



Wake County

301 South McDowell Street
Raleigh, NC

Meeting Minutes Board of Commissioners

Monday, July 17, 2017

2:00 PM

Wake County Justice Center

Meeting Called to Order: Chairman Sig Hutchinson

Rollcall

Present: 7 - Chairman Sig Hutchinson, Vice-Chair Matt Calabria, Commissioner John D. Burns, Commissioner Greg Ford, Commissioner Jessica Holmes, Commissioner Erv Portman, and Commissioner James West

Others Present: Jim Hartmann, County Manager; Scott Warren, County Attorney; Denise Hogan, Clerk to the Board; Yvonne Gilyard, Deputy Clerk to the Board; David Ellis, Deputy County Manager; Johnna Rogers, Deputy County Manager

Pledge of Allegiance

Invocation: Commissioner James West

Items of Business

Chairman Hutchinson recognized former commissioner Caroline Sullivan to the meeting. He recognized Xavier Cicero and Donald Hartsfield that will be participating in the 2017 North Carolina Association of County Commissioner's Conference in Durham County next month.

1. [Approval of Agenda](#)

Commissioner Burns moved, seconded by Commissioner Holmes, to approve the agenda. The motion passed unanimously.

2. [Approval of Minutes of June 19, 2017 and Budget Work Session of June 12, 2017](#)

Commissioner Burns moved, seconded by Commissioner Portman, to

approve the minutes of June 19, 2017 and Budget Work Session of June 12, 2017. The motion passed unanimously.

3. [Report from the Wake County Task Force on Employment and Wage Issues for Women](#)

Attachments: [Agenda Item](#)

[Women's Task Force Report - Final](#)

[EXHIBIT B \(Wake County Commission on Women Pay Gap Report Final\).docx](#)

[EXHIBIT C \(Wake County Gender Pay Survey Report\).pdf](#)

[EXHIBIT D \(Dress for Success Nov. 2015 Survey Data\).xlsx](#)

Former Commissioner Caroline Sullivan recognized members of the Commission for Women and the Task Force on Employment and Wage issues for Women in Wake County. She said that on February 1, 2016, the commission presented a report titled the State of Employment for Women in Wake County to the Wake County Board of Commissioners. A Task Force was formed in July of 2016 to offer suggestions from the report. She said that research in the February 1, 2016 report substantiated by the work of the Task Force reveal a significant gap income between men and women in Wake County. She said it has been rewarding to work with the women and commended the staff in Wake County.

Ms. Sullivan said the wage gap will solve many issues such as education, housing, hunger, and debt. She said children that have more stability financially growing up have better health.

Ms. Jackie Terry Hughes, Wake County Commission for Women member, said the Task Force on Employment and Wage Issues for Women in Wake County has developed a video to share the issue. A video was shown about the work of the Task Force.

She thanked the members of the Task Force that assisted with the video. She said the Task Force focused its efforts on three areas.

1. Researching the wage gender gap and what can be done to close it.
2. Exploring collaboration with private companies, government entities and nonprofit agencies to create
return to work programs- paid internships for women interested in returning to the workforce.
3. Developing methods to better educate women on the tactics of proper salary negotiation so they understand the best ways to advocate for fair wages, good benefits and appropriate time off.

She shared the Task Force deliverables which includes the creation of a

database of available Wake County job training resources. She said the database is a compilation of available Wake County job training resources, including those available from state and local government, profit, and non-profit entities. The data includes additional details regarding where the program is located, the target focus of the training (i.e. teens, women-only, Latino, disabled, etc.) and provides readily available contact information and website data for ease of use. She said the database will be hosted on the Capital Area Workforce Development Board website as well as the Wake County Commission for Women's website.

Ms. Hughes said that a comparative analysis was conducted into the wage gap and a study was requested by the Task Force. It was conducted by Professors David McLennan and Whitney Ross Manzo of Meredith College which looked at three key variables that affect the pay differences: race and ethnicity, education level, and type of work. In addition, the Meredith Professors compared Wake County wage data for men and women to two other counties often considered to be comparable and competitive to Wake County - Suffolk County, MA (the Boston area) and Travis County, TX (the Austin area). The data was derived from the Census Bureau data contained in the 2015 American Community Survey to determine median pay.

Ms. Hughes shared a chart of wage gap information based on education levels.

She shared the conclusions from the Meredith College Study.

1. Wake County has the largest wage gap between men and women at all educational levels, in comparison to the other two counties.
2. In terms of race and ethnicity, Wake County has the largest wage gaps between men and women for whites and Asian, and was close to having the largest wage gaps for blacks and Hispanics.
3. Across the various work categories used by the United States Census Bureau, Wake County has the largest wage gaps between men and women in three-quarters of the groups.

Ms. Hughes shared the information on Boston's work on closing the gender and wage gap.

- The Boston Women's Workforce Council ("BWWC") is a public private partnership focused on making Boston the premier place for working women." It was formed to find a better way to advance women in the workforce. The BWWC concluded that closing the wage gap would have the most widespread impact on women in Boston.
- Among other things, Boston has created a series of interesting

initiatives that we believe Wake County can benefit from. They include:

- 100% Talent- The Boston Women's Compact
- Best Practices Annual Workshop
- Negotiation Training- Plan to train 85,000 women by 2020

Ms. Hughes said there are focused efforts on the availability and benefit of return to work programs.

She said return-to-work programs offer paid short-term employment contracts. The returner takes on assignments based on her skills, interests and experience. The returner is also given training to bring her skills up-to-date, making her more marketable at the end of her contract. The employer gains from focused attention on business-critical issues and a low-risk opportunity to assess whether the returner is a good fit for a permanent role at the conclusion of the program.

- In Wake County, very few companies are offering these opportunities. One company that does and has been successful doing so is MetLife, which currently offers a return-to-work program called Act2.
- Act2 is a 10-week paid internship filling an existing job vacancy. Throughout the ten weeks, interns receive feedback from managers and coaches, who assess performance on a regular basis. Based on their successful completion of the program, Act2 participants may then have the opportunity to continue on at MetLife in a permanent role.
- The Capital Area Workforce Development Board's "work experience/internships," is another program doing good. The Board pays 100% of the participant's wages. However, the program is used more sparingly because of limited funding. Since the beginning Capital Area's 2014 (July 1) program year, 365 people have benefited from this program, 212 (58%) of which have been women.

