

**AGENDA – MEETING
GREENE COUNTY BOARD OF COUNTY COMMISSIONERS
10:00 AM — GREENE COUNTY OPERATIONS CENTER
MONDAY, JUNE 27, 2022**

A. CALL TO ORDER

Invocation/Pledge to the Flag

B. APPROVAL OF AGENDA

C. CONSENT AGENDA

1. June 20, 2022 Regular Meeting Minutes
2. Budget Amendment; Admin (2)
3. Budget Amendment; Health
4. Budget Amendment; Senior Center (2)

D. PUBLIC COMMENTS

E. PRESENTATIONS

1. Sharon Harrison; Results of Senior Games & Silver Arts

F. COUNTY MANAGERS REPORT

1. FY 21/22 End of Year Budget Amendment
2. Clarification of Juneteenth Personal Observation Leave

G. COUNTY ATTORNEY COMMENTS

H. COMMISSIONER'S REPORT AND RECOMMENDATION

I. ADJOURN

Commissioners
Bennie Heath - Chairman
James T. Shackleford-Vice Chair
Jerry Jones
Susan Blizzard
Derek Burruss



County Manager
Kyle J. DeHaven
Interim Finance Officer
Landon Price
County Attorney
Gay Stanley

From: Kyle J. DeHaven, County Manager

Re: Consent Agenda

Date: June 27, 2022

The Consent Agenda for the June 27, 2022 Regular meeting consists of the following items:

- 1.) June 20, 2022, Regular Meeting Minutes
- 2.) BA; Admin (2)
- 3.) BA; Health
- 4.) BA; Sr. Center (2)

Action Recommended:

Motion to accept the Consent Agenda

Board Action is Needed

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www.greenecountync.gov

The mission of Greene County Government is to serve and improve the lives of all citizens by providing high-quality, cost-effective services in an open, professional and ethical environment

NORTH CAROLINA
COUNTY OF GREENE

The Greene County Board of Commissioners met in regular session on Monday, June 20, 2022 at 7:00 p.m. in the Greene County Operations Center. Present for the meeting: Chairman Bennie Heath, Vice Chairman James T. Shackelford Jr, Commissioners Jerry Jones, Susan Blizzard and Derek Burrell, County Manager Kyle DeHaven, County Attorney Gay Stanley and Deputy Clerk Kathy Mooring. Commissioner Shackelford was approximately 5 minutes late and missed voting on the Agenda and Consent Agenda approvals.

A. Call to Order

Chairman Bennie Heath called the meeting to order, and gave the invocation and led the Pledge to the Flag.

B. Approval of Agenda

Chairman Heath said that he was adding E7 Proposal for Juneteenth Floating Holiday and E8 for Resolution of Support for Building Reuse Grant for Project Haul.

On motion by Commissioner Blizzard and seconded by Commissioner Jones the Board voted unanimously (4-0) to approve the agenda with the noted addition.

C. Consent Agenda

Chairman Heath asked if there were any changes to the Consent Agenda. Commissioner Blizzard noted corrections made to Budget Amendment from DSS for LIHEAP program.

On motion by Commissioner Jones and second by Commissioner Blizzard the Board voted unanimously (4-0) to approve the Consent Agenda with the noted corrections.

- June 6, 2022 Regular Meeting Minutes
- Releases/Refunds
- Monthly Collection Report
- Budget Amendment; DSS (3)

Refunds: NCVTS Tax & Tag

Ashley Nicole Edwards	\$10.27	Estate of Faye Mooring Holloman	\$117.51	Renna Marie Harlow	\$77.92
Kenneth Wayne Smith	\$41.07	Dalvin Earl Nichols	\$1.62	Freddie Lee Bynum	\$83.54

Releases: Ad Valorem Tax

Cheryl Anne Screen	\$58.88				
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D. Public Comments

1. Camilla Epps, 110 Edgemont Dr., Snow Hill. Ms. Epps came to ask why her daughter could not go to Greenville when picked up by EMS. Her daughter's doctors are all in Greenville and that is where they wanted her taken. It was explained by the County Manager that the Medical Director (Dr. Kitch) of EMS made the decision that all transports would go to the nearest hospital to where the patient is, unless it was a trauma or heart related condition and those would go to Greenville. She stated she has been paying taxes in Greene County for 53 years and they should be able to choose what hospital they want to go to. Commissioner Blizzard explained to her that she could take this issue to the Medical Director and stated that someone will call her with that information.

