

The Sampson County Board of Commissioners convened in the Second Floor Courtroom of the Sampson County Courthouse in Clinton, North Carolina on Monday, December 5, 2022, at 9:00 a.m. Members present: Chairperson Sue Lee, Vice Chairperson Jerol Kivett, and Commissioners Thaddeus Godwin and Lethia Lee. Absent: Commissioner Clark Wooten.

The Bailiff convened the special district court session with the Honorable William B. Sutton, Jr. presiding. Judge Sutton recognized Chairperson Sue Lee who called the meeting to order and acknowledged Vice Chairperson Kivett who led the Pledge of Allegiance. Reverend Brandon Glunt provided the invocation.

Swearing In Ceremonies

Chairperson Lee recognized the former commissioners and other special guests present. She then turned the meeting over to Judge Sutton, who proceeded to swear in Commissioners Thaddeus Godwin, Sue Lee, and Allen McLamb; Clerk of Court Chris Fann, and the Deputy and Assistant Clerks of Court; and Soil and Water Supervisors James Lamb, Henry Moore, and L. Craig Thornton. (Oaths filed in Inc. Minute Book ____, Pages ____.) At the conclusion of the swearing in, Judge Sutton turned the session over to Chairperson Lee. Upon a motion made and duly seconded, the Board voted unanimously to recess to reconvene at 6:00 p.m. in the County Auditorium, 435 Rowan Road, Clinton. The Bailiff closed the special session of Sampson County district court.

Reconvene

The Sampson County Board of Commissioners reconvened for their regular meeting at 6:00 p.m. on Monday, December 5, 2022, in the County Auditorium, 435 Rowan Road in Clinton, North Carolina. Members present: Chairperson Sue Lee, Vice Chairperson Jerol Kivett, and Commissioners Thaddeus Godwin, Lethia Lee and Allen McLamb.

Chairperson Sue Lee called the meeting to order and turned the meeting over to Vice Chairperson Kivett. Vice Chairperson Kivett called upon Assistant County Manager and Clerk to the Board Susan Holder who provided the invocation. Vice Chairperson Kivett then led the Pledge of Allegiance.

Approval of Agenda

Upon a motion by Commissioner Godwin and seconded by Commissioner Lethia Lee, the Board voted unanimously to approve the agenda as published with the following changes:

- Added approval of the Sheriff's Bond to the Consent Agenda

Item 1: Organization of the Board

County Manager Ed Causey conducted the election for Chairman of the Board. Chairperson Sue Lee nominated Vice Chairperson Jerol Kivett. There were no other nominations. The Board voted unanimously to elect Jerol Kivett as Chairman. Newly elected Chairman Kivett conducted the election for Vice Chairperson and nominated Commissioner

Sue Lee. There were no other nominations. The Board voted unanimously to elect Commissioner Sue Lee as Vice Chairperson. Vice Chairperson Lee provided remarks thanking her fellow commissioners, County employees, and Sampson County citizens for allowing her to serve in her role as the first female Chairperson of the Sampson County Board of Commissioners. She offered Chairman Kivett a few words of advice, and he voiced his appreciation for all of Vice Chairperson Lee's hard work and leadership during her time as Chairperson.

Item 2: Zoning Items

R22-08: Request to Rezone 2.88 Acre Parcel on Roseboro Highway from C-Commercial to RA-Residential Agricultural Chairman Kivett opened the public hearing and called upon Myron Cashwell who reviewed a request by Charlies B. Williams to rezone a 2.88-acre parcel (08009988301) on Roseboro Hwy. from C-Commercial to RA-Residential Agricultural. The request was recommended for approval by the Planning Board having found it to be consistent with the land use plan, reasonable, and in best public interest. Chairman Kivett opened the floor for comments and hearing none he closed the public hearing. Upon a motion by Vice Chairperson Lee and seconded by Commissioner Godwin, the Board voted unanimously to adopt a resolution approving R22-08, having found the proposed rezoning consistent with the Sampson County Land Use Plan. (Copy filed in Inc. Minute Book _____, Page____.)

