

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

Monday, May 8, 2023

7:00 P.M. Regular Session

**MINUTES**

Place: Commissioners' Chambers, Second Floor, Durham County Government Administrative Complex, 200 East Main Street, Durham, North Carolina

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

Presider: Chair Brenda Howerton

**Opening of Regular Session - Pledge of Allegiance**

**Agenda Adjustments**

Chair Howerton announced that there were no agenda adjustments.

**Announcements**

Monica Wallace, Clerk to the Board read the following announcements:

1. **Get FREE COVID Home Test Kits** - All North Carolina households are eligible to order two free COVID-19 home test kits per month, now through June 30! Order now to have them on hand when you need them. To order, visit <http://AccessCovidTests.org>

Free home test kits are also available at the Durham County Department of Public Health. To obtain a kit, visit 414 E. Main Street where one can be picked up at the front entrance screening window. Kits are available on Mondays and Fridays, from 9 a.m. until 1 p.m. They are also available on Wednesdays from noon until 4 p.m.

2. **Property Tax Relief Program** - Durham County Tax Administration wants to help ensure that all property owners are aware of property tax relief programs that may benefit them. There are three major tax relief programs known as 'homestead programs' available for homeowners who qualify. The application deadline for homestead programs is June 1, 2023.

For more information, visit [www.dconc.gov/tax](http://www.dconc.gov/tax) and search for "relief," or call the Durham County Tax Administration at 919-560-0300.

3. **Changes in Supplemental Nutrition Assistance Program/Electronic Benefit Transfer (SNAP/EBT) Started March 2023** - Extra SNAP/EBT (formerly Food Stamp) benefits or

emergency allotments received during COVID ended March 2023. Recipients can view their regular monthly benefit amount online through the EBT Edge mobile app.

Find information about free food in Durham at [www.endhungerdurham.org](http://www.endhungerdurham.org).

4. **Need Help Buying Food?** - SNAP may be able to help with buying food. Help with completing a SNAP application can be provided by Katy Forrest at Durham County Cooperative Extension. Call Katy at 919-909-7469 (para Español contacte a Milagros Guzman al 910-705-5504).

WIC is a program to help women, infants, and children get food. For more information call Lincoln Community Health Center at 919-956-4042.

5. **Kids Voting Durham: Civic Leadership Intern - Youth 14-24:** Looking for a meaningful experience this summer where you earn service hours, work with a great team of youth and adults, meet Durham decision-makers, and make an impact on your community and the upcoming elections?

Learn more about the Civic Leadership Intern opportunities at Kids Voting Durham at [www.kidsvotingdurham.org/blog-1/2023-summer-youth](http://www.kidsvotingdurham.org/blog-1/2023-summer-youth). Email questions to [info@kidsvotingdurham.org](mailto:info@kidsvotingdurham.org) or call 919-560-7321.

6. **Children's Book Week Bookmark Design Contest for Kids** - Calling all kid artists! The library wants you to help design a bookmark for Children's Book Week! The theme is "Read Books. Spark Change." Pick up a handout at your library location, create a design, and turn in the handout to the library by Saturday, May 13th. Winners will be announced on Monday, May 22nd.

Get details about the contest at <https://durhamcountylibrary.libcal.com/event/10672310>  
For more information, contact Molly Schaefer at [mschaefer@dconc.gov](mailto:mschaefer@dconc.gov); Teresa Petro at [tpetro@dconc.gov](mailto:tpetro@dconc.gov), or Joel White at [jwhite@dconc.gov](mailto:jwhite@dconc.gov).

7. **National Foster Care Month** - May is National Foster Care Month and the 2023 theme is "Strengthening Minds, Uplifting." Throughout the month of May, Durham County Department of Social Services will help raise awareness about foster care in our community while honoring the young people in foster care, as well as the volunteers who support those in need of temporary or permanent homes.

Learn more about how to help change the life of a child in our community on the DCo DSS Foster Care webpage at <https://www.dconc.gov/county-departments/departments-f-z/social-services/raise-hope-foster-dreams> or by calling 919-560-8092. Raise Hope. Foster Dreams.

Commissioners shared the following additional announcements.

- Fidelity Investments committed \$250 million dollars to the Fidelity Scholars Program to support as many as 50,000 underserved minority college students and encouraged all eligible Durham college students to apply before the extended May 15<sup>th</sup> deadline.

## Minutes

Vice Chair Jacobs moved, seconded by Commissioner Burns to approve the April 10, 2023 Regular Session Minutes.

The motion carried unanimously.

## **Ceremonial Items**

### **23-00308 Resolution – Resilient and Thriving Communities Week**

Commissioner Burns read the following resolution:

#### **RESILIENT AND THRIVING COMMUNITIES WEEK**

**WHEREAS,** resilient and thriving communities are vital to our community and state's future health, success, and prosperity to ensure a strong foundation for everyone at all ages and stages of life; and

**WHEREAS,** the science is clear that resilience is built, and that communities and systems play a key role in promoting safe, secure, nurturing environments for all; and

**WHEREAS,** adverse childhood and life experiences, adverse community environments, atrocious cultural experiences, and adverse climate events impact overall quality of life and well-being of an entire community; and

**WHEREAS,** Healthy North Carolina 2030: A Path Toward Health by the North Carolina Institute of Medicine, in partnership with the North Carolina Department of Health and Human Services, Division of Public Health, identifies reduction of adverse childhood experiences by 25% by 2030 as a goal; and

**WHEREAS,** it is our collective responsibility to collaborate in a nonpartisan fashion to promote positive experiences, secure relationships, and supportive environments to buffer stress and adversity, and to support local resilience coalitions, collaboratives, task forces, and initiatives across the state; and

**WHEREAS,** investing in policies, programs, and strategies that address adversity and strengthen community resilience is essential to the health and wellbeing of our community; and

**WHEREAS,** Durham County encourages all individuals and all sectors, public and private, early childhood through post-secondary education, faith-based organizations, healthcare systems, justice systems, social service systems, businesses, and elected leaders to collaborate to strengthen our communities; and

**NOW THEREFORE BE IT RESOLVED,** that we, the Durham County Board of County Commissioners, do hereby proclaim April 29 through May 6 as “Resilient & Thriving Communities Week” in our community, and commend its observance to all citizens.

