
- Comprehensive facility assessment = \$350,000 (This item would be used with a potential future bond program.) *Will Massie noted that the Local Government Commission has indicated that no Comprehensive facility assessment would be required for a bond referendum.*

Year 1		
School	Need	Estimated Cost
Archdale-Trinity Middle	Chiller pipe insulation-completion	\$50,790
Archdale-Trinity Middle	Improve entrance/exit	\$80,343
Coleridge Elementary	Chiller pipe insulation	\$25,400
Farmer Elementary	Chiller pipe insulation	\$25,400
Franklinville Elementary	Replacement doors	\$46,377
John Lawrence Elementary	Repave parking lot	\$34,500
Level Cross Elementary	Chiller pipe insulation	\$36,550
New Market Elementary	Roof replacement	\$422,930
Randleman High	Chiller pipe insulation	\$50,790
Uwharrie Middle	Roof replacement	\$414,000
	Year 1 Total:	\$1,186,080
Year 2		
School	Need	Estimated Cost
New Market Elementary	Municipal water/sewer	\$1,500,000
	Year 2 Total:	\$1,500,000
Year 3		
School	Need	Estimated Cost
Eastern Randolph High	Update cooking lab	\$22,225
Eastern Randolph High	Replace stadium bleachers-1,350 (visitor)	\$135,000
John Lawrence Elementary	Roof replacement	\$328,695
Northeastern Randolph Middle	Roof replacement	\$328,695
Randleman Elementary	Replacement doors	\$54,000
Randleman High	Update cooking labs	\$22,225
Randleman Middle	Roof replacement	\$144,000
Seagrove Elementary	Roof replacement	\$45,000
	Year 3 Total:	\$1,164,940
Year 4		
School	Need	Estimated Cost
Grays Chapel Elementary	Roof replacement	\$612,140
Southeast Randolph Middle	Roof replacement	\$623,000

Southwest Randolph Middle	Roof replacement	\$698,000
	Year 4 Total:	\$1,933,140
	Year 5	
School	Need	Estimated Cost
Randleman High	Roof replacement	\$756,000
Trinity Elementary	Roof replacement	\$528,000
	Year 5 Total:	\$1,284,000
	Year 6	
School	Need	Estimated Cost
Archdale Elementary	Replacement windows-Bldgs A,B,D &	\$52,000
Coleridge Elementary	Replacement windows	\$36,400
Eastern Randolph High	Replace athletic lighting	\$130,350
Liberty Elementary	Refinish hardwood floors in Bldg A	\$12,375
Southwest Randolph High	Update cooking lab	\$22,225
Southwest Randolph High	Replace stadium seating (2,000/1,000)	\$450,000
Tabernacle Elementary	Roof replacement	\$98,000
Tabernacle Elementary	Replacement windows (old bldg)	\$28,300
Tabernacle Elementary	Replacement doors (old bldg)	\$15,975
Tabernacle Elementary	Covered walkway from old to new bldg	\$18,000
Trindale Elementary	Roof replacement	\$120,000
Trinity High	Roof replacement	\$59,000
Trinity High	Replace athletic lighting	\$130,350
	Year 6 Total:	\$1,172,975
	Year 7	
School	Need	Estimated Cost
Braxton Craven	Replacement windows	\$276,000
Eastern Randolph High	Replacement windows	\$149,350
Franklinville Elementary	Replacement windows	\$195,200
Grays Chapel Elementary	Replacement windows	\$165,600
Ramseur Elementary	Replacement windows	\$124,000
Randleman Elementary	Replacement windows	\$213,500
Randleman High	Replacement windows	\$112,500
	Year 7 Total:	\$1,236,150
	Year 8	
School	Need	Estimated Cost
Randleman Middle	Replacement windows	\$199,800
Braxton Craven	HVAC replacement	
Seagrove Elementary	Replacement windows	\$28,200
Southwest Randolph High	Replacement windows	\$82,500
Southwest Randolph Middle	Replacement windows	\$99,780
Trindale Elementary	Replacement windows	\$168,250
Trinity High	Replacement windows	\$312,300
Trinity High	Replace stadium seating-1,000 (visitor)	\$100,000
Trinity High	Replacement doors	\$186,215
	Year 8 total:	\$1,177,045
	Year 9	
School	Need	Estimated Cost
Archdale Elementary	Replacement doors-Bldgs A, B, D & gym	\$20,379
Archdale-Trinity Middle	Replacement doors	\$52,852
Braxton Craven	Replacement doors	\$34,454
Braxton Craven	Replacement energy management sys	\$75,000
Eastern Randolph High	Replacement doors	\$62,894

