



Alamance County Board of Commissioners AGENDA

November 4, 2024, 9:30 AM
Commissioners' Meeting Room
124 West Elm Street
Graham, NC 27253

Pages

1. **CALL TO ORDER - CHAIRMAN PAISLEY**
2. **INVOCATION AND PLEDGE OF ALLEGIANCE - VICE-CHAIR CARTER**
3. **APPROVAL OF THE AGENDA**
4. **RECOGNITIONS**
 - 4.a **Presentation of FY 2024-2025 Distinguished Budget Presentation Award** 3
Accept the Government Finance Officers Association's Distinguished Budget Presentation Award for FY 2024-2025 and recognize staff from the County Manager's Office, Budget and Management Services, and Finance Department for their efforts to prepare the annual budget.
5. **PUBLIC COMMENTS**
(Citizens may address the Board for no more than 3 minutes)

For a complete review of the Public Comment Policy, please click here:

<https://www.alamance-nc.com/commissioners/wp-content/uploads/sites/2/2022/03/6-6-22-BOC-Public-Comment-and-Public-Hearing-Policy-Final-sm.pdf>
6. **CONSENT AGENDA**
Items listed under Consent are generally of a routine nature. The Board may take action to approve/disapprove all items in a single vote. Any item may be withheld from a general action, to be discussed and voted upon separately at the discretion of the Board.
 - 6.a **Update to Fire Prevention Code Ordinance – 2nd Reading** 9
Review updates to the Fire Prevention Code Ordinance.
 - 6.b **TAX REFUNDS**
 - 6.b.1 **Tax Refunds and Releases Oct 2024** 15
Approval of Tax Refunds, Releases and Elderly, Disabled Exemptions; Elderly Disabled Extensions.
 - 6.c **APPROVAL OF MINUTES** 21

7. PRESENTATIONS/OTHER BUSINESS

7.a BUDGET AMENDMENT - Rebecca Crawford, Budget & Management Services Director

7.a.1 Budget Amendment 5

30

The Board will consider approving and amending the General Fund to increase by \$605,613, the Grants Project Fund to increase by \$900,000, and the Alamance Community College Capital Projects Fund to increase by \$450,500.

7.b Combined Review Teams – Child Fatality and Prevention - Candice Gobble, Director of the Department of Social Services & Tony LoGiudice, Director of Public Health

34

The board will consider a request to proceed as a single-county team or a multi-county team before January 1, 2025.

7.c Employee Compensation: Market Study Presentation - Sarah Towne, Baker Tilly Consultant

39

Alamance County is in the second of three phased market pay studies of employee compensation and has contracted with Baker Tilly Consulting. The consultant, Sarah Towne, is presenting the findings of the Market Study. The Board is asked to consider taking action to implement the recommendations with an effective date of January 1, 2025.

8. COUNTY ATTORNEY'S REPORT

9. COUNTY MANAGER'S REPORT

10. COMMISSIONERS' COMMENTS

11. ADJOURNMENT



Alamance County Board of Commissioners

INFORMATION ITEM AGENDA ITEM

MEETING DATE: 11/4/2024

DATE SUBMITTED: 10/25/2024

FROM: Heidi York

DEPT: County Manager's Office

AGENDA TITLE: Presentation of FY 2024-2025 Distinguished Budget Presentation Award

TO: Alamance County Board of Commissioners

ISSUE/ACTION REQUESTED:

Accept the Government Finance Officers Association's Distinguished Budget Presentation Award for FY 2024-2025 and recognize staff from the County Manager's Office, Budget and Management Services, and Finance Department for their efforts to prepare the annual budget.

BACKGROUND/PURPOSE OF REQUEST:

Alamance County has received a Government Finance Officers Association (GFOA) Distinguished Budget Presentation Award for the FY 24-25 Budget document, which is a significant achievement by the county. It reflects the commitment of the governing body and staff to meeting the highest principles of governmental budgeting. In order to receive the budget award, Alamance County had to satisfy nationally recognized guidelines for effective budget presentation. These guidelines are designed to assess how well an entity's budget serves as:

- a policy document
- a financial plan
- an operations guide
- a communications device

Budget documents must be rated "proficient" in all four categories, and in the fourteen mandatory criteria within those categories, to receive the award. There are over 1,700 participants in the Budget Awards Program. The most recent Budget Award recipients, along with their corresponding budget documents, are posted quarterly on GFOA's website. Award recipients have pioneered efforts to improve the quality of budgeting and provide an excellent example for other governments throughout North America.

The Budget Department has experienced significant turnover over the recent years, however, hard-working staff (listed below) worked together as a team to create a balanced budget for FY 24-25. This budget not only benefitted the community but also rose to the level of receiving an award.

- Jessica Mooty, Budget Analyst
- Anna Bowland, Budget Analyst

- Alex Norwood, NCACC Intern
- Rebecca Crawford, Budget and Management Service Director
- Susan Evans, Finance Officer
- Sherry Hook, Deputy County Manager
- Bruce Walker, Assistant County Manager
- Brian Baker, Assistant County Manager

Most of the team members were new to the budget development process but researched and analyzed tirelessly in order to meet the needs of Alamance County. We appreciate and recognize their commitment to local government.

RECOMMENDATION:

Accept the Government Finance Officers Association's Distinguished Budget Presentation Award for FY 2024-2025 and recognize staff from the County Manager's Office, Budget and Management Services, and Finance Department for their efforts to prepare the annual budget.

ATTACHMENTS:



Government Finance Officers Association
203 North LaSalle Street, Suite 2700
Chicago, Illinois 60601-1210
312.977.9700 fax: 312.977.4806

October 11, 2024

Anna Bowland
Budget Analyst
Alamance County, North Carolina

Dear Anna:

A panel of independent reviewers have completed their examination of your Annual budget document for the period beginning July 2024. We are pleased to inform you that the panel has voted to award your budget document the Distinguished Budget Presentation Award from Government Finance Officers Association (GFOA). Please note that the Award has been granted on a qualified basis.

As you know, certain criteria of the Budget Awards Program are mandatory. Normally, failure to satisfy one of the mandatory criteria as determined by two or all three reviewers would preclude an organization from obtaining the award. Our review indicated that your budget document failed to satisfy the following criteria:

Performance measures

Because of your organization's past participation in the Budget Awards Program, this deficiency will not disqualify your budget document from receiving the Award this year. However, we encourage your entity to correct this deficiency by your next budget submission, or within two budget cycles at the latest, in order to continue to be eligible to receive the GFOA's Distinguished Budget Presentation Award.

Your Distinguished Budget Presentation Award is valid for one year. To continue your participation in the program, it will be necessary to submit your next budget document to GFOA within 90 days of the proposed budget's submission to the legislature or within 90 days of the budget's final adoption.

Your electronic award package contains the following:

- **Scores and Comments.** Each entity submitting a budget to the program is provided with reviewers' scores for each of the categories on which the budget document was judged along with reviewers' confidential comments and suggestions for possible improvements to the budget document. We urge you to carefully consider these suggestions as you prepare your next budget.
- **Budget Award.** A camera-ready reproduction of the Award is included for inclusion in your next budget. If you reproduce the camera-ready image in your next budget, it should be accompanied by a statement indicating continued compliance with program criteria. Please refer to the instructions for reproducing your Award in your next budget (also included in your award package).
- **Certificate of Recognition.** When a Distinguished Budget Presentation Award is granted to an entity, a Certificate of Recognition for Budget Presentation is also presented to the individual(s) or department designated as being primarily responsible for its having achieved the award.
- **Sample press release.** Attaining this Award is a significant accomplishment. The sample press release may be used to give appropriate publicity to this notable achievement.

In addition, award recipients will receive via mail either a plaque (if the government is a first-time recipient or has received the Award fifteen times since it received its last plaque) or a brass medallion to affix to the plaque.

We appreciate your participation in this program, and we sincerely hope that your example will encourage others in their efforts to achieve and maintain excellence in governmental budgeting. The most current list of award recipients can be found on GFOA's website at www.gfoa.org. If we can be of further assistance, please contact the Awards Programs staff at (312) 977-9700.

Sincerely,

A handwritten signature in black ink, reading "Michele Mark Levine". The signature is written in a cursive, flowing style.

Michele Mark Levine
Director, Technical Services Center



GOVERNMENT FINANCE OFFICERS ASSOCIATION
NEWS RELEASE

FOR IMMEDIATE RELEASE

10/11/2024

For more information, contact:
Technical Services Center
Phone: (312) 977-9700
Email: budgetaward@gfoa.org

(Chicago, Illinois)—Government Finance Officers Association is pleased to announce that **Alamance County, North Carolina** received GFOA's Distinguished Budget Presentation Award for its budget.

The award represents a significant achievement by the entity. It reflects the commitment of the governing body and staff to meeting the highest principles of governmental budgeting. In order to receive the budget award, the entity had to satisfy nationally recognized guidelines for effective budget presentation. These guidelines are designed to assess how well an entity's budget serves as:

- a policy document
- a financial plan
- an operations guide
- a communications device

Budget documents must be rated "proficient" in all four categories, and in the fourteen mandatory criteria within those categories, to receive the award.

There are over 1,700 participants in the Budget Awards Program. The most recent Budget Award recipients, along with their corresponding budget documents, are posted quarterly on GFOA's website. Award recipients have pioneered efforts to improve the quality of budgeting and provide an excellent example for other governments throughout North America.

Government Finance Officers Association (GFOA) advances excellence in government finance by providing best practices, professional development, resources, and practical research for more than 22,500 members and the communities they serve.



GOVERNMENT FINANCE OFFICERS ASSOCIATION

*Distinguished
Budget Presentation
Award*

PRESENTED TO

**Alamance County
North Carolina**

For the Fiscal Year Beginning

July 01, 2024

Christopher P. Morill

Executive Director



Alamance County Board of Commissioners

ACTION ITEM AGENDA ITEM

MEETING DATE: 11/4/2024

DATE SUBMITTED: 10/24/2024

FROM: Michelle Horn

DEPT: County Attorney's Office

AGENDA TITLE: Update to Fire Prevention Code Ordinance – 2nd Reading

TO: Alamance County Board of Commissioners

ISSUE/ACTION REQUESTED:

Review updates to the Fire Prevention Code Ordinance.

BACKGROUND/PURPOSE OF REQUEST:

The Fire Prevention Code Ordinance is the ordinance by which Alamance County Fire Marshalls improve public safety by promoting the control and abatement of fire hazards through the establishing of the responsibilities and procedure for code enforcement and setting the standards for compliance and achievement of these objectives.

Our current ordinance references the 2009 edition of the North Carolina State Building Code and adopts those codes as the Alamance County Fire Prevention Code. We will be updating the ordinance to reflect the current 2018 North Carolina State Building Code and its appendices.

The adoption of this ordinance requires two readings. This is the second reading.

RECOMMENDATION:

Adopt updates to the Fire Prevention Code Ordinance.

ATTACHMENTS:

ORDINANCE

ENABLING THE AUTOMATIC AMENDMENT OF THE ALAMANCE COUNTY FIRE PREVENTION CODE AS THE NATIONAL FIRE PREVENTION CODE AND THE NORTH CAROLINA STATE BUILDING CODE AMENDMENTS ARE PROPOSED AND ADOPTED

WHEREAS, it is necessary to amend the Alamance County Fire Prevention Code Ordinance to adopt the current North Carolina Fire Prevention Code as adopted by the North Carolina Building Code Council, together with all of its appendices.

NOW, THEREFORE, BE IT ORDAINED, by the Board of County Commissioners of Alamance County as follows:

Section 1. An Ordinance to improve public safety by promoting the control of fire hazards; regulating the installment, use and maintenance of equipment; regulating the use of structures, premises and open areas; providing for the abatement of fire hazards; establishing the responsibilities and procedures for code enforcement and setting forth the standards for compliance and achievement of these objectives; and adopting the amendments to the National Fire Prevention Code and the North Carolina State Building Code as amended from time to time.

This code shall be known as the Alamance County Fire Prevention Code. This Ordinance adopts the 2018 edition of the North Carolina State Building Code: Fire Prevention Code, and all appendices of such volumes, and any future Fire Prevention Codes and its appendices as amended from time to time by the North Carolina State Building Code Board. These Fire Prevention Codes, Building Codes and their Appendices as amended from time to time by the North Carolina Building Code Council, are hereby adopted and incorporated as if fully set out at length herein. Amendments to codes and standards adopted by reference in this ordinance, shall be effective in the County at the time such amendments become a part of the North Carolina State Fire Prevention Code.

The provisions thereof shall be controlling within the limits of Alamance County except for those portions of Alamance County governed by a city fire prevention code.

Section 2. It shall be unlawful for any person to violate the Alamance County Fire Prevention Code, or any amendment thereto, to permit or maintain such a violation, to disobey any provision thereof, or to fail or refuse to comply with any such provision or regulation. Proof of such unlawful act or failure shall be deemed prima facie evidence that such act is that of the owner or other person in control of the premises. Prosecution or lack thereof of either the owner, occupant or person in charge shall not be deemed to relieve any of the others.

Section 3. The Alamance County Fire Marshal shall be responsible for the enforcement of the Alamance County Fire Prevention Code. The Alamance County Fire Marshal may designate qualified employees of the Fire Marshal's Office as inspectors as from time to time shall be necessary, with the prior approval of the Alamance County Manager.

Section 4. It shall be the duty of the Alamance County Fire Marshal and the qualified employees of the Fire Marshal's Office to enforce all laws and ordinances of Alamance County, covering the following:

1. The prevention of fires;
2. The storage, sale and use of combustible, flammable or explosive material;
3. The installation and maintenance of automatic and other fire alarm systems and fire extinguishing equipment;
4. The maintenance and regulation of fire escapes;
5. The means and adequacy of exit in case of fire, from factories, schools, hotels, lodging houses, asylums, hospitals, churches, halls, theaters, amphitheaters and all other places in which numbers of persons work, live or congregate, from time to time, for any purpose;
6. The investigation of the cause, origin and circumstances of fires;
7. The maintenance of fire cause and loss records;
8. Duties enumerated in N. C. G. S. 153A-234.

They shall have such other powers and perform such other duties as are set out in other sections of this Ordinance, and as may be conferred and imposed from time to time by law or by the direction of the Alamance County Board of Commissioners.

