Wayne County, North Carolina
Board of Commissioners

February 3, 2026
224 E. Walnut Street
Courthouse 4th Floor
Goldsboro, NC 27530

MINUTES

PLEASE SILENCE ALL CELLPHONES

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 8:01 a.m. with Chairman Joe C. Daughtery reviewing the agenda.

County Manager Chip Crumpler made the following adjustments to the agenda: Move #15 from Consent Agenda to Unfinished Business. Reschedule the Davenport presentation listed as #8 under Unfinished Business to 11 a.m. on February 4, 2026, when the Board reconvenes its meeting due to weather conditions and travel complications for Davenport. Open and recess the 9:15 and 9:30 Public Hearings to 11 a.m. on February 4, 2026, when the board reconvenes its meeting to permit comments from any members of the public who were unable to make it to the meeting due to inclement weather.

Finance Director Angie Boswell reviewed the budget amendments and answered questions from the board.

Planning Director Berry Gray reviewed the Preliminary Plat for Talton Farms Section 4 and the Final Plat for Jackson Ridge Section 1.

Members Present: Chairman Joe C. Daughtery, Vice-Chairman Chris Gurley, Barbara Aycock, Tim Harrell, Joe Democko, and Antonio Williams.

Members Absent: Bevan Foster.

CALL TO ORDER - Chairman Joe C. Daughtery

The Wayne County Board of Commissioners met on Tuesday, February 3, 2026, at 09:08 AM in the Commissioners Meeting Room in the Wayne County Courthouse Annex, Goldsboro, North Carolina, after due notice thereof had been given.

Members present: Chairman Joe C. Daughtery, Vice-Chairman Chris Gurley, Barbara Aycock, Tim Harrell, Joe Democko, Bevan Foster, and Antonio Williams.

Members absent: None

INVOCATION - Commissioner Joe Democko

Commissioner Joe Democko gave the invocation.

PLEDGE OF ALLEGIANCE - Commissioner Joe Democko

Commissioner Joe Democko 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 January 20, 2026, Minutes.

   Upon motion of Antonio Williams, the Board of Commissioners unanimously approved the January 20, 2026, Minutes.

DISCUSSION/ADJUSTMENT OF AGENDA

2. Motion to Approve the (Adjusted) February 3, 2026, Agenda.

   Upon motion of Tim Harrell, the Board of Commissioners unanimously approved the Adjusted February 3, 2026, Agenda. Adjustments to the agenda were:

   - Move #15 from Consent Agenda to Unfinished Business.
   - Reschedule the Davenport presentation listed as #8 under Unfinished Business to 11 a.m. on February 4, 2026, when the Board reconvenes its meeting due to weather conditions and travel complications for Davenport.
   - Open and recess the 9:15 and 9:30 public hearings to 11 a.m. on February 4, 2026, when the board reconvenes its meeting to permit comments from any members of the public who were unable to make it to the meeting due to inclement weather.

SPECIAL PRESENTATIONS

Time Limit of 6 to 10 Minutes

3. Motion to Approve the 2026 Black History Month Proclamation.

   Upon motion of Antonio Williams, the Board of Commissioners unanimously approved the 2026 Black History Month Proclamation, attached hereto as Attachment A.

APPOINTMENT COMMITTEE

4. Motion to Appoint Valerie Wallace to the Wayne County Library Advisory Board.

   Upon motion of Commissioner Joe Democko, the Board of Commissioners unanimously approved to appoint Valerie Wallace to the Wayne County Library Advisory Board.

5. Motion to Appoint Andrea Freile to the Trillium South Central Regional Advisory Board.

Upon motion of Commissioner Joe Democko, the Board of Commissioners unanimously approved to appoint Andrea Freile to the Trillium South Central Regional Advisory Board.

9:15 A.M. AND 9:30 A.M. PUBLIC HEARINGS

6. At 9:15 a.m. in the Commissioners' Meeting Room in the Wayne County Courthouse Annex, 224 E. Walnut Street, Goldsboro, North Carolina, to receive public comments regarding a Proposed Installment Financing Agreement or Similar Financing Arrangement to Finance improvements to Rosewood Middle School and Rosewood Elementary School for the County of Wayne, North Carolina.

At 9:15 a.m. Chairman Joe C. Daughtery opened the pubic hearing to receive public comments regarding a Proposed Installment Financing Agreement or Similar Financing Arrangement to Finance improvements to Rosewood Middle School and Rosewood Elementary School for the County of Wayne, North Carolina.

County Attorney Andrew reviewed the public hearing, attached hereto as Attachment B, and answered questions from the board. He stated that the project had been funded with state grants thus far, but that additional funding was needed to complete it. No members of the public spoke at the public hearing. Mr. Neal requested that the Chairman recess the public hearing to February 4, 2026, at 11:00 a.m., to allow those who wish to speak to attend.

At 9:18 a.m., Chairman Joe C. Daughtery recessed the public hearing to February 4, 2026, at 11:00 a.m.

7. At 9:30 a.m., to receive public comments on a request to rezone 2.817 acres in GranthamTownship from Community Shopping (CS) to R-10 for property located at the northeast corner of the intersection of Paul Hare Road and US Hwy 13 S, identified as Tax Parcel 2546734961.

At 9:45 a.m., Chairman Joe C. Daughtery opened the public hearing to receive comments on a request to rezone 2.817 acres in the Grantham Township from Community Shopping (CS) to R-10 for property located at the northeast corner of the intersection of Paul Hare Road and US Hwy 13 S, identified as Tax Parcel 2546734961.

Planning Director Berry Gray reviewed the rezoning request, and answered questions from the Board. No members of the public spoke at the public hearing.

County Attorney Andrew Neal recommended to recess the public hearing until February 4, 2026, at 11:00 a.m. to allow for those who wish to speak be able to attend.

At 9:47 a.m., Chairman Joe C. Daughtery recessed the public hearing to receive comments on a request to rezone 2.817 acres in the Grantham Township from Community Shopping (CS) to R-10 for property located at the northeast corner of the intersection of Paul Hare Road and US Hwy 13 S, identified as Tax Parcel 2546734961 until February 4, 2026, at 11:00 a.m.

UNFINISHED BUSINESS

8. Local Government Commissions Response to the Financial Performance Indicators of Concern

Finance Director Angie Boswell reviewed the Local Government Commission Performance Indicator Letter, attached hereto as Attachment B, and answered questions from the Board. Mrs. Boswell stated the finance department is working with the County's auditor and local government commission coach to take steps to correct the violation. Ms. Boswell explained that the reason that a performance indicator existed in the audit is because the County adopts its budget at an object level rather than at a department level. Prior year expenses are regularly received after the fiscal year has been closed out. Using an object-level budget model means that when this occurs, accounts may appear to be overdrawn, which is misleading. Adopting a budget at the department level would remedy this issue. Ms. Boswell stated that a majority of the board needed to approve the Performance Indicator letter and that she planned to a bring a revised budget ordinance before the board at the next meeting for approval. She stressed that Commissioners would still receive object level budget summaries and that the existing budget amendment policy would not change. Chairman Joe C. Daughtery clarified that the violation was that we overspent at the object line item level. Mrs. Boswell stated this has been done this way for 40 or more years but has recently been identified under new leadership at the Local Government Commission.

Commissioner Barbara Aycock asked if performance indicators were a new practice the Local Government Commission implemented. Mrs. Boswell stated this started in November 2020 and explained how the process affected the county this year. Chairman Daughtery asked if the budget process for the board would change and Mrs. Boswell stated only the final ordinance would be changed. Chairman Daughtery stated that the practice by the Local Government Commissioner lessens transparency rather than enhancing it.

Vice-Chairman Chris Gurley stated there was a difference in transparency and micromanagement, and it only takes one item to be over budget to cause this issue.

Commissioner Bevan Foster stated he would like the dollar amounts on public safety and human services and a list of the budget amendments that weren't processed in time for the items listed in the letter. Mrs. Boswell explained that these issues resulted as a result of subsequent transactions between fiscal years and caused this unique situation. Commissioner Foster asked for clarification on how the budget amendments weren't processed in time. Mrs. Boswell explained the budget amendment process and which budget amendments come before the board. Commissioner Foster stated he would email Mrs. Boswell for additional information so he could make an informed decision.

Commissioner Antonio Williams asked if the budget amendment process for departments was changing and how often the finance department receives budget amendments under the threshold that doesn't have to come before the board. Mrs. Boswell stated the process wasn't changing for departments and that the threshold for a budget amendment to receive Board approval is $5,000. Anything under that amount that is moving within departmental line items is reviewed and approved by the County Manager.

Upon motion of Vice-Chairman Chris Gurley, the Board of Commissioners approved to respond to the Local Government Commissions Financial Performance Indicator of Concern with a vote of 6 to 1, with Commissioner Foster voting against.

CONSENT AGENDA

Upon motion of Commissioner Tim Harrell, the Board of Commissioners unanimously approved the Consent Agenda.

9. Budget Amendments
   #229-Cooperative Extension/#230- Heatlh Department/#232-WCDA/#237-Finance/#239-Health Department/#244- County Attorney
10. Motion to Approve the Preliminary Plat for Talton Farms Section 4.
    Attached hereto as Attachment C.
11. Motion to Approve the Final Plat for Jackson Ridge Section 1.
    Attached hereto as Attachment D.
12. Motion to Approve an Inspection Services Agreement with the City of Goldsboro for the County to perform Level III Electrical Inspections within Goldsboro.
    Attached hereto as Attachment E.
13. Motion to adopt a Resolution Approving Administrative Guidelines and Policies required by the Department of Housing and Urban Development for the EMS Station 12 Community Project Funding Grant.
    Attached hereto as Attachment F.
14. Motion to approve the updated Emergency Shelter Agreement with the Wayne County Board of Education.
    Attached hereto as Attachment G.

PUBLIC COMMENTS

Each Speaker will have a time limit of four (4) minutes.

The Chairman indicated that there would be an additional public comment period at

11:00 a.m. on February 4, 2026, to accommodate any members of the public who could not attend due to weather.

COUNTY MANAGER'S REPORT

County Manager Chip Crumpler thanked all of the first responders and facilities for working through Winter Storm Gianna.

BOARD OF COMMISSIONERS COMMITTEE REPORTS

Commissioner Williams thanked the employees for their work during Winter Storm Gianna and for the budget and goals retreat, and reminded everyone about Black History Month.

Commissioner Joe Democko thanked the board for approving the appointments to the Library Advisory Board and the Trillium South Central Regional Board.

Commissioner Barbara Aycock thanked those who worked during Winter Storm Gianna and the chairman for condensing the board's goals.

Commissioner Bevan had no comment.

Commissioner Tim Harrell updated the board on the Eastern Carolina Council and WAGES meeting schedules. He reminded the facilities committee of the rescheduled meeting and thanked the staff for putting together the goals and budget retreat.

Commissioner Chris Gurley thanked the first responders for their work during Winter Storm Gianna and reminded citizens to drive cautiously in these conditions.

Chairman Joe C. Daughtery encouraged the board to vote on their top six goals and stated that he was working to set up a breakfast with legislators to present their legislative goals. He stated that he will attend the Wayne Community College retreat next week and is working with the Board of Education's chairman to launch the 5-on-5 committee.

CLOSED SESSION

At 8:25 a.m., Upon motion of Commissioner Barbara Aycock, the Board of Commissioners unanimously declared itself in closed session to discuss matters related to the location or expansion of industries in the county and to consult with your attorney to maintain attorney-client privilege.

At 9:08 a.m., upon motion of Barbara Aycock, the Board of Commissioners unanimously declared itself in regular session.

Members Present: Chairman Joe C. Daughtery, Vice- Chairman Chris Gurley, Barbara Aycock, Joe Democko, Tim Harrell and Antonio Williams.

Members Absent: Bevan Foster (8:34 a.m.)

Others Present: County Manager Chip Crumpler, Assistant County Manager Ginger

Moore, County Attorney Andrew Neal, Finance Director Angie Boswell and Deputy Clerk to the Board Kayla Whitley.

RECESS

At 10:12 a.m. on February 3, 2026, Chairman Joe C. Daughtery recessed the Board of Commissioners meeting.

At 11:00 a.m. on February 4, 2026, Chairman Joe C. Daughtery reconvened the Board of Commissioners meeting.

RECONVENED 9:15 PUBLIC HEARING

At 11:08 a.m. on February 4, 2026, Chairman Joe C. Daughtery reconvened the public hearing to receive public comments regarding a Proposed Installment Financing Agreement or Similar Financing Arrangement to Finance improvements to Rosewood Middle School and Rosewood Elementary School for the County of Wayne, North Carolina.

No one presented themselves for the Public Hearing.

At 11:08 a.m., Chairman Joe C. Daughtery closed the Public Hearing to receive public comments regarding a Proposed Installment Financing Agreement or Similar Financing Arrangement to Finance improvements to Rosewood Middle School and Rosewood Elementary School for the County of Wayne, North Carolina.

Upon motion of Commissioner Antonio Williams, the Board of Commissioners unanimously approved a Resolution Making Certain Findings and Determinations Regarding an Installment Financing Agreement, attached hereto as Attachment H.

RECONVENED 9:30 PUBLIC HEARING

At 11:09 a.m. on February 4, 2026, Chairman Joe C. Daughtery reconvened the public hearing to receive comments on a request to rezone 2.817 acres in the Grantham Township from Community Shopping (CS) to R-10 for property located at the northeast corner of the intersection of Paul Hare Road and US Hwy 13 S, identified as Tax Parcel 2546734961.

No one presented themselves for the Public Hearing.

At 11:10 a.m., Chairman Joe C. Daughtery closed the public hearing to receive comments on a request to rezone 2.817 acres in the Grantham Township from Community Shopping (CS) to R-10 for property located at the northeast corner of the intersection of Paul Hare Road and US Hwy 13 S, identified as Tax Parcel 2546734961.

Upon motion of Commissioner Antonio Williams, the Board of Commissioners unanimously approved a request to rezone 2.817 acres in GranthamTownship from Community Shopping (CS) to R-10 for property located at the northeast corner of the intersection of Paul Hare Road and US Hwy 13 S, identified as Tax Parcel 2546734961, attached hereto as Attachment I.

UNFINISHED BUSINESS CONTINUED

15. Presentation by Davenport on Financing Proposals for the Rosewood Middle School and Rosewood Elementary School projects.

Ted Cole of Davenport presented the financing proposals for the Rosewood Middle School and Rosewood Elementary School projects, attached hereto as Attachment J.

Mr. Cole reviewed the lending options and answered questions from the board. Chairman Joe C. Daughtery asked about the interest in both schools. County Attorney Andrew Neal stated that the board would only need to use the middle school as collateral to secure the funding. Vice-Chairman Chris Gurley asked if the interest we accrued would outweigh the payment.

Commissioner Tim Harrell asked about debt service and whether the additional funds needed would be funded by the school sales tax. Mr. Cole stated that it was fully accounted for in the modeling for the upcoming fiscal years.

Commissioner Antonio Wililams asked if it was standard practice for banks to hold the funds. Mr. Cole stated that some care, but others care more about title insurance and collateral. Mr. Neal stated that, with prior projects, the board borrowed funds earlier, which was more advantageous for investing, but given the grants we have received for these projects, there is not much net benefit for investing.

Mr. Cole recommended to the Board to select Truist as the lender for financing for Rosewood Middle School and Rosewood Elementary School.

Upon motion of Vice-Chairman Chris Gurley, the Board of Commissioners unanimously approved to select Truist as the lender for the Rosewood Middle School and Rosewood Elementary School financing.

ADDITIONAL PUBLIC COMMENTS

No one presented themselves for public comment.

ADJOURNMENT

At 11:30 a.m. on February 4, 2026, Chairman Joe C. Daughtery adjourned the Meeting of the Wayne County Board of Commissioners.

Kayla Whitley

Kayla Whitley, Deputy Clerk to the Board

Attachment A

NORTH CAROLINA

WAYNE COUNTY

2026 BLACK HISTORY MONTH PROCLAMATION

WHEREAS, much of Wayne County's honor, strength, and stature can be attributed to the diversity of cultures and traditions that are celebrated by the residents of this great county; and

WHEREAS, African Americans have played significant roles in the history of Wayne County's and North Carolina's economic, cultural, spiritual, and political development while working tirelessly to maintain and promote their culture and history; and

WHEREAS, as a result of their determination, hard work, intelligence, and perseverance, African Americans have made valuable and lasting contributions to Wayne County and our state, achieving exceptional success in all aspects of society including business, education, politics, science, and the arts; and

WHEREAS, in 1976 Black History Month was formally adopted to honor and affirm the importance of Black History throughout our American experience, which goes back hundreds of years and includes some of the greatest, most advanced, and innovative societies in our history from which we can all draw inspiration; and

WHEREAS, Black History Month is a time for all Americans to remember the stories and teachings of those who helped build our nation, took a stance against prejudice to build lives of dignity and opportunity, advanced the cause of civil rights, and strengthened families and communities; and

WHEREAS, during Black History Month all Americans are encouraged to reflect on past successes and challenges of African Americans and look to the future to continue to improve society so we live up to the ideals of freedom, equality, and justice.

NOW, THEREFORE, BE IT RESOLVED that the Wayne County Board of Commissioners does hereby proclaim February 2026 to be

BLACK HISTORY MONTH IN WAYNE COUNTY

and encourages all citizens to join in honoring the many contributions made by African Americans throughout the area and to participate in the many educational events honoring the contributions of Black Americans.

This the 3rd day of February, 2026.

Joe C. Daughtery
Joe C. Daughtery, Chairwoman
Wayne County Board of Commissioners

Attest:

Carol Bowden
Carol Bowden
Clerk to the Board

WAYNE COUNTY
BOARD OF COMMISSIONERS

WAYNE COUNTY
NORTH CAROLINA
Ph: (919) 731-1435
Fax: (919) 731-1446

February 3, 2026

NC Department of State Treasurer
State and Local Government Finance Division
Kendra Boyle, CPA
Director, Fiscal Management Section
3200 Atlantic Avenue
Raleigh, NC 27604

Dear Ms. Boyle,

This letter serves as the County of Wayne's Response to the "Financial Performance Indicators of Concern" (FPICs) as required by 20 NCAC 20 .0508. Specifically, this response relates to the County of Wayne's Annual Comprehensive Financial Report for the fiscal year ended June 30, 2025. This response has been approved by a majority of the Board of Commissioners, as indicated by their signatures below. For additional follow-up questions, please contact Angie Boswell, Finance Director, at 919-731-1423 or angie.boswell@waynegov.com.

Response #1: Adopted Ordinance Level Budget Violations

The County acknowledges the audit violation related to overspending at the object-level due to expenditures received and recorded subsequent to year-end, the County exceeded authorized appropriations at the object level in the following departments and funds:

- Public Safety / Medical Examiner
- Human Services / Child Support
- Debt Service – Leases and Debt Interest Expense
- Internal Service Fund / Self-Insurance

Cause:
The over expenditures occurred as a result of timing differences associated with expenditures received after fiscal year-end but attributable to the prior fiscal year. While sufficient funds were available at the fund and departmental level, budget amendments were not processed at the object level prior to year-end close.

Corrective Action:
Upon identification of this issue, the annual budget ordinance language is being revised,

P.O. BOX 227
GOLDSBORO, NC 27533

and adoption is scheduled for February 17, 2026, Board of Commissioner's meeting to establish budget authority at the departmental level. In addition, Finance staff reviewed and enhanced year-end closing procedures and reinforced statutory requirements related to object-level compliance. Internal review processes have been strengthened to ensure that late-arriving expenditures are identified timely and evaluated for any necessary budget amendments prior to fiscal year-end.

Prevention Measures:
Going forward, the Finance Department has implemented enhanced monitoring of object-level expenditures during the final quarter of the fiscal year and increased communication with departmental staff regarding year-end cutoff requirements. Additional internal controls and review checkpoints have been added to reduce the risk of future object-level budget violations and ensure ongoing compliance with N.C.G.S. 159.

The County is committed to maintaining sound fiscal management practices and appreciates the guidance provided by the Local Government Commission.

Joe C Daughtry
Chairman, Joe Daughtery

Chris Gurley
Vice-Chairman, Chris Gurley

Barbara Aycock
Commissioner Barbara Aycock

Commissioner Bevan Foster

A Will
Commissioner Antonio Williams

Joseph Democko DC
Commissioner Joe Democko

Tim Harrell
Commissioner Tim Harrell

County Manager, Chip Crumpler

Angela G Boswell
Finance Director, Angie Boswell

MEMORANDUM

To: Wayne County Board of Commissioners

From: Berry Gray, Planning Director

Date: January 14, 2026

Re: Subdivision Preliminary Plat Approval

Item: Talton Farms Section 4, Preliminary
Owner: Talton Farm LLC
Developer: Talton Farm LLC
Surveyor: BR Kornegay Inc
Buck Swamp Township, Fields Road (SR 1336)
Lots 18-51 (34 lots)

Discussion: Sec 70-74 of the Wayne County Subdivision Ordinance requires that for every major subdivision within its territorial jurisdiction which does not qualify for the abbreviated minor subdivision procedure, the developer shall submit a preliminary plat which shall be reviewed and approved by the Board of Commissioners before any construction or installation of improvements may begin.

The Talton Farms Section 4 preliminary consists of 34 residential building lots. This subdivision will be built on 17.6 acres on Fields Road, 3/4 of a mile south of Nahunta Road. No flood zones are present within the project area. The property is not located within the RA 20 zoning area which allows for a subdivision with minimum 20,000 sf lots.

The average lot size is 22,512 sf or 0.5 acre. The density is 2 units per acre which is at the 2 unit per acre recommendation in the Land Use Plan. There are 1,978 linear feet (0.37 miles) of streets required to be installed per the NC Dept. Of Transportation subdivision street requirements. Building lots will utilize public water and onsite sewer. The subdivision meets the requirements for stormwater.

The property is shown within the Rural area in the Wayne County Comprehensive Land Use Plan.

Rural Areas provide for agriculture, forestry, and other allied activities traditionally found in a rural setting. Very low intensity residential development with on-site waste disposal (i.e. septic systems) may be appropriate in Rural Areas where site conditions are good. Premature conversion of Rural Areas to urban level development and the resulting loss of valuable farmland and open space is to be discouraged. Generally, public funds should not be used for planning, programming or installing urban services in these areas that would promote more intensive development. While development densities as high as 2 units per acre may be permitted in these areas, much lower densities and larger lots are preferred.

The property is located within the following service areas:

Schools – C.B. Aycock HS, Norwayne Middle, Northwest Elem
Water – Northwestern Wayne Sanitary District
Fire – Nahunta Fire Department
EMS – Station 7
Transportation – RPO
Water Supply Watershed – Yes
Voluntary Agriculture District – No
Wetlands – Yes
Board of Commissioners District – 1

Recommendation: The Wayne County Planning Board recommends that the preliminary be approved.

Attachment C Page 3

I HEREBY CERTIFY THAT THE PRELIMINARY SUBDIVISION PLAT SHOWN HEREON HAS BEEN FOUND TO COMPLY WITH THE REQUIREMENTS OF THE SUBDIVISION REGULATIONS OF WAYNE COUNTY, NORTH CAROLINA AND THAT THIS PLAT HAS BEEN APPROVED BY THE BOARD OF COMMISSIONERS OF WAYNE COUNTY TO AUTHORIZE CONSTRUCTION OF THE REQUIRED IMPROVEMENTS AS NOTED.