Ms. Hughes shared information about how the Board of Commissioners can support the return to work programs in Wake County.

- Identify and recruit 20 local businesses to begin offering their own return-to-work programs for women.
- Create a public/private collaboration with Met Life and host seminars for local businesses on its Act2 program to share the mechanics of the program and success stories and to answer questions.
- Encourage the 12 Chambers of Commerce in Wake County to educate their members on the benefits of return-to-work

programs.

- Promote the creation of these new programs to women across Wake County.
- Track the hiring and retention rates of the women who participate in these programs.

Ms. Hughes shared information about the creation of the Wake Invests in Women Collaborative.

Creation of Collective Impact Initiative “Wake Invests in Women” to Focus on Closing the Wage Gap and the Creation of Return to Work Programs in the County

She said solutions to the concerns presented require a broad cross-section of leaders to create effective, collaborative solutions to these important concerns.

She said the Task Force recommends that Wake Technical Community College, under Dr. Scott and Dr. Greene’s leadership, be the backbone organization of this collaborative.

She said the Task Force recommend that monies be allocated to the Wake Tech budget for one additional full time staff person for a three year contract, to support the creation and organization of this collaborative.

Ms. Hughes said that the creation of the Wake Invests in Women Collaborative would allow a multi-pronged effort to include:

Annual wage data surveys, audits and analysis to benchmark progress

Annual Best Practices Conference and Awards to the Wake County Employer(s) making the Most Strides in these areas

Creation of pilot return to work programs and benchmark their success
Support County-Wide Negotiation Training Programs and Workshops

- Meredith College and the Wake County Commission for Women have already agreed to hold negotiation training programs for Wake County women over the next 12 months.

Expand Return to Work Opportunities in Wake County by Educating, Promoting and Encouraging Public/Private Partnerships

- NC Works/Dress for Success Women Veterans
Commitment: Endorse publicly Dress for Success’s goal of

referring 100 women veterans to NC Works over the course of the next year and assist Dress for Success in identifying and recruiting veterans.

Ms. Hughes requested support from the Board of Commissioners in helping women in Wake County thrive.

The Board recognized the Task Force members and Dr. Stephen Scott, President, Wake Technical Community College.

Commissioner Holmes acknowledged the leadership of Ms. Sullivan, Ms. Regina Petteway, Wake County Human Services Director, Ms. Hughes, the Task Force, and members of the Commission for Women. She said that she supports moving forward with action steps. She said the board is committed to these efforts.

Commissioner West thanked Ms. Sullivan for raising the issue of the wage gap in Wake County. He commended the work of the Task Force. He asked about the qualitative data. He said understanding the "why" is the question that must be changed and the "what" and "how" can be identified. He asked about the parallel strategies that are in place.

Ms. Hughes shared the "why" of the issue. She said the "why" can be bias, women falling to lower income professions, lack of flexibility in the workplace, and not being vocal about their situation. Ms. Hughes said there must be an education of the employers.

Commissioner West said he spoke with Ms. Verna Best, Wake County Human Services, Social and Economic Vitality Program Manger, about the socio-economic collaborative effort.

Commissioner Burns thanked the Task Force and Commission for Women for attacking the issue. He said the legal market is affected by the wage gap. He said the first seven to ten years for women are not as flexible because of child bearing years and fitting back into work life. He asked about the survey results and limited responses for some industries and asked how the board can assist with better information.

Ms. Hughes said the survey was conducted of Wake County employers by the Task Force and was not statistically performed. She said the Boston Group was consulted. She said there was not enough statistical data about employment. She said more participation in the survey would have been helpful.

Vice-Chair Calabria echoed the compliments about the work of the Task Force, Commission for Women, Ms. Petteway, and Ms. Sullivan. He said that it can be challenging to produce a report that has data and

action items. He asked how this plan can provide incentives to employers. He said economic development partnerships are through Wake County and the Greater Raleigh Chamber of Commerce. He said in the Fiscal Year 2018 budget funding was designated for the underprivileged and may have components of interest in the new position being requested. He asked if all the components fall under the Wake Invests in Women collaborative. She said the Task Force is finished with its report and no longer meets. She said one collaborative would be more feasible. Vice-Chair Calabria asked about the length of time for the collaboration to begin. Ms. Hughes said 4-6 months is feasible.

Commissioner Ford said he looks forward to delving deeper into the issue at a future Work Session. He asked about the short and long term action items and the time line. Ms. Hughes said the study at Merith College and the Wake County Commission for Women are in the planning stages. She said that by late fall the initiative should be underway. She said that the Task Force is working with the Capital Area Workforce Development Board to collaborate with Dress For Success to employ women.

Commissioner Ford asked if the twelve Chambers of Commerce in Wake County had been involved. Ms. Hughes said there are plans to discuss the plan with the Chambers of Commerce.

Commissioner Portman thanked the Commission for Women and Task Force for moving the report forward.

Chairman Hutchinson thanked Ms. Sullivan, Commission for Women and the Task Force. He said the report was easy to read, innovative, and has clear and strong action steps.

Commissioner Holmes asked about legal implications of an employer bringing forward a wage inequity in an organization. She said that Wake County should perform an assessment of internal policies.

Ms. Sullivan said an internal study was performed when she served on the board last year. She said measures were researched at the manager and education levels. She said there was a \$15,000 wage gap at the top level and \$3,000 gap at the bottom across the organization.

Commissioner Holmes said that Wake County is one of the first to address the wage gap. She said there is talent and commitment on the Task Force and encouraged those members to apply for open vacancies as they occur on the Wake County Commission for Women.

Public Comments

Town Councilman Steve Rao, Town of Morrisville, noted Infosys for creating jobs in Wake County. He said a Task Force on Smart Cities may be helpful to Wake County.

4. [Retiree Recognition](#)

Attachments: [Item Summary 7.17.docx](#)
[Keith Randleman Bio.docx](#)

Mr. Jim Hartmann, County Manager, recognized Mr. Keith Randleman, Wake County Human Services employee, for 26 years of service to Wake County.

He presented him a plaque commemorative to his service.

