Wayne County, North Carolina
Board of Commissioners

July 15, 2025
224 E. Walnut Street
Courthouse 4th Floor
Goldsboro, NC 27530

MINUTES

8:00 A.M. AGENDA BRIEFING

During the scheduled briefing and prior to the regularly scheduled meeting, the Board of Commissioners held an advertised briefing session to discuss the items of business on the agenda.

The briefing began at 8:00 a.m. with County Manager Chip Crumpler reviewing the agenda, making one adjustment. He removed the 2025 Formal Appraisal Appeal Hearings.
Assistant Finance Director Ann Kelley-Moore reviewed the budget amendments.
Planning Director Berry Gray reviewed the Mobile Home Park Amendment Public Hearing for August 19, 2025.
Cooperative Extension Agriculture Development Agent Jennifer Johnson reviewed the Amendment to the Voluntary and Enhanced Voluntary Agricultural Districts Public Hearing for August 19, 2025.
Mr. Crumpler reviewed the Opioid Settlement Funds expenditures.
Human Resources Director Sara Larson reviewed the Personnel Policy update.
Commissioner Chris Gurley recommended Chairwoman Barbara Aycock as the voting delegate and Commissioner Joe C. Daughtery as the alternate delegate for the NCACC Annual Conference in August 2025.
Tax Administrator Alan Lumpkin explained the amendment to the Wayne County Code of Ordinance Agriculture Districts, and the acreage requirements.

Members Present: Chairwoman Barbara Aycock; George Wayne Aycock, Jr.; Joe C. Daughtery; Chris Gurley; and Antonio Williams.

Members Absent: Vice-Chairman Bevan Foster and Tim Harrell.

9:00 A.M. CALL TO ORDER - Chairwoman Barbara Aycock

The Wayne County Board of Commissioners met on Tuesday, July 15, 2025, at 9:01 a.m. in the Commissioners Meeting Room in the Wayne County Courthouse Annex, Goldsboro, North Carolina, after due notice thereof had been given.

Members present: Chairwoman Barbara Aycock, Vice-Chairman Bevan Foster; George Wayne Aycock, Jr.; Joe C. Daughtery; Chris Gurley; and Antonio Williams

Members absent: Tim Harrell

INVOCATION - Commissioner Antonio Williams

Commissioner Antonio Williams gave the invocation.

PLEDGE OF ALLEGIANCE - Commissioner Antonio Williams

Commissioner Antonio Williams led the Board of Commissioners in the Pledge of Allegiance to the Flag of the United States of America.

APPROVAL OF MINUTES

1. Motion to Approve the June 17, 2025, Minutes.

   Upon motion of Commissioner Chris Gurley, the Board of Commissioners unanimously approved the June 17, 2025, Minutes.

DISCUSSION/ADJUSTMENT OF AGENDA

2. Motion to Approve the Adjusted July 15, 2025, Agenda.

   Upon motion of Commissioner Joe C. Daughtery, the Board of Commissioners unanimously approved the Adjusted July 15, 2025, Agenda.

APPOINTMENT COMMITTEE

Commissioner Joe C. Daughtery made the following recommendations to be voted on at the August 5, 2025, meeting:

- Appoint Roy Creech to the Mount Olive Planning Board.
- Reappoint Jon Beliveau, Durrell Coley, and Eddy Long to the Wayne Executive Jetport Commission.

3. Motion to Reappoint Dr. Rick Sessions, Parker Sherard, Keith Spivey, and Freeman Hardison, Jr., to the Wayne County Health and Human Services Advisory Board.

   Upon motion of Commissioner Joe C. Daughtery, the Board of Commissioners unanimously approved to Reappoint Dr. Rick Sessions, Parker Sherard, Keith Spivey, and Freeman Hardison, Jr., to the Wayne County Health and Human Services Advisory Board.

4. Motion to Reappoint Shirley Edwards to the Eastern Carolina Regional Housing Authority.

   Upon motion of Commissioner Joe C. Daughtery, the Board of Commissioners unanimously approved to Reappoint Shirley Edwards to the Eastern Carolina Regional Housing Authority.

5. Motion to Appoint Donald Tull Hill as a Fire Commissioner for the Patetown Fire Service District.

   Upon motion of Commissioner Joe C. Daughtery, the Board of Commissioners unanimously approved to Appoint Donald Tull Hill as a Fire Commissioner for the Patetown Fire Service District.

9:30 A.M. PUBLIC HEARING

6. To Receive Public Comments on an Amendment to an existing Economic Development Agreement between the City of Goldsboro and the County of Wayne regarding properties in the ParkEast Industrial Park.

   At 9:31 a.m., Chairwoman Barbara Aycock opened the Public Hearing. County Attorney Andrew Neal reviewed the amendment to the existing

Economic Development Agreement and answered questions from the board.
No one presented themselves for comment.
At 9:35 a.m., Chairwoman Barbara Aycock closed the Public Hearing.

Upon motion of Commissioner Joe C. Daughtery, the Board of Commissioners unanimously approved the Amendment to an existing Economic Development Agreement between the City of Goldsboro and the County of Wayne regarding properties in the ParkEast Industrial Park, attached hereto as Attachment A.

CONSENT AGENDA

Upon motion of Commissioner Chris Gurley, the Board of Commissioners unanimously approved the Consent Agenda, as detailed below.

7. Budget Amendments
#474-Finance/#476-Finance/#480-Finance/#481-Finance/#487-Finance/#489-Finance/#491-911 Restricted/#494-Finance/#495-Finance/#497-HR/#498-Finance/#502-Sheriff's Office/#505-Finance/#506-Finance/#507-DSS/#510-Finance/#2-Finance/#6-OES

8. Establish a Public Hearing on August 19, 2025 at 9:30am to receive public comments on an amendment to the Wayne County Mobile Home Park Ordinance to apply the ordinance standards to Recreational Vehicle (RV) Parks.
Attached hereto as Attachment B.

9. Establish a Public Hearing on August 19, 2025 at 9:30am to receive public comments on an amendment to Chapter 6, Article 2 of the Wayne County Code of Ordinances entitled Agricultural Districts to include provisions allowing for enhanced voluntary agricultural districts.
Attached hereto as Attachment C.

10. Motion to Adopt Resolution #2025-22: A Resolution by the County of Wayne to Direct the Expenditure of Opioid Settlement Funds.
Attached hereto as Attachment D.

11. Motion to Adopt Resolution #2025-24: A Resolution by the County of Wayne declaring surplus personal property and authorizing a public auction at 8:30 A.M. on August 9, 2025 at 1260 Raynor Mill Road, Mt. Olive, NC 28365 as well as an auctioneer contract with RDD Auction Company, LLC.
Attached hereto as Attachment E.

12. Motion to formally delegate staff as authorized representatives for managing grant and loan submissions on the DWI EBS portal.
Attached hereto as Attachment F.

13. Motion to Adopt Resolution #2025-23: A Resolution Amending the Wayne County Personnel Policy
Attached hereto as Attachment G.

14. Motion to Appoint a voting delegate and one alternate for the NCACC Annual Conference in Pitt County, Saturday, August 23, 2025, at 2:00 p.m.

Chairwoman Barbara Aycock as voting delegate and Commissioner Joe C. Daughtery as the alternate delegate.

PUBLIC COMMENTS

No one presented themselves for public comment.

COUNTY MANAGER'S REPORT

County Manager Chip Crumpler had no comments.

BOARD OF COMMISSIONERS COMMITTEE REPORTS

Commissioner Antonio Williams had no comments.
Commissioner Joe C. Daughtery had no comments.
Commissioner George Wayne Aycock, Jr., thanked County employees for the work they do and asked for prayers for those going through health issues.
Commissioner Chris Gurley has attended recent Zoom meetings for the sewage project.
Vice-Chairman Bevan Foster had no comments.
Chairwoman Barbara Aycock expressed her condolences for the families of Judge Charlie Gaylor and Janice Mayo.

CLOSED SESSION

At 8:34 a.m., upon motion of Commissioner Joe C. Daughtery, the Board of Commissioners unanimously declared itself in closed session to consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body, which privilege is hereby acknowledged.

At 8:54 a.m., upon motion of Commissioner Joe C. Daughtery, the Board of Commissioners unanimously declared itself in regular session.

Members Present: Chairwoman Barbara Aycock; Vice-Chairman Bevan Foster (8:41 a.m.); George Wayne Aycock, Jr.; Joe C. Daughtery; Chris Gurley; and Antonio Williams.
Members Absent: Tim Harrell
Others Present: County Manager Chip Crumpler; County Attorney Andrew Neal; Assistant Finance Director Ann Kelley-Moore; IT Director Giorgio Kristev; and Clerk to the Board Carol Bowden.

At 9:08 a.m., upon motion of Commissioner Joe C. Daughtery, the Board of Commissioners unanimously declared itself in closed session to consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body, which privilege is hereby acknowledged.

At 9:30 a.m., upon motion of Commissioner Joe C. Daughtery, the Board of Commissioners unanimously declared itself in regular session.

Members Present: Chairwoman Barbara Aycock; Vice-Chairman Bevan Foster (8:41 a.m.); George Wayne Aycock, Jr.; Joe C. Daughtery; Chris Gurley; and Antonio Williams.
Members Absent: Tim Harrell
Others Present: County Manager Chip Crumpler; County Attorney Andrew Neal; Assistant Finance Director Ann Kelley-Moore; IT Director Giorgio Kristev; and Clerk to

the Board Carol Bowden.

At 9:36 a.m., upon motion of Commissioner Antonio Williams, the Board of Commissioners unanimously declared itself in closed session to consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body, which privilege is hereby acknowledged.

At 10:26 a.m., upon motion of Commissioner Joe C. Daughtery, the Board of Commissioners unanimously declared itself in regular session.

Members Present: Chairwoman Barbara Aycock; Vice-Chairman Bevan Foster (8:41 a.m.); George Wayne Aycock, Jr.; Joe C. Daughtery; Chris Gurley; and Antonio Williams.
Members Absent: Tim Harrell
Others Present: County Manager Chip Crumpler; County Attorney Andrew Neal; Assistant Finance Director Ann Kelley-Moore; IT Director Giorgio Kristev; and Clerk to the Board Carol Bowden.

ADJOURNMENT

At 10:26 a.m., Chairwoman Barbara Aycock adjourned the Meeting of the Wayne County Board of Commissioners.

Carol Bowden

Carol Bowden, Clerk to the Board

STATE OF NORTH CAROLINA

COUNTY OF WAYNE

FIRST AMENDMENT TO THE MAY 21, 2024 AGREEMENT REGARDING THE ADDITIONAL DEVELOPMENT OF PARK EAST INDUSTRIAL PARK, WAYNE COUNTY, NORTH CAROLINA

THIS Amendment to the Original Agreement dated May 21, 2024, being made and entered into as of the 15th day of July, 2025 by COUNTY OF WAYNE ("County"), a body politic and corporate organized under the laws of the State of North Carolina and CITY OF GOLDSBORO ("City"), a North Carolina Municipal corporation in the County of Wayne, State of North Carolina.