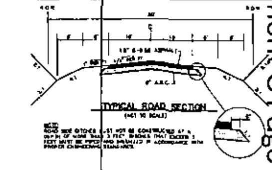
CHAIRPERSON WAYNE COUNTY BOARD OF COMMISSIONERS DATE

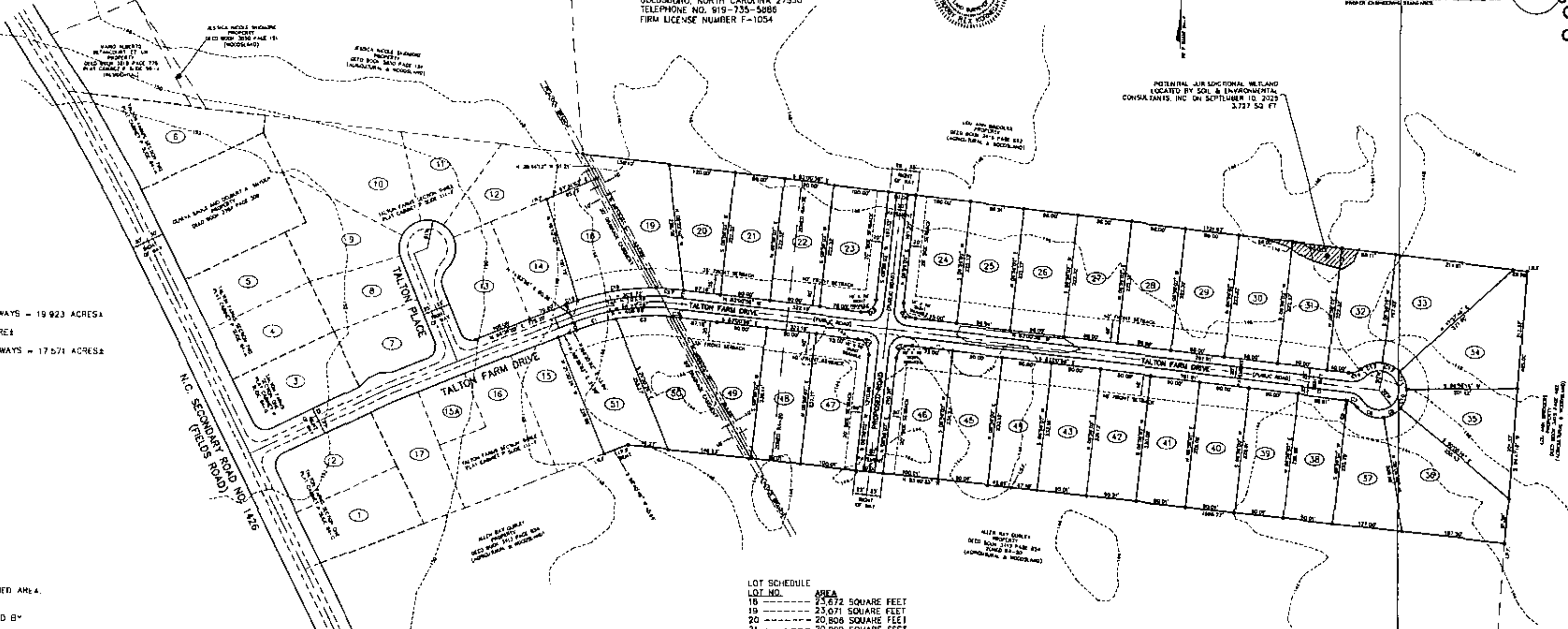
I (WE) HEREBY CERTIFY THAT I (WE) AM THE OWNER(S) OF THE PROPERTY SHOWN AND DESCRIBED HEREON, WHICH IS LOCATED IN THE SUBDIVISION JURISDICTION OF WAYNE COUNTY, AND THAT I (WE) HEREBY ADOPT THIS PLAN OF SUBDIVISION WITH MY (OUR) FREE CONSENT AND ESTABLISH MY (OUR) INTENT TO INSTALL AND CONSTRUCT ALL IMPROVEMENTS IN THIS SUBDIVISION AS TO THE COUNTY'S MINIMUM DESIGN REQUIREMENTS, AS NOTED.

OWNER(S) DATE

I, BOBBY REX KORNEGAY, CERTIFY THAT THIS PLAT WAS DRAWN UNDER MY SUPERVISION; THAT THE BOUNDARIES OF THE TOTAL TRACT ARE FROM ACTUAL SURVEY; THAT THE INTERIOR LOT LINES ARE FROM COMPUTED AND/OR SCALED VALUES; THAT THE ERROR OF CLOSURE OF THE EXTERIOR BOUNDARY IS MINIMUM 1/10,000 AND NO ERROR OF CLOSURE WAS COMPUTED FOR THE INTERIOR LOT LINES. WITNESS MY HAND AND SEAL THIS 15TH DAY OF DECEMBER, 2025.

BOBBY REX KORNEGAY
PROFESSIONAL LAND SURVEYOR NO. L-844
300 EAST WALNUT STREET
GOLDSBORO, NORTH CAROLINA 27530
TELEPHONE NO. 919-735-5886
FIRM LICENSE NUMBER F-1054





SITE DATA
PIN NUMBER 2683389817

REFERENCE: DEED BOOK 3787 PAGE 315

TOTAL AREA WITHIN TRACT INCLUDING PROPOSED ROAD RIGHT-OF-WAYS = 19.923 ACRES±

TOTAL AREA WITHIN PROPOSED ROAD RIGHT-OF-WAYS = 2.352 ACRE±

TOTAL AREA WITHIN TRACT EXCLUDING PROPOSED ROAD RIGHT-OF-WAYS = 17.571 ACRES±

TOTAL AREA WITHIN LOTS = 17.571 ACRES±

TOTAL NUMBER OF LOTS = 34

AVERAGE LOT SIZE = 22,512 SQUARE FEET OR 0.517 ACRE±

MINIMUM LOT SIZE = 18,098 SQUARE FEET

A PORTION OF THE PROPERTY ZONED RA-20 (WAYNE COUNTY)

MINIMUM SETBACK REQUIREMENTS FOR LOTS 22 THRU 48
FRONT = 40 FEET
REAR = 25 FEET
SIDE = 20 FEET
MAXIMUM HEIGHT = 35 FEET

LOTS 18 THRU 21 & LOTS 49 THRU 51

MINIMUM SETBACK REQUIREMENTS
FRONT = 35 FEET
REAR = 25 FEET
SIDE = 10 FEET
MAXIMUM HEIGHT = 35 FEET

THE PROPERTY IS LOCATED IN THE WAYNE WATER SUPPLY WATERSHED AREA.

NOTES
PLANS FOR STREET LIGHTS AND UNDERGROUND WIRING TO PREPARED BY ELECTRICAL UTILITY ENGINEERING SECTION

STREETS TO BE GRADED & PAVED AS PER REQUIREMENTS OF N.C. DEPARTMENT OF TRANSPORTATION

STREET RIGHT-OF-WAY WIDTHS = 50 FEET

STREETS TO BE PUBLIC

PROPOSED PAVEMENT WIDTH = 20 FEET

25' RADII AT STREET INTERSECTIONS

35' RADII AT CUL-DE-SAC ENTRANCE CURVES

SUBDIVISION TO SERVICED BY A PUBLIC WATER SYSTEM THAT HAS BEEN APPROVED BY THE NORTH CAROLINA DEPARTMENT OF HUMAN RESOURCES DIVISION OF HEALTH SERVICES ENTITLED NORTHWESTERN WAYNE SANITARY DISTRICT.

LINEAR FEET IN STREETS = 1978.14 FEET

FIRE HYDRANTS TO BE INSTALLED BY DEVELOPER IN ACCORDANCE WITH THE WAYNE COUNTY PLANNING BOARD REGULATIONS. LOCATION TO BE DETERMINED BY THE SANITARY DISTRICT ENGINEER.

NOTE FLOOD HAZARD
THE PROPERTY IS NOT LOCATED WITHIN A 100 YEAR FLOOD HAZARD AREA AND FLOODWAY AREA. FOR FLOOD HAZARD DATA AND FLOODWAY DATA REFER TO FIRM FLOOD INSURANCE RATE MAP NORTH CAROLINA MAP NUMBER 3720268300K EFFECTIVE DATE JUNE 20, 2018.

CURVE TABLE

CURVE	BEARING	RADIUS	CHORD	ARC	DELTA
C1	N 74°10'51" E	383.99'	74.90'	75.02'	11°11'38"
C2	N 87°15'55" E	383.99'	100.00'	100.28'	14°57'49"
C3	S 84°08'14" E	383.99'	15.03'	15.03'	2°14'32"
C4	S 38°00'58" E	25.00'	35.36'	39.27'	90°00'00"
C5	N 51°59'02" E	25.00'	35.36'	39.27'	90°00'00"
C6	S 80°03'06" E	30.00'	3.10'	3.10'	5°55'44"
C7	S 56°46'05" E	30.00'	20.84'	21.28'	40°38'19"
C8	S 87°48'52" E	50.00'	52.00'	54.69'	62°39'52"
C9	N 60°23'58" E	50.00'	35.00'	35.76'	40°58'29"
C10	N 19°25'29" E	50.00'	35.00'	35.76'	40°58'28"
C11	N 21°32'59" W	50.00'	35.00'	35.76'	40°58'29"
C12	N 62°31'28" W	50.00'	35.00'	35.76'	40°58'29"
C13	S 73°42'08" W	50.00'	39.53'	40.64'	46°34'19"
C14	S 73°42'00" W	30.00'	23.72'	24.38'	46°34'03"
C15	N 38°00'58" W	25.00'	35.36'	39.27'	90°00'00"
C16	S 51°59'02" W	25.00'	35.36'	39.27'	90°00'00"
C17	N 86°17'20" W	433.99'	49.55'	49.58'	6°32'42"
C18	S 80°37'56" W	433.99'	142.85'	143.51'	18°56'46"
C19	N 70°47'50" E	285.00'	22.01'	22.02'	4°25'35"

LOT SCHEDULE

LOT NO.	AREA
18	23,672 SQUARE FEET
19	23,071 SQUARE FEET
20	20,806 SQUARE FEET
21	20,009 SQUARE FEET
22	20,009 SQUARE FEET
23	22,098 SQUARE FEET
24	22,098 SQUARE FEET
25	21,545 SQUARE FEET
26	21,787 SQUARE FEET
27	21,787 SQUARE FEET
28	21,787 SQUARE FEET
29	21,787 SQUARE FEET
30	21,787 SQUARE FEET
31	20,009 SQUARE FEET
32	21,015 SQUARE FEET
33	25,670 SQUARE FEET
34	28,804 SQUARE FEET
35	24,254 SQUARE FEET
36	32,732 SQUARE FEET
37	20,246 SQUARE FEET
38	20,382 SQUARE FEET
39	20,474 SQUARE FEET
40	20,568 SQUARE FEET
41	20,661 SQUARE FEET
42	20,754 SQUARE FEET
43	20,848 SQUARE FEET
44	20,841 SQUARE FEET
45	21,034 SQUARE FEET
46	23,348 SQUARE FEET
47	23,519 SQUARE FEET
48	21,386 SQUARE FEET
49	20,530 SQUARE FEET
50	30,181 SQUARE FEET
51	25,785 SQUARE FEET

NITROGEN EXPORT CALCULATIONS
ALL SECTIONS

(1) TYPE OF LAND COVER	(2) AREA (ACRES)	(3) TN EXPORT COEFF. (LBS/AC/YR)	(4) TN EXPORT FROM USE (LBS/YR)
PERMANENTLY PROTECTED MANAGED OPEN SPACE (GRASS, LANDSCAPING)	-	1.2	-
RIGHT-OF-WAY (READ TN EXPORT FROM GRAPH 1) 0.99 ACRES± PAVEMENT/2.35 ACRES± RIGHT-OF-WAY = 42.13%	2.35	7.03	16.52
LOTS (READ TN EXPORT FROM GRAPH 2) 34 LOTS/17.57 ACRES = 1.94 DWELLING UNITS PER ACRE	17.57	3.47	60.97
TOTAL	19.92	-	77.49

77.49 LBS/YR ÷ 19.92 ACRES = 3.89 LBS/AC/YR > 3.6

PEAK RUNOFF CALCULATIONS
INCREASED IMPERVIOUS AREA = 3.33 ACRES / 19.92 ACRES X 100% = 16.72% < 24%

34 LOTS X 3,000 SQ. FT. PROPOSED IMPERVIOUS PER LOT = 102,000 SQ. FT. OR 2.34 ACRES±
PROPOSED PAVEMENT = 0.99 ACRES±
TOTAL PROPOSED IMPERVIOUS = 3.33 ACRES±

GRAPHIC SCALE
(IN FEET)
1 inch = 100 ft.

" PRELIMINARY PLAT - NOT FOR RECORDATION, CONVEYANCES OR SALES."

NO.	REVISION	DATE

B. R. KORNEGAY, INC.
LAND SURVEYING · ENGINEERING · PLANNING
License Number: F-1054
300 East Walnut Street
Goldsboro, N.C. 27530
(919) 735-5886 Fax (919) 580-9053

PRELIMINARY PLAN TALTON FARMS SECTION FOUR

BUCK SWAMP TOWNSHIP
WAYNE COUNTY, N.C.

DRAWN BY: TSB
DESIGNED BY: BRK
DATE: 12-15-2025
SCALE: 1" = 100'

PROPERTY OF
TALTON FARMS LLC
2717 SALEM CHURCH ROAD, GOLDSBORO, NORTH CAROLINA 27530
CONTACT: BOB JACKSON 919-921-2462 bobjacksonsc@gmail.com

SHEET 1 of 1
WORK ORDER: 250363
CADD DWG: 250363

FIELDS, HOWARD J., BUCK SWAMP TOWNSHIP D21F42
MAP #

MEMORANDUM

To: Wayne County Board of Commissioners

From: Berry Gray, Planning Director

Date: January 14, 2026

Re: Final Subdivision Plat Approval

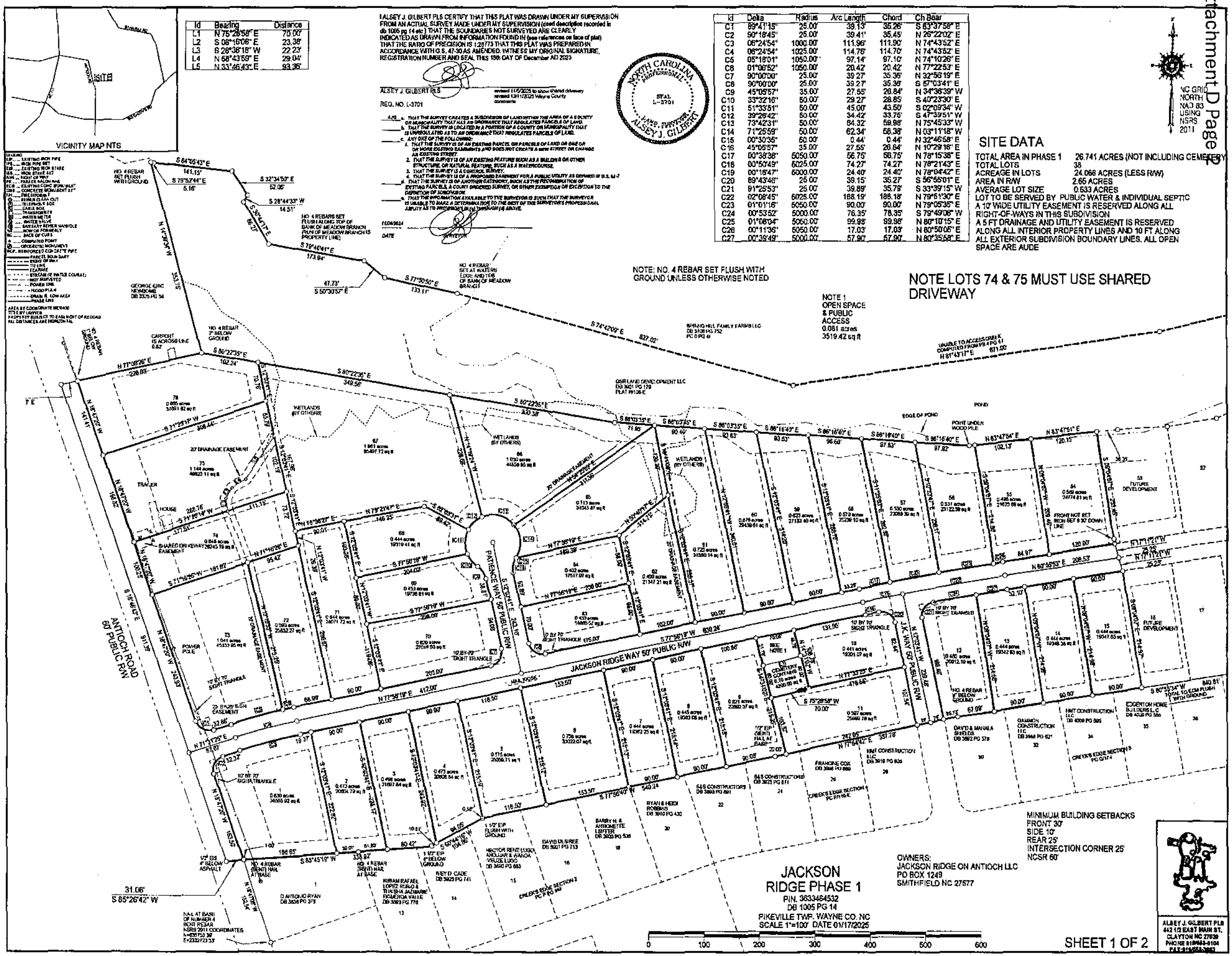
Item: Jackson Ridge Phase 1, Final
Owner/Developer: Jackson Ridge on Antioch, LLC
Surveyor: Alsey Gilbert
Pikeville Township, Antioch Road (SR 1535)
Lots: 1-15, 54-76 (38 lots)

Discussion: Jackson Ridge Phase 1 consists of 38 lots. The subdivision is located on Antioch Road, ½ mile north of its intersection with Big Daddy's Road. The property is not located within a zoning area and the average lot size is 27443 sf. Building lots will utilize public water and onsite septic. The property is shown within the Rural area on the Wayne County Growth Strategies Map. Improvements are complete and a NCDOT Built to Standards letter has been submitted to the County. Until the streets are accepted onto the State's secondary road system, the developer has signed a statement regarding the maintenance of the streets and right of ways.

The property is located within the following service areas:

Schools – C.B. Aycock HS, Norwayne Middle, Fremont Elementary
Water – Belfast Patetown Sanitary District
Fire – Patetown Fire Department
EMS – Station 10
Transportation – RPO
Water Supply Watershed – No
Voluntary Agriculture District – No
Wetlands – Yes
Board of Commissioners District – 5

Recommendation: The Wayne County Planning Board recommends approval of the final plat.



Id	Bearing	Distance
L1	N 75°26'58" E	70.00'
L2	S 08°16'08" E	23.38'
L3	S 26°38'18" W	22.23'
L4	N 68°43'59" E	29.04'
L5	N 33°46'43" E	93.35'

I ALSEY J. GILBERT PLS CERTIFY THAT THIS PLAT WAS DRAWN UNDER MY SUPERVISION FROM AN ACTUAL SURVEY MADE UNDER MY SUPERVISION (deed description recorded in db 1005 pg 14 etc) THAT THE BOUNDARIES NOT SURVEYED ARE CLEARLY INDICATED AS DRAWN FROM INFORMATION FOUND IN (see references on face of plat) THAT THE RATIO OF PRECISION IS 1:26773 THAT THIS PLAT WAS PREPARED IN ACCORDANCE WITH G.S. 47-30 AS AMENDED. WITNESS MY ORIGINAL SIGNATURE, REGISTRATION NUMBER AND SEAL THIS 15th DAY OF December AD 2023

ALSEY J. GILBERT PLS

REG. NO. L-3701

revised 11/5/2025 to show shared driveway
revised 12/11/2025 Wayne County comments

AJG a. THAT THE SURVEY CREATES A SUBDIVISION OF LAND WITHIN THE AREA OF A COUNTY OR MUNICIPALITY THAT HAS AN ORDINANCE THAT REGULATES PARCELS OF LAND.
b. THAT THE SURVEY IS LOCATED IN A PORTION OF A COUNTY OR MUNICIPALITY THAT IS UNREGULATED AS TO AN ORDINANCE THAT REGULATES PARCELS OF LAND.
c. ANY ONE OF THE FOLLOWING:
1. THAT THE SURVEY IS OF AN EXISTING PARCEL OR PARCELS OF LAND OR ONE OR MORE EXISTING EASEMENTS AND DOES NOT CREATE A NEW STREET OR CHANGE AN EXISTING STREET.
2. THAT THE SURVEY IS OF AN EXISTING FEATURE SUCH AS A BUILDING OR OTHER STRUCTURE, OR NATURAL FEATURE, SUCH AS A WATERCOURSE.
3. THAT THE SURVEY IS A CONTROL SURVEY.
4. THAT THE SURVEY IS OF A PROPOSED EASEMENT FOR A PUBLIC UTILITY AS DEFINED BY G.S. 62-3
d. THAT THE SURVEY IS OF ANOTHER CATEGORY, SUCH AS THE RECOMBINATION OF EXISTING PARCELS, A COURT ORDERED SURVEY, OR OTHER EXEMPTION OR EXCEPTION TO THE DEFINITION OF SUBDIVISION.
e. THAT THE INFORMATION AVAILABLE TO THE SURVEYOR IS SUCH THAT THE SURVEYOR IS UNABLE TO MAKE A DETERMINATION TO THE BEST OF THE SURVEYOR'S PROFESSIONAL ABILITY AS TO PROVISIONS IN (a) THROUGH (d) ABOVE.

11/04/2024
DATE

SURVEYOR

NORTH CAROLINA PROFESSIONAL SEAL L-3701 LAND SURVEYOR ALSEY J. GILBERT

Id	Delta	Radius	Arc Length	Chord	Ch Bear
C1	89°41'15"	25.00'	39.13'	35.26'	S 63°37'58" E
C2	90°18'45"	25.00'	39.41'	35.45'	N 26°22'02" E
C3	06°24'54"	1000.00'	111.96'	111.90'	N 74°43'52" E
C4	06°24'54"	1025.00'	114.76'	114.70'	N 74°43'52" E
C5	05°18'01"	1050.00'	97.14'	97.10'	N 74°10'26" E
C6	01°06'52"	1050.00'	20.42'	20.42'	N 77°22'53" E
C7	90°00'00"	25.00'	39.27'	35.36'	N 32°56'19" E
C8	90°00'00"	25.00'	39.27'	35.36'	S 57°03'41" E
C9	45°05'57"	35.00'	27.55'	26.84'	N 34°36'39" W
C10	33°32'16"	50.00'	29.27'	28.85'	S 40°23'30" E
C11	51°33'51"	50.00'	45.00'	43.50'	S 02°09'34" W
C12	39°26'42"	50.00'	34.42'	33.75'	S 47°39'51" W
C13	73°42'31"	50.00'	64.32'	59.98'	N 75°45'33" W
C14	71°25'59"	50.00'	62.34'	58.38'	N 03°11'18" W
C15	00°30'35"	50.00'	0.44'	0.44'	N 32°46'58" E
C16	45°05'57"	35.00'	27.55'	26.84'	N 10°29'16" E
C17	00°38'38"	5050.00'	56.75'	56.75'	N 78°15'38" E
C18	00°50'49"	5025.00'	74.27'	74.27'	N 78°21'43" E
C19	00°16'47"	5000.00'	24.40'	24.40'	N 78°04'42" E
C20	89°43'46"	25.00'	39.15'	35.27'	S 56°55'01" E
C21	91°25'53"	25.00'	39.89'	35.79'	S 33°39'15" W
C22	02°08'45"	5025.00'	188.19'	188.18'	N 79°51'30" E
C23	01°01'16"	5050.00'	90.00'	90.00'	N 79°05'35" E
C24	00°53'52"	5000.00'	78.35'	78.35'	S 79°49'06" W
C25	01°08'04"	5050.00'	99.98'	99.98'	N 80°10'15" E
C26	00°11'36"	5050.00'	17.03'	17.03'	N 80°50'05" E
C27	00°39'49"	5000.00'	57.90'	57.90'	N 80°35'58" E

SITE DATA

TOTAL AREA IN PHASE 1 26.741 ACRES (NOT INCLUDING CEMETERY)
TOTAL LOTS 38
ACREAGE IN LOTS 24.066 ACRES (LESS R/W)
AREA IN R/W 2.65 ACRES
AVERAGE LOT SIZE 0.633 ACRES
LOT TO BE SERVED BY PUBLIC WATER & INDIVIDUAL SEPTIC
A 10' WIDE UTILITY EASEMENT IS RESERVED ALONG ALL RIGHT-OF-WAYS IN THIS SUBDIVISION
A 5 FT DRAINAGE AND UTILITY EASEMENT IS RESERVED ALONG ALL INTERIOR PROPERTY LINES AND 10 FT ALONG ALL EXTERIOR SUBDIVISION BOUNDARY LINES. ALL OPEN SPACE ARE AUDE

NOTE: NO. 4 REBAR SET FLUSH WITH GROUND UNLESS OTHERWISE NOTED

NOTE LOTS 74 & 75 MUST USE SHARED DRIVEWAY

NOTE 1
OPEN SPACE & PUBLIC ACCESS
0.081 acres
3519.42 sq ft

MINIMUM BUILDING SETBACKS
FRONT 30'
SIDE 10'
REAR 25'
INTERSECTION CORNER 25'
NCSR 60'

OWNERS:
JACKSON RIDGE ON ANTIOCH LLC
PO BOX 1249
SMITHFIELD NC 27577

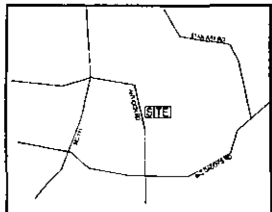
JACKSON RIDGE PHASE 1
PIN. 3633464532
DB 1005 PG 14
PIKEVILLE TWP, WAYNE CO. NC
SCALE 1"=100' DATE 01/17/2025

0 100 200 300 400 500 600

SHEET 1 OF 2

ALSEY J. GILBERT PLS
442 1/2 EAST MAIN ST.
CLAYTON NC 27520

Attachment D Page 3



VICINITY MAP NTS

I ALSEY J. GILBERT PLS CERTIFY THAT THIS PLAT WAS DRAWN UNDER MY SUPERVISION FROM AN ACTUAL SURVEY MADE UNDER MY SUPERVISION (deed description recorded in db 1005 pg 14 etc) THAT THE BOUNDARIES NOT SURVEYED ARE CLEARLY INDICATED AS DRAWN FROM INFORMATION FOUND IN (see references on face of plat) THAT THE RATIO OF PRECISION IS 1:28773 THAT THIS PLAT WAS PREPARED IN ACCORDANCE WITH G.S. 47-30 AS AMENDED. WITNESS MY ORIGINAL SIGNATURE, REGISTRATION NUMBER AND SEAL THIS 15th DAY OF ~~December~~ Sept AD ~~2009~~ 2025

Revised: 12/12/25 Wayne County Comments

ALSEY J GILBERT PLS

REG. NO. L-3701

NORTH CAROLINA PROFESSIONAL SEAL L-3701 LAND SURVEYOR ALSEY J. GILBERT

A.G. a. THAT THE SURVEY CREATES A SUBDIVISION OF LAND WITHIN THE AREA OF A COUNTY OR MUNICIPALITY THAT HAS AN ORDINANCE THAT REGULATES PARCELS OF LAND.