Consent Agenda

Commissioner West moved, seconded by Commissioner Holmes, to approve the consent agenda. The motion passed unanimously.

5. [Wake County Public School System CIP Reallocations and Appropriations \(Second Reading\)](#)

Attachments: [1st Reading Item Summary.docx](#)
[Presentation.pptx](#)
[BOC Resolution 7.17.17.docx](#)
[CIP 2013 Appropriation Summary as of 7.17.17.pdf](#)
[WCPSS Multi-Year CIP Appropriation Summary as of 7.17.2017.pdf](#)
[Board of Education Resolution - Alston Ridge.pdf](#)
[Board of Education Resolution - CIP 2013 Reallocation.pdf](#)

Commissioner West moved, seconded by Commissioner Holmes, that the Board of Commissioners approve the following requests from the Board of Education for reallocations and appropriations in the WCPSS capital programs:

1. **Reallocate a total of \$250,000 in CIP 2013 from two projects to replenish funding for furniture, fixtures and equipment at Lincoln Heights Elementary School; and**
2. **Appropriate a total of \$60,435,053 in the WCPSS Multi-Year Capital Improvement Program for construction and public infrastructure at Alston Ridge Middle School (M-16).**
The motion passed unanimously.

6. [Land Acquisition for a Parcel of Land Containing 0.367 Acres Located Adjacent to](#)

[Kingswood Elementary School in Central Cary \(Second Reading\)](#)

Attachments: [School Land Acquisition - Second Reading.docx](#)
[2017-6-1 PPT BOC Presentation Wimbish - Kingswood ES 2nd reading 6-19-2017.ppt](#)
[Purchase Contract - Wimbish parcel.pdf](#)
[2017-05-16 Report Appraisal Wimbish parcel 516 Ferrell Street, Cary, NC.pdf](#)
[Sealed Boundary Survey.pdf](#)

Commissioner West moved, seconded by Commissioner Holmes, that the Board of Commissioners approve funding of the purchase price together with closing costs in an amount not to exceed \$100,876.00 pursuant to N.C.G.S 115C-426. The motion passed unanimously.

7. [Final Approval for Sale of County Surplus Property Located Along North Main Street, in Holly Springs, NC](#)

Attachments: [2017 Final Approval Item.docx](#)
[Area Map.pdf](#)
[Proposed Offer to Purchase.pdf](#)
[2017 Initial Agenda Item.docx](#)

Commissioner West moved, seconded by Commissioner Holmes, that the Board of Commissioners:

- 1. Accept the \$1,212,000 offer for the purchase of approximately 19.89 acres of declared surplus property, located along North Main Street, in Holly Springs, NC, which was the highest offer after the ten-day upset bid process authorized by the Board at the June 5, 2017 meeting, and**
- 2. Direct the County Manager to execute a contract for sale of that property subject to the terms and conditions acceptable to the County Attorney, and**
- 3. Authorize the Chairman to sign the deed and any other documents necessary to convey the subject property, subject to the terms and conditions acceptable to the County Attorney.**

The motion passed unanimously.

8. [Conveyance of a Temporary Construction Easement at the Wake County South Wake Landfill to the North Carolina Department of Transportation \(NCDOT\)](#)

Attachments: [Agenda Item-Holly Springs Easement Request.docx](#)
[Site Map.pdf](#)
[Easement Request ltr.docx.pdf](#)
[Construction Plan Sheet.jpg](#)
[Temporary Construction Easement.pdf](#)
[Property Owner Acknowledgement.pdf](#)

Commissioner West moved, seconded by Commissioner Holmes, that the Board of Commissioners:

- 1. Approve the conveyance of a temporary construction easement at the South Wake Landfill to the North Carolina Department of Transportation (NCDOT); and**
- 2. Authorize the Chairman to execute said easement (along with any supporting documentation), subject to the terms and conditions acceptable to the County Attorney.**
The motion passed unanimously.

9. [Conveyance of Right-of-Way and Temporary Construction Easement to the Town of Morrisville on Wake County-Owned Land Adjacent to Crabtree Creek Watershed Site #23](#)

Attachments: [Agenda Item-Morrisville R-W Request.docx](#)
[Site map .pdf](#)
[Construction Plan Sheet.pdf](#)
[Summary Statement \(Offer\).pdf](#)
[Right of Way and Easement Agreement.pdf](#)
[W-9.pdf](#)

Commissioner West moved, seconded by Commissioner Holmes, that the Board of Commissioners:

- 1. Approve the conveyance of additional right-of-way and temporary construction easement to the Town of Morrisville; and**
- 2. Authorize the Chairman to execute a Right-of-Way and Easement Agreement (along with any supporting documentation), subject to the terms and conditions acceptable to the County Attorney.**
The motion passed unanimously.

10. [Conveyance of Additional Right-of-Way and Temporary Construction Easement to North Carolina Department of Transportation \(NCDOT\) Rail Division at the General](#)

[Services Center at 401 Capital Boulevard](#)

Attachments: [RR ROW Agenda Item Final.docx](#)
[Construction Plan Sheet.pdf](#)
[Site Map.pdf](#)
[Summary Statement \(Offer\).pdf](#)
[NCDOT Appraisal.pdf](#)
[Right of Way Deed & TCE FRM7-A.pdf](#)
[\(W-9\) FRM4-M-ROW.pdf](#)
[List of Improvements and Expenditure Forecast .xlsx](#)
[Budget Memo - FY 2018 Capital Improvement Fund Fund Balance.xlsx](#)
[Budget Memo - FY 2018 County Capital Fund - County Buildings.xlsx](#)

Commissioner West moved, seconded by Commissioner Holmes, that the Board of Commissioners:

- 1. Approve the conveyance of additional right-of-way and temporary construction easement to NCDOT;**
- 2. Authorize the Chairman to execute a Deed and Temporary Construction Easement to NCDOT (along with any supporting documentation), subject to terms and conditions acceptable to the County Attorney;**
- 3. Accept the amount of \$447,775.00 from NCDOT as just compensation for this conveyance; and**
- 4. Appropriate \$275,000 of these funds into the County Buildings element of the Capital Improvement Plan for required improvements to Wake County property impacted by this work as well as from the Capital Boulevard realignment per attached budget memo; remaining balance of \$172,775 will go to County CIP Uncommitted funds for future appropriation.**

The motion passed unanimously.