ZTA22-02: Request to Amend Certain Articles of the Sampson County Flood Damage Prevention Ordinance Chairman Kivett opened the public hearing and County Attorney Joel Starling reviewed the recommendation to amend Article 1, Section A, Statutory Authorization; Article 3, Section B, Basis for Establishing the Special Flood Hazard Areas; Article 4, Section B (3)(e)(iii), Floodplain Development Application, Permit and Certification Requirements - Certification Requirements; Article 5, Section A(4), General Standards; and Article 5, Section B(8), Specific Standards - Accessory Structures of the Flood Damage Prevention Ordinance. Chairman Kivett opened the floor for comments and hearing none he closed the public hearing. Upon a motion by Chairman Kivett and seconded by Commissioner Godwin the Board voted unanimously to approve the amendments to the Flood Damage Prevention Ordinance as recommended. (Copy filed in Ordinance Book _____, Page _____.)

Item 3: Presentations/Reports

Update on Efforts Regarding Employee Recruitment and Compensation Challenges Chairman Kivett called on County Manager Ed Causey who reviewed a memorandum regarding an "Update on Efforts Regarding Employee Recruitment and Compensation Challenges" as follows:

"At the November Board of Commissioners meeting, you authorized the procurement of a comprehensive market study to be performed as soon as possible with recommendations to be fully implemented within budgetary restrictions. This process is underway with the expectation that the completed market study will be available by early summer.

You also directed staff to immediately research and implement operational changes which would enhance our competitiveness when recruiting new employees and improve the retention of existing employees. The circumstance regarding vacancies continues to exacerbate the challenges in several departments. In addition, and as you know, inflation and supply chain issues continue to affect all employees. Recognizing that market study will not be available until

later in 2023 and that we will continue reviewing our circumstances with personnel during the budget process we offer the following as the first steps in addressing our employment challenges:

1. Recruitment

Beginning 1/1/2023 and continuing through 6/30/2023, provide a \$2,004 Hiring bonus (to be paid over 12 months) for identified hard-to-fill positions:

Social worker-Protective Services (child and adult)
Nurse
Physician Extender
EMT/paramedic
Detention officer I, II, III
Deputy I, II and III
Telecommunicator
Senior Planner

Estimated cost based on current vacancies: \$90,180

2. Retention

Implement a 2.5% pay raises for all full-time and part-time staff effective 1/01/2023 and reflected in the 2/15/2023 payroll

Projected costs: \$375,000 (includes fringe benefits)
\$12,500 for part time employees
\$15,000 for budgeted overtime

We want to emphasize that these are the first steps in dealing with employee compensation, and we expect to be making additional recommendations as the market study and budget are completed.”

Upon a motion by Vice Chairperson Lee and seconded by Commissioner Godwin, the Board voted unanimously to direct staff to move forward in addressing the employee recruitment and compensation challenges.

Discussion Regarding Property Reevaluation Cycles Chairman Kivett called on County Manager Ed Causey who reviewed correspondence from the NC Department of Revenue advising that the County has fallen outside of the acceptance range of standards regarding the frequency of property reappraisals. Currently, the County conducts property reappraisals in eight-year cycles. Because our sales ratio has dropped below 90 percent, the NCDOR has recommended that the County conduct its next reappraisal earlier than our currently scheduled reappraisal (January 2025). There are a number of considerations for an expedited schedule, including the type of revaluation which could be conducted within a compressed timeline and the availability and cost of appraisal services. Upon a motion by Chairman Kivett and seconded by Vice Chairperson Lee, the Board voted unanimously to direct staff to issue an RFP for potential appraisal services.

Item 4: Action Items

Appointment of Clerk to the Board Chairman Kivett called upon County Manager Ed Causey who explained that the Assistant County Manager currently serves as the Clerk to the Board, and as she will retire as of January 1, 2023, the Board must appoint someone to fill the Clerk position. Mr. Causey recommended that the Board appoint Stephanie Shannon, who currently serves as Administrative Assistant in the Administration Department, as Clerk to the Board, effective January 1, 2023. Ms. Shannon would then take the oath of office at the Board's January 9, 2023 meeting. Upon a motion by Vice Chairperson Lee and seconded by Commissioner Godwin, the Board voted unanimously to appoint Stephanie Shannon as Clerk to the Board, effective January 1, 2023.

