

**THE BOARD OF COUNTY COMMISSIONERS
DURHAM, NORTH CAROLINA**

Monday, October 4, 2021

9:00 A.M. Virtual Work Session

MINUTES

Place: Commissioners' Chambers, second floor, Durham County Government
Administrative Complex, 200 E. Main Street, Durham, NC

Present: Chair Brenda Howerton, Vice Chair Wendy Jacobs, and Commissioners Nida
Allam, Nimasheena Burns, and Heidi Carter

Presiders: Chair Brenda Howerton

Citizen Comments

Monica Toomer, Clerk to the Board, read the following Citizen Comments submitted via email:

DeWarren K. Langley

"I am reaching out to again advocate for the creation of a My Brother's Keeper (MBK) Durham Advisory Board to provide the leadership and accountability required for a robust collective impact strategy that can transform the quality of life of boys and young men of color. In addition, I ask commissioners to direct staff to create a revised Boys & Young Men of Color (BYMOC) Local Action Plan for Durham County by a cross section of stakeholders to improve coordination, strengthen collaboration & shared responsibility, and systemic reforms with clear goals, measurable outcomes and timeframe to inform the collective impact strategy.

The rising violence among youth of color, particularly boys of color in Durham over the past few years and growing academic and opportunity gaps speaks to our collective failure to provide the educational, developmental and economic resources and opportunities that BYMOC need to contribute to society and build a future for themselves.

While the MBK model offers a comprehensive framework to transform and disrupt oppressive systems in education, criminal justice, social services, economic and workforce development, there has been no strategic contextualization of how they function as a guidepost for Durham's youth serving organizations. Current leadership has amplified stories of good work that is happening, supported organizations with funding from corporate sponsors and facilitated youth development workshops. However, *the purpose and value add of MBK Durham is not simply to provide support but to provide strategic coordination of systems and programs that serve BYMOC.*

There is currently no strategic plan accessible to the public. There is no set of benchmarked or targeted data to track progress. There is no consistent convening of service providers to facilitate a network of core partners that can guide the work. Without these in place, how can we coordinate efforts, measure impact and acquire the necessary resources such as American Rescue Plan funds to sustain systems change efforts? Our BYMOC deserve more.

With the forthcoming Work Session on the new Department, I urge Commissioners to ask and obtain answers to four multipronged questions regarding MBK Durham:

1. Why a local collective impact strategy has not been developed to guide the work of MBK Durham? Is there a plan in place to develop one? Why or why not? If so, when and what will be the process?
2. What are the strategic goals and priorities of the four MBK Milestone Advocacy teams? Who serves on these teams? How often do they meet? What have they accomplished?
3. What are the strategic priorities and guidelines for funding allocations to MBK partners? Specifically, how has the \$100,000 from Dominion Energy been allocated? What was the process? How was funding allocation determined?
4. What has MBK Durham done during the pandemic to support the ecosystem of service providers for BYMOC?

This is not about one person, government agency or nonprofit organization. This is about the health and wellbeing of BYMOC. Making a transformative difference in their lives, will transform us all. We have everything we need to make this happen.

Let's put the leadership and governance structures in place that hold us accountability to that vision and drives outcomes for boys and young men of color in Durham.

We need action. It is overdue. I welcome your commitment to action!"

Consent Agenda

The Board was requested to review the following Consent Agenda items for the October Regular Session Meeting.

21-0464 Interlocal Agreement with the City of Durham regarding participating in Duke Energy's Green Source Advantage Program to Meet Renewable Energy Goals

Tobin L. Freid, Sustainability Manager, informed the Board an ILA would be provided for full approval at the October 11, 2021 Regular Session.

21-0555 Review and Approval of Interlocal Agreement with the City of Durham for the Creation of An Immigrant and Refugee Affairs Initiative and Position

Claudia Hager, Interim County Manager, stated the ILA would include all immigrants and refugees. She added an annual report would be provided once finalized.

Directive:

- **The Board directed staff to pull the item for the upcoming Winter Joint City-County Meeting.**

21-0566 Durham County Temporary Screening Staff

Claudia Hager, Interim County Manager, stated full screening would be established for high traffic areas, e.g., DSS, Libraries and the Admin II building. She added Durham County's Health Director would give additional guidance on whether temperature checks would come to a halt.

