



Wayne County, North Carolina Board of Commissioners

July 21, 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 8:00 A.M. with Chairman Joe C. Daughtery reviewing the agenda.

County Manager Chip Crumpler made adjustments to the agenda. The following adjustments were made:

- Add a Resolution to #16 under Consent Agenda.
- Remove the word Future from #18 under New Business.

Finance Director Angie Boswell reviewed the Budget Amendments.

Human Resources Director Sara Larson reviewed the Resolution Amending the Wayne County Personnel Policy and the Resolution Adopting the Fifty-Fifth Amendment to the Position Classification and Pay Plan for Wayne County, North Carolina.

Finance Director reviewed the Motion to Approve and Award for Jeffrey's Building HVAC Replacement with an appropriate budget amendment.

County Manager Chip Crumpler reviewed the Motion to Approve a Resolution Donating a Surplus Vehicle to the Town of Fremont pursuant to NCGS 160A-274.

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

Members Absent: Barbara Aycock and Bevan Foster.

CALL TO ORDER - Chairman Joe C. Daughtery

The Wayne County Board of Commissioners met on Tuesday, July 21, 2026, at 09:03 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, Joe Democko, Tim Harrell, and Antonio Williams.

Members absent: Barbara Aycock and Bevan Foster.

INVOCATION - Commissioner Antonio Williams

Commissioner Antonio Williams gave the invocation.

PLEDGE OF ALLEGIANCE - Commissioner Tim Harrell

Commissioner Tim Harrell 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 July 7, 2026, Minutes.
Upon motion of Commissioner Tim Harrell, the Board of Commissioners unanimously approved the July 7, 2026, Minutes.

DISCUSSION/ADJUSTMENT OF AGENDA

2. Motion to Approve the (Adjusted) July 21, 2026, Agenda.
County Manager Chip Crumpler made adjustments to the agenda. The following adjustments were made:
 - Add a Resolution to #16 under Consent Agenda.
 - Remove the word Future from #18 under New Business.

Upon motion of Vice-Chairman Chris Gurley, the Board of Commissioners unanimously approved the Adjusted July 21, 2026, Agenda.

SPECIAL PRESENTATIONS

Time Limit of 6 to 10 Minutes

3. Recognition of Wayne County Leadership Institute Graduates
Assistant County Manager Ginger Moore provided a brief summary of the Wayne County Leadership Institute and recognized the employees who participated. She thanked Public Affairs Director Joel Gillie, Human Resources Director Sara Larson, and Library Director Maegen Wilson for their assistance in implementing this program. Wellness Nurse Charlene Anderson spoke about her experience and mentioned what she has learned through this program. Assistant 911 Director Michael Albertson spoke about his experience and thanked the leaders for allowing him to be part of this year's class.
4. Recognition of Prolec-GE Waukesha winning North Carolina's Deal of the Year Midsize Market Project.
County Manager Chip Crumpler recognized Troy Kabrich and Benji Woodard of Prolec-GE Waukesha for receiving the 2026 Midsize Deal of the Year award.

Mr. Kabrich discussed their expansion, expressed their gratitude for their relationships with Wayne County, and said they hope to continue strengthening them.

APPOINTMENT COMMITTEE

Commissioner Joe Democko made the following recommendations for a vote at the August 4, 2026, meeting:

- Reappointment of Linda Harper and Frances Kasey to the Adult Home Care Community Advisory Committee.
- Appoint Bethany Mohr to the Wayne County Tourism Development Authority.

5. Motion to Appoint Clerk to the Board Kayla Whitley to the Juvenile Crime Prevention Council.

Upon motion of Commissioner Joe Democko, the Board of Commissioners unanimously approved the appointment of Clerk to the Board, Kayla Whitley, to the Juvenile Crime Prevention Council.

6. Motion to Appoint Bilma Iniguez to the Public Library Board of Advisors.

Upon motion of Commissioner Joe Democko, the Board of Commissioners unanimously approved the appointment of Bilma Iniguez to the Public Library Board of Advisors.

UNFINISHED BUSINESS

7. Motion to Award the Contract for DHHS Paving.

County Attorney Andrew Neal stated this was for the driveway at the Health and Human Services building and was the last remaining part of the project. After receiving bids, the Facilities Committee recommended awarding the contract to Asphalt Services and funding the project from the leftover loan proceeds.

Upon motion of Vice-Chairman Chris Gurley, the Board of Commissioners unanimously approved awarding the Contract for DHHS Paving to Asphalt Services, attached hereto as Attachment A.

CONSENT AGENDA

Upon motion of Commissioner Antonio Williams, the Board of Commissioners unanimously approved the Consent Agenda.