_____ b. THAT THE SURVEY IS LOCATED IN A PORTION OF A COUNTY OR MUNICIPALITY THAT IS UNREGULATED AS TO AN ORDINANCE THAT REGULATES PARCELS OF LAND.

_____ c. ANY ONE OF THE FOLLOWING:
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4. THAT THE SURVEY IS OF A PROPOSED EASEMENT FOR A PUBLIC UTILITY AS DEFINED IN G.S. 47-3

_____ d. THAT THE SURVEY IS OF ANOTHER CATEGORY, SUCH AS THE RECOMBINATION OF EXISTING PARCELS, A COURT-ORDERED SURVEY, OR OTHER EXEMPTION OR EXCEPTION TO THE DEFINITION OF SUBDIVISION.

_____ e. THAT THE INFORMATION AVAILABLE TO THE SURVEYOR IS SUCH THAT THE SURVEYOR IS UNABLE TO MAKE A DETERMINATION TO THE BEST OF THE SURVEYOR'S PROFESSIONAL ABILITY AS TO PROVISIONS IN (a) THROUGH (d) ABOVE.

9/15/25
DATE   SURVEYOR

NC GRID NORTH NAD 83 USING NSRS 2011

DEPARTMENT OF TRANSPORTATION
DIVISION OF HIGHWAYS

PROPOSED SUBDIVISION ROAD

CONSTRUCTION STANDARDS CERTIFICATION

APPROVED Angi K. Collins-Lew
DISTRICT ENGINEER

DATE Nov 13, 2025

ONLY NORTH CAROLINA DEPARTMENT OF TRANSPORTATION APPROVED STRUCTURES ARE TO BE CONSTRUCTED ON PUBLIC RIGHT OF WAY

SITE TRIANGLES TAKES PRECEDENT OVER ANY SIGN EASEMENT

OWNER, DEVELOPER, OR CONTRACTOR SHALL SET THE CENTERLINE OF THE EXISTING ROADWAY DITCH BACK TO A MINIMUM OF 12' FROM THE EXISTING/PROPOSED EDGE OF PAVEMENT ALONG ALL ROAD FRONT LOTS

ALL DRAINAGE EASEMENTS SHALL BE DEDICATED AS PUBLIC AND IT SHALL BE THE RESPONSIBILITY OF THE PROPERTY OWNERS TO MAINTAIN THE DRAINAGE EASEMENTS AND ANY DRAINAGE STRUCTURES THEREIN, SO AS TO MAINTAIN THE INTEGRITY OF THE DRAINAGE SYSTEM AND INSURE POSITIVE DRAINAGE

ALL LOT SHALL BE SERVED BY THE INTERNAL ROAD SYSTEM

CERTIFICATE OF PRELIMINARY APPROVAL OF SEWAGE DISPOSAL SYSTEMS INSTALLED OR PROPOSED FOR INSTALLATION IN JACKSONS RIDGE PHASE 1 SUBDIVISION MEET PUBLIC HEALTH REQUIREMENTS AS DESCRIBED IN WAYNE COUNTY SUBDIVISION REGULATIONS. FINAL APPROVAL FOR INDIVIDUAL LOT WITHIN THIS SUBDIVISION WILL BE BASED ON DETAILED LOT EVALUATION UPON APPLICATION AND SUBMISSION OF PLAN FOR PROPOSED USE. THIS PRELIMINARY CERTIFICATION IS ADVISORY ONLY AND CONFERS NO GUARANTEE. THIS CERTIFICATION IS FOR THE FOLLOWING LISTED LOT(s) 58, 59
THE OWNER / DEVELOPER HAS ELECTED TO PERMIT THE ONSITE WASTEWATER SYSTEM FOR EACH LOT LISTED ABOVE, PER NCSG 130A-3.36 2 ALTERNATIVE WASTEWATER SYSTEM APPROVALS FOR NON ENGINEERED SYSTEMS, BY AN AUTHORIZED ON=SITE WASTE-WATER EVALUATOR (AOWE)

11/13/2025   David J. Ashley
DATE   AOWE SEAL & SIGNATURE

NOTE: EACH LOT SHOWN HEREON MAY REQUIRE THE USE OF SEWAGE PUMPS, LOW PRESSURE SYSTEMS, FILL SYSTEMS, INNOVATIVE SYSTEMS OR ANY OTHER ALTERNATIVE SYSTEM TYPE AND SITE MODIFICATIONS SPECIFIED IN THE NORTH CAROLINA LAWS AND RULES FOR SEWAGE TREATMENT AND DISPOSAL SYSTEMS, 15A NCAC 18A SECTION 1900, THE ACTUAL SYSTEM TYPE, DESIGN AND SITE MODIFICATIONS WILL BE DETERMINED AT THE TIME OF PERMITTING.

The Wayne County Health Department has performed a soil analysis on each lot within this subdivision. Copies of the soil analysis for each lot are available for review in the office of Environmental Health Section. THE SOIL ANALYSIS IS NOT A PERMIT OR A GUARANTEE THAT A PERMIT WILL BE ISSUED. EACH LOT WILL HAVE TO BE RE-EVALUATED FOR AN IMPROVEMENT PERMIT USING STANDARDS CURRENT AT THE TIME PERMITS ARE REQUESTED AND A PLOT PLAN SHOWING THE PROPOSED STRUCTURE HAS BEEN MADE AVAILABLE TO THE HEALTH DEPARTMENT.

L. Morris-Clinton   11-19-25
WAYNE COUNTY HEALTH DEPARTMENT   DATE

WAYNE COUNTY HAS EVALUATED LOTS 1-15, 54-57, 60-76

I HEREBY CERTIFY THAT THIS PLAT HAS BEEN FOUND TO COMPLY WITH THE SUBDIVISION ORDINANCE OF WAYNE COUNTY AND THAT THIS PLAT IS HEREBY APPROVED FOR RECORDING IN THE REGISTER OF DEEDS OF WAYNE COUNTY.

DATE   CHAIRPERSON WAYNE COUNTY BOARD OF COMMISSIONERS

I ______________ REVIEW OFFICER OF WAYNE COUNTY, CERTIFY THAT THE MAP OR PLAT TO WHICH THIS CERTIFICATION IS AFFIXED MEETS ALL STATUTORY REQUIREMENTS FOR RECORDING

REVIEW OFFICER

DATE

ROAD MAINTENENCE STATEMENT OF UNDERSTANDING

I ______________ AM RESPONSIBLE FOR CONSTRUCTION, MAINTENANCE AND RECUIRED ROAD IMPROVEMENTS OF SUBDIVISION STREETS UNTIL: APPROVED/TAKEN OVER BY THE NORTH CAROLINA DEPARTMENT OF TRANSPORTATION FOR PUBLIC ROAD, OR APPROVED/TAKEN OVER BY THE HOMEOWNERS ASSOCIATION FOR PRIVATE ROADS MAINTENANCE, OR PRIVATE ROAD MAINTENANCE AGREEMENT IS SIGNED AND RECORDER BY THE OWNERS OF EACH LOT.

9/24/25
DATE   OWNER/DEVELOPER

I (We) hereby certify that I am (we are) the owner(s) of the property shown and described hereon which was conveyed to me (us) by deed recorded in Book 3993, Page 387, and that I (we) hereby adopt this plan of subdivision with my (our) free consent. Further, I (we) certify that the land as shown hereon is within the subdivision regulations jurisdiction of Wayne County

9/24/25
OWNER   DATE

JACKSON
RIDGE PHASE 1
PIN 3633464532
DB 1005 PG 14
PIKEVILLE TWP. WAYNE CO. NC
SCALE 1"=100' DATE [redacted] 9/15/25

0 100 200 300 400 500 600

SHEET 2 OF 2

ALSEY J. GILBERT PLS
442 1/2 EAST MAIN ST.
CLAYTON NC 27520
PHONE 919/553-6104
FAX 919-553-3663

STATE OF NORTH CAROLINA
COUNTY OF WAYNE

INSPECTION SERVICES AGREEMENT

THIS Inspection Services Agreement ("Agreement") dated the 3rd day of February 2026, between the COUNTY OF WAYNE ("County"), a body politic and corporate organized under the laws of the State of North Carolina and the CITY OF GOLDSBORO ("City"), a North Carolina Municipal corporation in the County of Wayne, State of North Carolina.

WHEREAS, County and City are responsible for enforcing the North Carolina Building Code and North Carolina Fire Code within their respective jurisdictions in accordance with the provisions adopted by the NC Building Code Council and the NC Commissioner of Insurance; and

WHEREAS, a local government may enter into contract with another city, county, or combination thereof to perform inspection services within the town's jurisdiction as authorized by N.C.G.S. §160D-402(c) and N.C.G.S. §160D-1105; and

WHEREAS, the County operates an inspection department which has authority to perform inspections services within the jurisdiction of Wayne County; and

WHEREAS, the County currently provides inspection services to several municipalities in Wayne County pursuant to its authority under N.C.G.S. §160D-402(c) and N.C.G.S. §160D-1105; and

WHEREAS, the City desires to contract with County for Level III electrical inspection services for properties located within City's jurisdiction.

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

1. Purpose. The purpose of this agreement is to set forth in writing the terms and conditions upon which County will furnish to City certain electrical inspection services ("inspection services") within City's jurisdiction pursuant to NCGS §160D-1101 through §160D-1130. It is expressly understood between the parties that this Agreement in no way obligates County to undertake those responsibilities in NCGS §160D-1201 though §160D-1212 unless the parties otherwise agree in writing.

2. Term. This Agreement shall be effective upon the last date of execution by the parties herein and shall remain in effect for a one-year period. The electrical inspection responsibilities of the County contained herein shall begin upon execution of this agreement. The Agreement shall automatically renew annually beginning on the yearly anniversary date of the last date of execution unless cancelled in accordance with the termination provisions below. Additionally, the parties agree that any services provided prior to the dates below are hereby approved and ratified by the execution

hereof and are also subject to the terms of this agreement.

3. Agreement Termination. This agreement may be terminated at any time by either party by giving at least thirty (30) days written notice prior to proposed termination date, unless both parties agree to mutual termination of agreement on an earlier date.

4. Responsibilities of County.

   a. County will direct its electrical inspectors to exercise their inspection powers within the City's jurisdiction, which will include both the municipal boundaries of City and City's area of extraterritorial jurisdiction.

   b. County shall provide Level III electrical inspection services to City for properties within its jurisdiction; and shall insure the same for their conduct during the course and scope of their employment and their being lent to the City and shall provide upon request a copy of any certificate of insurance requested by the City. City shall be responsible for completion of Level I and Level II inspection services.

   c. County will provide inspection services upon the written request of the City Manager or his designee.

   d. County shall not issue an electrical inspections permit until it has received in writing from City confirmation that all of City's ordinance and zoning requirements have been met.

   e. County shall not issue a temporary certificate of occupancy, nor a certificate of occupancy, until it has received in writing from City confirmation that all required permits are still in full force and effect, and if applicable, that a certificate of zoning compliance has been issued.

   f. County and its electrical inspectors shall not be required to perform any other service for City other than electrical inspections, and assistance in enforcement of the City's Ordinance(s).

   g. County shall remit copies of all inspection records and documentation associated with all inspections to City at the completion of the inspection or upon request.

   h. County shall keep in force a schedule of fees for building inspection services and is solely entitled to retain said fees. County's schedule of fees for building inspection services provided hereunder shall not exceed the County's schedule of fees.

   i. County shall invoice City for the hours and mileage that the electrical inspector incurs in fulfilling the terms of this Agreement related to the enforcement and administration of the Ordinance(s). County will invoice City monthly, which shall be due within 30 days of the same, for all electrical inspector fees on an hourly basis. The current fees for the electrical inspector are $ 75.00 per hour, plus the federal reimbursement rate for mileage as promulgated by the Internal Revenue Service at the time the service is rendered, subject to any changes in the future, which change may be made unilaterally by the County. Any change in the hourly fee and/or current mileage reimbursement shall be communicated to City by the County at least 30 days prior to the effective date of the change.

5. Responsibilities of City
   a. City shall be responsible for all Level I and Level II electrical inspections within its jurisdiction; including but not limited to insuring the same for their conduct during the course and scope of their employment and shall provide upon request a copy of any certificate of insurance requested by the County.
   b. City authorizes County and its electrical inspectors to provide inspection services and enforce current electrical codes within the municipal limits of the City, as well as within the area of extraterritorial jurisdiction of the City.
   c. City shall be responsible for all zoning determinations for any properties inspected by County. City shall promptly respond to any and all requests of County regarding verification of compliance by an applicant of all of City's rules, regulations, and ordinances.
   d. In the enforcement of the ordinance(s) by the County, City shall be responsible for the following:
      i. All administrative assistance related to County's obligations hereunder. Such administrative assistance includes but is not limited to identifying properties for investigation and enforcement, scheduling hearings, providing notice to interested parties, legal publications, title searches as may be necessary, and the provision of office space to conduct hearings;
      ii. Any abatement or other improvements or physical alterations to any property covered by the services provided hereunder, and shall be solely responsible for the costs related to the same;
      iii. Filing any claims of lien, and collection and/or enforcement of the same;
      iv. Prosecuting or defending any appeal filed by an aggrieved party, including the procurement of professional legal services in the event that litigation is necessary; and
      v. Maintaining all files, records, proceedings and other documentation.

6. City shall have the right to refuse electrical inspection services should the hourly fee and/or mileage reimbursement exceed an amount that City cannot fiscally manage.

7. It is agreed by all parties hereto, that the said inspectors shall at all times remain and be the employee of the respective party and at no time become the employee of the other entity.

8. This Agreement shall be governed and interpreted under the laws of the State of North Carolina. Exclusive venue for any dispute shall be the General Court of Justice in Wayne County, North Carolina.

9. This interlocal agreement shall be approved by the governing bodies of County and City and reflected in the minutes of the respective governing bodies.

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

CITY OF GOLDSBORO

By: ______________________________________
Charles P. Gaylor, IV, Mayor
City of Goldsboro

ATTEST:

____
Laura Getz
Clerk, City of Goldsboro

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

____
Catherine F. Gwynn, City of Goldsboro Finance Director

WAYNE COUNTY

By: Joe C Daughtery

Joe C Daughtery, Chairman
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.

Angela G Boswell

Angie Boswell, Wayne County Finance Director

WAYNE COUNTY, NORTH CAROLINA
HUD COMMUNITY PROJECT FUNDING (CPF) GRANT
WAYNE COUNTY EMS STATION 12

GRANT #B-24-CP-NC-1358

Resolution Approving Administrative Guidelines and Policies

WHEREAS, Wayne County wishes to carry out its 2024 Community Project Funding Grant in accordance with established state and federal administrative guidelines.

NOW, THEREFORE, the Wayne County Board of Commissioners hereby collectively adopts the following resolutions, guidelines, plans and policies, and resolves that they be utilized during the administration of the Wayne County Community Project Funding Grant:

1. Citizen Participation Plan
2. Equal Opportunity Plan
3. Excessive Force Policy
4. Fair Housing Policy and Fair Housing Complaint Procedure
5. North Carolina Analysis of Impediments to Fair Housing Choice 2021-2025
6. Local Jobs Initiative Section 3 Plan
7. Procurement Standards Policies and Plan
8. Language Access Plan
9. Section 504 Self-Evaluation Plan and Section 504 Grievance Policy
10. Residential Anti-Displacement and Relocation Assistance Plan
11. Optional Coverage Relocation Plan
12. Conflict of Interest Policy

Adopted this 20th day of January 2026.

Joe C Daughtery

Joe Daughtery, Chair

ATTEST:

Carol Bowden

Carol Bowden, Clerk to the Board

WAYNE COUNTY, NORTH CAROLINA
HUD COMMUNITY PROJECT FUNDING (CPF) GRANT
WAYNE COUNTY EMS STATION 12

GRANT #B-24-CP-NC-1358

Citizen Participation Plan

Grantee: Wayne County

Recipient's Address: 134 N. John Street, Goldsboro, NC 27530

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TDD#: Relay North Carolina TT#1-800-735-2962

The primary goal of the Citizen Participation Plan is to provide citizens, especially low and moderate income citizens of the community where CPF-funded activities will take place, an opportunity to participate in an advisory role in the planning, implementation, and assessment of the programs and projects.

The Citizen Participation Plan is required by Section 104(a)(2) of the Housing and Community Development Act and by regulations at 24 CFR 570.486(a)(6).

The plan is vitally important to the success of CPF-funded activities undertaken by local governments. Compliance with the plan reduces the number of legal challenges and citizen complaints against the local government recipient.

1. INTRODUCTION

Wayne County has designed this community-wide Citizen Participation Plan to provide for and encourage citizen participation in the Community Project Funding (CPF) program. This Plan is an essential element of the County's present and future community development process and has been developed to comply with the regulations and requirements of the CPF program as administered by the US Department of Housing and Urban Development.

The primary goal of this Citizen Participation Plan is to provide all citizens of the community with adequate opportunity to participate in an advisory role in the planning, implementation, and assessment of the County's CPF program(s). The Plan sets forth policies and procedures for citizen participation, which are designed to maximize the opportunity for citizen participation in the community development process. Special emphasis has been placed on encouraging participation by persons of low and moderate incomes, residents of blighted neighborhoods, and residents of areas where community development funds are utilized.

Citizens are encouraged to participate in all phases of the CPF program(s) and will be provided full access to program information. However, final responsibility and authority for the development and implementation of CPF program(s) will lie with the County.

2. SCOPE OF PARTICIPATION

The County will make reasonable efforts to provide for citizen participation during the community development process and throughout the planning, implementation, and assessment of all CPF program(s) undertaken by the County. Local officials will make every effort to involve citizens in all phases of the development, implementation, and assessment of community development programs including, but not limited to, the following phases:

a. identification and assessment of housing and community development needs; determination of CPF project(s) and documentation; and the development of CPF application(s);
b. changes and/or amendments to approved CPF projects; and
c. assessment of CPF program performance.

All phases of the community development process will be conducted by local officials in an open manner. Citizens of the County are encouraged to participate at all levels and will be given access to program information during each phase of any CPF program as outlined herein.

3. CITIZEN PARTICIPATION CONTACT PERSON

David Cuddeback, EMS Director, has been designated Citizen Participation Coordinator by the Wayne County Board of Commissioners and will serve as the contact person for all matters concerning citizen participation activities. This person shall be responsible for overseeing citizen participation throughout the community development process and the implementation of all citizen participation activities and functions, except those which may be specifically delegated to other parties by this Plan.

The specific duties and responsibilities of the Citizen Participation Coordinator shall include, but not necessarily be limited to: disseminating information concerning proposed projects and the status of current project activities; coordinating various groups which may be participating in the community development process; receiving written comments; serving as a vehicle by which ideas, comments, and proposals from local residents may be transmitted to local officials and/or program staff; and monitoring the citizen participation process and proposing such amendments to the Citizen Participation Plan as may be necessary.

The Citizen Participation Coordinator may be contacted at the Jeffreys Building, 134 N. John Street, Goldsboro, NC, at (919) 705-1851 during regular business hours. All questions concerning citizen participation in the community development process should be addressed to the Citizen Participation Coordinator.

4. TECHNICAL ASSISTANCE

Wayne County staff shall provide technical assistance to individual citizens and citizen groups, especially those groups representative of persons of low or moderate income, as may be required to adequately provide for citizen participation in the planning, implementation, and assessment of CPF program(s).

Such technical assistance is intended to increase citizen participation in the community development decision making process and to ensure that such participation is meaningful. Technical assistance shall also be utilized to foster public understanding of CPF program requirements.

Technical assistance shall be provided on request and may include, but not necessarily be limited to: interpreting the CPF program and its rules, regulations, procedures and/or requirements; providing information and/or materials concerning the CPF program; and assisting low and moderate income citizens and residents of blighted neighborhoods to develop statements of views, identify their needs, and develop activities and proposals for projects which, when implemented, will resolve those needs.

Technical assistance may be obtained by contacting the Citizen Participation Coordinator.

5. PUBLIC ENGAGEMENT

This policy establishes a framework for voluntary public engagement in the planning, implementation, and evaluation of Community Project Funding (CPF) grants. While public hearings are not federally mandated for CPF grants, this policy reflects the County's commitment to transparency, inclusivity, and community-driven development.

5.1 Objectives and Outreach

The County shall pursue public engagement to: identify and prioritize community needs; building public awareness and support for CPF-funded projects; solicit feedback to improve project design and delivery; and promote accountability and transparency in the use of federal funds. The County will ensure outreach to: residents of impacted neighborhoods; low- and moderate-income populations; community-based organizations; local businesses and property owners; civic leaders, faith groups, and advocacy organizations.

5.2 Public Engagement Times and Locations

All public engagement meetings will be held at times and locations which will be accessible to all citizens, especially persons of low and moderate incomes, and residents of blighted neighborhoods and CPF project areas.

Meetings will normally be held at the Wayne County Courthouse, 224 E. Walnut Street, 4th Floor, Goldsboro, NC, unless an alternate location is specified. This site is centrally located and generally accessible to all citizens. This building is also accessible to persons with disabilities. Meetings may, however, at the option of the County, be held at an alternate location to be specified in public notice(s).

5.3 Engagement Methods

The County may use one or more of the following methods: public hearings, community meetings, online surveys, focus groups, website updates, social media outreach, local media engagement, comment boxes. These methods can be utilized throughout the project timeline.

5.4 *Limited English Proficiency Residents*

The County has followed the guidance provided in the Language Access Plan to determine the need to undertake reasonable actions to facilitate the participation of persons with Limited English Proficiency. Local officials will undertake all reasonable actions necessary to allow such persons to participate in the community development process. Such actions may include the provision of an interpreter and/or the provision of materials in the appropriate language or format for persons with Limited English Proficiency.

5.7 *Public Notice*

Notice of public engagement opportunities will be published in a local newspaper of general circulation in a non-legal section of the paper at least ten (10) days prior to the meeting date but no more than 25 days prior to the meeting date. Each notice of a public meeting shall include the time, date, place, and topics and procedures to be discussed.

5.8 *Accessibility to Low and Moderate Income Persons*

The public meeting procedures outlined herein are designed to promote participation by low and moderate income citizens as well as residents of blighted neighborhoods and CPF project areas in any public meeting(s). Local officials may take additional steps to further promote participation by such groups or to target program information to these persons should officials feel that such persons may otherwise be excluded or should additional action be deemed necessary. Activities to promote additional participation may include posting of notices in blighted neighborhoods and in places frequented by low and moderate income persons and holding public meetings in low and moderate income neighborhoods or areas of existing or proposed CPF project activities.

5.9 *Accessibility to Persons with Disabilities*

The locations of all public meetings as described herein shall be made accessible to persons with disabilities. The County shall provide a sign language interpreter whenever the Citizen Participation Coordinator is notified in advance that one or more deaf persons will be in attendance. The County shall provide a qualified reader whenever the Citizen Participation Coordinator is notified in advance that one or more visually impaired persons will be in attendance. Additionally, the County shall provide reasonable accommodations whenever the Citizen Participation Coordinator is notified in advance that one or more persons with mobility or developmental disabilities will be in attendance.

6. PROGRAM INFORMATION

Citizens will be provided full access to CPF program information during all phases of a CPF project. Local officials of the County shall make reasonable effort to assure that CPF program information is available to all citizens, especially those of low and moderate incomes and those residing in blighted or Limited English Proficiency neighborhoods and/or CPF project areas.

To facilitate citizen access to CPF program information, the Citizen Participation Coordinator will keep all documents related to a CPF program on file in the Wayne County Administration Building, 224 E Walnut Street, Goldsboro, NC.

Information from the project files shall be made available for examination and duplication, on request, during regular business hours. CPF program information and materials concerning specific CPF projects will be available and distributed to the public at regularly scheduled public meetings as outlined in this Plan. Furthermore, information concerning any CPF project will be available at regularly scheduled Board of Commissioners meetings where the program is discussed.