WITNESSETH

WHEREAS, the parties entered into an Agreement ("Original Agreement") on May 21, 2024 relating to four parcels located in the ParkEast Industrial Park which are owned by the County;

WHEREAS, the Original Agreement called for the City not to annex the subject properties but still provide water and sewer utilities:

WHEREAS, in exchange for the City's commitment to waive annexation in the Original Agreement, the County agreed to share equally with the City the general County ad valorem taxes on the real and personal property collected from said property described in this paragraph;

WHEREAS, as part of the project known as "Project Istanbul", the County has recruited a company to buy 31.83 acres located on a parcel covered under the Original Agreement (Wayne County PIN 3519915801);

WHEREAS, the County has reduced the sales price of the land by $2,539,800 as an economic incentive in exchange for the company's commitment to create 216 jobs and invest $82,618,125 in capital improvements; and

WHEREAS, the parties have agreed to amend the Original Agreement in order for the County to recoup its money from the reduction in sales price.

NOW, THEREFORE, in consideration of the mutual covenants contained herein the parties hereto agree as follows:

1. Paragraph 3 of the original agreement is amended to read as follows:

"The City agrees not to annex Park East Lot 7, Park East Lot 9, Park East Lot 18, and the parcel identified as Wayne County PIN 3519915801. In exchange for that agreement, the County agrees to share equally with the City with the City the general County ad valorem taxes on the real and personal property collected from said property described in this paragraph. The City shall forego a split of tax proceeds for Wayne County PIN 3519915801 until such time the County has received $2,539,800 in property tax revenues; thereafter, all tax revenues for the parcel shall be evenly split. These shared taxes do not include any fire district taxes, street assessments, street lighting assessments, or any other future assessments for specific purposes. The City shall provide water and sewer to the properties. The City shall also provide an economic development grant to Project Blend/Feed and Select Genetics up front in the amount of the system development fees that would be charged to these two companies.

2. All other terms and conditions contained in the original Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this First Amendment to the original Agreement as of the day and year first above written.

CITY OF GOLDSBORO

BY: ______________________________
Charles Gaylor, IV, Mayor

ATTEST:

____
Laura Getz
City Clerk, Goldsboro City Council

This instrument has been pre-audited in the manner required by the Local Government Budget and Fiscal Control Act.

BY: ______________________________
Catherine F. Gwynn, Finance Director

WAYNE COUNTY

BY: Barbara Aycock
Barbara Aycock; Chairwoman
Wayne County Board of Commissioners

ATTEST:

Carol Bowden

Carol Bowden
Clerk, Wayne County Board of Commissioners

This instrument has been pre-audited in the manner required by the Local Government Budget and Fiscal Control Act.

BY: ______________________
Angie Boswell, Finance Director

Attachment B

MEMORANDUM

To: Wayne County Board of Commissioners

From: Berry Gray, Planning Director

Date: May 1, 2025

Re: Case A-25-01; Mobile Home Park Amendment to apply standards to RV Parks.

Background: Staff is asking that the Mobile Home Park Ordinance be clarified to include RV Park developments. With the increased development of RV parks for non-recreation purposes and more long term residential use, staff would like to close any loopholes that would allow development of an RV park in order to get around expected minimum standards.

Recommendation: The Planning Board recommends approval of the below amendment. Staff asks that the Commissioners hold a public hearing to receive public input prior to adoption.

Proposed Amendment:

Mobile Home Park Ordinance Sec. 42-90 Definitions

Mobile home park means and includes any place, area, tract or parcel of land maintained, offered, or used for the parking of three or more mobile homes used or intended to be used for dwelling or sleeping purposes. For the purpose of this Article, a Recreational Vehicle (RV) Campground shall be considered the same as a Mobile Home Park.

Note: Proposed changes denoted in red text and strikethrough.

ARTICLE II. VOLUNTARY AND ENHANCED VOLUNTARY AGRICULTURAL DISTRICTS[1]

Sec. 6-19. Authority.

The sections of this article are adopted pursuant to authority conferred by the G.S. 106-735 through 106-744 and G.S. ch. 153A.

Sec. 6-20. Purpose.

The purpose of this article is to promote agricultural values and the general welfare of the county and, more specifically, increase identity and pride in the agricultural community and its way of life, encourage the economic and financial health of agriculture, horticulture and forestry, and increase protection from non-farm development and other negative impacts on properly managed farms.

Sec. 6-21. Definitions.

The following words, terms and phrases, when used in this article, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning:

Advisory board means the Wayne County Agricultural Advisory Board.

Board of commissioners means the Wayne County Board of Commissioners.

Chairperson means the chairperson of the Wayne County Agricultural Advisory Board.

District means the Voluntary Agricultural District as established under the terms and conditions of this program by the board of commissioners.

Enhanced district means enhanced voluntary agricultural district as established by this article.

Sec. 6-22. Agricultural advisory board.

(a) *Creation.* The Board of Commissioners, in accordance with G.S. 106-739, hereby establishes an agricultural advisory board to implement the provisions of this program.

(b) *Membership composition; representation.* The advisory board shall consist of no less than seven voting members appointed by the Board of Commissioners. One each shall be

[1]State law reference(s)—Voluntary agricultural districts, G.S. 106-738; county ordinances, recording with commissioner of agriculture, G.S. 106-743.

selected to represent each of the six districts in the regions set out in section 6-23(a). There shall also be one at-large member.

(c) *Membership requirements.* Membership requirements are as follows:

(1) Each advisory board member shall be a county resident or landowner.

(2) At least five of the members shall be actively engaged in farming, horticulture and/or forestry.

(3) The Board of Commissioners shall select the members actively engaged in farming, as well as other members, for appointment to the advisory board. The Board of Commissioners may consider names submitted by the Soil and Water Conservation District Board of Supervisors, the County Office of North Carolina Cooperative Extension, the U.S. Farm Service Agency County Committee, nonprofit agricultural organizations, conservation organizations, agribusiness, and the public at large.

(4) Additional members may be appointed to the Board in an ex officio capacity from the Wayne County Cooperative Extension, the Soil and Water Conservation District Board, the U.S. Farm Service Agency, or other agencies, as deemed necessary by the Board of Commissions. Members serving in an ex officio capacity shall neither vote nor count toward quorum requirements.

(d) *Tenure.* The initial board is to consist of two appointees for terms of one year; two appointees for terms of two years; and three appointees for terms of three years. Thereafter all appointments are to be for terms of three years, with reappointment up to three consecutive terms permitted. Reappointment to additional terms is permitted after a full year off the board.

(e) *Vacancies.* Any vacancy on the advisory board is to be filled by the Board of Commissioners for the remainder of the unexpired term.

(f) *Removal.* The Board of Commissioners may remove any member of the advisory board for cause.

(g) *Funding.* The Board of Commissioners may appropriate funds for the agricultural advisory board to perform its duties. A budget request will be presented to the Board of Commissioners.

(h) *Advisory board procedure.* The advisory board procedure is as follows:

(1) *Officers.* The advisory board shall elect a chairperson and vice-chairperson each year at its first meeting of the fiscal year. The chairperson shall preside over all regular or special meetings of the advisory board. In the absence or disability of the chairperson, the vice-chairperson shall preside and shall exercise all the powers of the chairperson. Additional officers may be elected as needed.

(2) *Jurisdiction.* The advisory board may adopt rules of procedure not inconsistent with this article or with other provisions of state law.

(3) *Advisory board year.* The advisory board shall use the county fiscal year as its meeting year.

(4) *Meetings.* Meetings of the advisory board shall be held at the call of the chairperson and at such other times as the advisory board may specify in its rules of procedure or upon the request of at least a majority of the advisory board membership. A meeting shall be held at least ~~quarterly~~ annually.

(5) *Majority vote.* All issues shall be decided by a majority vote of the members of the advisory board, except as otherwise stated herein.

(6) *Records.* The advisory board shall keep minutes of the proceedings showing the vote of each member upon each question, or if absent or failing to vote, indicating such fact, and shall keep records of its examinations and other official actions, all of which shall be filed in the office of the advisory board and shall be a public record.

(7) *Administration.* The advisory board ~~may contract~~ shall be staffed by the Wayne County Cooperative Extension Agency and serve the Board for recordkeeping, correspondence, application procedures under this article, and whatever services the board needs to complete its duties.

(i) *Duties.* Duties of the advisory board are as follows:

(1) The advisory board shall:

a. Review and approve or disapprove applications for qualified farmland, horticultural land or forestland ~~and~~ in either voluntary agricultural districts or enhanced voluntary agricultural districts and make recommendations concerning the establishment and modification of agricultural districts or enhanced districts;

b. Advise the Board of Commissioners on projects, programs, or issues affecting the agricultural economy agricultural, horticultural or forestry activities within the county that will affect agricultural districts or enhanced districts;

c. Review and make recommendations concerning proposed amendments to this article provided however that the Board of Commissioners may revise and/or amend this article without the advisory board review or advice.

(2) The advisory board may:

a. Develop a draft countywide farmland protection plan as defined in G.S. 106-744(e)(1) for presentation to the Board of Commissioners;

b. Study additional methods of ~~farmland preservation~~ protection for farming, horticulture, forestry, and the attendant land base, and make recommendations to the Board of Commissioners; and

c. Perform other agricultural, horticultural, and forestry related tasks or duties assigned by the Board of Commissioners including but not limited to conducting public hearings.

Sec. 6-23. Creation of voluntary agricultural districts and enhanced voluntary agricultural districts.

(a) *Regions.* The county is hereby divided into six regions as defined below:

(1) Great Swamp, Buck Swamp, Fork townships;

(2) Nahunta, Pikeville, Stoney Creek townships;

(3) Goldsboro, Saulston, New Hope townships;

(4) Indian Springs township;

(5) Brogden township;

(6) Grantham township.

(b) *Implementation.* In order to implement the purposes stated in ~~article III~~ Section 6-20 of this chapter, this program provides for the creation of voluntary agricultural districts or enhanced voluntary agricultural districts, which meet the following standards:

(1) The district or enhanced district ~~when initially established shall contain a minimum of 100 contiguous acres of qualified farmland; or shall contain three or more qualified tracts of land within one-half miles of each other which contain a total of at least 100 acres~~. shall contain a minimum of qualifying contiguous acres of 10 acres of agricultural land; 20 acres of forestland or 5 acres of horticultural lands or consist of at least two or more certified qualifying tracts which are one mile or less from each other and containing not less than the minimum acreage in the aggregate.

(2) The county tax office identifies the tract of land as agriculture.

All land enrolled in a region, defined in subsection (a) of this section, shall be part of a single district or enhanced district. If a single farm has acreage in two or more regions, the farm shall participate in the district or enhanced district where the largest acreage is found.

