

MINUTES

**STATE OF NORTH CAROLINA
COUNTY OF HENDERSON**

**BOARD OF COMMISSIONERS
WEDNESDAY, NOVEMBER 17, 2021**

The Henderson County Board of Commissioners met for a regularly scheduled meeting at 9:30 a.m. in the Commissioners' Meeting Room of the Historic Courthouse on Main Street, Hendersonville.

Those present were: Chairman William Lapsley, Vice-Chair Rebecca McCall, Commissioner Mike Edney, Commissioner Daniel Andreotta, Commissioner David Hill, County Manager John Mitchell, Assistant County Manager Amy Brantley, and Attorney Russ Burrell.

Also present were: Director of Business and Community Development Christopher Todd, Finance Director Samantha Reynolds, Sheriff Lowell Griffin, Chief Deputy Vanesa Gilbert, Captain Andrew Starling, Human Resources Director Karen Ensley, Compensation and Benefits Manager Mary Alice Jackson, HR Analyst Anna McCall, Health Director Steve Smith, Engineer Marcus Jones, Code Enforcement Director Matt Champion, Recreation Director Carleen Dixon, Construction Project Manager David Berry, Planning Director Autumn Radcliff, Senior Planner Janna Bianculli, Emergency Management/Rescue Coordinator Jimmy Brissie, Budget Analyst Jennifer Miranda, Assistant Engineer Deb Johnston and PIO Kathy Finotti – videotaping.

CALL TO ORDER/WELCOME

Chairman Lapsley called the meeting to order and welcomed all in attendance.

INVOCATION

The invocation was provided by Pastor Jason Gaston of the Biltmore Church Hendersonville campus.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance to the American Flag was led by Chairman Lapsley.

2021.95 RESOLUTIONS AND RECOGNITIONS



Resolution Honoring Deputy Ryan Hendrix



For His Service and Sacrifice in the Line of Duty for the Citizens of Henderson County and Awarding His Sidearm to His Father: Donald Hendrix

WHEREAS, Deputy Ryan Hendrix joined the Henderson County Sheriff's Office as a benefit-eligible employee in June of 2012 and served until his death in the line of duty on September 10, 2020; and

WHEREAS, Deputy Hendrix held the ranks of Detention Jailer, Deputy, Patrol Investigator, Field Training Officer and as was a member of the SWAT Team; and

WHEREAS, Ryan Hendrix spent his adult life serving first our country as a Marine, and then the Henderson County community and agency; and

WHEREAS, N.C.G.S. 20-187.2 provides that retiring officers of the Henderson County Sheriff's Office may receive, at the time of their retirement, the badge worn or carried by them during their service with Henderson County; and

WHEREAS, N.C.G.S. 20-187.2 further provides that the Henderson County Board of Commissioners

APPROVED:

may, in its discretion, award to a retiring officer the service sidearm of such retiring officer at a price determined by the Board of Commissioners, upon securing a permit as required by N.C.G.S. 14-402 et seq; and

WHEREAS, On September 10, 2020, Deputy Ryan Hendrix valiantly responded to the call for assistance from a resident of Henderson County who was the victim of a violent robbery. Tragically, Deputy Hendrix was killed during the subsequent encounter with the suspect.

NOW, THEREFORE, BE IT RESOLVED by the Henderson County Board of Commissioners as follows:

1. Sheriff Lowell Griffin is hereby authorized in accordance with the provisions of N.C.G.S. 20-187.2 to transfer to Donald Hendrix the service sidearm worn by Deputy Ryan Hendrix while employed with the Henderson County Sheriff's Office; and
2. Sheriff Griffin is hereby authorized in accordance with the provisions of N.C.G.S. 20-187.2 to transfer to Donald Hendrix his service sidearm at no cost to him and upon him securing a permit required by N.C.G.S. 14-402.

BE IT FURTHER RESOLVED that the Henderson County Board of Commissioners recognizes the sacrifice made by Ryan Hendrix and his dedicated service to Henderson County and its citizens.

Chairman Lapsley made the motion to adopt the Resolution as presented. All voted in favor and the motion carried 5-0.

Sheriff Griffin addressed the Board, and introduced Captain Andrew Starling, who had served as a liaison to the Hendrix family on September 10, 2020, and in the days and weeks that followed. Captain Starling presented Deputy Hendrix' service weapon and the American Flag that flew beside him to his final resting place. Sheriff Griffin also noted that the Fraternal Order of Police had honored Deputy Hendrix and his family with the Supreme Sacrifice Medal of Honor, and presented that to the Hendrix family.

INFORMAL PUBLIC COMMENTS

1. Dennis Justice spoke in favor of a North Carolina Gaming Commission to run gambling in the State.

DISCUSSION/ADJUSTMENT OF AGENDA

Commissioner Andreotta added Discussion Item G, discussion of the Henderson County Commissioner Mission Statement.

Commissioner Edney requested the addition of a Closed Session item for Attorney/Client Privilege.

Chairman Lapsley made the motion to adopt the agenda as revised. All voted in favor and the motion carried 5-0.

Commissioner Edney made the motion to adopt the consent agenda as presented. All voted in favor and the motion carried 5-0.

CONSENT AGENDA consisted of the following:

Minutes

Draft minutes were presented for board review and approval of the following meeting(s):

November 1, 2021 - Regularly Scheduled Meeting

Motion:

I move the Board approves the minutes of November 1, 2021.

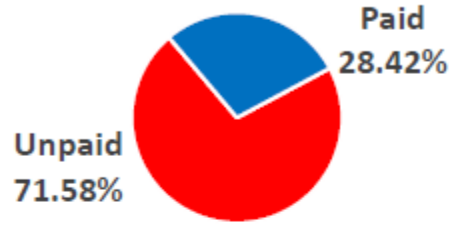
Tax Collector's Report

The November 4, 2021 report from the office of the Tax Collector is provided for the Board's information.

Please find outlined below collections information through November 3, 2021 for 2021 real and personal property bills mailed on August 27th. Vehicles taxes are billed monthly by NC DMV.

Henderson County Annual Bills (Real and Personal Property):

2021 Beginning Charge:	\$88,174,120.07
Discoveries & Imm. Irreg.:	\$985,818.02
Releases & Refunds:	(\$119,799.69)
<u>Net Charge:</u>	<u>\$89,040,138.40</u>
Unpaid Taxes:	\$63,736,721.46
Amount Collected:	\$25,303,416.94



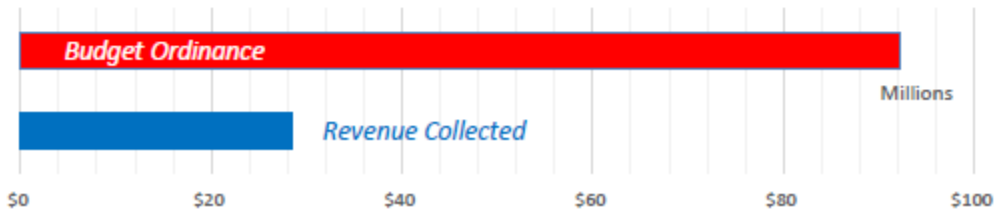
Henderson County Registered Motor Vehicles (As Collected by NC DMV):

Net Charge:	\$2,876,442.20
Unpaid Taxes:	\$5,944.56
Amount Collected:	\$2,870,497.64

99.79%

Henderson County FY22 Budget Analysis:

	<u>Budget Ordinance</u>	<u>Revenue Collected</u>
Ad Valorem:	\$91,127,728.00	\$28,173,914.58
Prior Years:	\$980,000.00	\$364,443.05
Budget Total:	\$92,107,728.00	YTD Revenue: \$28,538,357.63



County Financial Report/Cash Balance Report

For the Board’s review and approval, the September 2021 County Financial and Cash Balance Reports.

The following are explanations for departments/programs with higher budget to actual percentages for the month of September:

- Non-profit contributions – payment of 1st quarter Board approved appropriations and timing of membership dues
- County Manager – Timing of leave payout for retiring county manager
- Information Technology – timing of payments for annual subscriptions
- Emergency Management – timing of Board approved purchases
- Site Development – timing of Board approved purchases
- Agri-business – excess operating expenditures to be covered by membership fees
- Non-Departmental – Occupancy tax collections not yet budgeted for FY22.

Year to Date Net Revenues under Expenditures for the Justice Academy Sewer Fund is due to the timing of budgeted minor equipment for the sewer fund.

BOARD ACTION REQUESTED:

Request that the Board consider approving the County’s September 2021 Financial Reports as presented.

Motion: *I move that the Board of Commissioners approve the September 2021 County Financial Report and Cash Balance Report as presented.*

Notification of Vacancies

The Notification of Vacancies is being provided for the Board’s information. They will appear on the next agenda under “Nominations”.

1. **EMS Peer Review Committee – 2 vac.**
 Position # 2 (Position Requirement: EMS Nurse Liaison - Pardee)
 Position #16 (Position Requirement: Hospital Administration – Park Ridge)
2. **Hendersonville Planning Board – 1 vac.**
 Position # 1 (Position Requirement: Reside in Hendersonville ETJ)
3. **Hendersonville Zoning Board of Adjustment – 1 vac.**
 Position # 2 (Position Requirement: Reside in Hendersonville ETJ)
4. **Juvenile Crime Prevention Council – 1 Vac.**
 Position # 12 (Position Requirement: Person Under 18)

Henderson County Public Schools Financial Reports – September 2021

The Henderson County Public Schools September 2021 Local Current Expense Fund / Other Restricted Funds Report was presented for the Board’s information.