Section 5. The Alamance County Fire Marshal shall prepare instructions and forms for use in the reports required by this Ordinance.

Section 6. The Alamance County Fire Marshal or qualified employee of the Fire Marshal's Office shall investigate the cause, origin and circumstances of every fire occurring in Alamance County, within an area covered by this Ordinance by which property has been destroyed or damaged, and so far as possible, shall determine whether the fire is the result of carelessness or design. Such investigations shall begin immediately upon the occurrence of such a fire. The Alamance County Fire Marshal shall take charge immediately of the physical evidence, shall notify the proper authorities designated by law to pursue the investigation of such matter and shall further cooperate with the authorities in the collection of evidence and in the prosecution of the case. Every fire shall be reported in writing to the Alamance County Fire Marshal within thirty (30) days after the occurrence of the same by the Fire Department officer of the Fire Department primarily responsible for fire protection in the area where such a fire has occurred. Such report shall be in such form as shall be prescribed by the Alamance County Fire Marshal, and shall

contain a statement of all facts relating to the cause, origin and circumstances of such fire, the extent of the damage thereof, and the insurance upon such property, and such other information as may be required, including the injury, death or rescue of persons.

Section 7. Before permits may be used as required by the Alamance County Code, the Fire Marshal or qualified employees of the Fire Marshal's Office shall inspect and approve the receptacles, process, vehicles, buildings or storage places to be used for any such purposes.

Section 8. The Fire Marshal shall inspect or cause to be inspected all premises on a periodic schedule in accordance with the North Carolina Fire Prevention Code for the purpose of identifying activities and conditions in buildings, structures and premises that pose dangers of fire, explosion or related hazards, and shall make such orders as may be necessary for the enforcement of the laws and ordinances governing the same and for safeguarding of life and property from fire.

Section 9. Whenever any inspector, as defined above, shall find in any building, or upon any premises or other places, combustible or explosive matter or dangerous accumulations of rubbish or unnecessary accumulation of waste paper, boxes, shavings or any highly flammable materials especially liable to fire, and which is so situated as to endanger property; or shall find obstructions to or on fire escapes, stairs, passageways, doors or windows, liable to interfere with the operations of a Fire Department or egress of occupants in case of fire, the inspector shall order the same to be removed or remedied, and such order shall forthwith be complied with by the owner or occupant of such premises or buildings.

Any owner or occupant failing to comply with such order within a reasonable period after the service of the said order shall be liable to penalties as hereinafter provided.

The service of any such order may be upon the occupant of the premises to whom it is directed, either by delivering a copy of same to such occupant personally, or leaving it with any person in charge of the premises, or, in case no such person is found upon the premises, by affixing a copy thereof in a conspicuous place on the door to the entrance of said premises and sending a copy by first class mail to the last known address of the occupant of the premises. Whenever it may be necessary to serve such an order upon the owner of premises, such order may be served either by delivering to and leaving with the said person a copy of the said order, or, if such owner is absent from the jurisdiction of the officer making the order, by mailing such copy by certified mail to the owner's last known post office address.

Section 10. The Alamance County Fire Marshal shall compile and keep a record of all fires and of all the facts concerning the same, including injuries, deaths, rescue of persons, and statistics as to the extent of such fires and the damage caused thereby, and whether such losses were covered by insurance, and if so, in what amount. Such record shall be made daily from the reports made by the Inspectors under the provisions of this ordinance.

Section 11. The Alamance County Fire Marshal shall make an annual report of activities of his office and shall transmit this report to the County Manager of Alamance County. The report shall contain proceedings under the Alamance County Fire Prevention Code with such statistics as the Alamance County Fire Marshal may wish to include therein.

Section 12. The Fire Marshal shall also recommend any amendments to the Alamance County Fire Prevention Code or related ordinance which shall be desirable.

Section 13. The provisions of the Alamance County Fire Prevention Code shall apply equally to both public and private property, and it shall apply to all structures and their occupancies, except as otherwise specified.

Section 14. The Alamance County Fire Prevention Code shall be deemed in exercise of the police powers of Alamance County, pursuant to N. C. G. S. 153A-235, for the preservation and protection of the public health, peace, safety and welfare, and all the provisions of the Alamance County Fire Prevention Code shall be liberally construed for that purpose.

Section 15. Any person who shall violate any of the provisions of the Alamance County Fire Prevention Code hereby adopted or shall fail to comply therewith; or shall violate or fail to comply with any order made thereunder; or shall build in violation of any details, statements, specifications or plans submitted or approved thereunder; or shall operate not in accordance with the provisions of any certificate, permit or approval issued thereunder; and from which no appeal has been taken, or who shall fail to comply with such an order as affirmed or modified by the Fire Marshal or by a court of competent jurisdiction within the time fixed herein shall severally for each and every violation and noncompliance, respectively, be guilty of a misdemeanor as provided by North Carolina General Statute 14-4, punishable by a fine of not more than \$50.00 or by imprisonment for not more than thirty (30) days or by both such fines and imprisonment. Each day such violation shall continue will constitute a separate offense. The imposition of a penalty for any violation shall not excuse the violation nor shall the violation be permitted to continue. Also, such persons shall be required to correct or remedy such violations or defects within a reasonable time, by equitable order of a court of competent jurisdiction or order of abatement, and when not otherwise specified, the application of the above penalty shall not be held to prevent the enforced removal of prohibited conditions.

Section 16. The following Appendices of the North Carolina State Building Code: Fire Prevention Code 2018 edition are hereby included as part of the Alamance County Fire Prevention Code: Appendix B, Appendix C, Appendix D, Appendix E, Appendix F, Appendix G and Appendix H.

The Appendices referred to hereinabove are incorporated as fully as if set out at length and are for utilization by the Alamance County Fire Marshal and the qualified employees of the Fire Marshal's Office in carrying out their duties under this Fire Prevention Code and said Appendices are not intended to bestow authority on any official, Board, Fire Department or other

organization not herein above specifically empowered to enforce this Fire Prevention Code.

Section 17. Fees may be established by the Alamance County Board of Commissioners for permits, certificates, approvals and other functions performed under the Alamance County Fire Prevention Code and shall be payable to Alamance County. Upon adoption of fee schedule, such fee shall accompany such application for such permit, approval, certificate or other fee related code provision. No fee shall be charged for any function unless specifically adopted by the Alamance County Board of Commissioners.

Section 18. The NC State Building Code often references and incorporates National Fire Protection Association (NFPA) guidelines to establish fire safety regulations within the state, with potential local amendments added as needed. Where provisions of the NFPA Fire Prevention Code are in conflict with the North Carolina State Building Code, the North Carolina State Building Code shall control.

Section 19. Nothing in this Ordinance shall be construed to conflict with Article 18 of Chapter 95 of the North Carolina General Statutes as enacted.

Section 20. All former ordinances or parts thereof conflicting or inconsistent with the provisions of this Ordinance or of the Alamance County Fire Prevention Code herein adopted are hereby repealed.

Section 21. This Ordinance shall take effect and be in force from and after its approval as required by law.

Adopted this the ____ day of November, 2024.

.....

The foregoing Ordinance makes amendments to the Alamance County Fire Prevention Code Ordinance that was adopted by the Board of Commissioners for the County of Alamance during its Regular Meeting on December ____, 2021. See Minute Book No. ____, Page ____.



Alamance County Board of Commissioners

ACTION ITEM AGENDA ITEM

MEETING DATE: 11/4/2024

DATE SUBMITTED: 10/21/2024

FROM: Aimee Perkins

DEPT: Tax

AGENDA TITLE: Tax Refunds and Releases Oct 2024

TO: Alamance County Board of Commissioners

ISSUE/ACTION REQUESTED:

Approval of Tax Refunds, Releases and Elderly, Disabled Exemptions; Elderly Disabled Extensions.

BACKGROUND/PURPOSE OF REQUEST:

Tax refunds, releases, and elderly, disabled exemptions as well as elderly, disabled extensions.

RECOMMENDATION:

Click or tap here to enter text.

ATTACHMENTS:

Tax Refunds and Releases Oct 2024

DATE 10/24/24
TIME 12:05:22
USER APERKINS
TAX

BOARD REVIEW OF CORRECTED RECEIPTS REPORT
ALAMANCE COUNTY
DEPOSIT DATES 9/27/2024 THROUGH 10/24/2024

PAGE 1
PROG# CL2182

YEAR	TAXPAYER NAME	DEPOSIT DATE	RECEIPT	DIST	REAL	PERSONAL	M VEH	MV FEE	S WASTE	REASON	ABTCD
2017	HEALTH 1ST / HSTRIAD LLC	10/22/2024	2799029	12		13.90				BUSINESS CLOSED	NOBOC
2017	HEALTH 1ST / HSTRIAD LLC	10/22/2024	2799030	12		.17				BUSINESS CLOSED	NOBOC
2017	HEALTH 1ST / HSTRIAD LLC	10/22/2024	2799031	12		14.42				BUSINESS CLOSED	NOBOC
2017	HEALTH 1ST / HSTRIAD LLC	10/22/2024	2799032	12		6.38				BUSINESS CLOSED	NOBOC
** YEAR TOTALS **						34.87					
2018	HEALTH 1ST / HSTRIAD LLC	10/22/2024	2904104	12		11.36				BUSINESS CLOSED	NOBOC
2018	HEALTH 1ST / HSTRIAD LLC	10/22/2024	2904105	12		.17				BUSINESS CLOSED	NOBOC
2018	HEALTH 1ST / HSTRIAD LLC	10/22/2024	2904106	12		12.07				BUSINESS CLOSED	NOBOC
2018	HEALTH 1ST / HSTRIAD LLC	10/22/2024	2904107	12		6.49				BUSINESS CLOSED	NOBOC
2018	JEFFERS WILLIE ANDERSON	10/16/2024	2929605	12		3.08				DID NOT OWN JAN	PPSLD
2018	JEFFERS WILLIE ANDERSON	10/16/2024	2929606	12		.65				DID NOT OWN JAN	PPSLD
** YEAR TOTALS **						33.82					
2019	PRIMITIVE BAPTIST CHURCH	10/23/2024	3095599	34	15.34					PART CEMETARY	XMPT
2019	COOPER GEORGE E	10/21/2024	3070308	35	67.29					CLERICAL MAPPING	NOBOC
2019	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3014780	12		9.96				BUSINESS CLOSED	NOBOC
2019	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3014781	12		.19				BUSINESS CLOSED	NOBOC
2019	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3014782	12		10.76				BUSINESS CLOSED	NOBOC
2019	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3014783	12		7.37				BUSINESS CLOSED	NOBOC
2019	JEFFERS WILLIE ANDERSON	10/16/2024	3045843	12		3.50				DID NOT OWN JAN	PPSLD
2019	JEFFERS WILLIE ANDERSON	10/16/2024	3045844	12		.74				DID NOT OWN JAN	PPSLD
2019	YOUNTS PATRICIA ANN	10/08/2024	2995057	44		8.42				DID NOT OWN MH J	PPSLD
** YEAR TOTALS **						82.63	40.94				
2020	COOPER GEORGE E	10/21/2024	3180667	35	67.29					CLERICAL MAPPING	NOBOC
2020	ELLIS DONNA	10/22/2024	3130819	33		15.96				DID NOT OWN JAN	PPSLD
2020	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3205768	12		7.89				BUSINESS CLOSED	NOBOC
2020	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3205769	12		.19				BUSINESS CLOSED	NOBOC
2020	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3205770	12		8.03				BUSINESS CLOSED	NOBOC
2020	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3205771	12		7.37				BUSINESS CLOSED	NOBOC
2020	JEFFERS WILLIE ANDERSON	10/16/2024	3158051	12		3.50				DID NOT OWN JAN	PPSLD
2020	JEFFERS WILLIE ANDERSON	10/16/2024	3158052	12		.74				DID NOT OWN JAN	PPSLD
2020	PRIMITIVE BAPTIST CHURCH	10/23/2024	3189374	34	19.47					PART EXEMPT	XMPT
2020	XAVIER DANILO CUZCO	10/22/2024	3790068	12		347.08				TOTAL LOSS	NOBOC
2020	YOUNTS PATRICIA ANN	10/08/2024	3106071	44		8.42				DID NOT OWN MH J	PPSLD
** YEAR TOTALS **						86.76	399.18				
2021	COOPER GEORGE E	10/21/2024	3299230	35	66.41					CLERICAL MAPPING	NOBOC
2021	GET PHAT INC	10/16/2024	3219815	12		.89				CLOSED BUSINESS	NOBOC
2021	GET PHAT INC	10/16/2024	3219816	12		11.14				CLOSED BUSINESS	NOBOC
2021	GET PHAT INC	10/16/2024	3219817	12		8.94				CLOSED BUSINESS	NOBOC
2021	GET PHAT INC	10/16/2024	3219818	12		10.60				CLOSED BUSINESS	NOBOC
2021	GILLAND RYAN GAGE	10/22/2024	3251511	11		5.42				DID NOT OWN JAN	PPSLD
2021	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3236388	12		7.26				BUSINESS CLOSED	NOBOC
2021	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3236389	12		.19				BUSINESS CLOSED	NOBOC
2021	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3236390	12		7.26				BUSINESS CLOSED	NOBOC
2021	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3236391	12		7.26				BUSINESS CLOSED	NOBOC