Eastern Randolph High	Update auditorium seating	\$64,500
Grays Chapel Elementary	Replacement doors	\$34,970
Liberty Elementary	Replacement doors	\$46,968
Liberty Elementary	Replace energy management system	\$190,000
Ramseur Elementary	Replacement doors	\$20,268
Randleman High	Replacement doors	\$33,942
Randleman High	Update auditorium seating	\$64,500
Randleman High	Update auditorium lighting	\$8,600
Seagrove Elementary	Replacement doors	\$5,134
Southwest Randolph High	Replacement doors	\$86,896
Southwest Randolph High	Replace auditorium seating	\$64,500
Trindale Elementary	Replacement doors	\$34,283
Trinity Elementary	Replace energy management system	\$135,000
	Year 9 Total:	\$1,035,140

Dr. Gainey concluded his presentation by saying that the Randolph County Schools System currently spends \$450,000 of its \$2.2 million capital outlay budget on the types of facility repairs/upgrades included in the above 9-year plan. He said that with an increase in their capital outlay budget for the 2014-2015 fiscal year, and the amount remaining in their base capital outlay budget for future years, little or no extra money would be needed for future years of the 9-year plan. The total cost of the 9-year plan is \$11,689,470. Mr. Gainey emphasized that the 9-year plan does not address new schools, additions to schools or major renovations. Such projects would be funded by a potential future bond program presented for a public vote of approval.

Randolph Community College

Dr. Bob Shackelford, RCC President, presented the college’s capital needs, summarized, as follows, followed by a short video depicting the Continuing Education Industrial Center’s impact to the community in its first year.

Allied Health Center with simulated hospital (located on 2 nd floor) (old United Wood Products bldg) Will allow Cosmetology Dept to move back onto campus, saving \$74,000 in rent.	\$12,000,000
Real Property Acquisitions:	\$ 5,000,000
Back-log of Renovation Projects: (These needs were identified as part of RCC’s long-range plan in 2008.)	\$15,700,000
Welcome/Student Services Center: (Includes renovating existing space)	\$12,000,000

Approval of Use of Law Enforcement Restricted Funds and Budget Amendment

Jane Leonard, Sheriff’s Office Assistant Business Officer, spoke on behalf of Sheriff Maynard Reid, who is requesting approval to spend \$10,000 in Law Enforcement Restricted Funds. The funds will be used to develop a custom mobile Sheriff’s app. The project will be the first Sheriff’s Interactive App for both the Apple and Android market in NC. The project’s goal is to have a phone based App that would have no cost to citizens and which contains the following capabilities:

1. Have easy access to Sheriff’s Alerts for important information such as amber alerts that contain photos.

2. Have easy access to Sheriff’s information such as requirements for permits, confinement lists from the Jail (one of our most common calls is to see if someone is in jail), access to important contact numbers, etc.
3. Have the ability to send photos of suspicious persons, vehicles, etc. in real time to the Sheriff’s Office and have the option to remain anonymous.
4. The project must have NO recurring cost. The company may bundle extended coverage but cannot have automatic renewal.

The vendor, OCV LLC, is based in High Point and they can provide all the above requirements, with bundled continued service for four years for a single purchase price. The App will be free for the consumers to download.