E. County Manager Report

1. Mr. DeHaven presented an Investments Policy for approval. Mr. DeHaven stated this policy is recommended by the LGC and would be a guide for investing reserve funds held by Greene County. He noted that this policy follows the guidelines established in North Carolina General Statute 159-30. Commissioner Blizzard asked if this is for reserve funds only. Mr. DeHaven stated these are idle funds that are not operational funds.

On motion by Commissioner Jones and second by Commissioner Shackelford, the Board voted unanimously (5-0) to approve the Investment Policy.

2. Mr. DeHaven next presented a quote from Piedmont Service Group to replace the boiler located at the County Complex. He stated that funds had been spent this year to repair the boiler back to working condition and this fix did not having the lasting effect they had hoped for. The quotes provided are sized for the DSS/Health facility as the administrative facility is switching to Dx systems (heat pump/furnaces). There are 2 options with option 1 being a Cast Iron Sectional

Boiler for \$71,617 and option 2 being a High Efficiency Condensing Boiler. He is recommending the High Efficiency Condensing Boiler as savings in utilities will offset the increased cost for purchase over time. This unforeseen cost can be paid for with deregulated ARP dollars. Commissioner Burress asked who is going to maintain the new boiler and the two-year warranty for parts. Mr. DeHaven stated we have maintenance contracts with Piedmont for all our HVAC products in all county buildings.

On motion by Commissioner Jones to approve Option 2 and seconded by Commissioner Shackelford the Board voted unanimously (5-0) to approve the Piedmont quote for new boiler.

3. Mr. DeHaven next presented an amendment to the 2018 Water Systems Improvements Chlorine Conversion Gas to Liquid. Mr. DeHaven stated that an opportunity to apply to have the 50% loan part of our 2018 Water Systems Improvement project covered by ARP funds provided by the state was sought and awarded. He stated if you recall that the project totaled \$1,383,000 and was 50% grant and 50% loan, and this award makes this project 100% grant. He noted this award is contingent on acceptance from the Greene County Board of Commissioners. He also noted that the funds not used to pay this 50% loan can now be repurposed to the next project that qualifies for alternate water supply funds.

On motion by Commissioner Jones and seconded by Commissioner Shackelford the Board voted unanimously (5-0) to approve this Amendment.

4. Mr. DeHaven next presented a request for appointment to the Greene County Public Library Board. Three applications were received for the position. The applicants are Casey DeLeon, Crystal Jones and Lou Anne Shackelford.

On motion by Commissioner Jones to appoint Lou Anne Shackelford and seconded by Commissioner Blizzard, the Board voted unanimously to approve this appointment.

5. Mr. DeHaven next presented a Proposal to replace the scales at the Landfill. Mr. DeHaven stated he has been made aware of the scales needing replaced at the Landfill. He noted that in the last few years, we have had work done to the scales numerous times to keep them functional and operational. An opportunity to replace them with deregulated ARP funds has presented itself and a quote to so is presented. The quote is for \$93,500 from Charlotte Scale Company was received. It was also noted that Charlotte Scale Company is the only scale company nearby and have been servicing our current scales for years. Commissioner Blizzard asked about the options listed on the quote and Mr. David Jones, Director of Public Works stated the only option they would need is the Single Pipe, Standard Height Guide Rails for an additional \$4,900. Commissioner Blizzard asked about the items listed that are not included in the quote and Mr.

Jones stated he believes they would only need concrete work, which would be billed from the concrete company. This will also be a FY 22/23 project.

On motion by Commissioner Jones and seconded by Commissioner Shackleford, the Board voted unanimously to approve the Scale Replacement.

6. Mr. DeHaven next presented a Grant Project Budget Ordinance for State Emergency & Disaster Response Reserve (SERDRF). Mr. DeHaven noted that grant monies have been received from the state of NC to assist in Hazard Mitigation efforts in Greene County. These funds will be used for the purchase of multiple stream gauges and other equipment to assist the County in Response and Recovery efforts.

On motion by Commissioner Jones and seconded by Commissioner Shackleford, the Board voted unanimously to approve the Grant Project Budget Ordinance.