DATE 10/24/24
TIME 12:05:22
USER APERKINS
TAX

BOARD REVIEW OF CORRECTED RECEIPTS REPORT
ALAMANCE COUNTY
DEPOSIT DATES 9/27/2024 THROUGH 10/24/2024

PAGE 2
PROG# CL2182

YEAR	TAXPAYER NAME	DEPOSIT DATE	RECEIPT	DIST	REAL	PERSONAL	M VEH	MV FEE	S WASTE	REASON	ABTCD
2021	JEFFERS WILLIE ANDERSON	10/16/2024	3277288	12		3.45				DID NOT OWN JAN	PPSLD
2021	JEFFERS WILLIE ANDERSON	10/16/2024	3277289	12		.73				DID NOT OWN JAN	PPSLD
2021	PRIMITIVE BAPTIST CHURCH	10/23/2024	3307774	34	19.23					PART CEMTERY	XMPT
2021	TALAMANTES MIGUEL	10/16/2024	3323129	14		489.90				REGISTERED IN CA	NOBOC
2021	XAVIER DANILO CUZCO	10/22/2024	3250710	12		343.26				TOTAL LOSS	NOBOC
2021	YOUNTS PATRICIA ANN	10/08/2024	3219170	44		8.64				DID NOT OWN MH J	PPSLD
** YEAR TOTALS **					85.64	904.94					
2022	COOPER GEORGE E	10/21/2024	3416318	35	67.29					CLERICAL MAPPING	NOBOC
2022	GET PHAT INC	10/16/2024	3334926	12		.88				CLOSED BUSINESS	NOBOC
2022	GET PHAT INC	10/16/2024	3334927	12		10.98				CLOSED BUSINESS	NOBOC
2022	GET PHAT INC	10/16/2024	3334928	12		8.23				CLOSED BUSINESS	NOBOC
2022	GET PHAT INC	10/16/2024	3334929	12		8.70				CLOSED BUSINESS	NOBOC
2022	GILLAND RYAN GAGE	10/22/2024	3364211	11		5.35				DID NOT OWN JAN	PPSLD
2022	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3350382	12		7.15				BUSINESS CLOSED	NOBOC
2022	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3350383	12		.18				BUSINESS CLOSED	NOBOC
2022	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3350384	12		7.15				BUSINESS CLOSED	NOBOC
2022	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3350385	12		7.15				BUSINESS CLOSED	NOBOC
2022	JEFFERS WILLIE ANDERSON	10/16/2024	3395766	12		3.40				DID NOT OWN JAN	PPSLD
2022	JEFFERS WILLIE ANDERSON	10/16/2024	3395767	12		.72				DID NOT OWN JAN	PPSLD
2022	LIGHT FRED JAMES	10/22/2024	3339532	41		7.03				DID NOT OWN JAN	PPSLD
2022	LIGHT FRED JAMES	10/22/2024	3339533	41		5.54				DID NOT OWN JAN	PPSLD
2022	PRIMITIVE BAPTIST CHURCH	10/23/2024	3424261	34	18.98					PART CEMETARY	XMPT
2022	RIPPY TERRY LYNN	10/23/2024	3444904	34		92.26				DID NOT OWN JAN	PPSLD
2022	RIPPY TERRY LYNN	10/23/2024	3444905	34		86.32				DID NOT OWN JAN	PPSLD
2022	XAVIER DANILO CUZCO	10/22/2024	3363466	12		338.05				TOTAL LOSS	NOBOC
2022	YOUNTS PATRICIA ANN	10/08/2024	3334316	44		8.53				DID NOT OWN MH J	PPSLD
** YEAR TOTALS **					86.27	597.62					
2023	JONES ESTATES	10/02/2024	3445562	34		360.90				DID NOT OWN	NOBOC
2023	JONES ESTATES	10/02/2024	3445563	34		275.17				DID NOT OWN	NOBOC
2023	BURLINGTON ANIMAL HOSPITAL	10/21/2024	3615954	12		31.94				DOUBLE LIST 0720	DBLST
2023	BURLINGTON ANIMAL HOSPITAL	10/21/2024	3615955	12		372.16				DOUBLE LIST 0720	DBLST
2023	BURLINGTON ANIMAL HOSPITAL	10/21/2024	3615956	12		191.18				DOUBLE LIST 0720	DBLST
2023	BURLINGTON ANIMAL HOSPITAL	10/21/2024	3615957	12		22.54				DOUBLE LIST 0720	DBLST
2023	BURLINGTON ANIMAL HOSPITAL	10/21/2024	3615958	12		120.85				DOUBLE LIST 0720	DBLST
2023	COOPER GEORGE E	10/21/2024	3644457	35	36.16					CLERICAL MAPPING	NOBOC
2023	FOUST ANNE FOSTER	10/23/2024	3607033	11	876.50					SCE EXEMPT	SCEQL
2023	GET PHAT INC	10/16/2024	3559380	12		.58				CLOSED BUSINESS	NOBOC
2023	GET PHAT INC	10/16/2024	3559381	12		7.29				CLOSED BUSINESS	NOBOC
2023	GET PHAT INC	10/16/2024	3559382	12		5.47				CLOSED BUSINESS	NOBOC
2023	GET PHAT INC	10/16/2024	3559383	12		5.79				CLOSED BUSINESS	NOBOC
2023	GILLAND RYAN GAGE	10/22/2024	3586861	11		3.55				DID NOT OWN JAN	PPSLD
2023	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3573955	12		4.75				BUSINESS CLOSED	NOBOC
2023	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3573956	12		.12				BUSINESS CLOSED	NOBOC
2023	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3573957	12		4.75				BUSINESS CLOSED	NOBOC
2023	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3573958	12		4.75				BUSINESS CLOSED	NOBOC
2023	LIGHT FRED JAMES	10/22/2024	3563744	41		4.68				DID NOT OWN JAN	PPSLD
2023	LIGHT FRED JAMES	10/22/2024	3563745	41		3.70				DID NOT OWN JAN	PPSLD
2023	MOUNTZ KALI	10/10/2024	3615047	43		88.10				DID NOT OWN JAN	PPSLD

DATE 10/24/24
TIME 12:05:22
USER APERKINS
TAX

BOARD REVIEW OF CORRECTED RECEIPTS REPORT
ALAMANCE COUNTY
DEPOSIT DATES 9/27/2024 THROUGH 10/24/2024

PAGE 3
PROG# CL2182

YEAR	TAXPAYER NAME	DEPOSIT DATE	RECEIPT	DIST	REAL	PERSONAL	M VEH	MV FEE	S WASTE	REASON	ABTCD
2023	PRIMITIVE BAPTIST CHURCH	10/23/2024	3651893	34	41.61					PART CEMTERY	XMPT
2023	RIPPY TERRY LYNN	10/23/2024	3637829	12		51.76				DID NOT OWN JAN	PPSLD
2023	RIPPY TERRY LYNN	10/23/2024	3637830	12		48.43				DID NOT OWN JAN	PPSLD
2023	VALENTIN FRED MILLER	10/21/2024	3619499	44		63.88				DID NOT OWN JAN	PPSLD
2023	VILLALPANDO FRANCISCO J	10/16/2024	3591079	33		146.20				LISTED ON 071864	DBLST
2023	XAVIER DANILO CUZCO	10/22/2024	3586158	12		224.68				TOTAL LOSS	NOBOC
2023	YOUNTS PATRICIA ANN	10/08/2024	3558817	44		5.71				DID NOT OWN MH J	PPSLD
2023	ZACHARY KERR MATTHEW	10/16/2024	3619221	12		31.50				DID NOT OWN JAN	PPSLD
** YEAR TOTALS **					954.27	2080.43					
2024	KIM SUPPLY & RENTAL LLC	10/07/2024	3789211	12		212.60				LFP ADDED IN CLE	NOLL
2024	COULTRAP DARREN DEAN	10/08/2024	3666616	35		110.81				REG IN ANOTHER S	NOBOC
2024	ABERNATHY GEORGE WAYNE	10/02/2024	3743921	13		7.35				DID NOT OWN JAN	PPSLD
2024	BROWN SANDRA BAUGHN	9/30/2024	3744079	41		6.03				SOLD	PPSLD
2024	BURLINGTON ANIMAL HOSPITAL	10/21/2024	3733204	12		404.04				DOUBLE LIST 0720	DBLST
2024	BURLINGTON ANIMAL HOSPITAL	10/21/2024	3733205	12		196.96				DOUBLE LIST 0720	DBLST
2024	BURLINGTON ANIMAL HOSPITAL	10/21/2024	3733206	12		20.97				DOUBLE LIST 0720	DBLST
2024	BURLINGTON ANIMAL HOSPITAL	10/21/2024	3733207	12		21.03				DOUBLE LIST 0720	DBLST
2024	COOPER GEORGE E	10/21/2024	3767823	35	38.76					CLERICAL MAPPING	RPVAL
2024	CSI LEASING INC	10/23/2024	3765573	12		8.95				FILED TIMELY WIT	NOLL
2024	CSI LEASING INC	10/23/2024	3765574	12		72.97				FILED TIMELEY WI	NOLL
2024	CSI LEASING INC	10/23/2024	3765575	12		5.49				FILED TIMELY WIT	NOLL
2024	CURTIS GEORGE C & DEMETRICE P	10/02/2024	3768264	11	211.05					DV EXEMPT	SCEQL
2024	DARRAH DAVID	10/03/2024	3738490	43	302.63					SCE EXEMPT	SCEQL
2024	DONLEY AND SONS TRUCKING LLC	10/14/2024	3714782	41		247.30				TOTALED IN 21'DO	NOBOC
2024	DONLEY AND SONS TRUCKING LLC	10/14/2024	3714790	41		395.64				KEYED IN CLERICA	NOBOC
2024	FREY RANDYNE TEKLA	10/22/2024	3741971	16	724.30					SCE EXEMPT	SCEQL
2024	GET PHAT INC	10/16/2024	3679474	12		.64				CLOSED BUSINESS	NOBOC
2024	GET PHAT INC	10/16/2024	3679475	12		7.92				CLOSED BUSINESS	NOBOC
2024	GET PHAT INC	10/16/2024	3679476	12		5.94				CLOSED BUSINESS	NOBOC
2024	GET PHAT INC	10/16/2024	3679477	12		6.28				CLOSED BUSINESS	NOBOC
2024	GILLAND RYAN GAGE	10/22/2024	3705679	11		3.85				DID NOT OWN JAN	PPSLD
2024	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3693392	12		5.16				BUSINESS CLOSED	NOBOC
2024	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3693393	12		.13				BUSINESS CLOSED	NOBOC
2024	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3693394	12		5.16				BUSINESS CLOSED	NOBOC
2024	HEALTH 1ST / HSTRIAD LLC	10/22/2024	3693395	12		5.16				BUSINESS CLOSED	NOBOC
2024	KILMER BERNARD W JR	10/21/2024	3696367	34	247.05					DV EXEMPT	SCEQL
2024	LIGHT FRED JAMES	10/22/2024	3683679	41		5.02				DID NOT OWN JAN	PPSLD
2024	LIGHT FRED JAMES	10/22/2024	3683680	41		3.96				DID NOT OWN JAN	PPSLD
2024	MCKINNEY MARK ALLEN	10/07/2024	3766497	46		15.29				DID NOT OWN JAN	PPSLD
2024	MOUNTZ KALI	10/10/2024	3732357	43		91.05				DID NOT OWN JAN	PPSLD
2024	OSBORNE CYNTHIA P	10/22/2024	3756378	12	482.88					SCE EXEMPT	SCEQL
2024	PEGUES MAHLON BASS	10/02/2024	3704416	11	585.81					SCE EXEMPT	SCEQL
2024	PRIMITIVE BAPTIST CHURCH	10/23/2024	3774913	34	18.45					PART CEMETARY	XMPT
2024	RIPPY TERRY LYNN	10/23/2024	3761516	12		54.02				DID NOT OWN JAN	PPSLD
2024	RIPPY TERRY LYNN	10/23/2024	3761517	12		40.46				DID NOT OWN JAN	PPSLD
2024	ROBERTS HELEN E	10/22/2024	3743455	34	710.07					SCE EXEMPT	SCEQL
2024	RV PARKS OF THE TRIAD	10/01/2024	3732414	33		24.96				DID NOT OWN JAN	PPSLD
2024	SAUNDERS AND NORRIS FARMS LLC	10/16/2024	3738673	34	281.07					HSE BURNED 2023	NOBOC
2024	SAVANNAH GLEN HOMEOWNERS ASSOC	10/02/2024	3744937	15	1998.56					EXEMPT	OTHL
2024	STRICKLAND THOMAS HAMPTON	10/08/2024	3747848	40		54.74				MH IN THE REAL P	PPVAL

DATE 10/24/24
TIME 12:05:22
USER APERKINS
TAX

BOARD REVIEW OF CORRECTED RECEIPTS REPORT
ALAMANCE COUNTY
DEPOSIT DATES 9/27/2024 THROUGH 10/24/2024

PAGE 4
PROG# CL2182

YEAR	TAXPAYER NAME	DEPOSIT DATE	RECEIPT	DIST	REAL	PERSONAL	M VEH	MV FEE	S WASTE	REASON	ABTCD
2024	TERRY HOLLIS BRIDGET RENAY	10/03/2024	3722967	46	147.85					DOUBLE LIST	NOBOC
2024	VALENTIN FRED MILLER	10/21/2024	3736545	44		4.28				DID NOT OWN JAN	PPSLD
2024	WILKINS TEDDIE JEFFERSON	10/17/2024	3678556	43		.67				LIVES IN GUILFOR	OCNTY
2024	WILKINS TEDDIE JEFFERSON	10/17/2024	3678557	43		9.82				LIVES IN GUILFOR	OCNTY
2024	WILKINS TEDDIE JEFFERSON	10/17/2024	3678558	43		17.45				LIVES IN GUILFOR	OCNTY
2024	WILSON JEANENE A	10/22/2024	3725344	12	629.57					SCE EXEMPT	SCEQL
2024	WORTH DEBBIE L LIFE ESTATE	10/22/2024	3702590	11	470.65					SCE EXEMPT	SCEQL
2024	XAVIER DANILO CUZCO	10/22/2024	3705012	12		243.91				TOTAL LOSS	NOBOC
2024	YOUNTS PATRICIA ANN	10/08/2024	3678918	44		6.12				DID NOT OWN MH J	PPSLD
2024	ZACHARY KERR MATTHEW	10/16/2024	3736274	12		29.58				DID NOT OWN JAN	PPSLD
2024	10 FEDERAL	10/22/2024	3719677	11		729.29				CLERICAL ERROR	PPVAL

