

## MINUTES

**STATE OF NORTH CAROLINA  
COUNTY OF HENDERSON**

**BOARD OF COMMISSIONERS  
FRIDAY, DECEMBER 6, 2024**

The Henderson County Board of Commissioners met for a special called meeting at 11:45 a.m. in the Commissioners' Meeting Room of the Historic Courthouse on Main Street, Hendersonville.

Those present were: Chairman William Lapsley, Vice-Chair J. Michael Edney, Commissioner Rebecca McCall, Commissioner Sheila Franklin, Commissioner Jay Egolf, County Manager John Mitchell, Assistant County Manager Chris Todd, Public Safety Director Jimmy Brissie, County Attorney Russ Burrell, and Denisa Lauffer, Clerk to the Board.

Also present were County Engineer Marcus Jones, Chief Communications Officer Mike Morgan, Public Information Officer Kathryn Finotti, Finance Director Randy Cox, Human Resources Director Karen Ensley, and Sheriff Lowell Griffin. Deputy Stephen Darnell provided security.

### CALL TO ORDER/WELCOME

Chairman Lapsley called the meeting to order and welcomed everyone.

### INVOCATION

County Manager John Mitchell provided the invocation.

### PLEDGE OF ALLEGIANCE

Chairman Lapsley led the Pledge of Allegiance to the American Flag.

### INFORMAL PUBLIC COMMENT – There was none.

### CONSENT AGENDA

#### **Approval of Minutes**

Draft minutes were presented for Board review and approval for the following meetings:  
December 2, 2024 –Regularly Scheduled Meeting

*Motion: I move the Board approve the minutes from December 2, 2024*

*Chairman Lapsley moved that the Board adopt the consent agenda. All voted in favor, and the motion carried.*

### DISCUSSION

#### **Employee Merit Bonus**

The FY2024 audit results were presented to the Board, with a positive net change in fund balance of \$2.8M. The Board expressed a desire to thank employees for their dedication throughout the fiscal year and hard work after Hurricane Helene.

Vice-Chair Edney commended the exceptional hard work and unwavering dedication of County employees in the aftermath of Hurricane Helene. He highlighted how employees went above and beyond their regular duties, adapting swiftly to tackle any task required to support the community during that challenging time. Edney expressed that their efforts revealed the true character of

Approved: January 6, 2025

Henderson County's people, underscoring why it remains the greatest place to live and work. He and his fellow Board members wanted to recognize that effort in some material way.

Commissioner McCall expressed that a merit bonus was well-deserved, emphasizing that every single employee—without exception—had stepped up, prioritizing the needs of the community over their own families during this critical time. She also wanted the community to know that the Board had not forgotten about those who were suffering and had lost so much. We (the Board) are actively exploring ways to support them during this difficult time. McCall explained that the funds for the merit bonus would come from money that was budgeted for last year but was not used.

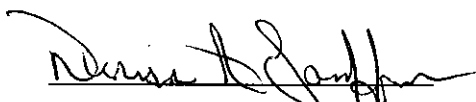
Commissioners Egolf and Franklin echoed Edney and McCall's comments.

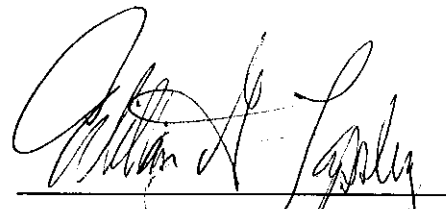
Chairman Lapsley clarified that the funds for the merit bonus were allocated from vacant and unfilled positions. He further explained that the availability of funds was a result of the staff's efficiency in managing the budget and keeping expenditures in line.

*Vice-Chair Edney made the motion that the Board authorizes a one-time net bonus of \$500 to each permanent full-time employee and \$250 to each permanent part-time employee whom Henderson County employed as of November 17, 2024, including Cooperative Extension employees, and to each auxiliary employee who has worked more than 50 hours since July 1, 2024. This motion was understood to exempt the Board of Commissioners and County Manager from receiving this bonus. All voted in favor, and the motion carried.*

*Chairman Lapsley made the motion to adjourn the meeting at 11:57 a.m. All voted in favor, and the motion carried.*

**ADJOURN.**

  
Denisa A. Lauffer, Clerk

  
William G. Lapsley, Chairman