**HENDERSON COUNTY PUBLIC SCHOOLS
 LOCAL CURRENT EXPENSE/OTHER RESTRICTED FUNDS
 as of September 30, 2021**

	LOCAL CURRENT EXPENSE FUND	OTHER RESTRICTED FUND		
REVENUES:	YTD Activity	YTD Activity	Combined Total	Prior YTD
3200 State Sources	\$ -	\$ 4,000	\$ 4,000	\$ 9,000
3700 Federal Sources-Restricted	-	81,541	81,541	24,800
3800 Other Federal-ROTC	-	-	-	13,593
4100 County Appropriation	8,978,400	-	8,978,400	8,678,400
4200 Local -Tuition/Fees	-	11,685	11,685	3,000
4400 Local-Unrestricted	132,122	13,942	146,064	57,971
4800 Local-Restricted	-	89,511	89,511	61,661
4900 Fund Balance Appropriated/Transfer From school	-	-	-	-
TOTAL FUND REVENUES	\$ 9,110,522	\$ 200,679	\$ 9,311,201	\$ 8,848,226
EXPENDITURES:	YTD Activity	YTD Activity	Combined Total	Prior YTD
Instructional Services:				
5100 Regular Instructional Services	\$ 765,751	\$ 76,620	\$ 842,371	\$ 820,853
5200 Special Populations Services	30,313	88,252	118,566	68,366
5300 Alternative Programs and Services	23,808	42,824	66,631	42,576
5400 School Leadership Services	473,541	15,277	488,817	510,796
5500 Co-Curricular Services	32,245	-	32,245	30,721
5800 School-Based Support Services	241,353	2,380	243,713	219,538
Total Instructional Services	\$ 1,567,010	\$ 225,332	\$ 1,792,343	\$ 1,692,850
System-Wide Support Services:				
6100 Support and Development Services	\$ 62,317	\$ 6,950	\$ 69,267	\$ 60,660
6200 Special Population Support	52,155	691	52,846	48,269
6300 Alternative Programs	15,823	431	16,254	19,764
6400 Technology Support Services	491,218	13,890	505,108	298,498
6500 Operational Support Services	1,624,986	40,726	1,665,713	1,401,796
6600 Financial and Human Resource Services	1,094,799	31,395	1,126,194	1,039,999
6700 Accountability Services	46,313	28,800	75,113	13,691
6800 System-Wide Pupil Support Services	76,657	538	77,195	42,412
6900 Policy, Leadership and Public Relations	235,281	13,220	248,501	160,399
Total System-Wide Support Services	\$ 3,699,550	\$ 136,641	\$ 3,836,191	\$ 3,085,489
Ancillary Services:				
7100 Community Services	\$ 388	\$ 32,409	\$ 32,798	\$ 33,111
7200 Nutrition Services	1,161	-	1,161	563
Total Ancillary Services	\$ 1,549	\$ 32,409	\$ 33,957	\$ 33,673
Non-Programmed Charges:				
8100 Payments to Other Governments	\$ 167,342	\$ -	\$ 374,810	\$ 326,920
8400 Interfund Transfers	-	-	-	3,000
8600 Educational Foundations	-	20,063	20,063	19,113
Total Non-Programmed Charges	\$ 167,342	\$ 20,063	\$ 394,873	\$ 349,032
TOTAL FUND EXPENDITURES	\$ 5,435,451	\$ 414,445	\$ 6,057,364	\$ 5,161,044

Motion:

I move that the Board of Commissioners approve the Henderson County Public Schools September 2021 Financial Reports as presented.

Vaya Health – Quarterly Fiscal Monitoring Report (FMR) for the quarter ended September 30, 2021
 N.C.G.S. 122C-117(c) requires the staff of the local area mental health authority to provide the County Finance Officer with the quarterly Fiscal Monitoring Report (FMR) within 30 days of the end of the quarter. The County Finance Officer is then required to provide the FMR to the Board of Commissioners at the next regularly scheduled meeting of the board. The attached FMR for Vaya Health was received by the County Finance Officer on October 29, 2021.

Motion:

I move that the Board of approves the Vaya Health Fiscal Monitoring Report for the quarter ended September 30, 2021.

2021.96 Set Public Hearing for Land Development Code (LDC) Text Amendments (TX-2021-06) Conditional Rezoning Limits in Residential and Non-Residential Districts

During the July 15th and August 19th, Planning Board meetings, the Board requested staff to draft a text amendment to address concerns with conditional rezoning applications and permitted uses when requested within both residential and non-residential zoning districts. The Board discussed the issue at its September 16th and October 21st meetings and clarified the text for application acceptance

The Henderson County Planning Board discussed the draft text amendment and voted unanimously to send forward a favorable recommendation. Attached was the draft text amendment recommended by the Planning Board.

Motion:

I move that the Board set a public hearing on the proposed Land Development Code Text Amendment (TX-2021-06) for Monday, December 6, 2021 at 5:30 p.m.

2021.97 Home & Community Care Block Grant Funds

At the May 19, 2021 Board of Commissioners' meeting, the FY22 county funding plan for the Home & Community Care Block Grant was approved. At that meeting, the BOC approved a contract with GT Financial to manage the DSS contract at \$75.00 per hour. Since that time, GT Financial, has increased their management fee for DSS from \$75.00 to \$77.25. Therefore, the HCCBG Advisory Committee would like to request an amendment to the Provider Services Summary plan for DSS previously presented to the Chairman for his signature to reflect this increase.

In addition, Council on Aging was unable to manage the Consumer Directed Services program with their current staffing levels and have returned their allocated funds of \$20,780. The HCCBG Advisory Committee has recommended that these funds be reallocated to DSS who has identified an increased need and has the capacity to utilize the funds for consumer directed services.

Motion:

I move the Board approves the revised reimbursement rate for DSS and the reallocation of \$20,780 in funds returned by the Council on Aging to DSS for consumer directed services.

ABC Permit Application

Before the North Carolina Alcoholic Beverage Control Board issues a permit, it seeks input from the local government in the jurisdiction in which the proposed permittee intends to operate regarding the suitability of the person and the location.

Motion:

I move that the Board does not give unfavorable comment to the North Carolina ABC Board on this application.

2021.98 Provision of No Cost Flu Vaccinations to Uninsured Low-Income Adults

The Henderson County Board of Health was informed at their October 12, 2021 meeting that access to several programs providing free flu vaccinations to uninsured adults had been reduced or eliminated this year. Given the frequent requests from this population for assistance, the Board of Health was presented with a proposal to provide up to 400 doses of flu vaccine free of charge for uninsured adults without the ability to pay the fee. The board was also assured that doing so would not compromise current revenue forecasts within the public health budget. The Henderson County Board of Health subsequently approved a motion by unanimous vote to support the proposal and to forward it to the Henderson County Board of Commissioners for consideration and approval.

Note: Uninsured children are already provided no cost flu vaccinations through the Vaccines for Children (VFC) program administered by the Department of Public Health.

Motion:

I move the Board approve the provision of 400 flu vaccinations at no cost during the 2021-2022 fiscal year to address the needs of uninsured low-income adults.

2021.99 Set Public Hearing for Economic Development Matter “Project Smile”

The Board was requested to set a public hearing. The requested date and time for the public hearing is December 6, 2021, at 5:30 o'clock p.m.

Motion:

I move that the Board set a public hearing on economic development matter “Project Smile” on December 6, 2021, at 5:30 o'clock p.m.

PUBLIC HEARINGS

Commissioner Edney made the motion to go into Public Hearing. All voted in favor and the motion carried 5-0.

2021.100 Public Hearing for Land Development Code (LDC) Text Amendments (TX-2021-07) Removing Private Driveway Easement Option in Major Subdivisions

During the August 19th Planning Board meeting, the Board requested staff to draft a text amendment to remove the private driveway easement option in major subdivisions. This concern was due to emergency access in these larger developments if roads did not minimum standards under the LDC for local roads.

The Henderson County Planning Board discussed the draft text amendment and voted unanimously to send forward a favorable recommendation. Attached was the draft text amendment recommended by the Planning Board.

Mrs. Radcliff explained that the road standards are based on the number of lots in a subdivision, so the requirements do step up. A major subdivision is one that has 11 or more lots, or if the property is in an industrial or commercial park. Private driveway easements would not be allowed in the major subdivisions. For subdivisions with 10 or fewer lots, a maximum of five lots can be accessed by a private driveway easement.

Commissioner Edney suggested that if the concern with private driveway easements was access by emergency vehicles, the Board may need to make revisions to the requirements for those private driveway easements. He suggested that the Board allow the private driveway easement if 2/3rd of the owners of lots within the development approve it. The County Attorney clarified that the 2/3rd allowed for one vote per lot owner, not one vote per lot.

Public Input:

1. There was none.

Commissioner Edney made the motion to close the Public Hearing. All voted in favor and the motion carried 5-0.

Vice-Chair McCall made the motion to adopt the proposed text amendments to the Land Development Code (#TX-2021-07), and adopt the resolution regarding the consistency with the CCP. Following discussion, she revised her motion to “not allow private driveway easements in major subdivisions, unless 2/3rd of the lot owners, with one vote allowed per lot owner (not one vote per lot), within the subdivision approve the easement. All voted in favor and the motion carried 5-0.

