

## MINUTES – MAY 9, 2011

The Caswell County Board of Commissioners reconvened its meeting at the Historic Courthouse in Yanceyville, North Carolina at 5:30 p.m. on Monday, May 9, 2011. Members present: Nathaniel Hall, Chairman, Kenneth D. Travis, Vice-Chairman, Erik D. Battle, William E. Carter, Jeremiah Jefferies, Gordon G. Satterfield and Cathy W. Lucas. Absent: Also present: Kevin B. Howard, County Manager, and Gwen Vaughn, Finance Director. Paula P. Seamster, Clerk to the Board, recorded the minutes.

### MOMENT OF SILENT PRAYER

Chairman Hall opened the meeting with a Moment of Silent Prayer.

### SENIOR CENTER LANDSCAPE BIDS

Mr. Howard stated “You have two bids in front of you now. I am going to let Sam Hamlett handle this. He can answer any questions you may have.”

Mr. Sam Hamlett, Maintenance Director, stated “Good afternoon. We did receive three bids. I was hoping to get three. I went Friday and everything was laid out on the gentleman’s desk but he could not get the numbers in to us in time. I did get C.M. Solomon & Son Grading Company out of Roxboro to come in and look at the site and they gave us another bid. The lowest that we still have is Danny Everett. His bid is going to come in around \$53,800.00 for the grade work and for bringing in topsoil, cleaning out the ditches and washing out the pipes, the items that we need to satisfy the state. I would like to ask if you would consider the sod price where they would bring in turf to put in the areas more for a beautification project. There is more of a guarantee that the grass will take root. We are talking about putting it at the circle right in front of the Senior Center and going around both sides around the building. This is more for a beautification project.”

Chairman Hall asked “It that included in the bid?” Mr. Hamlett responded “It is. It is \$5,300.00 for the turf or sod on the Danny Everett bid. The \$800.00 is for just seeding that area.”

Commissioner Lucas asked “Is the \$800.00 included in the \$53,000.00?” Mr. Hamlett responded “That is optional. I asked him to figure me a price. I would like to have more of a beautification project. A lot of people are hitting us pretty hard saying why don’t we have something better to look at than plain dirt. He can put topsoil on it and seed it.”

Chairman Hall stated “I think we need to stick with the bid. If I recall, fellow commissioners help me here, one of the things we had questioned was to get an additional bid. Was there anything else that we requested from staff other than an additional bid?” Commissioner Battle responded “I thought we had asked for the understanding of the problem again. Just to have it outlines again, I could be wrong. I would like the description of the actual problem.”

Chairman Hall stated "Give us a description of the problem." Mr. Hamlett responded "The problem is there is just no topsoil. There is not grass to keep the dirt from washing into the drain." Commissioner Battle stated "I would like the official from the state. It sounded like it was more than just bringing in some topsoil. I would like to hear it again if you could." Mr. Howard responded "The issue we have is with the slope area. There is not topsoil there. They are going to bring in topsoil to cover those areas. Another issue is the drain keeps filling up with silt. These bids include going in and rebuilding those, cleaning them up and putting in storm drain lines."

Commissioner Lucas asked "On the Everett bid or on both bids when you talk about the topsoil, loads of topsoil. What does that actually mean? Is this going to be 1" or 2" of topsoil?" Mr. Hamlett responded "If you look at S.M.'s bid and I talked with Danny Everett today also and asked how many loads of topsoil would be brought in. He agreed it would be right at 125 loads of topsoil. What they are going to do it to drop it at the bottom and take tractors to rake it up and break it into the ground." Commissioner Lucas asked "Do you know what kind of a depth that is going to give you?" Mr. Hamlett responded "At least 3 of topsoil and that will be all the way across the whole area." Commissioner Lucas asked "Do you know where the topsoil is coming from?" Mr. Hamlett responded "I don't know. C.M. Solomon called several places to try to find it. He has a vendor he is going to get it from. We tried local with Timmy George down the road but he said he could only get one load at a time so I am not sure where they will find it." Commissioner Lucas added "And that applies to Danny Everett as well?" Mr. Hamlett responded "It does."