(c) *Education.* The county may take such action as it deems appropriate through the advisory board or other entities or individuals to encourage the formation of the districts or enhanced districts and to further their purposes and objectives, including the implementation of a public information program to reasonably inform landowners of the agricultural district program.

(d) *Addition and withdrawal.*

(1) Qualifying farmland in a region with an existing district or enhanced district shall be added to the district as herein provided.

(2) In the event that one or more participants in the district or enhanced district withdraw and this results in the remaining land being noncontiguous, a voluntary or enhanced voluntary agricultural district will continue to exist so long as there is at a minimum ~~100 remaining acres~~. acreage as described in Sec. 6-23 (b) 1.

Sec. 6-24. Certification and qualification of farmland.

To secure county certification as qualifying farmland in either a voluntary agricultural district or enhanced agricultural district, a farm must meet the following criteria:

(1) ~~Be participating in the farm present-use-value taxation program established by G.S. 105-277.2 through 105-277.7, or is otherwise determined by the county to meet all the qualifications of this program set forth in G.S. 105-277.3~~ Is used for bona fide farm purposes, as that term is defined in G.S. 106-743.4(a) and G.S. 160D-903;

~~(2) Be certified by the Natural Resources Conservation Service (formerly the Soil Conservation Service) of the United States Department of Agriculture as being a farm on which at least two-thirds of the land is composed of soils that:~~

~~a. Are best suited for providing food, seed, fiber, forage, timber, forestry products, horticultural crops and oil seed crops;~~

~~b. Have good soil qualities;~~

~~c. Are favorable for all major crops common to the county where the land is located;~~

~~d. Receive the available moisture needed to produce high yields for an average of eight out of ten years; and~~

~~e. Have been actively used in agricultural, horticultural or forestry operations as defined by G.S. 105-277.2(1)—(3) during each of the five previous years, measured from the date on which the determination must be made as to whether the land in question qualifies;~~

(~~3~~2) Be managed, if highly erodible land exists on the farm, in accordance with ~~the Natural Resources~~ Soil Conservation Service defined erosion-control practices that are addressed to said highly-erodible land; and

(~~4~~3) Be the subject of a conservation agreement, as defined in G.S. 121-35, between the county and the owner of such land that prohibits non-farm use or development of such land for a period of at least ten years, except for the creation of not more than three lots that meet applicable county zoning and subdivision regulations. The form of the conservation agreement shall be approved by the agricultural advisory board created under G.S. 106-739.

(4) Be located in the unincorporated area of Wayne County.

Sec. 6-25. Application, approval, and appeal procedure.

(a) *Application procedure.*

(1) A landowner may apply to participate in the agricultural district or enhanced district program by making application to the chairperson of the advisory board or a designated staff person, and must designate the application as for either voluntary agricultural district status or enhanced district status. The application shall be on

forms provided by the advisory board. The application to participate in a district or enhanced district may be filed with the certification for qualifying farmland.

(2) A conservation agreement ~~to sustain, encourage, and promote agriculture must be executed by the landowner and recorded with the county register of deeds.~~ required by NCGS 106-737 and NCGS 106-743.3, and defined in NCGS 121-35, suited to district type (voluntary agricultural district or enhanced voluntary agricultural district) designated by the landowner to sustain, encourage, and promote agriculture must be executed by the landowner and recorded with the advisory board, which shall record a certified copy of the enhanced voluntary agricultural district conservation agreement with the county register of deeds as required under NCGS 121-41(c). Permitted uses include agriculture, horticulture, forestry, and outdoor recreation. Conservation agreements for the enhanced agricultural district program may, at the election of the parties, include provisions requiring that any disputes between the county and the landowner be resolved through arbitration or mediation, and, in the event of litigation, that the prevailing party be awarded costs, including reasonable attorney fees. The conservation agreement for the enhanced voluntary agricultural district shall be binding upon all successors in interest to the landowner, except for successors in interest resulting from the exercise of rights under a security interest or lien that preceded the conservation agreement.

(3) The Board of Commissioners will set the fee for participation in voluntary agriculture districts and enhanced districts.

(4) Fees for participation must accompany the application.

(b) *Approval process.*

(1) Upon submission of the application to the advisory board, the advisory board shall meet within 60 days, but not before the end of the comment period set out below, to approve or disapprove the application. The chairperson shall notify the applicant by first class mail of approval or disapproval of participation in the district or enhanced district.

(2) Upon receipt of an application, the chairperson will forward copies immediately to the following offices which shall be asked to provide comments, if any, within 30 calendar days to the advisory board prior to the date set for the advisory board vote on the application:

a. Cooperative extension office;

b. County tax assessor;

c. Natural Resources Conservation Service;

d. County manager;

e. County planning department.

(3) ~~Prior to establishment or enlargement of any district a public hearing shall be held by the advisory board to receive comments from adjoining property owners and others.~~

~~Notice of date, time and place of public hearing shall be published in a newspaper of general circulation within the county at a minimum of once per week for two consecutive weeks.~~

(c) *Appeal.* If the advisory board denies an application, the petitioner shall have 30 days after the mailing of the notice to appeal the decision to the Board of Commissioners. Such appeal shall be presented in writing. The decision of the Board of Commissioners is final.

Sec. 6-26. Revocation of ~~preservation~~ conservation agreement.

~~By written notice to the advisory board, a landowner of qualifying farmland may revoke the preservation agreement or the advisory board may revoke the same preservation agreement based on noncompliance by the landowner. Notice of a meeting to consider revocation shall be sent to the landowner at least ten days prior the meeting at which such revocation will be considered. Notice is sufficient if mailed to address of the owner, which is maintained in the county tax department. Revocation by the advisory board shall be appealed to the board of commissioners within 30 days of the mailing of such notice. The decision of the board of commissioners is final. Such revocation shall result in loss of qualifying farm status and loss of eligibility to participate in a district. Absent noncompliance by the landowner, neither the advisory board nor the board of commissioners shall revoke any preservation agreements prior to its expiration.~~

(a) *Transfer.*

(1) Transfers of land in an enhanced voluntary agricultural district due to death of the landowner, sale, or gift shall not revoke the conservation agreement.

(b) *Revocation and enforcement.*

(1) *District.* By providing 30 days advance written notice to the advisory board, a landowner of qualifying farmland within a voluntary agricultural district may revoke the conservation agreement or the advisory board may revoke the same conservation agreement based on noncompliance by the landowner, subject to the same provisions as contained in section 6-25(c) for appeal of denials. Such revocation shall result in loss of qualifying farm status and loss of eligibility to participate in a district. Absent noncompliance by the landowner, neither the advisory board nor the Board of Commissioners shall revoke any conservation agreement prior to its expiration. If the advisory board shall revoke this conservation agreement for cause, the landowner shall have the appeal rights set forth in section 6-25(c). Transfers of land in a voluntary agricultural district due to death of the landowner, sale or gift shall not revoke the conservation agreement unless the land no longer qualifies for the present-use-value taxation program and/or the land is withdrawn either voluntarily or involuntarily from the district. Enforcement of the terms of a conservation agreement for land enrolled in a voluntary agricultural district shall be limited to revocation of the conservation agreement and the benefits derived there from.

(2) *Enhanced district.* Conservation agreements for land within enhanced districts are IRREVOCABLE for a period of ten years. Enforcement of the terms of the conservation agreement may be through an action for injunctive relief and/or damages in any court of competent jurisdiction. The county may also terminate any benefits to the owner under this program either permanently or during the period of violation, as appropriate. If the advisory board shall revoke this conservation agreement for cause, the landowner shall have the appeal rights set forth in section 6-25(c). The right to terminate program benefits is in addition to any legal rights that the county may have under either this article or the terms of the applicable conservation agreement. The county may seek costs of the action including reasonable attorney fees if such a provision is incorporated into the conservation agreement.

(c) *Renewal.*

(1) *District.* A conservation agreement for land within a voluntary agricultural district shall be automatically renewed unless the landowner provides 30-day written notice to the advisory board of intent not to renew. Absent noncompliance by the landowner, neither the advisory board nor the Board of Commissioners shall fail to renew any conservation agreement unless this article or its authorizing legislation has been repealed.

(2) *Enhanced district.* A conservation agreement for the enhanced voluntary agricultural district shall be deemed automatically renewed for an additional term of three years, unless either the advisory board or the landowner gives written notice to the contrary prior to the termination date of the conservation agreement. At the end of each three-year term the conservation agreement shall automatically renew for an additional three-year term unless a 30-day notice of termination is given.

Sec. 6-27. Public hearings.

(a) *Purpose.* Pursuant to G.S. 106-740, no state or local public agency or governmental unit may formally initiate any action to condemn any interest in qualifying farmland within a traditional or enhanced agricultural district until such agency or unit has requested the advisory board to hold a public hearing on the proposed condemnation.

(b) *Procedure.*

(1) Upon receiving a request, the advisory board shall publish notice describing the proposed action in the appropriate newspapers of the county within ~~five~~ ten business days of the request, and will in the same notice notify the public of a public hearing on the proposed condemnation, to be held within 20 days of receipt of the request.

(2) The advisory board shall meet to review:

a. Whether the need for the project has been satisfactorily established by the agency or unit of government involved, including a review of any fiscal impact analysis conducted by the agency involved; and

b. Whether there are alternatives to the proposed action that have less impact and are less disruptive to the agricultural activities of the district or enhanced district within which the proposed action is to take place.

(3) The advisory board may consult with cooperative extension, natural resources conservation service district conservationist, and any other individuals, agencies, or organizations deemed by the advisory board to be necessary for its review of the proposed action.

(4) ~~The advisory board shall respond to the requesting agency within 30 days of the advisory board receiving a request for condemnation.~~

(4) Within five days after the hearing, the advisory board shall make a report containing its findings and recommendations regarding the proposed action. The report shall be made available to the public via the county website prior to its being conveyed to the decision-making body of the agency proposing the acquisition.

(5) There will be a period of ten days allowed for public comment on the report of the advisory board.

(6) After the ten-day period for public comment has expired, the advisory board shall submit a final report containing all of its findings and recommendations regarding the proposed action to the decision-making body of the agency proposing the acquisition.

(7) The total time period, from the day that a request for a hearing has been received to the day that a final report is issued to the decision-making body of the agency proposing the acquisition, shall not exceed 30 days. If the agency agrees to an extension, the agency and the advisory board shall mutually agree upon a schedule to be set forth in writing and made available to the public.

(~~5~~8) Pursuant to G.S. 106-740, the Board of Commissioners shall not permit any formal initiation of condemnation by local agencies while the proposed condemnation is properly before the advisory board.

Sec. 6-28. Notification.

(a) *Record notice of proximity to voluntary or enhanced voluntary agricultural district.*

(1) *Procedure.* When the county computerizes its county land records system, the following requirements outlined in this section shall be implemented and enforced. Upon certification of qualifying farmland and designation of real property as a district or enhanced district, the qualifying farmland and real property, which is contained in the county land records system shall be indicated on an overlay, if possible, to give notice reasonably calculated to alert a person researching the title of a particular tract that such tract is located within ~~one-fourth~~ one-half mile of the property line of any tract of land enrolled in a district ~~aerial mile of a~~ ~~voluntary agricultural~~ district or enhanced district.