Materials to be made available shall include, but are not necessarily limited to: the Citizen Participation Plan; records of public hearing; mailings and promotional materials; prior CPF program applications; letters of approval; grant agreements; the environmental review record; financial and procurement records; project design and construction specifications; labor standards materials; performance and evaluation reports; other reports required by the DHUD; proposed and approved CPF program application(s) for the current year or project; written comments or complaints received concerning the community development program and written responses from the County; and copies of the applicable Federal and State rules, regulations, policies, requirements and procedures governing the CPF program.

In no case shall the County disclose any information concerning the financial status of any program participant(s) which may be required to document program eligibility or benefit. Furthermore, the County shall not disclose any information which may, in the opinion of the Chairman of the Board of Commissioners, be deemed of a confidential nature.

7. PROCEDURES FOR COMMENTS, OBJECTIONS AND COMPLAINTS

The public meetings scheduled, as described in this Citizen Participation Plan, are designed to facilitate public participation in all phases of the community development process. Citizens are encouraged to submit their views and proposals on all aspects of a community development program at the public meetings. However, to ensure that citizens are given the opportunity to assess and comment on all aspects of the community development program on a continuous basis, citizens may, at any time, submit written comments or complaints to the County.

Any citizen or citizens' group desiring to comment or object to any phase of the planning, development or approval of the application for CPF funds, or to the implementation of any CPF program, should submit such comments or objections in writing to the Chairman of the Board of Commissioners. Should, after a reasonable period, a party believe that his/her comment or complaint has not been properly addressed or considered by the Chairman, then the aggrieved party may appeal his/her case to DHUD.

Local officials shall make every effort to provide written responses to citizen proposals or complaints within fifteen (15) working days of the receipt of such comments or complaints where practicable. Should the County be unable to sufficiently resolve an objection or complaint, it may be forwarded by the aggrieved party to DHUD.

Citizens may, at any time, contact DHUD directly to register comments, objections, or complaints concerning the County's CPF application(s) and/or program(s). Citizens are encouraged, however, to attempt to resolve any complaints at the local level as outlined above prior to contacting DHUD.

All comments or complaints submitted to DHUD shall be addressed in writing to:

U.S. Department of Housing and Urban Development
Community Planning and Development Division
Greensboro Field Office
1500 Pinecroft Road
Greensboro, NC 27407

Records of all comments, objections and/or complaints by citizens concerning the County's CPF programs and subsequent action taken in response to those comments shall be maintained on file at the County and shall be made available for public inspection upon request.

8. AMENDMENTS

The County may, from time to time, modify the provisions outlined herein through amendment to this Citizen Participation Plan. It shall be the policy of the County to periodically review and discuss the effectiveness of this Citizen Participation Plan in allowing citizen participation in the community development process and in helping to meet the community development needs and goals identified by the citizens of the County. To this end, the effectiveness of the Plan will be discussed at public meetings held in conjunction with the community development programs as discussed herein and potential amendments to the Plan will be reviewed at this time.

Amendments to the Plan will be made as necessary. All amendments shall be approved by resolution of the County and shall be incorporated into this Plan.

9. AUTHORITY

No portion of this Citizen Participation Plan shall be construed to restrict the responsibility and authority of the elected officials of the County in the development, implementation, and execution of any Community Project Funding Grant program.

Adopted this 20th day of January 2026.

Joe Daughtery, Chair

ATTEST:S

Carol Bowden, Clerk to the Board

WAYNE COUNTY, NORTH CAROLINA
HUD COMMUNITY PROJECT FUNDING (CPF) GRANT
WAYNE COUNTY EMS STATION 12

GRANT #B-24-CP-NC-1358

Equal Opportunity Plan

A. Equal Housing Opportunity Plan

Civil Rights Act of 1964

The Civil Rights Act of 1964 prohibits all racial discrimination in the sale or rental of property.

The Fair Housing Act

The Fair Housing Act declares a national policy of fair housing throughout the United States, making illegal any discrimination in the sale, lease, or rental of housing, or making housing otherwise unavailable, because of race, color, religion, sex, handicap, familial status, or national origin.

Executive Order 12892, Equal Opportunity in Housing

Executive Order 12892, as amended (Leadership and Coordination of Fair Housing in Federal Programs: Affirmatively Furthering Fair Housing), provides that programs and activities relating to housing and urban development (including any Federal agency having regulatory or supervisory authority over financial institutions) shall be administered in a manner to further affirmatively the purposes of the Act and shall cooperate with the Secretary of Housing and Urban Development, who shall be responsible for exercising leadership in furthering the design and delivery of Federal programs and activities.

Wayne County shall eliminate housing discrimination and achieve diverse, inclusive communities by leading the County in the enforcement, administration, and public understanding of federal fair housing policies and laws.

The County shall include the Equal Housing Opportunity logo and/or the phrase affirming Equal Opportunity in Housing on all the Community Project Funding (CPF) documents intended to be shared with the public.

The County shall post in public buildings and the CPF project area the Equal Housing Opportunity posters and/or additional information the local government has prepared to inform the community with the Equal Housing Opportunity policies and laws.

B. Equal Employment Opportunity Plan

Wayne County maintains the policy of providing equal employment opportunities for all persons regardless of race, color, religion, sex, national origin, handicap, age, political affiliation, or any other non-merit factor, except where religion, sex, national origin, or age are *bona fide* occupation qualifications for employment.

In furtherance of this policy, the County prohibits any retaliatory action of any kind taken by any employee of the locality against any other employee or applicant for employment because that person made a charge, testified, assisted or participated in any manner in a hearing, proceeding, or investigation of employment discrimination. The County shall strive for greater utilization of all persons by identifying previously underutilized groups in the workforce, such as minorities, women, and the handicapped, and making special efforts toward their recruitment, selection, development, and upward mobility and any other term, condition, or privilege of employment.

Responsibility for implementing equal opportunities and affirmative action measures is hereby assigned to the County Manager to assist in the implementation of this policy statement.

The County is committed to this policy and is aware that with its implementation, the County will receive positive benefits through the greater utilization and development of all its human resources.

The County shall include the Equal Employment Opportunity logo and/or the phrase affirming Equal Employment Opportunity on all the CPF documents intended to be shared with the staff and the public.

The County shall obtain commitment from contractors that they will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, handicap, age, political affiliation, or any other non-merit factor, except where religion, sex, national origin, or age are *bona fide* occupation qualifications for employment. Contractors will take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex, national origin, handicap, age, political affiliation, or any other non-merit factor, except where religion, sex, national origin, or age are *bona fide* occupation qualifications for employment. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

The County shall obtain commitment from contractors that will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive considerations for employment without regard to race, color, religion, sex, national origin, handicap, age, political affiliation, or any other non-merit factor, except where religion, sex, national origin, or age are *bona fide* occupation qualifications for employment.

Adopted this 20th day of January 2026. .

Joe Daughtery

Joe Daughtery, Chair

ATTEST:

Carol Bowden

Carol Bowden, Clerk to the Board

WAYNE COUNTY, NORTH CAROLINA
HUD COMMUNITY PROJECT FUNDING (CPF) GRANT
WAYNE COUNTY EMS STATION 12

GRANT #B-24-CP-NC-1358

Excessive Force Policy
January 6, 2026 – December 31, 2029

Wayne County hereby adopts an Excessive Force Policy that is in accordance with the applicable State of North Carolina and Federal Regulations, i.e., Section 519 of Public Law 101-144, (1990 HUD Appropriations Act) requiring units of government receiving Community Project Funding (CPF) funds to adopt and enforce *Excessive Force Provision*. The County, as the recipient of Federal and/or State CPF Grant Funds, acknowledges its responsibility to and will adhere to the aforesaid NC State and Federal Excessive Force Regulations.

The use of excessive force is any degree of physical action beyond mere restraint. The use of physical force shall be restricted to the amount of force which is reasonable and apparently necessary to effect a lawful arrest or in defense of self or others.

Striking or any form of restraint in which injury occurs shall be considered use of force. Additionally, the pointing of any firearm directly at any person shall be deemed use of force.

Mere restraint is defined as physically overpowering without striking or using weapons. Scuffling, holding, tackling, etc., may or may not be mere restraint, depending upon the circumstances. Whenever doubt exists as to whether the level of restraint used constitutes use of force, the immediate supervisor will be notified of the incident and will make a determination.

More particularly, the County adopts and will enforce a policy prohibiting the use of excessive force by law enforcement agencies within its jurisdiction against any and all individuals engaged in non-violent civil rights demonstrations, and is adopting and will enforce a policy of enforcing applicable state and local laws against physically barring entrance to or exit from a facility or location which is the subject of such non-violent civil rights demonstration within Wayne County.

Adopted this 20th day of January 2026.

Joe C Daughtery

Joe Daughtery, Chair

ATTEST:

Carol Bowden

Carol Bowden, Clerk to the Board

WAYNE COUNTY, NORTH CAROLINA
HUD COMMUNITY PROJECT FUNDING (CPF) GRANT
WAYNE COUNTY EMS STATION 12

GRANT #B-24-CP-NC-1358

Fair Housing Policy

WHEREAS, Wayne County desires that the citizens of the County be afforded the opportunity to attain the national objective of a decent, safe, and sound living environment; and

WHEREAS, Wayne County deplores discrimination in the provision of housing on the basis of race, religion, color, creed, sex, national origin, young children in a family, or handicapping conditions; and

WHEREAS, Wayne County desires that every citizen be afforded the opportunity to select a home of his or her choice; and

WHEREAS, Wayne County wishes to ensure that programs and activities undertaken by the County relating to housing and urban development be administered in a manner to affirmatively further fair housing as required by Title VIII of the Civil Rights Act of 1968, as amended; 24 CFR 107, Nondiscrimination and Equal Opportunity in Housing under Executive Order 11063; and the North Carolina State Fair Housing Act, NCGS, Chapter 41A;

NOW, THEREFORE, to accomplish the above, the County does adopt the following procedures for receiving and resolving housing discrimination complaints:

1. Any person or persons wishing to file a complaint of housing discrimination in Wayne County may do so by informing the County Manager at (919) 731-1435, or NC Human Relations Commission (919) 733-7996, TDD# (919) 733-7996 (or Relay North Carolina TT# 1-800-735-2962) of the facts and circumstances of the alleged discriminatory act or practice.

2. Upon receiving a housing discrimination complaint, the County Manager shall inform the North Carolina Human Relations Commission about the complaint within ten (10) calendar days. The County shall then assist the Commission and the complainant in filing an official written housing discrimination complaint with the Commission, pursuant to the State Fair Housing Act and Title VIII.

3. Wayne County shall offer assistance to the Commission in the investigation and conciliation of all housing discrimination complaints which are based upon events occurring in the County.

4. The County Manager shall publicize within the County that he is the local official to contact with housing discrimination complaints.

Adopted this 20th day of January 2026.

Joe C Daughtery

Joe Daughtery, Chair

ATTEST:

Carol Bowden

Carol Bowden, Clerk to the Board

Introduction & Executive Summary of the Analysis

Why the AI was Developed

On September 8, 2020, a Final Rule published by the U.S. Department of Housing & Urban Development (HUD) titled *Preserving Community and Neighborhood Choice* became effective. This rule revised the definition of "fair housing" to include "housing that, among other attributes, is affordable, safe, decent, free of unlawful discrimination, and accessible as require under civil rights laws." The rule also substantially broadened the definition of "affirmatively furthering fair housing" to mean "any action rationally related to promoting any attribute or attributes of fair housing". Notably, the rule also eliminated the previously long-standing requirement that states and other HUD grantees prepare an Analysis of Impediments to Fair Housing Choice (an AI) as the means for evaluating the degree to which private and public sector policies, practices, statutes and programs expand or restrict housing choice for members of the protected classes.[1]

Although the Final Rule eliminated the requirement to prepare an AI, it retained the following requirement: *Nothing in this paragraph relieves jurisdictions of their obligations under civil rights and fair housing statutes and regulations.*[2] In other words, states and other HUD grantees still are required to ensure that they are not contributing to patterns of discrimination within their jurisdictions. For this reason, the North Carolina Department of Commerce (DOC), the agency charged with the administration and management of the state's Community Development Block Grant (CDBG) funding, chose to move forward with developing the AI. The AI remains a valuable tool to:

- Evaluate residential segregation patterns
- Evaluate how private and public sector policies, practices, statutes and programs expand or restrict housing choice for members of the protected classes
- Identify impediments, or barriers, to fair housing choice
- Implement a Fair Housing Action Plan to lessen or eliminate housing discrimination, and
- Document its efforts at expanding housing choice for members of the protected classes

Who Conducted the AI

DOC was the lead entity in preparing the AI. As the recipient state agency of CDBG funding, DOC collaborated with other state entities that also receive funding from the U.S. Department of Housing & Urban Development (HUD), or are subrecipients of HUD funding through DOC, to prepare the AI. These included the following:

- North Carolina Housing Finance Agency – a recipient of the state's HOME program funds, federal Housing Trust Fund (HTF) allocation from HUD and the state's Low-Income Housing Tax Credit (LIHTC) allocation from the Internal Revenue Service

[1] Under the federal Fair Housing Act, it is illegal to discriminate against someone in housing based on their race, color, religion, sex, disability, familial status or national origin. These are collectively referred to as "members of protected classes" because these personal characteristics are protected by law. The North Carolina Fair Housing Act includes these same seven protected classes; it also includes a prohibition against discrimination in the siting of affordable housing.

[2] Preserving Community and Neighborhood Choice Final Rule, 24 C.F.R. § 5, 91, 92, 570, 574, 576, 903 (2020).

- North Carolina Department of Environmental Quality – a subrecipient to DOC for CDBG funds invested in infrastructure projects
- North Carolina Department of Health and Human Services – a recipient of Emergency Solutions Grant (ESG) funds and Housing Opportunities for People with AIDS (HOPWA) funding from HUD
- North Carolina Human Relations Commission – a designated HUD Fair Housing Assistance Program (FHAP) entity that receives HUD funding to investigate housing discrimination complaints in North Carolina.

Participants

DOC committed to an extensive outreach process to solicit input from residents and stakeholders across the state. Outreach initiatives included remote public meetings and stakeholder meetings, a project website and an online survey.

DOC hosted three public meetings to identify fair housing issues and learn how North Carolina residents are discriminated against when searching for housing. In response to COVID-19, the meetings were hosted virtually on Zoom and were free and open to all members of the public. The schedule included:

- Tuesday, September 29, 2020 from noon – 1:30 pm
- Thursday, October 1, 2020 from 6:00 – 7:30 pm
- Saturday, October 3, 2020 from 11:00 am – 12:30 pm

DOC also conducted three stakeholder meetings to provide an extended working session to coordinate with a diverse group of stakeholders on solutions and related implementation strategies. In response to COVID-19, these meetings also were hosted virtually on Zoom. Each stakeholder meeting focused on a specific topic.

- Fair Housing Organizations and Advocacy Groups on Tuesday, September 29, 2020 at 3:00 pm
- Municipal Agencies and Regional Planners on Wednesday, September 30, 2020 at 1:00 pm
- Continuum of Care Organizations on Thursday, October 1, 2020 at 10 am

A public hearing was held on the draft AI on April 22, 2021. Held in conjunction with the public hearings for the Consolidated Plan, Annual Plan and Consolidated Annual Performance and Evaluation Report (CAPER), these three consecutive virtual hearings were held 9 am, 10 am and 11 am. No public comments were received at the AI public hearing. No written comments were received on the draft AI before the deadline of April 29, 2021.

Appendix A includes the complete Public Engagement Plan, which describes all outreach activities, provides lists of all attendees and complete summaries of all meetings held in conjunction with the AI.

Methodology Used

A comprehensive approach was used to complete the AI. The following sources were utilized:

- Most recently available demographic data regarding population, household, housing, income, and employment at the census tract and municipal level
- A variety of online databases providing indicators that reflect local issues and based on research that validates the connections between the indicators and increased opportunity across the state for North Carolinians
- Public policies, codes and statutes affecting the siting and development of housing
- Administrative policies concerning fair housing, affordable housing and community development
- Financial lending institution data from the Home Mortgage Disclosure Act (HMDA) database
- Agencies that provide housing and housing related services to members of the protected classes
- Fair housing complaints filed with HUD and the North Carolina Human Relations Commission, and
- Interviews and stakeholder meetings conducted with state agencies and non-governmental organizations that provide housing and housing related services to members of the protected classes.

How AI was Funded

The AI was funded with CDBG funds from DOC.

Conclusions

The Fair Housing Action Plan includes a list of impediments to fair housing choice identified through the AI process. This section of the AI lists each impediment and discusses briefly why it is a barrier to fair housing. Actions are recommended for each impediment along with measurable objectives to mark progress achieved. Most of the impediments listed below have been carried over from the 2015 AI as they remain relevant today. This is logical given that the trends and conditions underlying the impediments occurred over decades and cannot be resolved fully within five years.

Goal A: Expand fair housing awareness and compliance to preserve and expand housing choice for members of the protected classes.

Impediment A.1: Discrimination in the rental housing market persists with disability and race as the two most often cited alleged bases of discrimination. Between 2015-2019, 55.4% of all cases alleged discrimination based on disability and 32.2% based on race. In addition, according to the NCHRC, recent trends in discrimination against persons with disabilities involve discriminatory behavior against persons with emotional support animals (ESAs) prescribed by mental health professionals. Resistance from rental housing providers in the form of "no pet" policies, requiring pet deposits and establishing animal breed, size and weight policies (even though ESAs are not considered pets under fair housing laws) are reflected in many of the inquiries and complaints filed with the Commission. Fair housing education and enforcement are the best tools to change this behavior.

Action: The Department of Commerce will collaborate with its AI partner agencies to expand fair housing education and enforcement under the guidance of the North Carolina Human Relations Commission with emphasis on the rental market.

Measurable Objectives: Number of trainings annually, county locations, number of participants, topics covered, number of cases filed (an increase can indicate a more informed citizenry).

Impediment A.2: A lack of awareness and knowledge of fair housing laws in rural areas among both consumers and providers restricts housing choice where enforcement resources are the most limited but where housing is more affordable. The NCHRC has identified increasing cases filed from residents in Wake, Buncombe, New Hanover, Pitt and Cumberland counties—all higher growth counties where significant residential development has occurred in rural areas. It is in these previously rural areas where landlords, primarily, may feel they can continue discriminatory practices that were more commonly accepted before and went unchecked. As a result, HUD issued a directive to the NCHRC to target rural areas with more fair housing education and outreach, partnering with local human relations commissions to achieve this objective.

Action: The DOC in collaboration with its AI partner agencies will target fair housing resources to rural areas on the fringes of growing communities.

Measurable Objectives: Number of trainings annually, county locations, number of participants, topics covered, number of cases filed (an increase can indicate a more informed citizenry).

Goal B: Expand inventory of affordable housing for members of the protected classes.

Impediment B.1: An inadequate supply of rental housing that is affordable, as well as accessible to persons with disabilities, severely limits housing choice. Large families and single female-headed households with children have disproportionately higher rates of poverty and are more often renters. The state is ahead in some categories of priority populations but behind in others in fulfilling its obligations under *Olmstead* to increase access to community integrated housing, supports and services for persons with disabilities.

Action: NCHFA will continue expanding new rental housing production through the HOME, LIHTC and HTF programs and state programs.

Measurable Objective: Number of new affordable rental units constructed, number of existing rental units rehabilitated.

Action: NCHFA will continue to prioritize the preservation of rental housing with expiring subsidies over the next five years.

Measurable Objective: Mitigation of the ways that affordable rental housing can lose its affordability requirements.

Action: NCHFA and NCDHHS will continue its planning initiative to meet the state's obligation under *Olmstead* to provide appropriate housing for persons with disabilities.

Measurable Objective: Completion and approval of a Strategic Housing Plan under *Olmstead* by March 2022.

Measurable Objective: Provision of community-based services and supportive housing for persons with disabilities in accordance with the *Olmstead* Strategic Housing Plan and schedule.

Goal C: Increase homeownership among disenfranchised households, specifically Black and Hispanic households.

Impediment C.1: Homeownership among Black households and Hispanic households is less than 50%, respectively. Several factors impact these trends including higher unemployment, higher poverty, lower and stagnating household incomes, and higher mortgage denial rates.

Action: DOC and its AI partner agencies will provide funding for homeownership counseling and economic development initiatives aimed at improving the financial stability of households and communities.

Measurable Objective: Number of homebuyers assisted, increase in employment, number of small businesses created/retained/expanded in marginalized communities

Goal D: Increase knowledge and implementation of obligation to affirmatively further fair housing among HUD program small town subrecipients.

Impediment D.1: Turnover among public officials in subrecipient small towns makes it imperative to maintain the education efforts regarding affirmatively furthering fair housing. DEQ's Division of Water Infrastructure Affirmatively Furthering Fair Housing Plan required of CDBG applicants is an excellent tool to achieve this.

Action: DEQ's Division of Water Infrastructure will continue to ensure compliance with the Plan through its small town subrecipients.

Measurable Objective: Number of new applicants adopting the Plan, number of non-compliant applicants

Action: DOC and its AI partner agencies will duplicate the AFFH Plan, where appropriate, among their programs.

Measurable Objective: Number of new applicants adopting the Plan, number of non-compliant applicants

Goal E: Ensure access to housing and other services to persons with limited English proficiency.

Impediment E.1: There are over 30 language groups in the state that meet or exceed the safe harbor threshold for translation of vital documents as required by Title VI of the Civil Rights Act of 1964. As a recipient of federal funding, the state is required to ensure that persons with LEP who are otherwise eligible have access to its programs.

Action: DOC and its AI partner agencies will each maintain complete Language Access Plans and review them annually to identify changes in population trends, which might require updating the Plans.

Measurable Objectives: Verification of annual review of each agency's LAP, revised LAPs upon release of new Census data, number of persons with LEP served by each agency or program, number of complaints filed under the LAPs, number of LAP trainings provided to agency staff.

WAYNE COUNTY, NORTH CAROLINA
HUD COMMUNITY PROJECT FUNDING (CPF) GRANT
WAYNE COUNTY EMS STATION 12

GRANT #B-24-CP-NC-1358

Local Jobs Initiative (Section 3) Plan
Local Economic Benefit for Low- and Very Low-Income Persons
January 1, 2026 – December 31, 2029

I. APPLICATION AND COVERAGE OF POLICY

Wayne County is committed to the policy that, to the greatest extent possible, opportunities for training and employment should be given to lower income residents of the community development project area and contracts for work in connection with federally assisted community development projects should be awarded to business concerns located or owned in substantial part by persons residing in the Section 3 covered area, as required by Section 3 of the Housing and Urban Development Act of 1968. The County has developed and hereby adopts the following Plan.

The County will comply with all applicable provisions of Section 3 of the Housing and Urban Development Act of 1968, as amended (24 CFR Part 135), all regulations issued pursuant thereto by the Secretary of Housing and Urban Development and all applicable rules and orders of the Department issued thereunder.

This Section 3 covered project area for the purposes of this grant program shall include the County and portions of the immediately adjacent area.

The County will be responsible for implementation and administration of the Section 3 plan. In order to implement the County's policy of encouraging local residents and businesses to participate in undertaking community development activities, the County will follow this Section 3 plan which describes the steps to be taken to provide increased opportunities for local residents and businesses.

This Section 3 Plan shall apply to services needed in connection with the grants, including but not limited to, businesses in the fields of planning, consulting, design, building construction/renovation, maintenance and repair, etc.

When in need of a service, the County will identify suppliers, contractors, or subcontractors located in the Section 3 area. Resources for this identification shall include the Minority Business Directory published through the State Department of Commerce, local directories, and Small Business Administration local offices. Word-of-mouth recommendation shall also be used as a source.

The County will include the Section 3 clause and this plan in all contracts executed under these HUD Community Development Block Grant (CDBG) and Community Project Funding (CPF) Programs. Where necessary, listings from any agency noted above shall be included as well as sources of subcontractors and suppliers. The Section 3 Plan shall be mentioned in the pre-bid meetings and preconstruction meetings.

The prime contractor selected for major public works facility or public construction work will be required to submit a Section 3 Plan which will outline his/her work needs in connection with the project. Should a need exist to hire any additional personnel, the Wayne County Employment Security Commission and/or NC Works local office shall be notified and referred to the contractor.

Each contract under the program, as applicable, for jobs having contracts in excess of $100,000 shall be required to submit a Section 3 Plan. This Plan will be maintained on file in the grant office and shall be updated from time to time or as the grant staff may deem necessary.

Early in the project, prior to any contracting, major purchases or hiring, the County will develop a listing of jobs, supplies, and contracts likely to be utilized during the project. The County will then advertise the pertinent information regarding the project including all Section 3 required information. The County will send the bid information to the NC DOA Historically Underutilized Businesses (HUB). Liaison who sends the procurement opportunities out to registered HUB businesses, which often overlap with contractors and subcontractors that meet Section 3 Business requirements.

II. AFFIRMATIVE ACTIONS FOR RESIDENT AND BUSINESS PARTICIPATION

The County will take the following steps to assure that low-income residents and businesses within the community development project area and within the County are used whenever possible:

- List jobs through the NC Historically Underutilized Business (HUB) Office;
- Refer potential employees and businesses to various state and local agencies for development and training assistance;
- Place qualified residents and businesses on solicitation lists;
- Assure that residents and businesses are solicited whenever they are potential sources of contracts, services, or supplies.

