

***WARREN COUNTY
BOARD OF COMMISSIONERS***

October 14, 2015

6:00 PM

Board Work Session

***WARREN COUNTY
ARMORY CIVIC CENTER
COMMISSIONERS' MEETING ROOM
WARRENTON, NC***

October 14, 2015
6:00 pm -Work Session
Agenda

- 1. Moment of Silence**
- 2. Department Head Report to the Board (5 minutes)**
Senior Center – Alicia Giddiens, Director
- 3. NCACC Update Video**
- 4. Water & Sewer Districts Bond Refunding Update – Ted Cole, Davenport & Company**
- 5. Procedures to Establish & Maintain a No Wake Zone**
- 6. Parks & Recreation Facility Fee Schedule**
- 7. Revised Policy Statement for Board Appointment/Reappointment for Warren County**
- 8. Update on CAVE Project (Peck Mfg. Property) – Linda T. Worth, County Manager**
- 9. Proposed County Volunteer Program with Warren County Schools – Com. Jordan**
- 10. Discuss Health Benefits Policy for Retirees & County Commissioners – Com. Jordan**
- 11. Request from FVW Opportunity for Assistance with HR Related Matters**
- 12. Adjourn Work Session**

October 14, 2015
Work Session Agenda

Item # 2

Department Head Report to the Board

(5 minutes)

Senior Center
Alicia Giddiens, Director

October 14, 2015
Work Session Agenda

Item # 3

NCACC Update Video

Links to the video:

Play from the web:

http://youtu.be/XWB_jV-SNGQ

Download to play locally:

<https://drive.google.com/file/d/0Bx6fC1oKngQQTjBmNkZyMGRuTTA/view?usp=sharing>

October 14, 2015
Work Session Agenda

Item # 4

**Water & Sewer Districts Bond Refunding
Update**

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**Ted Cole, Financial Advisor
Davenport & Company**

October 14, 2015
Work Session Agenda

Item # 5

**Procedures to Establish & Maintain
a No Wake Zone**

Angelena Kearney-Dunlap, Clerk

&

Richard Creech, Master Enforcement Officer

Div. of Law Enforcement, NC Wildlife Resources Commission

TO: County Manager Worth &
Commissioner Tare Davis

RE: Wilkins request for No Wake Zone on Sixpound Creek - Lake
Gaston

I spoke with Sgt Brandon Joyner of NC Wildlife and was informed that:

- 1 – No Wake Zone is permitted if you can demonstrate a safety issue;
- 2 – Board of Commissioners (BOC) must hold a public hearing;
- 3 – BOC makes recommendation for No Wake zone during regular meeting;
- 4 – Warren County provides and maintains buoys; and
- 5 – NC Wildlife will continue to enforce laws related to violations.

Applying to the Wildlife Resources Commission for a No Wake Zone

The Wildlife Resources Commission accepts the formal application for rulemaking from the local governmental unit with territorial jurisdiction over the waters in question. The governmental unit may be a county or municipality. The process for rulemaking under the North Carolina Administrative Code may take from twelve to eighteen months.

The local governmental unit first must advertise and hold a public hearing about the No Wake Zone proposal. The hearing date, time and location must be advertised in a newspaper that is likely to be read by the local citizenry. The public hearing must occur prior to the adoption of a resolution that formally requests the Wildlife Resources Commission to take action on the proposal.

The application packet consists of the following:

1. A completed form **D-1** that names the county and body of water, clearly defines the area to be marked as a No Wake Zone, and describes hazards to water safety that may warrant establishment of a No Wake Zone.
2. A certified resolution that formally requests the Wildlife Resources Commission to undertake rulemaking for purposes of establishing a no wake zone for the purpose of mitigating hazards to water safety.
3. Two copies of a map showing the area to be marked. The map must be sufficiently clear that a person who is unfamiliar with the area can locate the area that is intended to be designated a no wake zone. Landmark names and GPS coordinates are helpful.
4. A cover letter. The cover letter includes reference to the newspaper in which the public hearing was advertised and the date and location of the public hearing. The cover letter includes the estimated number of markers required to mark the zone and must state whether the markers will be purchased by the local governmental unit or by private citizens. This information is important because the WRC must report the state or local fiscal impacts of a rule.