Commissioner Jefferies asked "Who is going to oversee this? Are we going to have the Soil and Conservation to go over there?" Mr. Hamlett responded "I am going to work hand and hand with them." Mr. Howard added "I talked with Joey at Cooperative Extension and he had gone out and looked at it and he is going to work with us to make sure it is done right." Commissioner Jefferies asked "He is going to work with him?" Mr. Howard responded "Yes, sir." Mr. Hamlett added "He went out with me to do the soil test." Commissioner Jefferies stated "Even after you do that you are going to need a lot of manpower. I carried a guy by there yesterday and he has a dozer and knows how to do this type of work. He looked at it and shook his head and said he did not have the labor to do it. He showed me a lot of points of what needed to be done. I know that the Extension people know what needs to be done because that is what they do. They can tell you what is right and what is wrong."

Chairman Hall stated "It appears to me when I add these up that these bids are almost identical." Mr. Howard responded "The C.M. Solomon bid does not include any sod. That will be an extra charge over the \$59,000.00. Mr. Everett gave us a bid on sod just in case we wanted to do that." Chairman Hall stated "So we need to add \$5300.00 to C.M. Solomon."

Commissioner Battle stated "I could be the way it was written up but I liked the way C.M. Solomon itemized the work that he was doing. It spelled out everything he is going to do with the actual square footage of area plus the dollar amount. I don't want to take it for granted that Mr. Everett is not going to do the same amount of work even though it is not spelled out in his bid. It is spelled out here that it is going to be done. He could be blowing smoke, I don't know. In addressing the drainage problem it says upon entering the building, this is from Mr. Everett;

the first ditch to the left will be dug out so it will drain properly. That is all it addresses on the drainage. Then on Mr. Solomon it says they will clean and flush out dual 18" RCP, I don't know what RCP is." Mr. Hamlett responded "That is the pipes." Commissioner Battle continued "Then it says repair and grade swale along bank at highway. I like the way it is presented here as opposed to the paragraph I see on the other. It spells out everything that will be done and there is nothing left to question. With the other one I know they are going to bring some grass in and fertilize it with 10-10-10 fertilizer and then dig the ditch out so it will drain. To me it does not spell out everything he is going to do I guess. It is not descriptive enough for me." Mr. Howard responded "We noticed that difference once we received the other bid. We contacted Mr. Everett and he did not have time break it down in order to give it to you tonight. If he got the bid he would do the breakdown so that would be included in his contract." Commissioner Battle asked "How long did he have to get his bid in?" Mr. Hamlett responded "I got Mr. Solomon's bid in Friday afternoon." Mr. Howard stated "I had him call Mr. Everett this morning to see if he could break his down. It is much easier to look at. He did not feel he had time to break it down before tonight's meeting. But he did say it would be the same as the other bid."

Commissioner Travis stated "You are talking about sod in front of the Senior Center. That is not included in this quote right?" Mr. Hamlett responded "Are you talking about Mr. Everett?" Commissioner Travis stated "Mr. Solomon." Mr. Hamlett responded "Mr. Solomon is quoting on seeding and throwing out straw. It will be \$800.00 with Mr. Everett. Instead of putting sod down I went ahead and got a price on seeding because he does not work with sod. He has a seeding guy that comes into his company that seeds it and blows straw. He is more or less a grade company that does the grade work, cleans up, fix swales and pretty much gets the water to run the way the state wants it to run. As far as the sod he can get me a price on the sod but it would be a whole lot higher than what we want to pay for it because he would have to bring outside people in. Mr. Everett deals with sod so I asked him to throw in a price of what he would do the sod for." Commissioner Travis asked "So this \$59,250.00 is not going to take care of it?" Mr. Hamlett responded "That would be the told of everything included but he will not be doing sod."

Commissioner Travis asked "Are we going to have a 100% guarantee that this will take care of the problem and that we will not have to go through this anymore?" Mr. Hamlett responded "We need to put it in the contract." Mr. Howard added "There warranty is typically one growing season." Commissioner Travis continued "I don't do yard work but I know right now is not the time to sew grass." Mr. Hamlett responded "We actually missed that window of opportunity." Commissioner Travis stated "If this stuff is sowed now and it is not kept watered there is no way they are going to warranty it." Mr. Howard stated "We are going to keep it watered." Commissioner Battle asked "How much will that cost?" Mr. Howard responded "That is something we will do ourselves." Commissioner Lucas asked "That is not part of the \$53,000.00." Chairman Hall stated "If I recall at the last meeting these bids included some irrigation stuff." Mr. Hamlett stated "Danny Everett said he could set up an irrigation system, it would be a temporary system but he has not worked up a price on that yet. That is not included in this." Commissioner Travis responded "That is the problem I have with this thing. This has nothing to do with you but I don't think we have the exact figures here right now to take care of this project. I think this is a good start but I don't think it will finish it." Mr. Hamlett stated "I was talking with the county manager earlier we can actually set up the irrigation. They have