11. [Proposed Exchange of Real Property between Wake County and the City of Raleigh to Adjust Boundary Lines at the Oak City Multi-Services Center](#)

Attachments: [Agenda Item.doc](#)
[Aerial View.pdf](#)
[Preliminary Plat.pdf](#)
[Draft Deed.pdf](#)
[City of Raleigh Approval \(Minutes\).pdf](#)

Commissioner West moved, seconded by Commissioner Holmes, that the Board of Commissioners:

- 1. Approve the proposed real property exchange between Wake County and the City of Raleigh pursuant to G.S. 160A-274; and**
- 2. Authorize the Chairman to execute the necessary recombination plat, instruments of conveyance, and any other documents necessary to complete this transaction, subject to terms and conditions acceptable to the County Attorney.**
The motion passed unanimously.

12. [Approval of Selection of Construction Manager at Risk for the Oak City Multi-Services Center](#)

Attachments: [Oak City CMAR Selection.doc](#)
[CMAR Evaluation Worksheet.pdf](#)

Commissioner West moved, seconded by Commissioner Holmes, that the Board of Commissioners:

- 1. Approve the selection of Gilbane Building Company as Construction Manager at Risk (CMAR) for the Oak City Multi-Services Center, subject to satisfactory negotiation of final contract terms, conditions, and fee for preconstruction phase services;**
- 2. Authorize staff to negotiate final terms and conditions of an "Agreement for Construction Management at Risk Services" with Gilbane Building Company. The County's current version of the contract for such construction services shall be used as the basic agreement, subject to only specific modifications deemed acceptable to the County Attorney; and**
- 3. Authorize the Chairman to execute the "Agreement for Construction Management at Risk Services" with the selected CMAR with the provision that only preconstruction phase services are approved. Any formal contract for construction of any part of the project must be**

presented to the Board at a public meeting for their consideration and approval.

The motion passed unanimously.

13. [Approval of Wake Forest Funding Agreement for Renaissance Centre Facility Improvements](#)

Attachments: [Wake Forest Item Summary.docx](#)
[Wake Forest Funding Agreement Final for Approval.docx](#)
[Budget Memo - FY 2018 Major Facilities Capital.xlsx](#)

Commissioner West moved, seconded by Commissioner Holmes, that the Board of Commissioners approves a funding agreement in the amount of \$348,530 for the Town of Wake Forest and appropriates \$348,530 in the Major Facilities CIP Fund, subject to the terms and conditions acceptable to the County Attorney. The motion passed unanimously.

14. [Authority to Enter Provider Agreements with Selected Health Insurance Carriers](#)

Attachments: [Agenda Item](#)

Commissioner West moved, seconded by Commissioner Holmes, that the Board of Commissioners authorize the County Manager or his designee to enter into non-exclusive provider agreements for health clinic services with selected health insurance plans approved by the Wake County Human Services Director, subject to ability to comply with state law, credentialing and insurance requirements, and upon any other terms and conditions acceptable to the County Attorney. The motion passed unanimously.

15. [Accept and Appropriate Additional Funding for Construction of a Sprayground at the Alston Massenburg Center in Wake Forest and for Water Line and Paving Improvements along Bridge Street and Southern Street in Fuquay-Varina](#)

Attachments: [Item Summary.docx](#)
[Budget Memo - FY 2018 Housing.xlsx](#)

Commissioner West moved, seconded by Commissioner Holmes, that the Board of Commissioners:

1. Appropriate \$92,316.63 from Prior Year Community Development Block Grant funds to purchase equipment for a current Community Development Block Grant project, construction of a sprayground at the Alton Massenburg Center in Wake Forest and;

2. Appropriate \$37,306.22 in additional funding, including Acceptance of \$7,461.24 from the Town of Fuquay-Varina for water line and paving improvements along Bridge Street and Southern Street.

The motion passed unanimously.

16. [Award Multi-Year Contract for Solid Waste and Cardboard Collection Service for Wake County and WCPSS Facilities](#)

Attachments: [Solid Waste & Cardboard Agenda Summary_FINAL.docx](#)

[Attachment A - Building List and Costs.pdf](#)

Commissioner West moved, seconded by Commissioner Holmes, that the Board of Commissioners authorize the County Manager to execute the five-year service agreement with annual renewals with Waste Industries (\$164,035 for the first year), consistent with RFP #17-015 bid summary, the rates established in the attached bid tabulation form, and subject to the terms and conditions acceptable to the County Attorney. The motion passed unanimously.

17. [Waiver of Building Permit Fee for the Proposed Gardening Club Shed at Banks Road Elementary School](#)

Attachments: [Item Summary](#)

Commissioner West moved, seconded by Commissioner Holmes, that the Board of Commissioners authorizes waiving the building permit fees totaling an estimated \$92.00 for the proposed Gardening Club Shed at Banks Road Elementary School. The motion passed unanimously.

Regular Agenda

18. [Wake County Public School System Capital Program Appropriations \(Second Reading\)](#)

Attachments: [1st Reading Item Summary Final Revised.docx](#)

[WCPSS Presentation Revised.pptx](#)

[BOC Resolution Revised.docx](#)

[CIP 2013 Appropriation Summary as of 8.7.17.pdf](#)

[WCPSS Multi-Year CIP Appropriation Summary as of 8.7.17 Revised.pdf](#)

[Board of Education Resolution.pdf](#)

[Master SNAP schedule.pdf](#)

Mr. Joe Desormeaux, Assistant Superintendent for Facilities, Wake County Public School System, said the joint facilities team has put together a 7 year plan. He shared information about the key drivers in

the request

- Appropriate Continuous Capital Improvement Plan (CIP) funding for construction, design, public infrastructure, and program components per the approved 7-yr plan.
 - Partial Construction Funding: Willow Spring High, Apex High.
 - Design Funding: E-35 and H-15.
 - Public Infrastructure.
 - Program Components Funding: Security, Property Acquisition, SNAP, Program Contingency.

He shared and a chart of information about the appropriation and amount of the request.

Commissioner Portman asked for additional information about how these amounts compare to the original plan and whether they are on target as anticipated. Mr. Desormeaux said he could provide this information before the second reading.