The County will place a display advertisement in the local newspaper containing the following information:

i. A brief description of the project.
ii. A listing of jobs, contracts, and supplies likely to be utilized in carrying out the project.
iii. An acknowledgement that under Section 3 of the Housing and Community Development Act, local residents and businesses will be utilized for jobs, contracts, and supplies in carrying out the project to the greatest extent feasible.
iv. A location where individuals interested in jobs or contracts can register for consideration.
v. A statement that all jobs will be listed and hiring will be done through the local office of the North Carolina Employment Security Commission; a statement that all contracts will be listed with the North Carolina Division of Purchase and Contracts; and a statement that potential employees and businesses may seek development and training assistance through various state and local agencies, for which the County will maintain a list for individuals and business concerns inquiring information.

Low-income residents and businesses will be informed and educated regarding employment and procurement opportunities in the following ways:

i. Advertisement in the local newspaper.
ii. Posting of Section 3 Plan at the Wayne County Courthouse.
iii. Board of Commissioners meetings when project activities and schedules are discussed.
iv. Notification to other agencies that provide services to low-income people.

The County will, to the greatest extent feasible, utilize lower income area residents as trainees and employees:

1. Encourage rehabilitation contractors to hire local area residents;
2. Encourage public works contractors to hire local area residents.

The County will, to the greatest extent feasible, utilize businesses located in or owned in substantial part by persons residing in the area, and will:

1. Contract with local contractors to perform demolition activities and housing rehabilitation activities.
2. Encourage public improvement contractors to hire local residents for site clearance work, hauling materials, and performing other site improvements.
3. Encourage all contractors to purchase supplies and materials from the local hardware and supply stores.

III. RECORDS AND REPORTS

The County will maintain such records and accounts and furnish such information and reports as are required under the Section 3 regulations and will permit authorized representatives of DHUD and other federal agencies access to books, records, and premises for purposes of investigation in connection with a grievance or to ascertain compliance with this Section 3 Plan.

The County shall report annually the Section 3 numbers using the form HUD 60002 to DHUD at the end of the calendar year as part of the Annual Performance Report (APR).

IV. MONITORING COMPLIANCE

The County may require each applicable contractor to provide a copy of the Section 3 Plan and will monitor compliance during the performance of the contract. Copies of all advertisements, notices, and published information will be kept to document the implementation of the plan.

V. COMPLAINTS CONTACT

In case of any complaint received from the general public with regard to Section 3 compliance, the main contact is:

David Cuddeback, EMS Director
134 N John Street
Goldsboro, NC 27530
Telephone: (919) 705-1851, Email: david.cuddeback@waynegov.com

Adopted this 20th day of January 2026.

Joe C Daughtery

Joe Daughtery, Chair

ATTEST:

Carol Bowden

Carol Bowden, Clerk to the Board

WAYNE COUNTY, NORTH CAROLINA
HUD COMMUNITY PROJECT FUNDING (CPF) GRANT
WAYNE COUNTY EMS STATION 12

GRANT #B-24-CP-NC-1358

Procurement Standards Policy/Plan

Policy

Wayne County will comply with the terms and conditions of Federal and/or State funding that is awarded and accepted, including but not limited to, the terms and conditions of Grant Contract, Title 2 CFR Part 200, and HUD implementing regulations contained in 24 CFR Section 570.489(g) which are incorporated by reference and included herein to the extent of its applicability. The County, as the recipient of Federal and/or State CDBG & CPF funds, acknowledges its responsibility to and will adhere to the aforesaid North Carolina State and Federal Procurement Policies.

Wayne County will, to the extent applicable, follow methods of procurement, procure by contracting with small, minority firms, women's business enterprises, and labor surplus area firms. Additionally, the County will demonstrate contract cost and price awareness, and adhere to awarding agency review provisions (Title 2 CFR Appendix II to Part 200 – Contract Provisions for Non-Federal Entity Contracts under Federal Awards).

Plan

All procurement of goods and services by the County with CDBG or CPF grant funds shall be accomplished in accordance with the regulations of **Procurement Standards.** Where applicable, Recipient shall follow the procurement standards established in the "Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards" (2 CFR Part 200) and HUD implementing regulations contained in 24 CFR Section 570.489(g), which explicitly prohibit cost plus a percentage of cost and percentage of construction cost methods of contracting. In addition, all purchase orders and contracts shall include any clauses required by Federal Statutes, Executive Orders, and implementing regulations including the Section 3 clause, per 24 CFR 570.489 (g) and 24 CFR 135.38, or the North Carolina General Statues applying to procurement in general by the North Carolina municipalities and counties.

When the Federal and State regulations are different, the more restrictive regulations shall apply to the procurement in question. Additionally, the County will adhere to the following guidelines during procurement of goods and services with Federal funds:

- In all cases where goods or services are procured on the basis of one bid or proposal received, the County will follow established principles included in OMB Circular A 87 to verify the reasonable cost of the procurement.

- Underutilized businesses, including women-owned and minority-owned enterprises, shall be included on bidders' or professional services' lists maintained by the County, and such firm(s) shall be solicited for all competitive negotiations, small purchases, and informal and formal bids when such firms are potential competitive sources for goods and services.

- The County shall develop a written scope of work for each service to be awarded on the basis of *competitive negotiation*, which shall include descriptions of tasks to be completed, project timetables, and outline of fee proposal requirements. The statement of work shall also include a written selection procedure. All *competitive negotiations* shall be awarded strictly on the basis of written selection procedures, and cost shall not be the sole nor more important factor in selection of services through the use of *competitive negotiations*.

- Prior to any contract award, the County shall verify the contractor's eligibility to participate in a federally-assisted program.

- No consultant or bidder shall assist in the evaluation of proposals or bid packages for contracts in which that consultant or bidder has an indirect or direct interest. The County shall adhere to all applicable Federal and State conflict of interest regulations in making contract awards.

- The County shall request references, or check references, of contractors or firms who are awarded contracts with Federal grant funds and will request a written warranty for all goods and services provided through small purchase requests.

- The County shall not award any contract for federally-assisted projects on a contingency or cost plus percentage of cost basis.

Adopted this 20th day of January 2026.

Joe C Daughtery

Joe Daughtery, Chair

ATTEST:

Carol Bowden

Carol Bowden, Clerk to the Board

WAYNE COUNTY, NORTH CAROLINA
HUD COMMUNITY PROJECT FUNDING (CPF) GRANT
WAYNE COUNTY EMS STATION 12

GRANT #B-24-CP-NC-1358

Providing Meaningful Communication with Persons with Limited English Proficiency

Effective January 1, 2026-December 31, 2029

The purpose of this Policy and Plan is to ensure compliance with Title VI of the Civil Rights Act of 1964, and other applicable federal and state laws and their implementing regulations with respect to persons with limited English proficiency (LEP). Title VI of the Civil Rights Act of 1964 prohibits discrimination based on the ground of race, color or national origin by any entity receiving federal financial assistance. Administrative methods or procedures, which have the effect of subjecting individuals to discrimination or defeating the objectives of these regulations, are prohibited.

POLICY:

In order to avoid discrimination on the grounds of national origin, all programs or activities administered by **Wayne County** will take reasonable steps to ensure that persons with Limited English Proficiency (LEP) have meaningful access and an equal opportunity to participate in benefits and services for which such persons qualify. This Policy defines the responsibilities the agency has to ensure LEP individuals can communicate effectively.

DEFINITIONS:

Limited English Proficient (LEP) individual – Any prospective, potential, or actual recipient of benefits or services from the agency who cannot speak, read, write or understand the English language at a level that permits them to interact effectively with health care providers and social service agencies.

Vital Documents – These forms include, but are not limited to, applications, consent forms, all compliance plans, bid documents, fair housing information, citizen participation plans, letters containing important information regarding participation in a program; notices pertaining to the reduction, denial, or termination of services or benefits, the right to appeal such actions, or that require a response from beneficiary notices advising LEP persons of the availability of free language assistance, and other outreach materials.

Title VI Compliance Officer: The person or persons responsible for administering compliance with the Title VI LEP policies.

Substantial number of LEP: 5% or 1,000 people, whichever is smaller, are potential applicants or recipients of the agency and speak a primary language other than English and have limited English proficiency.

PROCEDURES:

1. IDENTIFYING LEP PERSONS AND THEIR LANGUAGE

The **County of Wayne** will promptly identify the language and communication needs of the LEP person. Staff will use a language identification card (or "I speak cards," http://www.lep.gov/resources/ISpeakCards2004.pdf) and LEP posters to determine the language. In addition, when records are kept of past interactions with individuals or family members, the language used to communicate with the LEP person will be included as part of the record.

2. OBTAINING A QUALIFIED INTEPRETER

List the current name, office telephone number, office address and email address of the Title VI compliance officers:

David Cuddeback, EMS Director
134 N John Street
Goldsboro, NC 27530
david.cuddeback@waynegov.com
(919) 705-1851

Check all methods that will be used:

_______Maintaining an accurate and current list showing the language, phone number and hours of availability of bilingual staff ***(provide the list)***:

_______ Contacting the appropriate bilingual staff member to interpret, in the event that an interpreter is needed, if an employee who speaks the needed language is available and is qualified to interpret;

✓ Obtaining an outside interpreter if a bilingual staff or staff interpreter is not available or does not speak the needed language.

Wayne County will utilize Propio Language Services, LLC or LanguageLine Solutions for outside interpreter services.

✓ Have/has agreed to provide qualified interpreter services. The agency's (or agencies') telephone number(s) is/are

Propio Language Services, LLC
(913) 381-3143 | (888) 528-6692 (toll free)

LanguageLine Solutions
(800) 752-6096

Standard services are provided Monday – Friday from 8:00 am to 5:00 pm.

_______ Other ***(describe)***:

All staff will be provided notice of this policy and procedure, and staff that may have direct contact with LEP individuals will be trained in effective communication techniques, including the effective use of an interpreter.

Some LEP persons may prefer or request to use a family member or friend as an interpreter. However, family members or friends of the LEP person will not be used as interpreters unless specifically requested by that individual and **after** the LEP person has understood that an offer of an interpreter at no charge to the person has been made by the facility. Such an offer and the response will be documented in the person's file. If the LEP person chooses to use a family member or friend as an interpreter, issues of competency of interpretation, confidentiality, privacy, and conflict of interest should be considered. If the family member or friend is not competent or appropriate for any of these reasons, competent interpreter services will be provided to the LEP person.

Children and other residents will **not** be used to interpret, in order to ensure confidentiality of information and accurate communication.

3. PROVIDING WRITTEN TRANSLATIONS

i. The **County of Wayne** will set benchmarks for translation of vital documents into additional languages. ***(please ensure to keep records of those documents that apply to your agency)***

ii. When translation of vital documents is needed, the **County of Wayne** will submit documents for translation into frequently-encountered languages.

iii. Facilities will provide translation of other written materials, if needed, as well as written notice of the availability of translation, free of charge, for LEP individuals.

4. PROVIDING NOTICE TO LEP PERSONS

The **County of Wayne** will inform LEP persons of the availability of language assistance, free of charge, by providing written notice in languages LEP persons will understand. Example: The notification will include, in the primary language of the applicant/recipient, the following language: IMPORTANT: IF YOU NEED HELP IN READING THIS, ASK THE AGENCY FOR AN INTERPRETER TO HELP. AN INTERPRETER IS AVAILABLE FREE OF CHARGE. All interpreters, translators and other aids needed to comply with this policy shall be provided without cost to the person being served, and individuals and their families will be informed of the availability of such assistance free of charge.

At a minimum, notices and signs will be posted and provided in intake areas and other points of entry, including but not limited to the main lobbies, waiting rooms, etc.

Wayne County Courthouse

Notification will also be provided through one or more of the following: outreach documents, telephone voice mail menus, local newspapers, radio and television stations, and/or community-based organizations

Outreach documents; local newspaper (<u>Goldsboro-News Argus</u>); webpage notice

5. MONITORING LANGUAGE NEEDS AND IMPLEMENTATION

On an ongoing basis, the **County of Wayne** will assess changes in demographics, types of services or other needs that may require reevaluation of this policy and its procedures. In addition, the **County of Wayne** will regularly assess the efficacy of these procedures, including but not limited to mechanisms for securing interpreter services, complaints filed by LEP persons, feedback from residents and community organizations, etc.

I. Compliance Procedures, Reporting and Monitoring

A. Reporting

The agency will complete an annual compliance report and send this report to US Department of Housing & Urban Development (DHUD) and/or other federal/state agencies as necessary.

B. Monitoring

The agency will complete a self-monitoring report on a quarterly basis, using a standardized reporting system proposed by the local government. These reports will be maintained and stored by the Title VI Compliance Officer and will be provided to the DHUD upon request.

The agency will cooperate, when requested, with special review by the DHUD.

II. Applicant/Recipient Complaints of Discriminatory Treatment

A. Complaints

The agency will provide assistance to LEP individuals who do not speak or write in English if they indicate that they would like to file a complaint. A complaint will be filed in writing, contain the name and address of the person filing it or his/her designee and briefly describe the alleged violation of this policy. The form can be found at *http://www.nccommerce.com/rd/community-assistance/investment-assistance/forms-resources/compliance-plans-and-templates/limited-english-proficiency*.
The agency will maintain records of any complaints filed, the date of filing, actions taken and resolution.

The agency will notify the appropriate section within DHUD of complaints filed, the date of filing, actions taken and resolution. This information will be provided within 30 days of resolution.

B. Resolution of Matter

If the matter cannot be resolved by informal means, the individual will be informed of his or her right to appeal further to DHUD. This notice will be provided in the primary language of the individual with Limited English Proficiency.

The DHUD Compliance Office will conduct an investigation of the allegations of the complaint. The investigation will afford all interested persons and their representatives, if any, an opportunity to submit evidence relevant to the complaint.

The investigation will not exceed 30 days, absent a 15-day extension for extenuating circumstances.

If the investigation indicates a failure to comply with the Act, the local unit of government, agency Director or his/her designee will so inform the recipient and the matter will be resolved by informal means whenever possible within 60 days.

If the matter cannot be resolved by informal means, then the individual will be informed of his or her right to appeal further to the Department of Justice. This notice will be provided in the primary language of the individual with Limited English Proficiency.

SUBMITTED AND ADOPTED BY:

Joe C Daughtery

Joe Daughtery, Chair
Wayne County Board of Commissioners

2-3-26

Date

HUD PORTAL LEP:
http://portal.hud.gov/hudportal/HUD?src=/program_offices/fair_housing_equal_opp/promotingfh/lep-faq

WAYNE COUNTY, NORTH CAROLINA
HUD COMMUNITY PROJECT FUNDING (CPF) GRANT
WAYNE COUNTY EMS STATION 12

GRANT #B-24-CP-NC-1358

I. RECIPIENT INFORMATION

Community Project Funding (CPF) Recipient/Grantee Name: Wayne County

Community Project Funding (CPF) Recipient/Grantee Mailing Address: 134 N John Street, Goldsboro, NC 27530

Community Project Funding (CPF) Recipient/Grantee Physical Address (if different from mailing):

____

Name of *local government staff person* responsible for Self-Evaluation and coordinating Section 504 Compliance: David Cuddeback

Title: Paramedic / Director

Department: Wayne County EMS

Email: david.cuddeback@waynegov.com

Phone Number: (919) 705-1851

Date Survey/Evaluation Completed: ______________________

II. PROGRAM POLICY

This section evaluates the program local government policies and their effect on individuals with disabilities. Please respond to the following questions by checking the appropriate box and providing additional information where requested. In some instances, more than one box will be checked.

Describe briefly the local government programs and services, including their purpose, scope, activities, and participants:

While this Section 504 Self-Evaluation Survey is being prepared in connection with the County's Community Project Funding (CPF) program, the Section 504 compliance efforts apply to all of the county's programs and services. The CPF grant involves construction of an emergency medical services station on Seymour Johnson Air Force Base.

1. **How does your agency incorporate provisions to ensure equal opportunity for individuals with disabilities into its policy and program initiatives?**

   - Guidelines highlight equal opportunity for persons with disabilities under important information, review criteria, and/or ______________________

   - Equal Opportunity issues are discussed with policy and/or service groups

   - Office undertakes specific effort to enhance equal opportunity for people with disabilities, by: Making physical modifications where necessary; following ADA architectural requirements; recognizing NC telephone relay service as means to communicate; undertaking modifications to ensure emergency notification and evacuation procedures; installing directional signs at county facilities

   - Equal Opportunity for people with disabilities is a consideration when the office conducts special initiatives such as research, studies, symposia and/or future planning efforts (Please specify) ______________________

2. **Does your agency provide opportunities when developing or amending its policies for qualified people with disabilities to participate as:**

   - Staff
     Specify efforts: Advertise non-discrimination policy and post notices in public buildings

   - Consultants/Panelists
     Specify efforts: See above

   - Other
     Specify efforts: See above

3. **How does your agency support any needed accommodations for visitors, staff, or other meeting participants who may have disabilities (e.g., certified sign language or oral interpreter, a reader or taping printed material)?**

   - Funds are set aside in the agency's administration budget for use by all offices
   - Access accommodation as line-item in the office's budget
   - Other (Specify): Interpreters will be furnished as needed, and audio recordings can be provided with advance notice. Funds are provided as necessary for the required service.

4. **Is your agency able to modify its programs/activities, if necessary, to provide reasonable accommodations to individuals (staff or the public) with disabilities?**

   ☒ YES (Specify efforts): The County will allow for reasonable accommodations and modifications as necessary for individuals with disabilities.
   ☐ NO (Comments):

5. **Is agency staff aware that programs/activities may have to be modified in order to accommodate individuals with disabilities?**

   ☒ YES (Specify efforts): The County promotes education of staff members in commitment to equal access and ADA compliance.
   ☐ NO (Comments):

6. **Does your agency notify individuals with disabilities that they may request reasonable accommodations, including modification of office policies? If so, please identify how such notification is provided, and to whom (public or staff)?**

   ☒ YES (Specify efforts): Advertisement to public via newspaper notice and website notification, and notification to staff via its human resources department.
   ☐ NO (Comments):

7. **Are there any instances where your agency has been unable to modify a policy because such modification would either fundamentally alter the nature of the program, or result in an undue financial or administrative burden?**

   ☐ YES (Specify efforts):
   ☒ NO (Comments):

8. **Is access for people with disabilities a consideration when your agency undertakes special policy related efforts?**

☒ YES (Specify efforts): Wayne County is an EEO/AA employer and follows the Americans with Disabilities Act, which contains a Modification to Policies and Procedures clause. Wayne County will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities.

☐ NO (Comments):

9. **Do you have staff members who serve on an emergency evacuation committee to assist visitors and staff with disabilities?**

☒ YES: Local Emergency Planning Committee (through County Emergency Services Department).
☐ NO (Comments):

10. **Do staff members receive training in emergency evacuation?**

☒ YES: Local Emergency Planning Committee. In addition, evacuation procedures for individuals with disabilities are found on the county's website, along with ready.gov information. Emergency evacuation procedures apply to Wayne County
☐ NO (Comments):

11. **Please complete the chart below, using the following instructions:**

   a. Identify all of the policies and practices from your completed program policy section that do not or may not meet the requirements of Section 504, and may create barriers for individuals for individuals with disabilities.

   b. List all proposed actions or actions that have been or will be taken by your Agency to modify your policies/practices to ensure compliance with Section 504.

   c. Has the proposed action/action been identified as a financial and administrative burden? If so, how the conclusions were reached and list any alternative actions that may be taken that do not constitute a financial and administrative burden.

   d. List target dates for which action may be taken by your Agency to modify your policies/practices.

Barrier Identified	**Proposed Actions/Modification to Remove Barrier**	**Could the action result in an undue financial/admin. burden or alter the nature of the Program/Activity? (if yes, please identify how the conclusion was reached and list any alternative actions)**	**Target date of action**
N/A	N/A	N/A	N/A

III. PROGRAM ACCESS

1. Describe the analysis of all programs and activities and all aid, benefits and services to determine the degree to which they are accessible to qualified handicapped persons:

   Wayne County has taken necessary steps to ensure equal access to civic life for the county's residents with disabilities.

2. Describe methods that have been used to involve handicapped persons (or organizations representing handicapped persons) in the development of activities designed to achieve program accessibility:

   Providing information for interested persons with disabilities concerning the existence and location of accessible services, activities and programs; installing signs at any inaccessible entrance to a facility directing individuals with disabilities to an accessible entrance or to information about accessing programs and services at other accessible facilities. Appropriate aids and services are provided for qualified persons with disabilities so they can participate equally in Wayne County programs, services, and activities.

3. Are there boards, councils or similar bodies on which program participants sit?

   ☒ YES- List steps to ensure equal opportunities for selection to, and participation in, such boards by persons with disabilities: Provide information for interested persons with disabilities concerning existence and location of accessible services/activities and programs. Hold meetings in handicap accessible facilities to ensure optimum attendance/participation.
   ☐ NO – Please explain:

4. Does the local government notify participants, applicants, beneficiaries, employees, unions of professional organizations, and the general public (posted notices, newspaper ads, office memoranda, etc.) that the grantee does not discriminate on the basis of disability in its federally assisted programs and activities?

   ☒ YES- Briefly describe the methods used to notify the public about non-discrimination policies: Included in advertisements for services, public hearing notices, etc.; posted on County website
   ☐ NO- Modification or corrective action:

IV. PUBLIC OUTREACH

A. COMMUNICATION AND NOTIFICATION

1. Does the recipient engage in any meetings or oral presentations, printed materials, advertisements, or other methods to recruit program participants, or otherwise inform persons or the program's existence?

☒YES- Describe briefly the activities involved and the materials used.
☐NO

Application public hearings/meetings; oral presentations, printed materials, advertisements.

2. Has the local government taken appropriate steps to ensure effective communication with applicants, program participants, and members of the public by providing auxiliary aids where necessary so that individuals with speech, vision, or hearing impairments can have the opportunity to participate in, and enjoy the benefits of local government programs and activities?

☒YES- Proceed to Question 3
☐NO- Modification or corrective action:

3. Describe approaches and special procedures adopted to ensure effective communications with project beneficiaries and/or members of the general public with disabilities, especially those vision, speech, and hearing impairments (Methods include, but are not limited to: provision or auxiliary aids or presentation or materials in alternative formats qualified sign language and oral interpreters, readers, or the use of taped, large print, closed-captioned video, and Braille materials.)

Posted notices in public buildings and advertised non-discrimination policy; public hearing notices contain instructions for notifying county of need for reasonable accommodations; notices also posted on County website.

4. Describe how the local government advertises to the public availability of auxiliary aids and services for effective communication to participate in the local government programs and services.

Publishing notices in Goldsboro News-Argus; posting notices in public buildings; language contains instructions for notifying county in advance of need for reasonable accommodations.

5. Describe how the local government will ensure that meetings, hearings, and conferences will be accessible for individuals with communication disabilities.

Public hearing notices contain instructions for requesting auxiliary aids, etc.

6. Describe how an individual with a disability may request assistance and express their preference for auxiliary aids and services from the local government.

   Utilize TTY; contact County Manager's office; via instructions in meeting notices.

7. Describe how the local government will provide auxiliary aids or services on request.

   County Manager will coordinate with appropriate agency or service provider.

8. List steps to ensure inclusion or a notice of the recipient's compliance with Section 504 in all materials and advertisements.

   Department heads follow County's notice under the Americans with Disabilities Act.

9. Has the local government installed a reader, developed Braille materials, audio recordings or other similar services and devices for persons with impaired vision?

   ☒YES
   ☐NO- Modification or corrective action:

10. Does the recipient provide services or information to the general public over the telephone?

    ☒ YES- Is a teletypewriter (TTY - also referred to as a Telecommunication Device for the Deaf - TDD) or other equally effective system available so that public entities can communicate with individuals with hearing or speech impairments?
    ☐ NO- List steps to ensure effective communications with individuals with hearing or speech impairments. This can include providing a TTY or relying on a third-party relay service. The Justice Department encourages public entities that have extensive phone contact with the public to have TTYs to assure more immediate access.

11. What is the TTY/TDD number listed in directories and disseminated information?

    1-800-735-2962

12. Is signage concerning the location of TTY-equipped pay phones or portable TTYs available?

    ☐YES
    ☒NO- Modification or corrective action: County publishes appropriate TDD # in notifications/advertisements.

13. Are all 911 emergency response centers equipped with TTYs or other equally effective technology to make the service accessible to individuals with hearing or speech impairments? Separate, seven-digit phone numbers and/or reliance on a third-party relay service is not an acceptable alternative for making 911 services accessible.

    ☒YES
    ☐NO- Modification or corrective action:

14. Is signage at inaccessible entrances directing people with disabilities to an accessible entrance or a location with information about an accessible entrance?