more hoses over at the Senior Center than we will need. We can buy the heads and set them up in various places. Commissioner Travis stated "I only problem I have with that if this stuff does not live he is going to say ya'll did not keep it watered." Mr. Howard responded "That is something that we can work out with him. He can help up with the scheduling of the water and the Cooperative Extension can come in and tell us if what he is telling us will work." Commissioner Travis stated "When we vote on this I want us to be through with this thing." Mr. Hamlett stated "The contract that Quality Construction had stated it needed to have 90% germination of grass that was not looked after. So if we put it in the contract that it has to have 90% germination had to be taken place before this project is finished, which means whoever gets the bid on it has to make sure that 90% of it has taken root. If something happens then they are responsible for it."

Commissioner Lucas asked "My question was for \$53,000.00 would that not have included the \$800.00 for seed?" Mr. Hamlett responded "No. I asked him to give me two different prices this was for around the building." Commissioner Lucas addition "So for \$53,000.00 it does not include right around the building. That is my point." Mr. Howard responded "What we are trying to explain is he asked for different options to go around the building." Mr. Hamlett added "The only reason I did that was because when I walked around with the state inspector the building was not an issue as far as the runoff and the erosion problem." Commissioner Lucas asked "So this is just a comparison of sod and seed." Mr. Hamlett responded "Right."

Commissioner Satterfield moved, seconded by Commissioner Jefferies to award the bid to Cedar Ridge Farm & Landscaping for \$53,000.00 plus \$5300.00 for sodding around the building, front and the sides. The Board is asking for a contract from Cedar Ridge Farm & Landscape that itemizes the scope of the work, the irrigation system that will be put into place upon the completion of the work and a guarantee on the work performed. Once the Board has received this information they will give their final approval on the contract to Cedar Ridge & Landscape which will be for \$58,300.00.

Commissioner Battle stated "Like I said and I will say it again. This particular bid from Solomon is spelled out with all the work that is going to be done and the other one is not even though it is not in front of me know but I am voting on it. Another thing has come up now as far as irrigation and we do not know what that cost will be. To me it is just spelled out in this other bid on all the work that is going to take place and the charges are itemized." Chairman Hall responded "It is my understanding from the motion that everything will be itemized, the irrigation system, and everything included and brought back to this Board for approval." Commissioner Battle stated "I understand. My only thing is let's say it gets itemized and it is not everything we see in here." Chairman Hall responded "Then the Board will not approve the contract." Commissioner Battle stated "What if it is not and we go back to the other guy and he has raised his prices? We will be stuck because we are not getting a lot of bids on this. That is my point."

Commissioner Lucas asked "Can we restate the motion please?" The clerk to the Board restated the motion.

Commissioner Satterfield stated "If he is going to guarantee his product he needs to include some type of temporary irrigation system as part of this cost. I understand we may have to pay the water bill." Mr. Hamlett responded "He did discuss that with me."

Commissioner Lucas asked "What kind of time frame are we talking about here? I thought it was urgent that we deal with this matter." Chairman Hall responded "Well it is urgent but if we do a contract we are going to have to negotiate with the vendor. It has to go through our attorney and it is going to come back to make sure that we all have our questions answered. I think the urgency was so that the attorney could negotiate with the state."

Upon a vote of the motion, the motion carried with a vote of five to two with Commissioners Battle and Lucas voting no.

#### HEALTH INSURANCE UPDATE

Mr. Blair Bennett with Mark III Brokerage, Inc. came before the Board to give an update on the Health Insurance quotes.