(2) *Limit of liability.* In no event shall the county or any of its officers, employees, or agents be held liable in damages for any misfeasance, malfeasance, or nonfeasance occurring in good faith in connection with the duties or obligations imposed by this article.

(3) *No cause of action.* In no event shall any cause of action arise out of the failure of a person researching the title of a particular tract to report to any person the proximity of the tract to a qualifying farm or ~~voluntary agricultural~~ district/enhanced district as defined in this article.

(b) *Signage.* Signs identifying approved agricultural districts or enhanced districts may be placed along the rights-of-way of major roads that pass through or next to those districts. Members of the agricultural district may place signs on their individual farms denoting their agricultural district membership. Placement of signage shall be coordinated with the N.C. Department of Transportation (NCDOT).

(c) *Maps.* Maps identifying approved agricultural districts or enhanced districts shall be provided to the following agencies or offices:

(1) Register of deeds;

(2) Natural Resources Conservation Service;

(3) North Carolina Cooperative Extension Service;

(4) County planning;

(5) County tax; and

(6) Any other such agency or office the advisory board deems appropriate.

Sec. 6-29. Subdivision ordinance and zoning ordinance review.

Developers of subdivisions or planned unit developments shall designate on preliminary and final development plans, the existence of the districts or enhanced districts within ~~one-fourth~~ one-half mile of the property line of any tract of land enrolled in a district or enhanced district ~~aerial mile of the proposed development~~.

Sec. 6-30. Waiver of water and sewer assessments.

(a) *No assessment.* A landowner belonging to the agricultural district or enhanced district shall not be assessed for or be required to connect to the county water and/or sewer system on enrolled land unless the enrolled land is located within a designated growth corridor.

(b) *Abeyance.* The county water and sewer assessments shall be held in abeyance, without interest, for farms in an agricultural district or enhanced district until improvements on such property are connected to the water or sewer system for which the assessment was made.

(c) *Termination of abeyance.* When the period of abeyance ends, the assessment is payable in accordance with the terms set out in the assessment resolution.

(d) *Suspension of statute of limitations.* Statutes of limitations are suspended during the time that any assessment is held in abeyance without interest. The landowner may be required to sign an acknowledgement (that may be incorporated into the conservation agreement) of the suspension of the statute of limitations for collecting water and sewer assessments, or other utility assessments.

(e) *Other statutory abeyance procedure.* Nothing in this section is intended to diminish the authority of the county to hold assessments in abeyance under G.S. 153A-201, or other applicable law.

(f) *Conflict with water and/or sewer construction and improvement grants.* To the extent that this section conflicts with the terms of federal, state, or other grants under which county water and/or sewer systems are constructed this section shall not apply. This article shall not apply to utilities that are not owned by the county unless the county has entered into an agreement with the entity(ies) owning the utilities and that agreement provides that this article shall apply.

Sec. 6-31. - Additional enhanced agricultural district benefits.

Land enrolled in the enhanced voluntary agricultural district program is entitled to all of the benefits available under the voluntary agricultural district program, and to the following additional benefits:

(a) *Sale of non-farm products.* Landowners participating in enhanced districts may receive up to 25 percent of gross sales from the sale of nonfarm products and still qualify as a bona fide farm that is exempt from county zoning regulations under G.S. 153A-340(b). A farmer seeking to benefit from this subsection shall have the burden of establishing that the property's sale of nonfarm products did not exceed 25 percent of its gross sales. The standards necessary for proof of compliance shall be set forth in the county unified development ordinance.

(b) *Agricultural cost share program.* Landowners participating in enhanced districts are eligible under G.S. 143-215.74(b) to be given higher priority to receive cost-share funds for the benefit of that farmland under the agriculture cost share program established pursuant to G.S. ch. 143, art. 21, part 9 for funds to benefit that farmland.

(c) *Priority consideration.* State departments, institutions, or agencies that award grants to farmers are encouraged to give priority consideration to landowners participating in enhanced districts.

Sec. 6-~~31~~ 32. County land use planning.

(a) *Duty of the advisory board.* It shall be the duty of the advisory board to advise the Board of Commissioners or the agency or office to which the Board of Commissioners delegate authority to oversee county land use planning, on the status, progress, and activities of the county's agricultural district and enhanced district program and to also coordinate the formation and maintenance of agricultural districts with the county's land use planning activities and the county's land use plan if one currently exists at the time this article is enacted or when one is formed.

(b) *Posting of notice.* The following notice, of a size and form suitable for posting, shall be posted in the office of the register of deeds, and any other office or agency the advisory board deems necessary:

"The county has established agricultural districts to protect and preserve agricultural lands and activities. These districts have been developed and mapped by the county to inform all purchasers of real property that certain agricultural and forestry activities, including but not limited to pesticide spraying, manure spreading, machinery and truck operation, livestock operations, sawing, and other common farming activities may occur in these districts any time during the day or night. Maps and information on the location and establishment of these districts can be obtained from the county planning office."

(c) *Growth corridors.* At such time as the county might establish designated growth corridors, agricultural districts and enhanced districts will not be permitted in the designated growth corridors, as delineated on the official county planning map without the approval of the Board of Commissioners. Districts located in growth corridors designated after the effective date of this program may remain, but shall not be expanded within the growth corridor area without planning board review and the approval of the Board of Commissioners.

Sec. 6-~~32~~ 33. Consultation authority.

The advisory board may consult with the North Carolina Cooperative Extension Service, the Natural Resources Conservation Service office, the North Carolina Department of Agriculture and Consumer Services, and with any other individual, agency, or organization the advisory board deems necessary to properly conduct its business.

Sec. 6-~~33~~ 34. North Carolina agency notification.

At least annually the county shall submit a written report to the Commissioner of Agriculture and Consumer Services on the county's agricultural district and enhanced district program, including the following information:

(1) Number of landowners enrolled;

(2) Number of acres enrolled;

(3) Number of acres certified during the reporting period;

(4) Number of acres denied during the reporting period;

(5) Number of acres for which applications are pending;

(6) Copies of any amendments to the ordinance; and

(7) Any other information the advisory board deems useful.

Sec. 6-~~34~~ 35. Miscellaneous provisions.

(a) *Conflict with other ordinances and statutes.* Whenever the provisions of this article conflict with other ordinances of the county, this article shall govern. Whenever the provisions of any federal or state statute require more restrictive provisions than are required by this article, the provisions of such statute shall govern.

(b) *Amendments.* This article may be amended from time to time after a public hearing, a notice of which shall be sent to program participants 30 days prior to the hearing and in consultation with the advisory board and voted on by the County Board of Commissioners.

NORTH CAROLINA

WAYNE COUNTY

RESOLUTION #2025-22: A RESOLUTION BY THE COUNTY OF WAYNE TO DIRECT THE EXPENDITURE OF OPIOID SETTLEMENT FUNDS

WHEREAS Wayne County has joined national settlement agreements with companies engaged in the manufacturing, distribution, and dispensing of opioids; and

WHEREAS the allocation, use, and reporting of funds stemming from these national settlement agreements and bankruptcy resolutions ("Opioid Settlement Funds") are governed by the Memorandum of Agreement Between the State of North Carolina and Local Governments on Proceeds Relating to the Settlement of Opioid Litigation ("MOA") and the Supplemental Agreement for Additional Funds from Additional Settlements of Opioid Litigation ("SAAF"), and SAAF-2; and

WHEREAS Wayne County has received Opioid Settlement Funds pursuant to these national settlement agreements and deposited the Opioid Settlement Funds in a separate special revenue fund as required by section D of the MOA; and

WHEREAS section E.6 of the MOA states that, before spending opioid settlement funds, the local government's governing body must adopt a separate resolution that:

(i) indicates that it is an authorization for expenditure of opioid settlement funds; and,
(ii) states the specific strategy or strategies the county or municipality intends to fund pursuant to Option A or Option B, using the item letter and/or number in Exhibit A or Exhibit B to identify each funded strategy; and,
(iii) states the amount dedicated to each strategy for a specific period of time.

NOW, THEREFORE BE IT RESOLVED, in alignment with the NC MOA and SAAF, Wayne County authorizes the expenditure of opioid settlement funds as follows:

1. First strategy authorized
    a. Name of strategy: Early Intervention
    b. Strategy is included in Exhibit A.
    c. Item letter and/or number in Exhibit A or Exhibit B to the MOA: Number 6 (Exhibit A)
    d. Amount authorized for this strategy: $406,032 ($135,344 per year for 3 years)
    e. Period of time during which expenditure may take place:
       Start date August 1, 2025, through End date July 31, 2028
    f. Description of the program, project, or activity: Retaining a full-time Juvenile Detective to maintain collaborative relations already established with School Resource Officers and Wayne County Public Schools. Additionally, retaining a full-time Drug/Gang Curriculum Instructor to strengthen the Juvenile Intervention Team to allow for prevention education to all 5th-grade students

within Wayne County Public Schools and expand into private and charter schools within Wayne County.

g. Provider: Wayne County Sheriff's Office

2. Second strategy authorized
    a. Name of strategy: Early Intervention
    b. Strategy is included in Exhibit A.
    c. Item letter and/or number in Exhibit A or Exhibit B to the MOA: Number 6 (Exhibit A)
    d. Amount authorized for this strategy: $485,139 ($161,713 per year for 3 years) Period of time during which expenditure may take place:
    e. Start date August 1, 2025, through End date July 31, 2028
    f. Description of program, project, or activity: Wayne County Public Schools will implement a comprehensive identification and screening process for students impacted by the Opioid epidemic through collaboration with district counselors, 0-5 childcare administrators, PreK-12 EC general education educators, and health professionals. This program will also expand district capacity to provide mental health, special education, and trauma-informed support tailored to affected students, especially those at the earliest levels. Provider: Wayne County Public Schools

3. Third strategy authorized
    a. Name of strategy: Recovery Support Services
    b. Strategy is included in Exhibit A.
    c. Item letter and/or number in Exhibit A or Exhibit B to the MOA: Number 3 (Exhibit A)
    d. Amount authorized for this strategy: $440,496 ($146,832 per year for 3 years)
    e. Period of time during which expenditure may take place:
       Start date August 1, 2025, through End date July 31, 2028
    f. Description of the program, project, or activity: Hope Center Ministries will expand and enhance recovery services across Wayne County, focusing on programming at the Goldsboro Family Life Center and augmenting existing services at the Pikeville Women's and 2 Goldsboro Men's Centers. The expanded programming will focus on family reunification, community outreach, on-site probation and parole meetings, and educational programs for residents, graduates, and their families.
    g. Provider: Hope Center Ministries

