

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

Monday, April 12, 1999

7:00 P.M. Regular Session

MINUTES

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

Present: Chairman MaryAnn E. Black and Commissioners William V. Bell, Joe W.
Bowser, Becky M. Heron, and Ellen W. Reckhow

Absent: None

Presider: Chairman Black

Opening of Regular Session

Chairman Black called the Regular Session to order with the Pledge of Allegiance.

Agenda Adjustments

County Manager David F. Thompson asked that approval of the Register of Deeds' automation project be added to the consent agenda. As a part of the approval, a budget ordinance amendment is needed in the amount not to exceed \$1,232,244 from the pay-as-you-go plan to the Register of Deeds' budget. The Commissioners must authorize that the County Manager enter into a contract with Hart Information Services in an amount not-to-exceed \$532,244.

Commissioner Heron asked for a discussion on delinquent property taxes.

Commissioner Bowser asked permission to make remarks about the staffing of companies that move into Durham County.

Minutes

Vice-Chairman Reckhow requested that a list of directives be provided the Commissioners each month.

County Manager Thompson responded that a detailed list is updated weekly. A copy of the directives list can be sent to the Commissioners each Wednesday.

Vice-Chairman Reckhow moved, seconded by
Commissioner Heron, to approve the March 8, 1999

BOCC/Durham County Legislative Delegation, March 8, 1999 Space Needs Analysis and Facility Master Plan, March 8, 1999 Regular Session, and January 25, 1999 Regular Session Minutes of the Board as submitted.

The motion carried unanimously.

Proclamation Recognizing “National County Government Week”

A proclamation, naming the week of April 18-24 as “National County Government Week” was prepared for the Board’s approval.

County Manager’s Recommendation: Approve the requested proclamation.

PROCLAMATION

WHEREAS, America faces many challenges as our nation nears the 21st century, and meeting those challenges successfully lies with the county form of government; and

WHEREAS, county government leaders are committed to improving the communities in which citizens live, work, play, and raise families; and

WHEREAS, county governments are the nation’s health safety net, providing hospital and health services to the poor and indigent; and

WHEREAS, county government is leading the fight to end violence and reduce crime through programs and policies in pursuit of solutions to help our nation’s troubled youth; and

WHEREAS, county government is using the Internet and other innovative technologies to improve the lives of all citizens; and

WHEREAS, county government is flexible and adaptive in providing services directly to the individual people who receive them, and is able to provide countywide and regional solutions to the most pressing of challenges; and

WHEREAS, America’s counties are America’s future, and the contributions made and the leadership offered by our nation’s counties should be recognized:

NOW, THEREFORE, BE IT RESOLVED that all counties should join together in one voice in proclaiming April 18–24, 1999 as

“NATIONAL COUNTY GOVERNMENT WEEK”

in Durham County. We further urge all citizens to be involved in and more aware of issues facing our county.

This the 12th day of April, 1999.

/s/ Five Commissioners
Durham County Commissioners

Proclamation Recognizing "Litter Sweep 1999"

A proclamation recognizing April 17-30 as "Litter Sweep 1999" has been prepared for the Board's approval.

County Manager's Recommendation: Approve the requested proclamation.

PROCLAMATION

WHEREAS, North Carolina's magnificent scenery and clean environment have traditionally helped this state attract tourists and new industry; and

WHEREAS, annual spring and fall cleanup campaigns are organized by the North Carolina Department of Transportation's Office of Beautification Program to clean roadways across the state; and

WHEREAS, a statewide spring cleanup campaign is scheduled for April 17-30, 1999 to give citizens the chance to take responsibility for clean roads in North Carolina, and to educate all citizens about the harmful effects of litter on the environment; and

WHEREAS, the Adopt-A-Highway program was initiated in 1988 with a few hundred groups and has grown to approximately 6,000 groups; and

WHEREAS, More than 200 Adopt-A-Highway groups have been cleaning their adopted highways since the program began; and

WHEREAS, this year's spring cleanup campaign will give citizens the opportunity to make our roadsides clean and beautiful and to enhance North Carolina's appearance as the state plays host to the U. S. Open and the Special Olympics World Games:

NOW, THEREFORE, BE IT RESOLVED that we, the members of the Durham County Board of Commissioners, do hereby proclaim April 17-30, 1999 as

"LITTER SWEEP"

and urge all citizens in Durham County to participate in keeping our roadways clean and to reduce and recycle solid wastes.