Mail the application packet to: **N.C. Wildlife Resources Commission
Attn: Kate Pipkin, No Wake Zone Coordinator
1722 Mail Service Center
Raleigh, NC 27699-1701**

Upon receipt of the complete application packet an investigation by the WRC Enforcement Division will be conducted to determine whether the proposed rule is necessary to address a water safety hazard.

Rulemaking

Upon a finding that the rule proposal is necessary to address a water safety hazard the Wildlife Resources Commission will undertake rulemaking. The notice of text for the rule proposal and contact name and address for public comment are published for sixty days in the *North Carolina Register*. After the comment period closes the rule proposal is presented to the Wildlife Resources Commission for adoption.

Following adoption of the rule by vote of the Wildlife Resources Commission the rule is submitted to the Rules Review Commission (RRC) for approval. If the RRC

approves the rule it usually becomes effective on the first day of the month following that approval.

Some Additional Requirements

Applicants from North Carolina's coastal counties may be required to obtain a Coastal Area Management Act [CAMA] permit from the **Division of Coastal Management [DCM]** in order to place a buoy or sign in navigable waters. It is the applicant's responsibility to contact the district CAMA office before placing any structure or marker in coastal waters. CAMA District offices and contact information may be found at http://dcm2.enr.state.nc.us/contact_dcm.htm.

The U.S. Coast Guard requires completion of a Personal Aids to Navigation (PATON) application prior to securing buoys or markers to the bottom of United States waters. There is no charge for a PATON application; however, fines may be levied for placement of an unauthorized PATON. Contact the U.S. Coast Guard Aids to Navigation Officer at (757)398-6229 for information about requirements for the PATON application

North Carolina Wildlife Resources Commission

Recommendation for Local Boating Regulations and Application for Placement of Markers Under the U.S. Aids to Navigation System on Navigable Waters of the United States.

1. Governmental Unit _____ Date _____
 Mailing Address _____ Phone # _____
2. In accordance with G.S. 75A-15, the above-named local governing unit hereby recommends to the North Carolina Wildlife Resources Commission the promulgation of special rules and regulations with reference to the safe and reasonable operation of vessels applicable to the waters of _____ located in _____ County, the pertinent substance of which regulation is as follows:
- [Please name the waterway in which the proposed zone is to be located. If the zone is in a canal, for example, name the canal and whatever larger body of water the canal flows from. Please include information specific enough to permit an ordinary person to locate the area.]
3. Enclosed herewith are the following:
- a. A certified copy of the resolution of the above-named governmental unit:
 - (1) requesting the special rules and regulations for the waters named in Item 2 and
 - (2) requesting full implementation of the U.S. Aids to Navigation System in all waters within the governmental unit (if this has not previously been done)
 - (3) stating that public notice, its date and media source, was given of the intention to make application to the Wildlife Resources Commission for the regulations which are being proposed.
 - b. A draft of the proposed regulations.
 - c. Two copies of a map of the waters concerned showing the exact location and type and number of waterway markers which will be necessary for the enforcement of the proposed regulations.
 - d. Estimated cost of placement of markers (buoys, signs, anchoring system, pilings if applicable.) The North Carolina Wildlife Resources Commission is required to report the fiscal impact of any Rule. If purchase, erection or maintenance of the markers is to be by someone other than the governmental unit, a memorandum identifying that person or entity is attached. The North Carolina Wildlife Resources Commission does not purchase, place or maintain no wake markers.
4. Each waterway marker (buoy) required shall comply in color, size, shape, and structural design with the U. S. Aids to Navigation System and the supplementary standards for such markers adopted by the North Carolina Wildlife Resources Commission pursuant thereto. No other waterway marker will be placed or allowed to remain in waters in which the U. S. Aids to Navigation System has been fully implemented without approval of the Wildlife Resources Commission.
5. It is understood that the regulations promulgated by the North Carolina Wildlife Resources Commission for placement of waterway markers may be subject to approval by the United States Army Corps of Engineers and in coastal counties by the Division of Coastal Management of the Department of Environment and Natural Resources. The recommending governmental unit agrees to submit applications for such approvals to the appropriate agencies with copies to the Wildlife Resources Commission. Final approval by the North Carolina Wildlife Resources Commission for placement of such markers is contingent upon Division of Coastal Management and U.S. Army Corps of Engineers approval where required.
6. If the special rules and regulations for federal waters are promulgated by the North Carolina Wildlife Resources Commission and placement of the necessary regulatory waterway markers is approved by the applicable agencies, such markers shall be erected or installed within sixty days after receipt of notification of the last such official action, and thereafter maintained in good condition.