☒ YES
☐ NO- Modification or corrective action:

15. What steps, if any, have been taken to ensure that all of the programs' web site(s) are accessible?

- checking the HTML of new web pages/ensuring that accessible coding is used;
- ensuring design so that color and font settings of each visitor's browser/operating system can be displayed;
- ensuring that text equivalents are used for images;
- making elements on online forms and tables accessible with a descriptive HTML tag and labeling each control (buttons, check boxes, drop-down menus, and text fields);
- ensuring documents that are posted are provided in HTML or text-based format;
- periodically enlisting disability groups to test pages for ease of use and use feedback to increase accessibility; and
- ensuring that there are alternative ways for people with disabilities to access the information and services provided on the website.

16. List all local government activities where a sign language and/or oral interpreter, readers, and assistive listening devices might be needed to ensure that persons with hearing and visual impairments can fully participate in the program or activity (e.g. securing services in expeditious manner, department responsible for ensuring such services, policy source and date, date policy distributed to staff).

Public meetings/hearings if County is notified in advance (in order to provide appropriate auxiliary aids).

B. INFORMATION DISSEMINATION

1. Can copies of written materials be reasonably obtained by individuals with disabilities?

   ☒YES ☐NO

2. Have disability groups been included in the dissemination process?

   ☒YES ☐NO

3. Does the local government use all available print and broadcast media to ensure that all individuals with disabilities receive appropriate notification?

   ☒YES ☐NO

4. Does the local government disseminate information to all agencies or organizations that deal with persons with disabilities in the local government service jurisdiction?

   ☒YES ☐NO

5. Does all of the information disseminated by the local government include current non-discrimination polices?

   ☒YES ☐NO

NO to any questions above - Modification or corrective action:

C. PRINTED MATERIALS

1. Are written materials including posters with non-discrimination notices placed in physically accessible locations?

   ☒YES ☐NO

2. Can small print of posted announcements be read from a wheelchair?

   ☒YES ☐NO

3. Are all words in printed materials clearly legible?

   ☒YES ☐NO

4. Would color blind individuals be able to distinguish all contents in printed materials?

   ☒YES ☐NO

5. Are representations of disabled individuals free of patronizing stereotypes?

   ☒YES ☐NO

6. Do graphics in printed material permit easy reading of the contents?

   ☒YES ☐NO

7. Is all necessary program information included in printed material?

   ☒YES ☐NO

8. Are procedures for providing program access to disabled individuals stated clearly?

   ☒YES ☐NO

9. Do all appropriate local government documents include policy statements about non-discrimination on the basis of disabilities?

   ☒YES ☐NO

10. Are the Section 504 contact person's name, address, and phone number listed in printed material?

    ☒YES ☐NO

NO to any questions above - Modification or corrective action:

V. PROGRAM ELIGIBILITY/ADMISSION CRITERIA

1. Are there any limitations on the number of qualified persons with disabilities who may participate in or be admitted to the program?

   ☐ YES- List steps to be taken to eliminate the limitations.
   ☒ NO

2. Has the local government examined all policies pertaining to program eligibility and admission criteria to determine if they had the purpose or effect of excluding or limiting the participation of individuals with disabilities in local government's programs and activities?

   ☒ YES
   ☐ NO- Modification or corrective action:

3. Has the local government, in examining its polices on program eligibility and admission criteria, paid particular attention to those incorporating or establishing: (1) physical or mental fitness or performance requirements; (2) safety standards; (3) testing requirements; (4) educational requirements; (5) work experience requirements; (6) income level requirements (7) credit rating requirements; (8) requirements based on disability; (9) requirements that prohibit participation because of disability; and (10) insurability requirements?

   ☒ YES
   ☐ NO- Modification or corrective action:

4. Has the local government altered or eliminated policies that have the direct or indirect effect of excluding or limiting the participation of individuals with disabilities in local government's programs and activities?

   ☐ YES- List any policies that have been altered or eliminated.
   ☐ NO- Modification or corrective action:
   ☒ N/A- Explain (e.g. no such policies found in review), then proceed to Question 6.

   Review of policies indicated no such policies found.

5. Has the local government communicated the policy changes to staff members and the public? N/A

   ☐ YES
   ☐ NO- Modification or corrective action:

6. Are any criteria or tests used in the admission process?

   ☐ YES – Proceed to Question 7
   ☒ NO- Proceed to Question 8

7. List all criteria (e.g., good health, residency requirements, letters of recommendation) and tests (including the skill, level of achievement, or other factors being tested, whether they are written or oral tests and the method of administration) used in the admissions process, that have or could have a disproportionately adverse impact on program applicants with disabilities. Discuss briefly the potential negative impact for each and indicate how they relate to the program. Discuss alternative criteria or tests that will be used to ensure nondiscrimination. The use of a criterion or test may have to be suspended as long as this does not result in an undue hardship or fundamental alteration to the program.

   N/A (See Question 6 above).

8. List steps to be taken to make potential program participants, including those with hearing and vision impairments and learning disabilities, aware of alternative testing/criteria and interview processes.

   No testing/interview/admission processes are involved with the CDBG/CPF Programs.

9. List steps to provide admission forms in alternative formats.

   N/A

10. List steps to ensure that applicants are not asked pre-admission inquiries as to the nature and extent of a disability, and that no forms or other written materials make mandatory inquiries related to disability.

    N/A

VI. PROGRAM PARTICIPATION

1. Are post-admission inquiries made regarding disability status to make accommodations for persons with disabilities?

   ☐ YES - List steps to ensure that information is gathered voluntarily, not used to adversely affect any person with a disability and kept confidential.
   ☒ NO

2. Is there an orientation for new participants?

   ☐ YES- Describe briefly the orientation and materials used, and list steps to ensure effective communications and usable materials in alternative formats for all participants.
   ☒ NO

3. Review all written materials, tools, equipment or other aids or devices used for the program. Do any need modification?

   ☐ YES - List steps such as the provision of auxiliary aids and equipment modification to ensure that program materials and equipment are accessible and usable.
   ☒ NO

4. Would any steps pose an undue financial or administrative burden?

   ☐YES- List alternative methods of providing accessibility that would not impose an undue financial or administrative burden.
   ☒NO

5. Are any of the following services or benefits provided to program participants? (Check all that apply. If none provided, proceed to Question 6.)

   ☐Transportation services
   ☐Health services and insurance/benefits
   ☐Housing
   ☐Counseling services
   ☐Employment services
   ☐Food services
   ☐Financial aid
   ☐Social, recreational or athletic activities

   List steps to ensure that:
   - The service/benefit is equally effective for and usable by persons with disabilities
   - The administration of the service/benefit will be free from discrimination based on disability
   - Communications will reach all persons, including those with hearing and sight impairments
   - Effective application procedures to receive the services exist for persons with disabilities, including those with hearing and vision impairments.

6. List steps to ensure that information concerning program schedules and activities are effectively communicated to all program participants, including those with impaired vision, speech, and hearing.

   Advertisements for program services include language with instructions for requesting reasonable accommodations.

VII. EMPLOYMENT POLICY AND PRACTICE

A. GENERAL

1. Describe and discuss safeguards that have been used to ensure that all employment decisions are made without discrimination on the basis of handicap, and that such decisions do not limit, segregate or classify applicants or employees based on handicap in a way that adversely affects their opportunities or status.
   Wayne County does not discriminate on the basis of disability in its hiring or employment practices, and it complies with all regulations promulgated by the US Equal Employment Opportunity Commission under Title I of the ADA.

2. Describe procedures that have been established to make certain that there are no formal relationships regarding employment (e.g. those with labor unions, employment agencies, and so forth) that have the effect of discriminating against qualified persons with disabilities.
   Wayne County has adopted an Equal Employment and Procurement Policy which allows for the provision of equal employment opportunities for all persons regardless of race, color, religion, sex, national origin, disability, age, political affiliation, or any other non-merit factor. The policy also allows for the procurement of goods and services in accordance with the regulations of either Section 85.36 of 24CFR85, 2CFR200, or the North Carolina General Statutes applying to procurement.

3. Does the local government have 15 or more employees (full or part-time)?

   ☒YES ☐NO

4. Do the local government's hiring and promotion practices prohibit discrimination against otherwise qualified handicapped individuals (not a separate policy)?

   ☒YES- Proceed to Question 5.
   ☐NO - Modification or corrective action:

5. Analyze the following aspects of employment and describe any alterations to make certain that no discrimination based on disability exists, including discrimination that occurs due to an inaccessible facility:
   - Recruiting and advertising
   - Processing applications
   - Interviewing and orientation
   - Hiring, upgrading, promotion, award of tenure, demotion, transfer, layoff, termination, right of return from layoff and rehiring
   - Rates of pay or any other form of compensation and changes in compensation
   - Job assignments, job classifications, organizational structures, position descriptions, lines of progression and seniority lists
   - Leaves of absence, sick leave or any other leave
   - Fringe benefits (opportunities for and financial support of training opportunities, conferences, health and insurance benefits) available by virtue of employment, regardless of whether they are administered by the recipient
   - Selection and financial support for training, including apprenticeship, professional meetings, conferences and other related activities, and selection for leaves of absence to pursue training
   - Employer-sponsored activities, including social and recreational programs
   - Any other term, condition or privilege of employment

   Where any instances of inaccessibility exist, an alternate facility or entrance is available. The County has not been made aware of any aspects of employment where discrimination based on disability exists.

B. EMPLOYMENT CRITERIA

1. Does the local government administer tests which accurately reflect the applicant's or employee's job skills or aptitude rather than the applicant's or employee's impaired sensory, manual, or speaking skills (except where those skills are the factors that the test is designed to measure)?

   ☐ YES- Please answer Question 2.
   ☐ NO- Modification or corrective action:
   ☒ N/A Explain (e.g. no such test/criteria used), then proceed to Next Section: *Pre-Employment Inquiries.*

   No such tests/criteria are administered except in the case of jobs where physical fitness is a requirement (i.e., law enforcement).

2. What employment tests or criteria are used for judging potential employees and describe procedures to ensure that these criteria or tests do not discriminate against persons with disabilities, unless they are shown to be consistent with job necessity?

   N/A – See Question 1 above.

3. If the local government uses an employment test or other criteria for selection that screens out or tends to screen out individuals with disabilities, can the local government show that the test score or other selection criteria is job related?

   ☐ YES- Please answer Question 4.
   ☐ NO- Modification or corrective action:
   ☒ N/A Explain (e.g. no such test/criteria used), then proceed to Next Section: *Pre-Employment Inquiries*.

   N/A – See Question 1 above.

4. Describe methods to identify the job-related characteristics of tests and criteria used in employment decisions, since job-related tests are permitted even if they screen out persons with disabilities.

   N/A – See Question 1 above.

C. PRE-EMPLOYMENT INQUIRIES

1. Describe steps to ensure that no pre-employment inquiries are made as to whether an applicant is a person with a disability or as to the nature or severity of a disability. Is the local government aware that it cannot make a pre-employment inquiry or conduct a medical examination of an applicant to determine whether the individual is a person with disability unless the local government is undertaking affirmative action efforts or conditioning an offer of employment on the results of a medical examination given to all prospective employees in the same job category?

   ☒ YES- Proceed to Question 2.
   ☐ NO- Modification or corrective action:

2. Does your organization conduct or require any medical examinations after making conditional offers of employment? Has the local government informed job applicants that an employment offer may be conditioned on the results of a medical examination if all entering employees in a job category must take an examination regardless of disability, and the examination accurately reflects the employee's job skills?

   ☐ YES- Proceed to Question 3.
   ☐ NO- Modification or corrective action:

   N/A

3. Has the information obtained by the local government concerning the medical condition or history of job applicants been collected and maintained on separate forms and accorded confidentially as medical records?

   ☐YES - Describe procedures to ensure that (a) all entering employees in that position are subject to medical exams, (b) all offers of employment are conditional based on the results of the exams, (c) the medical results gathered arc not used in a discriminatory manner, and (d) all information gathered is kept confidential.
   ☐NO- Modification or corrective action:

   N/A

4. Review job application forms and interview questions to ensure that applicants are not asked about the existence of or nature or severity of a disability. Inquiries about the candidate's ability to perform job functions are permitted. Ensure that applicants are not asked about their relationship or association with an individual with a disability. List any job forms and questions that were amended.

   N/A

5. Review existing job descriptions for each job position in your organization. Determine the essential and marginal functions of job positions in the organization and identify what job accommodations can be made, when necessary, for an applicant or employee. List any job descriptions that were amended.

   N/A

6. Describe any training or other measures taken to ensure that employees and supervisors do not subject individuals with disabilities to discrimination because insensitivity or lack of knowledge.

   Training sessions are conducted by the county's Human Resources Department.

7. When the local government is undertaking affirmative action efforts, voluntary or otherwise, and inviting applicants for employment to indicate whether and to what extent they are disabled, does the local government meet the following conditions:

a) State clearly either orally or in writing that the requested information is intended for the local government's affirmative action efforts?

   ☒YES ☐NO

b) State clearly that the information is being requested on a voluntary basis, that it will be kept confidential and that refusal to give the information will not subject the applicant or employee to any adverse treatment?
   ☒YES ☐NO

   NO to any questions above - Modifications or corrective action:

VIII. OUTSIDE PERSONS AND ORGANIZATIONS

1. List below all outside persons and organizations that are involved in the provision of any aid, benefit or service for the program as discussed in **Sections II through IX**. Include secondary recipients in your discussion.

   N/A

2. List steps to inform those listed in Question Number One of the organization's commitment to nondiscrimination on the basis or disability.

   N/A

3. List those persons or organizations from Question Number One that receive significant assistance from the organization in the provision of aids, benefits or services to program participants. For example, list organizations which rent or otherwise use your facilities; that depend on your organization for informing its participants of the aid, benefit or service; that have employees of your organization spending time to assist in or coordinate the provision of the aid, benefit or service; and so forth.

   N/A

4. List steps to ensure that persons or organizations listed in Question Number Three do not discriminate on the basis of disability in the provision of any aid benefit or service to your program participants. Such steps may include changes in the program, facility alterations, and/or changes in or discontinuation of the relationship.

   N/A

IX. USE OF CONTRACTORS

1. List contractors that are used by the agency to conduct programs or activities on behalf of the agency.

   Administrative consultant; construction contractors

2. Describe steps that have been taken to ensure that agency procurement officials understand Section 504 requirements as they apply to contractors.

   Section 504 clauses are included in administrative and construction contracts.

3. Provide language included in agency contracts to ensure that contractors are aware of their obligations to take steps to facilitate the participation of individuals with handicaps in programs and activities they operate on behalf of the agency.

   Section 504 clauses are included in all contracts utilized under the CDBG/CPF program.

4. Indicate the appropriate policy source to include information about Section 504 requirements as they apply to contractors.
   Equal Opportunity Plan

5. Give a date that the policy was established and distributed to staff and give a citation for the policy.
   January 20, 2026

X. GRIEVANCE PROCEDURES

1. What procedures have been established to ensure that at least one person has been designated to coordinate compliance with Section 504?

   Grievance procedures are handled by the county's Human Resources Department.

2. Have there been obvious difficulties or complaints about the local government services from individuals with disabilities?

   ☐ YES – Proceed to Question 3
   ☒ NO- Proceed to Question 4.

3. Describe how resolution of complaints and steps to resolve concerns/complaints is documented?

   Should any individual, family, or entity have a grievance concerning any action prohibited under Section 504, a meeting with the compliance officer to discuss the grievance will be scheduled. The meeting date and time will be established within five (5) calendar days of receipt of the request. Upon meeting and discussing the grievance, a reply will be made in writing within five (5) calendar days.

4. What written procedures have been established to ensure that appropriate initial and continuing steps to notify participants, beneficiaries, applicants, etc. that the local government does not discriminate on the basis of handicap (24 CFR 8.54)?

   Equal Opportunity Plan

5. Does the local government have a written grievance procedure/policy for handling the prompt and equitable resolution of any complaints of discrimination based on disability?

   ☒ YES- **ATTACH** a copy of the current local government policy which should include the date the policy was established, the date the policy was distributed to staff, and the citation for the policy.
   ☐ NO- Modification or corrective action:

6. Has the local government adopted procedures that incorporate due process standards and allow for prompt resolution of any complaints or alleged discrimination based on disabilities (24 CFR 8.53)?

   ☒YES - **ATTACH** a copy of your current grievance procedures and the name of the person or unit responsible for receiving and processing complaints.
   ☐NO- Modification or corrective action:

7. Has the local government notified staff and program participants about the grievance procedures?

   ☒YES
   ☐NO- Modification or corrective action:

8. Is the grievance procedure and/or nondiscrimination policy published in the newspaper at least once a grant cycle (or once a year)?

   ☐YES
   ☒NO- Modification or corrective action: Grievance procedure will be published in the newspaper at least once during the grant cycle.

9. Does the grievance procedure inform individuals of their rights to file a complaint with a state or federal agency and include the agency's addresses?

   Yes

HUD PORTAL SECTION 504:
http://portal.hud.gov/hudportal/HUD?src=/program_offices/fair_housing_equal_opp/disabilities/sect504faq

ATTACHMENT 1

WAYNE COUNTY

POLICY OF NONDISCRIMINATION ON THE BASIS OF HANDICAPPED/DISABLED STATUS

Wayne County does not discriminate on the basis of handicapped/disabled status in the admission or access to, or treatment or employment in, its federally assisted programs or activities.

Chip Crumpler, County Manager
Wayne County
224 E. Walnut Street
Goldsboro, NC 27530
Phone: (919) 731-1435
TDD: 1-800-735-2962 (711)

The Wayne County Manager and successors so titled, has been designated to coordinate compliance with the nondiscrimination requirements contained in the Department of Housing and Urban Development's (HUD) regulations implementing Section 504 (24 CFR Part 8, dated June 2, 1988).

ATTACHMENT 2

COMPLIANCE OFFICER/GRIEVANCE PROCEDURE

WAYNE COUNTY HUD COMMUNITY PROJECT FUNDING (CPF) GRANT

The Board of Commissioners of Wayne County, North Carolina, hereby designates the Wayne County Manager, and successors so titled, to serve as Section 504 Compliance Officer(s) throughout the implementation of the Wayne County Community Project Funding (CPF) programs.

Citizens with Section 504 grievances may do so at any point in the program. The County will respond in writing to written citizen grievances. Citizen grievances should be mailed to: Wayne County Manager's Office, 224 E. Walnut Street, Goldsboro, NC 27530, Phone: 919-731-1435. The County will respond to all written citizen grievances within ten (10) calendar days of receipt of the comments.

Should any individual, family, or entity have a grievance concerning any action prohibited under Section 504, a meeting with the compliance officer to discuss the grievance will be scheduled. The meeting date and time will be established within five (5) calendar days of receipt of the request. Upon meeting and discussing the grievance, a reply will be made, in writing, within five (5) calendar days.

If the citizen is dissatisfied with the local response, they may write to: U.S. Department of Housing and Urban Development, Community Planning and Development Division, Greensboro Field Office, 1500 Pinecroft Road, Suite 401, Greensboro, NC 27407, Phone: (336) 547-4000, TDD: (800) 735-2962 or 711.

This information is available in Spanish or any other language upon request. Please contact the Wayne County Manager's Office at 919-731-1415, or at 224 E. Walnut Street, Goldsboro, NC 27530 for accommodations for this request.

Esta información está disponible en español o en cualquier otro idioma bajo petición. Por favor, póngase en contacto con Wayne County Manager's Office al 919-731-1415, o en 224 E. Walnut Street, Goldsboro, NC 27530 de alojamiento para esta solicitud.

EQUAL HOUSING
OPPORTUNITY

WAYNE COUNTY, NORTH CAROLINA
HUD COMMUNITY PROJECT FUNDING (CPF) GRANT
WAYNE COUNTY EMS STATION 12

GRANT #B-24-CP-NC-1358

Residential Anti-Displacement and Relocation Assistance Plan

This Residential Anti-Displacement and Relocation Assistance Plan is prepared by Wayne County, North Carolina, in accordance with the Housing and Community Development Act of 1974, as amended (the "Act"), and HUD regulations at 24 CFR 42.325.

A. Minimize Displacement

Consistent with the goals and objectives of activities assisted under the Act, Wayne County will take the following steps to minimize the direct and indirect displacement of persons from their homes:

- Coordinate code enforcement with rehabilitation and housing assistance programs.
- Arrange for facilities to house persons who must be relocated temporarily during rehabilitation.
- Where feasible, give priority to rehabilitation of housing, as opposed to demolition, to avoid displacement.
- If feasible, demolish or convert only dwelling units that are not occupied or vacant occupiable dwelling units (especially those units which are "lower-income dwelling units" (as defined in 24 CFR 42.305).
- Target only those properties deemed essential to the need or success of the project.
- Attempt to locate comparable replacement housing in or near the neighborhood where demolition activities occur to further minimize neighborhood disruption caused by the clearance activities.
- Avoid demolition of occupied severely deteriorated residential structures where possible through substantial rehabilitation as opposed to clearance.
- Rehabilitate vacant, occupiable residential structures as affordable housing for displaced tenants to minimize neighborhood disruption caused by clearance activities.

B. Relocation Assistance to Displaced Persons

The County will provide relocation assistance for lower-income tenants who, in connection with an activity assisted under this Program, move permanently or move personal property from real property as a direct result of the demolition of any dwelling unit or the conversion of a lower-income dwelling unit in accordance with the requirements of 24 CFR 42.350. A displaced person who is not a lower-income tenant, will be provided relocation assistance in accordance with the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, as amended, and implementing regulations at 49 CFR Part 24.

C. One-for-One Replacement of Lower-Income Dwelling Units

The County will replace all occupied and vacant occupiable lower-income dwelling units demolished or converted to a use other than lower-income housing in connection with a project assisted with funds provided under this Program in accordance with 24 CFR 42.375.

Before entering into a contract committing Wayne County to provide funds for a project that will directly result in demolition or conversion of lower-income dwelling units, the County will make public by publishing notice in Goldsboro News-Argus newspaper, and submit to the U.S. Department of Housing and Urban Development (DHUD) the following information in writing:

1. A description of the proposed assisted project;
2. The address, number of bedrooms, and location on a map of lower-income dwelling units that will be demolished or converted to a use other than as lower-income dwelling units as a result of an assisted project;
3. A time schedule for the commencement and completion of the demolition or conversion;
4. To the extent known, the address, number of lower-income dwelling units by size (number of bedrooms) and location on a map of the replacement lower-income housing that has been or will be provided. *NOTE: See D, below.*
5. The source of funding and a time schedule for the provision of the replacement dwelling units;
6. The basis for concluding that each replacement dwelling unit will remain a lower-income dwelling unit for at least 10 years from the date of initial occupancy; and
7. Information demonstrating that any proposed replacement of lower-income dwelling units with smaller dwelling units (e.g., a 2-bedroom unit with two 1-bedroom units), or any proposed replacement of efficiency or single-room occupancy (SRO) units with units of a different size, is appropriate and consistent with the housing needs and priorities identified in 24 CFR 42.375(b).

To the extent that the specific location of the replacement dwelling units and other data in items 4 through 7 are not available at the time of the general submission, the County will identify the general location of such dwelling units on a map and complete the disclosure and submission requirements as soon as the specific data is available.

D. Replacement Not Required Based on Unit Availability

Under 24 CFR 42.375(d), the County may submit a request to the DHUD for a determination that the one-for-one replacement requirement does not apply based on objective data that there is an adequate supply of vacant lower-income dwelling units in standard condition available on a non-discriminatory basis within the area.

E. Contacts

The Wayne County Manager's office (919-731-1435) is responsible for tracking the replacement of lower income dwelling units and ensuring that they are provided within the required period. The Wayne County Manager's Office (919-731-1435) is responsible for ensuring that relocation payments and other relocation assistance to any lower-income person displaced by the demolition of any dwelling unit or the conversion of lower-income dwelling units to another use are provided.

Adopted this 20th day of January 2026.

Joe C. Daughtery

Joe Daughtery, Chair

ATTEST:

Carol Bowden

Carol Bowden, Clerk to the Board

WAYNE COUNTY, NORTH CAROLINA
HUD COMMUNITY PROJECT FUNDING (CPF) GRANT
WAYNE COUNTY EMS STATION 12

GRANT #B-24-CP-NC-1358

Optional Coverage Relocation Policy

For the Construction of a Medical Services Facility at Seymour Johnson Air Force Base

Purpose & Scope

This policy establishes guidelines for optional relocation coverage under the Wayne County Community Project Funding grant. It ensures that individuals, families, and businesses affected by the construction of the medical services facility at Seymour Johnson Air Force Base are provided equitable, transparent, and compliant relocation assistance when relocation is necessary or voluntarily elected.

- Applies to residents, employees, and businesses directly impacted by land acquisition, construction, or operational changes related to the facility.
- Covers relocation costs **only when relocation is required or voluntarily chosen** due to project activities.
- Supplements, but does not replace, mandatory relocation assistance under the Uniform Relocation Assistance and Real Property Acquisition Policies Act (URA).

