



Wake County

301 South McDowell Street
Raleigh, NC

Meeting Minutes Board of Commissioners

Monday, October 3, 2022

5:00 PM

Wake County Justice Center

Regular Meeting

Meeting Called to Order: Chair Sig Hutchinson

Chair Hutchinson called the meeting to order at 5:00 p.m.

Pledge of Allegiance

Present: 7 - Chair Sig Hutchinson, Vice-Chair Shinica Thomas, Commissioner Vickie Adamson, Commissioner Matt Calabria, Commissioner Maria Cervania, Commissioner Susan Evans, and Commissioner James West

Staff present: David Ellis, County Manager; Scott Warren, Attorney; Emily Lucas, Deputy County Manager; Ashley Jacobs, Deputy County Manager; Duane Holder, Deputy County Manager; Denise Foreman, Assistant County Manager; Ben Canada, Assistant to County Manager; Yvonne Gilyard, Deputy Clerk to the Board; Toni Womack, Senior Executive Assistant; Portia Johnson, Senior Executive Assistant; Tanika Cooper, Senior Executive Assistant; Ellen Meder, Communications Consultant; and Danya Perry, Diversity, Equity, and Inclusion Director.

Others present: Betty Parker, Senior Director, Real Estate, Wake County Public Schools; Kristi Jacobson, Benefits and Wellness Manager.

Invocation: Commissioner Susan Evans

Items of Business

1. Approval of Agenda

Commissioner Calabria moved, seconded by Vice-Chair Thomas to the Approval of Agenda The motion carried by the following vote:

Aye: 7 - Chair Hutchinson, Vice-Chair Thomas, Commissioner Adamson, Commissioner Calabria, Commissioner Cervania, Commissioner Evans, and Commissioner West

2. Approval of the Minutes of the Regular Meetings of August 15 and September 6, 2022

Commissioner Calabria moved, seconded by Commissioner Evans to the Approval of the Minutes of the Regular Meetings of August 15 and September 6, 2022 The motion carried by the following vote:

Aye: 7 - Chair Hutchinson, Vice-Chair Thomas, Commissioner Adamson, Commissioner Calabria, Commissioner Cervania, Commissioner Evans, and Commissioner West

3. National Hispanic Heritage Month Proclamation

Attachments: [Hispanic Heritage Month Proclamation Item Summary 10-03-22.docx](#)
[National Hispanic Heritage Month Proclamation 2022.docx](#)

Commissioner Cervania read the proclamation in Spanish and in English.

Commissioner Cervania moved, seconded by Vice-Chair Thomas, that the Board of Commissioners adopts the proclamation requested by Commissioners. The motion carried by the following vote:

Aye: 7 - Chair Hutchinson, Vice-Chair Thomas, Commissioner Adamson, Commissioner Calabria, Commissioner Cervania, Commissioner Evans, and Commissioner West

4. Breast Cancer Awareness Month Proclamation

Attachments: [Proclamations Item Summary 10-03-22.docx](#)
[Breast Cancer Proclamation 10-03-22.docx](#)

Vice-Chair Thomas read the Proclamation.

Vice-Chair Thomas moved, seconded by Commissioner Adamson, that the Board of Commissioners adopts the proclamation requested by Commissioners. The motion carried by the following vote:

Aye: 7 - Chair Hutchinson, Vice-Chair Thomas, Commissioner Adamson, Commissioner Calabria, Commissioner Cervania, Commissioner Evans, and Commissioner West

5. Operation Green Light Proclamation

Attachments: [Proclamation for Operation Green Light Item Summary 10-03-22.docx](#)
[Operation Green Light for Veterans Resolution.docx](#)

Chair Hutchinson thanked Commissioner Adamson for her leadership with the National Green Light project.

Commissioner Adamson shared that Wake County will light the Justice Center with green lights during this period. She asked all municipalities to do the same for the towns.