 Governmental Unit

By: _____


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No Wake Zones in North Carolina

Definition and Statutory Authority

A "No Wake Zone" is an area within which vessels are required to travel at idling speed – slow speed that creates no appreciable wake. North Carolina General Statute §75A-15 authorizes the Wildlife Resources Commission to establish water safety rules solely in the interest of mitigating water safety hazards. Rules promulgated for placement of waterway markers establishing No Wake Zones also may be subject to approval by the U.S. Army Corps of Engineers, U.S. Coast Guard, and in coastal counties by the Division of Coastal Management of the N.C. Department of Environment and Natural Resources.

Where to Find No Wake Zone Rules

No Wake Zone rules promulgated by the WRC are codified in the North Carolina Administrative Code (NCAC). No Wake Zones that have been promulgated by rulemaking may be found in the [North Carolina Administrative Code \(NCAC\)](#) under Title 16A, Subchapter 10F.0300 (Motorboats and Water Safety). Rules are listed by county and occasionally by municipality. Mapped No Wake Zones can be viewed in the interactive Boating Access Area Locator in the [Where to Boat](#) Section.

No Wake Zones Established by Session Law

Several No Wake Zones have been enacted in Session Laws by the North Carolina General Assembly. You may search for No Wake Zones created by Session Laws on the [North Carolina General Assembly](#) website. Under Shortcuts click on Session Laws. Browse under full text search (use key words "no and wake.") Please remember that a No Wake Zone is not enforceable unless it has been properly marked.

No Wake Zones Established by Marine Commissions in Some Inland Waters

The [Lake Norman Marine Commission](#) and [Lake Wylie Marine Commission](#) oversee the application process for No Wake Zones on those lakes. Contact the Lake Norman Marine Commission at (704)564-6333 or by e-mail at lmnc@lmnc.org. Lake Wylie Marine Commission information may be found at <http://www.lakewyliemarinecommission.com/> or by mail at P. O. Box 35008, Charlotte, North Carolina 28235.

Applying to the Wildlife Resources Commission for a No Wake Zone

The Wildlife Resources Commission accepts the formal application for rulemaking from the local governmental unit with territorial jurisdiction over the waters in question. The governmental unit may be a county or municipality. The process for rulemaking under the North Carolina Administrative Code may take from twelve to eighteen months.

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3. Two copies of a map showing the area to be marked. The map must be sufficiently clear that a person who is unfamiliar with the area can locate the area that is intended to be designated a no wake zone. Landmark names and GPS coordinates are helpful.

4. A cover letter. The cover letter includes reference to the newspaper in which the public hearing was advertised and the date and location of the public hearing. The cover letter includes the estimated number of markers required to mark the zone and must state whether the markers will be purchased by the local governmental unit or by private citizens. This information is important because the WRC must report the state or local fiscal impacts of a rule.

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Raleigh, NC 27699-1701

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Rulemaking

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Following adoption of the rule by vote of the Wildlife Resources Commission the rule is submitted to the Rules Review Commission (RRC) for approval. If the RRC approves the rule it usually becomes effective on the first day of the month following that approval.