**BE IT FURTHER RESOLVED,** that we, the members of the Durham County Board of County Commissioners, do hereby urge the entire Durham Community to become trauma-informed and supportive of strategies that strengthen individual, family and community buffers that can prevent or alleviate the effects of adverse childhood experiences and adverse community environments.

**BE IT FURTHER RESOLVED**, that we, the Durham County Board of County Commissioners commit to working with the Durham Adverse Childhood Experiences and Resilience Taskforce to develop and act upon a policy agenda that will address the root causes of adverse experiences in our community.

This the 8<sup>th</sup> day of April 2023.

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Brenda Howerton, Chair

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Wendy Jacobs, Vice-Chair

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Nida Allam, Commissioner

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Nimasheena Burns, Commissioner

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Heidi Carter, Commissioner

Jess Bousquette, Adverse Childhood Experiences and Resilience Coordinator thanked the Board for the resolution and looked forward to working with the Board to address the root causes of the adverse experience in Durham.

The Board thanked Ms. Bousquette for being the coordinator and for working to ensure Durham was a better place for residents to live.

**23-0309 Older American Month Proclamation 2023**

Commissioner Carter read the following proclamation:

**OLDER AMERICAN MONTH | 2023**

**WHEREAS,** Durham County includes a growing number of older Americans who contribute their strength, wisdom, and experience to our community; and

**WHEREAS,** Durham County is a diverse community, and benefits when people of all ages, abilities, and backgrounds are welcomed, supported, included, and given the opportunity to participate and live independently; and

**WHEREAS,** Durham County recognizes the need to create a community that offers the services and supports older adults may need to make choices about how they age; and

**WHEREAS,** Durham County can work to build an even better community for our older residents by:

- Implementing the Master Aging Plan,
- Not limiting our thinking about aging,
- Exploring and combating stereotypes,
- Emphasizing the many positive aspects of aging,
- Inspiring older adults to push past traditional boundaries,
- Embracing our community’s diversity, and
- Confirming all people, regardless of race, ethnicity, gender, age or disability, have the right to make choices and decisions about their own lives, to live independently for as long as possible, and participate fully in our community.

**NOW THEREFORE**, I, Brenda A. Howerton, Chair and on behalf of the Durham Board of County Commissioners do hereby proclaim May 2023 as

**“OLDER AMERICANS’ MONTH”**

in Durham County, North Carolina and urge every resident to celebrate our older residents, help to create an inclusive society, and accept the challenge of flexible thinking around aging. We also recommend this observance to our community and urge all residents, community agencies, faith groups, medical facilities, and businesses to join with the Department of Social Services, The Durham Center for Senior Life, Dementia Inclusive Durham, and Aging Well Durham to honor older adults, and those who care for them, during May and throughout the year.

This the 8<sup>th</sup> day of May, 2023

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Brenda Howerton, Chair  
Durham Board of County Commissioners

Maggie Cveticanin, Director, Department of Social Services thanked the Board for the proclamation and stated 13 percent of workforce employees in North Carolina were residents over 60 years of age. She added over 300,000 residents in North Carolina were affected by Alzheimer’s and dementia disease.

The Board thanked Ms. Cveticanin for her comments and for accepting the Department of Social Services Director position.

**23-0322 Proclamation – National Drug Court Month**

Commissioner Allam read the following proclamation:

**NATIONAL DRUG COURT MONTH | 2023**

- WHEREAS,** treatment courts have been restoring lives and families for more than three decades; and
- WHEREAS,** there are now more than 4,000 treatment courts nationwide; and
- WHEREAS,** treatment courts are the cornerstone of justice reform sweeping the nation; and
- WHEREAS,** treatment courts have served more than 1.5 million individuals; and
- WHEREAS,** they are now recognized as the most successful justice system intervention in our nation’s history; and
- WHEREAS,** they save an average of \$6,000 for every individual they serve; and
- WHEREAS,** treatment courts significantly improve substance use disorder treatment outcomes, substantially reduce addiction and related crime, and do so at less expense than any other criminal justice strategy; and
- WHEREAS,** treatment courts improve education, employment, housing, and financial stability, promote family reunification, reduce foster care placements, and increase the rate of addicted mothers delivering babies who are fully drug free; and

**WHEREAS,** treatment courts facilitate community-wide partnerships, bringing together public safety and public health; and

**WHEREAS,** treatment courts demonstrate that when one person rises out of substance use and crime, we all rise.

**NOW THEREFORE,** I, Brenda A. Howerton, Chair and on behalf of the Durham Board of County Commissioners do hereby proclaim the month of May 2023 as

**“NATIONAL DRUG COURT MONTH”**

in Durham County, North Carolina and urge all citizens to join in recognizing how important it is to help justice involved individuals remain drug and alcohol free and to become productive members of society.