Mr. Bennett stated "Basically you have before you a summary sheet that looks like this. We work with thirty-six counties in North Carolina by doing their health care consulting. Part of what we do each year besides visiting quarterly and updating the plan is we go out to the different carriers to get bids. Just a couple of things. In this area we did get three bids. We got United Healthcare, Blue Cross and Cigna. We had to narrow it down to only two carriers because United Healthcare did not have a network in this area that would be enough for the doctors and people in the network for you guys to be able to use them. We have narrowed it down to what you see here. If you will look at the two plans that we have presented tonight. The first one is the one that you folks have already talked about. It is a 20% increase. So they asked us to look again at reshuffling some of the tiers around. The tiers being the employee, employee/spouse, employee/child, employee/children and family because the rates on some of those are going up anywhere from 10% to 77%. So some of the people in some of those tiers are going to be adversely affected by the first option up there. The second option, what we did on that one was we redistributed it where it is 21% costs for the county as well as for all the people in the tiers. But by doing that it adds about \$128,000.00 to the county cost. So we knew that would be a huge problem for you folks. A couple of things we wanted to talk about is why it is imperative that we get moving on this is because we have to come back and meet with whoever is the successful one is here. We are talking about Cigna. We have to have an implementation meeting to make sure that we have everybody covered before June 30<sup>th</sup>. We have to come in and do employee meetings. So if anybody wants to make a change in their insurance coverage would have to come to that meeting and make changes. At that time we will be able to answer any of the employee's questions that they may have. We will have the representatives there to answer those. Once that gets done and the changes are sent in then we have to make sure that the employees get their healthcare card in hand before the end of the month because a lot of people go right off on July 1 and they are making their appointments at different places. It is important that we get this healthcare in place as quickly as we can. I would be glad to answer any questions. One of the things that Kevin ask me to mention is maybe next year we do have another plan type that is called Health Savings Account that we will come back and make a

presentation to you guys later in the year. It is not time this year to implement a plan like that. The other important reason that we needed to get this plan put in place quickly is these people that are in these tiers with children and family coverage they are going to need some time to get insurance if they cannot afford the new county premiums then they are going to need time to go out and get individual quotes either through the internet or through some agent in this area so that they can have their children and their families covered if they want to go a different route other than using the county. For instance, a person with employee/children if the children were young and say they had two children they could go on to Cigna or Blue Cross and get a separate policy for the children. The children's policies run relatively cheap and then they could stay on the county coverage themselves. But to do all of that they are going to need time to shop so it is important that they have some time to do that. The coverage, if you will look at the bottom of this sheet, the coverage we have on the renewal is pretty much matched up with the coverage that you have. One of the biggest things we look at is the individual deductible which is \$1250.00. I will tell you from the other thirty some counties we work in we have seen the deductible going up to \$1250 and \$1500. The average right now is around \$1000 so you are already passing a little bit of that expense on the county employees. That is what we are seeing across the state from the other counties. We are just trying to get the plan in place."

Chairman Hall stated "Just a quick summary. Let's look at Employee and Family. What are we paying now and what are the proposal rates from our current carrier? I know it is laid out here but I just would like to hear you explain." Mr. Bennett responded "On the top one now you are paying \$431.80 per employee and it would go to \$477.89. That is an increase of \$47 a month. Each one of those is an increase per month in each tier." Chairman Hall continued "Now what are our options to keep the premiums where they are or in fact reduce them?" Mr. Bennett responded "Right now we went out and got bids for you. We got the best options and the cheapest options that we could find on the market for the carriers which are in this area which are Cigna and Blue Cross. Right now Cigna is the best option for the county." Chairman Hall asked "What are our options with either one of those carriers, Cigna or Blue Cross? What can the county do to reduce these premiums?" Mr. Bennett responded "Like I said we do have a plan that we have put in twelve other counties as an option and it is called a Health Savings Account. I did bring the information on that but I did not know how much time you would have but for me to do it justice and so you would understand it, it would take me about twenty minutes to go through a Health Savings Account and how it works. It may be able to save the county money. We would not know until we could see how many people would want to go into that type of plan. It is more of a consumer driven plan where an employee gets an account and money is put in there by the county and money is put in by the employee and they pay their own bills so to speak during the year for healthcare." Chairman Hall stated "I understand but what I want to know is what option the Board options are. So far you say we have one option." Mr. Bennett responded "Yes, you narrowed it down to Cigna and you have the two options here. Option 2 is the one that spreads the costs of all the tiers for the county and employees 21% across the board for everybody versus the top one. The top one the cost is spread differently. It costs different in different tiers and it is more expensive on the top and it is expensive to the county. The difference between renewal number one and number two is about \$128,000 more than the 20% increase that is currently built into the budget is what Kevin told me."