Some Additional Requirements

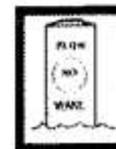
Applicants from North Carolina's coastal counties may be required to obtain a Coastal Area Management Act (CAMA) permit from the Division of Coastal Management (DCM) in order to place a buoy or sign in navigable waters. It is the applicant's responsibility to contact the district CAMA office before placing any structure or marker in coastal waters. CAMA District offices and contact information may be found at http://dcm2.enr.state.nc.us/contact_dcm.htm.

The U.S. Coast Guard requires completion of a Personal Aids to Navigation (PATON) application prior to securing buoys or markers to the bottom of United States waters. There is no charge for a PATON application; however, fines may be levied for placement of an unauthorized PATON. Contact the U.S. Coast Guard Aids to Navigation Officer at (757)398-6229 for information about requirements for the PATON application.

Is it Legal? Is it Enforceable?

Enforcement of No Wake Zones is limited to those areas that have been established by federal and state rulemaking or legislation **and that are properly marked**. No Wake Zones must display regulatory signs or buoys that conform to the standards of the U.S. Aids to Navigation (ATONS). A No Wake marker that does not conform to US ATONS standards or that has been placed in public trust waters without authorization is subject to removal. An unmarked No Wake Zone is not enforceable.

The Wildlife Resources Commission does not purchase or maintain No Wake markers. However, our Engineering Services Division can provide technical assistance regarding marker purchase and placement.



No Wake Zones in Federally Maintained Waters

The North Carolina Wildlife Resources Commission does not have statutory authority to establish No Wake Zones within Federal waters such as the Atlantic Intracoastal Waterway (AIWW). The U.S. Army Corps of Engineers (USACE) maintains the AIWW with Federal funds in support of interstate commercial navigation traffic. With rare exceptions USACE does not concur with establishment of No Wake Zones along the open reaches of the AIWW. No Wake Zone signage placed on private property along the AIWW, and without the concurrence of USACE does not mark a legitimate No Wake Zone and is not enforceable. For questions about No Wake Zones in Federal waters please contact the USACE Wilmington District at <http://www.usace.army.mil/>.

For more information about No Wake Zones please contact Kate Pipkin at (919)707-0065 or by e-mail, kathryn.pipkin@ncwildlife.org.

Sample:

Stanley County
Resolution
No Wake Zone

North Carolina
County of Stanly

RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF STANLY COUNTY

WHEREAS, under the authority of North Carolina General Statutes Section 75A-15(a) any subdivision of the State of North Carolina may at any time, after public notice, make formal application to the North Carolina Wildlife Resources Commission for special rules and regulations with reference to the safe and reasonable operation of vessels on any water within its territorial limits; and

WHEREAS, Stanly County has given public notice of its intentions to make formal application to the North Carolina Wildlife Resources Commission for special rules and regulations with reference to the safe and reasonable operation of vessels on Lake Tillery within its territorial limits of Stanly County and for the implementation of the Uniform Waterway Marker System in all the waters of the county; and

BE IT RESOLVED, that in accordance with N.C.G.S. 75A-15(a), the Board of Commissioners of Stanly County requests the North Carolina Wildlife Resources Commission to promulgate special rules and regulations with reference to safe and reasonable operation of vessels on the waters of Lake Tillery located in said county, the pertinent substance of which proposed rules is as follows:

- A no wake zone designation for the cove area directly adjacent to Strand Drive and Haven Cove on Lake Tillery

BE IT FURTHER RESOLVED, the said Board of Commissioners requests the said Commission promulgate regulations fully implementing the Uniform Waterway Marker System in all of the waters of the said county.

ADOPTED THIS THE 6th DAY OF JULY, 2015

Janet K. Lowder, Chairman
Stanly County Board of Commissioners

CERTIFICATION

This is to certify the above is a true and exact copy of the resolution adopted by the Stanly County Board of Commissioners at the regular meeting held in the Commissioner's Meeting Room located at 1000 N. First Street, Albemarle, NC 28001 on Monday, July 6, 2015. This same appears in Minute Book Number _____ at page _____.