Definitions

- **Optional Coverage**: Relocation benefits offered beyond federally mandated requirements, at the discretion of Wayne County.
- **Eligible Party**: Any individual, household, or business displaced or voluntarily relocating due to project activities.
- **Relocation Costs**: Expenses associated with moving, temporary housing, business interruption, or re-establishment.

Policy Statement

Wayne County may provide optional relocation coverage to ensure minimal disruption to affected parties. This coverage is designed to:

- Promote continuity of medical services and community stability.
- Support military families, civilian employees, and local businesses impacted by construction.
- Align with federal grant compliance and community development objectives.

Coverage Options

Eligible parties may apply for optional relocation assistance, which may include:

- **Moving Expenses**: Packing, transportation, and storage costs.
- **Temporary Housing Assistance**: Short-term rental support during transition.
- **Business Relocation Support**: Costs for re-establishing operations, including lease termination fees and equipment transfer.

- **Supplemental Allowances**: Additional support for vulnerable populations (elderly, disabled, low-income households).

Eligibility & Application

- Applications must be submitted to the Wayne County Grant Administration Office within **90 days of relocation notice**.
- Documentation required: proof of displacement, receipts for relocation costs, and evidence of voluntary or required relocation.
- Determinations will be made by the Grant Oversight Committee within **30 days of submission**.

Funding & Limitations

- Optional coverage is subject to **availability of grant funds** and county budget allocations.
- Benefits are capped at **$25,000 per household** and **$50,000 per business**, unless otherwise approved by the Oversight Committee.
- Coverage is **non-transferable** and limited to relocation directly tied to the medical facility project.

Compliance & Oversight

- Administered in accordance with URA and federal grant guidelines.
- Annual reporting to the U.S. Department of Housing and Urban Development and relevant federal agencies.
- Audits conducted by Wayne County Finance Department to ensure accountability.

This policy is effective immediately upon adoption by the Wayne County Board of Commissioners and remains in force for the duration of the Community Project Funding grant period.

Adopted this 20th day of January 2026.

Joe C Daughtery

Joe Daughtery, Chair

ATTEST:

Carol Bowden

Carol Bowden, Clerk to the Board

WAYNE COUNTY, NORTH CAROLINA
HUD COMMUNITY PROJECT FUNDING (CPF) GRANT
WAYNE COUNTY EMS STATION 12

GRANT #B-24-CP-NC-1358

Policy Concerning Code of Conduct for Officers, Employees or Agents

BE IT RESOLVED BY THE WAYNE COUNTY BOARD OF COMMISSIONERS:

Section 1: No employee, officer, or agent of Wayne County shall knowingly solicit or accept any form of gratuity from any person, firm, or organization whereby such gratuity shall in any way persuade or affect the outcome of the award of any contract of which any part is supported by federal funds.

Section 2: No employee, officer, or agent of Wayne County shall participate in the selection, or in the award or administration of a contract supported by federal funds if a conflict of interest, real or apparent, would be involved. Such a conflict would arise when the employee, officer or agent, member of his/her immediate family, his/her partner, or an organization which employs, or is about to employ, any of the above individuals, has a financial or other interest in the firm selected for award.

Section 3: No employee, officer, or agent of Wayne County shall solicit nor accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to sub agreements.

Section 4: If any employee, officer, or agent shall knowingly violate any of the provisions of this policy, such employee, officer, or agent will be subject to such disciplinary measures as may be deemed appropriate by the Wayne County Board of Commissioners or County Manager including, but not limited to, suspension without pay, demotion, or dismissal.

Section 5: If any contractor or his agent violates any provision of this policy, such violation will constitute grounds for action deemed appropriate by the County Manager including, but not limited to, withdrawal from consideration of any proposal or bid submitted by such contractor, withdrawal of award, or rescission of contract.

This policy shall become effective from and after its adoption by the Wayne County Board of Commissioners in an open meeting. If any part of this policy shall be found to be in conflict with any federal or State of North Carolina law, then that portion of the policy can be amended to comply with the federal or state law without affecting the validity of the other portions.

Adopted this 20th day of January 2026.

Joe Daughtery

Joe Daughtery, Chair

ATTEST:

Carol Bowden

Carol Bowden, Clerk to the Board

STATE OF NORTH CAROLINA

COUNTY OF WAYNE

INTERLOCAL AGREEMENT BETWEEN THE WAYNE COUNTY BOARD OF EDUCATION AND THE COUNTY OF WAYNE FOR EMERGENCY SHELTERS

THIS AGREEMENT is made and entered into this the 3rd day of February, 2026, by and between the Wayne County Board of Education, the governing body of the Wayne County Public Schools ("School System") and the County of Wayne, State of North Carolina, a body politic and corporate organized under the laws of the State of North Carolina ("County"), for the provision of emergency shelters during declared, pending, or extant emergencies.

WITNESSETH

WHEREAS, pursuant to Article 1A of Chapter 166A of the North Carolina General Statutes and the Wayne County Emergency Operations Plan, the County provides emergency sheltering of persons and families who are victims of disaster or who are evacuating areas as the result of a declared, pending or extant emergency; and

WHEREAS, the Board of Education is authorized to permit the County to use facilities within the Wayne County Public Schools and wishes to cooperate with the County for such purposes; and

WHEREAS, the parties hereto mutually desire to reach an understanding that will result in making the facilities of the Wayne County Public Schools available to the County for the aforementioned use;

WHEREAS, consistent with Article 160A, Chapter 20, the School System and County may undertake an interlocal agreement for any lawful purpose;

NOW, THEREFORE, in consideration of the mutual promises made herein, the foregoing recitals and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

1. The School System agrees that, after meeting responsibilities to the pupils, the County will be permitted the use of the School System's physical facilities, as necessary and upon request, for the purpose of opening mass care shelters for the victims of disasters or for those who are evacuating areas as the result of a declared, pending or extant emergency. The School System further agrees to designate a custodian and child nutrition employees consistent with the terms and conditions contained in Exhibit A which is attached and incorporated herein by reference to represent the School System as part of the staff that is operating the mass care shelter. School System shall retain ownership of the facilities.

2. School System further agrees to be responsible for providing food for a period of at least 72 hours after the shelters are put in operation which shall be reimbursed by the County. Unless the parties otherwise agree, County shall be responsible for providing food after the initial 72-hour period of shelter operation.

3. The County agrees that it will exercise reasonable care in the conduct of its activities in such facilities and further agrees to replace or reimburse the School System for any foods or supplies that may be used by the County in the conduct of its relief activities at each mass care shelter. Further, the County agrees to reimburse each school for the cleaning of areas used by disaster victims/evacuees. This reimbursement shall include payment at the normal hourly wage rate for a number of custodial personnel that is in reasonable proportion to the numbers of people making use of the shelter, and may include overtime pay for hours worked in excess of the normal 40-hour work week after the normal 40-hour work week has been completed. The County may also request activation of a minimally sufficient number of cafeteria staff personnel to feed those being sheltered and those involved in the shelter effort. The County agrees to reimburse cafeteria and custodial staff consistent with the terms contained in Exhibit A.

4. The County will be responsible for any legal liability in respect to bodily injury, death, and property damage arising from the negligence of County's officials, officers, employees, agents, and invitees during the County's use of the School System's facilities. School System shall be solely responsible for damage to facilities resulting solely from natural disaster, weather, or the acts of God which occur during the operation of shelters and School System's facilities.

5. The following School System facilities will be used as emergency shelters as necessary:

   Primary-
   Charles B. Aycock High School
   Meadow Lane Elementary
   Spring Creek Middle School
   Southern Wayne High School

   Secondary/Backup-
   Tommy's Road Elementary
   Wayne School of Engineering
   Carver Heights Elementary

6. The Parties agree that the list of facilities listed in (5) above may be subject to change as circumstances may dictate. The parties acknowledge that federal and/or state funding for procurement of emergency management equipment may require changes in the facilities. Such equipment may include but is not limited to permanent generators, generator transfer

switches, and shower facilities. The Parties agree to amend this agreement as necessary to establish permanent shelter locations in order to optimize the use of said equipment.

7. In the event that shelters are unable to prepare or otherwise unable to provide food services, Meadow Lane Elementary cafeteria facilities will be the primary location for food preparation and County shall make arrangements for transportation of prepared meals to shelter locations.

8. The term of this Agreement shall be for a period of five years beginning on the date of execution and thereafter may be extended automatically upon the same terms and conditions for additional periods of one year not to exceed five additional years unless sooner terminated as provided herein.

9. This Agreement may be terminated, without cause, by either party upon 120 days written notice to the other party. This termination notice period shall begin upon receipt of the notice of termination. This agreement may be terminated, for cause, by the non-breaching party notifying the breaching party of a substantial failure to perform in accordance with the provisions of this Agreement and if the failure is not corrected within ten (10) days of the receipt of the notification.

10. Notices. Any notice required under this Agreement shall be deemed to have been sufficiently given for all purposes when made in writing and sent to the following addresses:

TO COUNTY:	TO SCHOOL SYSTEM:
County of Wayne	Wayne County Public Schools
Attn: Gary Tillman	Attn: Dr. Marc A. Whichard
Emergency Management Coordinator	Superintendent
PO Box 227	2001 E. Royall Ave.
Goldsboro, NC 27533	Goldsboro, NC 27534

11. Amendments. Either party may request changes to this Agreement. Any changes, modifications, revisions or amendments to this Agreement which are mutually agreed upon by and between the parties to this Agreement shall be incorporated by written instrument, and effective when executed and signed by all parties to this Agreement.

12. Applicable Law. This Agreement shall be governed and will be construed in accordance with the laws of the State of North Carolina. The parties agree that exclusive venue for all actions, relating in any manner to this Agreement will be in the General Court of Justice in Wayne County, North Carolina.

13. Entirety of Agreement. This Agreement constitutes and expresses the entire Agreement and understanding between the parties concerning the subject matter of this Agreement. This document, including exhibits, supersede all prior and contemporaneous discussion,

promises, representations, Agreements, and understandings relative to the subject matter of this Contract.

14. Severability. Should any portion of this Agreement be judicially determined to be illegal or unenforceable, the remainder of the Agreement shall continue in full force and effect, and either party may renegotiate the terms affected by the severance.

15. Sovereign Immunity. County does not waive its sovereign immunity by entering into this Agreement, and fully retains all immunities and defenses provided by law with respect to any action based on or occurring as a result of this Agreement.

16. Third Party Beneficiary Rights. The parties do not intend to create in any other individual or entity the status of a third-party beneficiary, and this Agreement shall not be construed so as to create such status. The rights, duties and obligations contained in this Agreement shall operate only between the parties to this Agreement and shall inure solely to the benefit of the parties to this Agreement. The provisions of this Agreement are intended only to assist the parties in determining and performing their obligations under this Agreement. The parties to this Agreement intend and expressly agree that only parties signatory to this Agreement shall have any legal or equitable right to seek to enforce this Agreement, to seek any remedy arising out of a party's performance or failure to perform any term or condition of this Agreement, or to bring an action for the breach of this Agreement.

17. Compliance with All Laws. The parties warrant that all performance hereunder shall be in accordance with all applicable federal, state and local laws, regulations and orders. If the source of funds for this contract is federal funds, the following federal provisions apply pursuant to 2 C.F.R. § 200.326 and 2 C.F.R. Part 200, Appendix II (as applicable): Equal Employment Opportunity (41 C.F.R. Part 60); Davis-Bacon Act (40 U.S.C. 3141-3148); Copeland "Anti-Kickback" Act (40 U.S.C. 3145); Contract Work Hours and Safety Standards Act (40 U.S.C. 3701-3708); Clean Air Act (42 U.S.C. 7401-7671q); the Federal Water Pollution Control Act (33 U.S.C. 1251-1387); Debarment and Suspension (Executive Orders 12549 and 12689); Byrd Anti-Lobbying Amendment (31 U.S.C. 1352); Procurement of Recovered Materials (2 C.F.R. § 200.322); and Record Retention Requirements (2 CFR § 200.324).

18. E-verification. Parties must comply with the requirements of the North Carolina General Statutes, if applicable, which require certain employers to verify the work authorization of each newly hired employee through the federal E-Verify program operated by the United States Department of Homeland Security and other federal agencies.

19. Iran Divestment Act Certification. Parties hereby certify that they will not employ or otherwise utilize any person or entity that are on the Final Iran Divestment List ("List") created by the North Carolina State Treasurer pursuant to NCGS 147, Article 6E.

20. This Agreement, including Exhibit A, shall constitute the entire understanding between parties and shall supersede all prior understandings and agreements relating to the subject matter hereof and may be amended only by written mutual agreement of the parties.

IN WITNESS WHEREOF, the School System has caused this Agreement to be executed by the Chairman of the Board of Education and the County has caused this Agreement to be executed by the Chairman of the Wayne County Board of Commissioners as of the date first written hereinabove.

WAYNE COUNTY

By: ______________________
Joe C. Daughtery, Chairman
Wayne County Board of Commissioners

ATTEST:

____
Carol Bowden
Clerk, Wayne County Board of Commissioners

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

By: ______________________
Angie Boswell, Wayne County Finance Director

WAYNE COUNTY BOARD OF EDUCATION

By: ______________________
Willie R. Joyner, II; Chair, Wayne County Board of Education

ATTEST:

____
Dr. Marc A. Whichard, Secretary to the Board of Education

This instrument has been preaudited in the manner required by the School Budget and Fiscal Control Act.

By: ______________________
Leslie Rouse, Wayne County Public Schools Finance Director

EXHIBIT A
CHILD NUTRITION AND CUSTODIAL LABOR

The County may request the activation of hourly child nutrition and custodial staff to provide essential feeding and maintenance services in such school facilities as are being used as a disaster shelter. School System may be asked to continue feeding disaster victims after the shelter closes if there is widespread power outage in the area. Shelter staff and residents are also expected to assist with food service and maintenance.

County will reimburse food costs (for meals provided to invitees during stay) and wages for Wayne County Public Schools classified employees to include child nutrition, custodial, and maintenance workers for their services provided during disaster ARC shelter operations or extended feeding operations. This reimbursement will include payment at the normal hourly rate for a number of workers if the workers were not scheduled to work those hours. It may also include overtime pay for hours worked in excess of the normal 40 hour work week after the normal 40 hour work week has been completed. The County agrees to reimburse child nutrition, custodial, and maintenance staff only, including any necessary benefits. The number of paid School System staff must be proportionate to the number of disaster victims in the shelter and the number of meals prepared. Detailed itemized accounts prepared in accordance with County, FEMA and/or State procedures must be provided to allow for reimbursement.

The County agrees to provide reimbursement as follows:

1. Start-up shelters: Two (2) child nutrition worker and one (1) custodian until shelter population size are reasonably known.

2. Ongoing shelters: Two child nutrition workers per site (each for two 8 hour shifts) and three custodial workers (one each per site for three 8 hour shifts) for approximately 100 people per shelter. This may increase incrementally not to exceed three child nutrition staff and three custodial staff per shift per shelter population of 500 people.

3. Staffing may increase with County approval during the day that the hurricane actually passes by to allow 24 hour coverage to be located at the shelter during the storm.

The Wayne County Public School System agrees to:

1. Activate and schedule the child nutrition and custodial workers as requested by the County not to exceed parameters described.

2. Maintain an accurate system of records for each shelter:

a. Provide daily reports on number of meals prepared and served at each shelter.

b. Provide a weekly summary of the number of staff and their hours in each shelter.

3. Submit a request for reimbursement of child nutrition and custodial labors to County within 30 days of the closing of each County shelter/feeding operation. The invoice shall list shelter/feeding site; dates of operation; each workers name, social security number, number of regular hours and number of overtime hours worked each day, weekly totals, hourly rate of pay, hourly overtime pay and total amount paid.

The Board of Commissioners for the County of Wayne, North Carolina met in a regular meeting in the Commissioners' Meeting Room in the Wayne County Courthouse Annex located at 224 East Walnut Street in Goldsboro, North Carolina, the regular place of meeting, at 9:15 a.m. on February 3, 2026.

Present: Chair Joe Daughtery, presiding, Vice-Chairman Chris Gurley, and Commissioners Antonio Williams, Joseph Democko, Barbara Aycock, Tim Harrell

Absent: Commissioner Bevan Foster

Also present: County Manager Chip Crumpler, County Attorney Andrew Neal, Assistant Clerk to the Board Kayla Whitley, Finance Director Angie Boswell, Assistant County Manager Ginger Moore, and other staff members.

* * * * * *

At 9:15 a.m. the Chair announced that this was the hour and day of the public hearing on an installment financing agreement (the "Agreement") to be entered into by the County of Wayne, North Carolina (the "County") pursuant to Section 160A-20 of the General Statutes of North Carolina, as amended (the "Act"), for the purpose of paying a portion of the costs of acquiring, constructing and equipping a new middle school to be known as Rosewood Middle School and a new elementary school to be known as Rosewood Elementary School (the "Project"). The County would be obligated to pay debt service or installment payments under the Agreement in an aggregate principal amount not to exceed $9,000,000, together with interest thereon.

If the County enters into the Agreement, it will secure its obligations thereunder by executing and delivering a deed of trust granting a lien on the site of the Project, or a portion thereof (the "Site"), together with all improvements and fixtures located or to be located thereon. In addition, in connection with the proposed plan of finance, the Site has been conveyed by the Wayne County Board of Education to the County and will be leased back to the Wayne County Board of Education to be used for school purposes, which lease would be subordinate to the lien created by the deed of trust.

Section 160A-20(g) of the General Statutes of North Carolina requires that the County hold a public hearing prior to entering into the Agreement.

The Chair acknowledged due publication of the notice of public hearing in a newspaper with a general circulation in said County and directed the Clerk to the Board of Commissioners to attach the affidavit showing publication in said newspaper on a date at least ten (10) days prior to the date hereof as <u>Exhibit A</u>.

The Chair then announced that the Board of Commissioners would immediately hear anyone who might wish to be heard on the proposed Agreement or the acquisition of the Site by the County as described above. The Board of Commissioners recessed the public hearing until 11:00 a.m on February 4, 2026 to allow any member of the public to submit additional comments. The Board of Commissioners reconvened at 11:08 a.m. on February 4, 2026.

A list of all persons making comments and a summary of such comments are attached as Exhibit B.

The public hearing was closed.

All statements and comments by participants of the public hearing were duly considered by the Board of Commissioners.

Thereupon, Chair Joe Daughtery introduced the following resolution the title of which was read and a copy of which had been distributed to each Commissioner:

RESOLUTION MAKING CERTAIN FINDINGS AND DETERMINATIONS REGARDING AN INSTALLMENT FINANCING AGREEMENT TO FINANCE A PORTION OF THE COSTS OF THE ACQUISITION, CONSTRUCTION AND EQUIPPING OF A NEW MIDDLE SCHOOL AND ELEMENTARY SCHOOL; AND REQUESTING THE LOCAL GOVERNMENT COMMISSION TO APPROVE THE FINANCING ARRANGEMENT

BE IT RESOLVED by the Board of Commissioners (the "Board") for the County of Wayne, North Carolina (the "County") as follows:

Section 1. The Board does hereby find and determine as follows:

(a) The Wayne County Board of Education has requested the Board to consider financing a portion of the costs of acquiring, constructing and equipping a new middle school to be known as Rosewood Middle School and a new elementary school to be known as Rosewood Elementary School (the "Project").

(b) After a public hearing thereon, the County has determined to enter into an installment financing agreement (the "Agreement") in the amount not to exceed $9,000,000 with a financial institution selected by the County through a requests for proposals process (the "Lender") pursuant to which the Lender will advance to the County amounts sufficient, together with any other available funds, to pay the costs of the Project, together with associated financing costs, and the County will repay the advancement in installments, with interest (the "Installment Payments"). In order to secure its obligations under the Agreement, the Board of Education has conveyed the site of the Project (the "Site") to the County and the County will execute and deliver a deed of trust (the "Deed of Trust") granting a lien on the Site, together with all improvements and fixtures located and to be located thereon. The Site will be leased by the County back to the Board of Education, which Lease Agreement will be subordinate to the lien created by the Deed of Trust.

(c) Entering into the Agreement is preferable to a general obligation bond and revenue bond issue in that (i) the County does not have the constitutional authority to issue non-voted general obligation bonds pursuant to Article V, Section 4 of the North Carolina Constitution because the County has not retired a sufficient amount of debt in the preceding fiscal year to issue a sufficient amount of general obligation bonds for the Project without an election; (ii) the nature of the Project is such that a revenue bond financing under The State and Local Government Revenue Bond Act is not feasible; (iii) the cost of the Project exceeds the amount to be prudently provided from currently available appropriations and unappropriated fund balances; and (iv) the circumstances existing require that funds be available to acquire the Project as soon as practicable and the time required for holding an election for the issuance of voted general obligation bonds pursuant to Article V, Section 4 of the North Carolina Constitution and the Local Government Bond Act will delay the acquisition, construction and equipping of the Project.

(d) It has been determined by the Board that the cost of financing the Project through an installment financing agreement is reasonably comparable to the costs of issuing general obligation bonds or notes or other available methods of financing and is acceptable to the Board.

(e) Counsel to the County will render an opinion to the effect that the proposed undertaking as described above is authorized by law and is a purpose for which public funds may be expended pursuant to the Constitution and laws of the State of North Carolina.

(f) The debt management policies of the County have been carried out in strict compliance with law, and the County is not in default under any obligation for repayment of borrowed money.

(g) Any tax rate increase anticipated to be necessary to pay the Installment Payments will be reasonable.

Section 2. The Board of Commissioners hereby authorizes, ratifies and approves the filing of an application with the Local Government Commission for approval of the Agreement and requests the Local Government Commission to approve of the Agreement and the proposed financing in connection therewith.

Section 3. This resolution shall take effect immediately upon its adoption.

Upon motion of Commissioner Antonio Williams, the foregoing resolution entitled "RESOLUTION MAKING CERTAIN FINDINGS AND DETERMINATIONS REGARDING AN INSTALLMENT FINANCING AGREEMENT TO FINANCE A PORTION OF THE COSTS OF THE ACQUISITION, CONSTRUCTION AND EQUIPPING OF A NEW MIDDLE SCHOOL AND ELEMENTARY SCHOOL; AND REQUESTING THE LOCAL GOVERNMENT COMMISSION TO APPROVE THE FINANCING ARRANGEMENT" was adopted by the following vote:

Ayes: Chair Joe Daughtery, presiding, Vice-Chairman Chris Gurley, and Commissioners Antonio Williams, Joseph Democko, Barbara Aycock, Tim Harrell

Noes: None

* * * * * *

I, Kayla Whitley, Assistant Clerk to the Board of Commissioners for the County of Wayne, North Carolina, DO HEREBY CERTIFY that the foregoing is a true copy of so much of the proceedings of said Board of Commissioners for said County at a regular meeting held on February 3, 2026, as relates in any way to the holding of a public hearing and the adoption of the foregoing resolution relating to an installment financing agreement to finance a new middle school and elementary school for said County.

I DO HEREBY FURTHER CERTIFY that proper notice of such regular meeting was given as required by North Carolina law.

WITNESS my hand and the official seal of said County this 4th day of February, 2026.

Kayla Whitley

Clerk to the Board of Commissioners

[SEAL]

EXHIBIT A

[Attach publisher's affidavit for notice of public hearing]

EXHIBIT B

No members of the public spoke at the public hearing.

MEMORANDUM

To: Wayne County Planning Board

From: Berry Gray, Planning Director

Date: December 10, 2025

Re: Zoning Map Change, Z-25-02

Item: Rezoning from Community Shopping (CS) to Residential 10 (R-10)
Size: 2.817 acres
Parcel ID# 2546734961
Property Owner/Applicant: Bigdround LLC; Curtis Venable
Location: Intersection of Paul Hare Road and US Hwy 13 S; Grantham Township

The property is partially zoned Community Shopping (CS) and RA-20. The applicant is requesting that part of the CS zoning area be rezoned to R-10. The applicant owns the mobile home park directly to the north which will stay RA-20 as well as the small shopping center/commercial lease space to the east which will stay zoned CS.

The current CS zoning allows for commercial and non-residential uses. The requested zoning of R-10 will allow for higher density residential as permitted uses such as mobile home parks, multifamily and higher density single-family. Surrounding land uses include a commercial/retail center to the east, mobile home park to the north, R10 zoning to the west across Paul Hare Road and commercial to the south across US Hwy 13.

The Wayne County Growth Strategies Map identifies this property as being within a Community Growth area.

Community Growth Areas provide for the development and redevelopment of smaller, usually freestanding communities in Wayne County. These areas may represent incorporated towns or may be unincorporated areas that nonetheless have a range of services typical of a small town. Community Growth Areas may have services provided through a combination of municipal and/or county functions. The use of community and/or County funds for planning, programming or providing services in these areas should be left up to the consensus of the people living in the area, working in conjunction with County decision-makers, especially when County resources are involved. Community Growth Areas may be developed at a variety of development densities and land use types to meet the housing, everyday shopping and employment needs of area residents.

The proposed rezoning is consistent with the following Wayne County Comprehensive Plan policy:

Policy 7.3: Factors used to determine preferred locations for MULTI-FAMILY DEVELOPMENTS may include: proximity to employment and shopping centers, access to major thoroughfares and transit services, the availability of public services and facilities, storm water management issues, and compatibility with adjacent areas and land uses.