8. Late Disabled Veterans Exemption Application
Attached hereto as Attachment B.
9. Late Elderly Exemption Application
Attached hereto as Attachment C.
10. Late Present Use Value Application
Attached hereto as Attachment D.
11. Budget Amendments
#569-Finance/#578-Finance/#580-Human Resources/#582-Finance/#588-Finance/#589-Finance/#591-Social Services/#2-Finance/#3-Finance/#4-Health Department/#5-Finance/#7-WCDA/#9-Finance/#12-Finance/#14-Social

Services/#15-Social Services/#17-Library/#18-Library/#19-Library/#21-Library/#22-Finance

12. Motion to Approve a Resolution for the North Carolina Governor's Highway Safety Program awarding the Wayne County Sheriff's Office \$271,615.00, and appropriate budget amendment.
Attached hereto as Attachment E.
13. Motion to Adopt Resolution #2026-22: A Resolution Amending the Wayne County Personnel Policy.
Attached hereto as Attachment F.
14. Motion to Adopt Resolution #2026-20: A Resolution Adopting the Fifty-Fifth Amendment to the Position Classification and Pay Plan for Wayne County, North Carolina
Attached hereto as Attachment G.
15. Motion to Approve Award for Jeffrey's Building HVAC Replacement with appropriate budget amendment.
Attached hereto as Attachment H.
16. Motion to Approve A Resolution Donating a Surplus Vehicle to the Town of Fremont pursuant to NCGS 160A-274.
Attached hereto as Attachment I.

NEW BUSINESS

17. Motion to award the Design-Build contract for EMS Station 12 to Jackson Builders, Inc., as recommended by the facilities committee.
County Manager Chip Crumpler reviewed the process and stated that the Facilities Committee selected Jackson Builders for approval. Tim thanked the 3 local companies for showing interest.

Upon motion of Vice- Chairman Chris Gurley, the Board of Commissioners unanimously approved the Motion to award the Design-Build contract for EMS Station 12 to Jackson Builders, Inc., as recommended by the Facilities Committee, attached hereto as Attachment J.

18. Motion to Approve a Resolution Requesting that the North Carolina Department of Transportation Dedicate and Name A Wayne County Portion of I-42 in Goldsboro, Wayne County, North Carolina in Honor of Jack Best.
Vice-Chairman Chris Gurley read the Resolution requesting that the North Carolina Department of Transportation Dedicate and name a Wayne County Portion of I-42 in Goldsboro, Wayne County, North Carolina, in honor of Jack Best.

Upon motion of Vice-Chairman Chris Gurley, the Board of Commissioners unanimously approved a Resolution Requesting that the North Carolina Department of Transportation Dedicate and Name A Wayne County Portion of I-42 in Goldsboro, Wayne County, North Carolina in Honor of Jack Best, attached hereto as Attachment K.

COUNTY MANAGER'S REPORT

County Manager Chip Crumpler congratulated the leadership institute candidates and thanked the staff for a great program for employees, and spoke about the importance of I-42 and the continued growth of Industry in Wayne County.

BOARD OF COMMISSIONERS COMMITTEE REPORTS

Commissioner Antonio Williams encouraged the citizens to stay safe and cool during the extreme heat and storms.

Commissioner Joe Democko said he appreciated Charlene Anderson's comments from the leadership class about what commissioners deal with regarding the budget and day-to-day operations.

Commissioner Tim Harrell thanked the staff and commissioners involved with selecting a contractor for EMS Station 12, and thanked Assistant County Ginger Moore for her work on the Leadership Institute.

Vice-Chairman Chris Gurley remembered some good times with Jack Best, and attended former Commissioner Andy Anderson's funeral.

Chairman Joe C. Daughtery had no comment.

CLOSED SESSION

At 8:30 A.M., upon motion of Commissioner Antonio Williams, the Board of Commissioners unanimously declared itself in closed session to discuss personnel-related matters, to discuss matters related to the location or expansion of industries in the County, and to consult with an attorney to retain attorney-client privilege.

At 8:58 A.M., upon motion of Commissioner Tim Harrell, the Board of Commissioners unanimously declared itself in regular session.

At 9:44 A.M., upon motion of Commissioner Antonio Williams, the Board of Commissioners unanimously declared itself in closed session to discuss personnel-related matters, to discuss matters related to the location or expansion of industries in the County, and to consult with an attorney to retain attorney-client privilege.

At 10:26 A.M., upon motion of Commissioner Antonio Williams, the Board of Commissioners unanimously declared itself in regular session.

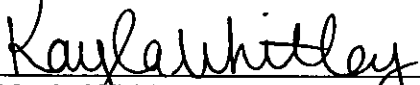
Members Present: Chairman Joe C. Daughtery, Vice-Chairman Chris Gurley, Tim Harrell, Joe Democko, Antonio Williams.

Members Absent: Barbara Aycock and Bevan Foster.