** YEAR TOTALS **

6848.70 3081.00

2025	APB PROPERTIES LLC	10/14/2024	3789539	12		1.50				MASS ABATEMENT B	BLMIN
2025	BAKER LISA ANN	10/14/2024	3789981	41		1.80				MASS ABATEMENT B	BLMIN
2025	BALDWIN MATTHEW CRAIG	10/14/2024	3789776	44		2.27				MASS ABATEMENT B	BLMIN
2025	BOONE KIMBERLY DAWN	10/14/2024	3789789	14		1.91				MASS ABATEMENT B	BLMIN
2025	BROWN BRANDY MICHELLE	10/14/2024	3789595	34		1.38				MASS ABATEMENT B	BLMIN
2025	BURLINGTON CHRISTIAN ACADEMY I	10/23/2024	3789911	12		673.84		5.00		EXEMPT SCHOOL	OTHL
2025	CLARK CHRISTOPHER RYAN	10/14/2024	3789664	36		.89				MASS ABATEMENT B	BLMIN
2025	EASTERLING GARY LEONARD	10/14/2024	3789953	44		2.93				MASS ABATEMENT B	BLMIN
2025	FARRELL KITTRA MARLITA	10/14/2024	3789859	12		1.60				MASS ABATEMENT B	BLMIN
2025	FISCAL FISCAL OFELIA	10/14/2024	3789827	11		1.83				MASS ABATEMENT B	BLMIN
2025	FISCH CAESAR MATTHIAS	10/14/2024	3789930	11		2.20				MASS ABATEMENT B	BLMIN
2025	FLORENCE MARGARET HALL	10/14/2024	3789992	43		.71				MASS ABATEMENT B	BLMIN
2025	FLYNN DONNA ALCON	10/14/2024	3789751	44		1.97				MASS ABATEMENT B	BLMIN
2025	GANDY CHARLES TREVOR	10/14/2024	3789774	43		.75				MASS ABATEMENT B	BLMIN
2025	GREEN DONNETTE	10/14/2024	3789801	14		1.20				MASS ABATEMENT B	BLMIN
2025	HALACHEFF HAROLD RICHARD	10/14/2024	3789991	45		.72				MASS ABATEMENT B	BLMIN
2025	HARBISON DONAVON RAMON	10/14/2024	3789667	11		1.02				MASS ABATEMENT B	BLMIN
2025	HOLMES JAMES ERIC	10/14/2024	3789902	44		1.12				MASS ABATEMENT B	BLMIN
2025	HORNBUCKLE DAVID LESTER	10/14/2024	3789938	44		2.54				MASS ABATEMENT B	BLMIN
2025	HUBBARD DEBORAH TROUTNER	10/14/2024	3789786	41		.74				MASS ABATEMENT B	BLMIN
2025	JONES RICKEY DION	10/14/2024	3789685	11		2.55				MASS ABATEMENT B	BLMIN
2025	KIMREY DAVID JONATHAN	10/14/2024	3789985	12		1.91				MASS ABATEMENT B	BLMIN
2025	MAGANA GONZALEZ THANIA GUADALU	10/14/2024	3789601	34		2.17				MASS ABATEMENT B	BLMIN
2025	MCCANDIES JOSEPH ALPHONZO	10/14/2024	3790007	35		1.15				MASS ABATEMENT B	BLMIN
2025	MCINTYRE ELIZABETH AMBER	9/30/2024	3788950	46		57.32				LIVES IN GUILFOR	OCNTY
2025	MERCER SHALINA MICHELL	10/14/2024	3789669	11		2.62				MASS ABATEMENT B	BLMIN
2025	PHILLIPS VICTOR LEON	10/14/2024	3789775	46		.44				MASS ABATEMENT B	BLMIN
2025	QUIROA LILIAN MARIBEL	10/14/2024	3789515	44		2.72				MASS ABATEMENT B	BLMIN
2025	RICHMOND TERESA DIANE	10/14/2024	3790027	31		1.33				MASS ABATEMENT B	BLMIN
2025	RONEY LAURA LEATH	10/14/2024	3789522	46		1.71				MASS ABATEMENT B	BLMIN
2025	ROSA ALEX	10/14/2024	3789857	43		.89				MASS ABATEMENT B	BLMIN
2025	SCOGGINS SABRINA WARREN	10/14/2024	3789716	36		1.72				MASS ABATEMENT B	BLMIN
2025	SCOTT TERRY DEAN	10/14/2024	3789968	12		1.91				MASS ABATEMENT B	BLMIN
2025	SILER DAVID	10/14/2024	3789990	44		1.12				MASS ABATEMENT B	BLMIN
2025	SOMERS JOHN DONALD JR	10/14/2024	3789609	34		2.03				MASS ABATEMENT B	BLMIN
2025	TOLLINGER CHRISTINA	10/14/2024	3789544	35		1.21				MASS ABATEMENT B	BLMIN
2025	WATKINS JERRY BLISS	10/14/2024	3789550	41		.76				MASS ABATEMENT B	BLMIN
2025	WATLINGTON PERNELL	10/14/2024	3789867	41		.69				MASS ABATEMENT B	BLMIN

DATE 10/24/24
TIME 12:05:22
USER APERKINS

BOARD REVIEW OF CORRECTED RECEIPTS REPORT
ALAMANCE COUNTY
DEPOSIT DATES 9/27/2024 THROUGH 10/24/2024

PAGE 5
PROG# CL2182

TAX		DEPOSIT																	
YEAR	TAXPAYER NAME	DATE	RECEIPT	DIST	REAL	PERSONAL	M	VEH	MV	FEE	S	WASTE	REASON	AB	TCD				
2025	WEEKS ANGELA HILLIARD	10/14/2024	3789977	40		2.23							MASS ABATEMENT	B	BLMIN				
2025	WHITE IRENE MILES	10/14/2024	3790024	35		1.35							MASS ABATEMENT	B	BLMIN				
2025	WRENN TABATHA LYNN	10/14/2024	3789703	34		1.25							MASS ABATEMENT	B	BLMIN				

** YEAR TOTALS ** 792.00 5.00

*** FINAL TOTALS *** 8144.27 7964.80 5.00

*** NORMAL END OF JOB ***

**MINUTES OF THE REGULAR MEETING OF THE ALAMANCE COUNTY BOARD
OF COMMISSIONERS FOR ALAMANCE COUNTY**

**September 3, 2024, 9:30 AM
Commissioners' Meeting Room
124 West Elm Street
Graham, NC 27253**

Board Members Present: Chairman John Paisley Jr
Vice-Chair Steve Carter
Commissioner William "Bill" T. Lashley
Commissioner Pamela Thompson
Commissioner Craig Turner

CALL TO ORDER - CHAIRMAN PAISLEY

INVOCATION AND PLEDGE OF ALLEGIANCE - COMMISSIONER THOMPSON

APPROVAL OF THE AGENDA

Moved by: Vice-Chair Carter

Seconded by: Commissioner Lashley

APPROVED UNANIMOUS

PUBLIC COMMENTS

None

CONSENT AGENDA

Moved by: Vice-Chair Carter

Seconded by: Commissioner Lashley

APPROVED UNANIMOUS

APPOINTMENTS/ REAPPOINTMENTS

Library Committee – Lindsay McKinney

Recreation & Parks Commission – Lee Isley

Tourism Development Authority (TDA) - Michael Hammond

BUDGET AMENDMENTS

Budget Amendment 3

Year End Designations

Resolution Authorizing the Exchange of Property

Annual Settlement of 2023-2024 Taxes

APPROVAL OF MINUTES

Regular Minutes of June 17, 2024

Closed Session Minutes of August 5, 2024

PUBLIC HEARING

Subdivision Ordinance Lot Size Changes - Matthew Hoagland, Planning Director

The county's Planning Director, Matthew Hoagland, presented four proposed amendments to the Subdivision Ordinance. The Planning Board approved those amendments during their July 11, 2024 meeting.

Those changes included:

Increasing the minimum size for new subdivision lots served by well and septic systems from the current size of 30,000 square feet to a new size of 65,000 square feet (roughly 1.5 acres).

- Increasing new lot minimums in watershed areas from one acre to 65,000 square feet.
- Increasing the road frontage width of cul-de-sac lots from 20 feet to a new standard of 26 feet as measured along the chord.
- Finally, creating a new width requirement for cul-de-sac lots of 175 feet at the building site while exempting new lots above two (2) acres from width rules.
- In approving the changes, the Planning Board issued the following consistency statement in accordance with N.C. Gen. Stat. 160D-604(d):

“We find that this Subdivision Ordinance amendment is consistent with the following Alamance County Land Development Plan’s Land Use and Agriculture policy recommendations:

- Recommendation 2.1 encourages increasing base lot size requirements and improving open space preservation in new development.

- Recommendation 3 encourages reducing development pressure in rural and agricultural areas.”

Mr. Hoagland gave a brief presentation and history of this issue and how the proposed changes would function. He noted that the public hearing notice had run twice in the local newspaper as required by state law.

Vice-Chair Carter, seconded by Commissioner Lashley, moved to open the public hearing. The motion carried without opposition.

The following speakers were heard from the floor:

Chris Faust, a septic and utility contractor/developer, spoke against the Planning Board's proposed recommendations.

Jeff Allred, a landowner, said making the lots bigger did nothing to make housing more affordable. He said restricting lot sizes does not make housing more affordable.

Jeff Throneberg, Alamance-Caswell Home Builders Association President, spoke against the proposed recommendations. He said he had provided previous data on average house prices to the Planning Board. He said increasing the lot sizes would cost a homebuyer an extra \$400 per month. He asked the Board to meet and have conversations with developers and builders before they made a decision.

Sandy Ellington-Graves, a realtor, provided background from the Planning Board Subcommittee during her time as a Planning Board member. She explained this debate arose after the failed Snow Camp Zoning Plan. She said after the failed plan, there was a suggestion to increase the minimum lot size from 30,000 to 5 acres. Ms. Ellington-Graves said the primary focus was stopping development in the county's rural parts. She mentioned that she had shared a full report from the subcommittee to the entire Planning Board, and the conclusion and general agreement was that a minimum of one acre was a gracious plenty. She said the increase in the lot size was an added financial burden to affordable housing. She supported a one acre lot size.

Nolan Kirkman, a licensed engineer, suggested that the proposed changes were grossly overscaled. He said a better approach to preserving rural land, promoting prosperity for landowners, preserving tax base potential, and keeping a low tax rate was employing dense development with proper view shed and buffer regulations.

Ken Walker, Mebane realtor, spoke against the recommendations.

Henry Vines, a farmer and Planning Board Member, spoke that the recommended changes would not restrict the amount he could sell his land. He said farmers were subsidizing all of the houses being built. Mr. Vines said the farmers were trying to preserve the rural part of the county. He said that he supported the amendments and the two acres. He said the Planning Board agreed on 1.5 acres. Mr. Vines asked the Board to approve the recommendations.

Dwight Eperson, a real estate agent and land developer, opposed the recommendations. He said the average new homeowner could not afford the larger lots. Mr. Eperson commented that the economy was already struggling, and this was not practical at this time.

Todd Lambert, a professional engineer, suggested the current Planning Board recommendations were their own personal agenda. He said he did not believe that they solved a problem. He mentioned that the proposed changes were a burden on the county. Mr. Lambert asked the Board not to approve the recommendations.

No other speakers were heard from the floor. Vice-Chair Carter, seconded by Commissioner Lashley, moved to close the public hearing. The motion carried without opposition.

Commissioner Turner suggested having the Planning Department and the Planning Board take another comprehensive look and recommendations. He suggested bringing it back in 30 days.

The Board took no action.

PRESENTATIONS/OTHER BUSINESS

Courthouse Space Needs Discussion - Brian Baker, Assistant County Manager

Brian Baker, Assistant County Manager, presented short-term space need options with a new judge starting on January 1. He explained that additional space was needed to hold small claims court. Mr. Baker reviewed the three short-term options and the approximate costs of \$3-\$5 million.

Proposal 1

- Moves Courts to the 1st floor of the County Office Building
- Moves the Tax Department to an alternative building in Graham
- Approximate 6-month timeline
- Total Cost: Approximately \$3-4 million

Benefits:

- Maintains the Jury Room in J.B. Allen Courthouse.
- Restores drive-thru service for the Tax Department.

Negatives:

- Would remove the Tax Department from the Main Graham Campus.
- Possible conflicts of use in the lobby of the County Office Building.

Proposal 2

- Renovate the J.B. Allen jury room into a small courtroom.
- Dedicate the County Annex for Court use, including jury assembly.
- Renovate the Elderly Services building for the Planning and Inspections Departments.
- Keep the Tax Department in its current location.
- Renovate Elderly Services Building
- Create a one-stop Development Services building by moving the Planning and Inspections Departments
- 14,000 sq. ft.
- Total Cost: \$4-5 million

Benefits:

- Creates 11,000 sq. ft of additional flex space for Courts to assist in the construction/renovation process.
- Creates a single location for all permitting needs on one campus.
- Maintains County Office Building for County Government purposes.

Negatives:

- Eliminates only large meeting space on the Graham campus

Proposal 3

- Renovate the J.B. Allen jury room into a small courtroom.
- Dedicate the County Annex for Court use, including jury assembly.
- Move the Tax Department to an alternative location building in Graham.
- Move Planning and Inspections to the County Office Building. (Veterans Services to remain in the annex).

Benefits:

- Creates 10,000 sq. ft of additional space for Courts to assist in the construction/renovation process.
- Restores drive-thru service for Tax Department.
- Maintains County Office Building for County purposes.

Negatives:

- Would remove Tax Department from the Main Graham Campus.
- Would not create a single location for all permitting needs on one campus.

Judge Overby said she appreciated everyone trying to offer solutions. She did not want to see courts shut down on January 1 because they did not have the space to hold court. She said the proposal to use the JBA jury assembly room was too small. She expressed concerns about adding a fourth building to run jurors back and forth and asked the Board to take that into consideration.

Moved by: Chairman Paisley

Seconded by: Commissioner Turner

Approval of Proposal # 2 carried 4-1 with Chairman Paisley, Vice-Chair Carter, and Commissioners Lashley and Turner voting in favor. Commissioner Thompson voted in opposition.

APPROVED

ABSS Needs-Based Grant Application - Greg Hook, ABSS Chief Operations Officer

Greg Hook, ABSS Chief Operations Officer, presented a needs-based grant application request. He said a 25% match was required because Alamance County was a Tier 2 county. Mr. Hook noted that a 25% match was needed on each grant. He commented that the county already had funding in place of \$5.2 million. He continued that if the school system were awarded the grants, that would save the county \$4.2 million, which would go back into the available bond funds or the capital reserve funds.

Moved by: Vice-Chair Carter

Seconded by: Commissioner Turner

Approval of the Needs-Based grant applications.