Vice-Chair Calabria asked about the program contingency of \$9 Million and whether the amount is 3 percent. Mr. Desormeaux said the amount is for the entire program to be funded this year.

Commissioner Burns asked if the funding is CIP 2013. Mr. Desormeaux said this is the new seven-year plan.

Ms. Michelle Venditto, Wake County Budget Director, said the SNAP Projects are being reviewed by the CORE team and collaboration on the new CIP.

19. [Approval of FY2017-2018 Affordable Housing Action Plan](#)

Attachments: [Item Summary.docx](#)
[PowerPoint Presentation.pptx](#)
[FY 2017-2018 Affordable Housing Action Plan.docx](#)

Ms. Alicia Arnold, Wake County Human Services Housing and Transportation Director, said that the action plan outlines the uses of federal and local resources for affordable housing community development activities. She shared info about the grants and priority populations. She said the action is based off the five-year consolidated plan prepared in 2015.

- **The Consolidated Plan:** A strategic plan that defines priority populations and the programs that will serve them for the receipt of federal dollars.
- **The Action Plan:** A one-year plan that specifically describes

programs to serve low-income individuals and families in Wake County.

Ms. Arnold said that Wake County receives the following federal grants from the U.S. Department of Housing and Urban Development (HUD) through the Action Plan:

- Community Development Block Grant (**CDBG**)
- HOME Investment Partnerships (**HOME**)
- Housing Opportunities for Persons with AIDS (**HOPWA**)
- Emergency Solutions Grant (**ESG**)

Ms. Arnold shared information about priority populations.

High Priority:

- Renters at or below 40% Area Median Income (AMI) per year*
(*\$32,080 family of 4/ \$22,480 individual*)
- Homeless individuals and families
- Non-homeless individuals and families with special needs

Medium Priority:

- Renters 41-50% AMI (*up to \$40,100 family of 4/ \$28,100 individual*)
- Homeowners 41-50% AMI

Low Priority:

- Renters 51-80% AMI (*up to 64,150 family of 4/ \$44,950 individual*)
- Homeowners 51-80% AMI

**AMI: \$80,200 family of 4/ \$56,140 individual*

She shared information about the action plan and public process.

- Two Public Hearings in January and February 2017:
Human Services Board, Board of Commissioners
 - Community Consultations:
Partnership to End Homelessness
Wake County Housing Advisory Committee
Planners of Wake County Towns
- Draft Plan will be in Public Comment Period June 28 -July 12, 2017
- Approved Action Plan will be sent to U.S. Department of Housing and Urban Development by August 16, 2017

She shared information about the feedback from public hearings.

- Continue to support lowest income populations
- Wake County is in a housing crisis

- The forthcoming Affordable Housing Plan must develop innovative solutions; new tools are needed
- The current budget for housing isn't enough
- Preserve existing affordable housing
- We need more landlords willing to accept assistance
- Support is needed for homeless veterans
- Focus on permanent supportive housing
- Prioritize affordable housing for homeless single women
- Educating people about affordable housing is needed to combat NIMBYism in Wake County
- It makes economic sense to find a solution for homelessness

She shared a chart of information about the expected revenues, programs and expenditures.

She shared the next steps.

- The Plan is sent to the U.S. Department of Housing and Urban Development along with signed certifications by August 16, 2017

Chairman Hutchinson asked about the decrease for the HOME grant. Ms. Arnold said a slight increase in entitlement was received but some funding was spent down for the current year.

Commissioner Burns asked about the revenue sources and whether the top four are for federal programs. He asked if the president's budget has proposed cuts to CDBG, HOME, HOPWA, and ESG. Ms. Arnold said cuts have been proposed. He asked whether funding for affordable housing includes funding from the county and towns. Commissioner Burns asked about the impacts if these programs are cut. Ms. Arnold said that there would be significant impacts to services and programs to citizens in Wake County.

Ms. Arnold said CDBG funding primarily is for elderly and disabled individuals and to assist with keeping individuals in their home and maintaining their home. She said there are emergency grants for safety maintaining housing. She said there is an emergency grant program for an emergency service such as heating and air service or roofing. She said multi-family rehabilitation is the focus for the coming year.

Commissioner Burns thanked Ms. Arnold and her staff for managing the program. He said these programs allow for a dollar for dollar improvements in people's lives. He said there is importance in improving these types of grant programs.

Chairman Hutchinson asked about the impacts of funding decreases by the federal government. Ms. Arnold said this affects the lowest income

individuals and vulnerable populations and their ability to stay in the community.

Vice-Chair Calabria asked about programs for veterans. Ms. Arnold said integrating the best results and services is important. She said there is coordination with the Housing Authority and VA hospital for coordination of resources and services. She said currently there were support services at the men's shelter. Vice-Chair Calabria asked whether there are specific targets for veterans services. Ms. Arnold said those services would need to be decided on a development-by-development basis.

Commissioner West asked if there is determination of funding based on the three priority categories. Ms. Arnold said the majority of funding is designated to the low income 40 percent income and below and to homeless individuals. Commissioner West asked if the Affordable Housing Plan included coordinated efforts for affordable housing needs. Ms. Arnold said the HOME Investment Funding and CIP funding development allowed for review of transit corridors. She said transit is also included in the Affordable Housing Steering Committee Plan.

Commissioner Holmes said emphasis needed to be placed on housing of veterans. She said a resolution is needed to end homelessness of veterans in Wake County. She asked if there was training for women offered similar to the training at South Wilmington Street.

Mr. David Ellis, Deputy Manager, said Capital Area Workforce Development provides women, men, and youth training and it is federally funded.

Commissioner Holmes asked about how much of the CDBG funding is allocated or restricted for other purposes. Ms. Arnold said the presentation included the allocations for the upcoming budgeted year. Commissioner Holmes asked whether there is sufficient funding to meet the need in Wake County.

Commissioner West asked about the interface between the wages for women and the Affordable Housing Task Force.

Ms. Regina Petteway, Human Services Director, said the Middle Class Express model is focused on the social and economic vitality area.