4. Fourth strategy authorized
    a. Name of strategy: Recovery Support Services
    b. Strategy is included in Exhibit A.
    c. Item letter and/or number in Exhibit A or Exhibit B to the MOA: Number 3 (Exhibit A)
    d. Amount authorized for this strategy: $150,000
    e. Period of time during which expenditure may take place:
       Start date August 1, 2025, through End date July 31, 2028
    f. Description of the program, project, or activity: The non-profit corporation Four Day Movement, Inc., through its "PORTAL" program, will provide temporary supportive housing and wraparound services to vulnerable populations in

Wayne County, overcoming homelessness and displacement. Included in the vulnerable populations will be clients who want to overcome substance misuse, including Opioids, and clients who are re-entering society after incarceration.

g. Provider: 4-Day Movement

5. Fifth strategy authorized
   a. Name of strategy: Evidence-Based Addiction Treatment
   b. Strategy is included in Exhibit A.
   c. Item letter and/or number in Exhibit A or Exhibit B to the MOA: Number 2 (Exhibit A)
   d. Amount authorized for this strategy: $75,000 ($25,000 per year for 3 years)
   e. Period of time during which expenditure may take place:
      Start date August 1, 2025, through End date July 31, 2028
   f. Description of the program, project, or activity: ATS of North Carolina, LLC (dba Goldsboro Comprehensive Treatment Center) will provide Medication-Assisted Treatment (MAT) to underinsured or uninsured residents of Wayne County who would otherwise be unable to start or stay in treatment. ATS specializes in treating individuals diagnosed with Opioid Use Disorder (OUD). The facility offers all three FDA-approved OUD medications, including Methadone, Buprenorphine, Buprenorphine/Naloxone, Sublocade, and Vivitrol, tailoring treatment to each individual's recovery needs. ATS will also provide financial assistance to bridge gaps in covering balances when insurance falls short. This support continues until insurance coverage is reinstated or financial status improves, serving as a last resort for funding.
   g. Provider: ATS of North Carolina, LLC (dba Goldsboro Comprehensive Treatment Center)

6. Sixth strategy authorized
   a. Name of strategy: Recovery Support Services
   b. Strategy is included in Exhibit A.
   c. Item letter and/or number in Exhibit A or Exhibit B to the MOA: Number 3 (Exhibit A)
   d. Amount authorized for this strategy: $243,000 ($81,000 per year for 3 years)
   e. Period of time during which expenditure may take place:
      Start date August 1, 2025, through End date July 31, 2028
   f. Description of the program, project, or activity: Wayne County Coalition for Addiction and Life Management (CALM) provides contract services for a Community Outreach Coordinator serving as a liaison of resource triage referral that monitors engagement with community resources, providing prevention education and care coordination as well as outreach work, mapping out appropriate outreach opportunities, performing outreach tasks within the community, assisting with providing support and assessing immediate needs to bridge engagement with community resources.
   g. Provider: Wayne County Coalition for Addiction and Life Management (CALM)

7. Seventh strategy authorized
    a. Name of strategy: Naloxone Distribution
    b. Strategy is included in Exhibit A.
    c. Item letter and/or number in Exhibit A or Exhibit B to the MOA: Number 7 (Exhibit A)
    d. Amount authorized for this strategy: $10,000
    e. Period of time during which expenditure may take place:
       Start date August 1, 2025, through End date July 31, 2026
    f. Description of the program, project, or activity: Cry Freedom Ministries will provide harm reduction strategies by purchasing and distributing Naloxone kits to key community members and support systems, while providing the necessary training on using this lifesaving medication.
    g. Provider: Cry Freedom Ministries

8. Eighth strategy authorized
    a. Name of strategy: Recovery Support Services
    b. Strategy is included in Exhibit A.
    c. Item letter and/or number in Exhibit A or Exhibit B to the MOA: Number 3 (Exhibit A)
    d. Amount authorized for this strategy: $450,000 ($150,000 per year for 3 years)
    e. Period of time during which expenditure may take place:
       Start date August 1, 2025, through End date July 31, 2028
    f. Description of the program, project, or activity: The Wayne County Health Department will establish a dedicated Post-Overdose Response Program, including an Overdose Program Coordinator, a Health Educator, and community agency partners, to provide immediate, coordinated outreach and support to individuals following an overdose. These efforts increase engagement and reduce the likelihood of repeat overdoses. Additionally, the Wayne County Health Department will install three (3) harm reduction vending machines to provide essential self-care supplies, reduce secondary health risks, and support recovery efforts. This will expand access to life-saving tools, reduce overdose deaths, and improve public health outcomes.
    g. Provider: Wayne County Health Department

9. Ninth strategy authorized
    a. Name of strategy: Reentry Programs
    b. Strategy is included in Exhibit A.
    c. Item letter and/or number in Exhibit A or Exhibit B to the MOA: Number 12 (Exhibit A)
    d. Amount authorized for this strategy: $318,000 ($106,000 per year for 3years)
    e. Period of time during which expenditure may take place:
       Start date August 1, 2025, through End date July 31, 2028
    f. Description of the program, project, or activity: Hope Restorations, Inc. will aid individuals in recovery from addiction and/or incarceration, fostering lasting change in the community by providing essential services such as transitional housing, recovery programs, workforce development, and housing restoration projects. The program is centered around providing training and workforce development opportunities for individuals who face significant challenges in securing gainful employment due to a record of substance abuse and/or

incarceration. This will also serve as pre-paid sponsorships and reservations for a designated number of individuals from Wayne County. Each sponsorship covers a bed, food, toiletries, clothing, and other necessary consumables.

g. Provider: Hope Restorations, Inc.

10. Ninth strategy authorized
    a. Name of strategy: Addiction treatment for incarcerated persons.
    b. Strategy is included in Exhibit A.
    c. Item letter and/or number in Exhibit A or Exhibit B to the MOA: Number 11 (Exhibit A)
    d. Amount authorized for this strategy: $183,040.00
    e. Period of time during which expenditure may take place:
       Start date July 1, 2025 through End date June 30, 2026
    f. Description of the program, project, or activity: Wayne County will contract with its correctional healthcare provider to provide Medication-Assisted Treatment services to inmates at the Wayne County Detention Center. The provider will supply MAT clinical and administrative nursing coverage for 40 hours a week.
    g. Provider: IMS Correctional Healthcare

The total dollar amount of Opioid Settlement Funds appropriated across the above-named and authorized strategies is $2,760,707.

Adopted this the 15th day of July, 2025.

Barbara Aycock

Barbara Aycock, Chairwoman
Wayne County Board of Commissioners

ATTEST:

Carol Bowden

Carol Bowden, Clerk to the Board

SEAL OF WAYNE COUNTY
FIAT JUSTITIA
NORTH CAROLINA

NORTH CAROLINA

WAYNE COUNTY

RESOLUTION #2025-24: A RESOLUTION BY THE COUNTY OF WAYNE DECLARING SURPLUS PROPERTY AND AUTHORIZING THE SALE BY PUBLIC AUCTION

WHEREAS, Wayne County owns the personal property identified in Attachment A that is surplus to its needs; and

WHEREAS, NCGS §160A-270 and NCGS §153A-176 permit the County to sell personal property at public auction upon approval of the Board of Commissioners and after publication of a notice announcing the auction; and

WHEREAS, the County has procured the services of RDD Auction Company, LLC to conduct a public auction of surplus property on August 9, 2025.

NOW, THEREFORE BE IT RESOLVED by the Wayne County Board of Commissioners that:

1. The Board of Commissioners, pursuant to NCGS §160A-270 and NCGS §153A-176, authorizes the sale at public auction of the personal property identified in Attachment A.
2. The Board of Commissioners authorizes the County Manager to enter into a contract with RDD Auction Company LLC to conduct the public auction.
3. The auction will be conducted at 8:30 A.M., Saturday, August 9, 2025, at the RDD Auction Company sale yard located at 1260 Raynor Mill Road, Mt. Olive, NC 28365.
4. All property will be sold in its current condition, as is, and the County gives no warranty with respect to usability of the property.
5. Buyers will be required to pay the full amount of his or her bid before the conclusion of the auction to RDD Auction Company LLC in a manner of payment satisfactory to the auctioneer.
6. The County reserves the right to withdraw any listed property from the auction at any time before the auction sale of that property.

Passed and adopted this the 15th day of July, 2025.

Barbara Aycock

Barbara Aycock, Chairwoman
Wayne County Board of Commissioners

ATTEST: Carol Bowden

Carol Bowden, Clerk to the Board

SEAL OF WAYNE COUNTY
FIAT JUSTITIA
NORTH CAROLINA

ATTACHMENT A
PROPERTY TO BE SOLD AT AUCTION

Vehicles

2003 Ford Ranger
(VIN 1FTYR10U63TA05773)
2007 GMC Van
(VIN 1GTFG15XX81121514)
2008 Dodge Charger
(VIN 2B3KA43H48H233175)
2006 Chevrolet Impala
(VIN 2G1WB58K269104374)
2013 Ford Interceptor
(VIN 1FAHP2M85DG109518)
2010 Dodge Charger
(VIN 2B3AA4CT3AH128732)
2008 Chevrolet Tahoe
(VIN 1GNFK13048J107684)
2017 Dodge Charger
(VIN 2C3CDXAT3HH650647)
2008 Chevrolet Tahoe
(VIN 1GNFC13C78R131213)
2011 Dodge Charger
(VIN 1GNFC13C78R131213)
2014 Dodge Charger
(VIN 2C3CDXAT9EH348745)
2014 Dodge Charger
(VIN 2C3CDXAT4EH186085)
2014 Dodge Charger
(VIN2C3CDXAT7EH186095)
2006 Chevrolet Impala
(VIN 2G1WB58K169343219)
2018 Ford Interceptor SUV
(VIN 1FM5K8AR9JGA15693)
2015 Dodge Charger
(VIN 2C3CDXAT0FH874618)
2011 Dodge Charger
(VIN 2B3CL1CT8BH597978)
2013 Chevrolet Tahoe
(VIN 1GNSK2E01DR339558)
2012 Ford Taurus
(VIN 1FAHP2EW8CG116863)
2012 Dodge Charger
(VIN 2C3CDXAT9CH134660)
1991 International Bus
(VIN 1HVBBNKN5MH397120)
2015 Dodge Charger
(VIN 2C3CDXAT3FH880056)
2014 Chevrolet Tahoe
(VIN 1GNSKBE07ER248411)
2013 Dodge Durango
(VIN 1C4RDJAG9DC695547)
2014 Dodge Charger
(VIN 2C3CDXAT8EH348221)

Outdoor Equipment

Ford 3910 tractor (SN BB79787)
Massey Freguson 231 Tractor (SN 9681K08001)
Rhino TW120 10-foot mower (SN 15141)
Rhino DB150 side mower (SN 11845)
25 KW Generac Generator (SN 3954060)
2005 Lawnmower Trailer (SN NC41114866)
2000 10 Ton Hurst Trailer (VIN 1H9T62327Y1057128)