21-0585 Budget Ordinance Amendment No. 22BCC00024 Public Health to Recognize \$115,000 from the NC DHHS Division of Public Health Women's and Children's Health Section/Children and Youth Branch for Covid-19 Mitigation

Rodney Jenkins, MHA, Public Health Director, stated Durham Public Schools hired staff dedicated to COVID mitigation but the Department of Social Services had resources to assist with the help of partnerships and grants received.

21-0605 Interlocal Agreement Reauthorizing the Durham Bicycle and Pedestrian Advisory Commission

The Board applauded the Durham Bicycle and Pedestrian Advisory Commission for the revision of the Interlocal Agreement by adding two (2) youth positions to the Commission.

21-0614 Cameron Grove Cemetery Lease and Conveyance

Jane Korest, Open Space and Real Estate Manager informed the Board that grants were available for non-profit and local governments to aid in restoration and the upkeep of cemeteries. She added the Open Space Department worked in partnership with the Stagville descendants and Committee to determine next steps in receiving funds.

There were no questions regarding the items below:

21-0466 Authorization of Cooperation Agreement and Service Agreement for participation in Duke Energy's Green Source Advantage Program

21-0509 Budget Ordinance Amendment No. 22BCC00011 to Recognize \$ 903,807 from the U.S. Department of Health and Human Services Office of Minority Health (OMH) and to Create Three Full Time Equivalent (FTE) Provisional Grant Funded Positions for Public Health

21-0565 Lease Agreement Between Durham County and West End Community Foundation

21-0577 Board of Elections Delivery Service Contract Amendment Approval

21-0578 Board of Elections Printing and Mailing Service Amendment Contract Approval

21-0582 Budget Ordinance Amendment No 22BCC00027 to Recognize \$238.44 in Grant Funds from the North Carolina Department of Public Instruction's Child Nutrition Division to the Youth Home for School Nutrition Grocery Purchases

21-0583 Budget Ordinance Amendment No. 22BCC00022 to Recognize \$8,000 from the North Carolina Public Health Association to Increase Participation in the Centering Pregnancy Program

21-0584 Budget Ordinance Amendment No. 22BCC00023 Public Health to Recognize \$39,900 from the North Carolina Department of Health and Human Services for Covid-19 Mitigation

21-0586 Restaurant Lease for Admin Building II - Thirumala Hospitality Durham, LLC

21-0594 Land Lease for 505 West Chapel Hill Street

21-0595 Authorize the Interim County Manager to execute the Lender Letter of Intent/Commitment for the Loan for the 500 E. Main St. Affordable Housing Development

21-0601 Award of the Easement Maintenance Services for Durham County Utilities (RFP 22-004) contract to Stormwater Operations Specialists, LLC

21-0610 Award of Aeration Basin Cleaning Services for Utilities Division to Industrial Vacuum Services Inc. in the amount of \$156,790

21-0618 Detention Center Security Glass Replacement Project

Discussion Items

21-0608 Update from Stephen Strauss with Developmental Associates, LLC

The Board was requested to receive an update on the recruitment process for the Durham County Manager position.

Stephen Strauss, President of Developmental Associates, LLC, shared a presentation that highlighted steps in the recruitment and screening process which included: Building a Candidate Profile, Develop a Recruitment Strategy, Conduct two (2) Screening Processes, Design the Hiring Process including Emotional Intelligence Testing, Conduct Skill-Based Exercises to Evaluate Top Finalists, Facilitate Final Evaluation Process and Background Investigation and to Assist in Contract Negotiation.

Mr. Strauss informed the Board an open-ended survey process was developed to receive feedback from the community and Durham County Government on key points to look for in a new County Manager. He added this would be a three (3) part process requiring closed sessions to evaluate the candidates and to share findings on the survey.

Directive:

- **The Board directed the Clerk to review dates for upcoming Closed Sessions with Mr. Strauss and his team.**

21-0616 Release of Durham County's Early Childhood Action Plan

The Board was requested to receive the presentation about the release of Durham County's Early Childhood Action Plan and next steps related to plan implementation. After 18 months of planning, together with leadership from 150 parents, community members, and institutional leaders, and informed by the perspectives of 1,000 additional parents, caregivers, and front-line workers in early childhood fields, the plan had been finalized and publicly released. It reflects priorities for action and funding to strengthen our early childhood systems in the areas of maternal and child health, early care and education, family support, and basic needs. Our overall goal was to ensure Durham is a place where young children and their families can thrive.