2021.101 Public Hearing for Land Development Code (LDC) Text Amendments (TX-2021-08) Special Use Permit Restrictions

Commissioner Edney made the motion to go into Public Hearing. All voted in favor and the motion carried 5-0.

Recent special use permit (SUP) applications have identified inconsistencies in the Land Development Code for Special Use Permit requirements or limitations in non-residential zoning districts that do not apply to the same use in residential zoning districts. The following language was recommended as an addition. “Special Use

Permit Requirements. Any use that requires a special use permit has a maximum impervious surface not to exceed 80% and a maximum floor area limit not to exceed 80,000 square feet (excluding machining and assembly operations, manufacturing and production operations and landscaping materials sales and storage).”

The Henderson County Planning Board discussed the issue and draft text amendment at its September 16, 2021 and voted unanimously to send forward a favorable recommendation. Attached is the draft text amendment recommended by the Planning Board.

Public Input:

- 1. There was none.

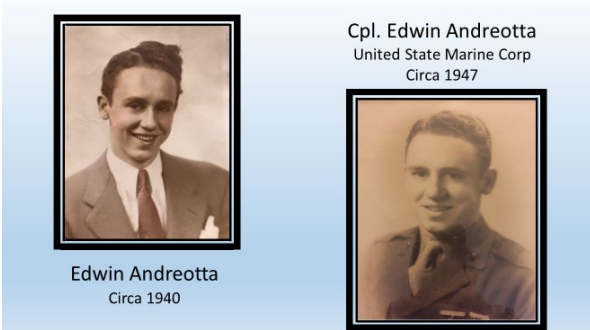
Commissioner Edney made the motion to go out of Public Hearing. All voted in favor and the motion carried 5-0.

Commissioner Edney made the motion to adopt the proposed text amendments to the LDC (#TX-2021-08) as presented and the resolution regarding the consistency with the CCP, and further moved that the Board refer the matter back to the Planning Board for recommendations within 45 days, to consider restricting uses within districts to those outlined uses, including the limitations of special and conditional uses. All voted in favor and the motion carried 5-0.

Veterans Tribute Slide Show

John Mitchell stated that prior to the beginning of the meeting, staff had put together a slide show containing pictures of relatives of the Commissioners who were veterans.

 <p>Claud Anthony Lapsley United States Merchant Marine 19 years old, Circa 1941 Father of Chairman Bill Lapsley</p>	 <p>First graduating class of United States Merchant Marine Academy San Francisco, June 1942 Claud Lapsley stands at attention in the back row.</p> 
 <p>United States Merchant Marine ship John Lykes Pearl Harbor November 1941</p>  <p>Japanese airplanes attacking the John Lykes Manila, Philippines December 8, 1941</p>	 <p>Charles Jackson United States Navy 1945-1951 Father of Vice-Chair Rebecca McCall</p> 
<p>Ernest "Bud" McCall, Jr. United States Navy 1996-2000</p>  	<p>Ernest "Bud" McCall, Jr. United States Navy 'Pukin Dogs' Air Squadron Picture taken onboard the John C. Stennis Aircraft Carrier.</p> 

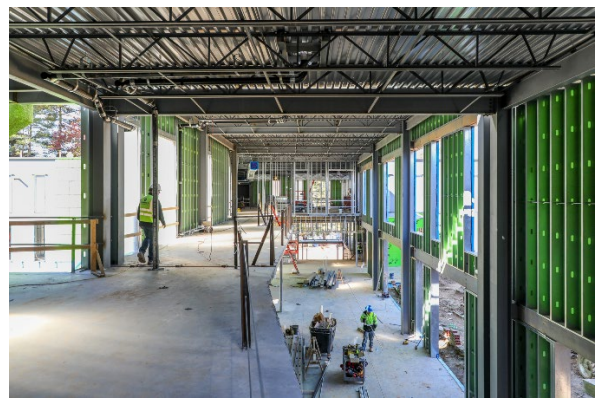
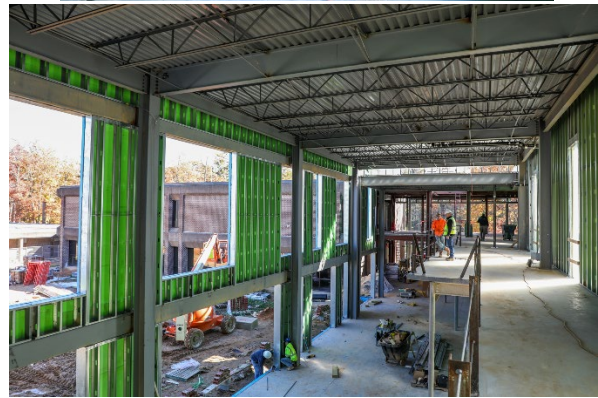
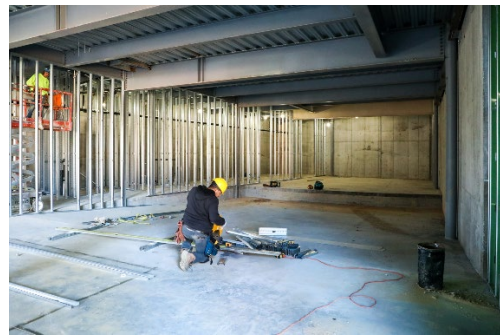


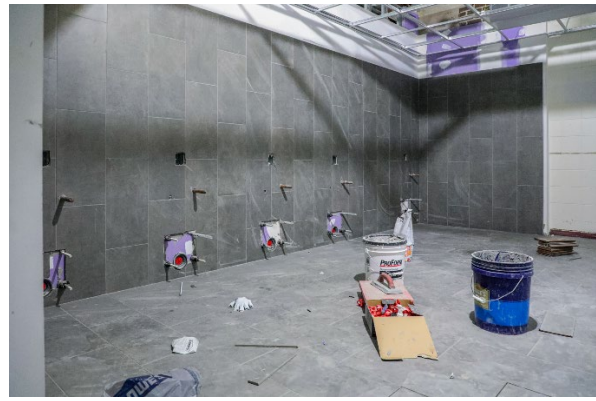
DISCUSSION

Construction Projects Update

David Berry provided the Board of Commissioners with an update on construction projects around Henderson County. This monthly report is a review of the scope and statuses of assigned construction management responsibilities and includes specific updates regarding County funded construction activities.

Blue Ridge Community College – Patton Building





FF&E has all been completed, with the exception of furniture and IT cabling. Drywall hanging and finishing is underway in the Patton Building. Exterior masonry has now started but was delayed due to procurement of specialty masonry forms. The project remains on schedule and under budget.

Hendersonville High School





At a previous meeting, the Board requested a display area to showcase some of the original tile work in the Stillwell Building. This display is planned for the event center area but is still a work in progress.

Commissioner Edney had requested the architects consider different ideas for the Bearcat Blvd side of the auditorium. Maggie Carnival noted that they had come up with some options, and Vannoy was developing pricing. Commissioner Edney requested those option be shared with the Board of Education.

Work is anticipated to start on the athletic field as soon as the football season is over – probably in another two to three weeks. Mr. Berry noted again that the project remained on time and under budget.

The Animal Services roof had been completed less the window replacement in the cupola. Those windows had been delivered, and Mr. Berry was working to get the installation scheduled.

Mr. Berry concluded his report with updates on MRTS projects from both Blue Ridge Community College and the Henderson County Public Schools, and the 95 Courthouse/Detention Center Conceptual Plan.

Jackson Park Flooding

Commissioner McCall stated that she was at a soccer game at Jackson Park recently, when she noticed standing water in a creek next to the fields. She requested a meeting with Marcus Jones, County Engineer, Soil and Water Conservation District staff Jonathan Wallin and Betsy Gerwig, and two members of the Recreation Advisory Board, Philip Ellis, and Hunter Marks. They met on Wednesday, October 6, 2021, at Jackson Park to discuss flooding and the effects on the soccer/multi-use fields in Jackson Park. Commissioner McCall requested that staff do some research and present options to the Board of Commissioners on how to improve the challenges with flooding at Jackson Park.

Betsy Gerwig provided the following update to the Board. She noted that Jackson Park is the largest County owned park and does sit between two large streams – Mud Creek and Bat Fork Creek, and the lower elevations of the park do lie in a floodplain. The fields do flood about 6 times each year and are unable to be used for about a week after each flood.



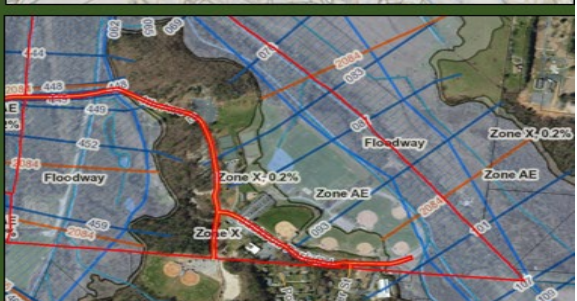
JACKSON PARK: Field Facts

- 9 Ball Fields, Used 42 weeks of the year, this includes:
 - Henderson County Public Schools Softball & Baseball
 - Henderson County Youth Little League
 - Special Needs Baseball
 - Adult Co-ed Recreation League
 - Adult Men's Recreation League
 - Senior Softball League
 - Private Youth Softball & Baseball Tournaments
- 6-8 Soccer Fields Used 24 weeks of the year for Recreational Soccer League
- The Soccer Field area is also used for:
 - Farm/City Day
 - Black Bear Half Marathon
 - Approx. 10 School Cross Country Meets a Year
 - National Cycle Cross Multi-Day Race Event



JACKSON PARK: Flooding Facts

- 220 acres
- Mud Creek to West
- Bat Fork Creek to Northeast
- Partially in floodplain
- Drains to French Broad River
- 10ft Elevation Drop
- Activity fields flooded ~6 times per year
- Play limited or prohibited ~1 week after flooding or limited due to heavy on-going rain when fields are not flooded



The following improvement options had been developed following the site visit, and were presented to the Board for further discussion.