Disposition of Old Emergency Services Building Chairman Kivett called once again on County Manager Ed Causey who explained that as part of a larger effort to identify potential new sources of revenue for Sampson County Government, staff would like to informally solicit offers to purchase the Emergency Services Building at 107 Underwood Street, Clinton, NC 28328, which will be vacated by the Emergency Services Department in the coming months. Once staff has had an opportunity to solicit offers, the Finance Department will report back to the Board. At that time, the Board can consider whether to dispose of the property through the negotiated offer and upset bid process authorized by N.C. Gen. Stat. §§ 160A-269. Upon a motion by Vice Chairperson Lee and seconded by Commissioner Godwin, the Board voted unanimously to adopt the Resolution Directing Staff to Informally Solicit Offers to Purchase. (Copy filed in Inc. Minute Book _____, Page _____.)

Selection of Architectural Services Firm for Animal Shelter Extension and Upgrade Chairman Kivett acknowledged Finance Officer David Clack who provided information on grant funds that the County received which will allow us to make improvements to our Animal Shelter facility. Because of the type and amount of grant funding, staff has followed our policies regarding technical evaluations of proposals and selection of best qualified firms. The County received two responses to its RFQ, performed an initial review for conformity, and a Technical Review Committee has evaluated and scored the responses. Based upon this process, the Committee has recommended the selection of DWG Architects/Shelter Planner as the best firm. Upon a motion made by Vice Chairperson Lee and seconded by Commissioner Godwin, the Board voted unanimously to select DWG Architects as the best qualified firm and authorize the County Manager to negotiate the contract for architectural services.

Public Hearing – Naming of Private Roads and a Report on Upcoming Road Naming Process Chairman Kivett opened a public hearing and called upon Assistant County Manager Susan Holder who informed the Board that the County has duly advertised a public hearing to receive comments on the recommendations of the Road Naming Committee with regard to the names of certain private roads. The Road Naming Committee Recommends that PVT 1742-2113 be named Meadow Run Lane. Chairman Kivett opened the floor for comments and hearing none closed the public hearing. Upon a motion by Chairman Kivett and seconded by Commissioner McLamb the Board voted unanimously to name the private road as recommended. Mrs. Holder then gave an update on roads being rerouted as a result of the NC 24 construction. Because of these changes, certain sections of the highway no longer comply with the standards required by the County's 911 System. Our 911 Addressing staff and the Road Naming Committee have worked diligently to develop proposals for readdressing the affected sections to ensure prompt emergency response. The Committee will bring full

addressing recommendations to the Board at a later date and will endeavor to keep the public well advised of this process.

Appointments - SRMC Board of Trustees Upon a motion by Vice Chairperson Lee and seconded by Chairman Kivett the Board voted unanimously to reappoint Andy Darden, Craig Richardson, and Telfair Simpson; and to appoint Wendy Becton and Nelson Powell to the SRMC Board of Trustees.

Appointments - Library Board Upon a motion made by Vice Chairperson Lee and seconded by Commissioner Godwin the Board voted unanimously to reappoint Natalie Smith and appoint Debbie Daughtry to the Sampson County Library Board.

Appointments - Health Advisory Board Upon a motion by Vice Chairperson Lee and seconded by Commissioner Lethia Lee the Board voted unanimously to appoint Daniel Cumbo and Russell DeVane and to reappoint Cynthia Davis, Yire Hernandez, and Allie Ray McCullen to the Health Advisory Board.

Appointments - Fire Commission Upon a motion by Vice Chairperson Lee and seconded by Commissioner Godwin, the Board voted unanimously to appoint Chairman Jerol Kivett as Fire Commissioner. Upon a motion by Vice Chairperson Lee and seconded by Commissioner Godwin the Board voted unanimously to appoint Richard Sauer, Prentice Madgar, Billy Lockamy, Ken Jackson, Alan Williams, and Anthony Troublefield to the Sampson County Fire Commission.

Appointments - LEPC Upon a motion by Vice Chairperson Lee and seconded by Commissioner Godwin the Board voted unanimously to appoint 1st Sgt. J.E. Stahl of NCSHP to the Local Emergency Planning Committee.