APPROVED UNANIMOUS

Alamance-Burlington School System Capital Request - Greg Hook, ABSS Chief Operations Officer

Greg Hook, ABSS Chief Operations Officer, asked the Board to approve a budget amendment for \$462,278 from the Southern High School roof project and transfer it to the Graham Middle School roof project. He explained that the Southern High School roof project was \$992,000 under budget. He said that unsuitable roof decking was discovered at Graham Middle School, requiring a change order and redesign fees.

Moved by: Vice-Chair Carter

Seconded by: Chairman Paisley

Approval of a budget amendment in the amount of \$462,738 from the Southern High School roof project to the Graham Middle School roof project.

APPROVED UNANIMOUS

Resolution rejecting Surplus Property

County Attorney Stevens presented a resolution rejecting ABSS surplus property. The state will receive a small amount of property near the front of Eastlawn Elementary School for the widening of the road.

Moved by: Chairman Paisley

Seconded by: Commissioner Lashley

Approval of the resolution rejecting the ABSS surplus property.

APPROVED UNANIMOUS

ALCOVETS Balloon Festival Update - Richard Shevlin, ALCOVETS

Richard Shevlin, President of AlcoVets, gave an update on the balloon festival. He requested that the Board relieve AlcoVets of the \$4,000 fee for using the park for the balloon festival. Mr. Shevlin said AlcoVets contributed over \$100,000 to putting on the balloon festival.

Moved by: Chairman Paisley

Seconded by: Vice-Chair Carter

Approval to waive the amount of \$4,000 for AlcoVets to use Cedarock Park in conjunction with their coordination of the balloon fest. That motion carried 3-2 with Chairman Paisley, Vice-Chair Carter, and Commissioner Lashley voting in favor. Commissioners Thompson and Turner voted in opposition.

APPROVED

Alamance County Sheriff's Office Additional Funding Request - Sheriff Terry Johnson

Sheriff Terry Johnson reported that 93 employment applications had been received since July 1st. He mentioned that 65 of those applications were rejected for various reasons, including the inability to pass psychological testing, drug use, criminal history, and no driver's license. He continued that 28 applicants remained in the application pool. Sheriff Johnson commented that 12 of those 28 applicants have moved on through the process and received conditional

employment offers. Sheriff Johnson said he was back to as the Board to hire 10 more applicants eligible for the sign-on bonus program.

Moved by: Chairman Paisley

Seconded by: Vice-Chair Carter

Approval of funding for the hiring of 10 more officers under the sign-on bonus program.

APPROVED UNANIMOUS

Roofing and HVAC Assessment Studies – Final Report - Brian Baker, Assistant County Manager

Brian Baker, Assistant County Manager, gave an update on the Roofing/HVAC Assessment studies. He reminded the Board that at the end of last year, they began a comprehensive evaluation process of the roofs and HVAC systems of the school system and the county. He continued that after receiving the interim report early this year, they were able to decide how to spend the available bond proceeds. He said the consultants had finished their evaluations and worked together to prioritize the upcoming needs after the bond funding expenditures. Mr. Baker reported \$10.8 million in roof expenses and \$15 million in HVAC expenses for ABSS for a total of \$26 million.

Mr. Baker said the county's needs were less pressing, but three primary needs needed to be addressed relatively quickly. He shared that there was remaining work to do on the Human Services Building, some additional work on the J.B. Allen Courthouse, and roof work was needed on the prison annex building. Mr. Baker said the estimated expenses for the county were a total of \$2.7 million.

Chairman Paisley asked if any action was needed at that time. County Manager York said no action was required at the time. She suggested planning for this in the long-term capital improvement plan.

COUNTY ATTORNEY'S REPORT

No was report given.

COUNTY MANAGER'S REPORT

No was report given.

COMMISSIONERS' COMMENTS

Commissioner Thompson mentioned that she still had unanswered questions about the items she had brought up at the last meeting about the Alamance Behavioral Health Center.

Commissioner Lashley spoke about a memorial service for the son of one of the Public Health employees later that day.

Chairman Paisley mentioned the monthly meetings with the superintendent and the Board of Education Chair would resume in October.

ADJOURNMENT

Vice-Chair Carter, seconded by Commissioner Lashley, moved to adjourn the meeting. The motion carried.

There being no further business to be brought before the Board, the meeting adjourned at 1:37 PM.

John Paisley, Jr., Chairman

Alamance County Board of Commissioners

Tory M. Frink, Clerk to the Board



Alamance County Board of Commissioners

BUDGET AMENDMENT AGENDA ITEM

MEETING DATE: 11/4/2024

DATE SUBMITTED: 10/25/2024

FROM: Rebecca Crawford

DEPT: Budget and Management Services

AGENDA TITLE: Budget Amendment 5

TO: Alamance County Board of Commissioners

ISSUE/ACTION REQUESTED:

The Board will consider approving and amending the General Fund to increase by \$605,113, the Grants Project Fund to increase by \$900,000, and the Alamance Community College Capital Projects Fund to increase by \$450,500.

BACKGROUND/PURPOSE OF REQUEST:

General Fund

1. Transportation

The County was awarded \$140,113 (Elderly and Disabled Transportation Assistance Program (EDTAP): \$27,794, Employment Transportation Assistance Program (EMPL): \$42,837, Rural General Public Program (RGP): \$69,482) for the FY25 Rural Operating Assistance Program Funding (ROAP) on behalf of Alamance County Transportation Authority (ACTA). The grant requires a 10% match, which will be provided through ACTA fare revenue with no match provided by the County.

2. Family Justice Center

The Family Justice Center was awarded \$15,000 from Camp HOPE America NC WellCare Grant. Funds will be used to support Camp HOPE America-related program expenses. These expenses include but are not limited to, program fees, supplies, affiliation fees, and travel-related expenses to attend the Camp HOPE America pre-conference and the Family Justice Center annual conference. This amendment will appropriate \$15,000 to the General Fund. No county match is required.

American Rescue Plan Act Fund

3. County Manager

The County Manager requests to amend the American Rescue Plan Act (ARPA) Fund project ordinance to re-allocate funding to close-out completed projects and ensure all unspent funds are obligated by the December 31, 2024 deadline. Staff request to cancel the Replacement Ambulances and Ambulance Remounts projects as they were determined to be ineligible due to the procurement methods used meeting state requirements but not federal funding requirements. All of the remaining funds (\$2,240,887.92) will be used to supplant additional Emergency Medical Services salary and fringe expenses from FY23-24.

Revenue

ARPA Projects Fund	FY24-25 Current Revised Budget	Budget Amendment 5	FY24-25 Revised Budget
American Rescue Plan Act	\$32,925,136.00	\$0.00	\$32,925,136.00
Interest	\$2,737,756.00		\$2,737,756.00
Total Revenue	\$35,662,892.00	\$0.00	\$35,662,892.00

Expenditures

Alamance County Public Health Response	\$207,872.18	\$0.00	\$207,872.18
Detention Department Payroll FY 21-22	\$5,010,157.00	-\$0.14	\$5,010,156.86
Emergency Medical Services EMS FY 21-22 and FY23-24 Payroll (Transfer to General Fund)	\$4,838,790.00	\$2,240,888.10	\$7,079,678.10
EMS and Health Department Payroll Costs March 2021 to May 2021	\$3,538,791.91	-\$420.00	\$3,538,371.91
Health Software for Detention Center	\$49,860.00	\$0.00	\$49,860.00
Communicable Disease Nurse Position	\$213,723.00	-\$1,893.39	\$211,829.61
Human Services Center HVAC Ventilation Upgrade	\$1,712,350.00	-\$41,692.98	\$1,670,657.02
Grant Administrator Position	\$236,250.00	-\$57,789.66	\$178,460.34
HEPA Air Filtration for EMS Stations	\$76,096.92	-\$33,945.76	\$42,151.16
Public Safety Training Center EMS Sheriff Water Sewer Project	\$500,000.00	-\$450,500.00	\$49,500.00
General Government Services	\$10,000,000.00	\$0.00	\$10,000,000.00
GREAT Grant Broadband Project 01	\$50,000.00	\$0.00	\$50,000.00
GREAT Grant Broadband Project 02	\$30,300.82	\$0.00	\$30,300.82
Mobile Radio Replacement (Transfer to Renovation & Repair Fund)	\$4,800,000.00	-\$83,309.00	\$4,716,691.00
Replacement Ambulances (Transfer to General Fund)	\$1,125,036.00	-\$1,125,036.00	\$0.00
Replacement Paramedic Vehicles (Transfer to General Fund)	\$245,510.00	-\$155,903.00	\$89,607.00
Ambulance Remounts (Transfer to General Fund)	\$290,818.00	-\$290,818.00	\$0.00
Unallocated (ARPA Interest)	\$2,737,336.18	\$419.82	\$2,737,756.00
Total	\$35,662,892.00	-\$0.01	\$35,662,892.00

ACC Capital Projects Fund

4. County Manager and Alamance Community College

The County Manager requests to amend the Alamance Community College Capital Projects Fund ordinance to appropriate \$450,500 in a General Fund Transfer (using supplanted ARPA funding – see item 4 above) to the ACC Capital Projects Fund to support the ACC Water & Sewer Project originally funded using ARPA. The county received zero bids in an earlier attempt to find a vendor to construct the water and sewer line and have determined the most expedient way to finalize the project would be to add funding to the larger Public Safety Training Center project administered by ACC.

Revenue			
ACC Capital Project Fund	FY24-25 Revised Budget	Budget Amendment 5	FY24-25 Revised Budget
Transfer In (ACC Capital Reserve)	\$23,076.00	\$0.00	\$23,076.00
Transfer In (General Fund)	\$0.00	\$450,500.00	\$450,500.00
Total Revenue	\$23,076.00	\$450,500.00	\$473,576.00

Expenditures			
Future Projects	\$23,076.00	\$0.00	\$23,076.00
Public Safety Center	\$0.00	\$450,500.00	\$450,500.00
Total Expenditures	\$23,076.00	\$450,500.00	\$473,576.00

Grant Project Fund

5. Health

The Public Health Department was awarded \$900,000 from the Department of Justice (DOJ) Bureau of Justice Assistance Grant for Reducing Crime and Recidivism Adult Treatment Court Program. The term of the grant is from 10/1/2024 to 9/30/2028. Funds will be used to target high-risk, high-need, non-violent individuals, who are post-adjudication, and whose low-level felonies or misdemeanors are directly or indirectly motivated by drug and/or alcohol use. This amendment will appropriate \$900,000 to the Grant Project Fund. Real property and equipment, as opposed to monetary funds and general fund dollars amounting to \$0. No county match is required.

Revenue

Grant Project Fund	FY24-25 Current Revised Budget	Budget Amendment 5	FY24-25 Revised Budget
Grant Funds	\$425,000	\$0	\$425,000
Federal Funds	\$950,000	\$900,000	\$1,850,000
Total Revenue	\$1,375,000	\$900,000	\$2,275,000

Expenditures

Cooperative Extension - Gold Leaf Grant	\$300,000	\$0	\$300,000
FJC - Governor's Crime Commission	\$125,000	\$0	\$125,000
FJC - Improve the Criminal Justice Response (ICJR) program	\$500,000	\$0	\$500,000
FJC - Training and Services to End Violence and Abuse of Women Later in Life Program	\$450,000	\$0	\$450,000
Health - Bureau of Justice Assistance Grant	\$0	\$900,000	\$900,000
Total Expenditures	\$1,375,000	\$900,000	\$2,275,000

Budget Amendment 5 Fund Summary

Budget Amendment Items	General Fund	ARPA Fund	Grants Fund	ACC Capital Project Fund
FY24-25 Current Revised Budget	\$241,035,796	\$35,662,892	\$1,375,000.00	\$23,076.00
1. Transportation	\$140,113			
2. Family Justice Center - Wellcare Grant	\$15,000			
3. County Manager		\$0		
4. County Manager	\$450,500			\$450,500.00
5. Health - BJA Grant			\$900,000.00	
FY24-25 New Revised Budget	\$241,641,409	\$35,662,892	\$2,275,000.00	\$473,576.00
Net Change	\$605,613	\$0	\$900,000	\$450,500

RECOMMENDATION:

The Board will consider approving and amending the General Fund to increase by \$605,113, the Grants Project Fund to increase by \$900,000, and the Alamance Community College Capital Projects Fund to increase by \$450,500.

ATTACHMENTS:



Alamance County Board of Commissioners

ACTION ITEM AGENDA ITEM

MEETING DATE: 11/4/2024

DATE SUBMITTED: 10/28/2024

FROM: Carmen Morrow

DEPT: Health Department and Social Services

AGENDA TITLE: Combined Review Teams – Child Fatality and Prevention

TO: Alamance County Board of Commissioners

ISSUE/ACTION REQUESTED:

The board will consider a request to proceed as a single-county team or a multi-county team before January 1, 2025.

BACKGROUND/PURPOSE OF REQUEST:

Pursuant to Session Law 2023-134, Section 9H.15, the North Carolina Department of Health and Human Services (NCDHHS) has been directed to establish a new State Office of Child Fatality Prevention. This initiative aims to enhance the state's child fatality review system to better prevent child fatalities and maltreatment. The legislation introduces a comprehensive restructuring of child fatality review systems statewide to streamline processes, prevent child deaths, and promote child well-being. The new legislation merges the local CFPTs and CCPTs into a unified local team for each county, allowing counties to form either a single-county team or a multi-county team. The session law requires county commissioners to determine whether the local team will proceed as a single-county team or a multi-county team before January 1, 2025.

The Alamance County Department of Social Services and Alamance County Health Department remain dedicated to establishing a strong, effective team in accordance with the new law and governing policy. Both directors from health and DSS, along with the team representatives, met to discuss what would be best for the needs of our community and our stakeholders, as well as the new criteria for case reviews.

RECOMMENDATION:

Social Services and Health Department staff jointly recommend that the Board of Commissioners support and adopt a single-county team. This will allow for a continued local focus on our community's unique needs, families and fatality prevention efforts.

ATTACHMENTS:

NEXT STEPS FOR LOCAL CCPT/CFPT~ TRANSITION TO NEW LEGISLATION

INTRODUCTION

NCDHHS seeks to support local community child protection teams and child fatality prevention teams as they prepare for legislative changes effective in 2025 that will impact the child fatality prevention system in North Carolina.

