

CUMBERLAND COUNTY BOARD OF COMMISSIONERS  
AUGUST 13, 2020 – 1:00 PM  
117 DICK STREET, 5<sup>TH</sup> FLOOR, ROOM 564  
AGENDA SESSION REGULAR MEETING MINUTES

PRESENT: Commissioner Marshall Faircloth, Chairman  
Commissioner Glenn Adams, Vice Chairman  
Commissioner Michael Boose  
Commissioner Jeannette Council  
Commissioner Charles Evans  
Commissioner Jimmy Keefe  
Commissioner Larry Lancaster  
Amy Cannon, County Manager  
Duane Holder, Deputy County Manager  
Tracy Jackson, Assistant County Manager  
Sally Shutt, Assistant County Manager  
Rick Moorefield, County Attorney  
Vicki Evans, Finance Director  
Dr. Jennifer Green, Public Health Director (attended remotely)  
Rawls Howard, Co-Chair of the Cumberland County Complete Count  
Committee/Planning and Inspections Director  
Michael Gibson, Fayetteville-Cumberland Parks and Recreation Director  
Haley Pfeiffer-Haynes, Chief of External Affairs at NC Office of  
Recovery and Resiliency (NCORR) (attended remotely)  
Candice H. White, Clerk to the Board  
Kellie Beam, Deputy Clerk

Chairman Faircloth called the meeting to order.

Commissioner Council requested an addition to the agenda of a Closed Session for Personnel Matter(s) Pursuant to 143-318.11(a)(6) as Item 7.B.

1. APPROVAL OF AGENDA

MOTION: Commissioner Adams moved to approve the agenda with the addition of a Closed Session for Personnel Matter(s) Pursuant to 143-318.11(a)(6).

SECOND: Commissioner Boose

VOTE: UNANIMOUS (7-0)

2. APPROVAL OF MINUTES

A. Approval of June 11, 2020 Agenda Session Regular Meeting Minutes

MOTION: Commissioner Lancaster moved to approve the June 11, 2020 agenda session regular meeting minutes.

SECOND: Commissioner Adams

VOTE: UNANIMOUS (7-0)

3. PRESENTATIONS

A. NC Office of Recovery and Resiliency (NCORR) Programs by Haley Pfeiffer- Haynes, Chief of External Affairs

BACKGROUND

Commissioner Glenn Adams has requested a presentation by Haley Pfeiffer-Haynes, Chief of External Affairs at NC Office of Recovery and Resiliency (NCORR), on programs and funding available at NCORR.

## RECOMMENDATION / PROPOSED ACTION

For information purposes only.

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Haley Pfeiffer-Haynes, Chief of External Affairs at NC Office of Recovery and Resiliency (NCORR) provided a brief bio of herself and began her presentation with an overview of NCORR programs and how they can help the community:

- In the wake of Hurricane Florence, Governor Roy Cooper established the North Carolina Office of Recovery and Resiliency (NCORR) to lead the state's efforts in rebuilding smarter and stronger.
- NCORR manages U.S. Department of Housing and Urban Development (HUD) funding in two grant types: Community Development Block Grant for Disaster Recovery (CDBG-DR) funds, and Community Development Block Grant for Mitigation (CDBG-MIT), both focused on helping folks that have low to moderate income.
- NCORR also manages the Grants and Loans program for local and tribal governments; details can be found at <https://www.rebuild.nc.gov/local-and-tribal-governments/grants-and-loans>.
- Resiliency Mission
  - North Carolina is one of the few in the nation to have a State Chief Resiliency Officer, Dr. Jessica Whitehead.
  - The Resiliency team leads the State Disaster Recovery Task Force with 12 Recovery Support Function grouped as follows: Emergency Management, Communications and Intergovernmental Relations, Nonprofit and Volunteerism, Health and Human Services, Transportation and Infrastructure, Business and Workforce Development, Environmental Preservation, Housing, Agriculture, Cultural Resources, Education, and Long-Term Community Planning, Capacity Building and Resiliency.
  - Recently published Natural Hazards Resilience: A Quick Start Guide for North Carolina Communities

Ms. Pfeiffer-Haynes stated the Homeowner Recovery Program provides assistance to repair, reconstruct or elevate homes that were damaged by Hurricane Florence or Matthew, or both. Ms. Pfeiffer-Haynes stated to be eligible for the program, one must:

- Own a home that was damaged by Hurricane Florence or Matthew, or both.
- Have occupied the home as their primary residence at the time of the storm and continue to own it through project completion.
- Be lawfully present in the United States, have legal authority to enter into a funding award and be willing to give program staff, inspectors and contractors access to the damaged property.
- Have a household income that is less than 150% of the Area Median Income (AMI). Homeowners may be ineligible if their household income is greater than 150% of the AMI. For example, a family of four in Cumberland County with an annual household income of \$87,150 would be at 150% of the AMI.
  - However, ReBuild NC encourages any applicants to apply who believe they may be eligible.
- Those who have already applied to ReBuild NC do not need to reapply.

Ms. Pfeiffer-Haynes stated homeowners can apply for the program and participate if they have received funding from a different grant program/other sources but must include that information in their application.

Ms. Pfeiffer-Haynes displayed a map of the most impacted and distressed (MID) counties in North Carolina or those targets counties affected by hurricanes Matthew and/or Florence. Ms. Pfeiffer-Haynes stated the Cumberland County is a Matthew MID county, but was also affected by Hurricane Florence so residents can apply and receive assistance for damage caused by both storms; 84 Cumberland County residents have applied since the Phase II application period was opened on June 15; and new flexibility sought and granted by HUD will allow tie back to either storm, relieving the escrow problems for many applicants.

Ms. Pfeiffer-Haynes stated the future Cumberland County Center will be located at 321 Person Street in Fayetteville, and homeowners can apply online, print an application with required forms and mail to NCORR, or call for a virtual appointment until the Service Center opens.

Ms. Pfeiffer-Haynes stated ReBuild NC provides eligible property owners located in areas that are prone to repeated flooding the opportunity to relocate to safer land with its Strategic Buyout Program. Ms. Pfeiffer-Haynes stated for Governments, the Strategic Buyout Program works with local governments to identify areas with the greatest risk of damage from future hurricanes and floods. Ms. Pfeiffer-Haynes stated for residents, the buyout award will be based on the pre-storm fair market value of an applicant's property minus any duplication of benefits and additional incentives are available to eligible applicants who relocate to an area of lesser flood risk within their county or another area within North Carolina.

Ms. Pfeiffer-Haynes stated the Small Rental Repair Program will be coming soon and:

- If you own a year-round rental property that was damaged by Hurricane Matthew or Florence, you may be eligible to receive financial assistance from the ReBuild NC Small Rental Repair Program. The program applies to full-time rental structures, including single-family rental units and properties with up to four units.
- To qualify, you must have remaining repairs needed on the property estimated at \$5,000 or more to make the property ready for renters and protect against future storms.

Ms. Pfeiffer-Haynes concluded her presentation and responded to questions and comments that followed. Commissioner Adams asked whether the county had any input on locations/areas prone to flooding. Ms. Pfeiffer-Haynes stated NCORR wants to be in conversation with/engage with local government about areas they identify that may not show up on NCORR's data. Ms. Pfeiffer-Haynes stated policy is that areas must be at 30% low to moderate income. Commissioner Adams referenced the Buyout Program and asked whether there were ongoing funds provided to local government to maintain those properties. Ms. Pfeiffer-Haynes stated there were no funds from their program but she would check on other funds that may be available. In response to a question posed by Commissioner Keefe, Ms. Pfeiffer-Haynes stated most of the funds are going towards mitigation buyouts, but she will check to see whether there are funds available for community infrastructure separate from mitigation funds. Chairman Faircloth thanked Ms. Pfeiffer-Haynes for her presentation.

## B. Census 2020

### BACKGROUND

An update on 2020 Census operations in Cumberland County will be provided.

### RECOMMENDATION / PROPOSED ACTION

For information purposes only.

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Rawls Howard, Co-Chair of the Cumberland County Complete Count Committee/Planning and Inspections Director, provided the following update assisted by a PowerPoint presentation:

Mr. Rawls stated Dr. Anthony Wade, Fayetteville-Cumberland Human Relations Department Director, serves as co-chair of the Complete Count Committee, the census deadline was pushed from October 31st to September 30<sup>th</sup> and the US Census is currently undertaking field verifications to follow up on non-response households.

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Mr. Rawls displayed and reviewed current response rates:

|                | 4/28/2020 | 5/4/2020 | 6/7/2020 | 6/18/2020 | 6/30/2020 | 7/30/2020 |
|----------------|-----------|----------|----------|-----------|-----------|-----------|
| National       | 54.3      | 56.8     | 60.7     | 61.6      | 61.8      | 62.7      |
| North Carolina | 49.4      | 52.4     | 57.1     | 57.8      | 58.1      | 58.9      |
| Cumberland     | 48.2      | 51.2     | 55.6     | 56.0      | 56.2      | 57.5      |
| Fayetteville   | 48.6      | 51.1     | 55.4     | 55.8      | 56.0      | 57.0      |
| Hope Mills     | 52.0      | 56.2     | 61.0     | 61.3      | 61.5      | 62.3      |
| Spring Lake    | 36.9      | 40.1     | 44.5     | 44.8      | 44.9      | 45.8      |
| Stedman        | 49.3      | 54.1     | 59.9     | 60.2      | 60.4      | 61.5      |
| Eastover       | 50.8      | 53.1     | 58.9     | 59.3      | 59.4      | 60.0      |
| Linden         | 30.6      | 30.6     | 31.9     | 31.9      | 31.9      | 34.7      |
| Falcon         | 7.1       | 9.1      | 10.1     | 34.3      | 34.3      | 36.4      |
| Wade           | 38.4      | 39.8     | 43.6     | 44.7      | 45.6      | 45.8      |
| Godwin         | 28.8      | 28.8     | 34.2     | 34.2      | 35.6      | 37.0      |
| Vander         | unk/c1    | unk/c1   | unk/c1   | unk/c1    | unk/c1    | unk/c1    |

2000 Response Rate: 67%/64%/69%

2010 Response Rate: 74%/65%/73%

CUMBERLAND  
★COUNTY★  
NORTH CAROLINA

Mr. Rawls highlighted recent 2020 Census activities:

- Radio Interview and Marketing (WIDU) on 7/30
- “Get Out the Count” Campaign
- Focus on Black and Latino Community; Renters; Homeless Outreach
- Provided training facility for Census Enumerators; 7/31,8/3,8/4
- 2,581 Enumerators trained
- “Cumberland Matters” Interview (WIDU) on 8/11
- Focus on “Avoid the Knock”; Importance of Census; upcoming activities

Mr. Rawls concluded his update and stated next steps will include continuing meetings with small towns, working with NC Counts for more targeted marketing for specific neighborhoods and focusing on targeted, educating efforts due to COVID-19.

Commissioner Keefe suggested working with PIO on a marketing campaign that explains the impact of not participating in the Census and working with volunteer fire departments that frequently serve as centers for their local communities. Commissioner Lancaster suggested working with the school system to send information to parents. Commissioner Boose suggested using the school system’s auto call communication system and working with volunteer fire departments, school principals and the Health Department.

C. Workforce Development Structure and Operation

BACKGROUND

Workforce Development is not well-known or understood because of its complex regulations, structure, and funding. There are also numerous partnerships, professionals, and purposes that at times seem to be in competition with one another. This presentation will attempt to explain the agency and its responsibilities, including, but not limited to:

1. Summary of numbers served
2. Staffing of the Cumberland County NCWorks Career Center
3. Responsibilities of Career Center Partners
4. Organizational Structure
5. Funding sources and operations
6. Relationship with local partners
7. Performance Goals and Measures

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RECOMMENDATION / PROPOSED ACTION

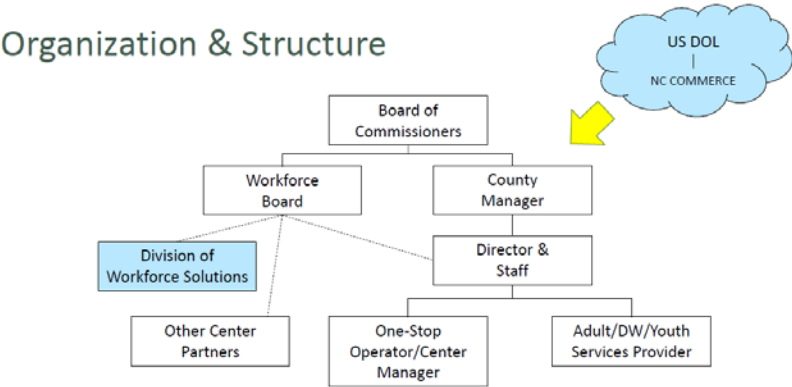
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Tracy Jackson, Assistant County Manager, presented the background information recorded above and stated his presentation will cover:

- Organization and structure/staffing
- Workforce Innovation and Opportunity Act (WIOA) Program Areas/Funding Allocations
- Integrated Service Delivery/Partnerships
- Functional Responsibilities
- Performance Measures

Mr. Jackson displayed a map of North Carolina broken down into Workforce Development Boards and prosperity zones. Mr. Jackson stated Cumberland County is one of twenty-three Workforce Boards in North Carolina with several being single like Cumberland, several being multi-county and thirteen or so being under a Council of Governments. Mr. Jackson provided highlights of the NCWorks on Ray Avenue organization and structure and stated N.C. Commerce has a Division of Workforce Solutions that used to be known as the Employment Security Commission or EOC. Mr. Jackson stated unemployment has been taken out of the Ray Avenue building and is in a separate division under N. C. Commerce. Mr. Jackson stated the federal government says contract providers have to be part of the organization, the One-Stop Operator/Center Manager has oversight of all groups in the Ray Avenue building and service providers are the face to participants.



Mr. Jackson stated the county’s Workforce staff is mainly back-office staff that typically does not have direct interaction with participants and consists of the following. Mr. Jackson reviewed their roles.

Director (Vacant) – Interim: Tracy Jackson

- Administrative Program Officer II – Peggy Aazam
  - Adult Programs Analyst – Kiersten Powell
  - Youth Programs Analyst – Tamara Hodge
  - Temporary Administrative Employee (1) – Janice Anderson
- Accountant II (Vacant) – Interim: Kelly Autry
- Business Services Representative – Teddy Warner
- Administrative Coordinator I – Cynthia McCoy

Mr. Jackson reviewed PY20\* WIOA Program Areas/Allocations as follows:

| Program           | Funding   |
|-------------------|-----------|
| Adult             | \$838,871 |
| Dislocated Worker | \$657,526 |
| Youth**           | \$833,333 |

*\*The "PY20" Program Year starts July 1, 2020 and ends June 30, 2021; PY funding is available for two-years however*  
*\*\*75% of funding must go to Out-of-School Youth – age 16 to 24*

Mr. Jackson sated WIOA is not an entitlement program and services may be provided to individuals that are most in need and may benefit from a service or set of services. Mr. Jackson

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outlined eligibility for WIOA Services:

- In-school Youth aged 14-21 may be eligible based upon family income and an additional barrier.
- Out-of-school Youth 16-24 may be eligible if there is a barrier to employment.
- Adults may be eligible based upon their age and citizenship status.
- Dislocated workers may be eligible if they have lost a job through no fault of their own or are long term unemployed.
- Priority of service is given to veterans and low-income individuals.