Item 5: Consent Agenda

Upon a motion by Vice Chairperson Lee and seconded by Commissioner Godwin, the Board voted unanimously to approve the Consent Agenda as follows:

- a. Approved the minutes of the November 7, 2022 meeting (Copy filed in Inc. Minute Book ____, Page ____)
- b. Adopted a revised 2023 Sampson County Government Holiday Schedule (Copy filed in Inc. Minute Book ____, Page ____.)
- c. Awarded the bid for reconstruction of the Ellen Pridgen home in the CDBG-NR Program to the lowest responsible bidder, Holland Construction Co. (Owner Thomas J. Holland) at the bid price of \$154,500
- d. Approved the recommended revisions to the Economic Development Commission bylaws (Copy filed in Inc. Minute Book ____, Page ____.)
- e. Adopted Capital Projects Ordinances for the FY22-23 State Capital Infrastructure Grant Funds and a Capital Project Ordinance for the 2307 Ivanhoe Water System Project

(Copies filed in Inc. Minute Book _____, Page _____.)

- f. Authorized execution of the Grant Agreement between the NC Tobacco Trust Fund Commission and NC Cooperative Extension-Sampson County Center and approved associated budget amendment (Copy filed in Inc. Minute Book _____, Page _____.)
- g. Adopted a resolution supporting an application for the honorary designation of a portion of NC 24 (Copy filed in Inc. Minute Book _____, Page _____.)
- h. Accepted grant funds totaling \$25,000 awarded to Sampson County Emergency Services from Duke Energy to purchase an Unmanned Aerial System (drone)
- i. Adopted a resolution clarifying that the Board Chair by position is authorized to execute the NC Welding, LLC property deed and other documents previously designated for signature prior to annual reorganization of the Board (Copy filed in Inc. Minute Book _____, Page _____.)
- j. Approved the updated 2023 Title VI Plan for Sampson Area Transportation (Copy filed in Inc. Minute Book _____, Page _____.)
- k. Approved the late disabled veterans tax exclusion requests for Gleenwell Stevens and Isiah Herring, Jr.
- l. Approved the tax refunds and releases as submitted

#10051	Rafaela Serrano	\$109.94
#10040	Neal Shawn Matthews	\$148.29
#10041	Jennifer Dawn Leggette	\$243.01
#10030	Darrell W. Wilson	\$416.25
#10053	Robert F. Hollingsworth	\$416.25
#10054	Nickie N. Smith	\$416.25
#10017	Prestage Farms Inc.	\$198.67
#10043	Charles Price	\$228.43
#10045	Amado Francisco Bravo	\$201.91
#10048	Harry Halstead	\$111.31
#10049	William Douglas Holloman	\$119.40
#10056	Isiah Herring Jr.	\$152.83
#10057	Adrian Bodden Pimentel	\$265.02
Tax Release	Cayenne Acquisitions Group, LLC	\$-410.88
Tax Release	Richard Dixon III	\$597.60

m. Approved budget amendments as submitted

<u>EXPENDITURE</u>		Sheriff		
<u>Code Number</u>		<u>Description (Object of Expenditure)</u>	<u>Increase</u>	<u>Decrease</u>
11243100	521300	Uniforms	\$1,496.	
<u>REVENUE</u>				
<u>Code Number</u>		<u>Source of Revenue</u>	<u>Increase</u>	<u>Decrease</u>
11034310	402602	DOJ BPV Grant	\$1,496.	
<u>EXPENDITURE</u>		Health Department		
<u>Code Number</u>		<u>Description (Object of Expenditure)</u>	<u>Increase</u>	<u>Decrease</u>
12551560	519300	Medical Services	\$2,600.	
<u>REVENUE</u>				
<u>Code Number</u>		<u>Source of Revenue</u>	<u>Increase</u>	<u>Decrease</u>
12535156	408900	Misc. Revenue	\$2,600.	
<u>EXPENDITURE</u>		Expo Center		
<u>Code Number</u>		<u>Description (Object of Expenditure)</u>	<u>Increase</u>	<u>Decrease</u>
62998610	544007	Contract Serv – House Managers	\$6,000.	
<u>REVENUE</u>				
<u>Code Number</u>		<u>Source of Revenue</u>	<u>Increase</u>	<u>Decrease</u>
62939861	405303	House Manager Revenue	\$6,000.	
<u>EXPENDITURE</u>		Emergency Management		
<u>Code Number</u>		<u>Description (Object of Expenditure)</u>	<u>Increase</u>	<u>Decrease</u>
11243300	526201	Department Supplies - Equipment	\$3,691.	
<u>REVENUE</u>				
<u>Code Number</u>		<u>Source of Revenue</u>	<u>Increase</u>	<u>Decrease</u>
11034330	408406	Other Grants	\$3,691.	