This the 8<sup>th</sup> day of May, 2023

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Brenda Howerton, Chair  
Durham Board of County Commissioners

Lentora Rogers-Duncan, Adult Drug Treatment Court (ADTC) Coordinator thanked the Board for the proclamation and stated 30 residents were enrolled in the program – adding the program was successful with residents continuing to graduate. Judge O. Dave Hall, ADTC Presiding Judge thanked the Board for funding the drug court to help assist Durham residents in the program with services and employment.

The Board thanked Ms. Rogers-Duncan and Judge Hall for providing a needed program and assisting justice involved residents in the community.

**23-0337 Resolution Honoring the Life and Legacy of Mr. Nathan T. Garrett, Sr., former County Commissioner and Business Leader**

Vice Chair Jacobs read the following resolution:

**HONORING THE LEGACY OF NATHAN TAYLOR GARRETT, SR.**

**WHEREAS,** Nathan Taylor Garrett, Sr. was born in Tarboro North Carolina, but raised in Durham where his family relocated during his early years; and

**WHEREAS,** he received his early education in Durham Public schools and graduated from Hillside High School as valedictorian; and

**WHEREAS,** Garrett continued his formal education at Yale University where he earned a Bachelor of Arts degree in psychology, studied accounting and business at Wayne State University, and earned his CPA certification in 1961 becoming the fifth African American CPA in Michigan; and

**WHEREAS,** he opened the first Black-owned accounting firm in the state of North Carolina and used his insights on Black business to achieve success in various professional arenas; and

**WHEREAS,** Garrett founded and served as executive director of the Foundation for Community Development, originally formed as part of the North Carolina Fund, a cutting-edge

wealth and education program conceived at the request of former North Carolina Governor Terry Sanford to help “break the cycle” of poverty for many of the state’s residents; and

**WHEREAS,** as lifelong learning was a personal value, he earned a Juris Doctorate degree from North Carolina Central University School of Law in 1986; and

**WHEREAS,** in 1992, he was elected the first African American president of the National Association of State Boards of Accountancy; and

**WHEREAS,** during his career, he was chairman of the Minority Economic Development Advisory Committee to the U.S. Secretary of Commerce, chairman emeritus of the board of directors for North Carolina Mutual Life Insurance, president of the National Association of Minority CPA Firms, and the North Carolina Association of Minority Businesses and served as a Durham County Commissioner from 1972 until 1974; and

**WHEREAS,** this gifted, pioneering and passionate business leader will long be remembered as a trailblazer, benefactor, mentor and dynamic change-maker.

**NOW, THEREFORE, BE IT RESOLVED,** that we, the members of the Durham County Board of Commissioners, do hereby resolve to honor the memory of

**NATHAN TAYLOR GARRETT, SR.**

We urge all Durham County residents to reflect on his extraordinary legacy of business accomplishments, his strong work ethic, his genuine love of this community, and his extraordinary contributions.

This the 6<sup>th</sup> day of April 2023.

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Brenda Howerton, Chair

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Wendy Jacobs, Vice-Chair

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Nida Allam, Commissioner

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Nimasheena Burns, Commissioner

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Heidi Carter, Commissioner

**Other Business**

**23-0324 FY 2023-2024 Manger’s Recommended Budget Presentation**

County Manager Dr. Kimberly J. Sowell Shared the “2023-2024 County Manger’s Recommended Budget” and proved the following summary:

*“Good evening, Chair Howerton, members of the Board, County staff, and County residents. It is an honor to present to you my recommended budget for fiscal year 2023-24.*

*This second budget of my tenure reflects the values and goals of our visionary Board and my personal leadership belief in the power and effectiveness of cohesive, comprehensive, and focused local government. The hard choices made in this recommended budget are meant to*

*solidify some of the gains the County has made over the past year, respond to current issues, and to set us up for future success.*

*It is also the culmination of thousands of hours of work across all County departments, shared city/county agencies, and a significant number of partner agencies that support vital County goals and objectives. So, to all County employees and partner agencies that helped with this process I give a heartfelt THANKS!*

*The budget process, culminating in this document, can be seen as a census of County needs, an annual evaluation of County direction, and a fiscal application of County resources. This undertaking is much more than just the “costing” of a year’s worth of County services. It is a dynamic opportunity for organizational self-reflection, it offers a chance for process realignment, and as always, a chance for Commissioners, as County representatives to be active participants in guiding County outcomes through fiscal application. The annual budget process is a series of considered decisions attempting to culminate into comprehensive solutions.*

*We must be a resilient government that can not only perform during the best of times but also, and possibly more importantly, during economic, environmental, or social struggles. And while there are so many areas where the County can expand or add additional services or invest time and resources, there are limitations of finite resources. Therefore, my recommended budget must make targeted decisions that offer what I think are the best County investments.*

*Moving forward, I am going to need clear short-term and long-term guidance from the Board, employees, and citizens about the key goals and direction for the County. In order to clarify that guidance, I am setting in motion a reimagining of the County’s strategic plan.*

*It is my strong expectation that this updated strategic plan will be a frame of reference for every major policy, budget, or operational decision made by management and the Board. For a strategic plan to work, it must be referenced, it has to be believed in, it needs to be constantly discussed, and it must be measured. That is the essential heart of a strategic plan - involving people and actions, and being willing to measure success. In my excited opinion, we are ready for this important step.*

*In order to identify and make strategic decisions with the Board, I need to have a trusted management team that can inform and challenge me. After taking some time when I first arrived to understand the management structure, I felt some changes to that structure would be beneficial. The leadership team now includes Deputy County Managers and Assistant County Managers. These positions will be a vital part of ensuring the best planned solutions become reality.*

*Development of this budget is predicated on a third straight fiscal year’s significant growth in major revenue sources. Durham County continues to grow in terms of business location, job expansion, and a desirable place to live. All of those economic drivers are, in turn, pushing major revenue sources higher.*