On motion of Frye, seconded by Lanier, the Board voted unanimously to approve the use of \$10,000 in Law Enforcement Restricted Funds to develop a mobile Sheriff’s app and to approve Budget Amendment #25, as follows:

2013-2014 Budget Ordinance--General Fund—Budget Amendment #25		
Revenues	Increase	Decrease
<i>Fund Balance Appropriated</i>	<i>\$10,000</i>	
Appropriations	Increase	Decrease
<i>Sheriff</i>	<i>\$10,000</i>	

Presentation by Waste Management, Inc.

Randall Essick, Regional Manager for Waste Management of the Carolinas, narrated a PowerPoint presentation. He said that their core strategic pillars are 1) know more about our customers and how to service them, 2) extract more value from the materials we handle (recycling, landfill gas), and 3) innovate and optimize the business and our performance. They want to be a good community partner to Randolph County. Waste Management is a \$13.6 billion company that operates or owns 269 landfills; it has \$21 million customers. Waste Management has received many awards, including the Ethisphere “World’s Most Ethical Companies” award for the seventh consecutive year. Waste Management’s goals: 1) recycle 20 million tons by 2020 2) want to be a waste-based energy production company, powering 2 million homes by 2020; 3) 2020 goal to reduce CO₂ emissions in our fleets (goal met in 2011); 4) 100 wildlife habitats in place by 2020 (goal met and surpassed).

Mr. Essick spoke about renewable energy, saying that Waste Management generates more renewable energy than the entire US solar industry. He gave the Palmetto Landfill in Spartanburg, SC as an example. The nine-mile pipeline from the Palmetto Landfill to the BMW plant generates approximately 11.2 megawatts of green energy, which is equivalent to removing almost 61,000 automobiles from the highways every year. That’s enough energy to power almost 6,500 homes a year and provides about 65% of the energy needs of the BMW plant.

Mr. Essick said that Waste Management will replace 80% of its new Class 8 vehicles with natural gas trucks and will build 25 natural gas fueling stations each year, investing in public fueling stations at most sites. Waste Management hopes that the fleet in Randolph County will be a CNG fleet. Presently, Waste Management has over 2,500 natural gas vehicles and 51 fueling stations in North America.

Mr. Essick also reviewed their Bagster products, which are “dumpsters in a bag,” and said that they plan to have these available in Randolph County.

Commissioner Haywood remarked that he doesn't believe that the people of Randolph County want this and has repeatedly voted against it because he doesn't want it either regardless of how glorious it is.

Public Hearing on Ordinance Granting Franchise to Waste Management

County Manager Richard Wells presented the proposed ordinance granting a franchise to Waste Management for the operation of a regional landfill in Randolph County. He said that if it passes tonight, it will be on the April agenda for a second vote pursuant to NCGS 153A-46.

Ben Morgan read aloud the rules concerning the public comment period.

Chairman Holmes opened the public hearing.

Janet Pate, 3901 Hillsdale Park Dr., Sophia, mentioned that she has severe asthma and that she can't get the shots that she needs due to the new health care law. She said that we always speak about the dollars we need for all items on our wish lists. But she never hears anything about cutting. With Waste Management, she is concerned about sustainability. She said that the Commissioners have been asked several times if they have been educated on Agenda 21 because our local governments need to think about what's going on. The triple bottom line is environmental, economic and social responsibility: control. She cited the workforce development issue of competing with private sector businesses on finding jobs. She said that she has been in human resources payroll since the late 80s where companies come in to get help with needs. They also go to community colleges labor needs. Now we have government doing it. So it's making it grow government more and under-cutting our private businesses. Duke Power has our market. But government does own over half of our energy in this country. This [landfill] would only bring in \$2 million a year, which is only 2% of our budget. What is it going to cost the County in the long term? What is the cost in health or if something happens down the road that we don't know. She asked that the Commissioners think about this a little more.