Mr. Jackson reviewed PY19\* WIOA Title I Participant Numbers and stated everyone that comes through the door has different needs so there is not a one solution answer, program or service for everyone. Mr. Jackson stated some services may take longer than others, such as participation in a training school. Commissioner Adams asked for PY17-18 and PY18-19 to get a better picture of how the programs work.

| Program                     | Enrolled<br>(during PY) | Served<br>(prior year<br>carryover plus<br>new enrolled) |
|-----------------------------|-------------------------|--|
| Adult                       | 242                     | 316  |
| WIOA Dislocated Worker      | 149                     | 210  |
| Youth Out of School (16-24) | 56                      | 107  |
| Youth – In School (14-21)   | 18                      | 23   |
| Finish Line Grant (FLG)     | 76                      | 135  |

*\*Program Year = one-year period; PY19 started July 1, 2019 and ended June 30, 2020*

Mr. Jackson stated the challenge with Workforce is that the county has no direct authority over some of the entities, so it is a matter of coaching and working closely with them as team members. Mr. Jackson stated technically everyone is responsible for their own effort and ability to perform; the county has no authority over State employees and the State has no authority over county employees but everyone is expected to work together under the integrated services/partnership model to pursue common goals and performance measures. Mr. Jackson outlined the intent of the integrated services model as follows:

- Collaborative/team-oriented approach to services
- Cross-cutting communication
- Internal & External Partners
- Businesses, Non-Profits, Educational Institutions

Mr. Jackson briefly outlined responsibilities of the different groups in the Ray Avenue building:

- County Workforce: Administration, Monitoring, Training, Compliance, Business Outreach
- One-Stop Operator/Center Manager: Office Administration, Training
- Services Provider: WIOA participant eligibility assessments, counseling, job placement, other services
- NC Commerce – DWS: Wagner-Peyser & Veterans eligibility assessments, counseling, job placement, other services

In response to a question posed by Commissioner Boose, Mr. Jackson stated there are models that come down from the federal government to the State with the State having some discretion, but everyone is responding back to the State. Mr. Jackson stated there have to be plans, program measures and strategic goals that are submitted and approved by the State. Mr. Jackson stated how it works on the ground can vary from Workforce Board to Workforce Board but in theory everything is supposed to fall under the same organization and structure.

Mr. Jackson reviewed the WIOA Outcome Measures below and stated primary indicators of performance focus on employment, earnings, education and employers.

- Employment Rate (Second Quarter after Exit): Percentage of participants who are in unsubsidized employment during the second quarter after exit from the program (for WIOA Title I Youth, this can also include participants in education or training activities)

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- **Employment Rate (Fourth Quarter after Exit):** Percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program (for WIOA Title I Youth, this can also include participants in education or training activities)
- **Median Earnings (Second Quarter after Exit):** Median earnings of participants who are in unsubsidized employment during the second quarter after exit from program
- **Measurable Skills Gains:** Percentage of program participants who, during a program year, are in an education or training program that leads to at least one skill gain (e.g., academic, technical, occupational); the only performance measure that is a real-time indicator (reflects performance of current participants; the other performance measures reflect results of participants who have exited the program)
- **Credential Attainment:** Percentage of participants enrolled in an education or training program who attain a recognized postsecondary credential, secondary school diploma, or recognized equivalent, during participation in or within one year after exit from the program
- **Effectiveness in Serving Employers:** States select two of three indicator options; NC is focusing on:
  - 1) **Repeat Business Customers:** Percentage of employers who have used WIOA core program services more than once during the last three reporting periods; addresses the programs’ efforts to provide quality engagement and services to employers and sectors and establish productive relationships with employers and sectors over extended periods of time; and
  - 2) **Employer Penetration:** Percentage of employers using WIOA core program services out of all employers in the state/local area; addresses the programs’ efforts to provide quality engagement and services to all employers and sectors within the state and local area
  - 3) The third option that NC is not tracking is **Retention with the Same Employer**

Mr. Jackson reviewed PY19 Performance Measures as of May 24, 2020 and stated every year each Workforce Board goes into negotiation with the State to set the goals.

| CUMBERLAND COUNTY WFD |           | PY 2019 Quarterly Performance Results - WIOA Title I |               |                 |                        |            |
|-----------------------|-----------|--|---------------|-----------------|------------------------|------------|
|                       |           | Goal Versus Actual Percentage Achieved               |               |                 |                        |            |
|                       |           | Annual   |               |                 |                        |            |
|                       |           | Year to Date*: 07/01/2019 — 06/30/2020               |               |                 |                        |            |
|                       |           | Employment Q2  | Employment Q4 | Median Earnings | Measurable Skill Gains | Credential |
| Adult                 | Actual    | 65.6%  | 61.7%         | \$5,399         | 22.8%                  | 32.3%      |
|                       | Goal      | 71.0%  | 69.0%         | \$4,400         | Baseline               | 46.0%      |
|                       | % of Goal | 92.4%  | 89.4%         | 122.7%          | Baseline               | 70.3%      |
| Dislocated Worker     | Actual    | 44.3%  | 48.8%         | \$6,752         | 45.5%                  | 57.6%      |
|                       | Goal      | 62.0%  | 64.0%         | \$6,800         | Baseline               | 51.0%      |
|                       | % of Goal | 71.5%  | 76.3%         | 99.3%           | Baseline               | 112.9%     |
| Youth                 | Actual    | 60.7%  | 65.7%         | \$3,067         | 32.4%                  | 31.9%      |
|                       | Goal      | 64.0%  | 67.0%         | Baseline        | Baseline               | 58.0%      |
|                       | % of Goal | 94.9%  | 98.0%         | Baseline        | Baseline               | 55.0%      |

*Note: An overall program score of 90% is considered passing*  
*Baseline: PY20 will be 1<sup>st</sup> year there will be goals set for these areas*

Mr. Jackson concluded his presentation and responded to additional questions and comments.

D. Cumberland County Diversity, Equity, and Inclusion (DEI) Initiative

BACKGROUND

Pursuant to the Board’s June 15, 2020 adoption of a resolution against racial injustice which called on the organization to take additional steps to promote diversity, equity, and inclusion, staff has worked to create and develop a Diversity, Equity, and Inclusion (DEI) initiative. Staff will inform the Board of the activities that have taken place since adoption of the resolution and provide an overview of planned next steps.

RECOMMENDATION / PROPOSED ACTION

No action recommended, for presentation purposes only.

Cumberland County Diversity, Equity, and Inclusion (CCDEI)  
Advisory Committee  
Charter

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## **Vision**

The Cumberland County Diversity, Equity, and Inclusion (CCDEI) Advisory Committee will help create and promote a culture that celebrates the diversity of our workforce and community, incorporates equity in all aspects of the work we do, and strives to be as inclusive as possible.

## **Mission**

The mission of the CCDEI Advisory Committee is to foster an environment that attracts the best talent, values diversity of life experiences and perspectives, and advances the County's mission and goals that enrich our community.

## **Purpose**

The CCDEI Advisory Committee will advise and guide County government to ensure integration of diversity, equity, and inclusion with the County's mission, operations, strategies, and business objectives as we serve the community with P.R.I.D.E.

## **Definitions**

**Diversity:** The range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, socioeconomic status, physical ability or attributes, religious or ethical values systems, national origin, political beliefs, and cultures. Diversity means more than just acknowledging and/or tolerating difference. It is a set of conscious practices that seek to understand and appreciate the interdependence of humanity, cultures, and the natural environment.

**Equity:** Ensuring that everyone has support and access to the resources needed to be successful and identifying and eliminating barriers that have prevented the full participation of communities most impacted by systemic oppression. Equity differs from equality. Equality refers to treating everyone the same but does not necessarily lead to equitable outcomes because diverse communities have diverse needs and have faced varying obstacles and inequities.

**Inclusion:** Ensuring that people of all backgrounds, identities, abilities, perspectives, and beliefs have an equal opportunity to belong, achieve, and contribute to the organization. An inclusive institution promotes and sustains a sense of belonging; it values and practices respect where all people are recognized for their inherent worth and dignity, talents, beliefs, backgrounds, and ways of living.

## **Membership Criteria**

Members will be selected by County Management from among regular, full-time employees who express interest in participation and who have approval from their Department Head after review of application responses, current workload, and job performance. When considering membership, all efforts will be made to reflect a diverse group of employees, taking into consideration race, ethnicity, gender, age, department and job classification.

## **Executive Steering Committee**

An Executive Steering Committee shall be formed for the purpose of administrative oversight of the CCDEI Advisory Committee. The Executive Steering Committee shall be composed of members of the County Management Team.

## **Subcommittees/Ad Hoc Committees**

In the course of its operations and for the benefit of task or initiative completion, the CCDEI Advisory Committee may create standing subcommittees and/or ad hoc committees as it deems necessary and appropriate. Such subcommittees and/or ad hoc committees may include CCDEI Advisory Committee members, other employees of Cumberland County Government who are not CCDEI Advisory Committee members, internal and/or external subject matter experts, or some combination thereof.

## **Responsibilities**

The following are the responsibilities of the CCDEI Advisory Committee:

- Review Cumberland County Government programs, policies, and initiatives, including strategic action plans, reports, and policy statements, and make recommendations to County Management and the Board of County Commissioners, in support of diversity, equity, and inclusion in the workplace

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- Develop, monitor, and update an organizational diversity, equity, and inclusion Strategic Plan focused on advancing said initiatives in the areas of policy, training, staff recruitment and retention, internal operations and community outreach/engagement
- Bring best practices, data and research to develop clear Strategic Plan metrics and track progress and outcomes
- Develop and support initiatives and goals aimed at promoting diversity and inclusion in Cumberland County Government
- Serve as representatives of a cross section of county employees who can express ideas, advise and make recommendations related to diversity, equity and inclusion to the Executive Steering Committee
- Support the County Manager in other appropriate ways to foster an atmosphere of acceptance, inclusion, equity, and diversity in Cumberland County Government
- Support Cumberland County Government Department Heads, Managers and Supervisors in their efforts to enhance and promote diversity in their respective departments
- Provide periodic reports of its goals and progress to the Board of County Commissioners, County Management, all employees and to the public
- Identify new and emerging issues that can impact a diversity, equity and inclusion culture

### **Authority and Accountability**

The CCDEI Advisory Committee will recommend actions, under the conditions of the charter, to the Executive Steering Committee. If recommended actions are approved, the County Manager will direct appropriate individuals or departments to carry out the actions.

The CCDEI Advisory Committee will submit annual summaries of actions to the Executive Steering Committee.

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Duane Holder, Assistant County Manager, referenced the CCDEI Advisory Committee Charter recorded above and provided as a handout. Mr. Holder presented information on activities that have taken place since the DEI initiative and planned next steps with the following PowerPoint presentation.

Mr. Holder stated the Resolution Against Racial Injustice adopted June 15 did the following:

- Reaffirmed County's core values of treating people with respect, dignity and understanding
- Reaffirmed County's policies that prohibit discrimination and harassment
- Called on County to take additional steps to promote diversity, equity and inclusion
- Called for creation of a County Diversity and Equity Committee comprised of representatives from a cross section of the organization

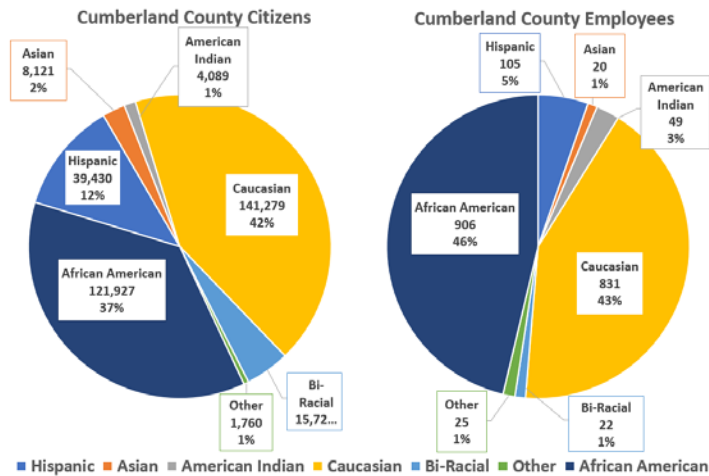
Mr. Holder stated a Plan of Action was crafted to execute the Board's vision and directives and included:

- Research; no "resident experts"
- Communication with all staff during virtual Town Hall meetings on July 1 to announce formation of new DEI Advisory Committee
- DEI Advisory Committee planning – charter, structure, application for membership
- Research
- DEI Advisory Committee membership selection process begun

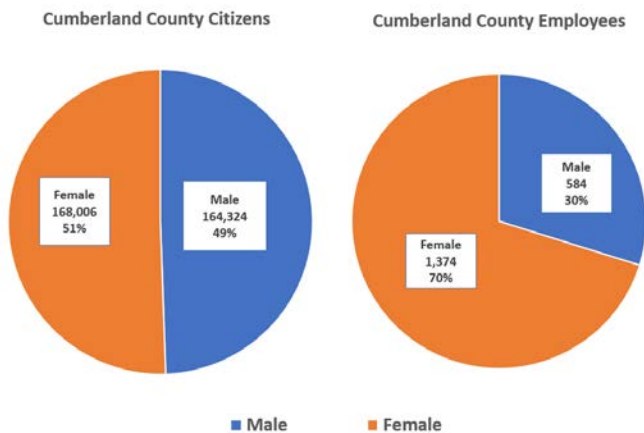
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Mr. Holder stated an analysis of the Cumberland County workforce in relation to the community was undertaken using data from the County’s current information system. Mr. Holder reviewed the following:

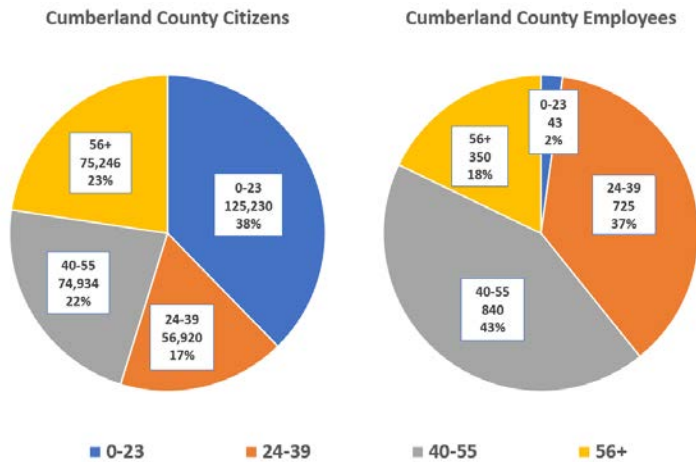
Race



Gender



Age



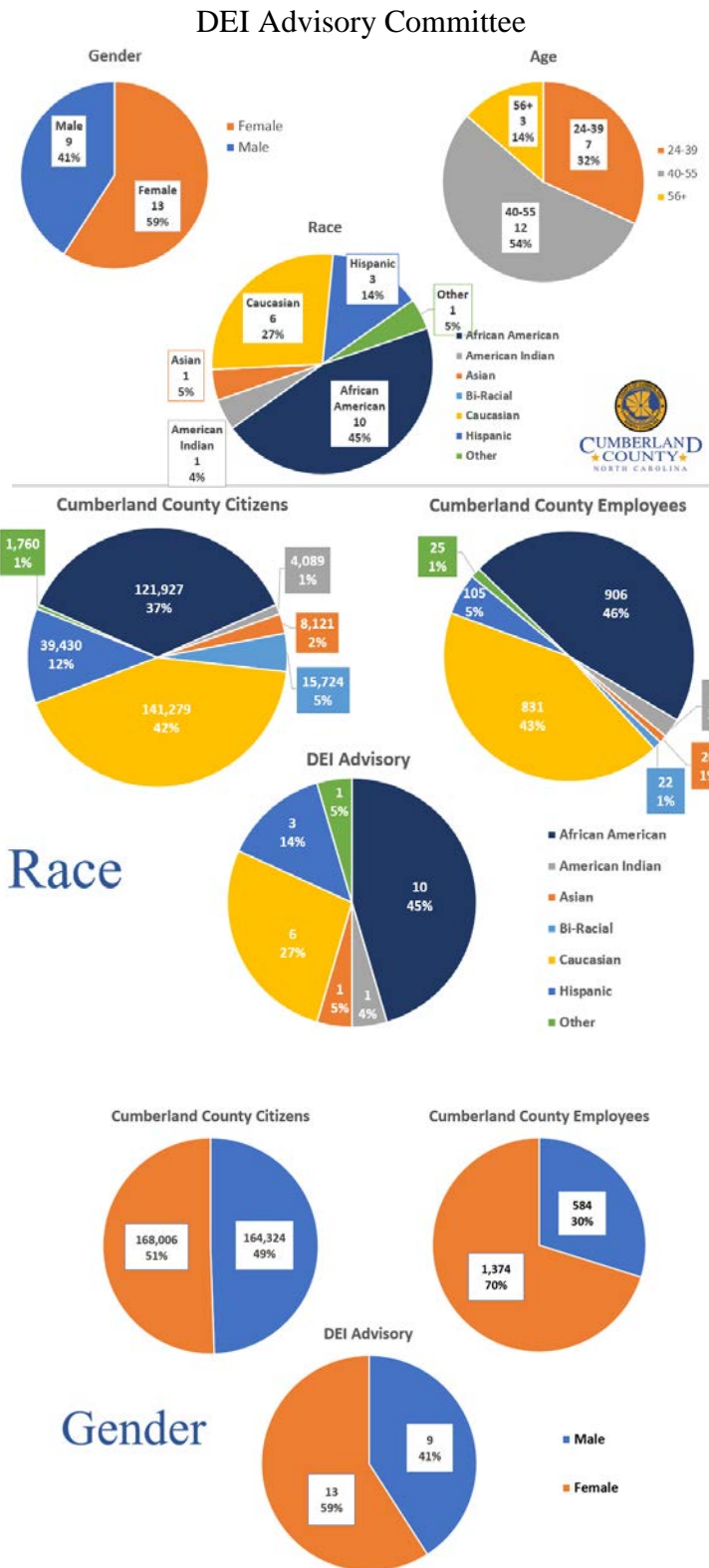
In response to a question posed by Commissioner Adams, Mr. Holder stated the CCDEI Advisory Committee will undertake an analysis of representation in county job classifications.

Mr. Holder stated the process used in the DEI Committee membership included a survey that asked applicants why they wanted to join and what sub-committee they would like to work on. Mr. Holder also stated Finance Director Vicki Evans and Social Services Director Brenda Jackson will serve as the co-convenors. Mr. Holder presented the following breakdown of applicants and those selected to serve on the CCDEI:

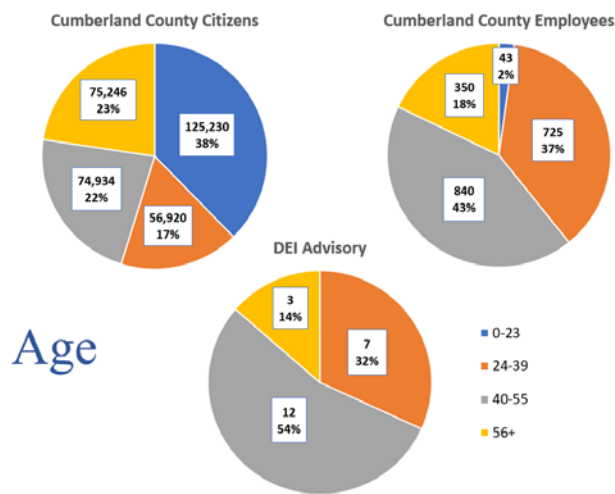
- Total Applicants: 58
- 24 African-American Females
- 12 Caucasian Females
- 4 Hispanic Females

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- 2 Bi-Racial Females
  - 1 American Indian Female
  - 1 Asian Female
  - 1 Other Female
  - 10 African-American Males
  - 2 Caucasian Males
  - 1 Hispanic Male
- Total Selected: 22**
- 4 African-American Females; 2 (24-39), 1 (40-55), 1 (56+)
  - 4 Caucasian Females; 3 (40-55), 1 (56+)
  - 2 Hispanic Females; (40-55)
  - 1 American Indian Female; (40-55)
  - 1 Asian Female; (40-55)
  - 1 Other Female; (40-55)
  - 6 African-American Males; 2 (24-39), 3 (40-55), 1 (56+)
  - 2 Caucasian Males; 1 (24-39), 1 (40-55)
  - 1 Hispanic Male; (24-39)



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Mr. Holder concluded his presentation with next steps that included convening a meeting for CCDEI Advisory Committee members to meet each other, to develop recommendations, procedures and a strategic plan and to outline goals to advance diversity, equity and inclusion within the organization while focusing on recruitment, training and internal operations and community outreach. Mr. Holder stated plans are for the committee to meet in half-day blocks during successive weeks in September with goals to team build and create bylaws.

Commissioner Adams recommended that someone from the Board of Commissioners sit on the Executive Committee to help form the recommendations. Commissioner Boose stated if the responsibilities are turned over to the committee subject to interference by the Board, the committee loses its real identity. Ms. Cannon stated for complete transparency, all options and all recommendations from the committee will be brought before the Board, just like any other initiative, and the Board will make the final decisions. Commissioner Adams stated in addition to what has been presented, an analysis needs to be made of local businesses and vendors used by the county. Ms. Cannon stated that is part of internal operations and everything the county does is now being looked at through an equity, inclusion, and diversity lens.

Chairman Faircloth called for a short break following which he reconvened the meeting.

4. CONSIDERATION OF AGENDA ITEMS

A. County Policy on Religious and Celebratory Holidays

BACKGROUND

The Board of Commissioners approved a resolution against racial injustice on June 15, 2020. On July 17, 2020, I (Commissioner Jimmy Keefe) submitted a PowerPoint presentation regarding a County Policy on Religious and Celebratory Holidays for discussion at our August 13, 2020 Agenda Session.

Below is a summary of the proposed policy:

- County would maintain 12 paid holidays
- Eight of these would remain static and be consistently observed by all county employees
- Four previous holidays would now be “floating” holidays with County offices open
- Those four holidays are Good Friday, Day after Thanksgiving, Christmas Eve, and the day after Christmas
- Employees could request those traditional days off as their four holidays or choose from a comprehensive list which includes Juneteenth

RECOMMENDATION / PROPOSED ACTION

Discuss and forward the County Policy on Religious and Celebratory Holidays to the August 17, 2020 Board of Commissioners' meeting as a consent agenda item.

\*\*\*\*\*

Commissioner Keefe acknowledged Commissioner Evans’ Juneteenth observance and stated one of the things he has always thought about are county holidays and how efforts that are made to try

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to be inclusive end up being exclusive in a lot of different ways. Commissioner Keefe provided his proposed county policy on religious and celebratory holidays using his PowerPoint presentation.

Current Recognized Cumberland County Holidays

- Cumberland County currently follows the guidance of the state of North Carolina on Holidays of 12 days per year
- The state of North Carolina does not follow federal holiday schedule of ten (10) paid holidays
- According to the county attorney, we are not required to follow the state schedule of recognized holidays

Diversity of Cumberland County Staff

- Local, state and federal government agencies have been increasingly proactive in recognizing that all staff do not practice the same religious and celebratory days as others
- There has been an increased awareness of allowing staff members to take time off for individualized days so they can share quality time with others you have the same beliefs and views
- In light of the recent racial, cultural and social events that have occurred in our county, across the state and throughout the country, government bodies have an opportunity to reach out and be more respectful and aware of co-workers diverse backgrounds and beliefs

Commissioner Keefe displayed the memo from Amy Cannon, County Manager, to county employees regarding application for the Diversity, Equity and Inclusion Committee and stated his proposed policy is one step towards understanding different backgrounds and beliefs.

Current County & State Holidays

|                                  |                            |                           |
|----------------------------------|----------------------------|---------------------------|
| New Year's Day                   | January 1, 2021            | Friday                    |
| Martin Luther King, Jr. Birthday | January 18, 2021           | Monday                    |
| Good Friday                      | April 2, 2021              | Friday                    |
| Memorial Day                     | May 31, 2021               | Monday                    |
| Independence Day                 | July 5, 2021               | Monday                    |
| Labor Day                        | September 6, 2021          | Monday                    |
| Veterans Day                     | November 11, 2021          | Thursday                  |
| Thanksgiving (2 days)            | November 25 & 26, 2021     | Thursday & Friday         |
| Christmas (3 days)               | December 23, 24 & 27, 2021 | Thursday, Friday & Monday |

Current Federal Holidays

|                                     |                               |
|-------------------------------------|-------------------------------|
| New Year's Day                      | (January 1)                   |
| Birthday of Martin Luther King, Jr. | (Third Monday in January)     |
| Washington's Birthday               | (Third Monday in February)    |
| Memorial Day                        | (Last Monday in May)          |
| Independence Day                    | (July 4)                      |
| Labor Day                           | (First Monday in September)   |
| Columbus Day                        | (Second Monday in October)    |
| Veterans Day                        | (November 11)                 |
| Thanksgiving Day                    | (Fourth Thursday in November) |
| Christmas Day                       | (December 25)                 |

Differences of Current Holidays

- Cumberland County recognizes Good Friday as a paid holiday, *Federal Government does not.*
- Cumberland County recognizes Thanksgiving and the day after as paid holidays, *Federal Government does not recognize the day after Thanksgiving.*
- Cumberland County recognizes Christmas and two additional days as a paid holiday, *Federal Government does not recognize the two additional days.*
- The Federal government recognizes Presidents Day and Columbus Day as federal holidays, *but Cumberland County does not.*

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Religious Holidays

- According to many sources, less than 50% of citizens in Cumberland County consider themselves religious.
- Primarily this is a majority Christian, with a smaller percentage of Judaism and Islam.
- Cumberland County only recognizes Christian Holidays as paid holidays. Both Judaism and Islam have days identified in their culture as important religious days
- For over 50% of the population, these religious days are simply, “just another paid day off,” but do not respect their religious ideals.
- There is case precedent from Cumberland County that we may continue be subject to legal action for not allowing staff to observe religious holidays with pay.
- The Federal Government does not observe Christian Holidays, except for Christmas Day.

A More Inclusive Program

- Cumberland County has the opportunity to be on the forefront of inclusiveness for all staff by initiating a comprehensive program that respects staff ability to observe other religious and celebration days of their own choice.
- This program will show that Cumberland County government supports religious and social programs as part of our cultural commitment to staff
- It will differentiate us from other local, state and federal governments and may help us in retention and employee moral
- I truly believe that this will become the standard throughout over government bodies in the future.
- We get to be first

Cumberland PCD’s (Personal Celebration Days)

- Currently there are twelve paid Holidays for Cumberland County Staff.
- We would maintain twelve (12) paid County Holidays
- Eight (8) of these holidays would remain static and would be consistent throughout Cumberland County government. These days are the only days that are recognized jointly by the Federal Government, the state of North Carolina and Cumberland County,
- Four (4) days would be considered “floating” holidays and staff could choose to take these off as paid holidays.
- If an employee chooses, they could remain on the current schedule and request the traditional time off as before.
- Should a staff member choose to take off one of the new “floating” days, they would be required work on one of the days that has traditionally been a county holiday or take a personal day.
- County Services will be open to the public on all days that are now considered “floating” holidays with “virtual” or in-person Staff with approval of county management

Current County & State Holidays

|                                  |                            |                           |
|----------------------------------|----------------------------|---------------------------|
| New Year’s Day                   | January 1, 2021            | Friday                    |
| Martin Luther King, Jr. Birthday | January 18, 2021           | Monday                    |
| Good Friday                      | April 2, 2021              | Friday                    |
| Memorial Day                     | May 31, 2021               | Monday                    |
| Independence Day                 | July 5, 2021               | Monday                    |
| Labor Day                        | September 6, 2021          | Monday                    |
| Veterans Day                     | November 11, 2021          | Thursday                  |
| Thanksgiving (2 days)            | November 25 & 26, 2021     | Thursday & Friday         |
| Christmas (3 days)               | December 23, 24 & 27, 2021 | Thursday, Friday & Monday |

Current Holidays that will be considered “Floating Holidays”

- Good Friday-  
Christian Holiday, not recognized by the Federal Government
- Day after Thanksgiving-  
No religious or celebration significance. More like a vacation day.
- Two Days After or Before Christmas-  
No religious or celebration significance. More like vacation days.

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Proposed PCD’s

|    |        |           |                               |                       |
|----|--------|-----------|-------------------------------|-----------------------|
| 1  | 7-Jan  | Thursday  | Orthodox Christmas Day        | Orthodox              |
| 2  | 14-Jan | Thursday  | Orthodox New Year             | Orthodox              |
| 3  | 20-Jan | Wednesday | Inauguration Day              | Local observance      |
| 4  | 15-Feb | Monday    | Presidents' Day               | Federal Holiday       |
| 5  | 15-Feb | Monday    | Susan B. Anthony's Birthday   | Local observance      |
| 6  | 2-Apr  | Friday    | Good Friday                   | Observance, Christian |
| 7  | 5-Apr  | Monday    | Easter Monday                 | Observance, Christian |
| 8  | 13-Apr | Tuesday   | Ramadan Starts                | Muslim                |
| 9  | 30-Apr | Friday    | Orthodox Good Friday          | Orthodox              |
| 10 | 3-May  | Monday    | Orthodox Easter Monday        | Orthodox              |
| 11 | 19-Jun | Saturday  | Juneteenth                    | Local observance      |
| 12 | 10-Aug | Tuesday   | Muharram                      | Muslim                |
| 13 | 7-Sep  | Tuesday   | Rosh Hashana                  | Jewish holiday        |
| 14 | 16-Sep | Thursday  | Yom Kippur                    | Jewish holiday        |
| 15 | 11-Oct | Monday    | Columbus Day                  | Federal Holiday       |
| 16 | 11-Oct | Monday    | Indigenous People's Day       | Local observance      |
| 17 | 2-Nov  | Tuesday   | Election Day                  | Local observance      |
| 18 | 26-Nov | Friday    | Day After Thanksgiving        | Local observance      |
| 19 | 29-Nov | Monday    | Chanukah/Hanukkah (first day) | Jewish holiday        |
| 20 | 24-Dec | Friday    | Christmas Eve                 | Local observance      |
| 21 | 26-Dec | Sunday    | Kwanzaa (first day)           | Local observance      |
| 22 | 26-Dec | Sunday    | Day After Christmas Day       | Local observance      |

Commissioner Keefe stated his bold step would be that Cumberland County recognize all the proposed PCD’s by proclamation as county holidays because it shows the county’s inclusiveness.