7. Mr. DeHaven next presented a proposal to approve the Juneteenth Floating Holiday for the County as encouraged by Governor Cooper. This holiday will be a floating holiday so that the employee can take this when they want to during a twelve-month time period. Mr. DeHaven noted that the supervisor/department head will be responsible for approving this time off. Commissioner Shackleford apologized to Commissioner Blizzard for her not knowing about the event that was held over the past weekend, he stated it was not done on purpose and he wanted her to know he apologized for the miscommunication. Chairman Heath read a document explaining what Juneteenth Holiday means and how it came about. (See attached) Commissioner Burress asked Mr. DeHaven what has changed since last week when he emailed him about the Juneteenth Holiday and he stated he was under the impression last week that the staff did not want to make it a holiday. Mr. DeHaven stated that the number of Commissioners that asked about it, it was decided to add it to the agenda tonight. Commissioner Blizzard asked for the definition of a floating holiday, she was told that this allows the staff to take whatever day they choose as their Juneteenth Holiday. Commissioner Blizzard asked if this will be during the fiscal year effective July 1, 2022 and Mr. DeHaven stated it is in the calendar year like all other paid holidays but must be taken with approval by supervisor.

On motion by Commissioner Shackleford and seconded by Commissioner Jones, the Board voted unanimously (5-0) to approve the Juneteenth Holiday adoption.

8. Mr. DeHaven next presented a Resolution of Support for Building Reuse Grant for Project Haul. Project Haul will be expanding its operations in Greene County. Project Haul is located in Greene County and its success has facilitated the expansion of their operations and will create 31 new, well-paying jobs over the next two years that are above the county average.

On motion by Commissioner Jones and seconded by Commissioner Blizzard, the Board voted unanimously to approve the Resolution.

F. County Attorney Report

No comments.

G. Commissioner's Report and Recommendations

Commissioner Jones noted there will be a Blood Drive Wednesday, June 22, 2022 from 2 – 6 p.m. at the Wellness Center Gym. Commissioner Jones also noted that there will be a dedication ceremony for the I-587 in Pitt County on Wednesday, June 22, 2022 at 10:30 a.m. which is a time change from 1 p.m. Chairman Heath also noted there will be another blood drive in Hookerton coming up and Commissioner Burress stated it will be July 6, 2 – 6 p.m.

Commissioner Burress congratulated WIC Director/Nutritionist II, Deborah Williams on her upcoming retirement Friday, June 24th. Ms. Williams is retiring after 37 years in public health (20 ½ years with Greene County Department of Public Health and 16 ½ years with Edgecombe County Health Department). He also congratulated Dorien Sutton, a Greene Early College 2022 graduate on being selected to receive a Golden LEAF Scholarship. Sutton is one of 215 students in 78 counties across the state receiving this award. He is also noted that 19 student-athletes from North Carolina High School Athletic Association member schools were selected as winners of the “Heart of a Champion” Award for their outstanding sportsmanship, overcoming adversity, and consistently going above and beyond expectations. Of these 19 student-athletes, three attended Greene Central: McKinsey Harper, James Miller, and Jacob Beamon. He also noted there will be a “Family Fun Day” on June 25th on the grounds of the old Junior High School beside the Senior Center from 10 a.m. to 2 p.m. This event is hosted by Lion’s Club.

H. ADJOURN

On motion by Commissioner Jones and second by Commissioner Blizzard to adjourn the meeting, the Board voted unanimously to adjourn.

Bennie Heath, Chairman

Attest:

Kyle J. DeHaven, Clerk to the Board

GREENE COUNTY
LINE ITEM TRANSFER/BUDGET AMENDMENT
CARES ACT- TRANSPORTATION
6/27/2022

LINE ITEM TRANSFER					
FROM			TO		
Account Name	Acct #	Amount	Account Name	Acct #	Amount
Total		\$ -	Total		\$ -

BUDGET AMENDMENT					
REVENUES			EXPENDITURES		
Account Name	Acct #	Amount	Account Name	Acct #	Amount
CARES ACT- TRANS REV	41132-434502	\$ 90,841	CARES ACT- TRANS EXP	41531-581126	\$ 90,841
DOT ADMIN GRANT	65132-434509	\$ (90,841)	CARES ACT EXP	65531-581126	\$ (90,841)
		\$ -			\$ -

TRANSPORTATION CARES ACT REIMBURSEMENT

Requested by:



Approved by:

CJ

GREENE COUNTY
LINE ITEM TRANSFER/BUDGET AMENDMENT
ARP
6/27/2022

LINE ITEM TRANSFER					
FROM			TO		
Account Name	Acct #	Amount	Account Name	Acct #	Amount
Total		\$ -	Total		\$ -