Others Present: County Manager Chip Crumpler, Assistant County Manager Ginger Moore, County Attorney Andrew Neal, Clerk to the Board Kayla Whitley, Sheriff Larry Pierce (1st Session), Human Resources Director Sara Larson (1st Session).

ADJOURNMENT

At 10:29 a.m., Chairman Joe C. Daughtery adjourned the Meeting of the Wayne County Board of Commissioners.


Kayla Whitley, Clerk to the Board



TO: Wayne County Board of Commissioners
FROM: Mandy Trujillo, Wayne County Procurement Specialist
DATE: July 9, 2026
SUBJECT: Approval to award the Request for Bids for DHHS Paving

Requests for Bids were sent out on May 29, 2026 and five bids were opened on June 15, 2026, at 2:00 pm. A committee comprised of Kendall Lee, Facilities Department, and Mandy Trujillo, Procurement Specialist reviewed and analyzed the bids and presented them at the Facilities Committee Meeting on July 7, 2026.

The committee respectfully requests the Wayne County Board of Commissioners approve the bid from Asphalt Services.

The cost analysis is attached for your review.

RFB DHHS Paving

2:00:00 PM 6/15/2026

Company Name	Affidavit	Certification Form	Certificate Regarding Debarment	Bid Form
St Wooten	✓	✓	✓	116,318
Asphalt Services	✓	✓	✓	79,300
Tripp	✓	✓	✓	95,550
Barnhill	✓	✓	✓	98,460
Williams	✓	✓	✓	85,350

County Staff

Mandy Trujillo

Miranda D'Arco

AV-9

Web
5-25**Application for Property Tax Relief**

late

Elderly or Disabled Exclusion (G.S. 105-277.1),
Disabled Veteran Exclusion (G.S. 105-277.1C), or
Circuit Breaker Tax Deferment Program (G.S. 105-277.1B)

County of Wayne, NC

Year 2026

Instructions

Application Deadline: This application must be filed by June 1st to be timely filed. You may submit additional information separately if needed.

Where to Submit Application: Submit this application to the county tax assessor where this property is located. County tax assessor addresses and telephone numbers can be found online at: <https://www.ncdor.gov/documents/north-carolina-county-assessors-list>. DO NOT submit this application to the North Carolina Department of Revenue.

- Office Use Only:

Property ID Number <u>3509-23-9665</u>			
Last Name of Applicant <u>MOSELY</u>	First Name <u>THOMAS</u>	Middle Name <u>BERAKI</u>	Date of Birth (MM-DD-YYYY) <u>07-24-1986</u>
Last Name of Spouse	First Name	Middle Name	Date of Birth (MM-DD-YYYY)
Residence Address <u>311 Creech Street</u>			
City <u>Goldsboro</u>		State <u>NC</u>	Zip Code <u>27530</u>
Mailing Address (if different from residence address)			
City		State	Zip Code
E-mail Address <u>thomasmosely3@gmail.com</u>			
Home Telephone Number <u>919-584-2168</u>	Work Telephone Number	Ext.	Cell Phone Number

Fill in applicable boxes:

☒ Yes ☐ No ➔ Is this property your permanent legal residence?

Addresses of secondary residences (if any):

☐ Yes ☐ No ➔ If married, does your spouse live with you in the residence? If you answer **No**, provide your spouse's address.

Addresses of spouse:

☐ Yes ☐ No ➔ Are you or your spouse (if applicable) currently residing in a health care facility? If you answer **Yes**, fill in applicable circle

☐ Applicant ☐ Spouse and indicate current length of stay:

☐ Yes ☐ No ➔ Do you and your spouse (if applicable) own 100% interest in the property? If you answer **No**, list all owners and their ownership percentage (round to the nearest 0.1%):

Owner <u>Thomas Mosely</u>	<u>100</u> %	Owner	%
Owner	%	Owner	%
Owner	%	Owner	%

Note: Separate applications are required for each owner that is claiming property tax relief. If husband and wife own the property, only one application is required.

Dear Wayne County Tax Assessor,

I respectfully request that you accept my late application for the North Carolina Disabled Veteran Property Tax Exclusion.

I am a 100% Permanent and Total disabled veteran and qualify for this property tax relief. After serving in the military for 14 years and 6 months, I separated two years ago. Adjusting to civilian life has been little challenging. My VA representative told me about this program, but for various reasons I was unable to submit my application on time.

Before leaving the military, I was involved in a Humvee rollover accident. Because of that experience, I sometimes have to write things down so I do not forget them. I also found a job that requires me to travel, so I am usually only home for VA appointments or to take care of my house, such as cutting the grass.

I am grateful to be alive and thankful for the opportunity to continue adapting to civilian life after surviving experiences that could have taken my life. I sincerely apologize for missing the June 1 filing deadline and respectfully ask that you consider my application.

Thank you for your time and consideration.