PRO’s

1. Staff has more flexibility for paid time off.
2. Currently, we “force” staff to take holidays that may not be important or less important to them.
3. Maintains twelve (12) paid holidays in county government.
4. Respects the religious and social desires of employees.
5. Shows the Cumberland County government is sensitive and inclusive, regardless of race, religion, gender, etc.
6. Is a good start point for our new Diversity, Equality & Inclusion Committee.
7. More days open to the public to provide Human Services to the citizens.
8. Allows more time and flexibility for families to celebrate together. (If spouse works for Federal government)
9. Puts us more firm legal ground for potential legal action.
10. Could be seen as a recruitment tool that Cumberland County has a culture of inclusiveness and respect for staff.
11. We get to lead the way.

CON’s

1. County employees will be required to work on the “floating” holidays unless they request time off.
2. More administrative accountability from leadership for staff time.

Commissioner Keefe stated he recognizes some departments have state employees and holidays will have to be worked out with them. Commissioner Keefe concluded his presentation and stated he has always thought that forcing someone to take a holiday that is not important to them is intrusive of government. Commissioner Keefe stated if this proposal is important to staff, then the policy should be implemented, but if it is not important to staff, then the Board will make the decision. Commissioner Boose stated the proposal should go to staff first to see if it floats with them. Commissioner Adams stated the proposed policy should be sent to the CCDEI Advisory Committee. Commissioner Boose concurred.

MOTION: Commissioner Adams moved to send the proposed policy to the CCDEI Advisory Committee.

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SECOND: Commissioner Evans

DISCUSSION: Commissioner Keefe stated he appreciates the support and sending the proposed policy to the CCDEI Advisory Committee is the thing to do. Commissioner Keefe stated this will give automatic credibility to the CCDEI and challenge them to be inclusive. Commissioner Keefe emphasized that he wants the county to formally recognize these holidays and others as they come to be. Commissioner Adams stated he felt the committee should choose and should not feel like the proposal is the Board’s directive to them. Chairman Faircloth stated the motion as made implies that the proposed policy is referred to the committee without any kind of prejudice.

VOTE: UNANIMOUS (7-0)

B. Request from Parks and Recreation to Purchase Hall Park Land

BACKGROUND

The City’s Real Estate Agent is ready to make an offer on 10 acres of land adjacent to Hall Park (see attachment) but needs permission to do so. The offer would be \$92,000 for 10 acres to include the portion in front of the Ruritan Club contingent upon a clean environmental and Board of Commissioner approval with a potential closing of August 30th. This will also allow Parks & Recreation to initiate a Phase 1 environmental and complete a land survey. Parks & Recreation will coordinate the land survey, and the Phase 1 is anticipated to cost \$2,500.00 bringing the total anticipated cost to \$94,500.

RECOMMENDATION / PROPOSED ACTION

Staff recommends moving this request forward as a Consent Agenda item to the August 17, 2020 Board of Commissioners' meeting with approval of the following:

- 1) Authorize the Parks and Recreation Department to make an offer up to \$92,000 for ten (10) acres of land to include the portion in front of the Ruritan Club contingent upon a clean environmental review.
- 2) Approve the land purchase, environmental review, and land survey in the amount of \$94,500.00.

\*\*\*\*\*

Michael Gibson, Fayetteville Cumberland Parks and Recreation Director, presented the background information recorded above. Commissioner Boose shared comments he received from citizens about land associated with the expansion of Hall Park. Mr. Gibson displayed a map of the local area, explained surrounding acreage and dialogue/negotiations that took place with the parties involved. Mr. Gibson presented the acquisition options below and displayed drawings of Options 1 and 2 to explain the public roadway access or lack thereof. Questions followed. Mr. Gibson stated the original intent was to add 10-acreas to Hall Park to eventually add soccer fields as funds become available and the ravine on the property will not be an impediment to building soccer fields.

| Parcel Options | Acreage  | Price     | Public Access |
|----------------|----------|-----------|---------------|
| Option 1       | 30 Acres | \$135,000 | No            |
| Option 2       | 10 Acres | \$92,000  | Yes           |

Option 1 – combination of 2 separate parcels (26.67 acres and 3.4 acres)

- Potential offer of \$135,000
- 3.4-acre parcel did not have clear title
- Neither parcel provided public access

Option 2 – 10-acre parcel adjacent and to the north of the Ruritan Club property

- Price of \$92,000
- Includes public access

Commissioner Keefe asked whether purchasing the 10-acre parcel would secure access. Mr. Gibson responded in the affirmative and explained the connection to Hall Park Road.

MOTION: Commissioner Lancaster moved to approve Option 2 and forward to the August 17, 2020 Board of Commissioners' meeting.  
SECOND: Commissioner Adams  
VOTE: PASSED (5-2) (Commissioners Evans, Lancaster, Council, Faircloth and Adams voted in favor; Commissioners Boose and Keefe voted in opposition)

Ms. Cannon stated this item will be moved to the August 17, 2020 agenda as an Item of Business because of the lack of a unanimous vote. Mr. Moorefield advised that any offer to purchase land should be conditioned on good title.

C. A Model Approach for Change in Child Welfare (AMAC-CW) Contracts for Department of Social Services

BACKGROUND

The purpose of these contract renewals with Southeastern Workforce Strategies, LLC in the amount of \$313,874 and Chapin Hall in the amount of \$210,436 is to allow for the continued development of a multidimensional and integrative service delivery model for aging out foster children and older teens in transition to adulthood in Cumberland County DSS (CCDSS) custody to improve their outcomes.

Southeastern acts as the project manager and trusted intermediary to assist CCDSS to integrate all efforts, such as A Model Approach for Change in Child Welfare (AMAC-CW), and to collaborate with Cumberland's partners to create a model for change in child welfare. AMAC-CW employs a modified approach to collective impact that will result in an effective, articulated, and documented approach to system changes that will improve outcomes for older youth in foster care and advance child welfare and family support programs in Cumberland County. Duke Endowment has awarded CCDSS a multi-year grant for the implementation plan for AMAC-CW, in an effort to reform child welfare systems.

RECOMMENDATION / PROPOSED ACTION

Staff requests that the renewal contracts for Southeastern Workforce Strategies, LLC and Chapin Hall, in their continued support of the Department of Social Services A Model Approach for Change in Child Welfare initiative (AMAC-CW) be moved forward as a consent agenda item for the Board of Commissioners' regular meeting on August 17, 2020.

\*\*\*\*\*

Brenda Jackson, Social Services Director, referenced the background information and recommendation/proposed action recorded above.

MOTION: Commissioner Adams moved to forward the renewal contracts forward as consent agenda items for the Board of Commissioners' regular meeting on August 17, 2020.  
SECOND: Commissioner Boose  
VOTE: UNANIMOUS (7-0)

D. Community Waste Reduction and Recycling Grant for Concrete Pad for Shingle Recycling and Budget Ordinance Amendment BR# 210030

BACKGROUND

The North Carolina Department of Environmental Quality, Division of Environmental Assistance and Customer Service (DEACS) offers an annual community waste reduction and recycling (CWRAR) Grant Round. DEACS seeks to support a range of projects that help public recycling programs build capacity to divert materials from the waste stream or that help increase public awareness of waste reduction and recycling. Cumberland County Solid Waste submitted a grant application to construct a concrete pad for shingle recycling at the Ann Street Landfill. The County has been recycling shingles at the Ann Street Landfill since 2004. The Ann Street Landfill needs

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more space and a different location for the shingles. We plan to co-locate the shingle recycling area with the concrete recycling area.

Cumberland County was awarded a grant in the amount of \$40,000 for this project. The total project cost is \$57,157. The County contribution is \$17,157.

#### RECOMMENDATION / PROPOSED ACTION

The Solid Waste Director and County Management recommend that the proposed actions below be placed on the August 17, 2020 Board of Commissioners' agenda as a consent item:

1. Accept the grant award for the Concrete Pad for Shingle Recycling at Ann Street Landfill and direct staff to execute the grant agreement with DEQ for the 2020 CWRAR Grant.
  2. Approve Budget Ordinance Amendment # BR 210030 in the amount of \$57,157 to fund the construction of the Concrete Pad for Shingle Recycling at Ann Street Landfill.
- E. North Carolina (NC) Phase 1 Volkswagen (VW) Mitigation Program Grant for Replacement of Roll-off Trucks and Associated Budget Ordinance Amendment BR#210029

#### BACKGROUND

The North Carolina Department of Environmental Quality is managing North Carolina's share of the VW settlement, an agreement between the German automaker and the US Department of Justice on behalf of the U.S. Environmental Protection Agency (EPA). North Carolina's beneficiary mitigation plan is structured into three phases. Phase 1 included the Diesel Bus and Vehicle Program. Cumberland County Solid Waste submitted a grant entitled Roll-off Fleet Improvements for the replacement of three refuse haulers. The three roll-off trucks to be replaced include a 1999 model with 396,000 miles, a 2001 model with 324,958 miles, and a 2001 model with 319,863 miles. The fleet numbers for these trucks are #12, #15, and #33. Per the grant requirements, these engines must be destroyed. A three-inch hole must be drilled in the engine and the chassis must be cut in half.

Cumberland County's application was selected for funding through the North Carolina (NC) Phase 1 Volkswagen (VW) Mitigation Program. The grant award is for \$315,891.00. The total project cost is \$490,891.00 for the purchase of three new roll off trucks. Cumberland County's matching contribution is \$175,000.

#### RECOMMENDATION / PROPOSED ACTION

The Solid Waste Director and County Management recommend that the proposed actions below be placed on the August 17, 2020 Board of Commissioners' agenda as a consent item:

1. Accept the grant award for the North Carolina VW Settlement Program, Phase 1 Diesel Bus and Vehicle Programs Application, and direct staff to negotiate a final grant agreement with DEQ.
  2. Approve Budget Ordinance Amendment #BR 210029 in the amount of \$490,891 to fund the project.
  3. Declare trucks #12, #15, and #33 as surplus.
- F. Award of the Construction Contract for the New Blower Skid and Flare Project at the Ann Street Landfill

#### BACKGROUND

The landfill gas collection and control system (GCCS) extracts landfill gas (LFG) to control surface emissions and odors. The GCCS is a requirement of the landfill's Title V Air Operating Permit and State and federal regulations. The GCCS includes LFG extraction wells, piping, valves, sumps and a blower skid and flare. The existing blower skid and flare have been operational since 1998. The blower skid and flare are nearing the end of their service life. This project will replace the existing blower skid and flare and increase the capacity of the system.

The New Blower Skid and Flare project was bid on Thursday, July 2, 2020. The lowest, responsive bid was submitted by Aptim Government Solutions, LLC in the amount of \$1,416,772.50. A 10% contingency is included in the contract amount. The lowest bid submitted by Blue Flame Crew, LLC in the amount of \$1,367,629.80 is rejected because they do not meet the minimum general



contracting licensing requirements for this project. Project funding is included in Capital Project Budget Ordinance #200658.

#### RECOMMENDATION / PROPOSED ACTION

Solid Waste Director and County Management recommend that the proposed actions be placed on the August 17, 2020 Board of Commissioners' agenda as a consent item:

1. Accept the bid for the New Landfill Gas Blower Skid and Flare project and award a contract to Aptim Government Solutions, LLC in the amount of \$1,416,772.50 inclusive of 10% for contingency purposes.

#### G. Renewal of the Fisher Container Site Lease Agreement

##### BACKGROUND

The Solid Waste Department operates the Fisher Container site located at 7931 Turnbull Road, Fayetteville, N.C. Cumberland County leases the property for this site from William L. Fisher. This container site has been in place since 1980. It is critical that this site remain open in order to provide the necessary service to the citizens within the surrounding community. The current lease agreement was entered into on March 17, 2015 and expired on March 25, 2020. The lease rate has been \$3,750 for the past five-year period.

The property owners have agreed to renew the lease with Cumberland County for an additional five years at a lease rate of \$4,000 for the full five-year term and is to be paid promptly after the execution of the lease agreement.

#### RECOMMENDATION / PROPOSED ACTION

The Solid Waste Director and County Management recommend that the lease renewal for the Fisher Solid Waste Container Site be placed on the August 17, 2020 Board of Commissioners' agenda for approval, subject to the County Attorney confirming ownership of the property.

MOTION: Commissioner Adams moved to approve the proposed actions for Items 4.D. – 4.G. and place them on the August 17, 2020 Board of Commissioners' agenda as consent items.

SECOND: Commissioner Boose

VOTE: UNANIMOUS (7-0)

#### H. North Carolina Soil and Water Conservation Shared Personnel Mutual Aid Agreement

##### BACKGROUND

This agreement is entered into between the North Carolina Association of Soil and Water Conservation Districts (Association), the NCDA&CS Division of Soil and Water Conservation (Division) and by each of the Districts and Counties that adopt and execute this Shared Personnel Mutual Aid Agreement.

Previous natural disasters have demonstrated the need for Districts to share personnel for disaster assessment and technical assistance for disaster recovery efforts. There are also occasions when delivery of employee technical training by one district to another is necessary. The ability to draw on the knowledge and expertise of peers across districts benefits the entire system and can make it stronger and more resilient.

There are no costs anticipated to the County for participating in this mutual aid agreement.

#### RECOMMENDATION / PROPOSED ACTION

Staff requests that the Shared Personnel Mutual Aid Agreement be placed on the August 17, 2020, Board of Commissioners' agenda for consideration as a consent item.

- I. U.S. Department of Agriculture Natural Resources Conservation Service Notice of Grant and Agreement Award and Associated Budget Ordinance Amendments BR#210058, BR#210059, BR#210060

## BACKGROUND

This Grant and Agreement is for the Natural Resources Conservation Service to provide technical and financial assistance to Cumberland County which will serve as the sponsor for Emergency Watershed Protection (EWP) Program Event #5038 (Hurricane Florence) for implementation of recovery measures, that, if left undone, pose a risk to life and/or property. The measures will consist of hazardous debris removal and stream bank stabilization associated with identified projects included with this memo as Round 1, Round 2, and Round 3.

