



COUNTY OF DARE, NORTH CAROLINA

District 1: Roanoke Island & Mainland; District 2: Nags Head, Colington, Kill Devil Hills; District 3: Kitty Hawk, Southern Shores, Duck; District 4: Chicamacomico, Avon, Buxton, Frisco, Hatteras; District 5: At Large

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MINUTES

DARE COUNTY BOARD OF COMMISSIONERS MEETING

Dare County Administration Building, Manteo, NC

9:00 a.m., April 7, 2014

Commissioners present: Chairman Warren Judge, District 3
Vice-Chairman Allen Burrus, District 4
Virginia Tillett, District 1; Wally Overman, District 1
Max Dutton, District 2; Robert Woodard, District 2;

Commissioners absent: Commissioner Shea, District 5

Others present: County Manager/Attorney, Robert Outten
Finance Director, David Clawson
Public Information Officer, Dorothy Killingsworth
Clerk to the Board, Gary Gross

Chairman Warren Judge called the April 7, 2014 meeting of the Dare County Board of Commissioners to order at 9:05 a.m. He invited the Rev. Tom Wilson from All Saints Episcopal Church to share a prayer, and then led the Pledge of Allegiance to the flag.

Chairman Judge asked for a motion to remove item # 9 (Kinnakeet Shores Soundside Phase 16 – Proposed Group Housing Development) from the agenda at the request of the applicant.

MOTION

Vice-Chairman Burrus motioned to remove agenda Item #9 at the applicant's request. Commissioner Dutton seconded the motion.

VOTE: AYES unanimous

ITEM 1 – PRESENTATION OF COUNTY SERVICE PINS

- 1) Shelia Hassell, In-Home Service Aid, received a 10-year pin.
- 2) Laura Youmans, Public Health Nurse, received a 15-year pin.
- 3) Cynthia Huscroft, Public Health Nurse Supervisor, received a 15-year pin.
- 4) Michelle Evans, Tax Collector, received a 30-year pin.

ITEM 2 – EMPLOYEE OF THE MONTH – APRIL 2014

Edward Ericksen, Detention Center, received the Employee of the Month certificate for April 2014 from Kathryn Bryan who described Sgt. Ericksen as someone with a wealth of knowledge who has a nurturing attitude and deeply devoted to doing the right thing, in the right way, for the right reason.

ITEM 3 – PUBLIC COMMENTS

The County Manager outlined the public comment procedure. No one in the meeting room responded to the invitation to make public comments

ITEM 4 – CHILDREN & YOUTH PARTNERSHIP FOR DARE COUNTY – PROCLAMATION “WEEK OF THE YOUNG CHILD.”

Tim White, Co-Chair of the Children & Youth Partnership, introduced the group’s Board Members and staff and thanked the Commissioners for their 20 years of support. He introduced Executive Director, Loretta Michael and she reviewed the group’s history, projects that have been accomplished, and outlined available programs in the community. She also explained the importance of early education in a child’s development. Nancy Griffin provided information about the 2014 State of the Young Child Conference scheduled for September, which will celebrate the 20th anniversary of the Children & Youth Partnership in Dare County. A proclamation was presented designating April 6-12, 2014 as the Week of the Young Child in Dare County.

MOTION

Commissioner Tillett motioned to issue a Proclamation establishing April 6-12, 2014 as the Week of the Young Child in Dare County.

Vice-Chairman Burrus and Commissioner Dutton seconded the motion.

VOTE: AYES unanimous

ITEM 5 – PROCLAMATION – CHILD ABUSE PREVENTION MONTH

Sara Sampson outlined efforts in the community to highlight the importance of child abuse prevention. She displayed a photograph of a mobile display that will appear throughout Dare County to draw public attention to this issue. Leigh Bracy explained how suspected child abuse can be reported. Vice-Chairman Burrus expressed appreciation for the people who have made a lifelong commitment to protecting children. Tillett added that she is proud of Loretta Michael and the many years she has worked for the betterment of Dare County’s children. A proclamation was read establishing April as Child Abuse Prevention Month.

MOTION

Commissioner Tillett motioned to issue a Proclamation establishing April as Child Abuse Prevention Month in Dare County.

Commissioner Dutton and Commissioner Overman seconded the motion.

VOTE: AYES unanimous

ITEM 6 – REPORT FROM OUTER BANKS SPORTING EVENTS

Lynda Wood, Executive Director, and Dennis DiRaimondo, Race Director, made a presentation to the Board about Outer Banks Sporting Events (OBSE) and thanked them for their support. Ms. Wood outlined OBSE events, which benefit local nonprofit groups. She said OBSE is committed to promoting tourism during the shoulder season and targets events for all age groups and athletic abilities. Mr. DiRaimondo reviewed the economic impact generated by OBSE. He said 9700 participants produced an economic impact of \$6.7 million in 2013 with a total benefit over the last eight years of \$38.5 million. OBSE presented the Board with a framed Marathon poster.