*And yet...we still see, feel, and recognize the need for so many more services, more intensive existing services, or new programs to deal with arising issues that are a part of our fast-growing community. Simply put, this amazing growth in revenue has easily been offset by a faster set of growing expenses.*



*Ultimately this budget is about meeting the near- future needs of the community, with an eye toward the ongoing sustainability of Durham County’s vibrant economy, culture, and life.*

*Key priorities I have built into this recommended budget attempt to apply significant revenue growth to the most important areas that will provide the best outcomes.*

*My top priority, given such impressive revenue growth, is to implement services at a pace that allows us to minimize the General Fund property tax rate increases needed.*

*Second is protecting the economic stability of our employees by compensation funding that keeps up with inflation and supporting existing benefits.*

*Third is continuing to support and grow educational and workforce opportunities for all Durham County citizens.*

*And while new positions are needed practically every year, I have very much tried to limit position growth for the upcoming fiscal year.*

*Broadly speaking, estimated revenue growth for the upcoming fiscal year is distinctly positive. Major revenues include property tax, sales tax, Medicaid Hold Harmless funds, occupancy tax, and General Fund fund balance.*

*Durham County has seen very strong growth in sales tax revenue as well as growth in City and County property valuation. Both are a direct reflection on local economic activity, which in turn increases overall revenue collection.*

*However, even with significant “natural” growth in key revenues, the financial needs presented by various departments across the organization are significantly higher than this “natural” growth in revenue alone can fund.*

*The fundamental challenge for development of this budget is that even with significant natural growth in key revenues totaling \$36 million, four key priorities consumed most of this growth, as illustrated here. These priorities cost approximately \$38 million.*

*Employee compensation changes represent the large single increase in the budget and reflect current economic realities facing our employees as well as compensation study recommendations.*

*Educational and workforce development funding increases mark the second biggest increase in the General Fund budget at nearly \$13.8 million including Durham Public Schools, Durham Technical Community College, and Pre- K support.*

*Over the last two years there has been a real struggle to fill vacant positions, keep employees from leaving high stress jobs, and overcoming the organizational knowledge drain from increasing retirements.*

*To that end, it should be noted that costs from current year compensation decisions, mid-year re-classifications, and management changes will cost an additional \$3.6 million in the upcoming fiscal year.*

*It is a strong belief of myself and the Board that all our employees deserve to have salary increases that, at a minimum, keep up with inflation and surrounding County compensation trends. Per guidance from a compensation study by the Management Advisory Group, a*

*major recommendation was a 7% “across the board” salary increase for every County position. I strongly support this recommendation! But along with this COLA-like increase, I also want to encourage and acknowledge the best of our workforce by supporting 3% to 4% pay-for-performance increases.*

*It is my belief that the most comprehensive solution we can make as a local government is to appropriately recognize the people who will determine vitally important programmatic and service success. In total, all employees will be eligible to receive anywhere from a 10% pay increase to a maximum of 11%.*

*Now let’s talk revenue.*

*Current projections of “year-end” property tax collections have the County surpassing budgeted amounts by approximately \$7 million. This additional revenue comes from growth in property valuation.*

*The high growth in tax collection for the current fiscal year is largely fueling property tax revenue growth for the upcoming fiscal year.*

*These explanations translate into estimated additional property tax revenue of \$16.8 million for the General Fund and Capital Financing Fund before any property tax rate increase. That’s equivalent to over 3 cents on the property tax rate.*

*As part of the recent \$550 million General Obligation bond referendum, the County noted that there may be a related 2.5 property tax rate increase requested to support future debt service. Updated estimates support needing just a 1.5 cent property tax rate increase for capital financing, while an additional 1.5 cents is needed for General Fund personnel and operational costs. The total property tax rate increase recommended in this budget is 3 cents.*

*I would like to recognize that it is important that the County, where possible, limit property tax rate hikes, and their impact on residents. We do this by maximizing efficiencies and limiting expansion of services to areas that provide the highest return on investment for all residents.*

*We budget property tax revenue in two categories - one to support General Fund expenses and the other to support the Capital Financing Fund, which pays for capital projects and debt service.*

*I would like to remind the Board and citizens that the property tax rate is the primary revenue source controllable by the Board and is the only significant way to raise additional revenue in future years. While the recommended rate for the upcoming fiscal year increases 3 cents, future tax rate increases may also be needed to support ongoing County goals, including our significant commitment to Durham Public Schools, capital planning, and other initiatives.*

*Strong growth in property valuation across all special tax districts has allowed me to recommend no tax rate increase for any of them. In fact, the Durham County Fire & Rescue district, covering the RTP area, is requesting a one cent property tax rate decrease.*

*The value, and the valuation, of a strong and vibrant local economy cannot be overstated.*

*The total amount of budgeted sales tax revenue for next fiscal year is \$128 million. For perspective, this is the equivalent to 25 cents of property tax revenue. Sales tax revenue is our second largest revenue source and is entirely related to economic activity.*

*The estimated current year sales tax collections is expected to come in well above budget. In fact, it is expected to increase 17% over what was originally budgeted.*

*That over-collection for the current fiscal year, plus estimated growth in sales tax for next year, equals a \$21.8 million increase in sales tax revenue, or a 20.5% increase. It should be noted that \$8.4 million of that increase goes to the Capital Financing Fund by Board policy, while \$13.4 million helps many different General Fund initiatives.*

*An estimated 5% growth in sales tax collection revenue for next fiscal year is relatively conservative and reflects the unknown consequences of any economic downturn.*

*Additional revenue sources of note for the upcoming year based on current trending include:*