Bill Dula, 1320 Randolph Tabernacle Rd., Asheboro, said that if we are to believe Golder's report, this landfill will cause no more noise than a tractor down in a field. Or, that 200 trucks, 100 in and 100 out, will not have a quality of life adverse affect. If we believe that 36 seconds is enough time for an elderly person to cross the street to get their mail, then that's fine. We have been asked to believe stuff. We have been presented reports as fact that we were given three minutes to rebut that turned out to be reports from England done in the 70s about composting. But when we brought in reports from UNC-Chapel Hill Environmental Law Center and their health department, we couldn't use them because we didn't have the people that wrote them here. Are we going to get a recycling station? Regarding the BMW plant: how much material do they put in that landfill? It is a zero landfill. How much does the Volkswagen plant in Tennessee put in that landfill? It is a zero landfill plant. The Honda plant in Florence SC is a zero landfill plant. That's what people are going to. You are looking for \$1 million a year. That is a part of a percent of this budget. You are going to endanger the lives of children and our children's children over one part of one percent. When you put stuff on your Facebook page about how much you like your kids, think about the black and brown kids and the old people that live within a mile or two miles of the landfill. If they build it to 300 feet high, you can see it from 64.

Hearing no further comments, Chairman Holmes closed the public hearing.

Action on Ordinance Granting a Franchise to Waste Management

On motion of Kemp, seconded by Lanier, the Board voted 4-1 with Haywood opposing, to adopt an ordinance granting a franchise to Waste Management of Carolinas to permit, construct and operate a sanitary landfill in Randolph County, as follows.

AN ORDINANCE GRANTING A FRANCHISE TO WASTE MANAGEMENT OF CAROLINAS, INC. TO PERMIT, CONSTRUCT AND OPERATE A SANITARY LANDFILL IN RANDOLPH COUNTY

SECTION 1. Grant of Franchise

- (a) *Randolph County is responsible for providing long-term, cost-effective means of waste disposal for the citizens of Randolph County. The County has decided to open a regional Subtitle D solid waste landfill facility to serve its citizenry and surrounding counties and municipalities.*
- (b) *Pursuant to authority established in N.C. Gen. Stat. §§ 153A-136 and 130A-294, and pursuant to the procedures and requirements established in N.C. Gen. Stat. §§ 153A-46, 130A-294(b1)(2), and the Randolph County "Ordinance Establishing Procedures for the Application and Issuance of Franchises for Solid Waste Facilities," Randolph County ("County") hereby grants a franchise for the construction and operation of a solid waste landfill to Waste Management of Carolinas, Inc., ("Waste Management") subject to the conditions herein.*
- (c) *This grant of franchise is contingent upon the execution of an operating agreement between the County and Waste Management.*

SECTION 2. Extent and Limits on Franchise

- (a) *The County grants Waste Management an exclusive franchise for the following activities:*
 - (i) *the permitting, construction and operation of a solid waste landfill within Randolph County;*
 - (ii) *the operation and maintenance of the county's convenience centers and recycling centers, subject to existing contracts;*
 - (iii) *the hauling of solid waste from within and outside Randolph County for disposal at the County's landfill facility;*
 - (iv) *the recycling and resource recovery of materials in the waste stream.*
- (b) *The exclusive rights and privileges established in this franchise do not extend to the following: existing landfills; construction and demolition debris landfills; land clearing and inert debris landfills; or to decisions reserved by statute to Randolph County municipal corporations to control the hauling and disposal of waste within their municipal boundaries.*
- (c) *The County does not grant Waste Management a franchise for the conversion of landfill gas energy or any other waste-to-energy activities within the landfill facility. Any activity involving (i) the collection, transport, disposal or processing of solid waste or (ii) the*

conversion of solid waste into energy or for any secondary use that is not specifically covered by this franchise shall be deemed excluded from this franchise.

SECTION 3. Acceptance of Franchise

The execution by Waste Management of the Operating Agreement between the County and Waste Management shall constitute an acknowledgement by Waste Management that it accepts the terms and provisions contained herein.

SECTION 4. Term

This franchise shall commence on and run thirty (30) years from the date that Waste Management and the County execute an operating agreement for the permitting, construction and operation of a solid waste landfill.