RECESS: 10:10 a.m. – 10:23 a.m.

ITEM 7 – TOURISM BOARD REQUEST CONSENT FOR SPENDING FROM RESTRICTED FUND (Att. #1)

Lee Nettles, Executive Director of the Outer Banks Visitors Bureau, presented a request for \$19,200 to repaint the Roanoke Island Welcome Center and Administrative Office.

MOTION

Commissioner Tillett motioned to approve spending \$19,200 from the Long Term Restricted Fund line item 4503 to repaint the Roanoke Island Welcome Center and Administrative Office.

Commissioner Woodard seconded the motion.

VOTE: AYES unanimous

ITEM 8 – RECLASSIFICATION OF DETENTION CENTER POSITIONS (Att. #2)

Kathryn Bryan, Jail Administrator, asked the Board to reclassify several Detention Center positions in order to more accurately reflect the staffing that is needed to provide for efficient operation of the facility. She explained that the request is budget neutral now and noted that it would provide financial savings in the future.

MOTION

Commissioner Tillett motioned to approve the reclassifications at the Detention Center as presented.

Vice-Chairman Burrus and Commissioners Dutton and Overman seconded the motion.

VOTE: AYES unanimous

ITEM 9 – KINNAKEET SHORES SOUNDSIDE PHASE 16 – PROPOSED GROUP HOUSING DEVELOPMENT (Pulled from the agenda at the request of the applicant)

ITEM 10 – SCENIC BYWAY CONTRACT NEGOTIATION FOR PROFESSIONAL SERVICES FOR WAYSHOWING

The County Manager said a RFQ (Request for Qualifications) was sent out for an engineering firm to design the wayshowing for the Hatteras Island Scenic Byway Project and responses were received from Albemarle & Associates and AECOM Technical Services. He said the Byways Committee recommends Albemarle & Assoc. and he asked for authority to negotiate a contract with them to bring back for Board approval.

MOTION

Vice-Chairman Burrus motioned to authorize the Manager to enter into contract negotiations with Albemarle & Associates for professional services related to wayshowing on the Outer Banks Scenic Byway.

Commissioner Dutton seconded the motion.

VOTE: AYES unanimous

ITEM 11 – COMPENSATION STUDY

The County Manager asked the Board to consider the selection of a provider to conduct a compensation study of County employees. During discussion of the matter, Commissioner Overman said Dare County has good employees that are generally compensated competitively versus the market. He noted that there are some concerns

with salary compression, however, with study costs ranging up to nearly \$100,000 he felt it should be postponed until the County can afford the study and fund the recommendations it would present. Commissioner Woodard reminded that last year a 3% cost of living increase was approved, which was one of the highest in the State. He said we cannot afford a compensation study now, but he is not opposed to looking at it in the future. Commissioner Tillett noted that the salary study cost could better be used to provide benefits to employees. She said she wished the Board could find funds to give employees on the lower end of the pay scale a small raise. Vice-Chairman Burrus said a study would accurately assess where salary compression exists and that compensation needs to be fair and equitable. Commissioner Dutton said he wished a study could be done in-house. After discussing the matter, the Chairman summarized that there was not enough support for a motion; however, the Board determined that the County Manager will discuss this further in a future Budget Work Session.

ITEM 12 – HEALTH PLAN RENEWAL FOR FY 2015 (Att. #3)

At the onset of this agenda item Commissioner Woodard asked to be recused. He said one of the parties involved is part of the firm for which he works and he wanted to avoid any possible conflict of interest.

MOTION

Vice-Chairman Burrus motioned to approve Commissioner Woodard's recusal request. Commissioner Dutton seconded the motion.

VOTE: AYES unanimous

After voting on the motion, Commissioner Woodard exited the room at 10:42 a.m. and did not reenter until 11:32 a.m. when the agenda item was completed.

Finance Director David Clawson reviewed the history of the Dare County health care plan for employees. He presented a staff recommendation that the Board adopt Option 2, which would be a dual plan with Blue Cross Blue Shield of North Carolina. He explained that under a dual plan, employees would have a choice in selecting one of two plans and provided details of each. He described the PPO plan as similar to the one now in place, but with higher copays, deductibles, and out of pocket maximums. The other choice he outlined was for an HSA plan. Mr. Clawson also presented wellness program recommendations that included increased costs for nonparticipation and introducing metric measurements into the plan. It was noted that representatives of the two insurance brokers who submitted proposals were present in the audience and available to answer questions. (Mark Browder, Mark III Benefits; and Jill Age, TFA Benefits, a Towne Bank Company) Mr. Outten noted that the recommended option for FY2015 holds costs to a zero increase while data is gathered for a possible managed care plan in the future. During Board discussion of the matter, Mr. Clawson emphasized the impact that retirees under the age of 65 have had on the plan. Mr. Browder answered questions from the Board and outlined reasons why Mark III should be selected and Ms. Age did the same for TFA Benefits. Commissioner Tillett expressed concern about making sure employees know that the plan is changing and that participation costs are going to be different.