This the 12 day of April, 1999.

/s/ Five Commissioners
Durham County Commissioners

Consent Agenda

Commissioner Bell moved, seconded by Commissioner Heron, to approve the following consent agenda items:

- * (a) Camera Television Production System for the BOCC Chambers (declare the existing video equipment surplus and authorize the County Manager for the trade-in. Authorize the County Manager to enter into a contract with Quail Video Products of Raleigh not to exceed \$34,992 per Invitation for Bid #99-032);
- * (b) Street annexation petitions—Blazing Star Lane and Indian Pipe Trail (adopt resolutions to approve the addition of the above named streets to the State's road maintenance system subject to the certification of eligibility by the appropriate officials of the North Carolina Department of Transportation);
- (c) Standard Non-Reimbursable Utility Contract for Extension or Upgrade of the County Sanitary Sewer System (authorize the County Manager to execute Non-Reimbursable Utility Contracts with Petula Associates, Keystone Corporation, Audubon Park LLC, Perfect Corporation, and Parker Lincoln Developers for extension and upgrade of the County sanitary sewer system);
- * (d) Property tax release and refund report (adopt the property tax release and refund report as presented and authorize the Tax Administrator to adjust the tax records as outlined by the report);
- (e) Application—Public School Building Capital Fund—Durham Public Schools (the Durham Public Schools Board of Education requests approval for the release of funds totaling \$1,050,000 from the Public School Building Capital Fund for Hope Valley Elementary School);
- (f) Application—Public School Building Capital Fund—Durham Public Schools (the Durham Public Schools Board of Education requests approval for the release of funds totaling \$75,000 from the Public School

Building Capital Fund for C.C. Spaulding Elementary School); and

*(g) Appoint the following applicants to the Durham Workforce Development Board for a two-year term:

<u>Category</u>	<u>Name</u>	<u>Organization/Position</u>	<u>Residence</u>
Private Sector	Mark Coleman	Midway Airlines, VP Sales & Marketing	Durham
Private Sector	Dave Grinnell	Signal Design, Vice President	Durham
Public Assistance	Dan Hudgins	Director of Social Services	Durham
Rehabilitation Agency	Jessie Pickett Williams	Director of Vocational Rehabilitation	Durham
Community Based Org.	Frank Johnson	Operation Breakthrough	Durham
Community Based Org.	Nancy Bernstein	Executive Director of Durham Workforce	Durham

*(h) Register of Deeds—Automation Project—budget ordinance amendment (to allow for total appropriation not to exceed \$1,232,244 from PAYG funds to hire Hart Information Services in an amount not to exceed \$532,244).

The motion carried unanimously.

*Documents related to these items follow:

Consent Agenda 6(a). Camera Television Production System for the BOCC Chambers (declare the existing video equipment surplus and authorize the County Manager for the trade-in. Authorize the County Manager to enter into a contract with Quail Video Products of Raleigh not to exceed \$34,992 per Invitation for Bid #99-032).

The bid tabulation follows:

Camera Television Production System
 IFB# 99-032

			Southeastern Sight & Sound 415 Hillsborough St. Raleigh, NC 27603		Quail Video Products 614 Glenwood Ave. Raleigh, NC 27603		Clark Powell Assoc. 628 Hutton Street Raleigh, NC 27606	
DESCRIPTION	QTY	UNIT	UNIT PRICE	TOTAL AMOUNT	UNIT PRICE	TOTAL AMOUNT	UNIT PRICE	TOTAL AMOUNT
Television Camera	3	Ea.	\$ 7,940.00	\$ 23,820.00	\$ 6,025.00	\$ 18,075.00	\$ 5,980.00	\$ 17,940.00
Control System	1	Ea.	\$ 8,186.00	\$ 8,186.00	\$ 5,187.00	\$ 5,187.00	\$ 7,622.00	\$ 7,622.00
Pan/Tilt Head	3	Ea.	\$ 4,099.00	\$ 12,297.00	\$ 3,870.00	\$ 11,610.00	\$ 3,840.00	\$ 11,520.00
Installation	1	Lot	Included		\$ 3,880.00	\$ 3,880.00		Included
Delivery Date			30 Days ARO			15 Days ARO		30 Days ARO
Make & Model			Panasonic AW-E600		Panasonic AW-E600		Panasonic AW-E600	
BID AMOUNT				\$ 44,303.00		\$ 38,752.00		\$ 37,082.00
LESS TRADE-IN				\$ 6,000.00		\$ 3,760.00		\$ 1,000.00
TOTAL AMOUNT				\$ 38,303.00		\$ 34,992.00		\$ 36,082.00