*Medicaid Hold Harmless funds increasing by \$3 million to an estimated total of \$12 million collected.*

*Register of Deeds fees actually decreases by \$1 million due to higher mortgage loan interest rates that are slowing house buying within the County.*

*Directly related to the problem with Register of Deeds fees, but an actual positive for the County, is the increase in investment revenue due to higher interest rates on cash accounts.*

*Durham County will spend nearly \$63 million dollars in American Rescue Plan funds over the next several years. These federal dollars will support the public health and economic recovery efforts resulting from the coronavirus pandemic. These resources will allow for investments which are essential for the community's growth and viability.*

*After much deliberation - including community input, staff feedback, and Board discussions - a spending framework was adopted by the Board of County Commissioners that aligns with US Treasury spending guidelines and the Board's strategic plan. The plan supports transformative, equitable, and evidence-based investments.*

*The Recommended budget includes a \$3.26 million allocation of ARPA funds to support General Fund needs, with additional allocations occurring in upcoming months through request for proposal processes.*

*While the General Fund is where the vast majority of daily activity and spending for government services occurs, there are a number of other funds that serve specific County financial and operational purposes.*

*These include the already mentioned special tax district funds, the Debt Service fund, and our Sewer Utility fund.*

*The total County budget, including all of these funds, increases 12% to just under \$890 million, while the General Fund, a subset of that total amount, increases 9.6% to \$601 million.*

*Some, but not all of the increases in the General Fund include:*

- *Compensation support for Durham County employees*
- *Increased Durham Public School funding*
- *Pre-K expansion*
- *Increased DTCC funding*
- *ARPA support in the General Fund*
- *New positions*
- *Opioid Settlement funding*
- *New detention center maintenance contract*

*In order to support some of these increases, there are also \$2.5 million in General Fund operational reductions.*

*The previous slide showed an additional \$3 million needed for new positions, but I want to point out that the number of new positions compared to previous years dropped considerably.*

*With ongoing high vacancy rates, the long-term cost of positions, and limited available physical space for additional personnel, I think it is important that we find ways to reallocate existing human resources before growing our workforce.*

*Efficiency gains and effective application of existing positions can help slow expenditure growth for future budgets.*

*The main priority expressed by the Board of County Commissioners and reiterated in recent Board retreats is education. This budget recommendation reflects that priority, with Durham Public Schools continuing to be the single largest expenditure for Durham County Government at \$188 million, or 33% of the entire General Fund budget.*

*County funding matches the full request made by the Board of Education and largely supports salary increases for certified and classified personnel.*

*This funding includes a current expense increase of \$10.8 million. Per pupil funding increases \$289 to \$4,650 per student, nearly a 7% increase.*

*The County also provides approximately \$58 million in indirect support for DPS through a number of different departments and programs.*

*DPS will be receiving significant federal COVID-related funding over the next several years, up to \$136 million. This federal funding support will go a long way toward supporting student needs coming out of the pandemic.*

*The County's commitment to education continues to be unwavering.*

*Another integral part of Durham County's support for education and workforce training is funding for Durham Technical Community College. This educational system provides a myriad of services, degrees, and opportunities that either continue education after high school and towards college, or towards a high paying, stable, and lifelong career.*

*Total funding for DTCC increases almost \$2 million or 20%.*

*Of that increase, \$520,000 is for Durham student scholarships, designated through Board policy that allocates a portion of sales tax dollars collected. A total of \$2.4 million of total County funding to DTCC is for Durham student scholarships.*

*Like Durham Public Schools, additional County funding is supporting salary increases, along with additional position support. New positions are focused on improving the school-to-work pipeline needed to support businesses in the County, particularly in the RTP.*

*DTCC will continue to provide a pipeline of trained workers for technical jobs with continued funding of \$500,000 for the DTCC “Back-to-Work Initiative” and the “BULLS Initiative.”*

*As companies have chosen to locate in Durham, discussions have arisen among various economic development groups, the County, and DTCC around providing them with the workforce needed. These programs will help provide or enhance the skills of local residents so they can get and keep these jobs.*

*More jobs filled by local workers means more dollars in the local economy, which means a more vibrant economy for all Durham residents.*

*This budget also sees the County supporting an increase of over \$1 million for Pre-K. This additional funding will expand Durham Pre-K by serving up to 100 additional children. The goal of the Board has been to reach universal Pre-K for all Durham County children. The estimated cost of universal Pre-K support across the County is more than \$25 million annually.*

*In total, the County is funding education with over \$207 million dollars between DPS, DTCC, and Pre-K. We have, and we continue to offer possibility and independence for all citizens through our continued support of education.*

*Cooperative Extension will oversee a second year of food security grants. I am recommending \$532,000 to support food security efforts reaching Durham County’s most vulnerable residents.*

*The Board specifically asked Veterans Services what they needed to better support the needs of a large veteran population within the County. Lois Harvin-Raven, Director of Veterans Services answered honestly and said, “as much as you all can afford to give the department”.*

*To that end, I am recommending an additional Veteran Service Officer who will assist with expanding outreach to 11,500 veterans that are currently underserved and who need help receiving full VA benefits and services.*

*The Sheriff’s Office is working to mitigate co- occurring mental health and substance abuse disorders for persons who are detained, through the Medication Assisted Treatment program.*

*To support this vulnerable population, I am recommending a dedicated medical director to manage all detention center programs related to Opioid Treatment and Medication Assisted Treatment.*

*I am also recommending funding a detention center maintenance contract which will provide preventative maintenance and repairs, consolidating services that are currently spread between other county departments and separate vendor contracts.*