Other Miscellaneous Business Property

31 desks
1 couch
1 love seat
7 children's tables
22 stackable children's chairs
14 filing cabinets
39 stackable chairs
4 desk chairs
10 office chairs
4 rolling chairs with arm rests
1 rolling stool
11 book carts
2 projector carts
1 podium
4 step stools
3 bulletin boards
2 white boards
2 four drawer cabinets
1 four-sided information stand
3 round tables
4 tables
1 folding wood table
5 library tables
2 standing desks
1 rolling cart with 12 square trays
2 commercial refrigerators

PUBLIC NOTICE
AUCTION SALE OF COUNTY PROPERTY

The Wayne County Board of Commissioners, at its meeting of July 15, 2025, pursuant to NCGS §160A-270 and NCGS §153A-176, authorized the sale by public auction of the following personal property:

2003 Ford Ranger (VIN: 1FTYR10U63TA05773), 2007 GMC Van (VIN: 1GTFG15XX81121514), 2008 Dodge Charger (VIN: 2B3KA43H48H233175), 2006 Chevrolet Impala (VIN: 2G1WB58K269104374), 2013 Ford Interceptor (VIN: 1FAHP2M85DG109518), 2010 Dodge Charger (VIN: 2B3AA4CT3AH128732), 2008 Chevrolet Tahoe (VIN: 1GNFK13048J107684), 2017 Dodge Charger (VIN: 2C3CDXAT3HH650647), 2008 Chevrolet Tahoe (VIN: 1GNFC13C78R131213), 2011 Dodge Charger (VIN: 1GNFC13C78R131213), 2014 Dodge Charger (VIN: 2C3CDXAT9EH348745), 2014 Dodge Charger (VIN: 2C3CDXAT4EH186085) 2014 Dodge Charger (VIN: 2C3CDXAT7EH186095), 2006 Chevrolet Impala (VIN: 2G1WB58K169343219), 2018 Ford Interceptor SUV (VIN: 1FM5K8AR9JGA15693) 2015 Dodge Charger (VIN: 2C3CDXAT0FH874618), 2011 Dodge Charger (VIN: 2B3CL1CT8BH597978), 2013 Chevrolet Tahoe (VIN: 1GNSK2E01DR339558) 2012 Ford Taurus (VIN: 1FAHP2EW8CG116863), 2012 Dodge Charger (VIN: 2C3CDXAT9CH134660), 1991 International Bus (VIN: 1HVBBNKN5MH397120) 2015 Dodge Charger (VIN: 2C3CDXAT3FH880056), 2014 Chevrolet Tahoe (VIN: 1GNSKBE07ER248411), 2013 Dodge Durango (VIN: 1C4RDJAG9DC695547) 2014 Dodge Charger (VIN: 2C3CDXAT8EH348221), Ford 3910 tractor (Serial Number BB79787), Massey Freguson 231 Tractor (Serial Number 9681K08001), Rhino TW120 10 foot mower (Serial Number 15141), Rhino DB150 side mower (Serial Number 11845), 25 KW Generac Standby Generator (3954060), 2005 Homemade Lawnmower Trailer (Serial Number NC41114866), 2000 10 Ton Hurst Trailer (VIN 1H9T62327Y1057128), 31 desks, 1 couch, 1 love seat, 7 children's tables, 22 stackable children's chairs,14 filing cabinets, 39 stackable chairs, 4 desk chairs, 10 office chairs, 4 rolling chairs with arm rests, 1 rolling stool, 11 book carts, 2 projector carts, 1 podium, 4 step stools, 3 bulletin boards, 2 white boards, 2 four drawer cabinets, 1 four-sided information stand, 3 round tables, 4 tables, 1 folding wood table, 5 library tables, 2 standing desks, 1 rolling cart with 12 square trays, 2 commercial refrigerators

The auction will be held at 8:30 a.m. on August 9, 2025, at RDD Auction Company, LLC located at 1260 Raynor Mill Road, Mt. Olive, NC 28365. All property will be sold in its current condition, as is, and the County gives no warranty with respect to usability of the property. Buyers will be required to pay the full amount of his or her bid before the conclusion of the auction to RDD Auction Company LLC in a manner of payment satisfactory to the auctioneer. The County reserves the right to withdraw any listed property from the auction at any time before the auction sale of that property. Further information may be obtained by contacting RDD Auction Company, LLC at (919) 689-9440 or (919) 222-3215 or by visiting www.rddauction.com.

Run dates: July 25, 2025 and August 1, 2025

AUCTION CONTRACT

RDD Auction Company, LLC
1260 Raynor Mill Rd
Mt. Olive, NC 28365
919-689-9400
rddauction@gmail.com

This agreement is entered into between the RDD Auction Company, Corp., hereinafter "Firm" and _ Wayne County ______________, hereinafter "Seller(s)".

Contact Person: _Mandy Trujillo_______________ Title: ____Procurement Specialist__________

Address: _224 East Walnut Street Attn: Accounting managers office 4th Floor

Goldsboro, NC 27530 ____

Phone 1: _919-738-9705_______________ Phone 2: ____________________

Email: Andrew.neal@waynegov.com ________ Auction Title: ____________________________

Sale Location: __RDD Sale Yard______________ Sale Date/Time: _August 9, 2025 ________

Address: _1260 Raynor Mill RD Mt. Olive, NC 28365 ______________

The Firm and Seller(s) do hereby covenant contract and agree to the following:

I. **Sale Information**
- The Seller(s) hereby contracts the Firm to Market, Advertise, Arrange and offer the property described herein at public auction utilizing best methods determined by the firm.
- The firm will make any decisions related to Marketing, advertising and auction platforms to be utilized.
- The postponement or re-scheduling of the auction due to weather or other unforeseen circumstances will be a collective agreement between the seller and the firm. Should the auction be re-scheduled this contract is subject to addendums related to advertising cost, commission fees, etc. and details in an addendum.
- All property will be offered absolute to the highest bidder, except those items listed as having a minimum acceptable amount identified as "with reserve".

II. **The Seller (s) Agrees:**
- To provide a complete list or accompany the auction staff to develop a complete list of items to be offered. (Inventory list worksheet)
- To complete the Financial Disclosure Form for any financial institution that currently holds or has held liens or encumbrances on any items or collateral for items offered at auction.
- To provide on or before the specified date listed on Financial Disclosure Form, pay-off amounts (if any) for any item to be offered. Pay-off amounts should be calculated for a pay-off date of 30 days following the completion of the auction.
- To pay the Firm a percentage of the gross sales as indicated, herein.
- To obtain approval from the auction company to withdraw or sell any item prior to the auction. Any item removed from the auction may be subject to commission fees calculated using current book value.
- That reasonable reserves, (minimum acceptable amounts) for all property being offered on the Inventory List Worksheet will be provided a minimum of 3 days prior to the sale.
- To indemnify and hold the firm harmless for any injury to persons or property on the premises in connection with the auction.

III. The Firm Agrees:

- To prepare, approve, publish, and pay for all advertising to include: Brochures and subsequent mailing to select mailing or email list, social media, and radio.
- To provide labor and equipment required to conduct the sale.
- To assist the Seller(s) with necessary public previews of the property
- To deposit all funds within three (3) Business days from the conclusion of the auction.
- To distribute funds to the seller(s) and/or financial institutions, less any commission, advertising or other expenses owed to the firm within 30 days following the auction.

IV. Advertising:

- All advertising must be approved by the auction firm prior to publishing.

V. Items with Reserves:

☑ No, all items advertised will be sold to the highest bidder –Absolute

☐ Yes, Items with reserves are listed on the attachment

VI. Other Agreements:

- Access to property
- Load Out Schedule
- Repairs
- Consignments from others
- Site Cleanup/Dumpsters etc

VII. Commission Fee Schedule:

Item Category	Conditions	Percentage
Vehicle	Sells Absolute	10%
Hauling	N/A	$5 per loaded mile $250 minimum

The firm will advertise the sale by the methods indicated to give notice of the sale to the public and the sellers agrees that the amounts received for each item is decided by the bidder. The firm will accept the highest bid from any bidder present or any pre-arranged absent bidder and the firm cannot be held responsible for the final selling price of any item or combination of items. The Seller(s) and Firm hereby agree to the Terms of this contract this 23 day of June 2025 .

Signed ______________________ Date ____________
Seller

Signed ______________________ Date ____________
Seller

Signed Remus Dale Dunn Date 6-23-25
Firm

RDD Auction Company, Corp.
Remus Dale Dunn
NCAL 4854 NCFL 8970

NORTH CAROLINA DEPARTMENT OF ENVIRONMENTAL QUALITY

DIVISION OF WATER INFRASTRUCTURE

Delegation of Authority to Submit Disbursement Requests for Division of Water Infrastructure Project Funds

As the Authorized Representative, named by title by the Governing Board of the **County of Wayne**, I am responsible for reviewing and submitting disbursement requests for Division of Water Infrastructure-funded projects. I hereby delegate the following person/people from the same organization, and successors so titled, to review and submit project funding disbursement requests in the Division's EBS System:

Name (please type or print for clarity)	Title*
Angela Boswell	Finance Director
Ann Kelley-Moore	Asst. Finance Director
Corey Oxendine	Accting + Budget Mgr.

** Delegation is limited to employees of the organization/local government unit receiving project funding.*

I understand that the delegate(s) above will be required to attest and certify, with each disbursement request, that the request has been reviewed and determined to represent true incurred costs that are eligible and allocable to the identified project, are in compliance with the contractual terms and conditions of the funding agreement, and have not been previously paid.

This request replaces all previously submitted delegations.

Authorized Representative Signature: Barbara Aycock

Authorized Representative Name: Barbara Aycock

Authorized Representative Title: Board of Commissioners Chairwoman

Date: 7/15/25

WAYNE COUNTY
FINANCE OFFICE

WAYNECOUNTY
NORTH CAROLINA
Phone: (919) 731-1417
Fax (919) 731-1388

To: Wayne County Board of Commissioners
From: Angie Boswell, Finance Director AB
Date: 6/25/2025
Subject: Required Delegation of Authorized Representatives for DWI EBS System

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The North Carolina Department of Environmental Quality (NCDEQ), Division of Water Infrastructure (DWI), has implemented a requirement regarding the administration of state and federal water infrastructure funding. Specifically, in order to access disbursements from loans or grants awarded through the Division, each local government must designate individuals authorized to act on behalf of the governing board within the Division's Electronic Business Services (EBS) System.

To comply with this requirement, the Wayne County Board of Commissioners must formally delegate one or more authorized representatives. These representatives will be responsible for creating and submitting disbursement requests, tracking funds, and managing related documentation through the DWI EBS portal.

This delegation must be made through official board action—typically by resolution or inclusion in the board meeting minutes—and must specify the names and titles of the designated individuals. This step ensures compliance with NCDEQ's requirements and promotes transparency and accountability in the administration of public funds. Accordingly, I am submitting the names of Ann Kelley-Moore, Corey Oxendine, and myself for your approval as Wayne County's authorized representatives for the DWI EBS System.