Mr. Howard stated "One thing we have looked at, you have a sheet, where we took the Cigna renewal and did different family deductibles to try to get that cost down and it did not have much of an effect on that. The biggest reduction in cost was going with a \$2000 family deductible and a \$40,000 family maximum which reduced it \$17.00 a month in county cost."

Mr. Bennett stated "The thing that is driving you costs this year, just so you will know, is they have had some health reform changes. All the preventative services for a person getting a physical, OB-GYN exams, mammograms, all of those things are at \$0 going forward in July as far as the co-pay. There is no cost for an employee to get a physical any more or to get a screening or exam. So those things are free and they used to have to pay co-pays for those. Another change is it used to be limited on a plan how much money you could spend in total and now the Healthcare Reform Plan is unlimited. The other thing that is driving your cost just so you will know the 20% increase, about 10% is trend. What that means is the cost of hospitals, the cost of doctors, nurses, pharmacy just about everybody is going to have a healthcare trend cost of 10-12%. So the difference, the other 8 or 9% is based on your claims history as part of the renewal. So when they took your claims of the county employees and looked at them and rated then that is where the other 8 or 9% is besides the other 10% for healthcare reform and preventative and trend."

Commissioner Battle asked "For your deductibles that you have let's say for a family if I pay x amount of dollars is there a family deductible? Let's say I have three kids. Is your plan where I don't have to pay for one child if I have met the deductible?" Mr. Bennett responded "Yes, you pay three deductibles and that is it. If you look at option 1 in the plan you will that an individual deduction is \$1250 and a family deductible is \$2500 and then after that you will have co-insurance for a family which is \$6000. So our insurance works like this. You pay your deductible, the \$2500 if you are looking at family and then you pay 20% of the \$6000 until you get to \$6000. There is 80% paid by the carrier and 20% paid by you. Once you get to that it is 100% from that time forward to the rest of the year." Commissioner Battle continued "So let's say that I have a child that sustains an injury of more than \$1250. I pay that \$1250 for that child. Once I pay that \$1250 for that child I will not have to pay for that child anymore." Mr. Bennett responded "No, for that child. Then you will have to go down into the family coverage. You will have to pay the deductible plus the 20% but yes you are through with that child." Commissioner Battle asked "Let's say that child gets hurt again. I am still not paying for that child, right? But I still will have to pay for the other two, my wife or whoever?" Mr. Bennett responded "That is right."

Chairman Hall stated "Thank you. This is a lot of information and I think that we are going to need some time to digest it and we will have to get back with staff as they move forward. This is not something that we had planned to spend a lot of time on today but they wanted to present this information." Mr. Bennett responded "Mr. Chairman I appreciate that and I would ask you to move quickly because of the timing. We do have to get the implementation done and we do have to get the carrier in here to meet with the employees and we do have to get the cards printed and out. It is not going to work if they do not have cards in their hands on time. You will have a huge problem. I just hope that you would take some time on that pretty quickly I would appreciate that."

Commissioner Battle asked "When is open enrollment?" Mr. Bennett responded "We are shooting for the 24<sup>th</sup> of this month and the problem is because of carriers. You know the pool went under, the one you were in, and they had seventy-eight entities. What has happened is all the carriers, Cigna and Blue Cross, have had all these entities to quote. It has put all the carriers behind also so they are jammed up for May and June making appointments and making implementations and all of that. So I have to, once you give me the green light, I have to get with them to get an appointment to meet with them to get the implementation team and after that we may have to push this thing out a little further into June 1<sup>st</sup>. Just to kind of give you an idea. Ms. Vaughn responded "I just wanted to make sure that you know that option 1 the first section is what is in the budget. It is \$431.80 and we have \$477.89 in the budget."

Commissioner Satterfield asked "Mr. Chairman, let me ask Ms. Vaughn one question if I may. Option 1 is that in the budget now?" Ms. Vaughn responded "Yes, sir Option 1 is in the budget." Commissioner Satterfield continued "What you have in the proposed budget will cover that?" Ms. Vaughn responded "Yes, sir."