Approved Budget Amendment 1 – State and Budget Amendment 1 – Federal for Clinton City Schools as submitted.

Consent Agenda (as Board of Health)

- n. Approved SCHD Advisory Committee Meeting Schedule (Copy filed in Inc. Minute Book ____, Page ____.)
- o. Approved fee revisions as recommended by SCHD Advisory Board
- p. Authorized submission of United Way Grant (BCCP)
- q. Approved SCHD Advisory Committee 2022 Operating Policy and Procedures (no change to policy, annual approval for reaccreditation)
- r. Approved SCHD Advisory Committee 2022 Conflict of Interest Policy (no change to policy, annual approval for reaccreditation)

- s. Approved Board of Health 2022 Operating Policy and Procedures (no change to policy, annual approval for reaccreditation)

Consent Agenda (as Board of Commissioners)

- t. (Walk-On) Approved the Sheriff's Bond

Item 6: Consideration of Tax Appeals

Chairman Kivett called upon County Manager Ed Causey who stated that assessments and billings have been issued as a result of business personal property compliance reviews. The following individuals have requested an adjustment of the penalties applied to their accounts, pursuant to North Carolina General Statutes, for failure to timely list their business personal property.

RKK Farms: (Tax \$11,985.00 + Penalty \$4,747.27 = \$16,732.27)

James Gregory Horrell (Tax \$6,846.04 + Penalty \$2,321.26 = \$9,167.30)

Upon a motion by Vice Chairperson Lee and seconded by Commissioner Godwin the Board voted unanimously to waive ½ of the penalty on these appeals.

Item 7: Board Information

The Board received the following items as information only:

- a. Engineers Recommendation for Alternatives for Development of Ivanhoe Water Project
- b. September 19, 2022 Minutes, SCHD Advisory Committee
- c. October 4, 2022 Minutes, Dangerous Dog Appeal Hearing
- d. 2021-2022 SCHD Annual Report
- e. 2021-2022 NC Child Health Report Card
- f. 2022 County Health Rankings Report

Item 8: County Manager's Report

Chairman Kivett acknowledged County Manager Ed Causey who discussed Item A in the Board Information section and informed the Board that engineers would be here in January to discuss Alternatives for Development of the Ivanhoe Water Project. Mr. Causey then shared remarks about Assistant County Manager Susan Holder's accomplishments during her career with Sampson County. He commended Mrs. Holder for her institutional knowledge and dedication to Sampson County and its citizens and wished Mrs. Holder well in her retirement.

Item 9: Public Comment Period

Following a brief overview of Public Comment Policies and Procedures by Assistant County Manager Susan Holder, Chairman Kivett opened the floor for public comments. The following were received:

Glenn Best, 2699 Peterson Rd., Clinton, NC – I've been living on this road about twenty-four years. In the past year and a half or two years, my understanding is, that the County has hire somebody to pick up the trash and carry the trash off our road. My road looks like the city dump. We've got couches, we've got chairs, we've got hog heads down there, we've got mattresses that have been down there since the first of May. The people who mow that road, they mow over the bags of trash. They do not move anything, and if we're paying this money to people in Sanford, which I was told by the DOT, then I think we're wasting our money and the County needs to know it and do something about it. My personal opinion is I think we should get somebody locally that will do a certain amount of roads and pay them to do it and keep it up. As it is, it's a trash dump. I hate living on a trash dump road, and I don't think anybody in this building would, and that's what I've got to say.