October 14, 2015
Work Session Agenda

Item # 6

Parks & Recreation
Facility Rental Fee Schedule

**(Tabled from October 5, 2015 regular board
meeting for further consideration.)**

RENTAL FEES

Document
presented
At Oct. 5th
Board
Meeting

Gym	Non-profit - \$20.00 per/hr. General Public - \$25.00 per hr. An additional \$10.00 Per/hr if clock operator is needed. Minimum 2 hrs. Admission Fee Charges - \$75.00 per/hr. An additional \$10.00 per hour if clock operator is needed. Security and liability insurance must be provided.
Picnic Shelter	Non-profit - \$20.00 (4 hours) \$35.00 (8 hours). General Public - \$25.00 (4 hours) \$40.00 (8 hours)
Ball Field (per Field)	Non-profit - \$10.00 per/hr. General Public - \$15.00 per/hr. Lights are an Additional \$15.00 per/hr., with a minimum of 2 hours
Soccer Field	Non-profit - \$30.00 (4 hours), \$50.00 (8 Hours). General Public - \$35.00 (4 hours), \$55.00 (8 hours)
Ball Field (Tournament)	Non-profit - \$200.00 General Public - \$250.00
Field Prep	\$30.00 per field
Pool	\$3.00 per person, Multiple visit punch cards - \$40.00 for 20 visits
Pool Party	\$120.00 (2 hours), Maximum 30 peoples

For the purpose of charity fund raising or holding a community event: national, state, regional or local organizations may, once yearly, use the gym or ball field for an event that is open to the public and is free of admission charges shall be exempt from user fees, however, a non-refundable cleaning and damage fee of \$75.00 will be charged.

Any public school entity, who does not have access to their own facilities may use the gym when charging admission and will be charged \$25.00 per game.

County agencies and public schools exempt from fees.

Revised document for Board review to be placed on Nov 2nd agenda.

PARKS & RECREATION RENTAL FEES

Gym	Non-profits: \$20.00/hour General Public: \$25.00/hour If renter charges an admission fee: \$75.00/hour. Further: <ul style="list-style-type: none">• There is an additional \$10.00/hour fee if clock operator is needed.• Security and liability insurance must be provided.
Picnic Shelter	Non-profits: \$20.00 (4 hours); \$35.00 (8 hours) General Public: \$25.00 (4 hours); \$40.00 (8 hours)
Ball Field (per Field)	Non-profits: \$10.00/hour General Public: \$15.00/hour <ul style="list-style-type: none">• Lights are an additional \$15.00/hour, with a minimum of 2 hours
Soccer Field	Non-profits: \$30.00 (4 hours); \$50.00 (8 Hours) General Public: \$35.00 (4 hours); \$55.00 (8 hours)
Ball Field (Tournament)	Non-profits: \$200.00 General Public: \$250.00
Field Prep	\$30.00 per field
Pool	\$2.00 per person
Pool Party	\$120.00 (2 hours), maximum 30 people

For the purpose of charity fund raising or holding a community event: national, state, regional or local organizations may use the gym or ball field, once yearly, without incurring a user fee. However, such use is limited to an event that is open to the public and free of admission charges. In addition, the organization must pay a non-refundable cleaning and damage fee of \$75.00.

County agencies and public schools of Warren County are exempt from fees so long as the event is open to the public and free of admission charges. In the event such entity is charging admission to attendants, the entity will be charged \$25.00 per use.

October 14, 2015
Work Session Agenda

Item # 7

Revised
**Policy Statement for Board Appointment/
Re-appointment for Warren County**

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Karlene Turrentine
County Attorney

Current Policy

POLICY STATEMENT FOR BOARD APPOINTMENT/ REAPPOINTMENT FOR WARREN COUNTY, NC

The following policy will govern the appointment/reappointment of members to serve on the various boards and commissions appointed by the Warren County Board of Commissioners:

- 1. The N. C. General Statutes and/or By-Laws governing boards and commissions will take precedence in determining the manner in which the Board of Commissioners will make appointments or reappointments of individuals to serve on the various boards and commissions.**
- 2. All board and commission vacancies that are filled by the Board of Commissioners will be advertised quarterly by the Clerk to the Board in a local newspaper having general circulation in Warren County.**
- 3. Statements of interest received from citizens desiring to serve on a board or commission will remain active for a period of six (6) months from the date they are received by the Clerk to the Board.**
- 4. If no response is received for an advertised vacancy on a board or commission, the Board of Commissioners shall have the following options to address the vacancy:**
 - a. If the board member currently holding a seat on a board or commission is eligible for reappointment and is desirous of continuing to serve, he or she may be reappointed by the Board of Commissioners to serve an additional term.**
 - b. If the board member currently holding a seat on a board or commission is ineligible for reappointment, having served the maximum number of terms allowed by the N. C. General Statutes, By-Laws or Board of Commissioners, the Board of Commissioners and/or its representatives will make every effort to identify a willing person or persons to be considered for appointment. If permissible, until such time as a suitable replacement is found, the sitting Board member may remain on the board or commission if he or she is desirous of continuing to serve.**
 - c. If a board or commission vacancy is designated for a specific representative from the community, i.e. a licensed Physician, Pharmacist, Veterinarian, Optometrist, professional Engineer, etc., and no such individual is available for appointment, the Clerk to the Board will consult the N. C. General Statutes or By-Laws governing the board or commission to determine if a general public representative may be appointed to fill the vacancy.**

Current Policy – page 2

- d. If appointment of a general public representative in lieu of a specific representative is permissible, the Board of Commissioners may appoint such an individual to fill the vacancy. If the N. C. General Statutes or By-Laws governing the board or commission do not allow a general public representative to fill a specific representative vacancy, the vacancy will continue on the board or commission until such time as the specific representative is found.
5. For those boards and/or commissions that are appointed by the Warren County Board of Commissioners, whose terms of office are not otherwise prescribed by North Carolina General Statutes, appointees may serve only three consecutive terms after which they must be removed from the board or commission. Individuals may be considered for additional terms of service on a board/commission after remaining off the board/ commission for one term.
6. Individuals may serve on an unlimited number of boards or commissions at any given time, at the discretion of the Warren County Board of Commissioners.

This 3rd amendment is effective as of the 7th day of May, 2012.

Policy Adopted:	September 6, 2005.
1st Amendment:	February 6, 2006
2nd Amendment:	May 7, 2007
3rd Amendment:	May 7, 2012, effective May 8, 2012

**POLICY STATEMENT FOR BOARD APPOINTMENT/
REAPPOINTMENT FOR WARREN COUNTY, NC**
(County Attorney Karlene S. Turrentine's working copy for
BOC's review during work session 10.14.15)

The following policy will govern the appointment/reappointment of members to serve on the various boards and commissions appointed by the Warren County Board of Commissioners:

1. **The N. C. General Statutes and/or By-Laws of governing boards and commissions will take precedence in determining the manner in which the Board of Commissioners will make appointments or reappointments***** of individuals to serve on the various boards and commissions.

***Where the BOC has set in a commission/committee, AND; where the BOC has approved and signed off on that commission/committee's Bylaws, this sentence suggests to me that the BOC has chosen to grant the commission/committee members the authority to recommend appointees and, without substantive reason to the contrary, the BOC will make the recommended appointment.

2. All board and commission vacancies that are filled by the Board of Commissioners will be advertised quarterly by the Clerk to the Board in a local newspaper having general circulation in Warren County.
3. Statements of interest received from citizens desiring to serve on a board or commission will remain active for a period of six (6) months from the date they are received by the Clerk to the Board.
4. **If no response is received for an advertised vacancy on a board or commission, the Board of Commissioners shall have the following options to address the vacancy:**
 - a. If the board member currently holding a seat on a board or commission is eligible for reappointment and is desirous of continuing to serve, he or she may be reappointed by the Board of Commissioners to serve an additional term.
 - b. **If the board member currently holding a seat on a board or commission is ineligible for reappointment, having served the maximum number of terms allowed by the N. C. General Statutes, By-Laws or Board of Commissioners,***** the Board of Commissioners and/or its representatives will make every effort to identify a willing person or persons to be considered for appointment. If permissible, until such time as a suitable replacement is found, the sitting Board member may remain on the board or commission if he or she is desirous of continuing to serve.