MOTION

Vice-Chairman Burrus motioned to approve Plan Option 2 for use in FY 2015 open enrollment and the FY 2015 budget.

(He commented on his motion noting that maybe next year we will be able to do other options that will help everyone make the health care situation better going forward)

Commissioner Dutton seconded the motion & echoed Vice-Chairman Burrus' concerns

VOTE: AYES unanimous (Commissioner Woodard was recused from this agenda item)

ITEM 13 – CONSENT AGENDA

The County Manager presented the Consent Agenda.

MOTION

Vice-Chairman Burrus motioned to approve the Consent Agenda:

- 1) Approval of Minutes (03.03.14 & 03.12.14) **(Att. #4)**
- 2) Gov-Ed Access Channels Committee – Revised FY 2015 Budget
- 3) DHHS – Social Services IV-E Foster Care Budget Amendment
- 4) DHHS – Social Services Energy Program Budget Amendment
- 5) Tax Collectors NCVTS Refunds, January & February 2014
- 6) Tax Collectors February 2014 Reports
- 7) “Old Swimming Hole” Lifeguard Contract
- 8) Fessenden Center Grant

Commissioner Overman and Commissioner Dutton seconded the motion.

VOTE: AYES unanimous

Commissioner Woodard expressed appreciation that Sandski, LLC was not raising their fee for providing lifeguard services, (Consent Agenda Item 13-7) however; he wanted to make sure that the County has a certificate of insurance from them.

ITEM 14 – BOARD APPOINTMENTS

- 1) Board of Equalization and Review

Commissioner Tillett motioned to appoint Ernest Terry Gore.

VOTE: AYES unanimous

- 2) Juvenile Crime Prevention Council

Commissioner Tillett motioned to appoint Bobbie Lowe to fill the unexpired term of Sarah Massey.

VOTE: AYES unanimous

- 3) Upcoming Board Appointments

The upcoming Board appointments for May and June 2014 were announced.

ITEM 15 – COMMISSIONERS' BUSINESS & MANAGER'S/ATTORNEY'S BUSINESS

Chairman Judge commented on the Board of Commissioner's commitment to public education and its passion for providing the best for Dare County children. He said the following budgetary remarks do not indicate any less of a commitment to education. He reminded that Dare County is ranked number one statewide for local current expense

per pupil. He reviewed actions launched in 2001 to build new schools and rebuild others with cash and borrowed funds. He recalled that meetings have been held with the School Board Chairman, Board Members, and the School Superintendent trying to reach an understanding that would allow the County to become more involved in the maintenance, capital improvements, and expansion for the schools. He said those discussions did not progress to a solution. He described a presentation made in January by the School Board's Capital Improvements Planning Committee showing school repairs at \$4 million dollars behind, with a projected \$10 million shortfall by 2018. Chairman Judge noted that we are on a course that is not sustainable. He described a disconnect between the Board of Commissioners and the School Board Administration on the definition of "capital" and "maintenance." He reviewed the funding provided to the Board of Education and said the proper amounts need to be directed for maintenance. He said he does not want to begin a fight over this, but the County is not building throwaway schools. He said we have an obligation to keep school buildings repaired and well maintained. He said the Board of Commissioners has talked about taking \$1 million and specifically earmarking it for the list of most urgent expenses. He said if that amount were subtracted from the per pupil allotment, Dare County would still be the number one county in North Carolina by \$179 per student. He cited the State average of \$1,512 per student and compared it to the much higher amount provided by Dare County. He concluded that the money earmarked for maintenance needs to be used for that purpose. He said the Board of Commissioners needs to take a long, hard look at this issue and perhaps get involved with Union County at the Legislature to get involved in the maintenance of schools. Chairman Judge said we have tried to do an agreement between the Board of Education, however, we are not getting anywhere with that. He ended his report by saying that the Board of Commissioners wants to fund our schools and take care of our teachers and students; but we must protect them with well-maintained facilities.

Commissioner Woodard

- He thanked the service pin recipients and expressed gratitude for their work.
- Commissioner Woodard congratulated Sgt. Ed Ericksen on being selected as Employee of the Month.
- He explained that last week he spent a day in the field with a Hospice/Home Health staff person. He said he was deeply moved by the care and compassion that he saw being provided. He said Dare County has incredible people who do this work and touch people's lives in a special way.