This document provides an update and guidance as the local community child protection teams and child fatality prevention teams transition to be compliant with Section 9H.15. of Session Law 2023-134 enacting changes to strengthen the state's child fatality prevention system. NCDHHS continues to work on steps necessary to implement this legislation, including standing up the new State Office of Child Fatality Prevention. As a reminder, county Community Child Protection Teams (CCPT) and Child Fatality Prevention Teams (CFPT) will become ONE "Local Team".

If you have any questions after reading the attached information, please contact Kerry Young at kerry.young@dhhs.nc.gov. NCDHHS will review all submitted questions and use them to guide providing additional information to keep Local Teams informed.

INFORMATION AND STEPS TO CONSIDER

WHAT is the specific legislation that makes the changes? These changes became law via the 2023 Appropriations Act [Section 9H.15. of Session Law 2023-134].

WHY are changes being made? NCDHHS is committed to preventing child fatalities in our state. The new legislation generally addresses recommendations that were made by the North Carolina Child Fatality Task Force with the goal of strengthening the state's child fatality prevention system.

WHEN will the changes take place? Changes to Local Teams will become effective January 2025. As of July 2025, Local Teams will be required to use the National Fatality Review - Case Reporting System (NFR-CRS).

HOW does the legislation impact local team operations and responsibilities? The following outlines steps the local CCPT/CFPT will need to consider for compliance and success come **January 1, 2025**:

- Determine if the Local Team will be established as a single or multi-county Team.
 - County Commissioners will determine if the Local Team proceeds as a single or multi-county local team. In making a decision, County Commissioners must consult with the Director of the local department of public health and the Director of the county department of social services, or consolidated Human Services Director if applicable, to obtain their input and recommendation.
 - Counties that may benefit most from a multi-county team structure include:
 - Counties with a low number of annual child fatalities
 - Counties with minimal resources to support Local Team reviews

- Counties that already operate as a health district or otherwise share services
- Potential benefits of a multi-county team structure include:
 - May provide increased capacity to support Local Team reviews through the use of shared resources across counties
 - May support cross-county collaboration to prevent future child fatalities
 - May increase quality of reviews that involve a child living in multiple counties in the area
- Potential challenges of multi-county team structure include:
 - Complex decisions of staffing and leadership responsibilities among multiple counties
 - Allocation of funding
 - Scheduling among multiple county leaders
 - Travel for meetings
 - Volume of reviews

*Counties wishing to proceed as a multi-county Local Team should contact kerry.young@dhhs.nc.gov for additional support

□ Elect Chair

- In addition to direct involvement from the Director of the local department of public health and the Director of the county department of social services or the consolidated human services agency, the team is to elect a member to serve as chair.
 - Teams may want to explore electing co-chairs or structuring their team with shared chair responsibilities.
- In addition to the chair role, team may want to continue to have additional support from a review coordinator position. It is not anticipated that the review coordinator position responsibilities would transfer to the chair; this role should continue to support the Team.

□ Confirm review team membership

- Review team membership is nearly the same within the new legislation. Required positions continue to be the following:
 - Director of the county department of social services or the director of the consolidated human services agency
 - Additional staff member of the county department of social services or the consolidated human services agency
 - Director of the local department of public health
 - Local law enforcement officer
 - Attorney from the district attorney's office
 - Executive director of the local community action agency, or designee
 - Superintendent of each local school administrative unit located in the county, or designee
 - Member of the county board of social services
 - Local mental health professional
 - Local guardian ad litem coordinator, or designee

- Local health care provider
 - Emergency medical services provider or firefighter
 - District court judge
 - County medical examiner
 - Representative of a local childcare facility or Head Start program
 - Parent of a child who died before reaching the child's eighteenth birthday
- Currently, Board of County Commissioners (BOCC) can appoint up to 5 additional members from the community to serve on the team. As of January 2025, these BOCC-appointed positions will be replaced by up to five individuals that the Local Team chair can invite to serve as ad hoc members for a specific child fatality review to enhance the effectiveness of the review.
- Prior to January 2025, local CCPT/CFPTs are encouraged to review their roster to identify individuals serving on the team as one of these five BOCC -appointed members who may be candidates to invite to serve in an ad hoc role by the Local Team chair.
 - Given the limit of 5 additional invitees for a specific child fatality review, the Local Team chair should consider the expertise or appropriate organizational representation that may be needed to enhance the fatality review based on the details of the specific case. For example, inviting an ad hoc member that can provide specific medical expertise such as perinatal or neonatal may be beneficial if there is no such expertise among the current members. Ad hoc members are not limited to the geographic location covered by the Local Team.
- Schedule Required Meetings
 - Teams are required to meet a minimum of 2x/year. Additional meetings can be scheduled as frequently as necessary to fulfill requirements.
- Understand changes in categories of deaths for Local Team review
 - The legislation makes the following changes to required reviews:
 - Local Teams are no longer required to do active child protective services case reviews (formally a CCPT objective), but may elect to do such reviews at the request of the Director of the county department of social services.
 - Local Teams are no longer required to review every death of a resident child. Instead, Local Teams shall review all deaths of resident children under age 18 that fall into one of the following categories below (and may elect to review additional deaths that fall outside these categories).
 1. Undetermined causes
 2. Unintentional injury
 3. Violence
 4. Motor vehicle incidents
 5. Sudden unexpected infant death
 6. Suicide
 7. Deaths not expected in the next six months*
 8. Deaths related to child maltreatment or child deaths involving a child or child's family who was reported to or known to child protective services*

9. A subset of additional infant deaths that fall outside of the above categories, according to guidelines set by NCDHHS*

*Criteria and guidelines will be established by NCDHHS to further define these categories.

- Understand Funding
 - In state fiscal year 2025, Local Teams received funding allocated through DCFW Agreement Addendum 352. An additional one-time, separate DPH Agreement Addendum 701 (\$189,000 distributed among all Local Teams) will focus on implementation of the National Fatality Review - Case Reporting System (NFR-CRS) as required by legislation. The State is working with representatives from counties to determine the funding formula. The final goal is a singular Agreement Addendum that includes all funding (combined from AA 352 and AA 701) starting in FY26.
- Understand changes to reviews of deaths involving child maltreatment or where there was child protective services involvement
 - The State Child Fatality Review Team that currently conducts Intensive Reviews will no longer exist in their current form as of January 1, 2025.
 - There is a new statute (G.S. 7B-1407.5) that addresses reviews of these deaths.
 - These deaths will continue to be reviewed by Local Teams, who will have state-level assistance and guidance through the NCDSS and the Office of Child Fatality Prevention. The specifics of this assistance and guidance are currently being developed and will be shared with Local Teams in advance of January 1, 2025.
- Prepare to participate in the National Fatality Review - Case Reporting System ([NFR-CRS](#))
 - Local Teams are legislatively required to begin using the NFR-CRS on July 1, 2025.
 - Appropriate data use agreements are being developed and will have to be in place prior to implementation.
 - The Office of Child Fatality Prevention will provide training to Local Teams on the use of the NFR-CRS prior to July 2025.
 - The Office of Child Fatality Prevention will also provide guidance and ongoing technical assistance related to use of the NFR-CRS.
 - Once enough data is collected in the NFR-CRS, the Office of Child Fatality Prevention will analyze and report on aggregate data from the NFR-CRS.



Alamance County Board of Commissioners

INFORMATION ITEM AGENDA ITEM

MEETING DATE: 11/4/2024

DATE SUBMITTED: October 23, 2024

FROM: Heidi York

DEPT: County Manager's Office

AGENDA TITLE: Employee Compensation: Market Study Presentation

TO: Alamance County Board of Commissioners

ISSUE/ACTION REQUESTED:

Alamance County is in its second of three phased market pay study of employee compensation and has contracted with Baker Tilly consulting. The second third of the organization's positions includes: Central Communications (911); Dental; Emergency Management; Fire Marshal; Family Justice Center; Health; Inspections; Planning; Landfill; Sara; Sheriff; School Resource Officers; and WIC. The findings of the Market Study are being presented by Sarah Towne, the consultant, and the Board is asked to consider taking action to implement the recommendations with an effective date of January 1, 2025.

BACKGROUND/PURPOSE OF REQUEST:

The Board initially authorized the Market Study during the FY24 budget process and then again set aside funds for implementation of Phase II in FY25.

Alamance County's pay for positions in these departments was benchmarked with twelve other counties and three municipalities as well as with data obtained from labor bureau sources for comparisons. The goal of our pay philosophy has been to match the market average pay at the midpoint for each position.

Baker Tilly will present the results of the study along with some options for implementation.

RECOMMENDATION:

Receive the presentation from Baker Tilly and provide direction to staff on implementing the results of the Study.

ATTACHMENTS:



Compensation/ Market Study (Phase 2)

Alamance County, North Carolina



Pay Philosophy

- Lead, Lag, or Match

External Competitiveness

- Peer Organizations
- Labor Markets

Internal Consistency

- Job Content (job evaluation, comparable worth)
- Equity Adjustment: Jobs adjusting to align with other similar jobs

Individual Contribution

- Personal allocation (seniority, merit pay, skill pay)

Determinants of Compensation

Project Overview

COMPLETE

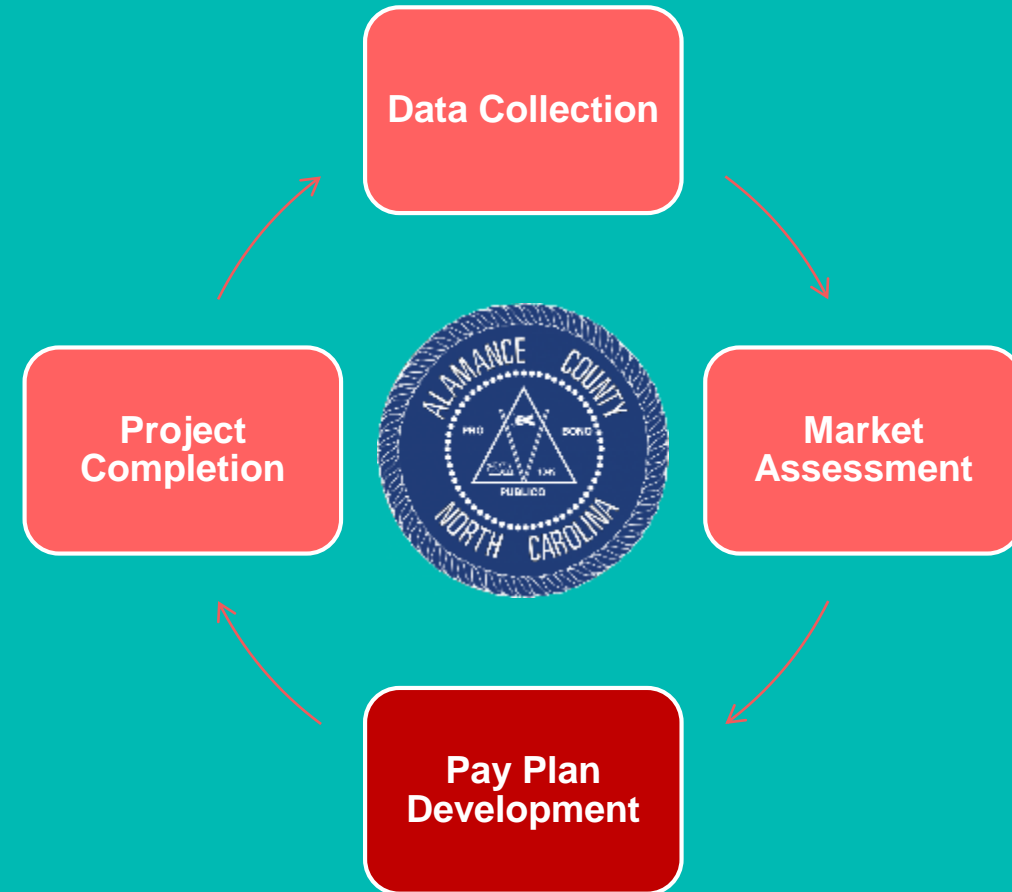
- ✓ **Data Collection:** project planning meetings, data requested from Alamance County.
- ✓ **Market Assessment:** collection of base pay and pay practice information from peer organizations.

IN PROGRESS

- **Pay Plan Development:** pay plan development, grade assignments, and implementation calculations.

NEXT

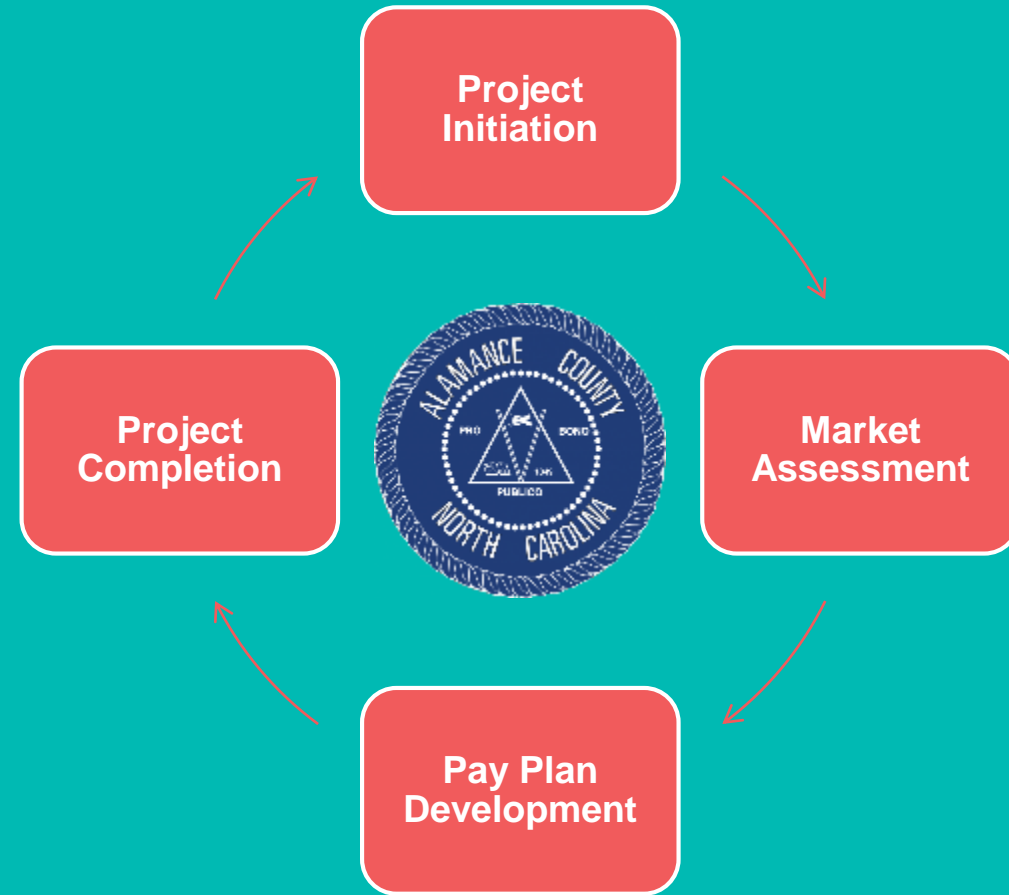
- **Project Completion:** final report delivered, final presentation, project documentation delivery.