Sincerely,

Thomas Mosely

311 400 Creech Street
Goldsboro, NC 27530

AV-9

Web
5-25

Late

Application for Property Tax Relief

Elderly or Disabled Exclusion (G.S. 105-277.1),
 Disabled Veteran Exclusion (G.S. 105-277.1C), or
 Circuit Breaker Tax Deferment Program (G.S. 105-277.1B)

County of Wayne, NC

Year 2026

Instructions

Application Deadline: This application must be filed by June 1st to be timely filed. You may submit additional information separately if needed.

Where to Submit Application: Submit this application to the county tax assessor where this property is located. County tax assessor addresses and telephone numbers can be found online at: <https://www.ncdor.gov/documents/north-carolina-county-assessors-list>. DO NOT submit this application to the North Carolina Department of Revenue.

- Office Use Only:

Property ID Number

351 867 1085

Last Name of Applicant

Wike

First Name

Ivan

Middle Name

Joseph

Date of Birth (MM-DD-YYYY)

02 04 1982

Last Name of Spouse

Stoddard-Wike

First Name

Hayley

Middle Name

Jane

Date of Birth (MM-DD-YYYY)

10 22 1978

Residence Address

203 Acorn Rd

City

Goldsboro

State

NC

Zip Code

27534

Mailing Address (if different from residence address)

City

State

Zip Code

E-mail Address

Ivan.Wike@gmail.com

Home Telephone Number

919 273 4348

Work Telephone Number

Ext.

Cell Phone Number

919 273 4348

Fill in applicable boxes:

☒ Yes ☐ No ➔ Is this property your permanent legal residence?

Addresses of secondary residences (if any):

☒ Yes ☐ No ➔ If married, does your spouse live with you in the residence? If you answer **No**, provide your spouse's address.

Addresses of spouse:

☐ Yes ☒ No ➔ Are you or your spouse (if applicable) currently residing in a health care facility? If you answer **Yes**, fill in applicable circle

☐ Applicant ☐ Spouse and indicate current length of stay:

☒ Yes ☐ No ➔ Do you and your spouse (if applicable) own 100% interest in the property? If you answer **No**, list all owners and their ownership percentage (round to the nearest 0.1%):

Owner		%	Owner		%
Owner		%	Owner		%
Owner		%	Owner		%

Note: Separate applications are required for each owner that is claiming property tax relief. If husband and wife own the property, only one application is required.

Ivan Wike
203 Acorn Rd
Goldsboro, NC 27534
Date: 26-Jun-2026

Wayne County Tax Assessor / Tax Relief Office
224 E. Walnut St
P.O. Box 227
Goldsboro, NC 27530

Request to Accept Late Property Tax Relief Application
Property ID **3518671085**
Residence: **203 Acorn Rd, Goldsboro, NC 27534**

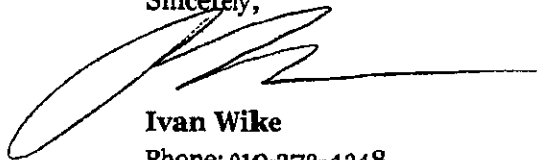
Dear Sir or Madam,

I respectfully request that you accept my property tax relief application despite my having missed the June 1 filing deadline. I was not aware of the deadline and, due to work obligations that make it difficult for me to break away during business hours, I was unable to submit the application on time. I sincerely apologize for the oversight.

I have completed the required application and am submitting it now along with any supporting documentation you require. I respectfully ask for your consideration and any available relief or accommodation given these circumstances. If additional information or documentation would assist your review, I will provide it promptly.

Thank you for your time and consideration. I appreciate your assistance and understanding in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ivan Wike', with a long horizontal flourish extending to the right.

Ivan Wike
Phone: 919-273-4348
Email: ivan.wike@gmail.com

AV-9

Web
5-25Late
Application for Property Tax ReliefElderly or Disabled Exclusion (G.S. 105-277.1),
Disabled Veteran Exclusion (G.S. 105-277.1C), or
Circuit Breaker Tax Deferment Program (G.S. 105-277.1B)

County of

, NC

Year 2026

Instructions**Application Deadline:** This application must be filed by June 1st to be timely filed. You may submit additional information separately if needed.**Where to Submit Application:** Submit this application to the county tax assessor where this property is located. County tax assessor addresses and telephone numbers can be found online at: <https://www.ncdor.gov/documents/north-carolina-county-assessors-list>. **DO NOT** submit this application to the North Carolina Department of Revenue.

- Office Use Only:

Property ID Number

2683-59-0290

Last Name of Applicant

Whitaker

First Name

Carolyn

Middle Name

Grace

Date of Birth (MM-DD-YYYY)

02/19/1962

Last Name of Spouse

First Name

Middle Name

Date of Birth (MM-DD-YYYY)

Residence Address

104 Talbot Pl

City

Pikeville

NC 27863

State

Zip Code

NC 27863

Mailing Address (if different from residence address)

City

State

Zip Code

E-mail Address

cwhitaker@nc.rr.com

Home Telephone Number

Work Telephone Number

Ext.