SECTION 5. Renewal

This franchise may be renewed at the end of its thirty-year term subject to the laws existing at the time of the renewal application.

SECTION 6. Territory and Population to be Served

Waste Management may collect and receive permitted waste that is transported from within the State of North Carolina for recycling or disposal within Randolph County. The population to be served shall not exceed the population of the State of North Carolina as it increases or decreases from time to time.

SECTION 7. General Description of the Proposed Sanitary Landfill

- (a) *The proposed Randolph County landfill facility is located in central Randolph County adjacent to the existing closed Randolph County MSW Landfill, North Carolina Solid Waste Permit (NCSWP) #76-01. The center of the proposed Randolph County MSW landfill is located at Latitude: 35.752822°N and Longitude: 79.755992°W. The proposed disposal site is bordered to the north by the Deep River, to the west by the closed Randolph County landfill, to the south by Henley Country Road, and to the east by Old Cedar Falls Road. The proposed landfill is composed of several undeveloped parcels comprising approximately 667 acres, approximately 200 acres of which are proposed as the waste disposal unit. The footprint of the first phase of the proposed landfill is approximately 34 acres and is located on the southeastern side of the subject property. The first phase of the proposed landfill will be designed to contain approximately ten years of waste disposal and will occupy approximately 34 acres of the total 190-acre waste footprint. The facility entrance will be located off of Old Cedar Falls Road at the eastern corner of the landfill.*
- (b) *The landfill facility shall be served by an entrance road leading to scales for all incoming waste. Waste will be deposited into lined cells, compacted, and covered daily as required by law. Waste Management may receive, on average, up to 2,000 tons per day. Recycling and/or resource recovery is expected to occur within the landfill facility. The beneficial use of landfill gas is also an expected future activity. The proposed landfill facility will be permitted, constructed, and operated in accordance with state and federal rules and regulations governing Subtitle D facilities. The landfill shall have protective geo-membrane liner systems, leachate collection, and environmental monitoring systems as required by state and federal rules and regulations and the County issued Special Use Permit.*

- (c) *The County also owns four convenience centers and expects to have two more constructed. The convenience centers shall be managed as local collection centers for county citizens. This franchise extends to and includes these convenience centers which are located in areas outside the landfill facility.*

SECTION 8. Types of Waste Allowed

- (a) *The types of waste allowed in the waste stream shall be wastes defined by the State of North Carolina as “municipal solid waste” and any other wastes allowed by law and permit to be disposed of in a fully permitted municipal solid waste landfill. Municipal solid waste shall include any solid waste resulting from the operation of residential, commercial, industrial, governmental, or institutional establishments that would normally be collected, processed, and disposed of through a public or private solid waste management service.*
- (b) *If the facility permit provides for limitations on the types of solid waste allowed, Waste Management shall strictly abide by the permit requirements.*
- (c) *Limitations on waste types contained in the Special Use Permit shall apply.*

SECTION 9. Description of the Volume and Characteristics of the Waste Stream

- (a) *The volume of waste disposed shall not exceed an average daily intake and disposal rate of 2,000 tons per day or a maximum daily intake and disposal rate of 3,500 tons per day to account for times when intake rates may peak, including periods when emergency debris management is required after floods, hurricanes, tornados or other such events.*
- (b) *The characteristics of the waste stream entering the landfill facility may include all solid waste allowed by law, subject to limitations imposed by the facility’s Special Use Permit and the facility permit. Unless limited by permit, Waste Management may accept all typical waste streams for a fully permitted Subtitle D landfill. Subject to limitations imposed by the facility permit and operating agreement, Waste Management may construct a solidification pit that enables Waste Management to accept liquid waste streams for treatment and disposal. Recovered and recyclable materials and any recycled products shall be diverted from the solid waste disposal facility to the extent reasonably feasible and required by the County, state laws or the operating permit.*

SECTION 10. Projection of the Useful Life of the Landfill

Based upon preliminary engineering calculations and other data, the useful life of the landfill is projected to be approximately sixty-seven (67) years, with this franchise covering the first thirty (30) years. Waste Management accepts this estimate and acknowledges that this calculation is based upon information currently available and assumes any risks that the useful life could be less than projected.