Commissioner Ford thanked Ms. Arnold for her leadership with affordable housing. He asked for an analysis of funding sources. Ms. Arnold said that 40 percent of development funding is allocated to low income and homeless individuals and 90 percent of resources are allocated to the high priority area.

Commissioner Holmes noted that Wake County does not have a women's shelter and there is not an equivalent amount of funds for that community. She suggested staff provide a presentation before the board at a Work Session regarding a plan for a women's shelter for single mothers. She said the request for Forest Hills Apartments provided for the needs of single women and children. She said that shelters in Wake County do not have capacity for women. She spoke about a charity in Charlotte that purchased an apartment complex to assist with affordable housing in allowing residents to remain in their apartments. She said Wake County should consider these type models.

Commissioner Portman asked for the financial impacts of affordable housing per capita in trend over time. He asked whether more or less resources over time are being provided. He said that there are resources for veterans if there is a desire.

Commissioner Portman moved, seconded by Commissioner West, that the Board of Commissioners:

1. Approve the FY 2017-2018 Affordable Housing Action Plan subject to appropriation; and

2. Authorize the Chairman to sign documents necessary to submit the Action Plan to HUD and to carry out activities described in the plan. The motion passed unanimously.

20. [Approval of the Sale of Malt Beverages, Unfortified Wine, Fortified Wine, and Mixed Beverages in Unincorporated Wake County Beginning at 10:00 a.m. on Sundays \(Second Reading\)](#)

Attachments: [SundayAlcoholSalesAgendaItem.docx](#)
[WakeCountySundayAlcoholSalesResolution.docx](#)

Mr. Chris Dillon, Intergovernmental Relations Manager, Wake County Manager's Office, said that the North Carolina General Assembly adopted Senate Bill 155, "An Act to Make Various Changes to the Alcoholic Beverage Control Commission Laws, " The act was signed by the governor and became law on June 30 , 2017. He said section 4 of the enacted legislation authorizes local governments to adopt an ordinance to allow alcohol sales beginning at 10:00 a.m. on Sundays. He said the ordinance will allow establishments permitted under G.S. 18B-1001 to begin alcohol sales in the unincorporated areas of the county at 10:00 a.m. on Sundays effective July 17, 2017.

Commissioner Burns noted that this is related to only unincorporated areas of Wake County which includes Raleigh-Durham International

Airport. Mr. Dillon said the statute requires that every local government is required to pass an ordinance related to their jurisdiction.

Commissioner Portman said he endorsed the action by the General Assembly as a liberty issue and respects those citizens that choose not to participate.

Commissioner West said there is value, prosperity community, and equality. He said he doesn't see the sense of urgency, and he said the ordinance does not respect the values of some of the citizens in Wake County. He said he supports liberty and freedoms, but there are moral perspectives. He said that he has a strong principle toward faith and his perspective is that the issue is moving fast. He said that the values and missions do not align with the ordinance.

Commissioner Ford moved, seconded by Commissioner Burns, that the Board of Commissioners approves an ordinance allowing for the sale of malt beverages, unfortified wine, fortified wine, and mixed beverages in unincorporated Wake County beginning at 10:00 a.m. on Sundays pursuant to the licensed premises' permit. The vote was as follows:

Chairman Hutchinson - Aye
Vice-Chair Calabria - Aye
Commissioner Burns - Aye
Commissioner Ford - Aye
Commissioner Holmes - Aye
Commissioner Portman - Aye
Commissioner West - Nay

Chairman Hutchinson said he supports and applauds the General Assembly's decision. He said the ordinance is good for tourism and the economy.

Commissioner Portman noted the ordinance is a level playing field for businesses and creates employment, jobs for the area.

Mr. Scott Warren, County Attorney, said that since this did not receive an unanimous vote, then it will need to appear on the August 7, 2017 agenda for a second reading.

Vice-Chair Calabria encouraged Commissioner West and other board members to evaluate questions and concerns about the ordinance before the August 7, 2017 Board of Commissioners' meeting.

Commissioner West said that there is a point of no return and a balance needed. He said he is open to obtain more information toward the

issue.

21. [Approval of a Multi-year Agreement with Cigna to Administer the County's Medical Insurance](#)

Attachments: [BOC Agenda Item - Medical Insurance.docx](#)
[Presentation on Process and Recommendation for Medical & EHC.pptx](#)
[Overview of Contract Terms with Cigna.pdf](#)
[Scorecard for On-Site Initial Interview w Medical Vendors.pdf](#)
[Agenda for On-Site Initial Interview.pdf](#)
[Scorecard for Strategic Finalist Meeting w Medical Vendors.pdf](#)
[Agenda for Strategic Finalist Meeting.pdf](#)

Ms. Ashely Lategan, Wake County Benefits and Wellness Manager, said that the current provider of medical insurance for Wake County is Blue Cross and Blue Shield of North Carolina. The contract was procured in 2011 and a one year contract was signed in 2014. She said that Marathon Health is the county's vendor for the health center and the county procured a contract in 2013. A one year contract was signed in 2016. She shared the objectives of the medical insurance Request for Proposal (RFP).

1. Offer options that are competitive with other local government employers and tailored to our workforce to ensure a comprehensive benefits package is offered
2. Lower administrative costs with plan management
3. Consistent, efficient and effective plan administration to increase the support and excellent customer service experience for the county administrators and employees
4. Provide benefit designs that are cutting edge, cost effective and offer savings for both employer and employees while meeting the health care needs of the population

Ms. Lategan said that written proposals were received by Aetna, BCBSNC, CIGNA, and United Health. She said that there were on-site interviews with vendors and finalist meetings with Aetna and Cigna.

Ms. Lategan shared the objectives of the Health Center RFP.

1. Provide high quality, evidence-based medical care to County employees and spouses
2. Ensure the EHCs are providing the most effective and responsive services consistent with contemporary "best practices" for worksite health delivery
3. Consider potential cost-effective enhancements to current worksite medical services
4. Optimize the integration between the EHCs and community

- providers to deliver a seamless experience for EHC patients
5. Ensure the County is getting the best ROI/value possible from its worksite health partners

She said the process for the Health Center RFP involves written proposals, on-site interviews with five vendors, finalist meetings with CareATC and Premise Health. She said the recommendations to the Board of Commissioners is Premise Health, Cigna, and Living Great.