Cell Phone Number

(919) 273-2307

Fill in applicable boxes:☒ Yes ☐ No ➤ Is this property your permanent legal residence?

Addresses of secondary residences (if any):

☐ Yes ☐ No ➤ If married, does your spouse live with you in the residence? If you answer **No**, provide your spouse's address.

Addresses of spouse:

☐ Yes ☐ No ➤ Are you or your spouse (if applicable) currently residing in a health care facility? If you answer **Yes**, fill in applicable circle

Applicant Spouse and indicate current length of stay:

☒ Yes ☐ No ➤ Do you and your spouse (if applicable) own 100% interest in the property? If you answer **No**, list all owners and their ownership percentage (round to the nearest 0.1%):

Owner	%	Owner	%
Owner	%	Owner	%
Owner	%	Owner	%

Note: Separate applications are required for each owner that is claiming property tax relief. If husband and wife own the property, only one application is required.

June 12, 2026

Wayne County Tax Office

Subject: Property Tax Relief Application

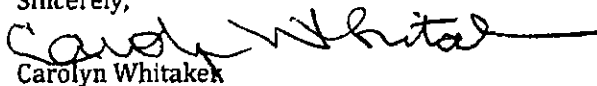
To Whom It May Concern:

I apologize for the late submission of my Property Tax Relief application. I respectfully request your favorable consideration of my application despite the delay.

Due to unforeseen family obligations, I inadvertently overlooked the filing deadline. I would greatly appreciate any consideration you can provide regarding my request.

Thank you for your time, understanding, and consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Carolyn Whitaker", with a long horizontal flourish extending to the right.

Carolyn Whitaker
104 Talton Place
Pikeville, NC 27863
(919) 273-2307

AV-9

Web
5-25Late
Application for Property Tax ReliefElderly or Disabled Exclusion (G.S. 105-277.1),
Disabled Veteran Exclusion (G.S. 105-277.1C), or
Circuit Breaker Tax Deferment Program (G.S. 105-277.1B)County of Wayne, NC

Year 2026

Instructions**Application Deadline:** This application must be filed by June 1st to be timely filed. You may submit additional information separately if needed.**Where to Submit Application:** Submit this application to the county tax assessor where this property is located. County tax assessor addresses and telephone numbers can be found online at: <https://www.ncdor.gov/documents/north-carolina-county-assessors-list>. **DO NOT** submit this application to the North Carolina Department of Revenue.

- Office Use Only:

Property ID Number2683-84-2443**Last Name of Applicant**Pecher**First Name**Andra**Middle Name**Nicole**Date of Birth (MM-DD-YYYY)**03 15 1985**Last Name of Spouse****First Name****Middle Name****Date of Birth (MM-DD-YYYY)****Residence Address**403 Clemens Dr**City**Pikeville**State**NC**Zip Code**27863**Mailing Address (if different from residence address)****City****State****Zip Code****E-mail Address**audrapecher@gmail.com**Home Telephone Number**820 499 3698**Work Telephone Number****Ext.****Cell Phone Number****Fill in applicable boxes:**☒ Yes ☐ No ➔ Is this property your permanent legal residence?

Addresses of secondary residences (if any):

☒ Yes ☐ No ➔ If married, does your spouse live with you in the residence? If you answer No, provide your spouse's address.

Addresses of spouse:

☐ Yes ☒ No ➔ Are you or your spouse (if applicable) currently residing in a health care facility? If you answer Yes, fill in applicable circle☐ Applicant ☐ Spouse and indicate current length of stay:☒ Yes ☐ No ➔ Do you and your spouse (if applicable) own 100% interest in the property? If you answer No, list all owners and their ownership percentage (round to the nearest 0.1%):

Owner

Owner

Owner

Owner

Owner

Owner

Note: Separate applications are required for each owner that is claiming property tax relief. If husband and wife own the property, only one application is required.

To whom it may concern,

I did not submit this application prior to the due date due to not receiving my VA claim until 1 June 2024.

Thank you for your understanding.

- Andha N Pechu
850-499-3698

Late

AV-9

Web
5-25**Application for Property Tax Relief**Elderly or Disabled Exclusion (G.S. 105-277.1),
Disabled Veteran Exclusion (G.S. 105-277.1C), or
Circuit Breaker Tax Deferment Program (G.S. 105-277.1B)County of Wayne, NC

Year 2026

Instructions**Application Deadline:** This application must be filed by June 1st to be timely filed. You may submit additional information separately if needed.**Where to Submit Application:** Submit this application to the county tax assessor where this property is located. County tax assessor addresses and telephone numbers can be found online at: <https://www.ncdor.gov/documents/north-carolina-county-assessors-list>. DO NOT submit this application to the North Carolina Department of Revenue.