The award amounts for each round are as follows:

Round1 NR204532XXXXC045

BR# 210058

Total \$1,118,111

Federal: \$868,583.5

Non-Federal: \$249,527.5

Round2 NR204532XXXXC041

BR# 210059

Total \$175,720

Federal: \$137,520

Non-Federal: \$38,200

Round3 NR204532XXXXC042

BR# 210060

Total \$207,000

Federal: \$162,000

Non-Federal: \$45,000

## RECOMMENDATION / PROPOSED ACTION

Staff requests that the Notice of Grant and Agreement Award submission for Round 1, Round 2 and Round 3 of the Emergency Watershed Protection (EWP) Program and Associated Budget Ordinance Amendments BR#210058, BR#210059 and BR#210060 be placed on the August 17, 2020 Board of Commissioners' agenda for consideration as a consent item.

### J. Guardian Ad Litem (GAL) Office Space Request

## BACKGROUND

The Guardian Ad Litem (GAL) Office has submitted a request through Sanya Eller, Cumberland County District Courts, for office space for a GAL attorney. The space being requested is noted as "CONF" near the public waiting area on the second floor of the E. Maurice Braswell Cumberland County Courthouse (see attached). The GAL attorney has a shared office, but this request is being made due to COVID-19 for distancing purposes.

This location has a mechanical room at the rear that has to be accessed from time-to-time by Facilities staff and contractors in order to perform maintenance and repairs. Under normal circumstances, County staff would not recommend using this space as an office due to the mechanical room access, but staff recommends allowing the temporary use of this space due to Covid-19.

## RECOMMENDATION / PROPOSED ACTION

Staff recommends allowing the temporary use of this space due to Covid-19.

**MOTION:** Commissioner Boose moved to approve the proposed actions for Items 4.H. – 4.J. and place them on the August 17, 2020 Board of Commissioners' agenda as consent items.

**SECOND:** Commissioner Council

**VOTE:** UNANIMOUS (7-0)

### K. Converting Spectrum Channel 5 from an Educational Channel to a County Government Channel

## BACKGROUND

Charter Communications provides two Public, Educational, or Governmental (PEG) channels in Cumberland County under G.S. 66-357. One channel is assigned to Cumberland County and is operated as an educational channel by Fayetteville Technical Community College. The other PEG channel is assigned to and operated by the City of Fayetteville as a city government access channel.

Management is recommending converting the Fayetteville Cumberland Educational TV Channel (FCETV), which appears on Spectrum Channel 5, from an educational channel to a County government channel and transferring operations from FTCC to the County's Public Information Office.

County management met with FTCC President Dr. Larry Keen and his team in July to discuss transitioning Channel 5 to a County government channel. FTCC supports the change and declined the option of the County requesting an additional PEG Channel from Charter and moving FCETV to the higher channel tier.

FTCC will maintain its on-campus studio for its media services production.

Transition Plan: If the recommendation is approved by the Board of Commissioners at the August 17 meeting, a Letter of Notification would be sent to Charter Communications that the County wishes to re-designate and re-brand the channel as a Government Access Channel operated and programmed by Cumberland County Government. The County would have 120 days to launch the new channel.

PIO would operate the channel from the media room in the Courthouse. Fiber connectivity to the headend on Raeford Road is already in place. Space in the lower level of Headquarters Library has been converted into a video and still production studio.

The County would invest in hardware and software and preliminary estimates are approximately \$50,000 for one-time costs. There will be annual software renewal fees.

The investment also includes hardware and software that will stream content on smart TVs and streaming devices.

## RECOMMENDATION / PROPOSED ACTION

Consider the recommendation to convert the Fayetteville Cumberland Educational Channel (Spectrum Channel 5) to a County Government Access Channel and move the item to the August 17 full board meeting.

\*\*\*\*\*

Ms. Shutt presented the background information recorded above along with a brief PowerPoint presentation. Ms. Shutt stated if a County Government Access Channel is approved, communications projects will include the CCNCTV channel launch along with live streaming, website changes and community branding.

**MOTION:** Commissioner Boose moved to approve the recommendation to convert the Fayetteville Cumberland Educational Channel (Spectrum Channel 5) to a County Government Access Channel and move the item to the August 17, 2020 Board of Commissioners' regular meeting as a presentation item.

**SECOND:** Commissioner Council

**VOTE:** UNANIMOUS (7-0)

- L. Request that Cumberland County Join in Moore County's Efforts to Convene a Meeting to Explore Options in Restoring Woodlake Dam for Flood Mitigation

## BACKGROUND

Cumberland County received a request from Mr. Ellis Hankins of the Brough Law Firm regarding the urgency to restore the Woodlake/Lake Surf Dam in Moore County to mitigate recurring flooding downstream along the Little River. The request is seeking permission to inform state

agency officials that Cumberland County joins in Moore County's request to convene a meeting to explore potential solutions to address this urgent matter.

#### RECOMMENDATION / PROPOSED ACTION

Consider the request to join Moore County's request to convene a meeting.

\*\*\*\*\*

Ms. Cannon presented the background information recorded above. Ms. Cannon stated when she and the County Attorney had a conversation about the request, he was concerned that the county's interests may be averse to those of the Woodlake owners to rebuild the dam. Ms. Cannon stated the letter from Mr. Hankins was sent to the Chairman and Vice Chairman and Commissioner Adams as the Vice Chairman asked to have this item brought forward for discussion. Commissioner Adams stated he felt it was better for the county to be in the discussion and express its input, even if its interest is opposed to the other parties' interests. Commissioner Adams stated this will help protect Spring Lake and the county's interests. Chairman Faircloth asked whether the county had received anything from Moore County. Ms. Cannon responded in the negative and stated Mr. Hankins is representing Woodlake homeowners. Chairman Faircloth suggested tabling the matter pending further information. Commissioner Adams concurred and stated the county owes Mr. Hankins a response to his letter and someone should reach out to Moore County. Ms. Cannon stated she will reach out to the Moore County Manager.

MOTION: Commissioner Adams moved to have the Cumberland County Manager reach out to the Moore County Manager.  
SECOND: Commissioner Boose  
VOTE: UNANIMOUS (7-0)

#### M. Formal Ratification of Termination of State of Emergency for Tropical Storm Isaias

##### BACKGROUND

A State of Emergency was declared for Tropical Storm Isaias on Monday, August 3, 2020. Per the most recent changes in the County ordinance, approval of the Board is required to initiate and terminate a declaration. Approval to terminate the State of Emergency was provided by the Board of Commissioners on Tuesday, August 4 by email and this item is presented to the Board at the August 13, 2020 Agenda Session for consideration of formal ratification of that action.

#### RECOMMENDATION / PROPOSED ACTION

Staff recommends moving this request forward as a consent agenda item to the August 17, 2020 Board of Commissioners' meeting for formal ratification of Termination of State of Emergency for Tropical Storm Isaias.

MOTION: Commissioner Adams moved to approve and forward as a consent agenda item to the August 17, 2020 Board of Commissioners' meeting for formal ratification of the Termination of State of Emergency for Tropical Storm Isaias.  
SECOND: Commissioner Council  
VOTE: UNANIMOUS (7-0)

#### 5. OTHER ITEMS

##### A. Request from the Town of Wade to Reconsider the Indemnity Provision in the Interlocal Agreement for Code Enforcement

##### BACKGROUND

Chairman Faircloth referred Mayor Dixon's concerns to the County Attorney and County Manager for guidance and direction for the Board of Commissioners to reconsider the indemnity provision in the Town of Wade Interlocal Agreement for Code Enforcement. This item will be presented by the County Attorney and County Manager at the August 13, 2020 Agenda Session.

The Town of Wade had requested the County to enter into an Interlocal Agreement for Code Enforcement, which was passed by the Board of Commissioners' at their September 16, 2019 meeting. The agreement was approved requiring that the Town of Wade remain liable for any claim not covered by its insurance. The minutes reflect that provision and the Interlocal Agreement complies with that recommendation. The minutes and the original Interlocal Agreement for Code Enforcement are attached for your review.

The Town of Wade has recently requested the County to reconsider changes to the Interlocal Agreement for Code Enforcement regarding the indemnification provisions. Their request dated July 15, 2020 is attached for your review and provides information regarding concerns the Town has with the Interlocal Agreement.

#### RECOMMENDATION / PROPOSED ACTION

This item is being presented for discussion.

\*\*\*\*\*

Ms. Cannon presented the background information recorded above. Mr. Moorefield stated the N. C. Legislature just put into place a new Chapter 160D that replaces the existing law about minimum housing codes effective January 1, so everything is going to change. Mr. Moorefield stated the county has started rewriting its ordinances and the towns will need to do that. Mr. Moorefield briefing explained options under the new law and stated even if the county changed the indemnity provision in the Town of Wade Interlocal Agreement for Code Enforcement, it would only last a few months. Mr. Moorefield recommended that he speak with the attorney for the Town of Wade and to determine what the Town of Wade wants to do with respect to adopting a new ordinance. Commissioner Boose stated he had no problem treating all the towns the same.

Ms. Cannon stated Mayor Dixon wants to bring himself and the board for the Town of Wade to a regular Board of Commissioners' meeting and her recommendation is to find a way to communicate with Mayor Dixon without the two elected bodies. Questions and discussion followed.

Mr. Moorefield stated he will discuss the new law and need for the new ordinances with the town attorney and report back to the Board at the second meeting in September. In response to a question from Commissioner Evans, Mr. Moorefield stated the new law did not expand the county's rights for land and development control.

MOTION: Commissioner Adams moved to table till September and that the Chairman communicate with the Mayor of Wade that the county attorney is reviewing the new law.

SECOND: Commissioner Lancaster

VOTE: UNANIMOUS (7-0)

#### B. Board of Commissioners' Meeting Room Options and Considerations with COVID- 19

##### BACKGROUND

The ongoing presence of COVID-19 continues to create legal and health/safety considerations in how we conduct our Board meetings. The County Attorney advised the Board on May 21, 2020, "the prohibition of mass gatherings does not apply to government operations and conducting a board meeting is a government operation, but we still need to follow the recommendations of the CDC, DHHS and our HD for social distancing and minimizing exposure during these meetings." Management has implemented measures in all county facilities and with our workforce to minimize the risk of exposure and spread of the virus.

As you know the Governor has extended Phase II measures to control the public health risks since the daily case counts and percentage of positive COVID-19 tests remain at a high level. Locally we have not seen the downward trajectory in the number or percentage of positive cases and our hospital admissions have increased. Dr. Green will provide a brief update at the August 17, 2020 for the Board and public regarding our local situation.



Based upon statewide and local conditions, we must continue to follow the CDC and DHHS recommendations on social distancing and wearing face coverings when physical distancing of six feet is not possible. As you know social distancing cannot be achieved with all seven commissioners seated at the dais in room 118. During the months of May and June, we improvised and moved three Board seats down below the dais to allow the use of our normal meeting room which has a direct connection to Spectrum for live broadcasting on Channel 5. Since COVID-19 continues to pose public health and safety risk for the foreseeable future, Management wanted to offer an alternative option to the current seating configuration of room 118.

Another option for Board meetings is to use the multi-purpose room in the Tony Rand Student Center at Fayetteville Technical Community College. That room also has a direct connection to Spectrum for broadcasting purposes and will allow for social distancing of Board members, staff, and the public. An elevated platform with tables and draping would create the dais and achieve social distancing. As you may recall, the Board utilized this room previously for a swearing in ceremony.

#### RECOMMENDATION / PROPOSED ACTION

Discussion of meeting room options which comply with recommendations of the CDC, DHHS and our Health Director for social distancing and minimizing exposure.

\*\*\*\*\*

Ms. Cannon reviewed the background information recorded above regarding meeting room considerations. Commissioner Lancaster stated he was okay with the meeting room downstairs. Commissioner Adams stated he was also okay. Chairman Faircloth asked whether everyone was comfortable with the lottery system for seating. Commissioner Keefe stated he was not sure about the lottery system and Commissioner Boose suggested the Chairman assign seats. Following a brief discussion, there was a consensus to continue the current seating configuration of room 118; no Commissioners favored using the multi-purpose room in the Tony Rand Student Center at Fayetteville Technical Community College for meetings.

Ms. Cannon stated a challenge has arisen because of Cumberland County Schools' decision to begin the academic year fully virtual as many County employees have struggled with providing adequate supervision for their school-aged children during normal working hours. Ms. Cannon explained the impact to the county, such as having to cancel Child Support Court for the next week, and stated this has created service interruptions and has begun to impact the county's ability to provide services to the public. Ms. Cannon reviewed an initiative that had been developed within the last 48-hours for a Kid's Camp for school-aged children of county employees with the idea of using library locations and staff. Ms. Cannon stated a survey will be sent to employees to determine how many employees need supervised virtual learning for grades K-8. Ms. Cannon stated Iredell County was able to put together a solid program in two weeks. Ms. Cannon stated she does not see this as a benefit for county employees but rather as a way for the county to continue to provide services to citizens.

Commissioner Adams stated although he does not have a problem with the initiative, everyone needs to understand that the messaging to citizens must be clear that this is an effort to continue county services. A brief discussion followed. Chairman Faircloth told Ms. Cannon to do what is needed to keep the county going and keep the Board informed.

Chairman Faircloth stated \$6.5 million in additional CARES Act funding has been allocated to Cumberland County to go with the other \$5.7 million. Chairman Faircloth stated 25% of the total funding amount must go to municipalities which will net the county about \$3.3 million more. Ms. Cannon stated Ms. Evans and Mr. Holder are part of a work group and information will be brought to the September 8, 2020 regular meeting.

## 6. MONTHLY REPORTS

### A. Southern Health Partners, Inc. Quarterly Statistical Report on Inmate Healthcare

BACKGROUND

Through a contract with the Board of Commissioners, Southern Health Partners, Inc. has been providing services to the inmates at the Cumberland County Detention Center since July 2017.

The most recently updated quarterly statistical report of inmate healthcare as reported by Southern Health Partners, Inc. is provided in the attachment.