INSTRUCTIONS FOR COMPLETING THE "DELEGATION OF AUTHORITY TO SUBMIT DISBURSMENT REQUESTS" FORM

1. Only the Authorized Representative named or named by title by Resolution of the Governing Board for projects funded by the Division of Water Infrastructure may complete, sign and submit the Delegation of Authority to Submit Disbursement Requests Form (Form) to the Division of Water Infrastructure.
2. Delegated submitters must be employees of the organization or local government unit that is directly receiving Division of Water Infrastructure funding.
3. To allow for flexibility in submitting disbursement requests, it is recommended that multiple delegated individuals be named in the Form.
4. If the Authorized Representative wishes to change or add to the person(s) delegated, a new Delegation of Authority to Submit Disbursement Requests Form must be submitted to the Division of Water Infrastructure.
5. Each new Form replaces all previously submitted delegations.
6. The completed Form must be submitted to the Division of Water Infrastructure using the DWI Laserfiche Portal as a "Delegation to Submit Claims" document.

All DWI funding recipients must use the DWI EBS system to submit disbursement requests beginning July 1, 2025

New methods for Authorized Representative of funding recipients to delegate individuals to create and/or submit claims

The Division of Water Infrastructure (DWI) is launching a web-based portal, DWI EBS System, for loan and grant subrecipients to create and submit disbursement requests (i.e. claims or payment requests). All DWI funding recipients must use the DWI EBS system to submit disbursement requests beginning July 1, 2025. Access to the system requires that each user has an NCID or My NCID account and has been approved to access the DWI EBS system. To ensure timely payment of disbursement requests for active projects, it is recommended that every DWI fund recipient has at least one individual approved as soon as possible and no later than July 1, 2025 to access DWI EBS and submit claims.

A summary of the necessary steps for funding recipients and for Consulting Engineers to gain access to the DWI EBS System is as follows. **Please note that Step 2 below includes new methods for Authorized Representatives of funding recipients to delegate individuals to create and/or submit claims.**

Step 1: To become a user, individuals must first have an NCID (If you already have an NCID, you do not need to create a new one and you can skip to Step 2). Each person should have only one NCID account. Most fund recipients are Local Government employees. They will need to call an NCID Administrator assigned to the Local Government. The NCID administrator can be found by selecting the appropriate County and then searching for the Town. Use this link: NCID County Administrators | NCDIT. You can also navigate to the same page using the NCID login page:

a. https://ncid.nc.gov/idmdash/#/default
b. Select Register! in the bottom right counter of the login rectangle,
c. Select **Local Government Employee,**
d. Select: North Carolina County DA list.
e. Select the County (there is a Search field in the top right corner above the county list.
f. Search for the Town name and find the NCID administrator's name and phone number. They should call anyone they know from their LGU to help them create their NCID account.

If you are not a member of a Local Government and have been identified as the Authorized Representative for a DWI funded project, you can create an NCID account following these steps: To create an account follow these steps:

a. Go to NCID Login Website: https://ncid.nc.gov/idmdash/#/default,
b. Select Register! in the bottom right counter of the login rectangle,
c. Select **Individual**
d. **Fill in the form and submit.**

Step 2: Ensure that you are authorized to either Create & Submit Claims or Create Claims

Individuals authorized for the ***Create & Submit Claims (Authorized Rep)*** role must either be named as **The Authorized Representative** in a Resolution by the Governing Board (this is typically part of the Executed Funding offer), or be delegated by an Authorized Representative using the Delegation of Authority to Submit Disbursement Requests for Division of Water Infrastructure Project Funds. Delegated submitters must be employees of the organization or local government unit.

Individuals authorized for the ***Create Claims (Not Authorized to Submit)*** role must be delegated by the Authorized Representative using the DWI EBS Authorized Representative Delegation Form. Fund Recipients may wish to delegate contracted Grant Managers, individuals from Consulting Firms or COGs, or Government unit individuals who prepare and review reimbursement requests.

Step 3: Request access to the DWI-EBS Grants Management System using your NCID account information and the DWI EBS Claims System External User Access Request Application.

When the form opens, select NCDEQ - DIVISION OF WATER INFRASTRUCTURE as the Agency and fill in all required information. NCID login information and the fund recipient Tax-ID numbers associated with funded projects are required. A separate request form will need be submitted for each fund recipient Tax-ID # (most Fund Recipients will have one Tax-ID #, however some counties may have Tax ID #s for different Districts)

Some important dates to remember:

- **Until June 13, 2025.** Disbursement requests should be submitted using the DWI Laserfiche Portal .

- **June 14 – July 1, 2025.** DWI will not accept new claim submittals to process previously submitted claims and transition to the new system.
- **July 1, 2025.** Disbursement requests must be submitted using the DWI EBS System.

Additional resources:

Information on how to request access to the DWI EBS system is located on the Division of Water Infrastructure's 'I Have Funding' web page along with a link to a recorded training event. The training includes information on the registration, login process and payment requests. More information on the access request process can be found at Construction & Disbursement of Funds | NC DEQ Construction & Disbursement of Funds | NC DEQ

If you have any additional questions, please email: DWIEBSSupport@deq.nc.gov

NORTH CAROLINA

WAYNE COUNTY

RESOLUTION #2025-23: A RESOLUTION AMENDING THE WAYNE COUNTY PERSONNEL POLICY

WHEREAS, the Wayne County Board of Commissioners is authorized by North Carolina General Statutes(NCGS) 153A-94 to establish personnel policies that effectively manage its workforce; and

WHEREAS, the Human Resources Department has recommended various updates that are deemed necessary to ensure continued compliance with applicable laws, reflect organizational changes, and to provide clarification of existing policies; and

WHEREAS, after review and careful consideration of the proposed changes by the County Manager and the County Attorney, the County Manager wishes to present said changes to the Board of Commissioners for adoption by Resolution;

NOW, THEREFORE BE IT RESOLVED that the document entitled "WAYNE COUNTY PERSONNEL POLICY" previously adopted as the personnel policies for Wayne County Government, is hereby amended as follows:

Page 11

Updated: Responsibilities of the Human Resources Director and Department Directors

Former:

~~Responsibility of the Human Resources Director~~
~~The County Manager, with the approval and consent of the Board of Commissioners, shall appoint a Human Resources Director. The director shall assist in the preparation and maintenance of the Personnel Policy and the Position Classification and Pay Plan, keep up to date the policy addendums and appendices, and perform other duties in connection with a modern human resources program, as instructed by the County Manager. All actions concerning human resources actions (e.g., hiring, firing, compensation, leave, retirement) shall be brought to the attention of the Human Resources Department immediately so that the necessary records can be maintained. The Human Resources Director's responsibilities include but are not limited to applying and carrying out these regulations and the policies adopted hereunder.~~

Updated: Responsibilities of the Human Resources Director
The Human Resources Director, appointed by the County Manager with the Board's approval, oversees all human resources functions within the County. This includes managing job advertisements, employee recruitment, necessary or compliance training, and assisting with employee development and recognition programs. The Director is also tasked with maintaining the Personnel Policy, overseeing disciplinary actions, coaching and counselling if required, and performance evaluations if required, ensuring compliance with legal and regulatory requirements, and advising on best practices. Additionally, the Director manages compensation, pay adjustments, and employee records, and ensures consistent application of HR policies and procedures across all departments. The HR Director adheres to the County's core values, compliance with applicable laws, and ethical standards. Separate management-approved terms may govern some administrative processes. All HR-related actions, including hiring, separation, and performance management, must be reported through the HR Department for proper documentation and compliance.

New: Responsibility of Directors
Department Directors are responsible for ensuring their departments comply with the County's policies, including promoting a respectful work environment, managing employee performance, and addressing performance or disciplinary issues fairly and consistently. Directors must also ensure confidentiality, address conflicts, support reasonable

accommodation, and report any discrimination, harassment, or retaliation concerns to HR for investigation. Additionally, they must ensure departments comply with all applicable employment laws and work to maintain a positive, productive workplace.

Page 15

Updated: Pregnant Workers Fairness Act
As required by the federal Pregnant Workers Fairness Act (PWFA), the County of Wayne will provide reasonable accommodation for employees and applicants with limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause undue hardship in the County. *An employee or applicant may request accommodation due to pregnancy, childbirth, or a related medical condition by submitting the request in writing to Human Resources (HR). Upon receipt of a request for accommodation, HR will contact the employee or applicant to discuss the request and determine if accommodation is reasonable and can be provided. The accommodation request can be made to anyone in the employee's chain of command and should include an explanation of the pregnancy-related limitations, the accommodation needed, and any alternative accommodation(s) that might be reasonable.* Depending on the nature of the accommodation, the individual may be requested to submit a statement from a health care provider substantiating the need for the accommodation.

Page 23

New: Expectations of Privacy
All County facilities, offices, workspaces, desks, lockers, vehicles, and equipment are the sole property of Wayne County. The County reserves the right to access, inspect, or examine any of this property at any time, without prior notice, for legitimate business purposes, including but not limited to investigating workplace misconduct.

Employees should not expect privacy when using County property. This includes any space or equipment provided for use during employment. Additionally, county–owned vehicles and equipment may be monitored. Employees operating such vehicles or equipment should understand that their use may be observed, recorded, or reviewed.

To help ensure the safety of employees and the public and protect County property, the County reserves the right to conduct video and audio surveillance of any portion of its premises at any time. Surveillance cameras will be operational in appropriate places throughout and around County buildings. Surveillance will not be conducted in areas where a reasonable expectation of privacy exists, such as restrooms, showers, and dressing rooms.