- Office Use Only:

Property ID Number2660616490**Last Name of Applicant**Howell**First Name**Kathleen**Middle Name**Ann**Date of Birth (MM-DD-YYYY)**06/23/1968**Last Name of Spouse**Howell**First Name**Billy**Middle Name**DuWayne**Date of Birth (MM-DD-YYYY)**07/24/1974**Residence Address**107 Autumn Winds Drive**City**Goldsboro**State**NC**Zip Code**27530**Mailing Address (# different from residence address)**Same**City****State****Zip Code****E-mail Address**howellcrafts@gmail.com**Home Telephone Number****Work Telephone Number****Ext.****Cell Phone Number**910-890-5873**Fill in applicable boxes:**☒ Yes ☐ No ➤ Is this property your permanent legal residence?

Addresses of secondary residences (if any):

N/A☒ Yes ☐ No ➤ If married, does your spouse live with you in the residence? If you answer No, provide your spouse's address.

Addresses of spouse:

N/A☐ Yes ☒ No ➤ Are you or your spouse (if applicable) currently residing in a health care facility? If you answer Yes, fill in applicable circle

Applicant Spouse and indicate current length of stay:

☒ Yes ☐ No ➤ Do you and your spouse (if applicable) own 100% interest in the property? If you answer No, list all owners and their ownership percentage (round to the nearest 0.1%):Owner N/A

— %

Owner N/A

— %

Owner N/A

— %

Owner N/A

— %

Owner N/A

— %

Owner N/A

— %

Note: Separate applications are required for each owner that is claiming property tax relief. If husband and wife own the property, only one application is required.

06/09/2026

To Whom It May Concern:

My application for Property Tax Relief is being turned in late because of caring for my elderly mother and my husband has been going through cancer treatment.

My sincerest apologies for the late submission.

Respectfully,
Kathleen Ann Howell
107 Autumn Winds Dr.
Goldboro, NC 27530

Phone: 910-890-5873

Late

AV-9
Web
5-25

V

Application for Property Tax ReliefElderly or Disabled Exclusion (G.S. 105-277.1),
Disabled Veteran Exclusion (G.S. 105-277.1C), or
Circuit Breaker Tax Deferment Program (G.S. 105-277.1B)County of Wayne, NC

Year 2026

Instructions**Application Deadline:** This application must be filed by June 1st to be timely filed. You may submit additional information separately if needed.**Where to Submit Application:** Submit this application to the county tax assessor where this property is located. County tax assessor addresses and telephone numbers can be found online at: <https://www.ncdor.gov/documents/north-carolina-county-assessors-list>. DO NOT submit this application to the North Carolina Department of Revenue.

- Office Use Only:

Property ID Number

2650-86-4070

Last Name of Applicant

HUFFMAN

First Name

Thomas

Middle Name

Matthew

Date of Birth (MM-DD-YYYY)

11/01/1974

Last Name of Spouse**First Name****Middle Name****Date of Birth (MM-DD-YYYY)****Residence Address**

107 Glover Dr

City

Pawcaton

State

NC

Zip Code

27569

Mailing Address (if different from residence address)**City****State****Zip Code****E-mail Address**

abis.mma@icloud.com

Home Telephone Number

919-221-4152

Work Telephone Number**Ext.****Cell Phone Number****Fill in applicable boxes:**☒ Yes ☐ No ➔ Is this property your permanent legal residence?

Addresses of secondary residences (if any):

☐ Yes ☐ No ➔ If married, does your spouse live with you in the residence? If you answer No, provide your spouse's address.

Addresses of spouse:

☐ Yes ☒ No ➔ Are you or your spouse (if applicable) currently residing in a health care facility? If you answer Yes, fill in applicable circle☐ Applicant ☐ Spouse and indicate current length of stay:☒ Yes ☐ No ➔ Do you and your spouse (if applicable) own 100% interest in the property? If you answer No, list all owners and their ownership percentage (round to the nearest 0.1%):

Owner		%	Owner		%
Owner		%	Owner		%
Owner		%	Owner		%

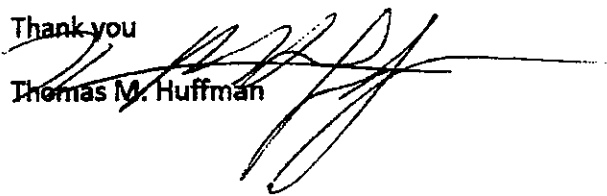
Note: Separate applications are required for each owner that is claiming property tax relief. If husband and wife own the property, only one application is required.

To Whom It May Concern,

I am writing to have my home exception approved by the County Commission. I am to explain my reasoning for it being turned in late. I was not aware of the exception until end of May of this year. I have recently purchase a home and was explained by another Veteran that I was eligible for the exception. I was not able to submit my application in a timely manner of the cut off date of 1June 2026. I would appreciate consideration of approving my application.