BUDGET AMENDMENT					
REVENUES			EXPENDITURES		
Account Name	Acct #	Amount	Account Name	Acct #	Amount
ARP REVENUE	07598-434412	\$ 2,046,203.00	ARP EXPENSE	07599-528503	\$ 2,046,203.00
		\$ 2,046,203			\$ 2,046,203

TO BUDGET FOR THE SECOND TRANCHE PAYMENT OF ARP FUNDS

Requested by:

London Price

Approved by:

C3

Date: June 27, 2022

Dept. Name: Health Department

Dept. # 11

BUDGET REVISIONS

Revenues

Account

11-172-4383-22 BCCCP - Program + 152.00

11-172-4383-02 Cancer Prevention - 152.00

11-172-4383-02 Cancer Prevention + 252.00

11-172-4384-05 Weight Wise Grant - 743.09

TOTAL + (491.09)

Expenditures

Account

11-566-5275-00 BCCCP Contracted Services + 252.00

11-568-5171-00 Weight Wise Operating - 743.09

TOTAL + (491.09)

Requested by: Joy Block BS

Approved by: _____

GREENE COUNTY
Senior Center
LINE ITEM TRANSFER/BUDGET AMENDMENT
Budget Amendment
6/20/2022
General Transportation
Medical Transportation

<u>LINE ITEM TRANSFER</u>					
<u>FROM</u>			<u>TO</u>		
<u>Account Name</u>	<u>Acct #</u>	<u>Amount</u>	<u>Account Name</u>	<u>Acct #</u>	<u>Amount</u>
Total			Total		

<u>Explanation:</u>	Decreasing Funds in Medical Transportation. Increasing Funds under General Transportation to cost of van rides to and from Senior Center.
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Shawn L. Hansen
6/20/2022

C4

GREENE COUNTY
Senior Center
LINE ITEM TRANSFER/BUDGET AMENDMENT
Budget Amendment
6/20/2022
Emergency Food & Shelter

LINE ITEM TRANSFER					
<u>FROM</u>			<u>TO</u>		
<u>Account Name</u>	<u>Acct #</u>	<u>Amount</u>	<u>Account Name</u>	<u>Acct #</u>	<u>Amount</u>
Total			Total		

BUDGET AMENDMENT					
<u>REVENUES</u>			<u>EXPENDITURES</u>		
<u>Account Name</u>	<u>Acct #</u>	<u>Amount</u>	<u>Account Name</u>	<u>Acct #</u>	<u>Amount</u>
EFSP	11170-434821	(2,000.00)	Emergency Food & Shelter	11580-527400	(2,000.00)
Total			Total		
		(\$2,000.00)			(\$2,000.00)

Explanation: Was budgeted, but not funds came in this fiscal year for this program.

Requested by:

Shawn S. Hansen

6/20/2022

Approved by:

Commissioners
 Bennie Heath - Chairman
 James T. Shackelford-Vice Chair
 Jerry Jones
 Susan Blizzard
 Derek Burress



County Manager
 Kyle J. DeHaven
 Interim Finance Officer
 Landon Price
 County Attorney
 Gay Stanley

From: Kyle J. DeHaven, County Manager

Re: Ms. Sharon Harrison; Results of the Sr. Games and Silver Arts

Date: June 27, 2022

Ms. Sharon Harrison, Sr. Center Director, will share the results of the Sr. Games and Silver Arts competitions recently held. She will be available for questions and comments at this time.

Action Recommended:

Informational

NO Board Action is Needed

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REQUEST TO BE ON THE AGENDA FOR THE GREENE COUNTY BOARD OF COMMISSIONERS

BOARD MEETING YOU WISH TO PRESENT: June 27th, 2022

TOPIC(S) TO BE PRESENTED: Results of Regional Senior Games &

Silver Arts Competition April-May 2022

PRESENTER'S NAME:

Sharon Harrison

PRESENTER'S MAILING ADDRESS: PO Box 36 Snow Hill, NC 28580

PHONE #: 252-747-5436

FAX #: 252-747-8402

PRESENTER'S EMAIL ADDRESS: sharon.harrison@greencountync.gov

The Greene County Board of Commissioners will meet on the 1st Monday of the month at 10:00 a.m. and the third Monday of the month at 7:00 p.m. On Mondays where a meeting and holiday coincide, the meeting will fall on the following Tuesday at the same time and place.