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Applications will only be accepted for advertised, vacant positions. Inquiries, resumes, and letters of intent shall not be considered applications. *Resumes may be considered, but applicants will be required to complete the standard application form in its entirety to initiate formal consideration.*

Page 37

Removed: Merit Increases & Performance Appraisal, and Merit Eligibility

Former:

~~*Merit Increases and Performance Appraisals*~~
~~The performance evaluation system, designed to facilitate fair and equitable merit pay decisions, must meet the needs of both management and employee. From these performance evaluations, recommendations for merit increases may be~~

~~made. Performance evaluations also provide a record of employee goals and achievements and should reflect an honest and objective review. Employees are encouraged to leave comments and concerns on their performance reviews regarding any factors that may have affected their review. The availability of merit increases in any fiscal year is a budgetary consideration and is driven by individual employee performance. The amount of funds to be awarded is recommended by the County Manager and shall be determined and allocated by the Board of Commissioners. An employee's absence from work due to sick leave, leave without pay, leave due to injury on the job, or any other authorized leave, may cause the department head to request an extension for the annual performance evaluation review so as to allow an adequate evaluation of performance. The following factors will be considered evaluating employee performance:~~

~~a) Customer Service for both internal and external customers~~
~~b) Availability to Work/Willingness & Ability to complete assignments~~
~~c) Initiative and Improvement~~
~~d) Work Safety, Policy, and Procedure Compliance~~
~~e) Time Management~~
~~f) Quality and Quantity of Work Produced~~

~~Performance Appraisal due dates will be announced at the beginning of each fiscal year and are to be reviewed and approved by the Department Director, Human Resources Director, and the County Manager's designee. Merit increases, if available, will be adjusted based on performance evaluations. Performance evaluations are expected to be conducted timely, at a minimum of once per year, and Department Directors are responsible for ensuring its completion. In an effort to provide transparency and structure to performance reviews, supervisors and directors may also receive performance feedback from their staff or those whom they work with closely. This feedback request is administered by the Human Resources office and can be used in the evaluation of directors by the County Manager or designee. Performance feedback about supervisors from employees is delivered directly to directors. Performance feedback about directors from employees is delivered directly to County Management for review.~~

~~Merit Eligibility~~

~~Current performance evaluations are required for the employee to be eligible for merit increases. Employees must have been in place for at least one year to be eligible and may not have had disciplinary actions within the last 90 days before the merit review. The employee must not be on a performance improvement plan within the last 90 days before the merit review. If the performance appraisal was below average, the department director or designee must justify why the employee should receive a merit increase. When available, merit increases may be given to eligible employees as a one-time percentage increase or in small portions throughout the fiscal year, as agreed to by County Management. Merit requests can be considered as a collective budgetary concern or requested by individual departments during their budget process. All requests for merit increases will be fully documented and will be granted only to employees who have met the standards or as recommended and approved by the department head, Director of Human Resources, and the County Manager or Assistant County Manager.~~

Page 58

Updated: Family Leave

Family Leave Policy

Employees who have completed their probationary period and meet the Family and Medical Leave Act (FMLA) eligibility criteria for caring for a family member or birth and bonding with a child are eligible for the county's Family Leave benefit.

Benefit:

- *Provides up to 6 weeks (240 hours) of non-chargeable leave*
- *Runs concurrently with FMLA leave (not in addition to)*

Eligibility:

- *Must be on approved FMLA leave*
- *6 weeks total for birth or adoption*
- *Other situations at the department director's discretion, with HR approval*
- *Limited to one occurrence per rolling 12-month period*

Limits:

- *Documented leave abuse may result in denial unless approved by the director*
- *Abuse of leave may result in disciplinary action*
- *Employees must remain employed for one year post-leave or be subject to repayment*
- *Exceptions may be approved by County Management*

Page 69

Updated: Leave Bank

Shared Leave Programs – Leave Bank

Eligibility:

- This program is intended for employees in extenuating circumstances who have responsibly used their accrued time and have no accrued time due to circumstances beyond their control, as well as new employees who have not yet accrued time to use. Long-term employees who have no accrued leave will be required to provide a reasonable explanation for the lack of accrued time. *Directors may use discretion when applied consistently when determining whether an employee or department will participate in this leave program.*

BE IT FURTHER RESOLVED, upon adoption of this Resolution the amendments to the Wayne County Personnel Policy shall become effective July 1, 2025.

Passed and adopted this 15th day of July, 2025.

Chairwoman Barbara Aycock
Wayne County Board of Commissioners

Attest:

Carol Bowden, Clerk to the Board

SEAL OF WAYNE COUNTY NORTH CAROLINA
FIAT JUSTITIA

Changes at a glance:

- Pg 11: Updated: **Responsibilities of the Human Resources Director, and Department Directors:** reworded for updated and actual responsibilities and practices.
- Pg 15: Updated: **Pregnant Workers Fairness Act** -reworded for clarity
- Pg 23: New: **Expectations to Privacy** -provides blanket language regarding minimal expectation of privacy for employees
- Pg 29: Updated: **When Applications Are Accepted**: updated to consider resumes as well as applications, with the expectation that applications are still required
- Pg 37: Removed: **Merit Increases & Performance Appraisal, and Merit Eligibility**: internal process, not needed in policy
- Pg 58: Updated**: Family Leave**: simplified, described limitations, allows discretion of department directors when applied consistently
- Pg 69: Update: **Leave Bank** -provides limits and allows discretion of department directors when applied consistently

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Details:

Additions/updates are *italicized*

Deletions are ~~struck~~

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Journal Proof Report

Journal Number: 403 Year: 2026 Period: 1 Description: Facilities Reference 1: 14 Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	4908100-599110	Contingency-Capital Outlay				$4700.00
BUA	1104260-551000	Capital Outlay-Equipment			$4700.00	
BUA	4908100-598000	Transfers to Other Funds			$4700.00	
BUA	1100000-398400	Transfers from Other Funds-CPF				$4700.00
			Journal 2026/1/403	Total	$9400.00	$9400.00

Journal Proof Report

Journal Number: 404 Year: 2026 Period: 1 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1104260-535100	Repairs & Maint-Buildings				$4548.00
BUA	1104260-551000	Capital Outlay-Equipment			$4548.00	
			Journal 2026/1/404	Total	$4548.00	$4548.00

Journal Proof Report

Journal Number: 405 Year: 2026 Period: 1 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	6247420-512500	Telephone Allowance			$1980.00	
BUA	6247420-526100	Office Supplies-NonCaptl FF&E				$1980.00
			Journal 2026/1/405	Total	$1980.00	$1980.00

Journal Proof Report

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a tyler erp solution

Journal Number: 406 Year: 2026 Period: 1 Description: Reference 1: Reference 2: Reference 3:

Source	Account Formatted Project String	Account Description	Line Description	OB	Debit	Credit
BUA	1106110-562000 E-X2601 -State -Recurring -Lib Mat	Grant Expenditures			$178164.00	
BUA	1106110-562000	Grant Expenditures				$178164.00
			Journal 2026/1/406	Total	$178164.00	$178164.00

Journal Proof Report

Journal Number: 407 Year: 2026 Period: 1 Description: Facilities Reference 1: 23 Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	4908100-599110	Contingency-Capital Outlay				$11942.00
BUA	1104260-551000	Capital Outlay-Equipment			$11942.00	
BUA	4908100-598000	Transfers to Other Funds			$11942.00	
BUA	1100000-398400	Transfers from Other Funds-CPF				$11942.00
			Journal 2026/1/407	Total	$23884.00	$23884.00

Journal Proof Report

Journal Number: 408 Year: 2026 Period: 1 Description: Sheriff Reference 1: 24 Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	4908100-599110	Contingency-Capital Outlay				$104965.44
BUA	1104310-551000	Capital Outlay-Equipment			$104965.44	
BUA	4908100-598000	Transfers to Other Funds			$104965.44	
BUA	1100000-398400	Transfers from Other Funds-CPF				$104965.44
			Journal 2026/1/408	Total	$209930.88	$209930.88

Journal Proof Report

Journal Number: 1372 Year: 2025 Period: 12 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1265305-518340	Health Savings Account Contrib			$133.33	
BUA	1265305-512200	Overtime-FT				$133.33
BUA	1265300-518340	Health Savings Account Contrib			$133.33	
BUA	1265300-512200	Overtime-FT				$133.33
BUA	1265306-518340	Health Savings Account Contrib			$133.33	
BUA	1265306-512200	Overtime-FT				$133.33
			Journal 2025/12/1372	Total	$399.99	$399.99

Journal Proof Report

Journal Number: 1373 Year: 2025 Period: 12 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1104311-518340	Health Savings Account Contrib			$266.67	
BUA	1104311-512100	Salaries and Wages				$266.67
			Journal 2025/12/1373	Total	$266.67	$266.67

Journal Proof Report

Journal Number: 1374 Year: 2025 Period: 12 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1107140-535200	Repairs & Maint-Equipment				$8196.11
BUA	1107140-519000	Professional Services				$133263.13
BUA	1107140-559000	Capital Outlay-Infrastructure			$141459.24	
			Journal 2025/12/1374	Total	$141459.24	$141459.24

Journal Proof Report

Journal Number: 658 Year: 2026 Period: 1 Description: Facilities Reference 1: 37 Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	4908100-599110	Contingency-Capital Outlay				$9500.00
BUA	1104260-551000	Capital Outlay-Equipment			$9500.00	
BUA	4908100-598000	Transfers to Other Funds			$9500.00	
BUA	1100000-398400	Transfers from Other Funds-CPF				$9500.00
			Journal 2026/1/658	Total	$19000.00	$19000.00

Journal Proof Report

Journal Number: 659 Year: 2026 Period: 1 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1104260-535100	Repairs & Maint-Buildings				$183.00
BUA	1104260-551000	Capital Outlay-Equipment			$183.00	
			Journal 2026/1/659	Total	$183.00	$183.00

Journal Proof Report

Journal Number: 660 Year: 2026 Period: 1 Description: S&W Reference 1: 35 Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1104960-562000-StRAP	Grant Expenditures			$75798.00	
BUA	1104960-335000-StRAP	Grant Revenues				$75798.00
			Journal 2026/1/660	Total	$75798.00	$75798.00

Journal Proof Report

Journal Number: 661 Year: 2026 Period: 1 Description: EMS Reference 1: 34 Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	4908100-599110	Contingency-Capital Outlay				$185000.00
BUA	1104370-551000	Capital Outlay-Equipment			$185000.00	
BUA	4908100-598000	Transfers to Other Funds			$185000.00	
BUA	1100000-398400	Transfers from Other Funds-CPF				$185000.00
			Journal 2026/1/661	Total	$370000.00	$370000.00

Journal Proof Report

Journal Number: 662 Year: 2026 Period: 1 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1315112-525100	Vehicle Supplies-Fuel/Diesel			$150.00	
BUA	1315153-525100	Vehicle Supplies-Fuel/Diesel				$150.00
			Journal 2026/1/662	Total	$150.00	$150.00

Journal Proof Report

Journal Number: 663 Year: 2026 Period: 1   Description: Finance   Reference 1: 28   Reference 2:   Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	6324530-559100	Capital Outlay-Road & Pavement			$55720.00	
BUA	1109860-598000	Transfers to Other Funds			$5572.00	
BUA	6324530-335000	Grant Revenues				$50148.00
BUA	1100000-399100	Fund Balance Appropriated				$5572.00
BUA	6324530-398100	Transfers from Other Funds-GF				$5572.00
			Journal 2026/1/663	Total	$61292.00	$61292.00

Journal Proof Report

Journal Number: 664 Year: 2026 Period: 1 Description: Finance Reference 1: 27 Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	6324530-559100	Capital Outlay-Road & Pavement			$166667.00	
BUA	1109860-598000	Transfers to Other Funds			$16667.00	
BUA	6324530-335000	Grant Revenues				$150000.00
BUA	1100000-399100	Fund Balance Appropriated				$16667.00
BUA	6324530-398100	Transfers from Other Funds-GF				$16667.00
			Journal 2026/1/664	Total	$183334.00	$183334.00

Journal Proof Report

Journal Number: 674 Year: 2026 Period: 1 Description: SOA Reference 1: 39 Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1165606-562000	Grant Expenditures			$32075.00	
BUA	1165600-399100	Fund Balance Appropriated				$32075.00
			Journal 2026/1/674	Total	$32075.00	$32075.00