RECOMMENDATION / PROPOSED ACTION

For information only - no action needed.

| Southern Health Partners, Inc. Quarterly Statistics Report on Inmate Health Care |  |                  |             |             |             |                  |             |             |             |                  |             |             |             |                           |  |
|--|--|------------------|-------------|-------------|-------------|------------------|-------------|-------------|-------------|------------------|-------------|-------------|-------------|---------------------------|--|
| July 1, 2017 - June 30, 2020   |  |                  |             |             |             |                  |             |             |             |                  |             |             |             |                           |  |
| Provided for the Cumberland County Board of Commissioners                        |  |                  |             |             |             |                  |             |             |             |                  |             |             |             |                           |  |
| Data Set   | Description  | Fiscal Year 2018 |             |             |             | Fiscal Year 2019 |             |             |             | Fiscal Year 2020 |             |             |             | Average over all Quarters |  |
|  |  | 1st Quarter      | 2nd Quarter | 3rd Quarter | 4th Quarter | 1st Quarter      | 2nd Quarter | 3rd Quarter | 4th Quarter | 1st Quarter      | 2nd Quarter | 3rd Quarter | 4th Quarter |                           |  |
| 1  | # of Hospital Admissions   | 7                | 5           | 6           | 9           | 6                | 4           | 4           | 3           | 3                | 4           | 2           | 3           | 5                         |  |
| 2  | # Sent to Emergency Room   | 20               | 16          | 20          | 29          | 18               | 16          | 11          | 8           | 10               | 16          | 6           | 9           | 15                        |  |
| 3  | # Outside Medical Visits (includes any specialty)                            | 27               | 32          | 42          | 27          | 44               | 27          | 28          | 40          | 41               | 19          | 24          | 12          | 30                        |  |
| 4  | # of In-House X-Ray Services   | 38               | 50          | 82          | 88          | 78               | 54          | 69          | 95          | 75               | 78          | 105         | 45          | 71                        |  |
| 5  | # Seen On-Site By Mental Health  | 792              | 1188        | 461         | 461         | 1220             | 1403        | 1324        | 963         | 1043             | 859         | 1034        | 691         | 953                       |  |
| 6  | # Seen by Physician and/or Physician Providers                               | 132              | 154         | 222         | 291         | 354              | 288         | 299         | 319         | 256              | 300         | 267         | 196         | 257                       |  |
| 7  | # Seen by Dentist (includes on-site & off-site)                              | 56               | 77          | 66          | 63          | 53               | 42          | 56          | 69          | 63               | 51          | 48          | 54          | 58                        |  |
| 8  | # of Receiving Screens done by Medical Staff                                 | 340              | 0           | 0           | 0           | 0                | 2021        | 3500        | 2946        | 2924             | 2923        | 2836        | 1479        | 1581                      |  |
| 9  | # Seen by Medical Staff for Sick Call  | 2029             | 2986        | 3612        | 3298        | 3512             | 3672        | 3739        | 3598        | 3507             | 4304        | 3513        | 3045        | 3401                      |  |
| 10   | # of History and Physicals Performed   | 377              | 858         | 1163        | 1487        | 1365             | 1353        | 1296        | 1243        | 1721             | 1476        | 1418        | 925         | 1224                      |  |
| 11   | # of Rapid Plasma Reagin's performed (STD testing/syphilis)                  | 331              | 399         | 549         | 513         | 538              | 489         | 486         | 440         | 342              | 415         | 312         | 0           | 401                       |  |
| 12   | # of Other Sexually Transmitted Diseases                                     | 6                | 13          | 13          | 16          | 12               | 6           | 18          | 14          | 7                | 13          | 6           | 8           | 11                        |  |
| 13   | # of Medical Refusals by Inmate  | 77               | 345         | 803         | 451         | 504              | 358         | 409         | 502         | 602              | 774         | 603         | 385         | 484                       |  |
| 14   | # of Inmate Blood Sugar Checks   | 2239             | 2145        | 1728        | 1554        | 2508             | 2100        | 4265        | 3455        | 3362             | 3993        | 4105        | 2651        | 2842                      |  |
| 15   | # of Inmate Blood Pressure Checks  | 625              | 763         | 741         | 962         | 1193             | 1508        | 1705        | 2105        | 2510             | 2006        | 1776        | 1012        | 1409                      |  |
| 16   | # of TB Screens and/or PPD Tests   | 274              | 858         | 1163        | 1487        | 1365             | 1353        | 1296        | 1250        | 1305             | 1476        | 1418        | 925         | 1181                      |  |
| 17   | # of Staph/MRSA Patients In-house  | 48               | 14          | 7           | 0           | 0                | 1           | 0           | 15          | 7                | 1           | 2           | 1           | 8                         |  |
| 18   | # of Pregnant Females  | 9                | 11          | 16          | 18          | 22               | 19          | 18          | 12          | 9                | 14          | 15          | 5           | 14                        |  |
| 19   | # of HIV Patients In-House   | 19               | 38          | 33          | 20          | 16               | 11          | 25          | 26          | 25               | 14          | 17          | 12          | 21                        |  |
| 20   | # of Inmates Placed on Suicide Watch   | 95               | 113         | 115         | 109         | 94               | 141         | 133         | 305         | 861              | 169         | 260         | 504         | 242                       |  |
| 21   | # of Inmate Deaths   | 1                | 0           | 0           | 3           | 0                | 0           | 0           | 0           | 2                | 1           | 0           | 0           | 1                         |  |
| 22   | # of Inmates on Detox Protocols  | 94               | 81          | 65          | 145         | 80               | 200         | 175         | 208         | 214              | 177         | 150         | 49          | 137                       |  |
| 23   | # of Diabetic Patients   | no data          | no data     | no data     | no data     | no data          | no data     | no data     | no data     | no data          | no data     | 41          | 19          | 30                        |  |
| 24   | # of Asthma Patients   | no data          | no data     | no data     | no data     | no data          | no data     | no data     | no data     | no data          | no data     | 33          | 12          | 23                        |  |
| 25   | # of Meds Administered**   | no data          | no data     | no data     | no data     | no data          | no data     | no data     | no data     | no data          | no data     | 0           | 0           | 0                         |  |
| 26   | # of Medication Aversion Therapy Patients (Subscone for Opioid Use Disorder) | no data          | no data     | no data     | no data     | no data          | no data     | no data     | no data     | no data          | no data     | 9           | 17          | 13                        |  |
| Average Daily Population per Quarter:  |  | 775              | 740         | 763         | 746         | 751              | 725         | 697         | 649         | 680              | 714         | 674         | 537         | 704                       |  |

Gray highlighted cells show outliers as compared to quarterly averages. Per contact at SHP, those quarters' data were inaccurately counted and reported.

B. Community Development Block Grant - Disaster Recovery (CDBG-DR) Update

BACKGROUND

Cumberland County, in partnership with the North Carolina Office of Recovery & Resiliency (NCORR), is implementing a Community Recovery Infrastructure activity funded through the Community Development Block Grant Disaster Recovery Program. The attached report is an update on the status of the activity (Robin's Meadow Permanent Supportive Housing) undertaken by Cumberland County.

RECOMMENDATION / PROPOSED ACTION

No action is needed. This item is provided for informational purposes only.

CUMBERLAND COUNTY DISASTER RECOVERY PROGRAMS UPDATE  
FOR THE AUGUST 13, 2020  
BOARD OF COMMISSIONER’S AGENDA SESSION

Status as of July 31, 2020:

Milestones/Activities:

- NCORR executed SRA with County December 17, 2019;
- Robins Meadow Permanent Supportive Housing Project/Community Recovery Infrastructure – received project specific award letter January 23, 2020;
- DRA-17 & HMGP Projects – County completed acquisition and demolition of 10 properties;
- Robins Meadow Permanent Supportive Housing Project/Community Recovery Infrastructure - A/E Services – The Wooten Company is working with the Community Development staff on the construction document phase; and
- A letter was sent to NCORR requesting additional CDBG-DR funds in the amount of \$1,000,000 to cover construction and supportive services.

All references to any materials which are described in these minutes or incorporated into these minutes are to the materials that are contained in the same numbered item in the agenda for this meeting. These may be viewed online in the agenda set out on this web page <http://co.cumberland.nc.us/departments/commissioners-group/commissioners/meeting/agendas-minutes-and-videos>

Current Staffing:

- State POC: John Ebbighausen – Director of Disaster Recovery Programs, NC Office of Recovery & Resiliency (NCORR); Mary Glasscock; Infrastructure Manager (NCORR)
- Cumberland County:
  - o Sylvia McLean, P.T. Community Development (CD) Consultant
- C. Community Development Update

BACKGROUND

This report provides an update on projects and activities being implemented through the Community Development Department for Fiscal Year 2020 - 2021. The funding sources to carry out the projects and activities include the Community Development Block Grant (CDBG), Home Investment Partnerships Program (HOME), Continuum of Care (CoC) Program, and general funds.

RECOMMENDATION / PROPOSED ACTION

No action is needed. This item is provided for information purposes only.

COMMUNITY DEVELOPMENT UPDATE  
FOR THE AUGUST 13, 2020  
BOARD OF COMMISSIONER'S AGENDA SESSION  
Status as of July 31, 2020

FUNDING SOURCES

- Community Development Block Grant (CDBG)
- Home Investment Partnerships Program (HOME)
- Continuum of Care Program
- General Funds

PROJECTS AND ACTIVITIES FOR JULY 1, 2020 – JUNE 30, 2021 FUNDING CYCLE

Public Services (Total awarded = \$370,000 in CDBG funds)

- Better Health of Cumberland County (\$80,000) - to provide prescription medication, eye exams, eyeglasses, dental extractions, and transportation assistance to low to moderate income persons.
- Cape Fear Valley Hospital / Cumberland County Medication Access Program (\$30,000) - For prescription medication and supplies. Will serve low to moderate income persons.
- Cumberland HealthNET (\$50,000) - For two Homeless Coordinated Entry Specialists positions, supplies, and printing.
- Endeavors (\$95,000) - To provide case management, rent/mortgage assistance, and utility payment assistance for those who are homeless or at-risk of being homeless.
- Fayetteville Urban Ministry (\$65,000) - For case management, housing assistance, services, and supplies. Will serve those who are homeless or at-risk of being homeless.
- The Salvation Army (\$50,000) - For shelter operating costs (supplies, rent, utilities, food, and maintenance). Will serve homeless individuals and families.
- Greater Life of Fayetteville, Inc. (Pending award) – will serve at-risk youth grades 3 – 8 through intervention prevention programs.

Note: CDBG funds normally have a cap of 15% of total allocation, which limits the amount that Community Development can award to public service activities. However, for the Program Years 2019 and 2020, the U.S. Department of Housing and Urban Development (HUD) suspended the cap during the COVID-19 crisis. This allowed Community Development to fund more agencies that provide human services such as rental assistance and health services.

Affordable Housing Development (Total Pending = \$450,000 in CDBG and \$500,000 in HOME funds)

- Action Pathways (\$113,300) – Rehabilitation of two housing units. Pending environmental review clearance. This project will benefit low to moderate income residents.
- Hillside – FMHA LLC (\$140,000) – Installation of HVAC units at a senior complex. Pending environmental review clearance.

- Kingdom Community Development Corporation (\$197,000 in CDBG and \$500,000 in HOME funds) – For acquisition and construction of affordable housing units located in Spring Lake. Pending environmental review clearance. This project will benefit low to moderate income residents.

#### Public Facilities / Infrastructure

Town of Hope Mills – applied for funding in the amount of \$410,840 for the Ellison Street Sidewalk project. Project did not meet a national objective (benefiting low/mod, eliminating slum/blight, or addressing an urgent need).

#### Special Economic Development Activities

Town of Spring Lake – applied for funding (\$2,500,000) to cover acquisition and infrastructure improvements. Community Development provided a conditional award letter with an allocation amount of \$500,000 pending commitments from other funding sources and environmental review clearance. The estimated number of full-time equivalent jobs to be created is 100, with at least 51 jobs targeting low to moderate income persons.

Small Business Resiliency Program – 56 applications were received, 18 award letters sent out, 24 ineligible, 3 pending award letters, and 11 still pending eligibility (missing documents, etc.).

#### Other Projects Rolled Over from Prior Year and Ongoing Projects

Housing Rehabs (owner-occupied and rental) Public Facilities Rehab:

- Myrover-Reese Fellowship Home – serves individuals who are homeless and have a substance use disorder.
- Family Endeavors' Reveille Retreat transitional housing – serves those who are homeless.

#### Disaster Recovery

The contract with The Wooten Company is still in Legal. The contract is for construction documents, bidding, and construction administration in the amount not to exceed \$90,573. The Wooten Company presented the Robin's Meadow design before the Board of Commissioners on June 11, 2020. The contract was approved by the Board on June 15, 2020.

#### Fayetteville / Cumberland County Continuum of Care (CoC) on Homelessness

The next BoD Committee meeting is usually held the second Wednesday of every month at 9:30 a.m.

Robin's Meadow Transitional Housing (Grant Cycle: July 1, 2020 – June 30, 2021) - \$80,517

County-owned property (12 apartment style units) is provided as transitional housing for homeless families with children. Cumberland County Community Development currently serves as grantee but will eventually transfer grantee responsibilities to another agency through a Request for Proposal process.

Safe Homes for New Beginnings (Grant Cycle: December 1, 2019 – November 30, 2020)

Cumberland County Community Development is planning to transfer grantee responsibilities to Cumberland Interfaith Hospitality Network/Family Promise, pending the CoC approval. CCCD currently has a subcontract with Family Promise but wish to relinquish its responsibilities as grantee.

#### Emergency Solutions Grant – CV

Cumberland County Community Development serves as the Collaborative Applicant / Lead Agency on behalf of the CoC in the submission of grant applications to the State for Emergency Solutions Grant. Each year the State allocates approximately \$129K for the Fayetteville / Cumberland County area. This year, the State allocated an additional amount of ESG (COVID-19) funding in the amount of \$440,882 for Crisis Response (shelter operations & services), Housing Stability (rapid rehousing and homeless prevention), and street outreach. Community Development posted a Request for Proposal on behalf of the CoC. All project applications were submitted along with the collaborative application by July 17th to the State. The State awarded ESG-CV funding to Endeavors in the amount of \$334,442 for housing stability and to the Salvation Army in the amount of \$106,400 for crisis response.

Homeless Initiative (City and County)  
The next Homeless Committee meeting is tentatively scheduled for late August 2020.

D. Preliminary FY2020 Financial Report June Year-to-Date

BACKGROUND  
The financial report is included which shows preliminary results of the general fund for fiscal year 2020, June year-to- date (unaudited). Additional detail has been provided on a separate page explaining percentages that may appear inconsistent with year-to-date expectations.

There are also three pages of graphs provided as additional information to show the impact COVID-19 has had by month on three specific revenue streams. The year-to-date annualized impact is shown below. Please note that Sales Tax collections are not yet complete for FY20. Food & Beverage Tax and Occupancy Tax collections are complete for FY20.

| Category of Tax Revenue | FY20 YTD Actual | FY20 YTD Actual v. FY20 Budget |                |            | FY20 YTD Actual v. FY20 Projected* |                |            | FY20 YTD Actual v. FY19 Actual |                |            |
|-------------------------|-----------------|--------------------------------|----------------|------------|------------------------------------|----------------|------------|--------------------------------|----------------|------------|
|                         |                 | FY20 Budget                    | \$ Variance    | % Variance | FY20 Projected                     | \$ Variance    | % Variance | FY19 Actual                    | \$ Variance    | % Variance |
| Sales**                 | \$ 38,449,009   | \$ 43,327,484                  | \$ (4,878,475) | -13%       | \$ 41,412,491                      | \$ (2,963,482) | -8%        | \$ 45,124,463                  | \$ (6,675,454) | -17%       |
| Food & Beverage         | 6,745,471       | 6,633,529                      | 111,942        | 2%         | 6,617,871                          | 127,600        | 2%         | 7,218,300                      | (472,829)      | -7%        |
| Occupancy               | 1,469,474       | 1,500,000                      | (30,526)       | -2%        | 1,493,574                          | (24,100)       | -2%        | 1,772,614                      | (303,140)      | -21%       |

\* FY20 Projected amounts were provided during the FY21 budget discussions to better emphasize the potential COVID-19 revenue impact.  
\*\* FY20 Year-to-Date (YTD) Actual total for Sales Tax Revenue is not yet complete for the fiscal year.  
This amount reflects 10 of 12 months of collections.

