

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

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

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

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**CALL TO ORDER - CHAIRMAN PAISLEY**

**INVOCATION AND PLEDGE OF ALLEGIANCE - VICE-CHAIR CARTER**

**APPROVAL OF THE AGENDA**

**Moved by:** Vice-Chair Carter

**Seconded by:** Commissioner Lashley

**APPROVED UNANIMOUS**

**RECOGNITIONS**

**Presentation of FY 2024-2025 Distinguished Budget Presentation Award**

Chairman Paisley and the Board recognized staff from the County Manager's Office, Budget and Management Services, and the Finance Department for preparing the annual budget. The county received the Government Finance Officers Association's Distinguished Budget Presentation Award for fiscal year 2024-25.

**PUBLIC COMMENTS**

Sheriff Terry Johnson praised the EMS Department for handling an automobile accident involving a Sheriff's deputy. He shared that his deputy was T-boned at 50 miles per hour in his patrol car on the side. He said the deputy was transported to Duke and was released yesterday. He reiterated that the EMS staff did an outstanding job. Sheriff Johnson said that was the service they provided for our citizens, and they did it for his officer.

## **CONSENT AGENDA**

**Moved by:** Vice-Chair Carter

**Seconded by:** Commissioner Lashley

**APPROVED UNANIMOUS**

### **Update to Fire Prevention Code Ordinance – 2nd Reading**

Approval of the second reading of the updated Fire Prevention Code Ordinance.

## **TAX REFUNDS**

### **Tax Refunds and Releases Oct 2024**

Approval of the tax refunds and releases; a copy of the tax refunds are set forth hereafter.

## **APPROVAL OF MINUTES**

Regular Minutes of September 3, 2024

## **PRESENTATIONS/OTHER BUSINESS**

### **BUDGET AMENDMENT - Rebecca Crawford, Budget & Management Services Director**

#### **Budget Amendment 5**

Rebecca Crawford, Budget and Management Services Director, presented a budget amendment for approval. She indicated there were a few items for which they had added additional appropriation. She reviewed those briefly and then requested a final reallocation of our ARPA funding in preparation for that December 31st deadline. She said the first two items that impacted the general fund were: an additional award of \$140,113 for Alamance County Transportation Authority (ACTA), which included funds for the elderly and disabled transportation assistance program (EDTAP), employment transportation assistance program (EPML), and the rural general public program (RGP) that required a 10% match. That will be provided through active fair revenue with no batch in county general funds. The next item was a \$15,000 grant that was awarded from Camp Hope America, North Carolina, to the Family Justice Center. The funds will be used solely for Camp Hope-related program expenses, such as program fees, supplies, affiliation fees, and travel-related expenses. That grant did not require a county match. She reviewed the final reallocation of the American Rescue Plan Act funds (ARPA). Ms. Crawford said the county manager had set a goal to fully obligate and potentially expend those funds by the December 31, 2024, deadline. She said that is why they were bringing that item to that meeting.

Ms. Crawford explained that a couple of items brought to the Board in the most recent amendment were to supplant funds for purchasing replacement ambulances, paramedic vehicles,

and ambulance remounts. However, they found out that while those purchases did meet state and local procurement guidelines, they did not meet that higher level of federal procurement guidelines. She said this was all legal, but it did not meet that higher level to be eligible for ARPA supplanting. So they were recommending further supplanting EMS salaries and fringe from FY 2023-24, which would put those expenses that have already been incurred to be funded by ARPA rather than the county general fund. Ms. Crawford noted they had one other change to a previously reviewed and approved amendment, which was \$450,500, which would be spent towards the ACC public safety training center for water and sewer adjustments. Staff recently put out an RFP received, and no bidders were received. She said that while the county felt like this was an important project and wanted to move forward, it would most likely be more expedient to supplant those funds with county general funds and then increase the existing ACC capital project for the Public Safety Center. Ms. Crawford said staff wanted to move forward with the project by adding it to the existing project that ACC is performing. She offered to answer any questions.