The Board applauded the Veterans that were in the audience today.

Commissioner Adamson read the proclamation aloud.

Chair Hutchinson shared the brochure that Communications made.

Commissioner Adamson moved, seconded by Commissioner West, that the Board of Commissioners adopts the proclamation requested by Commissioners. The motion carried by the following vote:

Aye: 7 - Chair Hutchinson, Vice-Chair Thomas, Commissioner Adamson, Commissioner Calabria, Commissioner Cervania, Commissioner Evans, and Commissioner West

Consent Agenda

Consent Agenda

Vice-Chair Thomas moved, seconded by Commissioner West, to approve the Consent Agenda. The motion carried by the following vote:

Aye: 7 - Chair Hutchinson, Vice-Chair Thomas, Commissioner Adamson, Commissioner Calabria, Commissioner Cervania, Commissioner Evans, and Commissioner West

6. Award Construction Contract for the Beech Bluff County Park Project

Attachments: [BBCP-Item Summary- BOC-100322-1.docx](#)
[BBCP-Project Budget Summary-BOC-100322-1.pdf](#)
[BBCP Bid Tab-063022.pdf](#)
[BBCP Post-Bid Addendum 1.pdf](#)
[BBCP - BOC Work Session FINAL PP.pdf](#)
[CIP Budget Memo - FY 2023 County Capital Fund - PGROS.pdf](#)

7. Approval of Construction Contract GMP #1 with Construction Manager at Risk for the

Public Health Center Project

Attachments: [Item Summary - PHC GMP-1 Award.docx](#)
[WCPHB GMP Summary Schedule.pdf](#)
[GMP #1 Cost Summary.pdf](#)
[GMP #1 Cost Detail.pdf](#)
[Bid Tab Group 1 2022.08.12.pdf](#)
[WCPHB GMP-1 MBE Participation.pdf](#)
[PHC Total Project Cost Summary.pdf](#)

8. Request to Transfer Approximately 3.87 Acres of Conservation and Greenway Easement Owned by Wake County and Located in Johnston County to the Town of Clayton

Attachments: [Final Johnston Transfer Item Summary.docx](#)
[Assignment of Deed.pdf](#)
[Conservation and Greenway Survey Map.pdf](#)
[Greenway \(Mountains to Sea\) Map.pdf](#)

9. Plan Year 2023 Health and Dental Rates and Plan Design Changes

Attachments: [Final Health and Dental Rates Item Summary.docx](#)

10. Amend the Board of Commissioners Rules of Procedure

Attachments: [Rules of Procedure amendment 10.03.2022.docx](#)
[Proposed Rule change.pdf](#)
[Potential Rules revisions for remote committees.docx](#)

11. Wake County Agricultural Advisory Board Per Diem

Attachments: [AG Advisory Board Item Summary.SWCD.docx](#)
[Signed Farmland Preservation Program Ordinance \(2\).pdf](#)
[FINAL Farmland Preservation Program Ordinance Board Presentation.pdf](#)

12. Tax Committee Recommendations for Gross Receipts Penalty, Refund Requests and Various Reports

Attachments: [Tax Collections Item Summary](#)
 [Tax Committee Agenda Process](#)
 [Executive Summary 1.doc](#)
 [October 2022 Refunds Under 500.pdf](#)
 [October 2022 Refunds Over 500.pdf](#)
 [Municipal Collection Report](#)
 [Wake County Collection Report](#)
 [Monthly In-Rem Foreclosure Report](#)
 [Register of Deeds Report](#)

General Public Comments

13. General Public Comments

Ms. Gilyard shared that there were no online comments.

Mr. Paul Baer - shared comments on the recycling process. He shared that the rules should be reviewed. He shared comments on illegal burning in Wake County, illegal fireworks, traffic congestion at Buffaloe Rd, and staffing the fire department. He shared comments on zoning. He shared that it is appalling how veterans are being treated.