In accordance with §34.01 Rules of Procedure (F) of the Greene County, NC Code of Ordinances – “A request to have an item placed on the agenda must be received no later than 5:00 p.m. on the Tuesday preceding the meeting.” If the presenter would like to provide additional attachments/handouts to the board prior to the meeting, the material(s) must be received by the Greene County Manager's Office no later than 12:00 pm of the Wednesday prior to the meeting. The request will be placed on the agenda as a presentation, which is defined as administrative and committee reports, unfinished business, and/or new business.

A Public Comment Period will be held at each meeting in accordance with §34.01 Rules of Procedure (G) of the Greene County, NC Code of Ordinances and the Greene County Public Comment Policy. The policies and ordinances can be found at www.greencountync.gov.

To submit the Request To Be On The Agenda For The Greene County Board Of Commissioners form:

- Call (252) 747-3446 or (252) 747-2866
- Email kathy.mooring@greencountync.gov
- Mail or deliver to Greene County Office Complex, County Manager's Office, 229 Kingold Blvd, Snow Hill, NC 28580.

NEUSE RIVER SENIOR GAMES & SILVER ARTS RESULTS 2022: Greene County Participants

Senior Games: 16 Participants, 49 Medals

Alice Barfield-Silver Basketball Shooting, Bronze Football Throw, Bronze Softball Throw, 4th Place Bocce, Bronze Cornhole, Silver Horseshoes, 5th Place Shuffleboard

Sarah Battle-Bronze Shuffleboard, 7th Place Cornhole

Nell Chadwick-6th Place Shuffleboard

Bronnie Chase-4th Place Billiards

Barbara Dixon-6th Place Shuffleboard, 4th Place Cornhole

Lemon Ashby Edwards-Silver Running Long Jump, Silver Standing Long Jump, Gold 100 Meter, Gold 200 Meter, Gold 50 Meter

Gwen Johnson-Bronze Football Throw, Silver Soft Ball Throw, Gold Cornhole, Gold Horseshoes

Susan McCullen-Gold Basketball Shooting, Gold Football Throw, Gold Softball Throw, Gold Bocce, Gold Cornhole, Gold Horseshoes, Gold Shuffleboard

Clarence Moore-Silver Football Throw, Gold Running Long Jump, Gold Softball Throw, Gold Standing Long Jump, Gold 100 Meter, Gold 200 Meter, Gold 400 Meter, Gold 50 Meter

Dwight Moore-Silver Cornhole, Gold Shuffleboard, 5th Place Horseshoes

Art Ramos-Gold Billiards

Mary Sheppard-Bronze Softball Throw, Silver Bocce, Gold Cornhole, 4th Place Horseshoes, Bronze Shuffleboard

Kelly Smith-Silver Basketball Shooting, Gold Football Throw, Silver Running Long Jump, Silver Soft Ball Throw, Silver Standing Long Jump, Silver 200 Meter, Silver 50 Meter

Lee Sutton-Silver Basketball Shooting, 9th Place Cornhole, Silver Shuffleboard

Joan Wade-Gold Bocce, 6th Place Cornhole, 6th Place Horseshoes, 4th Place Shuffleboard, 4th Place Softball Throw

Melinda Waters-Silver Football Throw, Gold Shuffleboard, 5th Place Softball Throw, 7th Place Bocce

Silver Arts: 2 Participants, 2 Medals

Dorothy Harrison-Gold in Machine Quilting

Sharon Harrison-Bronze Digital Photography



***All have qualified for State Finals in the Fall!**

F1

Commissioners
Bennie Heath - Chairman
James T. Shackelford-Vice Chair
Jerry Jones
Susan Blizzard
Derek Burress



County Manager
Kyle J. DeHaven
Interim Finance Officer
Landon Price
County Attorney
Gay Stanley

From: Kyle J. DeHaven, County Manager

Re: FY 21-22 End of Year Budget Amendment

Date: June 27, 2022

An End of Year Budget Amendment has been prepared to bring the County back in line with state statutes. The County has forecasted spending with some room for deviation from norms to maintain compliance with General Statutes. The Manager will be available to go through this BA in as much or little detail as desired.