There is currently a study ongoing for Bat Fork Creek, but it will not focus specifically on the Jackson Park flooding issues.

IMPROVEMENT OPTIONS

1. Feasibility & Engineering Study
2. Field Improvements & Maintenance
3. Relocation

1. Feasibility & Engineering Study

Goal: To develop a plan to improve stormwater drainage, increase floodplain connectivity, and restore the streams.

1. Feasibility & Engineering Study

Deliverables:

- Concept-level restoration design for discussion purposes
- Prioritized list all stormwater, floodplain and stream improvements.
- Planning-level cost estimates for restoration alternatives.
- Proposed cost: \$100,000; WRD Grant with 50/50 Match

*note this is just the cost of the study – does not include improvements of any kind

2. Field Improvements & Maintenance

Goal: Improve condition of turf leading to improved safety and playability of soccer fields

Improvements:

- Crown soccer fields
- Switch grass to a warm season grass
- Install irrigation system
- Overseed grass periodically
- Periodic regrading to address silt deposition

2. Field Improvements & Maintenance

Benefits:

- Reduce silt deposition
- Improve water shedding
- Improve turf condition

Downfalls:

- Continued maintenance required
- Silt deposits always an issue
- Does not eliminate the problem

3. Relocation

Goal: Establish soccer fields outside floodplain

Acquisition:

- 15 acres of relatively flat ground
- Not within floodplain
- Easy Access to I-26 (preferred)
- PARTF grant could be used for land acquisition up to \$500,000 in grant funds with a 50/50 match

3. Relocation

Benefits:

- Dedicated space for soccer
- Ability to host soccer tournaments
- Room to grow soccer programs
- More year-round availability


Downfalls:

- Cost of property & site development

Chairman Lapsley stated pursuing Option #2 – Field Improvements and Maintenance, would be his preference. There followed additional discussion about the long-term problem of silt, and the time frame associated with the growing season and a switch to a warm season grass. It was the consensus of the Board have the County Engineer work with the Recreation Department to develop a cost estimate inclusive of the elements in Option #2 and bring this item back to the Board for further discussion at the FY2023 Budget Retreat in January.

County Comprehensive Plan Update

Janna Bianculli provided the Board with an update on the progress of the 2045 Comprehensive Plan.



HENDERSON COUNTY 2045

COMPREHENSIVE PLANNING PROCESS UPDATE

PHASE 1

The comprehensive plan is a detailed plan that will take 18 months to complete. The process is broken into three phases. Phase 1 is anticipated to run through the end of 2021.

Phase 2 will begin in January when the Planning Board, serving as the Steering Committee, begins their "visioning" process.

NOVEMBER 2021 UPDATES

STUDENT OUTREACH

- Staff partnered with HC Public Schools and Blue Ridge Community College. Staff presented to the student government associations from each high school and BRCC. Students gave ideas for reaching a younger audience and suggested opportunities for engagement.

OPEN HOUSE EVENTS

- Since the last update, staff conducted 7 open house events.
- Events were well attended and the public was thoughtful and purposeful in their feedback.

PUBLIC WORKSHOPS

- The consultants and staff held a public workshop at BRCC on November 10th.
- The event offered a video presentation, mapping activities, survey taking, and small group discussions.

STEERING COMMITTEE MEETING

- Stewart Inc. presented virtually to the Planning Board in October. They presented community profile data and held a discussion regarding some of the survey findings.

MEETING IN A BOX

- The "Meeting in a Box" is available online at www.HendersonCounty2045.com.
- Unfortunately, staff cannot present at every club or organization's meeting. This online tool will allow small groups to conduct their own meetings and submit their feedback to become part of the record.

COMMUNITY SURVEY

- Staff received over 5,000 surveys from the tax bill and online.
- The majority of respondents are aged 55 and older yet they only make-up 30% of the population.

UPCOMING EVENTS

VIRTUAL PUBLIC WORKSHOP - December 9th at 6PM

- All members of the community are encouraged to attend the virtual Public Workshop option on Thursday, December 9th. This workshop will be facilitated by the consultants.

PLAN VISIONING

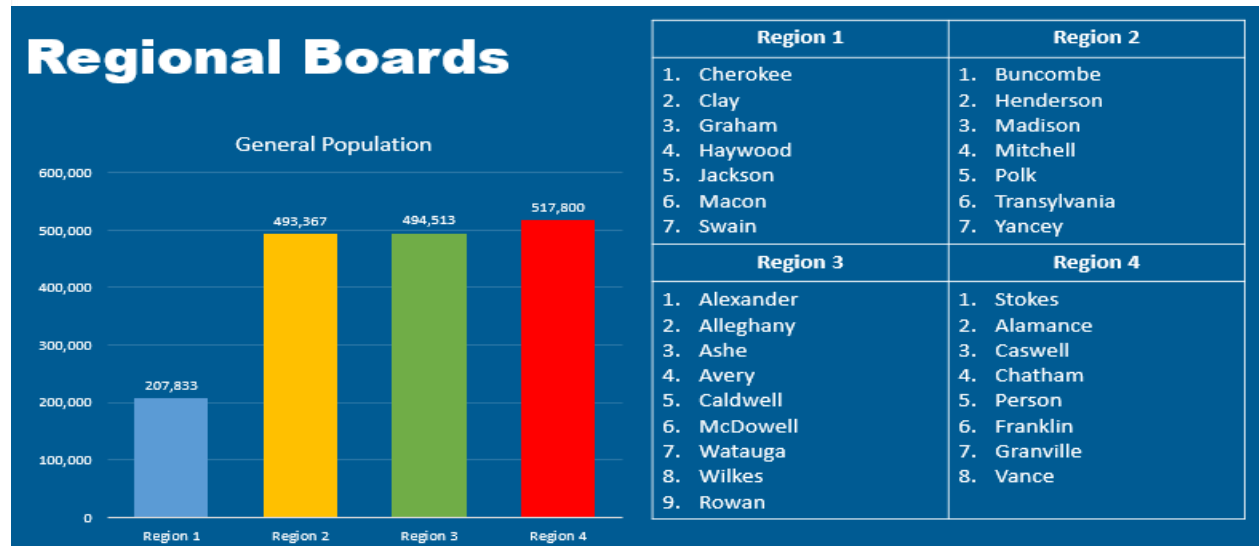
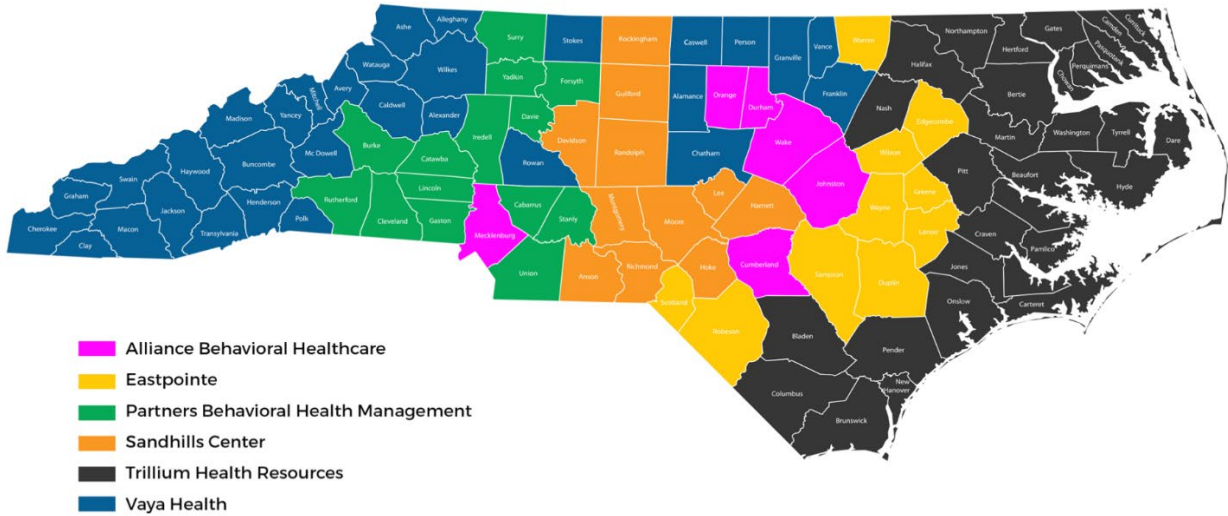
- The County is on schedule for the plan. Visioning will begin with the Steering committee in January. During Phase 2, staff will conduct targeted meetings with County committees and boards on different aspects of the plan.

The Comprehensive Plan kicked off in July, and public outreach is ongoing through the end of January. One of the strategies employed by Planning Staff to involve all members of the community was student engagement. They attended student governments at all the high schools and Innovative High School and received really good feedback from those students for reaching the younger generation. Outreach has resulted in additional input from both students and our veteran's population, via community meetings. However, staff continues to try to engage citizens, particularly those under the age of 55, as 60% of respondents are over the age of 65 which is not representative of our population statistics. 5,249 responses have been received to date, many of those in paper format.