Councilman Steve Rao - Shared comments on RTA Awareness Day and his recent White House visit. He shared comments on Cyber Security Awareness month.

Marty Clayton, Duke Energy, thanked the Board for the tremendous effort during hurricane Ian. 104,000 customers were without power on Saturday and on Sunday only 3,000 customers were without power. He thanked everyone for their partnership.

Regular Agenda

14. Land Acquisition of a Parcel Containing a Total of 33.523 Acres Located on Paramount Parkway in the Morrisville/RTP Area for a Future High School (H-14). (First Reading)

Attachments: [Final Land Acquisition Item Summary.docx](#)
 [Land Acquisition Presentation.pdf](#)
 [Purchase Contract.pdf](#)
 [Prelim Plat Exhibit.pdf](#)

Ms. Betty Parker, Senior Director, Real Estate Service, Wake County Public School System (WCPSS), presented the request.

She shared maps showing: High School Target: Western Wake County/Morrisville Area; Wake County GIS Depictions of Subject Property Area; Wake Technical Community College (WTCC) Research Triangle Park (RTP) Campus; Proposed H-14 High School Site at WTCC RTP Campus; Town Fire Station Site Exchange and Future Park Locations; Preliminary Feasibility Study.

She shared the Off-Site High School Standard Program Opportunity/Shared Use.

Off-Site High School Standard Program Elements Locations:

- **Track and Ancillary Facilities:** Shared use of the Parkside Middle School/Wake Early College of Information and Biotechnologies (MS/WECIB) track as upgraded to high school standards with the future High School (HS) project.*
- **Tennis Courts, Softball Field and Ancillary Facilities:** Develop at Cedar Fork Elementary School (ES) with the future HS project* with Town of Morrisville per terms of an Amendment to Cedar Fork ES Joint Use Agreement (JUA) with Morrisville.
- **Baseball field and Ancillary Facilities:** Develop at Town of Cary's Mills Park with the future HS project* with Town of Cary per terms of an Amendment to Mills Park ES/MS JUA with Cary.

** Per 2022 Capital Improvement Plan (CIP), Design funding is in FY '24, Construction funding is in FY '26 & '27, and projected school opening is in Fall 2027 and aligns with the start of the 2027-2028 school year.*

Shared maps and photographs of: Parkside MS/WECIB - High School Program Opportunity/Shared Use; Cedar Fork Elementary School (ES) Site - High School Program/JUA Opportunities; Mills Park/Mills Park ES & MS - High School Program/JUA Opportunities; H-14 High School Campus Site Proximity to Off-site Program Elements.

She shared the Purchase Contract Terms and Information.

Purchase Contract Terms and Information

- **Purpose:** H-14 site for a small comprehensive high school with an estimated student capacity of $\pm 1,200$.
- **Seller:** Trustees of Wake Technical Community College, which acquired the property in 2011.
- **Land To Be Purchased:** A ± 33.523 acre northwestern portion of

the WTCC RTP/Morrisville campus located between NC Highway 54 & Paramount Parkway.

- **Zoning:** School Use within Conditional - Office/Institutional(C-OI). A portion of the site lies is within Airport Overlay A (AO-A).
- **Negotiated Purchase Price:** \$3,609,857.21 (\$107,683/acre subject to survey).
- **Appraised Value:** An appraisal was not procured as the purchase price is the value WTCC paid to acquire the subject property in 2011.
- **Funding Source:** Site acquisition costs are funded from the Land Acquisition line item of the ongoing CIP.
- **Operational Cost Impacts:** Minor maintenance costs are anticipated until such time as parking lot removal/demolition occurs to support future site use.
- **Public Transit:** Morrisville Smart Shuttle, operated by GoCary, runs seven days a week connecting 15 shuttle stops including one at the WTCC RTP/Morrisville Campus. GoTriangle also runs seven days a week and has a stop at the WTCC RTP/Morrisville Campus.
- **Post Closing Covenants:** Seller will have the nonexclusive right to continue to utilize the portion of the surface parking lot, drive and sidewalks located on the future school site until removal in advance of the school project.
- **Post Closing Contemporaneous Exchange:** Board will acquire the Town's 2.5 acre fire station site for assemblage with the school site, and in exchange convey a long term lease for a comparable area that lies within the Airport Overlay to the Town for a future fire station (and Wake County EMS if desired).
- **Potential Surplus Property:** None foreseen given site constraints.