Consent Agenda 6(b). Street annexation petitions—Blazing Star Lane and Indian Pipe Trail (adopt resolutions to approve the addition of the above named streets to the State’s road maintenance system subject to the certification of eligibility by the appropriate officials of the North Carolina Department of Transportation).

The resolutions follow:

NORTH CAROLINA STATE DEPARTMENT OF TRANSPORTATION
 REQUEST FOR ADDITION OF STATE MAINTAINED
 SECONDARY ROAD SYSTEM

North Carolina
 County of Durham
 Road Description: Blazing Star Lane (Meadow Crossing Subdivision)

WHEREAS, the attached petition has been filed with the Durham Board of County Commissioners requesting that the above described road, the location of which has been indicated in red on the attached map,* be added to the secondary road system; and

WHEREAS, the Board of County Commissioners is of the opinion that the above described road should be added to the secondary road system, if the road meets minimum standards and criteria established by the Division of Highways of the Department of Transportation for the addition of roads to the system:

NOW, THEREFORE, BE IT RESOLVED by the Durham Board of County Commissioners that the Division of Highways is hereby requested to review the above described road, and to take over the road for maintenance if it meets established standards and criteria.

CERTIFICATE

The foregoing resolution was duly adopted by the Durham Board of County Commissioners at a meeting on the 12th day of April, 1999.

Witness my hand and official seal this the 13th day of April, 1999.

/s/ Garry E. Umstead
Clerk, Board of Commissioners
County of Durham

*In the office of the Clerk to the Board.

NORTH CAROLINA STATE DEPARTMENT OF TRANSPORTATION
REQUEST FOR ADDITION OF STATE MAINTAINED
SECONDARY ROAD SYSTEM

North Carolina
County of Durham
Road Description: Indian Pipe Trail (Meadow Crossing Subdivision)

WHEREAS, the attached petition has been filed with the Durham Board of County Commissioners requesting that the above described road, the location of which has been indicated in red on the attached map,* be added to the secondary road system; and

WHEREAS, the Board of County Commissioners is of the opinion that the above described road should be added to the secondary road system, if the road meets minimum standards and criteria established by the Division of Highways of the Department of Transportation for the addition of roads to the system:

NOW, THEREFORE, BE IT RESOLVED by the Durham Board of County Commissioners that the Division of Highways is hereby requested to review the above described road, and to take over the road for maintenance if it meets established standards and criteria.

CERTIFICATE

The foregoing resolution was duly adopted by the Durham Board of County Commissioners at a meeting on the 12th day of April, 1999.

Witness my hand and official seal this the 13th day of April, 1999.

/s/ Garry E. Umstead
Clerk, Board of Commissioners
County of Durham

*In the office of the Clerk to the Board.

Consent Agenda 6(d). Property tax release and refund report (adopt the property tax release and refund report as presented and authorize the Tax Administrator to adjust the tax records as outlined by the report).

Due to property valuation adjustments for over assessments, listing discrepancies, duplicate listings, and clerical errors, etc., the reports detail tax releases and refunds for the months of January and February 1999.

For FY 98-99, releases and refunds amounted to \$48,392.86 (Jan) and \$7,456.58 (Feb) in taxes for real property, \$41,866.16 (Jan) and \$5,600.88 (Feb) in taxes for personal property, \$192,284.41 (Jan) and \$54,491.99 (Feb) in taxes for registered motor vehicles, \$355.00 (Jan) and \$800.00 (Feb) in city vehicle fees and \$385.00 (Jan) and \$275.00 (Feb) in solid waste fees.

For prior years, releases and refunds amounted to \$10,807.50 (Jan) and \$13,875.23 (Feb). Also, for FY 99-00, releases and refunds amounted to \$17,651.64.

(Recorded in Appendix A in the Permanent Supplement of the April 12, 1999 Minutes of the Board.)