Staff Response: This site is located adjacent to a major thoroughfare, and the permitted uses are compatible with the existing mobile home park to the north and the existing R10 zoning to the west across Paul Hare Road.

Policy 7.6: EXISTING NEIGHBORHOODS should be protected from encroachment by incompatible land uses. At the same time, convenient services designed to be compatible with nearby residential uses may be permitted at an appropriate level of design and scale.

Staff Response: There is an existing mobile home park directly adjacent to the subject property so residential would be compatible with the neighboring land use. There is also a small area of R-10 directly across Paul Hare Road.

Policy 4.2: Areas preferred for RURAL DEVELOPMENT AND AGRICULTURAL PRODUCTION shall be identified. Urban levels of development density, infrastructure and services should not be encouraged in these areas.

Staff Response: The property is located within an existing/emerging mixed-use community.

The property is within the following service areas:

Schools – Southern Wayne HS, Grantham Middle, Grantham Elementary
Water - Southwestern Wayne
Fire – Grantham
EMS – Station 3
Transportation - RPO
Water Supply Watershed – Yes
Voluntary Agriculture District – No
Wetlands – No
Board of Commissioners District – 4
AICUZ Area – No
SJAFB Airspace Area – No

Recommendation: The Wayne County Planning Board recommends approval of the rezoning request.

WAYNE COUNTY, NORTH CAROLINA
PETITION FOR REZONING

DATE: NOVEMBER 10, 2025

NAME OF APPLICANT: BIGDROUND LLC TELEPHONE 919-273-1748

PROPERTY ADDRESS: 3524 S US 13 HIGHWAY, GOLDSBORO, NC 27530

NAME OF OWNER: CURTIS VENABLE TELEPHONE 919-273-1748

ADDRESS: 537 STEVENS ROAD, GOLDSBORO, N.C. 27530-0689

1. LOCATION OR ADDRESS OF SUBJECT PROPERTY: 3524 S US 13 HWY

2. CURRENT ZONING CLASSIFICATION OF PROPERTY: RA-20 & CS

3. REQUESTED RECLASSIFICATION OF PROPERTY: R-10

4. LEGAL DESCRIPTION OF THE PROPERTY (METES & BOUNDS, OR IF SUBDIVIDED, LOT, BLOCK, SUBDIVISION PLAT BOOK AND PAGE NUMBER): SEE METES & BONDS ATTACHED, ALSO SEE ATTACHED PLAT.

BEGINNING at a nail found at the centerline intersection of N. C. Secondary Road No. 1208 (Paul Hare Road) and U. S. Highway No. 13 North; thence from the beginning, with the centerline of U. S. Highway No. 13 North, N. 71° 12' 43" E. 363.70 feet to a point in said highway center; thence leaving said highway center, N. 18° 40' 04" W. 30.00 feet to a point on the Northern right of way of U. S. Highway No. 13 North; thence continuing N. 18° 40' 04" W. 369.84 feet to a point; thence along a curve to the left having a radius of 300.12 feet, an arc distance of 116.41 feet (a chord), S. 82° 32' 52" W. 115.69 feet to a point; thence S. 71° 23' 18" W. 195.13 feet to a point; thence along a curve to the left having a radius of 25.00 feet, an arc distance of 39.27 feet (a chord), S. 26° 23' 05" W. 35.36 feet to a point on the Eastern right of way of N. C. Secondary Road No. 1208 (Paul Hare Road); thence S. 71° 23' 05" W. 30.00 feet to a point in the centerline of N. C. Secondary Road No. 1208 (Paul Hare Road); thence with said road center, S. 18° 36' 55" E. 72.22 feet to a nail in said road center; thence with said road center, S. 18° 40' 04" E. 316.12 feet to a nail found at the centerline intersection of N. C. Secondary Road No. 1208 (Paul Hare Road) and U. S. Highway No. 13 North, the point of beginning containing 3.407 Acres more or less including the right of way of N. C. Secondary Road No. 1208 (Paul Hare Road) and the right of way of U. S. Highway No. 13 North or 2.817 Acres more or less excluding the right of way of N. C. Secondary Road No. 1208 (Paul Hare Road) and the right of way of U. S. Highway No. 13 North.

5. OWNER'S INTENDED USE OF THE PROPERTY IN QUESTION IF IT IS RECLASSIFIED: MOBILE HOME PARK NINE LOTS AND ALL THE MOBILE HOMES ARE TO BE NEW MOBILE HOMES NOT USED MOBILE HOMES

6. EXPLAIN IN DETAIL WHY YOU THINK THIS PROPERTY SHOULD BE APPROVED: THERE IS A PROPERTY ACROSS THE ROAD ZONED R-10 AND HAS MOBILE HOMES ON IT AND THE ADJOINING PROPERTY ARE RESIDENTIAL USE

7. NAMES AND ADDRESSES OF OWNERS WHOSE PROPERTY ABUTS THE PROPERTY IN QUESTION: SEE PLAT ATTACHED

I CERTIFY THAT I, THE APPLICANT, HAVE THE CONSENT OF THE OWNER AND ACT ON BEHALF IN APPLYING FOR THE CHANGE IN THE WAYNE COUNTY ZONING ORDINANCE.

DATE: 11/10/2025

SIGNATURE: Curtis Venable

8. REPORT OF THE ZONING ENFORCEMENT OFFICER ON THE PROPERTY IN QUESTION: ______

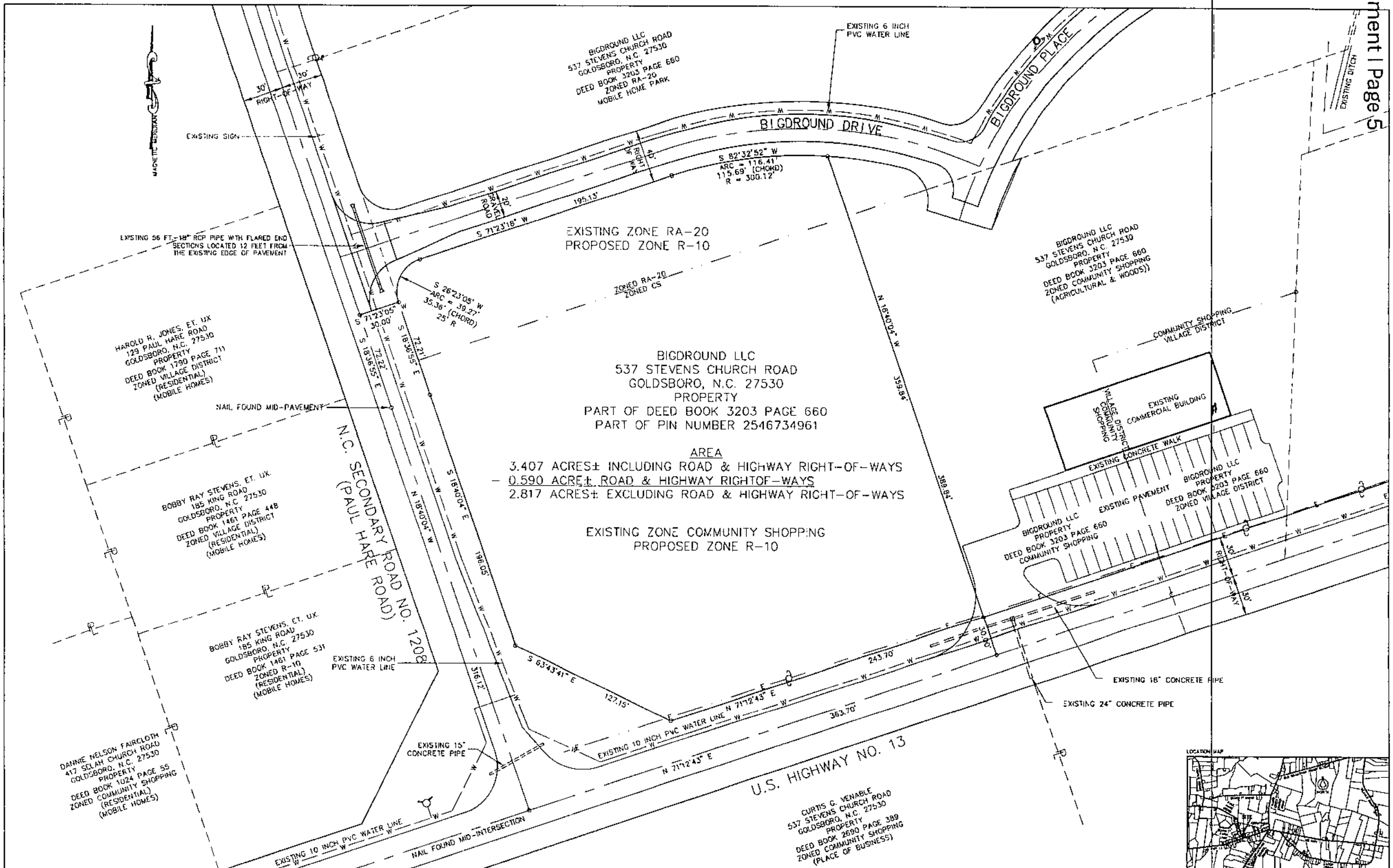
FEE PAID $ ______ DATE: ______

DATE PUBLIC HEARING SCHEDULED ______ TIME ______

DATES PUBLIC HEARING ADVERTISED ______

PETITION APPROVED ______ PETITION NO. ______

DENIED ______



NO.	REVISION	DATE

B. R. KORNEGAY, INC.
LAND SURVEYING · ENGINEERING · PLANNING
License Number: F-1054
300 East Walnut Street
Goldsboro, N.C. 27530
www.kornegaysep.com (919) 735-5886 Fax:(919) 580-9055

PROPOSED REZONING PLAT
GRANTHAM TOWNSHIP
WAYNE COUNTY, N.C.

DRAWN BY: TSB
DESIGNED BY:
DATE: 11-10-2025
SCALE: 1" = 30'

PROPERTY OF
BIGDROUND LLC
537 STEVENS CHURCH ROAD, GOLDSBORO, NORTH CAROLINA 27530-0689
CONTACT: CURTIS VENABLE 919-273-1746 cvenable@condcconst.com

SHEET: 1 OF: 1
WORK ORDER: 250349
CADD DWG 250348

GREECH ROY F., GRANTHAM TOWNSHIP D1SO's

Attachment I Page 6

Wayne County Citizens
Public Hearing Notice

The Wayne County Board of Commissioners will conduct a public hearing Tuesday, February 3, 2026 to consider a proposed amendment to the Wayne County Zoning Map. The hearing will be held at 9:30 am in the Wayne County Commissioners Meeting Room, Wayne County Courthouse Annex, 224 East Walnut Street, Goldsboro, NC. The item to be discussed:

Z-25-02 – Amend the Wayne County Zoning Map by rezoning 2.817 acres from Community Shopping (CS) to R-10. The property is in Grantham Township at the intersection of Paul Hare Road and US Hwy 13 S and is listed in the Wayne County Tax Office as Parcel Number 2546734961.

The public is invited to attend and speak at this hearing and/or submit any comments. Written comments before the meeting may be submitted to the Wayne County Planning Department, PO Box 227, Goldsboro, NC 27533 or berry.gray@waynegov.com. Questions may be directed to the Planning Department by calling 919-731-1650.

Carol Bowden
Clerk to the Board

Run Ad on Jan 18 and Jan 25

Attachment J Page 1

2026 IFA – Summary of Financing Proposals

Wayne County, North Carolina

WAYNECOUNTY
THE GOOD LIFE. GROWN HERE.

February 3, 2026

DAVENPORT 1863
PUBLIC FINANCE
Member NYSE | FINRA | SIPC

Bank Loan RFP Overview

- An RFP for a Direct Bank Loan financing was distributed on December 16, 2025 to over 50 National, Regional and Local lending institutions to finance construction of a new Rosewood Middle School facility as well as upgrades / expansions to the Rosewood Elementary School.

- After the initial distribution, Davenport reached out to the potential bidders to assess their interest in the financing and address any questions they had.

- Responding institutions were asked to provide proposals for an Installment Financing Agreement (the "2026 IFA") in an amount of up to $9,000,000 with a 20-year term secured by a Deed of Trust on the new Rosewood Middle School Facility.

- The County received 5 proposals from the following banks:
  - Capital One Public Funding LLC ("Capital One")
  - The Huntington National Bank ("Huntington Bank")
  - Southern Bank & Trust Company ("Southern Bank")
  - Truist Commercial Equity, Inc. ("Truist Bank")
  - Webster Public Finance Corporation ("Webster Bank")

- A summary of all proposals received is included on page 3 of this summary.

Summary of Interest Rates
Bank Proposals

	A	B	C	D
	Lender	Rate Lock	Call Provisions	20-Year Term
1	Truist Bank	Interest rates are locked through March 21, 2026, if accepted by February 4, 2026.	Prepayable in whole or in part on any date before 4/1/2027 at 105%, on or after 4/1/2027 at 104%, on or after 4/1/2028 at 103%, on or after 4/1/2029 at 102%, on or after 4/1/2030 at 101%, and callable at par on or after 4/1/2031.	4.30%
2	Webster Bank	Interest rates are locked through March 20, 2026, if accepted by February 4, 2026.	Prepayable in whole or in part on any date on or after 4/1/2031 at 102%, on or after 4/1/2032 at 101%, and callable at par on or after 4/1/2033.	4.32%
3	Huntington Bank	Interest rates are locked through March 13, 2026, if accepted in writing by January 16, 2026.	Prepayable in whole but not in part, upon 30 days prior written notice before 4/1/2036 at 102%, and callable at par on or after 4/1/2036.	4.39%
4	Southern Bank	Interest rates are locked through March 31, 2026, if accepted by March 6, 2026.	The loan may be prepaid in part or in full on any date without penalty.	4.40% (BQ) 4.60% (NBQ)
5	Capital One	Interest rates are locked through March 19, 2026, if accepted by February 3, 2026.	No call through 4/1/2034, callable at par thereafter on any date in whole with 30 days notice.	4.49%

Attachment J Page 4

Summary of Bids

Truist Bank, Webster Bank, & Southern Bank

	A	B	C	D
	Lender	Truist Bank	Webster Bank	Southern Bank
		TRUIST	WebsterBank	SouthernBank
	Term	20-Year Term	20-Year Term	20-Year Term
1	Interest Rates	4.30%	4.32%	4.40% (BQ) 4.60% (NBQ)
2	Prepayment Language	Prepayable in whole or in part on any date before 4/1/2027 at 105%, on or after 4/1/2027 at 104%, on or after 4/1/2028 at 103%, on or after 4/1/2029 at 102%, on or after 4/1/2030 at 101%, and callable at par on or after 4/1/2031.	Prepayable in whole or in part on any date on or after 4/1/2031 at 102%, on or after 4/1/2032 at 101%, and callable at par on or after 4/1/2033. Webster will allow partial prepayment once per year, on a payment date, and in inverse order. The minimum partial prepayment amount is $300,000.	The loan may be prepaid in part or in full on any date without penalty.
3	Acceptance / Rate Expiration	Interest rates are locked through March 21, 2026, if accepted by February 4, 2026.	Interest rates are locked through March 20, 2026, if accepted by February 4, 2026.	Interest rates are locked through March 31, 2026, if accepted by March 6, 2026.
4	Bank Fees	NTE $7,000	NTE $5,000	NTE $6,000
5	Escrow/Project Fund Requirements	***-Proceeds must be held in an account with Truist and will earn interest at a managed interest rate that is subject to change at the bank's discretion which typically only changes with Fed action (Currently - 2.40%).*** Subject to requisition process (can be accepted via email notice).	-Proceeds may be held in any account of the County's choosing (e.g. NCCMT or other similar funds). -Requisition form/approval required before making draws (can be accepted via email notice).	-Proceeds may be held in any account of the County's choosing (e.g. NCCMT or other similar funds). -Southern Bank requests a copy of the executed AIA documents for their records prior to disbursement of funds.
6	Credit Approval	Subject to final Credit Approval	Subject to final Credit Approval	Fully approved
7	Lender's Counsel	Hawkins Delafield & Wood, LLP (Jeff Poley)	Gilmore & Bell (Janelle Jackson & Jason Schurke)	Hawkins Delafield & Wood, LLP (Jeff Poley)
8	Other Considerations	***-Truist will require a security interest on the school facility being financed with no minimum loan to value requirements, a Flood Certification, and Title Search. Truist will not require a Title Opinion or Title Insurance Policy, dependent on results of the Title Search.***	***-Webster will require a Title Search, Title Insurance, and Environmental Survey. Webster will also run a flood search at no cost and if required, an opinion of legal counsel attesting to the legal and enforceable nature of the IFA will need to be provided.*** -Webster would also like to be provided with construction documents/contracts and surveys or appraisals if the County has them available. -Webster would need to be added as a dual oblige order for the Payment & Performance Bonds. -Minimum loan to value ratio of close to 100%	***-Southern Bank will require title insurance, title search, and an ALTA Survey. The bank will also run a flood search at no cost.*** -Southern Bank will require a copy of the Resolution by the Board of Commissioners approving this transaction as well as a copy of the Local Government's approval of this transaction. -Southern bank will expect the County's attorney to complete and certify all title work, prepare a deed of trust on the Bank's form, and provide related services in connection with the closing. The County shall also be responsible for all stamps, taxes, recording fees, title insurance, and survey if there are exceptions to the title, and similar expenses.

Debt Service Comparison

Truist Bank, Webster Bank, & Southern Bank

		Planning Model	20-Year Term		
	A	B	C	D	E
1	Lender		Truist Bank	Webster Bank	Southern Bank
2	Financing Description	20-years			BQ
3	Call Provisions		3/19/26-4/1/27: 5% penalty, 4/1/27-28: 4% penalty, 4/1/28-29: 3% penalty, 4/1/29-30: 2% penalty, 4/1/30-31: 1% penalty, 4/1/31+ no penalty	4/1/31-32: 2% penalty, 4/1/32-33: 1% penalty, 4/1/33+ no penalty	The loan may be prepaid in part or in full on any date without penalty.
4	Interest Rate / TIC	5.00%	4.30%	4.32%	4.40%
5	All-in TIC	5.00%	4.44%	4.48%	4.56%
6	Coupon Rate	5.00%	4.30%	4.32%	4.40%
7	Uses of Funds				
8	Project Fund*	$ -	$ 8,844,000	$ 8,844,000	$ 8,844,000
9	Cost of Issuance*	-	135,000	150,000	150,000
10	Bank Fees	-	7,000	5,000	6,000
11	**Total Funding Requirement**	**$ 9,000,000**	**$ 8,986,000**	**$ 8,999,000**	**$ 9,000,000**
12					
13	Debt Service*				
14	FY 2027	$ 900,000	$ 849,278	$ 851,715	$ 859,200
15	FY 2028	877,500	817,048	819,317	826,200
16	FY 2029	855,000	797,698	799,877	806,400
17	FY 2030	832,500	778,348	780,437	786,600
18	FY 2031	810,000	758,998	760,997	766,800
19	FY 2032	787,500	739,648	741,557	747,000
20	FY 2033	765,000	719,298	722,117	727,200
21	FY 2034	742,500	699,991	702,677	707,400
22	FY 2035	720,000	680,684	683,237	687,600
23	FY 2036	697,500	661,377	663,797	667,800
24	FY 2037	675,000	642,070	644,357	648,000
25	FY 2038	652,500	622,763	624,917	628,200
26	FY 2039	630,000	603,456	605,477	608,400
27	FY 2040	607,500	584,149	586,037	588,600
28	FY 2041	585,000	564,842	566,597	568,800
29	FY 2042	562,500	545,535	547,157	549,000
30	FY 2043	540,000	526,228	527,717	529,200
31	FY 2044	517,500	506,921	508,277	509,400
32	FY 2045	495,000	487,614	488,837	489,600
33	FY 2046	472,500	468,307	468,397	469,800
34	Total	$ 13,725,000	$ 13,054,253	$ 13,093,495	$ 13,171,200

* Preliminary and subject to change. Assumes a closing date of March 19, 2026, annual principal and interest payments beginning 4/1/2027.

Note: Investment earnings on loan proceeds for each option will vary based on draw down schedule and market rates.

Note: Truist Bank's COI amount will be $15,000 less than both Webster & Southern Bank due to there be no requirement for title insurance.

Recommendation and Next Steps

Recommendation

- Based upon our review of the proposals, related analyses, and discussions with County Staff and Bond Counsel, the County Staff and Davenport recommend that the County selects the Truist Bank proposal (4.30%). The Truist Bank proposal provides the lowest interest rate that is locked in for the life of the loan, while also providing prepayment flexibility that allows the County to prepay or refinance the loan prior to maturity (subject to market conditions at the time).

Next Steps

Date	Task
February 3rd (9:00am)	▪ County Board Meeting (Agenda Deadline – January 23rd) – County Board holds a Public Hearing – County Board considers approval of winning bidder – County Board considers adopting a Preliminary Findings Resolution ▪ LGC Application Deadline for March 3rd LGC Approval*
March 3rd (9:00am)	▪ County Board Meeting (Agenda Deadline – February 20th) – County Board considers approving a Final Resolution ▪ LGC considers approving the financing*
By March 19th	Close on 2026 IFA

*Note: 2026 LGC deadlines and meeting dates are subject to confirmation

Municipal Advisor Disclosure

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Journal Proof Report

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Journal Number: 1043 Year: 2026 Period: 7 Description: EMS Reference 1: 255 Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	4908100-599110	Contingency-Capital Outlay				$43946.16
BUA	1104370-554000	Capital Outlay-Vehicles			$43946.16	
BUA	4908100-598000	Transfers to Other Funds			$43946.16	
BUA	1100000-398400	Transfers from Other Funds-CPF				$43946.16
			Journal 2026/7/1043	Total	$87892.32	$87892.32

Journal Proof Report

Journal Number: 1044 Year: 2026 Period: 7   Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	6324530-539500	Training			$600.00	
BUA	6324530-549100	Dues & Subscriptions			$400.00	
BUA	6324530-526100	Office Supplies-NonCaptl FF&E				$1000.00
			Journal 2026/7/1044	Total	$1000.00	$1000.00

Journal Proof Report

Journal Number: 1045 Year: 2026 Period: 7 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1104390-518200	Retirement Contribution			$2950.43	
BUA	1104390-518210	401K Retirement Contribution			$14.94	
BUA	1104310-512100	Salaries and Wages				$2965.37
			Journal 2026/7/1045	Total	$2965.37	$2965.37

Journal Proof Report

Journal Number: 1046 Year: 2026 Period: 7 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1104318-512500	Telephone Allowance			$100.50	
BUA	1104310-512100	Salaries and Wages				$100.50
			Journal 2026/7/1046	Total	$100.50	$100.50

Journal Proof Report

Journal Number: 1047 Year: 2026 Period: 7 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1104310-518340	Health Savings Account Contrib			$705.43	
BUA	1104310-512100	Salaries and Wages				$705.43
			Journal 2026/7/1047	Total	$705.43	$705.43

Journal Proof Report

Journal Number: 1048 Year: 2026 Period: 7 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1104311-512500	Telephone Allowance			$289.50	
BUA	1104311-512100	Salaries and Wages				$289.50
			Journal 2026/7/1048	Total	$289.50	$289.50

Journal Proof Report

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Journal Number: 1049 Year: 2026 Period: 7 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1104920-523100	Program Supplies				$400.00
BUA	1104920-531100	Travel-Meals & Lodging			$400.00	
			Journal 2026/7/1049	Total	$400.00	$400.00

Journal Proof Report

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Journal Number: 1050 Year: 2026 Period: 7 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1104950-518210	401K Retirement Contribution			$26.50	
BUA	1104950-518310	Employee Assistance Program				$26.50
			Journal 2026/7/1050	Total	$26.50	$26.50

Journal Proof Report

Journal Number: 1051 Year: 2026 Period: 7 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1104130-532900	Other Communications			$430.00	
BUA	1104130-575100	Service Charges				$430.00
			Journal 2026/7/1051	Total	$430.00	$430.00

Journal Proof Report

Journal Number: 1052 Year: 2026 Period: 7 Description: Finance Reference 1: 248 Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1100000-399100	Fund Balance Appropriated			$18000.00	
BUA	4688100-399100	Fund Balance Appropriated				$18000.00
			Journal 2026/7/1052	Total	$18000.00	$18000.00

Journal Proof Report

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Journal Number: 1053 Year: 2026 Period: 7 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1104370-518340	Health Savings Account Contrib			$750.00	
BUA	1104370-512100	Salaries and Wages				$750.00
			Journal 2026/7/1053	Total	$750.00	$750.00

Journal Proof Report

Journal Number: 1054 Year: 2026 Period: 7 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1104260-512600	Part Time or Extra Help			$1424.00	
BUA	1104260-512500	Telephone Allowance			$100.50	
BUA	1104260-512100	Salaries and Wages				$1524.50
			Journal 2026/7/1054	Total	$1524.50	$1524.50