She shared the following charts: Land Acquisition Comparison and Approval Milestones of Collaborative Intergovernmental Agreements.

She recognized the Town of Apex team, Wake Tech, Town of Cary, Parks and Recreation, Chair Hutchinson, Mark Edmondson, Chris Snow and Emily Lucas.

Commissioner Evans shared comments on the presentation. She shared that when she was on the School Board, they were looking for land for Morrisville and appreciates that it is being completed.

Commissioner West shared comments on joint ventures, and the progress that has been made.

Ms. Parker shared that there are 60 contracts throughout Wake County. She shared additional information on joint collaborations.

Commissioner Adamson shared her excitement for the project. She shared that WTCC was kind and donated land for affordable housing and that they are great partners.

Commissioner Cervania shared comments on the outcry of the need for a high school.

Chair Hutchinson shared comments on the collaboration with Wake County Public Schools, Wake Tech, and Wake County. He asked that bike trails be considered.

Ms. Parker shared that it starts with good stewardship. She shared that they want to have continued success and support from the taxpayers. She shared that they can not build what they cannot afford. She shared that the municipalities have been very cooperative. She shared that the process started as soon as Dr. Greene shared the concept.

Commissioner Evans shared comments about Ms. Betty Parker and how passionate she is about her work.

15. Amendment of the Wake County Personnel Code of Ordinances for the Establishment of Wellness Leave

Attachments: [Final Wellness Leave Item Summary.doc](#)
 [Wellness Leave Presentation.pdf](#)
 [Revised Ordinance.docx](#)

Ms. Kristi Jacobs, Benefits and Wellness Manager, shared statistics on Mental Health and Wellness.

Mental Health and Wellness

Recent major changes to the health system, economy, and society have highlighted existing mental health issues and, in many cases, increased mental health and wellness issues.

- 1 in 5 people live with a mental health condition (*The National Alliance on Mental Illness*)
- 17 million adults in the US live with depression (*The National Alliance on Mental Illness*)
- 1 in 4 active military members show signs of mental health conditions (*Journal of the American Medical Association*)
- Suicide was the tenth leading cause of death overall, and second leading for individuals between 10 and 34 (*2019 CDC*)

- Suicide rates are growing among racial and ethnic minority communities (*University of Houston*)
- Among Wake County employees, there have been three suicides in the last four years

She shared Examples of Trauma our Employees Face.

Examples of Trauma Our Employees Face

- Homelessness
- Animal Cruelty
- Child Abuse
- Elderly Abuse
- Domestic Abuse
- Pandemic Warzone
- Trauma Scenes
- Suicide in Parks
- Coworker Deaths

She shared that failure to acknowledge an employees' mental health can hurt productivity, professional relationships and the bottom line (*Harvard Business Review*).

Supporting the mental health of our employees is the responsible and right thing to do!

She shared the Current Support Options and Data.

Current Support Options and Data

Wake County's Health Plan

- Covers in-person care, telehealth, and online behavioral options
- In 2021, 33 percent of plan members had a behavioral health diagnosis - national average is 25 percent
- 687 provider visits at the Employee Health Centers for behavioral health concerns

Employee Assistance Program

- Free professional and confidential services designed to help employees meet a variety of life challenges
- Provided 510 hours of service in 2021

PTSD Services

- Access to on-site psychologist for both group and individual sessions
- In 2021, 518 hours of counseling was provided

She shared the Recommendation.