Project Overview

Market Assessment

- Peer Organizations (15): We partnered with the County to identify comparable and competitive peer organizations to include in the study. These organizations look like you and work like you relative to size (revenue, population served, or number of employees), service offerings, geography, growth, etc.
 - Published salary survey data will be incorporated as a private sector comparison.
- Benchmark Positions: 118 positions (33%) were included as benchmarks in the survey.
- Adjustment & Quality Control: Some adjustments were made to collected data to account for differences in work week, fiscal year, and geographic labor cost. *We do not weight the data.*
 - Results are analyzed for quality control; reports demonstrating market averages and a comparison to the market will be prepared for your review.



Market Assessment: Peer Organizations

- The County identified 15 public peer organizations to be included in the study
- Data was collected or compiled from all 15 of those, **shown in bold below**.
- Data from **3 published surveys** included to represent the “private sector”

1. **Caswell County**
2. **Catawba County**
3. **Chatham County**
4. **Davidson County**
5. **Durham County**
6. **Granville County**
7. **Guilford County**
8. **Orange County**
9. **Person County**
10. **Randolph County**

11. **Rockingham County**
12. **Wake County**
13. **City of Greensboro, NC**
14. **City of Durham, NC**
15. **City of Burlington, NC**
16. **Bureau of Labor Statistics**
17. **Comp Analyst**
18. **Economic Research Institute**



Market Assessment: Cost of Labor Differentials

Where cost of living is a measurement of goods and services in each area, the cost of labor is a measurement of compensation paid.

Cost of labor can be impacted by the cost of living but is mainly influenced by the supply and demand of labor in each area (rate of unemployment and number of qualified laborers).

Date Pulled	Client Name	Location	COL	Avg Base
9/20/2024	Alamance County, NC 2024	Graham, NC	92.3	\$71,758.71

Peer #	Peer Organization	Locality Used	COL	GeoDiff %
1	Caswell County	Danville, VA	90.6	1.7%
2	Catawba County	Newton, NC	91.7	0.6%
3	Chatham County	Pittsboro, NC	102.3	-10.0%
4	Davidson County	Lexington, NC	93.4	-1.1%
5	Durham County	Durham, NC	104.8	-12.5%
6	Granville County	Oxford, NC	88.2	4.1%
7	Guilford County	Greensboro, NC	94.9	-2.6%
8	Orange County	Hillsborough, NC	104.3	-12.0%
9	Person County	Roxboro, NC	101.9	-9.6%
10	Randolph County	Asheboro, NC	94.3	-2.0%
11	Rockingham County	Reidsville, NC	94.0	-1.7%
12	Wake County	Raleigh, NC	100.7	-8.4%
13	City of Greensboro, NC	Greensboro, NC	94.9	-2.6%
14	City of Durham, NC	Durham, NC	104.8	-12.5%
15	City of Burlington, NC	Burlington, NC	92.2	0.1%
16	Comp Analyst	NC State Average	93.8	-1.5%
17	Economic Research Institute (ERI)	NC State Average	93.8	-1.5%
18	BLS	NC State Average	93.8	-1.5%

Cost of labor differentials collected from Economic Research Institutes Geographic Assessor tool which utilizes figures published by the Bureau of Labor Statistics.



Market Assessments: Results

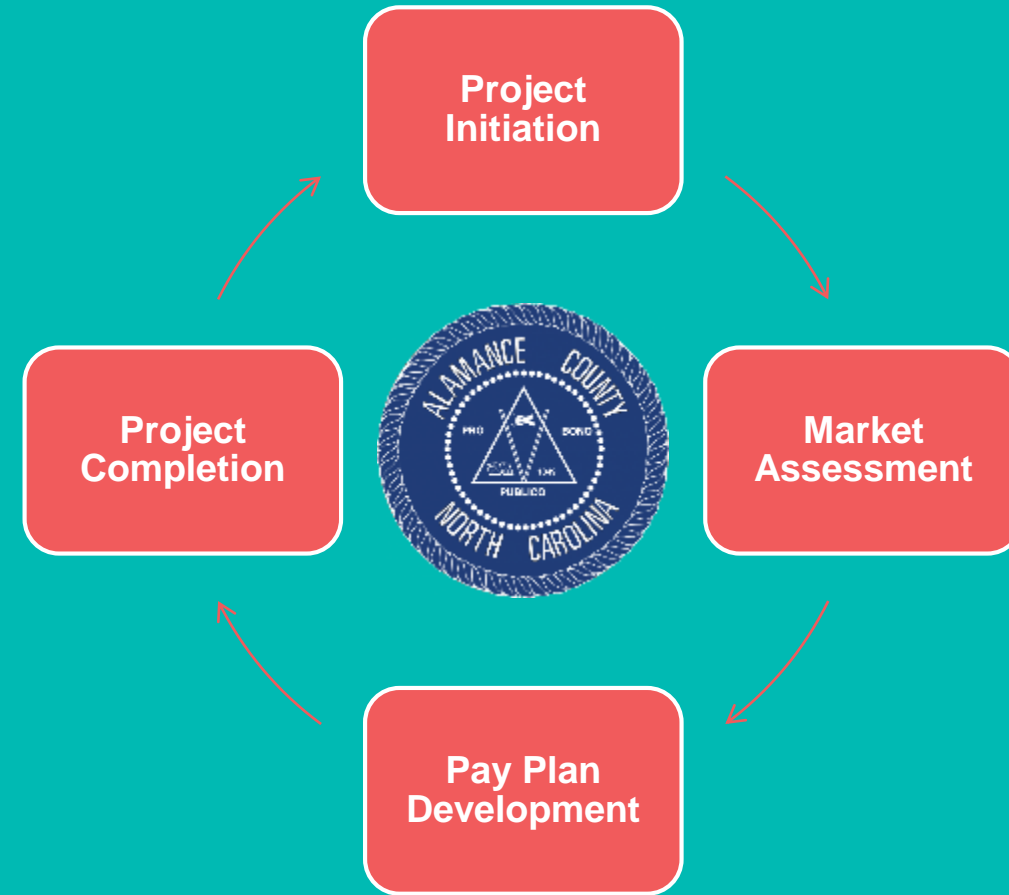
- In total 118 positions were included in the market survey as benchmark positions.
 - Overall, the study yielded market values for 94.1% of the County's benchmark positions.
-
- Average minimum, midpoint, and maximum results were prepared for the 111 benchmarks with sufficient data.
 - A comparison of current midpoints vs. the market average midpoint was also prepared. Additional market thresholds demonstrating 5% above and 5% below market were also prepared for consideration.
-
- On average, the County is 4.2% **above** market at the minimum, 1.8% **above** market at the midpoint, and 0.1% **above** market at the maximum.
 - **Draft pay plans can be aligned to 100% of market at the midpoints, pending approval from BOCC.**



Project Overview

Pay Plan Development

- Pay Plan: Baker Tilly used your existing pay plan to make recommendations for adjustment and developed a new pay plan that is tailored to the study's results.
- Grade assignments: were determined based on existing equity and external results (current grade groupings and market midpoints).
- Implementation: With finalized grade assignments, we prepared implementation calculations across 3 scenarios that will assist your organization in adopting the new classification and compensation system.



Current Pay Plan

Current Grade	Current Min	Current Mid	Current Max	Hourly Min	Hourly Mid	Hourly Max	Range Spread	MidDiff%
100	\$30,042	\$36,050	\$42,059	\$14.44	\$17.33	\$20.22	40.00%	
101	Not in use							
102	\$32,493	\$38,992	\$45,491	\$15.62	\$18.75	\$21.87	40.00%	4.00%
103	\$33,792	\$40,551	\$47,309	\$16.25	\$19.50	\$22.74	40.00%	4.00%
104	\$35,145	\$42,173	\$49,202	\$16.90	\$20.28	\$23.65	40.00%	4.00%
105	\$36,551	\$43,860	\$51,170	\$17.57	\$21.09	\$24.60	40.00%	4.00%
106	\$38,012	\$45,615	\$53,217	\$18.28	\$21.93	\$25.59	40.00%	4.00%
107	\$39,532	\$47,439	\$55,345	\$19.01	\$22.81	\$26.61	40.00%	4.00%
108	\$41,113	\$49,336	\$57,558	\$19.77	\$23.72	\$27.67	40.00%	4.00%
109	\$42,758	\$51,309	\$59,862	\$20.56	\$24.67	\$28.78	40.00%	4.00%
110	\$44,468	\$53,362	\$62,255	\$21.38	\$25.65	\$29.93	40.00%	4.00%
111	\$45,427	\$55,496	\$66,596	\$21.84	\$26.68	\$32.02	46.60%	4.00%
112	\$46,617	\$58,271	\$69,926	\$22.41	\$28.02	\$33.62	50.00%	5.00%
113	\$48,948	\$61,185	\$73,421	\$23.53	\$29.42	\$35.30	50.00%	5.00%
114	\$51,395	\$64,244	\$77,092	\$24.71	\$30.89	\$37.06	50.00%	5.00%
115	\$53,966	\$67,457	\$80,949	\$25.95	\$32.43	\$38.92	50.00%	5.00%
116	\$56,664	\$70,830	\$84,997	\$27.24	\$34.05	\$40.86	50.00%	5.00%
117	\$59,497	\$74,371	\$89,245	\$28.60	\$35.76	\$42.91	50.00%	5.00%
118	\$62,472	\$78,089	\$93,707	\$30.03	\$37.54	\$45.05	50.00%	5.00%
119	\$65,596	\$81,994	\$98,394	\$31.54	\$39.42	\$47.30	50.00%	5.00%
120	\$68,875	\$86,094	\$103,313	\$33.11	\$41.39	\$49.67	50.00%	5.00%
121	\$72,318	\$90,398	\$108,478	\$34.77	\$43.46	\$52.15	50.00%	5.00%
122	\$75,934	\$94,918	\$113,900	\$36.51	\$45.63	\$54.76	50.00%	5.00%
123	\$79,731	\$99,664	\$119,597	\$38.33	\$47.92	\$57.50	50.00%	5.00%
124	\$82,858	\$105,644	\$128,431	\$39.84	\$50.79	\$61.75	55.00%	6.00%
125	\$87,829	\$111,983	\$136,135	\$42.23	\$53.84	\$65.45	55.00%	6.00%
126	\$93,099	\$118,701	\$144,303	\$44.76	\$57.07	\$69.38	55.00%	6.00%
127	\$98,685	\$125,824	\$152,962	\$47.44	\$60.49	\$73.54	55.00%	6.00%
128	\$103,620	\$132,115	\$160,611	\$49.82	\$63.52	\$77.22	55.00%	5.00%
129	Not in use							
130	\$114,240	\$145,656	\$177,072	\$54.92	\$70.03	\$85.13	55.00%	5.00%
131	Not in use							
132	\$125,950	\$160,586	\$195,223	\$60.55	\$77.20	\$93.86	55.00%	5.00%
133	Not in use							
134	\$138,859	\$177,046	\$215,232	\$66.76	\$85.12	\$103.48	55.00%	5.00%
135	\$145,802	\$185,897	\$225,992	\$70.10	\$89.37	\$108.65	55.00%	5.00%
136	\$153,092	\$195,192	\$237,292	\$73.60	\$93.84	\$114.08	55.00%	5.00%

- Open plan (no defined steps), 37 grades (numbered 100-136)
- 40-55% range spreads (distance from min to max)
- 4-6% midpoint differential (distance between each grade at the midpoint)
- Starting minimum wage is \$14.44/hour (\$30,042 annual)