RECOMMENDATION / PROPOSED ACTION  
No action needed. For discussion purposes only.

| County of Cumberland<br>General Fund Revenues        |                    |                           |                           |  |                              |     |
|--|--------------------|---------------------------|---------------------------|--|------------------------------|-----|
| REVENUES   | FY18-19<br>AUDITED | FY19-20<br>ADOPTED BUDGET | FY19-20<br>REVISED BUDGET | YTD ACTUAL<br>(unaudited) AS OF<br>June 30, 2020 | PERCENT OF<br>BUDGET TO DATE |     |
| Ad Valorem Taxes                                     |                    |                           |                           |  |                              |     |
| Current Year   | \$ 165,634,524     | \$ 165,517,000            | \$ 165,517,000            | \$ 166,739,244                                   | 100.7%                       | (1) |
| Prior Years  | 1,252,112          | 1,186,000                 | 1,186,000                 | 817,963  | 69.0%                        |     |
| Motor Vehicles                                       | 19,996,530         | 19,937,832                | 19,937,832                | 20,340,183                                       | 102.0%                       | (2) |
| Penalties and Interest                               | 699,144            | 742,000                   | 742,000                   | 690,906  | 93.1%                        |     |
| Other  | 1,057,248          | 993,000                   | 993,000                   | 918,128  | 92.5%                        |     |
| Total Ad Valorem Taxes                               | 188,639,658        | 188,375,832               | 188,375,832               | 189,506,425                                      | 100.6%                       |     |
| Other Taxes  |                    |                           |                           |  |                              |     |
| Sales  | 45,124,463         | 43,327,484                | 43,327,484                | 38,449,009                                       | 88.7%                        | (3) |
| Real Estate Transfer                                 | 1,351,286          | 700,000                   | 700,000                   | 1,689,875  | 241.4%                       |     |
| Other  | 990,033            | 929,726                   | 929,726                   | 909,560  | 97.8%                        |     |
| Total Other Taxes                                    | 47,465,781         | 44,957,210                | 44,957,210                | 41,048,444                                       | 91.3%                        |     |
| Unrestricted & Restricted Intergovernmental Revenues | 59,774,565         | 62,157,523                | 65,279,765                | 55,447,396                                       | 84.9%                        | (4) |
| Charges for Services                                 | 14,213,771         | 13,255,898                | 13,710,334                | 12,833,528                                       | 93.6%                        |     |
| Other Sources (includes Transfers In)                | 3,880,475          | 2,668,738                 | 2,810,085                 | 2,907,563  | 103.5%                       |     |
| Lease Land CFVMC                                     | 3,871,987          | 3,871,986                 | 3,871,986                 | 4,012,056  | 103.6%                       |     |
| Total Other  | 7,752,461          | 6,540,724                 | 6,682,071                 | 6,919,619  | 103.6%                       |     |
| Total Revenue  | \$ 317,846,236     | \$ 315,287,187            | \$ 319,005,212            | \$ 305,755,412                                   | 95.8%                        |     |
| Fund Balance Appropriation                           |                    | 8,667,646                 | 25,096,006                | -  | 0.0%                         |     |
| Total Funding Sources                                | \$ 317,846,236     | \$ 323,954,833            | \$ 344,101,218            | \$ 305,755,412                                   | 88.9%                        |     |

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| County of Cumberland<br>General Fund Expenditures             |                    |                           |                           |  |                              |    |
|---|--------------------|---------------------------|---------------------------|--|------------------------------|----|
| DEPARTMENTS   | FY18-19<br>AUDITED | FY19-20<br>ADOPTED BUDGET | FY19-20<br>REVISED BUDGET | YTD ACTUAL<br>(unaudited) AS OF<br>June 30, 2020 | PERCENT OF<br>BUDGET TO DATE | ** |
| Governing Body  | \$ 610,121         | \$ 662,458                | \$ 662,458                | \$ 611,348                                       | 92.3%                        |    |
| Administration  | 1,448,887          | 1,837,782                 | 1,837,782                 | 1,683,153  | 91.6%                        |    |
| <u>Public Affairs/Education</u>                               | 455,570            | 847,376                   | 863,546                   | 657,832  | 76.2%                        |    |
| Human Resources   | 893,308            | 1,169,176                 | 1,169,176                 | 1,009,046  | 86.3%                        |    |
| Print, Mail, and Design                                       | 719,586            | 775,255                   | 775,255                   | 642,620  | 82.9%                        |    |
| Court Facilities  | 121,286            | 203,470                   | 211,970                   | 114,371  | 54.0% <sub>(1)</sub>         |    |
| <u>Facilities Maintenance</u>                                 | 808,708            | 1,102,362                 | 1,372,637                 | 965,700  | 70.4% <sub>(2)</sub>         |    |
| Landscaping & Grounds   | 622,743            | 724,187                   | 724,187                   | 690,123  | 95.3%                        |    |
| Carpentry   | 152,063            | 230,045                   | 246,490                   | 211,819  | 85.9%                        |    |
| <u>Facilities Management</u>                                  | 1,172,046          | 1,435,808                 | 1,538,244                 | 1,259,451  | 81.9%                        |    |
| Public Buildings Janitorial                                   | 680,038            | 857,847                   | 959,319                   | 780,697  | 81.4%                        |    |
| <u>Central Maintenance</u>                                    | 881,695            | 706,587                   | 773,015                   | 579,608  | 75.0%                        |    |
| Information Services  | 4,455,373          | 4,812,492                 | 7,057,366                 | 5,519,411  | 78.2%                        |    |
| Board of Elections  | 1,618,420          | 2,022,011                 | 2,022,011                 | 1,398,097  | 69.1% <sub>(3)</sub>         |    |
| Finance   | 1,175,657          | 1,412,532                 | 1,412,532                 | 1,291,193  | 91.4%                        |    |
| Legal   | 705,449            | 873,883                   | 873,883                   | 629,524  | 72.0% <sub>(4)</sub>         |    |
| Register of Deeds   | 2,095,487          | 2,462,240                 | 3,137,006                 | 2,434,887  | 77.6%                        |    |
| Tax   | 5,550,502          | 5,913,536                 | 5,941,085                 | 5,558,551  | 93.6%                        |    |
| General Government Other                                      | 3,295,143          | 4,126,674                 | 4,766,478                 | 2,725,746  | 57.2% <sub>(5)</sub>         |    |
| Sheriff   | 48,326,988         | 54,114,179                | 55,293,898                | 48,648,047                                       | 88.0%                        |    |
| Emergency Services  | 3,337,827          | 3,806,111                 | 4,339,202                 | 3,656,439  | 84.3%                        |    |
| Criminal Justice Pretrial                                     | 491,622            | 587,684                   | 587,684                   | 563,374  | 95.9%                        |    |
| Youth Diversion   | 22,768             | 37,027                    | 37,027                    | 31,665   | 85.5%                        |    |
| Animal Control  | 3,101,494          | 3,462,878                 | 3,739,759                 | 3,280,359  | 87.7%                        |    |
| Public Safety Other (Medical Examiners, NC Detention Subsidy) | 1,070,647          | 1,554,236                 | 1,554,236                 | 1,045,007  | 67.2% <sub>(6)</sub>         |    |
| Health  | 22,490,684         | 23,325,572                | 24,328,885                | 21,027,327                                       | 86.4%                        |    |
| Mental Health   | 5,290,783          | 5,468,948                 | 5,630,923                 | 5,314,880  | 94.4%                        |    |
| Social Services   | 56,140,773         | 62,535,270                | 63,596,865                | 56,424,548                                       | 88.7%                        |    |
| Veteran Services  | 369,584            | 454,308                   | 454,308                   | 425,467  | 93.7%                        |    |
| Child Support   | 4,805,597          | 5,412,018                 | 5,412,018                 | 4,923,354  | 91.0%                        |    |
| Spring Lake Resource Administration                           | 30,226             | 34,542                    | 34,542                    | 29,503   | 85.4%                        |    |

| County of Cumberland<br>General Fund Expenditures        |                    |                           |                           |  |                              |    |
|--|--------------------|---------------------------|---------------------------|--|------------------------------|----|
| DEPARTMENTS  | FY18-19<br>AUDITED | FY19-20<br>ADOPTED BUDGET | FY19-20<br>REVISED BUDGET | YTD ACTUAL<br>(unaudited) AS OF<br>June 30, 2020 | PERCENT OF<br>BUDGET TO DATE | ** |
| Library  | 10,215,040         | 10,739,461                | 10,956,696                | 10,166,910                                       | 92.8%                        |    |
| <u>Stadium Maintenance</u>                               | 93,284             | 10,000                    | 10,000                    | 1,399  | 14.0% <sub>(7)</sub>         |    |
| Culture Recreation Other (Some of the Community Funding) | 260,569            | 260,569                   | 260,569                   | 260,569  | 100.0%                       |    |
| Planning   | 2,910,536          | 3,315,834                 | 3,341,686                 | 2,710,079  | 81.1%                        |    |
| Engineering  | 1,113,724          | 699,048                   | 1,081,606                 | 978,374  | 90.5%                        |    |
| <u>Cooperative Extension</u>                             | 602,184            | 773,148                   | 773,148                   | 530,720  | 68.6% <sub>(8)</sub>         |    |
| Location Services  | 176,925            | 211,911                   | 211,911                   | 192,232  | 90.7%                        |    |
| Soil Conservation  | 194,174            | 145,291                   | 608,174                   | 182,979  | 30.1% <sub>(9)</sub>         |    |
| Public Utilities   | 83,287             | 88,106                    | 88,106                    | 85,047   | 96.5%                        |    |
| Economic Physical Development Other                      | 20,000             | 20,000                    | 20,000                    | 20,000   | 100.0%                       |    |
| Industrial Park  | 9,020              | 1,427                     | 3,415                     | 2,220  | 65.0% <sub>(10)</sub>        |    |
| Economic Incentive                                       | 429,724            | 521,677                   | 549,457                   | 402,406  | 73.2%                        |    |
| Water and Sewer  | -                  | 250,000                   | 250,000                   | 20,287   | 8.1% <sub>(11)</sub>         |    |
| Education  | 93,502,807         | 94,047,126                | 94,047,126                | 93,056,498                                       | 98.9%                        |    |
| Other Uses:  |                    |                           |                           |  |                              |    |
| Transfers Out  | 34,241,477         | 19,902,741                | 30,545,537                | 29,473,936                                       | 96.5%                        |    |
| TOTAL  | \$ 316,793,829     | \$ 323,954,833            | \$ 344,101,218            | \$ 312,216,802                                   | 90.7%                        |    |

| Expenditures by Category      | FY17-18<br>UNAUDITED | FY19-20<br>ADOPTED BUDGET | FY19-20<br>REVISED BUDGET | (unaudited) AS OF<br>June 30, 2020 | PERCENT OF<br>BUDGET TO DATE |
|-------------------------------|----------------------|---------------------------|---------------------------|------------------------------------|------------------------------|
| <u>Personnel Expenditures</u> | \$ 128,499,408       | \$ 145,632,904            | \$ 146,341,793            | \$ 131,913,179                     | 90.1%                        |
| <u>Operating Expenditures</u> | 151,804,878          | 156,762,673               | 164,395,705               | 149,020,157                        | 90.6%                        |
| Capital Outlay                | 2,248,067            | 1,656,515                 | 2,818,183                 | 1,809,531                          | 64.2%                        |
| Transfers To Other Funds      | 34,241,477           | 19,902,741                | 30,545,537                | 29,473,936                         | 96.5%                        |
| TOTAL                         | \$ 316,793,829       | \$ 323,954,833            | \$ 344,101,218            | \$ 312,216,802                     | 90.7%                        |

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All references to any materials which are described in these minutes or incorporated into these minutes are to the materials that are contained in the same numbered item in the agenda for this meeting. These may be viewed online in the agenda set out on this web page <http://co.cumberland.nc.us/departments/commissioners-group/commissioners/meeting/agendas-minutes-and-videos>

COUNTY OF CUMBERLAND

Fiscal Year 2020 - June Year-to-Date Actuals (Report Run Date: August 5, 2020)

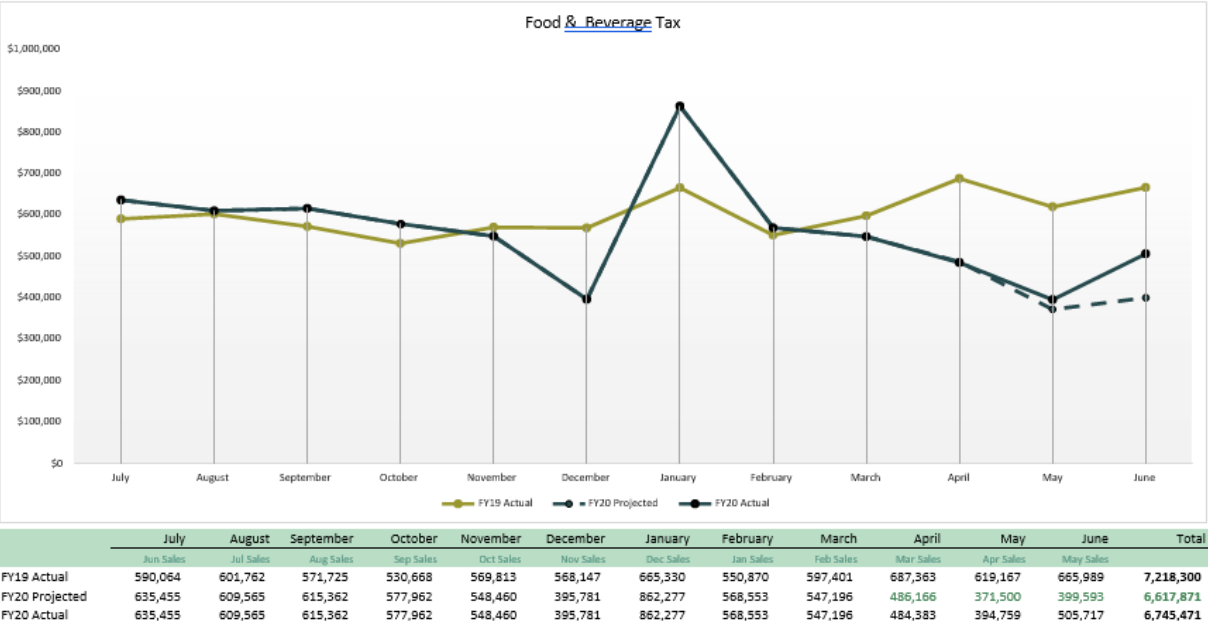
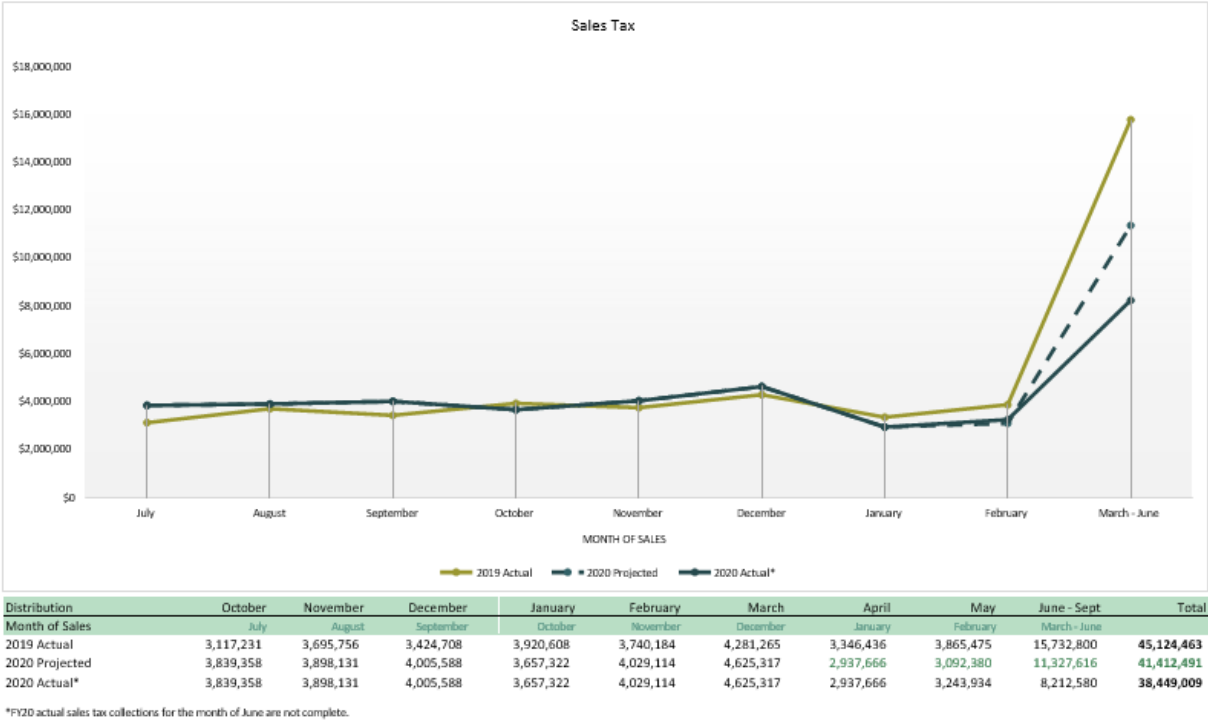
Additional Detail