**Moved by:** Chairman Paisley

**Seconded by:** Commissioner Turner

**APPROVED UNANIMOUS**

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

Tony LoGiudice, Public Health Director, presented some session law changes regarding the Community Child Protection and Child Fatality Prevention Teams. He noted the change would merge the two teams together locally. Director LoGiudice provided some information on what each team did. The change in state law now required the County Commissioners to determine whether the local team would proceed as a single-county team or a multi-county team before January 1, 2025. Director LoGiudice recommended that the county function as a single-county team.

**Moved by:** Chairman Paisley

**Seconded by:** Vice-Chair Carter

Approval of the local team to proceed as a single-county team.

**APPROVED UNANIMOUS**

**Employee Compensation: Market Study Presentation - Sarah Towne, Baker Tilly Consultant**

Sarah Towne, the consulting manager with Baker-Tilly, presented the results for the second phase of the market study. She walked through the methodology and the results of phase two.

She continued that a lot of items go into determining compensation for employees. She said it starts very broadly and significantly, which is the organization's compensation philosophy, defining who your market is and what your position is in the market. Ms. Towne advised that organizations will either take the lead, a lag, or a matching philosophy; the current compensation philosophy for Alamance County is a match. She commented that they looked at the market and determined the peer organizations; their goal is to match 100% at the midpoints or what they are doing regarding average salaries. She was hopeful that the county could potentially lead in the future. Ms. Towne reported that as they worked through the three phases of the market study. The county had taken a match compensation philosophy.

She said they look at the external competitiveness component, which is looking at an organization to an organization, which includes counties and local municipalities, as defined by Alamance County. They looked at the base pay rate of those peer organizations in those various positions year over year. She reminded the Board that the market study looks at external competitiveness. So, they are not looking at people in the roles or evaluating performance or any of those components. It is staying squarely focused on the external competitiveness of Alamance County salaries. She noted that they worked with the county during the market assessment to identify 15 peer organizations that were comparable and competitive. Ms. Towne reported that 118 positions, or 33%, were carried to the market as benchmark positions. She mentioned that they obtained market values for 94.1% of those positions. She said that Alamance County's labor cost for that year was 92.3 out of 100.

Ms. Towne said on average, the county was 4.2% above the market at the minimum, 1.8% above the market at the midpoint, and 0.1% above the market at the maximum. She provided some implementation scenarios: Option 1 would move employees to the minimum at a cost of \$126,000, and Option 2 would give credit to employees for their time in their position at a cost of \$336,000.

County Manager York explained that the county had budgeted \$400,000 for the Phase 2 implementation. If the Board decided on Option 2 with a January 1 implementation date, that would cost \$168,268 instead of the \$336,005. She asked for the Board's direction on which option they would like to implement on January 1. Chairman Paisley asked County Manager York for her recommendation. County Manager York recommended Option 2. She indicated that it was consistent with the Board had approved for Phase 1 for employees when they took into account years of service in the position. She noted that there may be some changes or adjustments between then and the implementation date, so she asked for authorization to spend up to \$200,000. County Manager York mentioned that was half of the amount they had budgeted, so there would still be savings going forward.

**Moved by:** Chairman Paisley

**Seconded by:** Commissioner Lashley

Approval of Option 2 authorizing up to \$200,000 for the implementation of Phase 2 of the Market Study.

**APPROVED UNANIMOUS**

**COUNTY ATTORNEY'S REPORT**

No report given.

**COUNTY MANAGER'S REPORT**

No report given.

**COMMISSIONERS' COMMENTS**

Commissioner Thompson said she had visited the diversion center while working with a young client and was met with nothing but professionalism. The children's unit and the 16-bed unit were not open, and she inquired when the entire center would be fully operating.

Commissioner Lashley reminded everyone about Election Day the following day and to get out and vote.

Vice-Chair Carter asked Sheriff Johnson for an update on the number of deputies hired. Sheriff Johnson said they were getting ready to swear in close to 20 detention officers and deputies.

**ADJOURNMENT**

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

There being no further business to be brought before the Board, the meeting adjourned at 11:19 A.M.

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John Paisley, Jr., Chairman

Alamance County Board of Commissioners

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Tory M. Frink, Clerk to the Board