Action Recommended:

Motion to approve this BA as presented

Board Action is Needed

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		Account/Line Item	Original Amount	Increase/Decrease	New Total
DSS Client Rev	Rev	09160-434338	\$ (132,000.00)	\$ (20,000.00)	\$ (152,000.00)
DSS Client Fund Exp	Exp	09521-541307	\$ 132,000.00	\$ 20,000.00	\$ 152,000.00
General Government	Exp	11412-529200	\$ 136,466.00	\$ 20,000.00	\$ 156,466.00
Court	Exp	11417-527200	\$ 3,550.00	\$ 1,000.00	\$ 4,550.00
Emergency Management	Exp	11441-517300	\$ 1,250.00	\$ 14,000.00	\$ 15,250.00
EMS Dept	Exp	11443-530100	\$ 80,700.00	\$ 100,000.00	\$ 180,700.00
Econ Development	Exp	11491-528200	\$ -	\$ 30,000.00	\$ 30,000.00
Soil Conservation	Exp	11496-520100	\$ -	\$ 4,000.00	\$ 4,000.00
School	Exp	11504-536200	\$ 891,600.00	\$ 200,000.00	\$ 1,091,600.00
SR. General Purpose	Exp	11589-513200	\$ -	\$ 100.00	\$ 100.00
SHLP- SR. Center	Exp	11597-517100	\$ 2,390.00	\$ 500.00	\$ 2,890.00
FBA	Rev	11198-439800	\$ (1,027,371.00)	\$ (369,600.00)	\$ (1,396,971.00)
Fines Forfeitures	Rev	15200-439200	\$ (70,000.00)	\$ (20,000.00)	\$ (90,000.00)
Fines Forfeitures	Exp	15901-541700	\$ 70,000.00	\$ 20,000.00	\$ 90,000.00
Salaries	Exp	61940-510100	\$ 412,881.00	\$ (100,000.00)	\$ 312,881.00
Water Purchahse	Exp	61942-578000	\$ 540,000.00	\$ 100,000.00	\$ 640,000.00
Salaries	Exp	62950-510100	\$ 93,343.00	\$ (25,000.00)	\$ 68,343.00
Contracted Services	Exp	62951-527500	\$ 240,000.00	\$ 25,000.00	\$ 265,000.00
Rainbow		71240-430704	\$ (16,229.00)	\$ (25,000.00)	\$ (41,229.00)
		71970-531500	\$ 111,751.00	\$ 25,000.00	\$ 136,751.00
BullHead		72241-430704	\$ (9,100.00)	\$ (12,000.00)	\$ (21,100.00)
		72971-582007	\$ 9,050.00	\$ 12,000.00	\$ 21,050.00
Maury		73242-430701	\$ (76,400.00)	\$ (10,000.00)	\$ (86,400.00)
		73972-531500	\$ 78,000.00	\$ 10,000.00	\$ 88,000.00

Arba	74243-430701	\$	(50,200.00)	\$	(18,000.00)	\$	(68,200.00)
	74973-531500	\$	51,500.00	\$	18,000.00	\$	69,500.00
Shine	75244-430701	\$	(65,500.00)	\$	(15,000.00)	\$	(80,500.00)
	75974-531500	\$	67,000.00	\$	15,000.00	\$	82,000.00
Little Creek	76245-430701	\$	(33,558.00)	\$	(9,000.00)	\$	(42,558.00)
	76975-531500	\$	34,558.00	\$	9,000.00	\$	43,558.00
Contentnea	77246-430701	\$	(120,000.00)	\$	(10,000.00)	\$	(130,000.00)
	77976-531500	\$	122,000.00	\$	10,000.00	\$	132,000.00
Fort Run	78247-430701	\$	(52,925.00)	\$	(5,000.00)	\$	(57,925.00)
	78977-531500	\$	53,925.00	\$	5,000.00	\$	58,925.00
Jason	79248-430701	\$	(49,800.00)	\$	(5,000.00)	\$	(54,800.00)
	79978-531500	\$	50,800.00	\$	5,000.00	\$	55,800.00
Castoria	80249-430701	\$	(71,400.00)	\$	(20,000.00)	\$	(91,400.00)
	80979-531500	\$	72,000.00	\$	20,000.00	\$	92,000.00
Speights Bridge	81250-430701	\$	(61,500.00)	\$	(8,000.00)	\$	(69,500.00)
	81980-531500	\$	63,000.00	\$	8,000.00	\$	71,000.00
Middle Swamp Service District	87251-430701	\$	(16,000.00)	\$	(5,000.00)	\$	(21,000.00)
	87981-531500	\$	16,000.00	\$	5,000.00	\$	21,000.00