Ms. Lategan said the mission is to help improve the health, well-being and sense of security of the people served. She said the strategy is to build collaborative relationships to drive value-based care and improve the health of employees and families, align service network and technological capabilities to meet needs, and redefine how to engage, empower, and help customers reach improved health.

She said that access to quality care involves the broad, comprehensive network that is inclusive to WakeMed, Duke, UNC, and Rex. There is no-in-network tiered structure and collaborative accountable care that is quality, cost effective care with better outcomes. She said that Telecare options are available 24/7, including behavioral health services.

Commissioner Burns asked about the better outcomes of quality of life care. He asked about insulin care and if it is one of the programs. Ms. Lategan said there is a comprehensive care plan and CIGNA is dedicated to this care.

Ms. Lategan said CIGNA has a holistic approach to health that includes active case management and an integrated care coordinator. She said that support of ongoing and new wellness initiatives provide a \$100,000 annual credit. She said the innovative technology and tools provide incentive tracking and rewards for targeted care and aggregate, customizable reporting capabilities.

Ms. Lategan said that CIGNA has a concierge customer service team that is specialized with public sector employees, trained in all Wake County benefits, and available to members 24/7. She said there will also be an on-site benefits specialist designated to Wake County for 30 hours per week.

Ms. Lategan shared the financial overview of the agreement.

- Greatest estimated savings for 2018 plan year
- Most favorable administrative fees with rates fixed for the four year term
 - Approximate annual total cost: \$2 million
- Strong Performance Guarantees

- Competitive Stop Loss policy

She shared the action item and next steps.

Action Item

- Authorize the County Manager to enter into a four year agreement with Cigna for the administration of the County employee and retiree medical insurance

Next Steps

- Engage in a collaborative discussion with Cigna and recommended vendor for the Employee Health Center
- Propose benefit plans and premiums structures to Board of Commissioners for approval in September

Commissioner Portman thanked staff for their work toward benefits. He asked about the performance cost curve and the market and Wake County compared to other counties.

Ms. Johnna Rogers, Deputy County Manager, said an overview will be provided when the approval of the plan for employees is presented to the Board of Commissioners in September.

Commissioner West asked if similar criteria was used in the past for benefits evaluation. Ms. Lategan said that criteria is based on members feedback and consultants. He asked if the scores were expected of CIGNA. Ms. Lategan said that she feels that CIGNA will offer excellent benefits to employees.

Commissioner Holmes asked about whether the plan offers reduced cost to gym memberships to employees. Ms. Lategan said that further discussion will occur with the health care provider about wellness opportunities and Wake County currently offers gym discounts to employees.

Chairman Hutchinson said that Wake County is the Healthiest County in North Carolina and is the second healthiest employer in North Carolina.

Ms. Lategan introduced staff from CIGNA that were present.

Commissioner Portman asked if CIGNA participates in the Affordable Care Act in North Carolina. A CIGNA representative indicated that CIGNA does participate.

Commissioner West moved, seconded by Commissioner Burns, that the Board of Commissioners authorize the County Manager to enter into a four year agreement with Cigna for the administration of the

County's employee and retiree medical insurance, subject to terms and conditions acceptable to the County Attorney, effective January 1, 2018. The motion passed unanimously.

22. [Approval of Multi-Year Agreement with Premise Health to Operate the Employee Health Center](#)

Attachments: [BOC Agenda Item - Employee Health Center.docx](#)
[Presentation on Process and Recommendation for Medical & EHC.pptx](#)
[Overview of Contract Terms with Premise.pdf](#)
[Scorecard for On-Site Interviews.pdf](#)
[Agenda for Initial On-Site Interviews.pdf](#)
[Scorecard for Strategic Finalist Meeting.pdf](#)
[Agenda for Strategic Finalist Meeting.pdf](#)

Ms. Lategan said the the mission of Premise Health is wellness and maintaining the health of employees. She said this is accomplished by providing high quality and efficient care, focusing on health improvement. She said Premise Health offers enhanced care and technology with increased accessibility to the health center in person, telephonically, bi-directional video, and chat/messaging. She said that there will be after hours access to on-call providers. She said the Robust Provider Platform (EPIC) System will be used to track the medical history of employees. She said the platform will allow clinicians to provide comprehensive care and have easy access to medical records. Ms. Lategan said that the health center would offer pre-packaged pharmacy dispensary. There would be a restructuring and additional staffing which includes: health center manager for patient/clinic management, registered nurse for chronic care management, behavioral health specialist for mental health, and a wellness coach focused on lifestyle behaviors. She said that all staff will be trained as a health coach and provide basic condition management. She shared a chart of the financial overview. A 20 percent increase in utilization is expected by year four. She said there is \$2.4 million in cost avoidance by year four.

She asked the board to authorize the county manager to enter into a four year agreement with Premise Health for the operation of the employee health center. She said the next steps include engaging in a collaborative discussion with Premise Health and Medical Insurance carrier.

Commissioner West asked for explanation of a pre-65 retiree. Ms. Lategan said that pre-65 employees can utilize the employee health center. She said that post-65 employees are covered by Medicare and are not eligible for that benefit.

Vice-Chair Calabria noted the additional staff that may be needed for new vendor. He asked about the steps for monitoring services and utilization. Ms. Lategan said there would be quarterly meetings with the vendor to evaluate services in order to ensure the county is receiving its best return on investment.

Ms. Johnna Rogers, Deputy County Manager, said the Employee Health Centers are at capacity and additional staff will assist and utilization will be evaluated constantly. Ms. Lategan said that walk-ins are difficult with the current vendor because of pre-scheduled appointments.

Chairman Hutchinson said that more employees will be using services and the EPIC platform is effective.

Ms. Lategan introduced Mr. Michael Brown, Director of Sales, Premise Health. The Benefits and Wellness team was recognized by the board.

Commissioner Ford moved, seconded by Vice-Chair Calabria, that the Board of Commissioners authorizes the County Manager to enter into a four year agreement with Premise Health for the operation of the County's employee health centers, subject to terms and conditions acceptable to the County Attorney The motion passed unanimously.