Consent Agenda 6(g). Appoint the following applicants to the Durham Workforce Development Board for a two-year term:

<u>Category</u>	<u>Name</u>	<u>Organization/Position</u>	<u>Residence</u>
Private Sector	Mark Coleman	Midway Airlines, VP Sales & Marketing	Durham
Private Sector	Dave Grinnell	Signal Design, Vice President	Durham
Public Assistance	Dan Hudgins	Director of Social Services	Durham
Rehabilitation Agency	Jessie Pickett Williams	Director of Vocational Rehabilitation	Durham
Community Based Org.	Frank Johnson	Operation Breakthrough	Durham
Community Based Org.	Nancy Bernstein	Executive Director of Durham Workforce	Durham

Vice-Chairman Reckhow encouraged the Commissioners to send a letter signed by Chairman Black to encourage the Workforce Development Board to make the development of school-to-work plans a priority.

Chairman Black concurred with Vice-Chairman Reckhow. She asked the County Manager to draft a letter for her signature.

Consent Agenda 6(h). Register of Deeds—Automation Project—budget ordinance amendment (to allow for total appropriation not to exceed \$1,232,244 from PAYG funds to hire Hart Information Services in an amount not to exceed \$532,244).

DURHAM COUNTY, NORTH CAROLINA
1998-99 Capital Project Ordinance
Amendment Number 99CPA000006

BE IT ORDAINED BY THE COMMISSIONERS OF DURHAM COUNTY that the 1998-99 capital project ordinance is hereby amended to reflect budget adjustments for the Register of Deeds Automation Project.

PAYG FUND

	<u>Current Budget</u>	<u>Increase</u>	<u>Decrease</u>	<u>Revised Budget</u>
Register of Deeds				
Automation Project	\$50,000	\$1,184,444		\$1,234,444

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

This the 12th day of April, 1999.

(Budget Ordinance Amendment recorded in Ordinance Book _____, page _____.)

Declaration of Surplus Property—0.13-Acre of Unused Hillandale Elementary School Land

The Durham Public Schools Board of Education has declared surplus real property comprising a 0.13-acre of unused Hillandale Elementary School land located at the rear of the property adjacent to Guess Road.

The North Carolina Department of Transportation has requested this land for a right-of-way to accommodate the planned improvements to Guess Road. An offer of \$8,125 has been received from NCDOT to purchase the 0.13-acre of unused land.

N.C.G.S. 115C-518 mandates that the Board of County Commissioners has the right of first refusal to acquire this property. The Board of Education will not entertain any offer until the Board of County Commissioners has considered its option and has taken formal action.

The Board of Education hereby offers for sale to the Board of County Commissioners the above referenced property.

Michael Mulheirn, Assistant Superintendent for Operations Services, presented the Commissioners an overview of the request.

Vice-Chairman Reckhow moved, seconded by Commissioner Heron, to decline the offer to purchase the surplus property.

The motion carried unanimously.

Declaration of Surplus Property—9,339-Square-Feet of Club Boulevard Elementary School Land

The Durham Public Schools Board of Education has declared surplus real property comprising 9,339-square-feet of Club Boulevard Elementary School land located in the southwest corner of the play field adjacent to Interstate 85 and Club Boulevard.

The North Carolina Department of Transportation has requested this land for a right-of-way to accommodate the planned improvements to Interstate 85. An offer of \$7,000 has been received from NCDOT to purchase the 9,339-square-feet of land.

N.C.G.S. 115C-518 mandates that the Board of County Commissioners has the right of first refusal to acquire this property. The Board of Education will not entertain any offer until the Board of County Commissioners has considered its option and has taken formal action.

The Board of Education hereby offers for sale to the Board of County Commissioners the above referenced real property.

Michael Mulheirn, Assistant Superintendent for Operations Services, presented the Commissioners an overview of the request.

Commissioner Bowser moved, seconded by Vice-Chairman Reckhow, to decline the offer to purchase the surplus property.

The motion carried unanimously.

Advertisement of Delinquent Taxes

Commissioner Heron asked what could be done to get people to pay their property taxes.

County Manager David F. Thompson said the foreclosure cycle has been reduced from four years to one year. We will go after the people who do not pay the taxes because it is an issue of tax equity. The records show that after one year we will collect real and business property taxes at a 99 percent collection rate. It is not much we can do that is

not already being done as far as being aggressive in collection because it is governed by state law and the Machinery Act. Taxes will be collected in a one- to two-year period by some method.