Natalie Flores, 136 Russell St., Clinton, NC – Well, I just have a complaint, that's it basically. Just to let y'all know and be aware of. There's a sweet potato plant right beside my house and it's infesting my house and our neighbor's homes with those gnats really bad. We have complained to the city already and we went to the meetings as well. They said they were going to spray and fix that problem. This is going on two years now and I have kids. It's disgusting. And I don't know where to turn to. I don't even know where to get information about any of that stuff about the plant or whatever they have because they were on 24, on Old Warsaw Road, but I don't understand why they moved to our little street basically. It's Farm Fresh, I think that's the company name, but we have complained, and I've got some of my other neighbors here too. That they want to complain and show the evidence too of how bad they are. I mean, it's ridiculous that we have to spend our money just to do their job. And they're not doing their job properly. That's all I have to say, thank you.

Denise Faison, 159 Russell St., Clinton, NC – Good afternoon. Piggybacking on what she said, the bugs are so bad. Two years. Snow don't kill them. This is just an example of what I put out, maybe about three minutes, in the yard. I mean, they cover the house, they come inside our house through the windows and we've got weatherized windows, but these bugs come in there in your kitchen, in the bathrooms, everywhere through the whole house. Spray don't do no good. Didn't have a problem when that potato house was not there. This is going on the second year, and they knew the first year. The city told us that they couldn't do anything, that the building was in the county, but I'm on the side of the building that runs with the city and the county. These bugs are so far they're going over to Sir Clinton. Believe it. I've had complaints from there. So they definitely, it's like an infestation. They multiply instead of die. Like I said, this is just about like two to three minutes just being put out. Trash can, they'll about kill you. For real. It's bad that we have to live like this. It really is. Can't hardly cook your food. Don't even want to eat in your house because they are constantly flying around. That's just how bad they really are. Now I wouldn't be complaining if I didn't have a problem, but that's a problem and it seems like it's a safety hazard too, because you definitely have to watch everything you do now at this point. I can't cook in my house because there's just too

many of those insects that's just flying around. So, we are asking, we are desperately needing, we need help of what to be done. If the building have to, the potatoes have to be moved out of city limits, county, wherever it's at, so be it but we need to live in peace. We pay city and county taxes. Thank you.

Jimmy Faircloth, 1309 Peterson Rd., Clinton, NC – I'm going along with what Mr. Glenn said. We both stay on Peterson Road and it's a problem. There's trash everywhere. I even catch people doing it. And they're coming from Tyndall Town Road, the majority of them. So, not only is that a problem, but the ditches are not cleaned our properly, and the reason I say that is because I stay in the curve on Peterson Road, 1309 Peterson Road, and there's the Hopes, they farm the land behind me, Faircloths farm the land in front of me, but the sand from the field beside me fills up the ditches and then here I am with runoff coming into my yard. So, I cut the ditch myself to help it drain. That's you know they need a piece of tile or something, somebody needs to come through and cut the ditches. I mean, I'll do it, but there again I'm not, you know I'm not getting paid for it, so. But as he said, we're tired of living in the dump. You know if they can't carry it to somewhere close by, you know that's appointed landfill or whatever, we've got a problem. We've got to address it somehow. Some way. I don't know if you can put a camera up or what, but you know it's mostly on the Boykin Bridge side. With that being said, also, we've got people flying around those curves on Peterson Road. There's no sign stating that this is a 35 mph curve, its 20 mph, whatever. There's no hazard signs or nothing. So here about once a month I'm picking up car parts off the side of the road right there at the house. You know, it's a wonder somebody ain't got killed right there. Alright, one more problem I want to address is 2229 West Main Street. We've had several incidents where cars have run that curve like coming from the college, coming down like you want to go to Walmart the back way, whatever. Anyway, they're busting the curve and coming over into my parents' yard. They've hit the tree. I've cut the trees down because of the damage that it done to the tree. They've hit the house. They've hit my dad's truck. Totaled it. You know when is it going to stop? Do I have to lose a parent in order to get guard rails or something up? You know? I've had my mom's mailbox moved because, you know it's a blind curve, and I don't want her to get hit walking across there to check her mail, so I had that problem solved, but there's still nothing being done about people slowing down coming around that curve at her place. So, if you will, help me out. Thank y'all.

Adjournment

Upon a motion made by Vice Chairperson Lee and seconded by Commissioner Godwin, the Board voted unanimously to adjourn.

/signed copy on file in Clerk's Office

R. Jerol Kivett, Chairperson

/signed copy on file in Clerk's Office

Susan J. Holder, Clerk to the Board