Proposed General Pay Plan

Grade	Minimum	Midpoint	Maximum	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Range Spread	Midpoint Differential
100	\$30,250	\$36,300	\$42,350	\$14.54	\$17.45	\$20.36	40%	
101	\$31,460	\$37,752	\$44,044	\$15.13	\$18.15	\$21.18	40%	4%
102	\$32,718	\$39,262	\$45,805	\$15.73	\$18.88	\$22.02	40%	4%
103	\$34,027	\$40,832	\$47,638	\$16.36	\$19.63	\$22.90	40%	4%
104	\$35,388	\$42,465	\$49,543	\$17.01	\$20.42	\$23.82	40%	4%
105	\$36,804	\$44,164	\$51,525	\$17.69	\$21.23	\$24.77	40%	4%
106	\$38,275	\$45,930	\$53,585	\$18.40	\$22.08	\$25.76	40%	4%
107	\$39,806	\$47,767	\$55,728	\$19.14	\$22.96	\$26.79	40%	4%
108	\$41,398	\$49,677	\$57,957	\$19.90	\$23.88	\$27.86	40%	4%
109	\$43,053	\$51,664	\$60,274	\$20.70	\$24.84	\$28.98	40%	4%
110	\$44,776	\$53,731	\$62,686	\$21.53	\$25.83	\$30.14	40%	4%
111	\$45,321	\$55,880	\$66,440	\$21.79	\$26.87	\$31.94	47%	4%
112	\$46,939	\$58,674	\$70,409	\$22.57	\$28.21	\$33.85	50%	5%
113	\$49,286	\$61,608	\$73,929	\$23.70	\$29.62	\$35.54	50%	5%
114	\$51,750	\$64,688	\$77,625	\$24.88	\$31.10	\$37.32	50%	5%
115	\$54,338	\$67,923	\$81,507	\$26.12	\$32.66	\$39.19	50%	5%
116	\$57,056	\$71,320	\$85,584	\$27.43	\$34.29	\$41.15	50%	5%
117	\$59,909	\$74,886	\$89,864	\$28.80	\$36.00	\$43.20	50%	5%
118	\$62,904	\$78,630	\$94,356	\$30.24	\$37.80	\$45.36	50%	5%
119	\$66,049	\$82,562	\$99,074	\$31.75	\$39.69	\$47.63	50%	5%
120	\$69,352	\$86,690	\$104,029	\$33.34	\$41.68	\$50.01	50%	5%
121	\$72,819	\$91,024	\$109,229	\$35.01	\$43.76	\$52.51	50%	5%
122	\$76,460	\$95,575	\$114,690	\$36.76	\$45.95	\$55.14	50%	5%
123	\$80,283	\$100,354	\$120,425	\$38.60	\$48.25	\$57.90	50%	5%
124	\$83,432	\$106,376	\$129,320	\$40.11	\$51.14	\$62.17	55%	6%
125	\$88,438	\$112,759	\$137,079	\$42.52	\$54.21	\$65.90	55%	6%
126	\$93,744	\$119,524	\$145,303	\$45.07	\$57.46	\$69.86	55%	6%
127	\$99,369	\$126,696	\$154,022	\$47.77	\$60.91	\$74.05	55%	6%
128	\$105,332	\$134,298	\$163,264	\$50.64	\$64.57	\$78.49	55%	6%
129	\$110,598	\$141,013	\$171,427	\$53.17	\$67.79	\$82.42	55%	5%
130	\$116,129	\$148,064	\$180,000	\$55.83	\$71.18	\$86.54	55%	5%
131	\$121,936	\$155,468	\$189,001	\$58.62	\$74.74	\$90.87	55%	5%
132	\$128,033	\$163,242	\$198,451	\$61.55	\$78.48	\$95.41	55%	5%
133	\$134,435	\$171,405	\$208,374	\$64.63	\$82.41	\$100.18	55%	5%
134	\$141,158	\$179,976	\$218,795	\$67.86	\$86.53	\$105.19	55%	5%
135	\$148,216	\$188,975	\$229,735	\$71.26	\$90.85	\$110.45	55%	5%
136	\$155,627	\$198,424	\$241,222	\$74.82	\$95.40	\$115.97	55%	5%

- Open plan (no defined steps), 37 grades (numbered 100-136)
- 40-55% range spreads
- 4-6% midpoint differential
- Aligned to 100% of market midpoints
- Starting minimum wage is \$14.54/hour (\$30,250 annual)



Grade Assignments

- Positions move at a different pace than each other in the market and a set percentage shift would over correct some and under correct others.

		Alamance County, NC 2024			Market					
Department	Position Title	Current Minimum	Current Midpoint	Current Maximum	Average Minimum	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	Average Maximum	+ / (-) Mkt
CENTRAL COMMUNICATIONS	CCOM OPERATIONS MGR	\$51,395	\$64,244	\$77,092	\$56,439.48	▲ 9.8%	\$73,001.05	▲ 13.6%	\$89,562.62	▲ 16.2%
CENTRAL COMMUNICATIONS	CCOM QA SPECIALIST	\$46,617	\$58,271	\$69,926	\$51,365.73	▲ 10.2%	\$63,784.99	▲ 9.5%	\$76,204.25	▲ 9.0%
CENTRAL COMMUNICATIONS	COMMUNICATIONS SUPERVISOR	\$46,617	\$58,271	\$69,926	\$53,834.64	▲ 15.5%	\$68,709.10	▲ 17.9%	\$83,583.55	▲ 19.5%
CENTRAL COMMUNICATIONS	SHIFT SUPERVISOR	\$46,617	\$58,271	\$69,926	\$51,692.01	▲ 10.9%	\$65,426.74	▲ 12.3%	\$79,161.46	▲ 13.2%
HEALTH	ADVANCED PRACTICE PROVIDER II	\$79,731	\$99,664	\$119,597	\$93,856.06	▲ 17.7%	\$121,689.27	▲ 22.1%	\$149,522.48	▲ 25.0%
HEALTH	ADVANCED PRACTICE PROVIDER III	\$87,829	\$111,982	\$136,135	\$94,058.61	▲ 7.1%	\$127,224.64	▲ 13.6%	\$160,390.66	▲ 17.8%
HEALTH	BUSINESS OFFICER II	\$65,596	\$81,995	\$98,394	\$57,999.58	▼ (11.6%)	\$75,824.62	▼ (7.5%)	\$93,649.66	▼ (4.8%)
HEALTH	HS PLANNER/EVALUATOR IV	\$68,875	\$86,094	\$103,313	\$56,748.72	▼ (17.6%)	\$72,598.83	▼ (15.7%)	\$88,448.94	▼ (14.4%)
HEALTH	PEER SUPPORT SPECIALIST	\$46,617	\$58,271	\$69,926	\$35,037.24	▼ (24.8%)	\$45,839.31	▼ (21.3%)	\$56,641.38	▼ (19.0%)
HEALTH	PERSONNEL TECHNICIAN III	\$46,617	\$58,271	\$69,926	\$48,593.75	▲ 4.2%	\$62,835.44	▲ 7.8%	\$77,077.12	▲ 10.2%
HEALTH	PHE II	\$48,948	\$61,185	\$73,421	\$45,015.90	▼ (8.0%)	\$57,266.99	▼ (6.4%)	\$69,518.09	▼ (5.3%)
HEALTH	PHN DIRECTOR II	\$82,858	\$105,645	\$128,431	\$79,654.10	▼ (3.9%)	\$99,329.23	▼ (6.0%)	\$119,004.37	▼ (7.3%)
HEALTH	PHYSICIAN III-A	\$145,802	\$185,897	\$225,992	\$155,463.37	▲ 6.6%	\$205,337.63	▲ 10.5%	\$255,211.89	▲ 12.9%
HEALTH	PROCESSING ASST IV	\$38,012	\$45,615	\$53,217	\$31,858.45	▼ (16.2%)	\$40,362.83	▼ (11.5%)	\$48,867.20	▼ (8.2%)
HEALTH	PROCESSING ASST V	\$41,113	\$49,336	\$57,558	\$33,408.43	▼ (18.7%)	\$42,989.81	▼ (12.9%)	\$52,571.19	▼ (8.7%)
HEALTH	PUBLIC HEALTH ED III	\$59,497	\$74,371	\$89,245	\$53,096.88	▼ (10.8%)	\$64,045.68	▼ (13.9%)	\$74,994.49	▼ (16.0%)
HEALTH	SOCIAL WORKER II	\$48,948	\$61,185	\$73,421	\$44,966.33	▼ (8.1%)	\$57,769.95	▼ (5.6%)	\$70,573.57	▼ (3.9%)
HEALTH	SOIL SCIENTIST	\$59,497	\$74,371	\$89,245	\$47,275.67	▼ (20.5%)	\$61,882.51	▼ (16.8%)	\$76,489.34	▼ (14.3%)
INSPECTIONS	CENTRAL PERMITTING SPEC	\$46,617	\$58,271	\$69,926	\$38,779.43	▼ (16.8%)	\$49,120.93	▼ (15.7%)	\$59,462.43	▼ (15.0%)
INSPECTIONS	CODE INSPECTOR II	\$48,948	\$61,185	\$73,421	\$50,950.83	▲ 4.1%	\$65,099.33	▲ 6.4%	\$79,247.83	▲ 7.9%
INSPECTIONS	DIRECTOR OF INSPECTIONS	\$87,829	\$111,982	\$136,135	\$80,452.09	▼ (8.4%)	\$102,684.05	▼ (8.3%)	\$124,916.01	▼ (8.2%)
LANDFILL	CDL DRIVER	\$46,617	\$58,271	\$69,926	\$38,840.75	▼ (16.7%)	\$50,511.47	▼ (13.3%)	\$62,182.19	▼ (11.1%)
LANDFILL	LANDFILL HEAVY EQUIP MECHANIC	\$51,395	\$64,244	\$77,092	\$44,018.61	▼ (14.4%)	\$57,505.82	▼ (10.5%)	\$70,993.03	▼ (7.9%)

Red ▼ % = Market Below
Blue ▲ % = Market Above

Market					
Average Minimum	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	Average Maximum	+ / (-) Mkt
AVERAGE	▼ (4.2%)	AVERAGE	▼ (1.8%)	AVERAGE	▼ (0.1%)



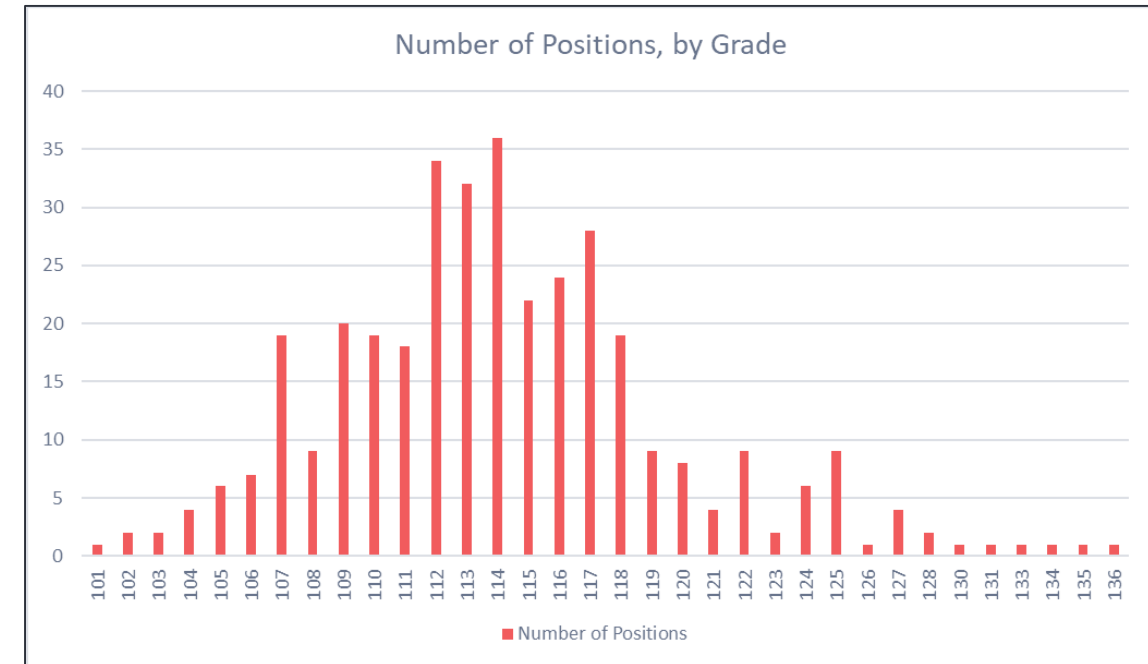
Grade Assignments

Positions were assigned based on the following:

- External equity (market midpoints)
- Existing equity (current midpoints and grade groupings)
- Career progressions
- Supervisor / Subordinate separation

The following information is NOT considered:

- The person in the position
- Performance
- Length of service
- Existing employee salary



- Preliminary grade assignments were reviewed with the County's project team to ensure positions were assigned to the correct grade and address any outliers.

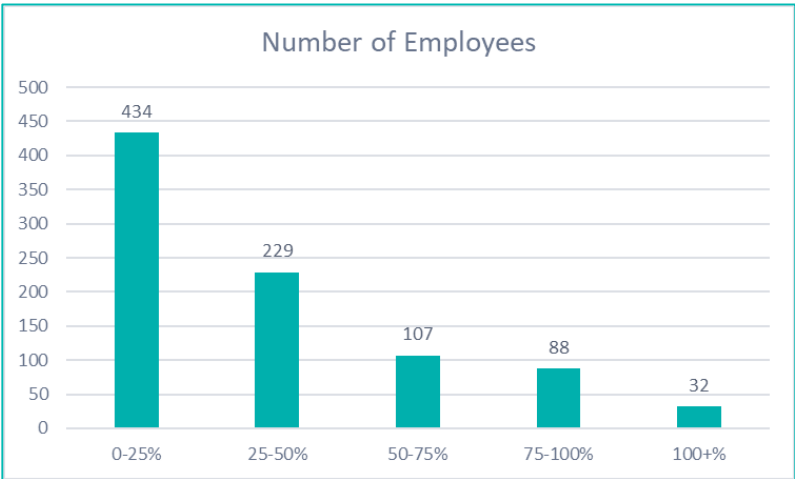
Employee Compensation

A large portion of employees (n=415, 39%) have been in their current position for one year or less, indicating a significant amount of recent hiring or movement within the organization.

The majority of full-time employees fall within the lower half (0-50%) of their pay range, indicating most employees are not yet at their midpoint (market values) in their positions.

Annual movement within the pay range helps keep salaries competitive and incentivizes employees to stay, reducing turnover.

Regular adjustments based on tenure and performance help address pay compression and ensure that employees are fairly compensated for their experience and contributions.





Implementation Scenarios

Calculations reflect base pay only.

Baker Tilly does not recommend a pay decrease for any employee as a result of the study.

Implementation Scenarios for Pay Plan:

1. Employees move to the minimum of their assigned pay grade if their current salary is below. All other employees retain their existing salary. This is to get all employees onto the pay plan.
2. Starts by moving employees to the minimum of their assigned pay grade then calculating 2% x years in position, capped at 7 years. For example: if an employee has been in their position with Alamance County for 3 years, the employee's new salary would be calculated by adding 6% to the minimum of their newly assigned pay grade. Any employees whose current salary is greater than that calculation would retain their existing salary.



Baker Tilly Recommendations



We urge Alamance County to:

- ✓ Approve the proposed pay plan and position grade assignments.
- ✓ Approve an implementation scenario that addresses the County's compensation philosophy, business goals, and that is fiscally attainable and sustainable.
- ✓ Continue efforts to maintain the classification and compensation system:
 - Routinely review positions, job descriptions, and market conditions.
 - Adjust pay structures (and salaries), as needed, to maintain market competitiveness.
 - Commit to advancing employees through their assigned pay ranges based on the County's policies.

Contact Information



Jada Kent
Director/Practice Leader

P: +1 (972) 748 0514
M: +1 (940) 368 3033
E: jada.kent@bakertilly.com



Sarah Towne
Manager/Project Manager

P: +1 (813) 252 1433
E: sarah.towne@bakertilly.com