Charles Clark, Tax Administrator, said the big problem is collecting taxes on motor vehicles. Stronger legislation is needed to collect motor vehicle taxes.

Vice-Chairman Reckhow stated that we should re-institute the practice of checking businesses to see that all property taxes are paid before the County makes purchases from them.

County Manager Thompson said we could check the vendors to see if their taxes are paid before we make a purchase.

Authorization for Construction on New Hope Creek Nature Trail

Background

Over the past several years, the County has acquired over 220 acres of land using 1986 County Park and Recreation Bonds (over 170 acres of that is in the New Hope Creek Corridor). Many citizen groups have worked over the past year-and-a-half to construct a two-mile nature trail along New Hope Creek in southwestern Durham County, just south of US 15-501. This is the first nature trail in the New Hope Creek Corridor and the first on County-owned property acquired with the 1986 bonds.

Analysis

Much of the property in the New Hope Corridor is in the sensitive flood plain area. The staff laid out the trail route for a minimal impact on the trail site. For the trail to be fully usable year-round, the following professional construction elements are necessary: bridges, boardwalk sections, and culverts. The cost of professional engineering and construction is estimated at \$75,000. In 1998, the County was awarded a grant of \$30,000 by the National Recreational Trails Fund program for this construction to complete the trail; the County must match the money. Another \$8,000 was pledged to the County for work on this trail by the New Hope Audubon Society. The County would spend \$40,000 from 1986 bond funds for the work.

Staff recommendation

The staff recommends (1) a standard bid process to award the contract for design and construction of these items; and (2) the use of \$40,000 from the 1986 bond funds as matching money for the federal grant.

Beth Timson, Senior Planner, Durham City-County Planning Department, presented the Commissioners an overview of the proposal relative to the New Hope Creek Nature Trail.

Commissioner Heron moved, seconded by Vice-Chairman Reckhow, to approve the staff recommendation.

The motion carried unanimously.

Review Ambulance Franchise Renewal and Modification

In 1982, Durham County adopted a local Ambulance Service Franchise Ordinance in order to monitor the provision of ambulance service in the County. The ordinance requires that all approved operators apply for a franchise renewal every 4 years.

Currently, six franchised operators are due for renewals, and one has requested a modification of their existing franchise to expand its business within Durham County.

Lebanon, Bahama, Bethesda, Redwood, and Parkwood Volunteer Fire Departments, and Duke Life Care have submitted renewal requests.

In addition, Johnston Ambulance Service has requested that its franchise be modified to allow expansion of service at the Basic Life Support and Convalescent levels to be able to respond to requests from Duke Hospital and others to provide this service. The current franchise limits Johnston Ambulance Service to Basic Life Support service under contract for the VA Medical Center.

The Durham County EMS Director and the Durham County EMS Council, at their meeting on March 18, 1999, reviewed all requests and recommended them for approval.

Mickey Tezai, Director, Emergency Medical Services, presented the Commissioners an overview of the ambulance franchise renewal and modification.

Commissioner Heron moved, seconded by Vice-Chairman Reckhow, to approve the ambulance franchise renewal for Lebanon, Bahama, Bethesda, Redwood, and Parkwood Volunteer Fire Departments and Duke Life Care.

The motion carried unanimously.

Commissioner Bowser moved, seconded by Vice-Chairman Reckhow, to approve the request of Johnston Ambulance Service to modify its franchise to allow expansion of service at the Basic Life Support and Convalescent levels only, anywhere in Durham County. Johnston will attend regular meetings of the audit and review subcommittee of the Mobile Intensive Care Committee to report on its activities. Also, it will provide monthly statistical reports to the EMS Director. Johnston will have a 30-minute response anywhere in Durham County.

The motion carried unanimously.

Johnston Ambulance Service was in agreement with the conditions in the motion.

Four-Year Terms

As per the County Commission's direction, a public hearing has been scheduled for this meeting to receive citizen comments on four-year terms for the County Commissioners. Included in the agenda package are a copy of the proposed legislation and a summary of the NC County Election Methods—1998, including a listing of terms of office. Staff has also obtained information from NACo on national methods.