VAYA Health

VAYA is the Managed Care Organization that manages publicly funded behavioral health and intellectual/developmental disability services in our region of North Carolina. Recently, Vaya merged with Cardinal Health, which added nine new counties to Vaya.

Angie Garner, County Relations Regional Director with Vaya Health, provided the Board with an overview of the merger with Cardinal, and discussed a new board structure which will manage the entity.

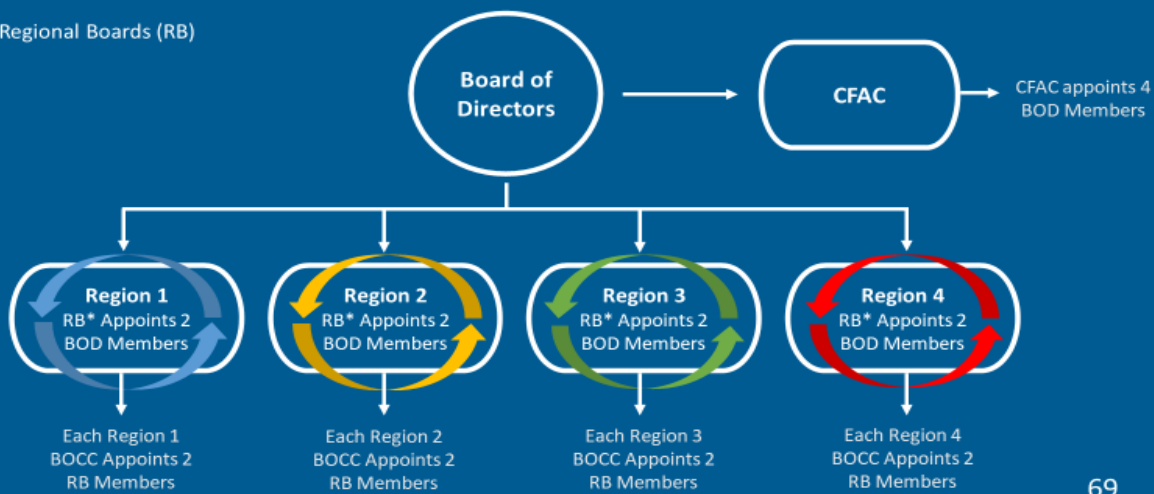


Proposed Composition for Consolidated Board of Directors

- 2 directors appointed by each Regional Board
- 4 directors appointed by Consumer & Family Advisory Committee
 - *Goal is that CFAC regions will align and there will be 1 director from each CFAC region*
- 1 director appointed by the DHHS Secretary
- Up to 8 At-Large directors appointed by current Vaya Board in consultation with Cardinal Board, CCABs, counties
 - *Would be appointed AFTER the Regional Boards make their appointment*
- The Provider Advisory Council President serves as non-voting director
- Up to 3 non-voting advisory directors

Alternative Board Structure

*Regional Boards (RB)



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The Board of County Commissioners for each county within the designated region is requested to appoint up to two members to the Regional Board, one of whom must be an elected County Commissioner and one of whom may be either a County Commissioner, County Manager, Department of Social Services Director, Public Health Director, or Law Enforcement Representative.

The Board will look for two representatives from Henderson County, and consider the appointments at the December 6, 2021 meeting.

County Map Book Presentation

Amy Brantley stated that since 2016, the North Carolina Association of County Commissioners has developed a “County Map Book”. This book provides data and map visualizations that highlight demographic, economic, health and educational information from North Carolina’s 100 counties. In addition to the raw data, since 2017 the Map Book has also included each county’s rank within the state.

The categories change annually based on feedback from county officials and staff, and to address timely policy issues. The attached presentation provides information on the categories that have remained consistent over the six-year period that the Map Book has been produced.