23. [Appoint Wake County Commissioner as Voting Delegate for NC Association of County Commissioners 2017 Annual Conference](#)

Attachments: [2017 NCACC Voting Delegate Item Summary.docx](#)
[2017 NCACC Voting Delegate Form.pdf](#)

Vice-Chair Calabria nominated Commissioner John Burns to serve as the voting delegate for the upcoming North Carolina Association of County Commissioners Annual Business meeting on August 12, 2017.

Vice-Chair Calabria moved, seconded by Commissioner Ford, that the Board of Commissioners elects a County Commissioner to serve as a Voting Delegate at the NC Association of County Commissioners Annual Business meeting to be held Saturday, August 12, 2017. The motion passed unanimously.

Appointments

24. [Adult Care Home Community Advisory Committee](#)

Attachments: [Adult Care CAC Item Summary 7-5-17.doc](#)
[Adult Care Board Details 4-13-17.pdf](#)
[Adult Care Home Member List 7-5-17.pdf](#)
[Adult Care Applicant Roster 4-21-17.xlsx](#)
[Adult Care Application Packet 4-24-17.pdf](#)
[Adult Care Attendance Dec \(16,17\)-2 - Copy.xlsx](#)

Vice-Chair Calabria nominated Ms. Mary Martin for reappointment.

25. [Alcohol Beverage Control Board](#)

Attachments: [Alcohol Beverage Control Item Summary 2017.doc](#)
[ABC Member List 6-27-17.pdf](#)
[ABC Bd Applicant Roster 6-27-17.xlsx](#)
[ABC Bd Applicants 2017.pdf](#)
[ABC Attendance.xlsx](#)

Vice-Chair Calabria nominated Mr. Kenneth Kirby and Mr. Paul White for reappointment suspending the rules regarding term limits. Mr. White was reappointed for a one year term as Chairman.

26. [Alliance Behavioral Healthcare](#)

Attachments: [Alliance Item Summary 5-16-17.docx](#)
[Alliance Member List 5-24-17.pdf](#)
[Alliance BHC Applicant Roster 7-7-17.xlsx](#)
[Alliance BHC Applicant Packet 7-7-17.pdf](#)
[Alliance Attendance 6-17.pdf](#)

Vice-Chair Calabria recommended the appointments be deferred to a future meeting.

27. [Centennial Authority](#)

Attachments: [Centennial Authority Item Summary.doc](#)
[Centennial Member List.pdf](#)
[Centennial Authority Applicant Roster 7-7-17.xlsx](#)
[Centennial Authority Applicant packet 7-7-17.pdf](#)
[Centennial Authority Attendance.pdf](#)

Vice-Chair Calabria recommended the appointments be deferred to a future meeting.

28. [Fire Commission](#)

Attachments: [Item Summary Fire Commission.doc](#)
[Fire Commission Member List 6-27-17.pdf](#)
[Fire Commission Applicant Roster 6-27-17.xlsx](#)
[Fire Commission Applicant Packet 6-29-17.pdf](#)
[Fire Commission Attendance.xls](#)

Vice-Chair Calabria recommended the Alternate opening be held open.

29. [Library Commission](#)

Attachments: [Library Commission Item Summary 5-16-17.docx](#)
[Library Commission Members 5-23-17.pdf](#)
[Library Commission Applicant Roster 7-7-17.xlsx](#)
[Library Commission 7-7-17 Applicant Packet.pdf](#)
[Library Commission Attendance.pdf](#)

Vice-Chair Calabria nominated Ms. Nancy Medlin (At-Large) requiring the suspension of rules regarding term limits and Ms. Judith Rysdon (District 3). He nominated Ms. Susan Piercecchi (District 6) for appointment.

30. [Town of Garner Board of Adjustment](#)

Attachments: [Town of Garner Board of Adjustment Item Summary.doc](#)
[Garner BOA Mbr List 2017.pdf](#)
[Town of Garner Clint Ferrell 2017.doc.pdf](#)

Vice-Chair Calabria nominated Mr. Clint Ferrell as an Alternate.

31. [Town of Garner Planning and Appearance Commission](#)

Attachments: [Item Summary Town of Garner.doc](#)
[Garner Planning and Appearance Mbr List 2017.pdf](#)
[Town of Garner Ltr of Recommendation-Moua.pdf](#)

Vice-Chair Calabria nominated Mr. Vang Moua.

32. [Holly Springs Board of Adjustment](#)

Attachments: [Holly Springs Item Summary 2017.doc](#)
[Holly Springs BOA Member List.pdf](#)
[Town of Holly Springs BOA Ltr of Recommendation 2017.pdf](#)
[Town of Holly Springs Applications 6-27-17.pdf](#)

Vice-Chair Calabria recommended that Mr. Jeremy Hudson be nominated for the Alternate position and Ms. Lois Semmons for the Regular position.

33. [Town of Zebulon Planning Board](#)

Attachments: [Town of Zebulon Item Summary 6-17.doc](#)
[Town of Zebulon Member List 6-27-17.pdf](#)
[Town of Zebulon Recommendation - Ray.pdf](#)

Vice-Chair Calabria nominated Mr. Larry Ray for reappointment.

Vice-Chair Calabria moved, seconded by Commissioner Burns, that the appointments be accepted by acclamation. The motion passed unanimously.

34. [Upcoming Vacancies](#)

Attachments: [Upcoming Vacancies August 2017.docx](#)

Committee Reports**Other Business**

Chairman Hutchinson said he recently attended the One Water Conference in New Orleans. He said the One Water Conference looks at an integrated approach to water. He said that Wake County was the only delegation that had government officials and staff. He said the Upper Neuse River Basin Association was also present. He said he looks forward to bringing this information to the Growth, Land Use, and Environment Committee so that Wake County can move forward with environmental issues.

35. [Informational Items for the Board of Commissioners](#)

Attachments: [Informational Items Item Summary.docx](#)
[Interim Financial Statements for Period Ending April 30 2017.pdf](#)
[Interim Financial Statements for Period Ending May 31 2017.pdf](#)

Closed Session

Mr. Scott Warren, County Attorney, said there was no need for a closed session.

Adjourn

Commissioner West moved, seconded by Commissioner Burns, to adjourn the meeting. The motion passed unanimously.

Respectfully submitted,

Denise M. Hogan, NCMCC
Clerk to the Board
Wake County Board of Commissioners