*A new Deputy Chief Fire Marshal position is recommended to provide increased inspections as statutorily mandated.*

*As mentioned earlier, there has been an increase in the number of individuals who are entering the County detention facility with mental health/psychiatric needs. As a result, I am recommending funding in the newly renamed Justice Services Department for additional psychiatric services in the detention center.*

*I am also excited about efforts to establish a Familiar Faces Initiative which identifies persons showing up in multiple systems like detention facilities, homeless shelters, and emergency departments, in order to provide more targeted care.*

*The new Youth Home is near completion. This budget supports opening of the facility to transition current operations and supports a new Assessment Center.*

*Lastly, I am recommending funding to expand the Juvenile Crime Prevention Council's annual award amount which supports high risk juveniles. This funding will be used to support expansion of services that significantly reduce the risk factors leading to educational difficulties, juvenile crime, and community safety concerns.*

*The Sewer Utility department, an Enterprise Fund agency that fully supports its costs through fees charged to customers, is adding four new positions. Two positions will ensure adequate 24/7 coverage of the plant, while the other positions will provide additional maintenance at the treatment plant and pump stations.*

*Sewer consumption rates will increase 10% to address anticipated operational and capital costs, ensuring our high level of operational readiness and environmental protection.*

*The Stormwater and Erosion Control department, another Enterprise fund, has two new recommended positions: a Public Education Specialist and a Stormwater and Erosion Control Technician.*

*I am also following the recommendations of the Stormwater Plan presented several years ago, by including an increase in the Stormwater Utility Fee – the department's primary revenue source – from \$48 to \$64 per Equivalent Residential Unit. The rate increase is one step in a larger approach to eventually increase the fee to \$96 per unit by Fiscal year 2026.*

*As a reminder, these charges are the cost of complying with the Falls Lake and Jordan Lake state requirements, a nutrient management strategy to restore water quality in the lakes by reducing the amount of pollution entering upstream.*

*The Opioid Epidemic, exacerbated by the COVID-19, continues to negatively affect families and communities across Durham County. As part of the historic \$37-billion- dollar Opioid settlement, the County will receive \$11 plus million over the next 18 years.*

*A portion of that settlement amount, \$400,000, is recommended to fund the Community Linkages to Care Support program, which was developed to connect individuals who are struggling with substance use disorder with comprehensive, evidence-based care.*

*I am also recommending a five-year \$750,000 partnership with The Duke Endowment for Healthy People, Healthy Carolinas. This partnership will fund a Health Education Specialist*

*to develop a community-wide coalition, establishing equitable strategies to address physical activity, nutrition, and food access. All with a focus on addressing the effects of racism and other social barriers on the health of our most vulnerable populations.*

*It has been a goal of mine to bridge the gap between Durham County government and our most valuable local experts, our citizens. To that end, I am excited to recommend the County's first Office of Engagement, that will partner with the Office of Strategy and Performance and the Public Information Office to establish a vibrant community engagement initiative.*

*An Engagement Manager will lead in establishing Durham County's first engagement strategy and build lasting internal and external stakeholder relationships. A Data Analyst will provide analytic support.*

*My expectation is that we will begin to see the impact of the expertise of our citizens on our decisions as Durham County progresses forward.*

*One new position, an Administrative Assistant, is recommended in the Clerk to the Board's office and one new Paralegal position is recommended for the County Attorney's office.*

*Election integrity and security is a cornerstone of our democracy, and a new Board of Elections facility opening in the upcoming fiscal year will provide enhanced security and a centralized warehouse for equipment and staff.*

*To provide support for this new facility, I am recommending two new positions, a Public Outreach Specialist and Elections Specialist who will monitor the front desk of the new facility and respond to customer inquiries.*

*For our IS&T department I have included an ARPA Broadband Manager who will oversee broadband infrastructure programs and operations for the underserved communities. Additionally, a Senior Financial Business Analyst will serve as the subject-matter expert for large enterprise financial applications. This in-house expertise is critical as we begin to make the move to a new or upgraded system.*

*And now for some key dates so you can mark your calendars!*

*Budget work sessions will begin on Tuesday, May 16th where we will provide an overview of the budget and the environment in which it was built. Another work session is scheduled for May 24th to begin the review of departmental budgets in earnest.*

*Monday, May 22nd the Board will hold a Public Hearing for this proposed budget as part of the regularly scheduled meeting.*

*Additional work sessions will occur on June 1st and June 5th.*

*If additional work sessions are needed, June 6th has allotted time.*

*Budget adoption is planned for June 12th.*

*After a little over a year on the job reorganizing, reenergizing the leadership team, and working towards comprehensive solutions, it is my sincere belief that this budget reflects a continuation of those key decisions.*

*Management looks forward to the upcoming Board work sessions and to the many great outcomes the Durham County community will experience through the dynamic programs and services delivered out of this budget.*

***I said it last year and I am happy to say it again..every visitor, every student, every County employee, every business, and every citizen has a stake, a part in the development and use of the many services and outcomes that make up a fiscal year, a career, and a life in Durham County.***

*With that, I conclude this presentation of the fiscal year 2023-24 Manager's Recommended budget.*

*Thank you."*

\*\*\*\*\*

The Board thanked County Manger Sowell for the Recommended Budget Presentation.

### **Consent Agenda**

Chair Howerton asked the Board if they requested to pull or comment on any items on the Consent Agenda.

Commissioner Burns requested to comment on Item 22-0332 and Vice Chair Jacobs requested to comment on Item 22-0333.

- Item 22-0332 – Commissioner Burns stated the City and County were working jointly to address the development of affordable housing.
- Item 22-0333 – Vice Chair Jacobs stated the City and County were partnering to provide grant funding to Housing for New Hope for the acquisition of the Carver Creek Apartments for permanent supportive housing.