Thank you

Thomas M. Huffman



AV-9

Web
5-25**Application for Property Tax Relief**

Elderly or Disabled Exclusion (G.S. 105-277.1),
Disabled Veteran Exclusion (G.S. 105-277.1C), &
Circuit Breaker Tax Deferment Program (G.S. 105-277.1b)

County of Goldsboro, NC

11-12-2026

Instructions

Application Deadline: This application must be filed by June 1st to be timely filed. You may submit additional information separately if needed.

Where to Submit Application: Submit this application to the county tax assessor where this property is located. County tax assessor addresses and telephone numbers can be found online at: <https://www.ncdor.gov/documents/north-carolina-county-assessors-list>. **DO NOT** submit this application to the North Carolina Department of Revenue.

- Office Use Only:

Property ID Number

25 67-54-2242

Last Name of Applicant

Barreras

First Name

Skylore

Middle Name

Marie

Date of Birth (MM-DD-YYYY)

05/18/1997

Last Name of Spouse

Jackson

First Name

Chad

Middle Name

Michael

Date of Birth (MM-DD-YYYY)

12/13/1990

Residence Address

201 Grand Oaks Dr

City

Goldsboro

State

NC

Zip Code

27530

Mailing Address (if different from residence address)

SAME

City**State****Zip Code****E-mail Address**

skyloreb@att.net

Home Telephone Number**Work Telephone Number****Ext.****Cell Phone Number**

919-583-4255

Fill in applicable boxes:

☒ Yes ☐ No ➔ Is this property your permanent legal residence?

Addresses of secondary residences (if any):

☒ Yes ☐ No ➔ If married, does your spouse live with you in the residence? If you answer **No**, provide your spouse's address.

Addresses of spouse:

☐ Yes ☒ No ➔ Are you or your spouse (if applicable) currently residing in a health care facility? If you answer **Yes**, fill in applicable circle
☐ Applicant ☐ Spouse and indicate current length of stay: _____

☒ Yes ☐ No ➔ Do you and your spouse (if applicable) own 100% interest in the property? If you answer **No**, list all owners and their ownership percentage (round to the nearest 0.1%):

Owner

Owner

Owner

Owner

Owner

Owner

Note: Separate applications are required for each owner that is claiming property tax relief. If husband and wife own the property, only one application is required.

Skylore Barreras
201 Grand Oaks Dr
Goldsboro, NC 27530
(919) 583-4255

Application For Exemption Filed After Deadline – Disabled Veteran Property Tax Exclusion

June 8, 2026

To Whom It May Concern,

I only recently became aware of the property tax exemption available to veterans with a permanent and total disability. Unfortunately, I was unable to file the required documentation by the deadline due to extraordinary family circumstances.

My husband was diagnosed with Stage II testicular cancer and underwent intensive chemotherapy treatment from late December (2025) through March (2026). His treatment required us to travel to Chapel Hill and remain in the area for extended periods due to the distance from our home. During this time, I served as his primary caregiver while also caring for our children. Following chemotherapy, my husband experienced significant side effects and required several additional months of recovery and assistance with daily activities. As a military family living away from extended family, we do not have relatives nearby who could help with his care or childcare responsibilities.

Due to my responsibilities as the sole caregiver for my husband and children during his cancer treatment and recovery, I was unable to complete and submit the required exemption paperwork by the filing deadline. I respectfully request consideration for an exemption of the filing deadline based on these difficult circumstances. To support this request, I have provided documentation from my husband's oncologist confirming his diagnosis and treatment period.

Thank you for your time and consideration.

Sincerely,
Skylore Barreras

AV-9

Web
5-25

Application for Property Tax Relief

Elderly or Disabled Exclusion (G.S. 105-277.1),
Disabled Veteran Exclusion (G.S. 105-277.1C), or
Circuit Breaker Tax Deferment Program (G.S. 105-277.1B)

County of Wayne, NC

Year 2026

Instructions**Application Deadline:** This application must be filed by June 1st to be timely filed. You may submit additional information separately if needed.**Where to Submit Application:** Submit this application to the county tax assessor where this property is located. County tax assessor addresses and telephone numbers can be found online at: <https://www.ncdor.gov/documents/north-carolina-county-assessors-list>. DO NOT submit this application to the North Carolina Department of Revenue.

- Office Use Only:

Property ID Number

0035014 2670-17-7223

Last Name of Applicant

O'Neill

First Name

Katherine

Middle Name

Mae

Date of Birth (MM-DD-YYYY)

5/31/1928

Last Name of Spouse

First Name

Middle Name

Date of Birth (MM-DD-YYYY)

Residence Address

1189 Rosewood Rd

City

Goldsboro

State

NC

Zip Code

27530

Mailing Address (if different from residence address)

City

State

Zip Code

E-mail Address

ShaneXavier@gmail.com

Home Telephone Number

Work Telephone Number

Ext.