### DELTALERT CONTRACT

Chairman Hall stated "Let's start with the clarification. It was our thinking from the last meeting that we would put this back on the next agenda to get more questions answered. Our next meeting is the 16<sup>th</sup>. Will the 16<sup>th</sup> cause some undue hardship of getting this grant out the door?" Mr. Howard responded "My understanding from Dr. Moore is we had until the end of May or towards the end of May. I think that Mr. Massengill is on the Health Board and he may know something differently." Chairman Hall stated "Spending the money is one thing but we have to go through the grant process, do we not?" Mr. Howard responded "Well these are funds that we receive directly and they have already gotten approval to spend it on something like this." Chairman Hall asked "So they have already gotten the money?" Mr. Howard responded "Yes, sir." Mr. Vernon Massengill, member of the Board of Health, stated "The company has the money." Mr. Barry Lynch, Interim EMS Director, stated "The way that Dr. Moore and Loretta explained it to me. They have been approved for a total of \$80,000.00 in grants through the H1N1 grant. They have submitted to the state for approval for thirty-five and some thousand dollars for the DeltAlert system." Chairman Hall asked "Is they the Health Board." Mr. Lynch responded "Yes. The Health Department. They were approved for the DeltAlert 5 year contract with that. It has to be approved. DeltAlert has to be paid and the system in place by May 30<sup>th</sup> for them to be eligible for the grant. That is the information that was relayed from Dr. Moore and Loretta when I talked with them last week."

Commissioner Battle asked "So is this your system or the Health Department's system?" Mr. Lynch responded "It is a combination. It will be a dual use system." Chairman Hall stated "The grant has been made to the Health Department." Mr. Lynch responded "Yes. It is specified in the grant that it can be used for emergency notification and so forth."

Chairman Hall asked of the Health Board representative "Have you all acted on this?" Mr. Massengill responded "Yes."

Commissioner Travis asked "What is the expense to get this thing going?" Mr. Lynch responded "There is no expense for the first five years. At the end of five years, if we see it is not beneficial we can do away with it. If we see we will continue to use it is right at \$6500 per year for 50,000 minutes. In that five year period we will be able to see which departments are using it and how much they are using it and we can budget for it after 5 years if we elect to keep it."

Mr. Massengill stated "The 911 board looked at this about a year ago. We look at this thing through Code Red and it was going to cost us about \$15,000.00 a year for the first three years of the contract and then it would escalate depending on their whims at that time. The 911 Board did not have the monies to implement it at that time."

Commissioner Battle asked "What about system equipment?" Mr. Lynch responded "It is all web based. There is not equipment that we have to buy?" Commissioner Battle asked "No equipment? No upgrades?" Mr. Lynch responded "With this system I can sit at home on my computer and notify anybody in the county."

Commissioner Travis asked "Can this money be used for something else?" Chairman Hall responded "It cannot be used for anything else." Mr. Lynch added "Not that particular thirty-five thousand dollars." Commissioner Travis stated "So in other words we if vote not on this that would be thirty-five thousand dollars less that we will get." Mr. Massengill responded "June 1<sup>st</sup> it goes back to the state." Commissioner Travis stated "We can use this thing and see how it works. It is not going to cost the taxpayers anything." Mr. Massengill stated "This thing is so specific that if the tornados that happened a couple of weeks ago. If we would have had five minutes' notice Barry, myself or somebody, well the National Weather Service would have automatically put it out for the path of that thing. You can opt out of it if you do not want it if you do not want to be woke up at 3:00 in the morning you can opt out of it."

Commissioner Travis asked "How does this thing work as far as calling me?" Mr. Massengill responded "It dials your number and gives you the message that we either put on there or the National Weather Service." Mr. Howard added "It will automatically pick up our 911 data base on the land lines and you can opt in your cell phone, pager or however else you would like to receive the information. Does it do emails too?" Mr. Lynch responded "Yes, it does email and text messages."

Commissioner Satterfield moved, seconded by Commissioner Jefferies to enter into a contract with DeltAlert for five years.

Commissioner Lucas asked "Chairman Hall is this just for this specific amount of money and not for the total of the \$80,000.00 grant? We are just talking about just this specific amount of money?" Mr. Massengill responded "Just this specific amount of money." Commissioner Satterfield added "\$33,950.00."

Upon a vote of the motion, the motion carried unanimously.

The County Manager, Kevin Howard, gave all the Board members a list of comp time hours by individual employee.

ADJOURNMENT

At 6:20 p.m. Commissioner Jefferies moved, seconded by Commissioner Satterfield to adjourn the meeting. The motion carried unanimously.

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Paula P. Seamster  
Clerk to the Board

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Nathaniel Hall  
Chairman

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