Hearing no additional comments, Chair Howerton entertained a motion for approval.

Commissioner Carter moved, seconded by Vice Chair Jacobs to approve the following items on the Consent Agenda.

The motion carried unanimously.

### 23-0291 City-County Planning Department FY24 Work Program

\*23-0293 Capital Project Amendment No.23CPA00021 Reducing the Budgets of Four DPS Capital Projects by \$1,338,298.48 in 2016 General Obligation Bond Funds and Increasing the 16 GO Bonds Northern High School Replacement Capital Project (5910SH239) by \$1,338,298.48

\*23-0295 Budget Ordinance Amendment No. 23BCC00088 the Department of Social Services to recognize funds in the amount of \$664,000 for our Representative Payee Program aka "Trust Funds" from State Revenue Funds for Citizens Incapable of Handling Their Own Funds



23-0301 FY23 Durham Transit Work Program Amendment

23-0310 Request for Consent to Accept Proposed Settlement

23-0316 Award Contract for Absence Management Provider to the Standard

23-0332 Joint Partnership with the City of Durham on Affordable Housing Initiatives - Interlocal Agreement

23-0333 Carver Creek Campus Permanent Supportive Housing Funding Approval

Consent Agenda Item #23-0293

**Durham County, North Carolina  
FY 2022-2023 Capital Project  
Amendment Number 23CPA-21**

BE IT ORDAINED BY THE COMMISSIONERS OF DURHAM COUNTY:  
That the FY 2022-23 budget ordinance is hereby amended to reflect budget adjustments.

<b>Project #</b>	<b>Project Name</b>	<b>Current Budget</b>	<b>Increase / Decrease</b>	<b>Updated Budget</b>
59105400SH314	16 GO Bond Energy and Sustainability Projects	\$3,000,000.00	(\$1,200,000.00)	\$1,800,000.00
59105400SH312	16 GO Bond-Districtwide Classroom Furniture Replacement	\$500,000.00	(\$97,269.11)	\$402,730.89
59105400SH285	16 GO-Structural Analysis-Variou	\$1,109,937.00	(\$26,676.20)	\$1,083,260.80
59105400SH287	16 GO-Brogden Boiler Room Replacement	\$493,413.17	(\$14,353.17)	\$479,060.00
59105400SH239	16 GO Northern High School Replacement	\$101,030,000.10	\$1,338,298.48	\$102,368,298.58

All capital projects in conflict herewith are hereby repealed.

Approved May 8, 2023

Consent Agenda Item #23-0295

**Durham County, North Carolina  
2022-2023 Budget Ordinance  
Amendment Number 23BCC00088**

BE IT ORDAINED BY THE COMMISSIONERS OF DURHAM COUNTY that the 2022-2023 budget ordinance is hereby amended to reflect budget adjustments.

<u>Fund Name</u>	<u>Current Budget</u>	<u>Increase/Decrease</u>	<u>Revised Budget</u>
<b>GENERAL FUND</b>			
<u>Expenditure</u>			
Human Services	\$121,701,045.42	\$664,000.00	\$122,365,045.42
<u>Revenue</u>			
Other Financing Sources	\$77,368,885.44	\$664,000.00	\$78,032,885.44

All ordinances and portions of ordinances in conflict herewith are hereby repealed.

Approved May 8, 2023

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## **Public Hearings**

### **23-0285 Zoning Map Change, 4000 Sancar Way (Z2200053)**

Alexander Cahill, Senior Planning Manger stated the Board was requested to conduct a public hearing and receive public comments on the Zoning Map Change, 4000 Sancar Way (Z2200053). He added Travis Crayton, of Research Triangle Foundation of NC, proposed the change to the zoning designation of one parcel of land totaling 4.547 acres from the current zoning of Office and Institutional (OI) to Science Research Park – Center (SRP-C), this would allow for a future Research Triangle Park (RTP) science research use.

The Board asked if the proposed rezoning would allow permitted residential units on the site. Mr. Cahill responded yes, stating the applicant’s plans did not include residential units. The Board inquired about the existing structure on the site. Mr. Cahill replied the existing structure was an office building and would remain on the site.

Chair Howerton opened the public hearing.

No citizens were signed up to speak.

Chair Howerton closed the public hearing.

#### **First Motion:**

Vice Chair Jacobs moved, seconded by Commissioner Burns to adopt an ordinance amending the Unified Development Ordinance by taking property out of the Office and Institutional (OI) zoning district and establishing the same as the Science Research Park - Center (SRP-C).

The motion carried unanimously.

#### **Second Motion:**

Commissioner Burns moved, seconded by Vice Chair Jacobs to adopt the appropriate Statement of Consistency pursuant to NCGS §160D-605.

The motion carried unanimously.

### **23-0315 Public Hearing - An Ordinance to Amend the Durham Unified Development Ordinance for Improving Access and Walkability**

Brooke Roper, Senior Planner stated the Board was requested to conduct a public hearing and receive public comments on the Unified Development Ordinance Text Amendment, Improving Access and Walkability (TC2100007). She added the purpose of this amendment was to revise the requirements

within the Unified Development Ordinance (UDO) to improve access and walkability in Durham. Ms. Roper stated the Durham Planning Commission initiated the amendment during the summer of 2021 and formed a subcommittee to create the drafted amendment.