General Fund Revenues

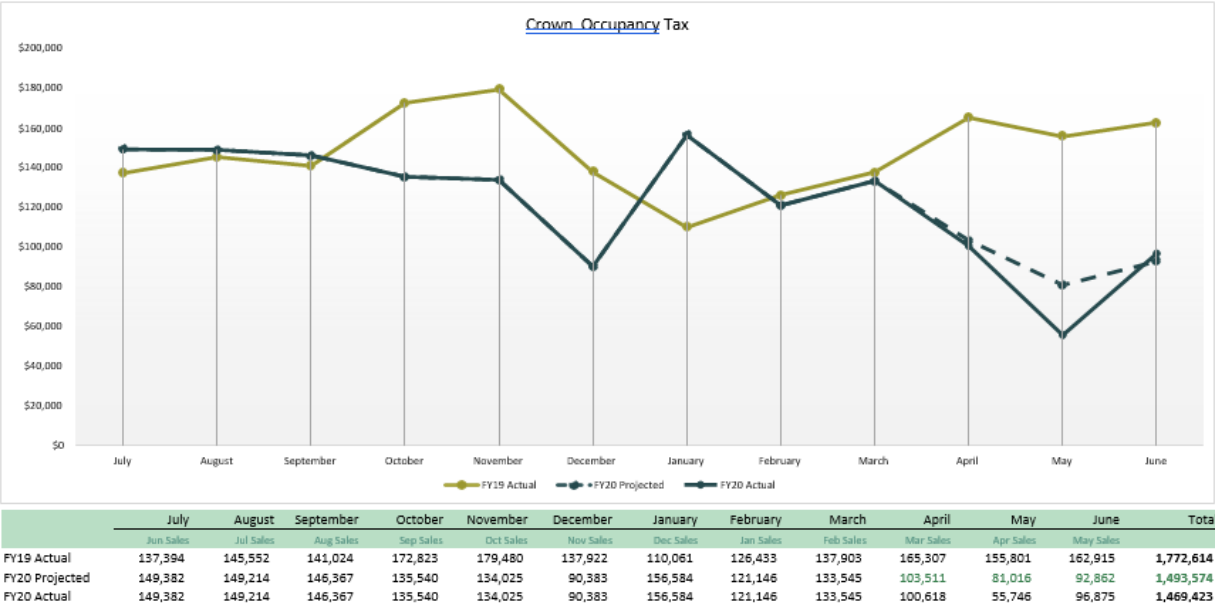
- (1) Current Year Ad Valorem 100.7% of budget for the fiscal year.
- (2) Motor Vehicles 102.0% - YTD Actual reflects 12 months of collections.
- (3) Sales Tax 88.7% - YTD Actual reflects 10 month of collections.
- (4) Unrestricted/Restricted Intergovernmental 84.9% - Revenue accruals have not yet been finalized/posted.

General Fund Expenditures

- (1) Court Facilities 54.0% - There were no requests from the Courts that met the capitalization criteria resulting in the \$40K budget being unutilized.
- (2) Facilities Maintenance 70.4% - There were no requests that met the capitalization criteria resulting in the \$70K budget being unutilized.
- (3) Board of Elections 69.1% - Capital outlay budgeted in the amount of \$155,655 was not utilized.
- (4) Legal - 72.0% - Personnel costs are low as a result of multiple vacancies within the department.
- (5) General Government Other 57.2% - Funds budgeted for Hurricane Dorian were not utilized; funds remain in contingency.
- (6) Public Safety Other 67.2% - The youth detention subsidy is lower compared to past years; multiple program invoices are pending final payment.
- (7) Stadium Maintenance 14.0% - Swampdogs last submitted a telephone reimbursement request for the month of August 2019. Additional costs are not expected.
- (8) Cooperative Extension 68.6% - Personnel costs are low caused by vacancies within the department.
- (9) Soil Conservation 30.1% - The majority of sub-contracted costs for Locks Creek from the 2018 NC Disaster Recovery Act remain unexpended.
- (10) Industrial Park 65.0% - Expenditures include grounds maintenance costs through May.
- (11) Water and Sewer 8.1% - There was not an expenditure need until June of this fiscal year.



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E. Project Updates

BACKGROUND

Please find attached the monthly project update report for your review.

RECOMMENDATION / PROPOSED ACTION

This is for information purposes only as there is no action required for this item.

| MONTHLY PROGRESS REPORT   |                 |  |                     |                   |
|---|-----------------|--|---------------------|-------------------|
| Project Location  | Contract Amount | Project Status   | Contract Start Date | Contract Duration |
| Department of Social Services Chiller and Cooling Tower Replacement Project | \$741,215.00    | The installation of the cooling tower and chiller is complete. The contractor is scheduling factory start-up and performing punch list items on the project.   | 4/4/2020            | 120 days          |
| Judge E. Maurice Braswell Courthouse Generator                              | \$3,076,097.00  | The contractor has completed 95% of the project. All equipment on the previous generator is now converted over to the new generators. Work is being performed to provide power to Rooms 564, 118 and 119, as well as the pressure booster and building controls.   | 10/23/2019          | 179 days          |
| LEC Elevator Modernization Project  | \$1,362,557.00  | The contractor has completed 95% of the improvements to elevator 2. It has passed State Inspection. The contractor is now working on elevator 1 (main lobby elevator). The interior work for all elevator cabs will be performed upon the finalization of all mechanical and electrical work on the elevators.   | 4/6/2020            | 179 days          |
| Department of Social Services Elevator Modernization Project                | \$175,590.00    | The engineer completed the design for code compliant and increased HVAC needs for the elevator machine rooms. The elevator machine room components were bid on 5/1/2020. The contract amount is \$95,000 with Haire Plumbing and Mechanical. The elevator mechanical improvement design will be performed by Cromwell Architects and bid out once the specifications and design are completed. | Not Started         | 60 days           |
| Crown Coliseum Cooling Tower Replacement                                    | \$596,000.00    | The contract is pending Purchasing and Legal approval at this time.  | Not Started         | 93 days           |
| Detention Center Grinder Pump   | \$232,400.00    | The contractor has installed the manhole and made the electrical connections to the panel to operate the grinder pump. The project is 85% complete and factory start up will be performed by August 30.  | 7/15/2020           | 160 days          |
| Crown Coliseum Parking Lot Improvement Project                              | \$653,976.60    | The contractor is performing work in the loading dock area to the Expo Center and back parking lot to the Ag Extension office. This work includes milling existing asphalt, concrete dumpster pad installation, concrete sidewalk, and paving operations.  | 6/20/2020           | 120 days          |
| Crown Coliseum ADA Bathroom and Ticket Booth Renovations                    | \$541,217.00    | The PO has been requested and the contract has been returned by legal. A Notice to Proceed will be issued upon PO receipt.   | Not Started         | 180 days          |

F. Health Insurance Update

BACKGROUND

As of July 1, 2019, retirees who are 65 and older became covered by a County funded fully insured plan through AmWINS. All other covered members remained insured by the County’s self-funded plan through BCBS. The information provided below and within the graphs has been updated to include the monthly premium amount paid to fund the fully insured plan and the actual monthly claims amounts for all other covered members. Combining these amounts for FY20 and beyond is necessary to ensure a complete picture when comparing the claims results to prior years.

Total health insurance claims plus the fully insured premium amount for FY20 are up 4.91% for the month of June as compared to the same month in FY19. To provide some perspective, below is the twelve-month average for the past five fiscal years. This average represents the average monthly year-to-date claims for each fiscal year and includes the fully insured premium for FY20. Additionally, graphs are provided in the attachment to aid in the analysis.

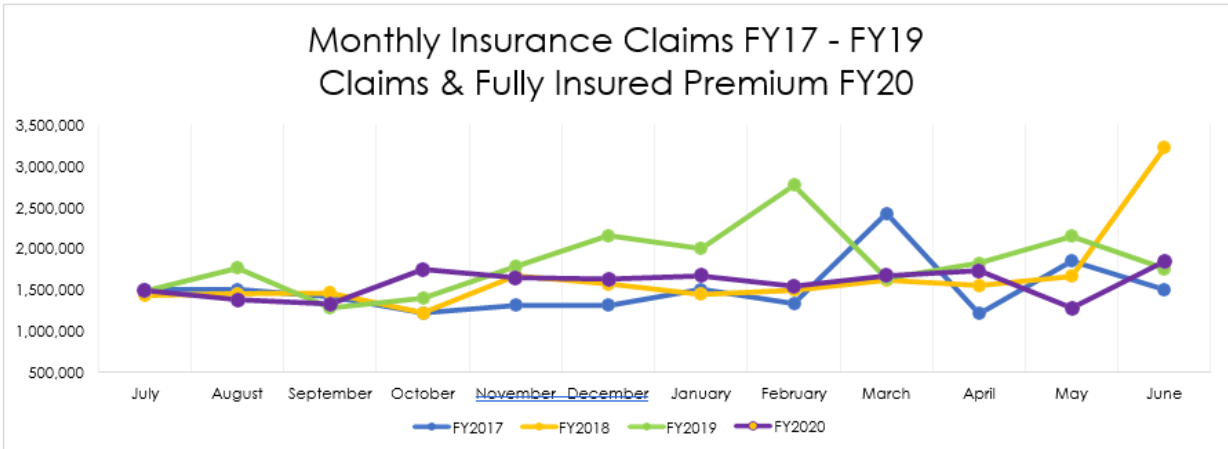
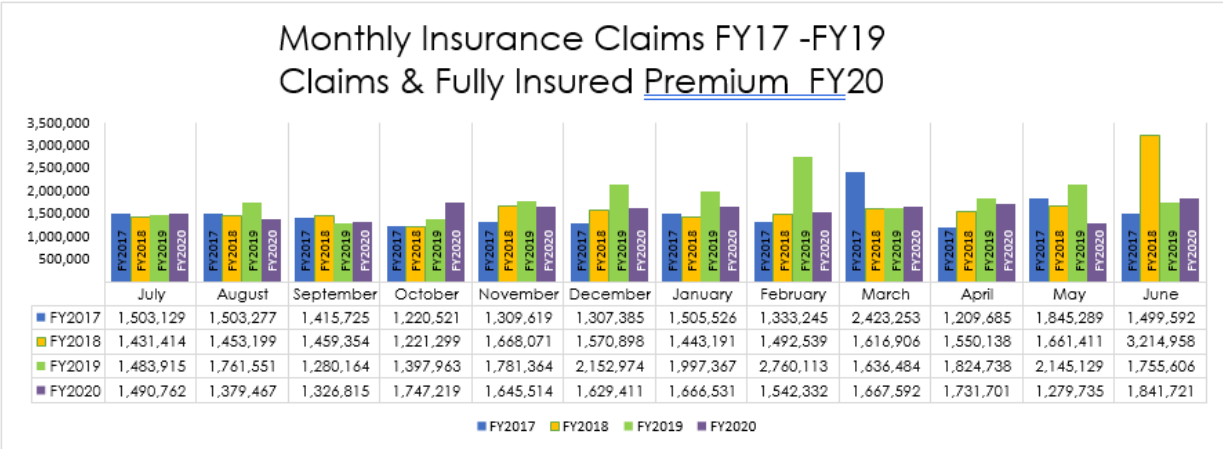
|  |               |
|--|---------------|
| Year to date claims and premium payment through June     | \$18,948,800  |
| Less year to date stop loss credits                      | (\$1,001,975) |
| Net year to date claims and premium payment through June | \$17,946,825  |

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Average monthly claims and fully insured premium (before stop loss) per fiscal year June:

FY16 \$1,813,478  
FY17 \$1,506,354  
FY18 \$1,648,615  
FY19 \$1,831,447  
FY20 \$1,576,067

RECOMMENDATION / PROPOSED ACTION  
For information only – no action needed.



7. CLOSED SESSION:

- A. Attorney-Client Matter(s) Pursuant to NCGS 143-318.11(a)(3)
- B. Closed Session for Personnel Matter(s) Pursuant to 143-318.11(a)(6)

MOTION: Commissioner Lancaster moved to go into closed session for Attorney Client Matter(s) Pursuant to NCGS 143.318.11(a)(3) and Personnel Matter(s) Pursuant to 143-318.11(a)(6).

SECOND: Commissioner Council  
VOTE: UNANIMOUS (7-0)

MOTION: Commissioner Boose moved to reconvene in open session.  
SECOND: Commissioner Lancaster  
VOTE: UNANIMOUS (7-0)

MOTION: Commissioner Boose moved to adjourn.  
SECOND: Commissioner Adams  
VOTE: UNANIMOUS (7-0)

There being no further business, the meeting adjourned at 5:00 p.m.

Approved with/without revision:

Respectfully submitted,

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Candice H. White  
Clerk to the Board