SECTION 11. Procedures for Governmental Oversight

- (a) *The Randolph County Planning Department, acting in the normal course of business, shall oversee compliance with the Special Use Permit issued by the Randolph County Planning Board pursuant to authority bestowed by both general statute and the Randolph County Zoning Ordinance.*
- (b) *NCDENR, pursuant to its own policies and schedules, shall oversee compliance with the Permit to Construct and the Permit to Operate.*

- (c) *The North Carolina Department of Transportation shall oversee compliance with the terms of the landfill facility driveway permit and, in cooperation with the Randolph County Planning Department, shall oversee road improvements as required by the Special Use Permit.*
- (d) *Randolph County shall regularly oversee compliance with the operating agreement and this franchise.*

SECTION 12. Regulations of Fees and Rates

Waste Management shall be responsible for setting landfill fees and rates. Fees and rates charged for disposal of waste in the landfill facility may change from time to time and shall be fees and rates determined by Waste Management to be commercially reasonable and competitive within the industry as reflected by rates at privately owned or operated facilities in North Carolina. Posted gate rates shall not exceed an approximate average of posted gate rates at similar, privately owned or operated facilities in Piedmont North Carolina.

SECTION 13. Payments to Randolph County

Waste Management shall pay Randolph County such payments, host fees, closure and post-closure costs and other fees as set forth in the operating agreement.

SECTION 14. Compliance with Laws

Waste Management shall comply with all federal, state and local laws and permits regarding the hauling and transport of solid waste and the construction and operation of the landfill and convenience and recycling centers. Waste Management's willful or intentional violation of federal, state or local laws may be a ground for revocation of this franchise.

SECTION 15. Franchise Non-Transferable

- (a) *This franchise is issued exclusively to Waste Management upon the County's determination that Waste Management has the requisite experience and financial strength to permit, construct and operate a regional municipal solid waste landfill. This franchise cannot be sold, transferred, leased, assigned, acquired or disposed of, including, but not limited to, by force or voluntary sale, merger, consolidation, acquisition, bankruptcy, receivership or other means to any other person or entity except upon consideration and approval of the Board of Commissioners following procedures established by law.*
- (b) *Waste Management shall promptly notify the county of (1) any actual or proposed change in or transfer of its ownership or (2) acquisition by any other party of control of the company. The word "control" as used herein is not limited to majority ownership but also includes operational control in whatever manner exercised. A rebuttable presumption that a transfer of control has occurred shall arise upon the disposal by Waste Management, directly or indirectly, by gift, assignment, voluntary sale, merger, consolidation devise or otherwise, of at least 50 percent ownership or controlling interest at one time or cumulatively over the term of the franchise to a person or group of persons, corporation, partnership, limited partnership, trust, limited liability, or company association. Any two or more persons or entities which cumulatively own more than fifty (50) per cent of the company and act in concert shall be considered one entity owning a majority interest.*
- (c) *The transfer, sale, lease, assignment or disposition of control of Waste Management,*

including, but not limited to, by force or voluntary sale, merger, consolidation, receivership or other means, shall make the franchise subject to cancellation unless and until the county shall have consented thereto. For the purpose of determining whether it shall consent to such transfer, sale, lease, assignment or disposition of control of Waste Management, the county may inquire into the legal, financial, character, technical and other public interest qualifications of the prospective controlling party, and the proposed grantee shall assist the county in any such inquiry. Failure to provide all information reasonably requested by the county as part of its inquiry may be grounds for denial of the proposed franchise transfer. After considering the legal, financial, character, technical, and other public interest qualifications of the applicant, the county may transfer and assign the rights and obligations of such franchise as may be in the public interest. The consent of the county to such transfer shall not be unreasonably withheld, conditioned or delayed.