The Board asked if the ordinance would impact single-family residential areas. Ms. Roper replied the ordinance would not impact private driveways but would impact new developments requiring new streets. The Board asked if any changes were made to the concerns of Planning Commission Member Sease's comments. Ms. Roper responded the Planning Department decided not to make any changes to the mid-block pedestrian passage access points because the changes would complicate the new definition. The Board asked if the re-write of the UDO would address further issues with improving walkability and safety. Ms. Roper stated the amendment was the start of a plan to address walkability and safety and the re-write of the UDO would further address how to better connect the Durham community.

Chair Howerton opened the public hearing.

No citizens were signed up to speak.

Chair Howerton closed the public hearing.

First Motion:

Vice Chair Jacobs moved, seconded by Commissioner Carter to adopt an ordinance amending the Unified Development Ordinance, incorporating revisions to Section 13.6 Street Connectivity Requirements; 13.4 Block Standards; 12.3 Streets; and 12.2 Ingress and Egress Requirements effective June 1, 2023.

The motion carried unanimously.

Second Motion:

Commissioner Allam moved, seconded by Commissioner Burns to adopt the appropriate Statement of Consistency pursuant to NCGS §160D-605.

The motion carried unanimously

**23-0294 Public Hearing – Durham County Transit Plan**

Ellen Beckmann, Durham County Transportation Manager stated the Board was requested to hold a public hearing on the Durham County Transit Plan and an adoption of the plan would be requested at the May 22, 2023 Regular Session meeting. She added the Durham County Transit Plan was required by state legislation that enabled the local option half-cent sales tax for public transit improvements. Ms. Beckman stated the plan must be adopted by the Board of County Commissioners, the GoTriangle Board of Trustees, and the Durham-Chapel Hill-Carrboro Metropolitan Planning Organization Board. She added the plan was first adopted in 2011, with an update in 2017, and was centered around the Durham-Orange Light Rail Transit project. Ms. Beckman stated in 2019, GoTriangle discontinued the light rail project, and there was now a need for a new Durham County Transit Plan. She added the plan would guide the use of approximately \$1.1 billion for public transit improvements over the twenty-year horizon.

Chair Howerton opened the public hearing.

Jim Svava, Citizen

Mr. Svava stated he supported the Durham County Transit Plan and advocated for the use of funds for public transit improvements to include an increase in bus services and a new passenger rail service to provide a link to Durham and other Triangle locations.

John Tallmadge, Citizen

Mr. Tallmadge stated he supported the Durham County Transit Plan and 75 percent of the budget was dedicated to improving the transit system for current riders and increasing the pay for transit employees. He added for the project to be successful it would require attention, dedication and delivered promises.

Chair Howerton closed the public hearing.

The Board stated the Durham County Transit Plan would be approved at the May 22, 2023 Regular Session meeting.

**23-0313 Public Hearing - Utilities Division's Draft System Development Fee Analysis**

Stephanie Brixey, Deputy Director of Utility Division, Engineering and Environmental Services stated the Board was requested to conduct a Public Hearing to receive comments on the Utilities Division's Draft System Development Fees Analysis performed by Willdan Financial Services.

Daryll Parker, Principal Consultant with Willdan Financial Services shared a presentation titled *Durham County Wastewater System Development Fee Study* which highlighted the following: North Carolina House Bill 436 – 2017, System Development Fees (SDFs) Define by House Bill 436, SDFs General Description, Methodology, Fee Adoption Procedures, Recoverable Facilities/Costs, Recoverable Cost, Methodology – Recoverable Cost, Net Recoverable Cost, Methodology – Cost of Capacity, Cost Per Gallon of Capacity, Methodology – SDF Per Equivalent Residential Unit (ERU), Comparison of Fees Per ERU and Calculated Fees by Usage Type.

Chair Howerton opened the public hearing.

No citizens were signed up to speak.

Chair Howerton closed the public hearing.

The Board asked the County Manager if the System Development rate would be included in the FY 2023-2024 adopted budget. Dr. Kimberly Sowell, County Manger replied yes, the rate was a part of the FY 2023-2024 budget process.

**Other Business**

**23-0314 Classification and Compensation MAG Study Update**

Russell Campbell, Senior Vice President, Management Advisory Group shared the *Classification and Compensation Study Update* which highlighted the following: Compensation Philosophy Recommendations, Advantages of a Compensation Philosophy, Risk of not having a Compensation Philosophy, Key Factors for Consideration, Labor Marker and Market Position, Pay for Performance,

Compensation Philosophy Policies (To Maintain Salary Uniformity), Recommended Pay Structure, Maintaining the Compensation System, Compensation System Adjustments and Cost Summary.

The Board stated the executive staff were higher salaried and asked if a seven percent salary adjustment increase would be for employees making less and for the hard-to-fill positions. Mr. Campbell responded the seven percent increase was across the board for the majority employees in non-supervisory positions. Dr. Kimberly Sowell, County Manger also shared the last salary increase was higher for employees making less than \$75,000 dollars and less for employees making over \$75,000. Dara Richardson, Human Resources Manager added the hard-to-fill positions were being offered sign-on bonuses as well as incentives. The Board stated some applicants are uncertain of what salary to ask for with the broad salary band listed on the County website. Kathy Everett Perry, Chief Employment Counsel responded applicants could look at hiring range salary in job posting and experience levels to make a salary determination.

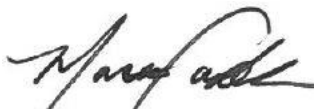
The Board thanked Mr. Campbell and the Human Resource Department for the Classification and Compensation MAG Study Update.

### **Adjournment**

Commissioner Allam moved, seconded by Vice Chair Jacobs to adjourn the Regular Session meeting at 9:49 p.m.

The motion carried unanimously.

Respectfully Submitted,



Macio Carlton  
Deputy Clerk to the Board