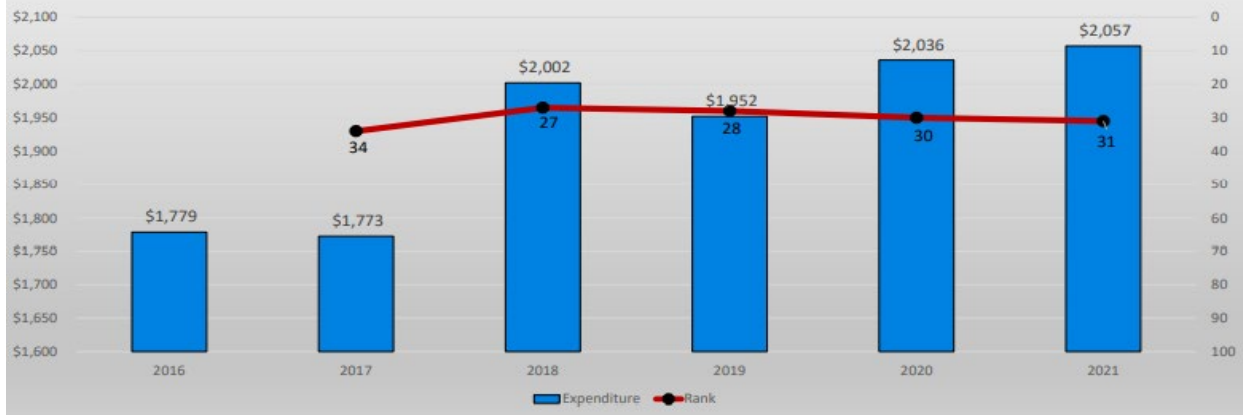
COUNTY MAP BOOK STATISTICAL INFORMATION

Henderson County, North Carolina

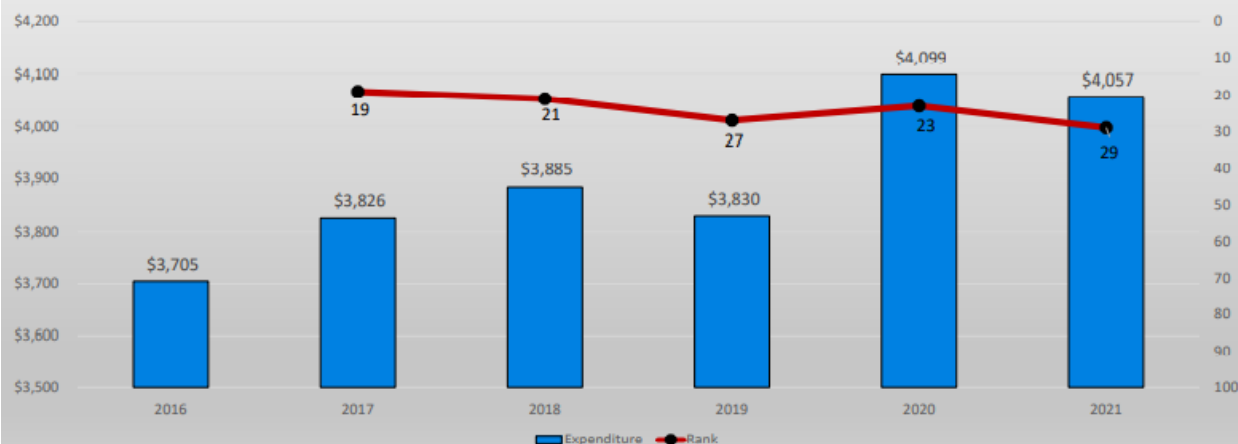
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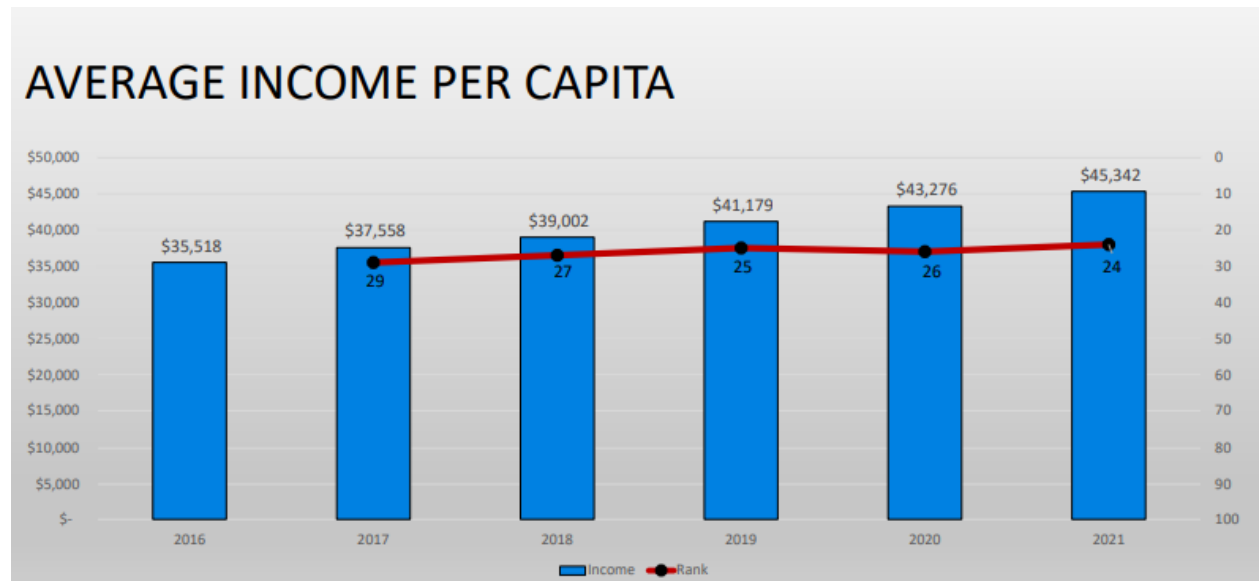
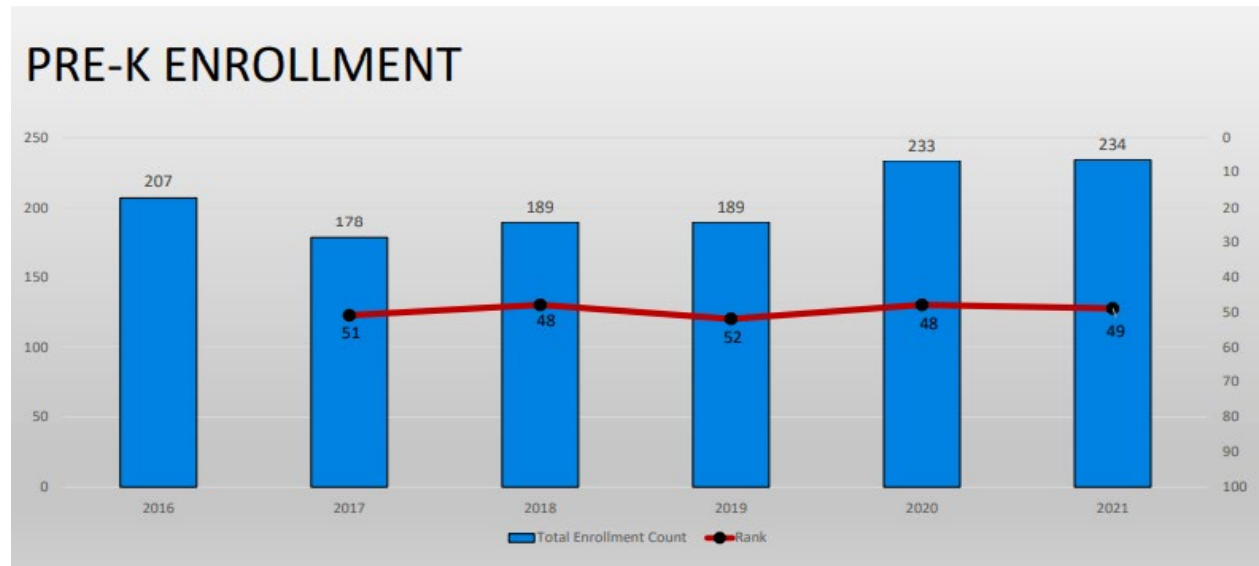
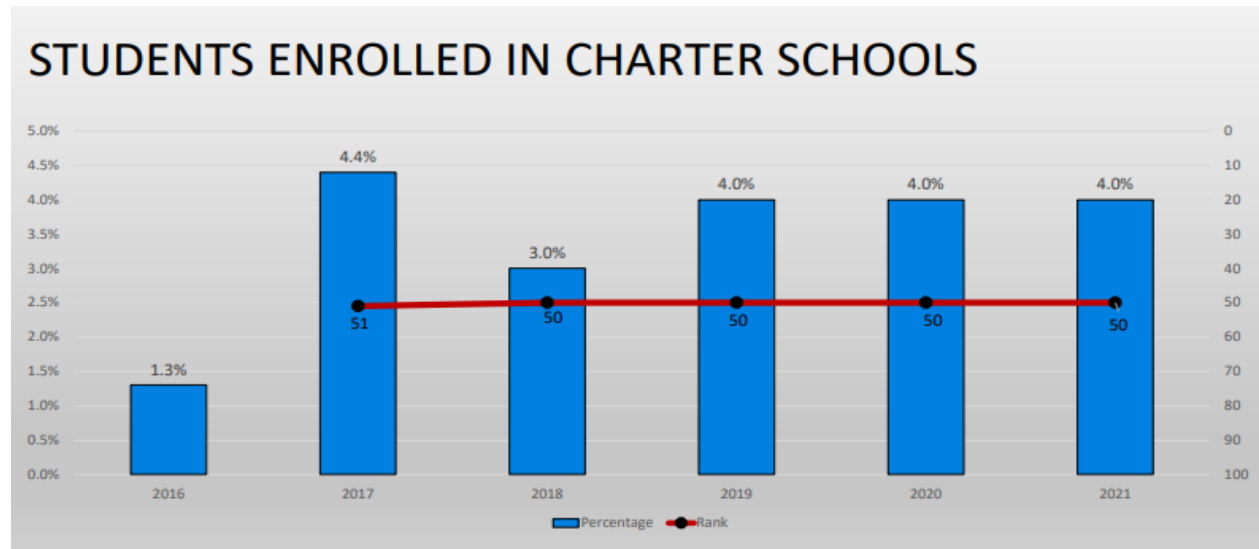


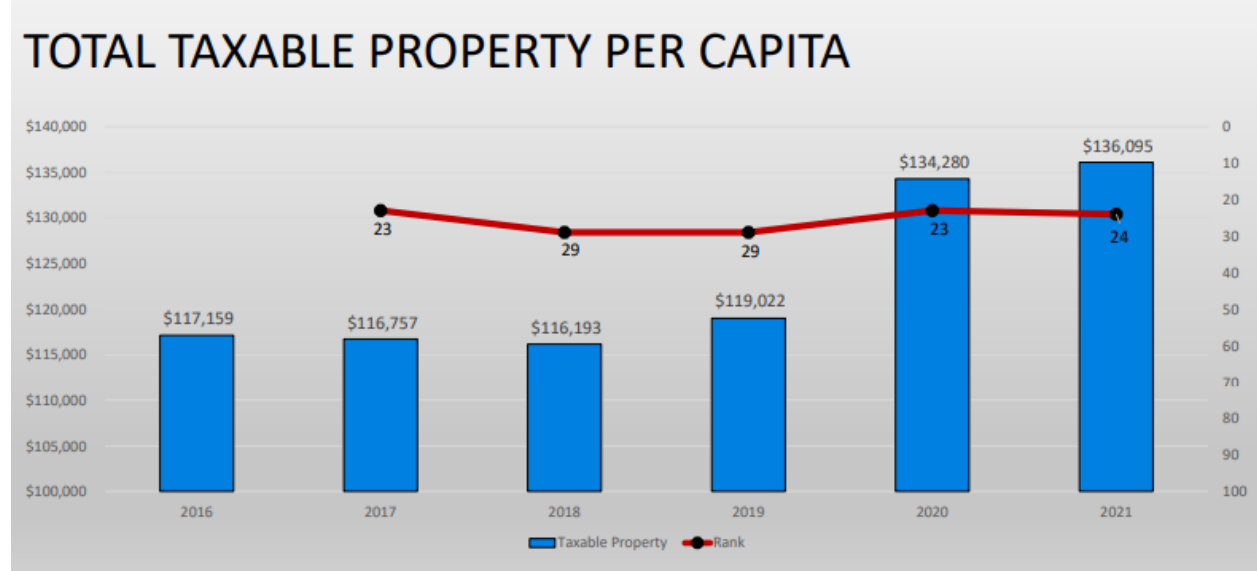
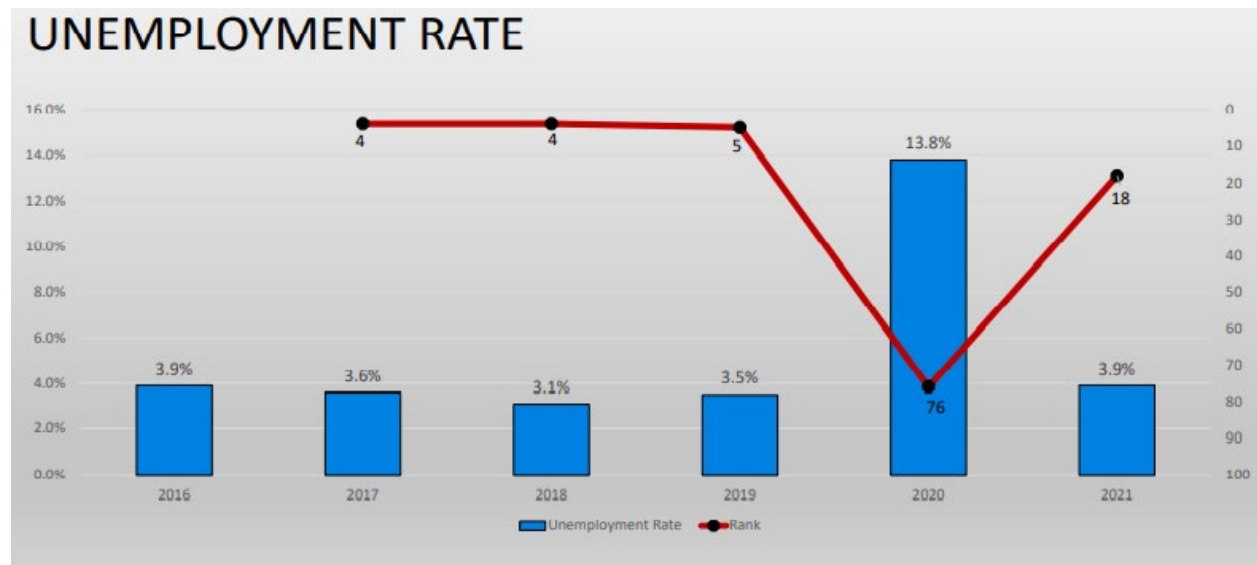
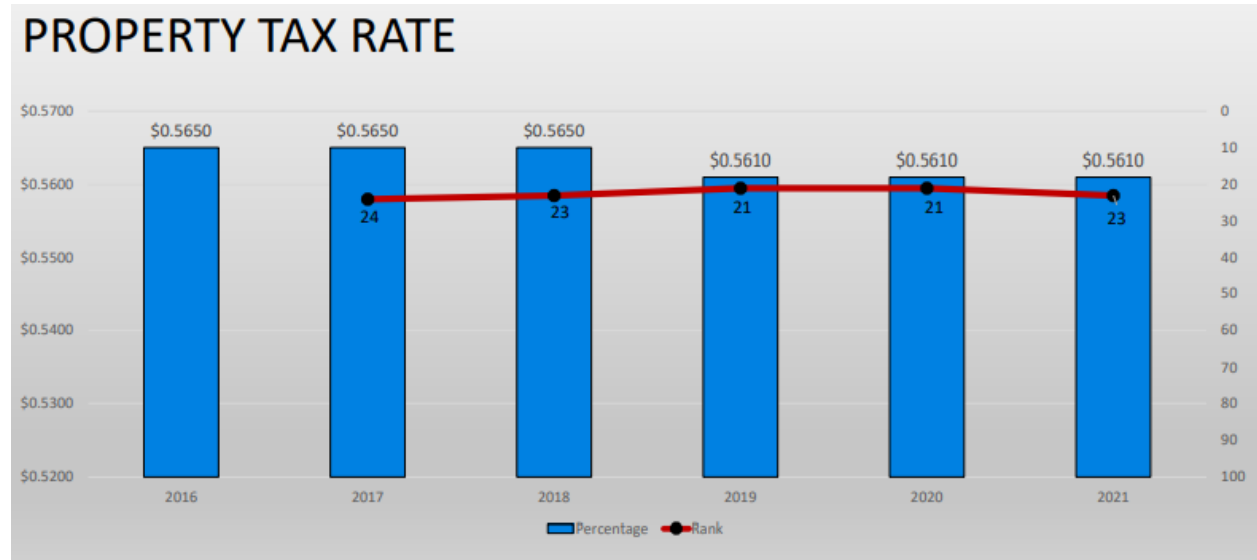
LOCAL CURRENT EXPENSE PER STUDENT