- (d) Any approval by the county or transfer shall be contingent upon the prospective controlling party becoming a signatory to the franchise and any operating agreement or other agreement as required by the county.*
- (e) The requirements of the State of North Carolina pertaining to the transfer of ownership or control of an entity possessing a solid waste permit are separate requirements.*

SECTION 16. No Recourse

Waste Management shall have no recourse whatsoever against the county or its officials, boards, commissions, agents, subcontractors, vendors, or employees for any loss, cost, expense or damage arising out of any provision or requirements of the franchise or because of the enforcement of the franchise. This section does not apply to equitable relief.

SECTION 17. Forfeiture and Revocation

- (a) This franchise may be revoked in its entirety or with respect to certain rights and privileges upon (1) Waste Management's default in the performance of any of the material obligations under this franchise or the operating agreement after notice and opportunity to cure as provided in the operating agreement; (2) Waste Management's willful violation of any orders or rulings of any regulatory body having jurisdiction over Waste Management's operation of the landfill after notice thereof, continuing and not being remedied or reasonably addressed within 60 days of notice; (3) Waste Management's commission of fraud or any unfair or deceptive act or practice in its application for this franchise or as to the County under this franchise or the operating agreement; (4) Waste Management's insolvency, inability, or unwillingness to pay any debts; or Waste Management is adjudicated bankrupt; (5) Waste Management's misrepresentation of a material fact in the application for, or negotiation of the franchise or any extension or renewal thereof.*
- (b) The procedures to be followed in the event of any of the reasons or bases for default established in Section 17(a) above shall be the procedures set forth in Section 8(b) of the Randolph County Ordinance Establishing Procedures for the Application and Issuance of Franchises for Solid Waste Facilities. The decision which results after completion of appeal procedures as set forth in Section 8(b) shall constitute an exhaustion of administrative remedies.*

SECTION 18. Effective Date

This Ordinance shall become effective on _____.

Approval of Resolution Adopting New Personnel Policies and Procedures Manual

Stacy Griffin, Human Resources Director, said that she has been working for four years to revise the current Personnel Ordinance. Although some policies have been introduced and edits approved by the Commissioners over the years, the last comprehensive overview of the ordinance occurred in 2003 with an effective date of January 1, 2004. She said that the recommendations for this revision have been researched extensively (UNC School of Government, Society for Human Resource Management, etc.); benchmarked against numerous NC local governments for fairness, accountability, reasonableness and fiscal responsibility; and have been reviewed and endorsed by the Associate County Attorney and County Manager. She said that the revision includes policy changes, additions and deletions, as well as, the addition of clarifying language, the deletion of duplicate information, the consolidated of information, and the removal of unnecessary information contained in other documents. Ms. Griffin also proposed that the new document be adopted as a Resolution rather than an Ordinance. According to Diane Juffras, Professor of Public Law and Government at UNC's School of Government, an Ordinance equals law, and thereby eliminates the "employment at will" status. Ms. Juffras has strongly urged local governments to stop adopting employee procedural manuals as ordinances. If adopted by resolution, Ms. Griffin proposed naming the new document the "Randolph County Employee Policies and Procedures Manual." She recommended that the Board approve the Randolph County Employee Policies and Procedures Manual via resolution with an April 1, 2014 effective date. Approval of this manual will repeal the previous Personnel Ordinance of January 1, 2004 and will also incorporate, and thus repeal, the standalone policies listed in the resolution.

On motion of Frye, seconded by Kemp, the Board voted unanimously to approve the following resolution:

RESOLUTION CONCERNING PERSONNEL POLICIES AND PROCEDURES

WHEREAS, it is the policy of Randolph County to treat employees and prospective employees in a manner consistent with all applicable employment laws and regulations; and

WHEREAS, Randolph County has many stand-alone personnel related policies that should be consolidated into one easily accessible document; and

WHEREAS, Randolph County has some stand-alone policies that have become outdated and are no longer applicable or needed; and

WHEREAS, Randolph County's current Personnel Ordinance has become outdated and difficult to navigate; and