Recommendation**Add Wellness Leave**

- Two full workdays per year for regular full-time employees
- Pro-rated based on FTE
- Unused days will not roll over to the next year
- Still requires supervisor approval to take time off
- Not paid out upon separation
- Cost neutral way to support employees' health and wellness
- Can be used for wellness, stress, anxiety, depression, mental health visits, etc.
- Can be used for immediate family members

She shared How is this different from Sick Leave.

How is this Different from Sick Leave?**Sick Leave**

- Sick Leave can be seen as reactive to an existing event
- Does not always prioritize preventative care
- Documentation and/or disclosure can be required
- Must wait to accumulate Sick Leave to use
- Time taken impacts length of service calculations for retirement

Wellness Leave

- ❖ Encourages employees to focus on themselves to proactively address mental health
- ❖ Can be used to get support, relax, or unplug from stressors
- ❖ Demonstrates Wake County's commitment to employees' mental wellness
- ❖ Aims to increase workforce productivity by bringing focus to employees
- ❖ Another tool to help recruit and retain top talent in a competitive environment
- ❖ Supports existing options for mental wellness

She shared Further Destigmatizing Getting Help.

Further Destigmatizing Getting Help**Employee Assistance Program**

- Rebranded to reduce stigma and increase mental wellness support usage (myS.E.L.F.network)

Wellness Leave

- Another way to reduce stigma
- Diversity, Equity, and Inclusion focused by providing an alternative avenue to get help
- Provides time to begin or continue mental wellness support
- Opportunity to rejuvenate and recharge

She shared the Implementation.

Implementation

- Ask that Board of Commissioners approve the amendment to the Wake County Personnel Code of Ordinances for the establishment of Wellness Leave
- Effective January 1, 2023
- Communication to employees about new benefit to support their wellness

Vice-Chair Thomas appreciated the continued support from Manager Ellis and Ms. Angela Crawford on the importance of putting on our own oxygen mask first. She shared comments on attracting new talent and the retention of employees already in place. She emphasized the differences in types of leave and commented that by not allowing rollover or payout on separation encourages use of these new types of leave.

Commissioner Adamson shared that First Responders, EMS and Fire staff see a lot and these, and wellness hours allows them to regroup when they experience seeing loved ones in the ER.

Commissioner Cervania shared comments on mental health and the many tragedies. She shared her support for the ordinance.

Commissioner West shared comments on the manifestation of mental health. He shared that we don't realize if we treat people right, it's the transfer of learning. He shared comments on shared leave.

Chair Hutchinson shared his support of the ordinance. He shared the comments on the Community Health Assessment.

Vice-Chair Thomas moved, seconded by Commissioner Cervania, that the Board of Commissioners amends the Wake County Personnel Code of Ordinances for the establishment of Wellness Leave to provide two workdays of paid leave annually effective January 1, 2023. The motion carried by the following vote:

Aye: 7 - Chair Hutchinson, Vice-Chair Thomas, Commissioner Adamson, Commissioner Calabria, Commissioner Cervania, Commissioner Evans, and Commissioner West

Appointments

16. Citizens Energy Advisory Committee

Attachments: [Citizens Energy Item Summary 9.22.22.pdf](#)
[Citizens Energy Member List 9.22.22.pdf](#)
[Citizens Energy App. Roster 9.22.22.pdf](#)
[Citizens Energy App. Packet 9.22.22.pdf](#)
[Citizens Energy Board Choices 9.22.22.pdf](#)
[Citizens Energy Attendance Sept. 2021 - August 2022.pdf](#)

Appointed:
Mr. Charles McGuffey

17. Fire Commission

Attachments: [Fire Commission Item Summary 9.23.22.pdf](#)
[Fire Commission Member List 9.22.22.pdf](#)
[Fire Commission App. Roster 9.23.22.pdf](#)
[Fire Commission App. Packet 9.23.22.pdf](#)
[Fire Commission Board Choices 9.23.22.pdf](#)
[Fire Commission 2022 Attendance Sheet.pdf](#)