Bonnie Delaune, Durham Children's Initiative, shared a presentation which highlighted the following: What is in the Plan, Who Created the Plan, How the Plan was Created, and the 21 Durham ECAP recommendations.

Cate Elander, Early Childhood Coordinator, shared a brief update on the Early Childhood Action Plan (ECAP) stated it aligned with the ARPA priorities which recommended three (3) areas for investment:

- Direct financial assistance for families with young children
- Increasing support for and access to childcare and Pre-K

- Increasing access to culturally- affirming social-emotional health and mental supports for families, children and caregivers

She added the next steps included launching a representative ECAP Steering Committee to guide the plan’s implementation, prioritizing strategies and to collectively identify sources of funding.

The Board highlighted the 2017 State of Children Report which led to the Pre-K study and the process used to create ECAP. The Board also expressed excitement in having members of the community be advisors to ECAP.

21-0599 Comprehensive Plan Draft Southeast Durham Focus Area Recommendations

The Board was requested to receive a presentation on the Draft Southeast Durham Focus Area Recommendations and provide feedback.

Kayla Seibel, AICP, provided the Board with an update to the Southeast Durham Focus Area which included: Encourage Variety of Housing Types, Commercial Development to Provide Daily Needs, Encourage Complete Neighborhoods and Multimodal Connections, Strengthen Environmental Protections, Recommend Phasing of New Development with Infrastructure.

Ms. Seibel added the findings from the recommendations would stay in draft form until approval and shared key highlights from the components overview:

- Place types - Understanding place types applied to parcels on map and used in coordination with Place Type Map
- Place type map - Shows future land use designations assigned to each parcel in the area
- Policies - 24 draft policies covering land use process, housing and land use, transportation and environment topics.

Scott Whiteman, AICP, Planning Manager, answered questions regarding policy changes related to public school capacities. He stated work was being done with Durham Public Schools, however no specific policy changes were made.

The Board asked if the plan would not be formally adopted, how would authority be given and also questioned the timeline for the lift station. Mr. Whiteman stated the plan was used to provide guidance to recommendations. He added the timeline was about five (5) years out; however, the City Council could reprioritize as needed.

21-0545 Annual Reporting Update from Made in Durham

The Board was requested to receive a presentation on annual reporting from Made in Durham. The presentation would include year-end reporting as well as an update on current initiatives like the Opportunity Youth Collaborative (OYC) and the BULLS Initiative.

Casey Steinbacher, Executive Director of Made in Durham, provided a brief overview of the key focus areas for Made in Durham which included: Career Pathways: Bulls Back to Work, Remote Learning, Opportunity Youth and Youth Network.

Ms. Steinbacher stated a service app was set to launch October 1, 2021. She added this app would allow support staff to receive additional help which would ensure the OYC were both being served in school and be notified if they dropped out. As well, OYC were selected by the ncIMPACT Grant and MyFutureNC to engage in local education attainment collaboration across NC.

Ms. Steinbacher later shared an updated presentation that highlighted the BULLS Initiative: Draft Plan Completed by November/December 2021, Scale Plan to Meet Demand, Pre-Pilot: Opportunity Youth, Durham Technical Community College (DTCC) Pilot and Funding Needs and Opportunity.

Ms. Steinbacher stated the process to scale required community engagement, education process and corporate engagement to access the demand, capacity and success specifically targeting the Biopharma Manufacturing Sector.

The Board asked questions regarding the requirements of admission and how interested parties could be apart of the BULLS Initiative. Ms. Steinbacher responded there were multiple entry points for the community to engage. JB Buxton, President, of DTCC and Kara Battle, Vice President and Chief Academic Officer of DTCC, added the Community College partnered with Durham Public Schools to enroll children into the programs.

There was additional discussion about the phasing of funding, ensuring Made in Durham had adequate funding and how to provide additional community engagement.

21-0602 Durham County Transit Plan Update

The Board was requested to receive an update on the development of the Durham County Transit Plan from Durham County and Durham-Chapel Hill-Carrboro Metropolitan Planning Organization (DCHC MPO) staff. The Board of Commissioners last received an update on the plan on May 3, 2021. The presentation reviews the public engagement that was completed in summer 2021 on three representative transit scenarios. The purpose of the three scenarios was to facilitate public discussion and input on potential projects that were to be included in a preferred scenario for the Durham County Transit Plan. The plan was expected to be completed in Spring 2022.