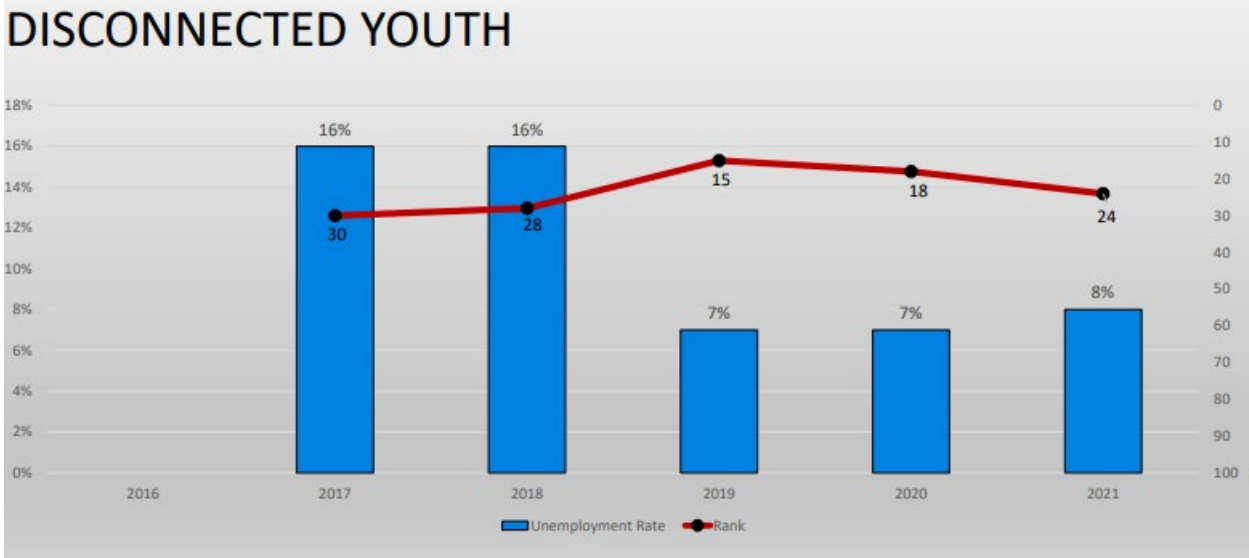
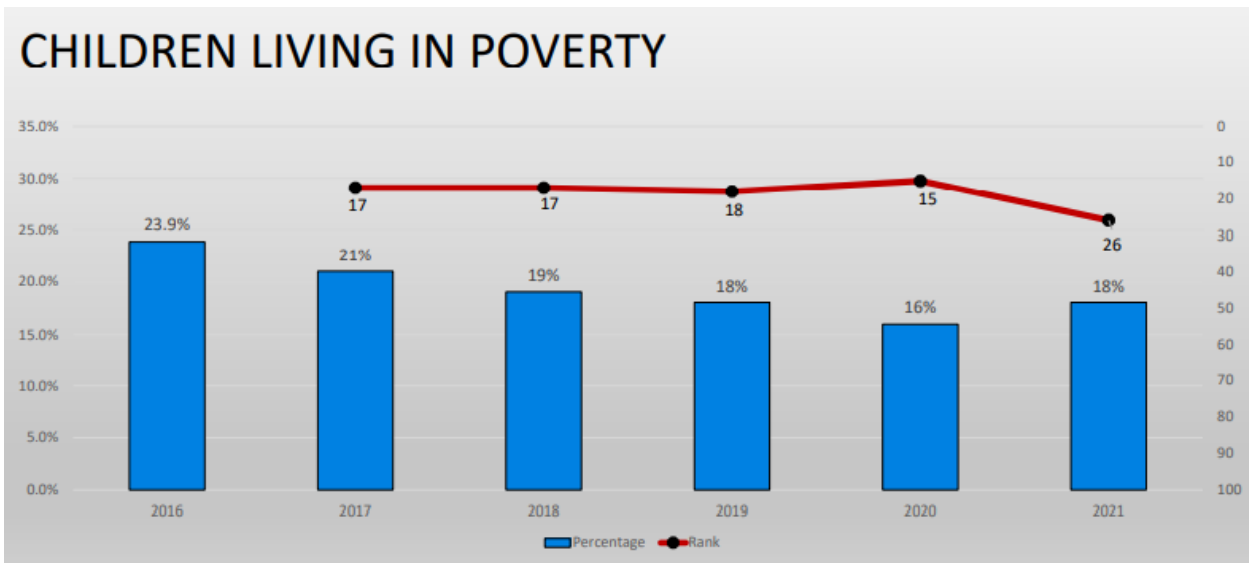
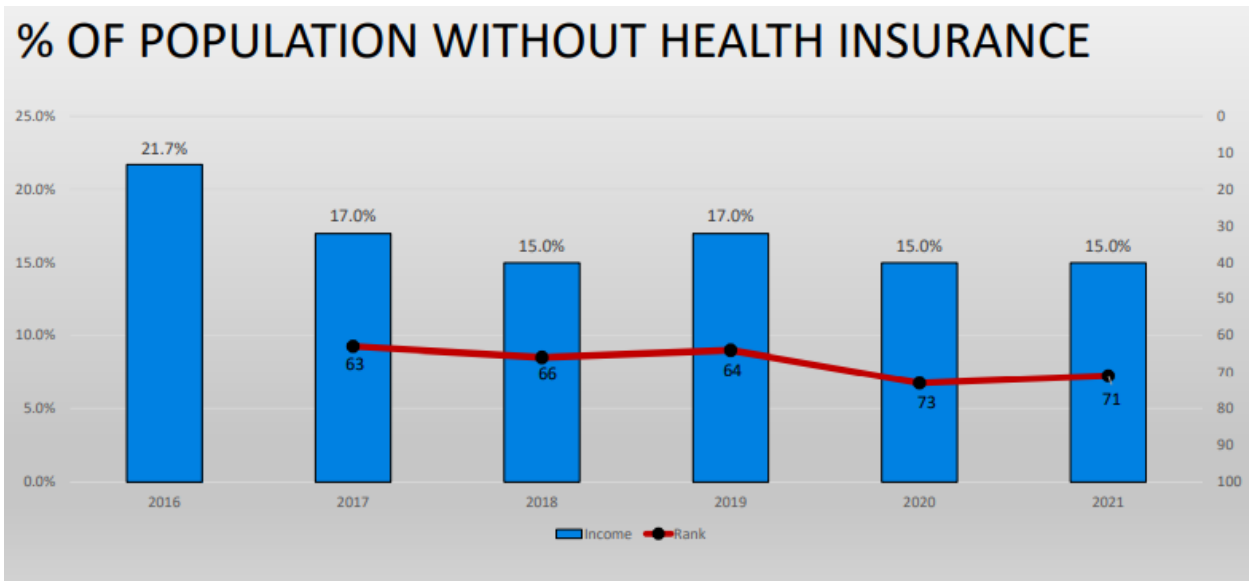


AVERAGE TEACHER SALARY SUPPLEMENT









Recruitment and Retention

At the Board’s November 1, 2021 meeting, there was discussion of issues the County was experiencing with regards to both retention of existing employees, and recruitment of new employees to fill vacant

positions. The County Manager noted that the scarcity of employees in the region, coupled with inflation, was driving the discussion.