Commissioner Dutton

- He expression appreciation for service pin recipients & Employee of the Month.
- Commissioner Dutton commended Loretta Michael and the Board and staff of the Children & Youth Partnership for their 20 years of service to the community
- He asked whether it would be possible to get the Social Security Administration to operate an office in Dare County during the summer months to help with the influx of summer workers. The County Manager said Social Security Administration has said no to this in the past, but he would check with them.

Commissioner Tillett

- She invited everyone to a Dare Center luncheon at 1:00 p.m. on April 15.
- Commissioner Tillett reminded that the first Saturday in June is Dare Day and noted that the event is just around the corner. She asked Board Members to forward to the Clerk any nominees they may have for the Dare Day Award.
- Commissioner Tillett encouraged people to pull back their trashcans so they do not get into the roadway and pose a safety hazard. The County Manager said the Public Information Officer will put something about this on the County website and Gov-Ed Television. Vice-Chairman Burrus noted that property managers on Hatteras Island have been working on this issue.
- She said she has been contacted by the person who operates Harbortowne Apartments requesting a meeting to see what the County can do to increase public awareness of available low-income housing. She said she would set up a meeting to involve Chairman Judge, Commissioner Woodard, and Jay Burrus.

Vice-Chairman Burrus

- He congratulated the service pin recipients and Employee of the Month
- Vice-Chairman Burrus said the upcoming Children & Youth Partnership “State of the Child Conference” is an enlightening event.
- He thanked NCDOT for their efforts the last few weeks keeping NC 12 open.
- Vice-Chairman Burrus said that once again Oregon Inlet dredging is a serious concern. He said money is a problem and we need to address an alternative solution. He added that perhaps we should look at getting our own dredge or getting some sort of permanent funds to deal with the problem. He said we need to narrow our focus, do something different than what has been done, and do whatever it takes to make things better.

Commissioner Overman

- He thanked the service pin recipients and the Employee of the Month for making Dare County such a great place to live.
- Commissioner Overman reported on attending on the NC Coastal Local Governments annual meeting in Nags Head, which dealt with a variety of issues.
- He said the Coastal Resources Commission held one of several Public Hearings on inlet management in Hatteras, which attracted many County residents.
- Commissioner Overman thanked Rep. Walter Jones for attending a meeting in Buxton regarding Hatteras Inlet and a meeting in Manteo pertaining to Oregon Inlet and fishing issues.
- He reported that he along with Chairman Judge and County Manager Outten traveled to Washington, D.C. to meet with representatives of Senator Burr, Senator Hagan, and Congressman Jones to solicit their help in getting federal permission to allow Dare County to protect the beaches of Buxton and Rodanthe.
- Commissioner Overman said the State’s Oregon Inlet Land Acquisition Task Force met in Raleigh and was attended by him, Chairman Judge, County Manager Outten, Harry Schiffman, and Jim Tobin. He said progress is being made, albeit slowly.

- He said he and Sheriff Doughtie met with the Dare County Children's Collaborative to request their help in acquiring funding for additional School Resource Officers. He noted that there are two schools without Resource Officers and that this is not acceptable. He encouraged everyone to speak with their towns and communities in support of this critical need.
- Commissioner Overman offered an apology to the watermen who have been hurt by the extreme shoaling at Oregon Inlet. He said it is criminal negligence that a designated federal channel is not stabilized. He said too many lives, families, jobs, and economies are dependent on year round access.

Chairman Judge None

MANAGER'S/ATTORNEY'S BUSINESS

1. Mr. Outten said the County very recently received word of a \$130,000 PARTF grant for the Rodanthe Beach Access Project. He explained that grant paperwork must be submitted today and asked for authority to move forward and adopt a Capital Project Ordinance. He noted that the grant requires a \$43,333 match; however, other grant funds can be used for the match without utilizing County dollars. **(Att. #5)**

MOTION

Vice-Chairman Burrus motioned to authorize the County Manager to execute the PARTF grant contract for \$130,000 for the Rodanthe Beach Access Project and authorize the Chairman to sign the Capital Project Ordinance.

Commissioner Dutton seconded the motion.

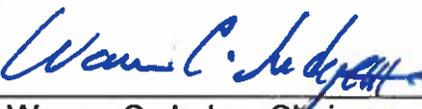
VOTE: AYES unanimous

At 12:16 p.m., the Board of Commissioners adjourned until 5:00 p.m., April 21, 2014.



Respectfully submitted,

By: 
Gary Gross, Clerk to the Board

APPROVED: By: 
Warren C. Judge, Chairman
Dare County Board of Commissioners