Ellen Beckmann, Durham County Transportation Manager, provided a brief overview of the engagement methods used to collect data which highlighted: Online and In-Person Surveys, Engagement Ambassadors and Stakeholder Interviews.

Ms. Beckmann stated the surveys used were put into three (3) focus groups:

- Option A - Focus on adding more bus services running every 15-minutes or better
- Option B - Focus on bus service more reliable with bus only lanes and other improvements to help move bus through traffic faster

- Option C - Focus on connecting major destinations across the Triangle with faster and more reliable service

Ms. Beckmann added from the survey, majority of the people identified additional 15-minute services and access to other parts of the Triangle were top priority in needs of funding in addition to a passenger train. Also, all focus groups consistently identified later/weekend bus service, more bus frequency, more reliable bus services and support of getting improvement quickly.

Ms. Beckmann also provided insight on the Transit Plan Governance Study - which was an Interlocal Agreement between Durham and Orange Counties. This study purpose of this study was to implement new policy and procedures to reflect priorities of the new transit plans.

The Board asked how many questions were used for the survey and how could funding gaps be filled. Ms. Beckmann responded only eight (8) questions were used; however, they were extremely detailed.

There was additional discussion surrounding an infrastructure bill questions regarding the availability of funding.

Directive:

- **The Chair asked Ms. Beckman to reach out to Commissioners who had additional questions.**

21-0560 Property Tax and Software Update

The Board was requested to receive an update on the general reappraisal to allow the Tax Administration Department to upgrade its software.

Keyar Dole, Tax Appraiser, provided the Board with an overview on the following NC Department of Revenue Reappraisal Standards:

- Established in 2017
- Required by law at least once every eight (8) years - governing board may advance schedule
- Equalizes tax base - revenue neutral rate
- Responsibility to bring values up or down to 10% of market values as of date

Mr. Dole stated the sales ratio decreased in 2019 Quarter1 and should the trend continue, a mandatory reappraisal would be done; however, official appraisal would not be held until January 1, 2026. He added the Hypothetical 2025 NC Department of Revenue Reappraisal Standard would be effective January 15, 2022 should the trend continue.

Starlin Beatty, Deputy Tax Assessor, updated the Board on the Tax Software Conversion. The divided conversion project was broken into two (2) modules:

- Computer Assisted Mass Appraisal (CAMA) and Land Records - Go-live end of 2021 calendar year
- Billing and collections - Go-live Spring 2022

The Board asked would the value of homes being bought by large corporation's trigger property taxes to increase. Dwane Brinson, Tax Administrator, responded the tax department tends to favor the average homeowner, so if property value were to increase, they would be discounted.

21-0622 Classification and Compensation Study Update-Critical Positions

The Board was requested to receive an update on the review of the salary and compensation for hard to recruit and retain positions/classifications that had been identified as critical to the County's operations.

Deidre Gonzales, Human Resources Manager, provided a brief overview on the following: Clarify Classification Study Methodology, Discuss Departments Included in Study and to Clarify Peers Included in the Study.

Ms. Gonzales stated due to the pandemic, the turnover rate for jobs had increased due burnouts, behavioral health, and workplace disengagement. She added the increased pressure on recruiting certain positions and staff shortages for detention/correctional officers was a national and regional issue that would be addressed in the compensation study. As well, a benchmark study was sent to 14 market peers to gauge their compensations and shortcomings.

The Board inquired about competitive salaries and the hiring range for employees. Ms. Gonzales stated salaries would be competitive and Durham would need to implement tools for recruitment and retention. She added the hiring range would be what the County could afford.

21-0624 Commissioner Comments

The Board was requested to allow each Commissioner three minutes to report on conferences or make comments regarding issues that may be of interest or concern to the Board.

No comments were made.

Adjournment

Vice-Chair Jacobs moved, seconded by Commissioner Allam, to adjourn the meeting.

The motion carried unanimously.

The meeting was adjourned at 2:38 p.m.

Respectfully submitted,



Shaunecie Wardrick
Administrative Assistant