The primary job of County Government is to provide for the public health, safety and welfare of our community, and these positions are critical to provide those services on a daily basis. There are currently about 90 vacant positions – approximately 10% of the county work force.

Karen Ensley, Human Resources Director, provided the Board with the following presentation. She noted that the recommendation tie into the County’s top priority, as stated by the County Manager, to provide for the public health, safety and welfare of the citizens of the County.

The first recommendation was to adjust all Emergency Medical Services staff by 8%, and to create a Senior Paramedic Classification. Vice-Chair McCall asked how many positions were currently open in EMS. Mrs. Ensley replied that there are seven full-time positions currently open and six auxiliary positions, and we have received very limited applications for those positions.

<p>Recommend Salary Adjustments for Recruitment & Retention</p>	<p>Given Pressures of Competition & Inflation</p> <ul style="list-style-type: none">• Emergency Medical Services - 8%<ul style="list-style-type: none">○ Creation of a Senior Paramedic Classification○ 5% at 7th anniversary with Henderson County
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Mrs. Ensley also noted a recommendation of a 4% for the Department of Social Services, Public Health, Environmental Health and Building Inspections. These departments are critical to the provision of public safety within their respective fields and have also been heavily impacted by competition in the region.

<p>Recommend Salary Adjustments for Recruitment & Retention</p>	<p>Given Pressures of Competition & Inflation</p> <ul style="list-style-type: none">• Social Services - 4%• Public Health - 4%• Environmental Health - 4%• Building Inspections - 4%
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In addition, retention of existing staff had been identified as a priority. To that end, there is also a recommendation for a 4% increase for all staff.

<p>Recommend Salary Adjustments for Recruitment & Retention</p>	<p style="text-align: center;">Given Pressures of Competition & Inflation</p> <ul style="list-style-type: none"> • All Staff: Benefit-eligible & Auxiliary - 4%
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Finally, at the last meeting there had also been discussion about developing some outside the box options. The following options were presented. Some of these, such as tuition reimbursement internships and remote work, are already included in personnel policies.

 	<h2 style="text-align: center;">Out of the Box Options</h2> <ul style="list-style-type: none"> • School Collaboration <ul style="list-style-type: none"> ○ Scholarships with Community Colleges Curriculum for skilled trades (HVAC, Inspectors, etc.) and other course work ○ Undergraduate & Graduate School connections & pipelines • Tuition Reimbursement <ul style="list-style-type: none"> ○ Educate department heads and staff on opportunities • Internships <ul style="list-style-type: none"> ○ Connections with schools, educate department heads to create pipelines • Remote work where appropriate • Job Share <ul style="list-style-type: none"> ○ Retiree focused to maintain experience, per guidelines & as appropriate ○ Create flexibility of schedules potentially for childcare needs
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Mr. Mitchell noted that one of the questions that must be answered, is whether the organization can afford to implement these recommendations. Ms. Brantley answered that for the current fiscal year, FY2021-2022, staff believes we do have capacity, primarily due to the realization of lapsed salary dollars. Looking into FY2022-2023, which is the final year of the reappraisal cycle, there is also capacity to fund this plan through a combination of revenues and available fund balance. Chairman Lapsley questioned the cost. Ms. Brantley answered that based on the recommendations from HR just presented, the cost for the remainder of FY22 was estimated at \$1.7M.

Commissioner Andreotta asked what the average cost was to recruit, train and replace a lost employee. Mrs. Ensley stated that it varied by department, but on average it was 1x to 1.5x times the annual salary. In addition, when employees leave it increases the workload for remaining employees, increasing the wear and tear on staff.

Commissioner Edney mentioned that at one point in time, the County had a step and grade system in place. With the recession in 2009, that step and grade system had gone by the wayside and had never been brought back. Staff stated that we do not have currently have steps in place. John Mitchell added that the recommendations being made today are not intended to be a fix for all compensation issues, including compression issues. A lot of factors play into recommendations that will be brought back to the Board in the coming months, but Staff will continue to work through these and other issues.

Following additional discussion, Commissioner Edney noted that the proposal was a great start, but additional discussion should be held at the Board's Budget Retreat in January. He stated that he would support what had been proposed, if it included a \$1,000 Christmas Bonus as had been distributed in the past, for all benefit-eligible and auxiliary employees. For the auxiliary employees, they must have worked

at least 50 hours within the fiscal year to be fully eligible, and for those who had not, the bonus would be pro-rated.

Vice Chair McCall made the motion that the Board move forward with the plan as recommended to go into effect January 1, 2022, that they include a \$1,000 Christmas Bonus which will be pro-rated for auxiliary employees, and that the Board of Commissioners be excluded from both the 4% increase and the Christmas Bonus. All voted in favor and the motion carried.

Board of Commissioners Mission Statement

Commissioner Andreotta requested the addition of this discussion regarding the Board of Commissioners Mission Statement.

Commissioner Andreotta made the motion that the Mission Statement be revised as follows: “Our mission is to lead our community, to promote individual responsibility and equal opportunity, to protect life and property, to provide efficient, innovative, and quality public services; to provide services as needed by the community and in compliance with all legal requirements; to stimulate economic growth and regional cooperation, and to balance the preservation and utilization of all of our resources.” All voted in favor and the motion carried.

NOMINATIONS AND APPOINTMENTS

Chairman Lapsley opened the floor for nominations.

1. Cemetery Advisory Committee – 2 vac.

There were no nominations at this time and this item was rolled to the next meeting.

2. Henderson County Board of Equalization and Review – 1 vac.

There were no nominations at this time and this item was rolled to the next meeting.

3. Henderson County Rail-Trail Advisory Committee – 9 vac.

Vice-Chair McCall noted that the County had received the following recommendations from the different entities:

- | | |
|------------------------------|----------------|
| • #1 City of Hendersonville | Brent Detwiler |
| • #2 Town of Laurel Park | Nancy McKinley |
| • #3 Conserving Carolina | Mike Egan |
| • #4 Friends of Ecusta Trail | Chris Burns |

Vice-Chair McCall made the motion accept those nominations. All voted in favor and the motion carried.

Vice-Chair McCall nominated Selena Einwechter for Position #5. All voted in favor and the motion carried.

Vice-Chair McCall nominated David Adams for Position #6. All voted in favor and the motion carried.

Commissioner Andreotta nominated Doug Moon for Position #7. All voted in favor and the motion carried.

Vice-Chair McCall nominated Chuck McGrady for Position #8. All voted in favor and the motion carried.

Chairman Lapsley nominated Joe Sanders for Position #9. Commissioner Edney stated that he supported Ken Shelton for Position #9. The nominations were tabled until the December 6th, following discussion with both applicants.

Chairman Lapsley nominated Chuck McGrady to serve as the Chairman. All voted in favor and the motion carried.

4. Henderson County Zoning Board of Adjustment – 1 vac.

Vice-Chair McCall nominated Steve Dozier for position #1. All voted in favor and the motion carried.

5. Hendersonville City Zoning Board of Adjustment – 1 vac.

There were no nominations at this time and this item was rolled to the next meeting.

6. Home and Community Care Block Grant Committee – 2 vac.

Commissioner Edney nominated Alicia Evans for position #5. All voted in favor and the motion carried.

7. Juvenile Crime Prevention Council – 2 vac.

Vice-Chair McCall nominated Kayla Bray for Position #23. All voted in favor and the motion carried.

8. Laurel Park Planning Board – 1 vac.

There were no nominations at this time and this item was rolled to the next meeting.

9. Mountain Area Workforce Development Board – 1 vac.

There were no nominations at this time and this item was rolled to the next meeting.

10. Nursing/Adult Care Home Community Advisory Committee – 12 vac.

There were no nominations at this time and this item was rolled to the next meeting.

COMMISSIONER UPDATES

There were no updates to report at this meeting.

GENERAL ASSEMBLY UPDATES

John Mitchell informed the Board that he had received a call from Senator Chuck Edwards the previous evening, relaying the passage of the State budget. The Conference Report had been approved, the House and Senate were doing their second votes, and the Governor had indicated that he would sign it. The proposed budget includes \$12.7M for wastewater treatment in the Edneyville community.

COUNTY MANAGER'S REPORT

The County Manager provided the Board of Commissioners with a brief update concerning any issues that should be brought to the attention of the Board.

CLOSED SESSION

Commissioner Edney made the motion that the Board go into closed session pursuant to N.C. Gen. Stat. §143-318.11(a)(3), (a)(4) and (a)(5).

1. To consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body. (§143-318.11(a)(3))
2. To discuss matters relating to the location or expansion of industries or other businesses in the area served by the public body, including agreement on a tentative list of economic development incentives that may be offered by the public body. (§143-318.11(a)(4))
3. To establish, or to instruct the public body's staff or negotiating agents concerning the position to be taken by or on behalf of the public body in negotiating (i) the price and other material terms of a contract or proposed contract for the acquisition of real property by purchase, option, exchange, or lease. (§143-318.11(a)(5))

All voted in favor and the motion passed 5-0.

ADJOURN

Commissioner made the motion to go out of closed session and adjourn at 1:53 p.m. All voted in favor and the motion carried 5-0.