Reappointments:
Mr. Robert Overton, Citizen/Consumer
Mr. Robert Stagg, Subject Matter Expert
Chief Todd Wright, Fire Chief's Association Representative

Appointment:
Mr. Jeff Silver, Subject Matter Expert

18. Juvenile Crime Prevention Council

Attachments: [JCPC Item Summary 9.23.22.pdf](#)
[JCPC Member List 9.22.22.pdf](#)
[JCPC App. Roster 9.23.22.pdf](#)
[JCPC App. Packet 9.23.22.pdf](#)
[JCPC Board Choices 9.23.22.pdf](#)
[JCPC 2022 Attendance Report 9.28.22.pdf](#)

Appointment:

Mr. Kristi Pokhrel, Person Under 21

19. Upcoming Vacancies for November

Attachments: [Upcoming Vacancies for November 2022.pdf](#)

Upcoming Vacancies for November 2022
(All applications are due by October 20, 2022, by COB)
Appointments made November 9, 2022

- Capital Area Workforce Development = 1 Vacancy
 - 1 Reappointment:
 - Walter Axford
- Human Services Board = 7 Vacancies
 - 3 Vacancies:
 - _____, Optometrist (1 seat open)
 - _____, Consumer (2 seats open)
 - 3 Reappointments:
 - Tonya Minggia, Registered Nurse
 - Ann Rollins, Board Chair
 - Deborah Lawson, Social Worker
 - 1 Resignation:
 - Edward Buchan, Engineer
 - 2 Recommendations by Commissioner Vickie Adamson
- (Human Services Board can only select one candidate as there is only one Engineer vacancy seat open):
 - Terry McTernan, Engineer
 - Alex Biermann, Engineer
- Open Space and Parks Advisory Committee = 1 Vacancy
 - 1 Vacancy:
 - _____, District 2
- United Arts Grants Panel = 1 Vacancy
 - 1 Vacancy
 - _____, District 6
- Yates Mill Park Advisory Board = 1 Vacancy
 - 1 Vacancy:
 - _____

Other Business**20. Informational Items for the Board of Commissioners**

Attachments: [Informational Items Item Summary 10-03-22.docx](#)
 [August Financials 2022.pdf](#)

Commissioner Cervania thanked Mr. Marty Clayton for everything that he and his team have done. She shared that Mr. Clayton received a Service Award last week.

Vice-Chair Thomas shared kudos to Staff for emergency preparedness. She shared that she attended a Women's Veterans luncheon today where women shared the support that is needed. It is not about benefits when you retire.

Commissioner Evans attended the dedication for the North Carolina Civil Rights Trail Marker honoring the Holt Family, specifically Joe Holt, Jr. on 9/17/22. The marker recognizes that the Holt Family in the 1950's and early 1960's applied for their son to attend white schools in Raleigh. Being denied the family remained persistent in their requests and while they did not achieve enrollment for him before he graduated high school, they were instrumental in furthering the issue and shortly after Raleigh schools did integrate.

Chair Hutchinson reminded the public of the State of the County meeting will be held at the NC Museum of Art, on October 11, 2022 at 6:00pm. The event is open and free to the public.

Closed Session

Attorney Warren shared that there was not a need for a Closed Session.

Adjourn

The meeting adjourned at 6:39 p.m.

Commissioner Adamson moved, seconded by Vice-Chair Thomas, to Adjourn the meeting. The motion carried by the following vote:

Aye: 7 - Chair Hutchinson, Vice-Chair Thomas, Commissioner Adamson, Commissioner Calabria, Commissioner Cervania, Commissioner Evans, and Commissioner West

Respectfully submitted,

Yvonne C. Gilyard, NCCCC
Deputy Clerk to the Board