F2

Commissioners
Bennie Heath - Chairman
James T. Shackleford-Vice Chair
Jerry Jones
Susan Blizzard
Derek Burress



County Manager
Kyle J. DeHaven
Interim Finance Officer
Landon Price
County Attorney
Gay Stanley

From: Kyle J. DeHaven, County Manager

Re: Clarification of Juneteenth Personal Observation Leave

Date: June 27, 2022

A policy was drafted to set parameters regarding a newly adopted Holiday, Juneteenth. This policy was written with the understanding that this floating holiday would take effect immediately, follow the Calendar year, and be treated as a holiday, not a vacation day. The difference in a holiday and a vacation day is that the holiday must be used in the calendar year, and does not roll over to the next calendar year or accrue as a liability against the County. If it is not used, it will be lost. If there is any confusion, we can discuss it in as much or little detail as needed.

Action Recommended:

Informational

NO Board Action is Needed

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JUNETEENTH PERSONAL OBSERVANCE LEAVE

Introduction:

This Policy is created and enacted at the direction and request of the Greene Board of County Commissioners who, by unanimous vote, desire to recognize Juneteenth with a day of Personal Observance Leave for County employees similar to that enacted by the Governor of North Carolina in Executive Order No. 262 which provides up to eight hours of fully paid leave to eligible employees for a day of personal observance to utilize on a day of significance, including days of cultural, religious, or personal observation.

Greene County supports a work environment that fosters respect and values all people regardless of their race, color, religion, sex (including pregnancy), national origin, age, genetic information, disability, sexual orientation, gender identity and expression, or veteran or National Guard status. Greene County seeks opportunities to promote diversity and inclusion at all occupational levels of the County's workforce through Equal Employment Opportunity initiatives.

Greene County strives to be an employer of choice, including recruiting and retaining a diverse workforce and creating an inclusive environment. The County has adopted this Policy to ensure that employees have an opportunity to observe these days of personal, cultural, or religious importance.

Eligible Types of Employees:

The policy of the County is to provide vacation leave, sick leave, and holiday leave to all full-time and part-time employees (but not limited service employees) in a permanent position with the County and to provide proportionally equivalent amounts to employees having average work weeks of different lengths.

Amount of Leave:

Forty hour per week employees will receive eight hours of Personal Observance Leave each calendar year. The number of holiday hours earned by employees shall be determined in accordance with the formula set forth in Article VII, Section 15 of the Greene County Personnel Policy.

Use of Leave:

Juneteenth Personal Observance Leave may be used for any single day of personal significance. This includes, but is not limited to, days of cultural or religious importance. The day used for Personal Observance Leave does not have to be a day from the employee's own religious or cultural background.

The total amount of Personal Observance Leave awarded to an employee must be utilized in one work shift.

Employees may use Personal Observance Leave prior to exhausting any accumulated compensatory time (comp time).

Employees must use their Personal Observance Leave before using vacation or sick leave.

Employees may use their allotment of Personal Observance Leave beginning June 20, 2022, but must use the allotment prior to November 15th of each year or forfeit the leave.

Employees should submit requests for Personal Observance Leave to their Department Head or supervisor. Supervisors are responsible for ensuring proper staffing and may deny leave requests when they create a hardship for the County. Thus, the supervisor, Department Head or County Manager may require that the Personal Observance Leave be taken at a time other than the one requested, based on the needs of the County.

Personal Observance Leave is Credit:

At the time this Policy goes into effect, eligible employees will be credited with leave.

Newly hired employees shall be credited with leave immediately upon their employment with the County.

Separated employees that are re-employed within the same calendar year will receive the same amount of leave as a newly hired employee unless they previously utilized the leave within the same calendar year.

Other Limitations:

Personal Observance Leave not taken by November 15th of each calendar year is forfeited; it shall not be carried into the next calendar year.

Personal Observance Leave has no cash value and cannot be converted into retirement credit.

Employees shall not be paid for unused Personal Observance Leave at separation.

This leave shall not be payable upon death of an employee during service.

Personal Observance Leave shall not be applied to existing negative leave balances.

This leave shall not be donated under the Voluntary Shared Leave policy.

This leave may not be used for the same purposes as sick leave.

Effective Date and Modification:

This Policy becomes effective immediately. It may be modified or rescinded by the Greene County Board of Commissioners for any reason.