WHEREAS, in order to preserve the at-will status for employees, the North Carolina School of Government has advised that local governments adopt employee policies and procedures as manuals rather than as ordinances;

NOW, THEREFORE, BE IT RESOLVED, by the Randolph County Board of Commissioners:

1. the following stand-alone policies are hereby repealed and will be subsequently incorporated within the new Randolph County Employee Policies and Procedures Manual:

- *Personal Day Policy for County Employees (12/6/10)*
- *Severe Weather and Emergency Conditions Policy for County Employees (12/6/10)*
- *ID Badge Policy for County Employees (12/6/10)*
- *Drug and Alcohol Testing Policy (9/3/02)*
- *Health Insurance Policy for Randolph County Commissioners (12/4/10; 10/3/11)*
- *Violence in the Workplace Prevention Policy (10/7/96) – Completely Revised*

2. *the following stand-alone policies are obsolete and hereby repealed:*
 - *Designated Medical Provider for Workers Compensation Injuries Policy*
 - *Employee Assistance Program Policy*
 3. *the Randolph County Personnel Ordinance that was adopted on January 1, 2004 is hereby repealed;*
 4. *the Randolph County Employee Policies and Procedures Manual is hereby adopted with an effective date of April 1, 2014.*
- This the 10th day of March, 2014.*

Adoption of Budget Meeting Schedule for FY-14-15 Proposed Budget

Will Massie, Assistant County Manager/Finance Officer, presented two FY 14-15 proposed budget meeting schedule options to the Board for their consideration.

On motion of Kemp, seconded by Kemp, the Board voted unanimously to adopt the following budget meeting schedule for the FY 14-15 proposed budget deliberations:

<i>Tuesday, May 27</i>	<i>6:00 - 6:40 p.m.</i>	<i>Proposed Budget Presented to Commissioners</i>
	<i>6:40 - 7:00 p.m.</i>	<i>Randolph Community College</i>
	<i>7:00 - 7:20 p.m.</i>	<i>Randolph County Schools</i>
	<i>7:20 - 7:40 p.m.</i>	<i>Asheboro City Schools</i>
	<i>7:40 - 8:00 p.m.</i>	<i>Sandhills Mental Health</i>

Note: No budget deliberations scheduled during the June 2nd regular monthly meeting

<i>Thursday, June 5</i>	<i>6:00 - 8:00 p.m.</i>	<i>All County Departments</i>
<i>Monday, June 9</i>	<i>4:00 – 4:30 p.m.</i>	<i>Community Agencies Requesting Funding</i>
	<i>4:30 – 6:00 p.m.</i>	<i>Fire Department Presentations</i>
	<i>6:30 p.m.</i>	<i>Public Hearing on County Budget</i>
<i>Monday, June 16</i>	<i>6:00 p.m.</i>	<i>Approve Close-out FY 13-14 Budget Amendments</i>
		<i>Budget Discussion</i>
		<i>Adopt School and Fire District Tax Rates</i>
		<i>Adopt Fee Schedules</i>
		<i>Adoption of Final Budget</i>

Closed Session

At 9:40 p.m., on motion of Frye, seconded by Kemp, the Board voted unanimously to go into closed session to discuss matters relating to the location or expansion of business in the area, pursuant to [N.C.G.S.143-318.11(a)(4)] and to establish or to instruct the staff or agent concerning the negotiation of the price and terms of a contract concerning the acquisition of real property, pursuant to [N.C.G.S.143-318.11(a)(5)].

Regular Session Resumed

At 10:18 p.m., regular session resumed.

Adjournment

At 10:18 p.m., on motion of Kemp, seconded by Lanier, the Board voted unanimously to adjourn.

J. Harold Holmes, Chairman

Darrell L. Frye

Phil Kemp

Arnold Lanier

Stan Haywood

Cheryl A. Ivey, Clerk to the Board



1 inch = 1.4 miles

PROPOSED ULAH FIRE INSURANCE DISTRICT

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Date: 2/25/2014