***The BOC needs to determine which term limit policy is to govern appointments/reappointments as the Bylaws of some of the County's

commissions/board conflict w/ the BOC's 3-term term limit.

- c. If a board or commission vacancy is designated for a specific representative from the community, i.e. a licensed Physician, Pharmacist, Veterinarian, Optometrist, professional Engineer, etc., and no such individual is available for appointment, the Clerk to the Board will consult the N. C. General Statutes or By-Laws governing the board or commission to determine if a general public representative may be appointed to fill the vacancy.
 - d. If appointment of a general public representative in lieu of a specific representative is permissible, the Board of Commissioners may appoint such an individual to fill the vacancy. If the N. C. General Statutes or By-Laws governing the board or commission do not allow a general public representative to fill a specific representative vacancy, the vacancy will continue on the board or commission until such time as the specific representative is found.
5. For those boards and/or commissions that are appointed by the Warren County Board of Commissioners, whose terms of office are not otherwise prescribed **by North Carolina General Statutes*****, appointees may serve only three consecutive terms after which they must be removed from the board or commission. Individuals may be considered for additional terms of service on a board/commission after remaining off the board/commission for one term.
- ***Leaving out "**and/or By-Laws of governing boards and commissions**" as outlined in paragraph 1 above is conflicting with paragraph 5. Either the BOC will give deference to the committee/commission Bylaws (as outlined in paragraph 1 above) or it will not (as outlined here in paragraph 5.) This needs to be decided and changed. Making this decision, however, is also necessary as the BOC's Rules of Procedure are in conflict with paragraph 1 as well. I note here, should the BOC choose to remove the "Bylaws of governing boards and commissions" from paragraph 1, it should probably also consider having all the affected boards/commissions make changes to their bylaws to the effect that "**The BOC has the authority to accept or reject any nomination given it. No recommendation by this board/commission shall be binding upon the BOC.**" This has always been true but it has not been in question before now. This will clean that up for the public's (those who are serving on those boards/commissions) understanding.
6. Individuals may serve on an unlimited number of boards or commissions at any given time, at the discretion of the Warren County Board of Commissioners.

This 3rd amendment is effective as of the 7th day of May, 2012.

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October 14, 2015
Work Session Agenda

Item # 8

Update on CAVE Project
(Peck Mfg. Property)

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Linda T. Worth, County Manager

October 14, 2015
Work Session Agenda

Item # 9

**Proposed County Volunteer Program
with Warren County School System**

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Commissioner Jennifer Jordan

October 14, 2015
Work Session Agenda

Item # 10

**Discussion of Health Benefits Policy for Retirees
&
County Commissioners**

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Commissioner Jennifer Jordan

WARREN COUNTY

HEALTH BENEFITS POLICY FOR RETIREES AND COUNTY COMMISSIONERS

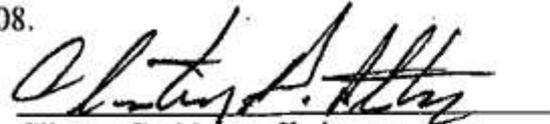
It is the desire of the Warren County Board of Commissioners to offer Warren County retirees and County Commissioners meeting the eligibility requirements outlined below the option to participate in Health/Dental benefits after retirement through Warren County's Group Benefits Plan.