Also, the County Commissioners requested that the Public Information Office be aggressive in soliciting participation and input. To this end, the following items are also included in the agenda package:

- Notice of Public Hearing
- WEB Page designed to solicit public input and notice of hearing
- A script used for telephone conversations with citizens that attended our Community Forums. It asks for input and also has a notice portion (utilized by Cooperative Extension on our behalf).

Chairman Black opened the public hearing that was properly advertised.

Mr. Scott Edwards, 2323 Trailwood Drive, Durham, Chief Administrative Officer of Central Carolina Bank, speaking on behalf of the Chamber's position, stated Commissioners' terms should be extended to four years. Future Commissioners should be given the opportunity for continuity to handle the complex problems.

Mr. Patrick Byker, 2614 Stuart Drive, spoke on behalf of the Greater Durham Chamber of Commerce. He said the Chamber's Board, on two occasions, unanimously supported the Durham County Board of Commissioners having four-year terms.

Mr. Jack Steer, 2416 Dawn Trail, representing the Friends of Durham, said the organization has not taken a position to favor or disfavor this issue primarily because we do not see the relevance of term length on the current and important issues facing the County. All of the Commissioners have endorsed, to one degree or another, the concept of City/County merger, and we feel that diverting attention and effort away from it could cloud this important issue. The term length subject could even present delays and obstructions to merger. Our conclusion on the subject is that the current timing and implementation methods being considered on term length are inappropriate. We recommend holding a referendum in the Year 2000 election on the subject of term length.

Mr. Ralph McKinney, 500 Fairfield Road, stated he does not favor merger or four-year terms.

Ms. Pat Bocckino, 7340 Abron Drive, 27713, stated the time has come for four-year terms to give the Commissioners a chance to achieve their goals before having to run again. A referendum on this issue should be held in the Year 2000.

Ms. Julie Linehan, 3437 Dixon Road, 27707, favored four-year terms. A referendum should be held in 1999 on the four-year term proposal.

Ms. Carol Lane, 6517 Bakersfield Road, Raleigh, represented Common Cause/NC members in Durham County. We work for open, honest, and accountable government. We strongly urge you to do this through the referendum route. This referendum should be done at the County elections, not the City elections.

As no one else asked to speak at the public hearing, Chairman Black closed the hearing and referred the item to the Commissioners for consideration.

The Clerk's Office and Public Information Office received three letters regarding this issue.

Citizens who participated in the Community Conversations were polled to get their opinion on the four-year terms. The survey results were as follows:

- 39 contacts made
- 25 (64%) preferred four-year terms
- 4 (10%) preferred a countywide referendum and were undecided
- 5 (13%) preferred two-year terms
- 5 (13%) had no opinion
- 3 of the 25 suggested staggered terms

The Board of County Commissioners had a general discussion about four-year terms after the public hearing. The Commissioners expressed their opinions on the subject during the discussion.

Chairman Black said the Commissioners concur that there will be a referendum and we are in agreement to send a letter to Representative J. M. Michaux Jr. asking him not to submit the bill.

Vice-Chairman Reckhow moved, seconded by Commissioner Heron, that if we make any changes in the terms of the Board of County Commissioners, it will be done by referendum.

The motion carried with the following vote:

Ayes: Black, Heron, and Reckhow

Noes: Bell and Bowser

Commissioner Bowser moved, seconded by Commissioner Bell, to send a letter to Representative Michaux stating that we would request he not submit the General Statute on extending the terms to four years for county commissioners.

The motion carried unanimously.

Recruitment of Employees

Commissioner Bowser raised the question about businesses in Durham County having a difficult time recruiting employees.

Commissioner Bowser suggested that job openings be posted at Durham Technical Community College and City and County Government Buildings since a rumor is going around that we don't have people to take these jobs. There are people in the job market. People should contact Mr. Ted Conner at the Durham Chamber of Commerce.

Mr. Thomas White, Chief Executive Officer, Chamber of Commerce, spoke about the labor market in Durham and where the jobs are posted.

The Commissioners had a general discussion about the job market and the posting of jobs.

Commissioner Bowser said if a missing link exists between the employers and employees, the employer should not say employees are hard to find. That is misleading.

Adjournment

Chairman Black adjourned the meeting at approximately 9:35 p.m.

Respectfully submitted,

Garry E. Umstead, CMC
Clerk to the Board