Eligibility Requirements

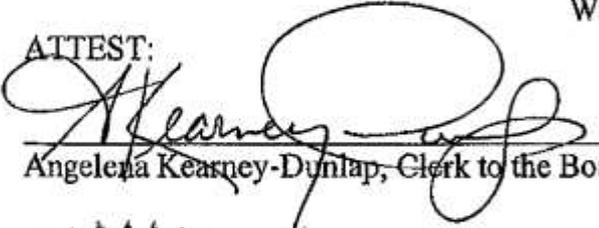
1. Retirees must have at least 20 years of continuous employment with Warren County government and be at least 60 years of age at retirement, or have at least 30 years of creditable service in the Local/State Government Retirement System with at least 20 years of continuous employment with Warren County government and be at least 55 years of age at retirement to be eligible for this benefit.
2. Retirees meeting the years of employment requirements, but who do not meet the age requirements set forth in Section 1 will be eligible to enroll in the county's group benefits insurance plan upon reaching the required age.
3. County Commissioners must have served a minimum of three consecutive terms (12 years) on the Warren County Board of Commissioners and be at least 60 years of age to be eligible for this benefit.
4. Retirees and County Commissioners will pay 100% of the premiums for health and dental insurance based on the County's group insurance rates.
5. Health and dental benefits through the County's group benefits plan would be available to eligible retirees and County Commissioners up to age 65. Coverage terminates upon reaching age 65 and becoming eligible for Medicare.

1. The effective date of this policy is July 1, 2007 for eligible retirees employed by Warren County and eligible County Commissioners serving on the Warren County Board of Commissioners.

Adopted this the 8th day of July 2008.


Clinton G. Alston, Chairman
Warren County Board of Commissioners

ATTEST:


Angela Kearney-Dunlap, Clerk to the Board



October 14, 2015
Work Session Agenda

Item # 11

Request from Franklin-Vance-Warren Opportunity, Inc.
for
Assistance with HR Related Matters

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Com. Tony Cozart, Chairman
FVW Board of Directors

Dear Mrs. Worth:

The FVW Opportunities Board is requesting your assistance in creating a small committee composed of staff from Franklin, Granville and Warren counties. The purpose of the committee is to research and report to the FVW Board regarding the employee climate within Franklin-Vance-Warren Opportunity, Inc. The committee of 3-5 staff members will be composed of 1-2 staff members from each county. We also request that you allow these members be permitted to conduct 20 to 25 interviews of a sampling of current and former FVW employees during normal work hours. The focus of the interviews will be to assess the following areas and submit a report of findings to the FVW Board for review.

- Treatment of employees as it relates to promotions, bonuses, demotions, and dismissals
- Working conditions, with a particular focus on the Henderson Head Start Center
- Acts of intimidation, including the threat of job loss
- What policies are in place and are they adhered to consistently and fairly
- Sensitivity used when an individual has been terminated
- How the leadership style of the CEO contributes to work environment

This is a very sensitive but important matter that needs immediate attention. I ask that you please respond with your staff member recommendation no later than October 12th. Once the committee is formed, they will meet to discuss how to proceed with conducting the interviews and possible the creation of an electronic survey for all current FVW Opportunities employees to complete.

Sincerely,

Tony Cozart
Chairman, FVW Board

cc: FVW Board member for Warren County

Cc:

Tony Cozart

Subject:

Re: FW: FVW Human Resource Support

Attachments:

FVW HR Committee - Warren.docx

Hello Mrs. Worth,

After careful thought, I am sending a modified request which notes between 20 and 25 interviews. The committee will have access to our policies, not to recommend modifications but simply as a resource. I also anticipate that this work may take between 25 and 30 hours. Please let me know if this is sufficient information for the meeting tomorrow.

On Thu, Oct 8, 2015 at 2:59 PM, Linda T. Worth <LindaWorth@warrencountync.gov> wrote:

Good afternoon Com. Cozart,

Per our conversation this morning, you will be forwarding me a revised letter indicating a more streamlined request for assistance from Franklin, Granville, and Warren's HR staff. As I indicated to you, Warren County only has two HR staff persons to handle the HR needs for over 300 employees. If my HR Director is pulled away during normal work hours from her duties with the county to assist FVW, she will be required to work after hours (comp time) to make certain her required County work gets done.

Chairman Richardson has requested this matter be added to the Commissioners 10/14/15 Work Session Agenda for discussion. The agenda for that meeting will be distributed tomorrow. If at all possible, please provide the revised letter on or before noon tomorrow, Friday, 10/8/15.

Sincerely,

Linda

October 14, 2015
Work Session Agenda

Item # 12

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Adjourn Work Session