Cell Phone Number

631.357.2207**Fill in applicable boxes:**☒ Yes ☐ No ➔ Is this property your permanent legal residence?

Addresses of secondary residences (if any):

☐ Yes ☐ No ➔ If married, does your spouse live with you in the residence? If you answer **No**, provide your spouse's address.

Addresses of spouse:

Widowed - died 7-12-2014☐ Yes ☒ No ➔ Are you or your spouse (if applicable) currently residing in a health care facility? If you answer **Yes**, fill in applicable circle☐ Applicant ☐ Spouse and indicate current length of stay:☒ Yes ☐ No ➔ Do you and your spouse (if applicable) own 100% interest in the property? If you answer **No**, list all owners and their ownership percentage (round to the nearest 0.1%):

Owner

Owner

Owner

Owner

Owner

Owner

Note: Separate applications are required for each owner that is claiming property tax relief. If husband and wife own the property, only one application is required.

To whom it may concern

Please forgive me for not turning this in early as I had planned. Over the last week I very

large tree had fallen from state land over a creek

also taking down 3 or 4 additional trees covering

completely the access drive way to the property of

1189 Rosewood Rd Goldsboro NC. Because I am here

tending to my father who has early onset Dementia

and my grand mother who is being mis cared for in

a local Rehab / Nursing home. We called the town, but

needed access. I took it upon myself to cut and

Remove as much of these trees as possible.

Unfortunately it was so much it got late and

dark and ended up falling from about 30' in to

a pile of large branches that had been cut. When

I landed I got both feet twisted, tangled and

incredibly hurt the balls of my feet where I have

had several surgery's. I did my best under order of

Dr Krishnaraj 828.929.9824. To remain in bed

To heal. As I am the only care giver to the

Two of them I had to try my best to tend to my grand

mothers care. At Willow Creek Am 115. doing all of

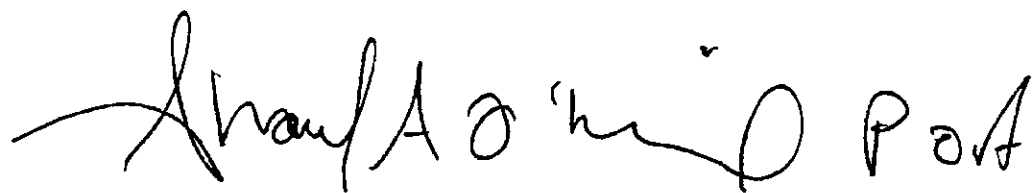
This has not allowed my injuries to heal.

Please see

There are other matters taking place at the same time. All of them terrible. I am not placing blame on any of these one things. I should not be on my feet today and still I came down.

I ask you please to not take these circumstances out on my grandmother who does not have much and has been paying double the amount she should for 33 years. She turned 98 yrs old on Sunday May 31st. and has spent the last 25 years caring for her husband who fought in 3 wars! and her sons.

Thank you in advance
for your consideration in
this matter.



Katherine Mac O'Neill

Application for Property Tax Relief
Elderly or Disabled Exclusion (G.S. 105-277.1),
Disabled Veteran Exclusion (G.S. 105-277.1C), or
Circuit Breaker Tax Deferment Program (G.S. 105-277.1B)

County of WAYNE, NC

Year 2026

Instructions

Application Deadline: This application must be filed by June 1st to be timely filed. You may submit additional information separately if needed.

Where to Submit Application: Submit this application to the county tax assessor where this property is located. County tax assessor addresses and telephone numbers can be found online at: <https://www.ncdor.gov/documents/north-carolina-county-assessors-list>. **DO NOT** submit this application to the North Carolina Department of Revenue.

- Office Use Only:

Property ID Number <u>2598-49-3307</u>				Date of Birth (MM-DD-YYYY) <u>09-27-1945</u>	
Last Name of Applicant <u>Ryals</u>		First Name <u>Elsie</u>		Middle Name <u>Gray</u>	
Last Name of Spouse		First Name		Date of Birth (MM-DD-YYYY)	
Residence Address <u>508 COLONIAL TERR. DR.</u>					
City <u>Goldsboro</u>				State <u>NC</u>	Zip Code <u>27530</u>
Mailing Address (if different from residence address)					
City				State	Zip Code
E-mail Address					
Home Telephone Number		Work Telephone Number		Ext.	Cell Phone Number <u>703-861-2722</u>

Fill in applicable boxes:

☒ Yes ☐ No ➔ Is this property your permanent legal residence?	
Addresses of secondary residences (if any):	
☐ Yes ☒ No ➔ If married, does your spouse live with you in the residence? If you answer No , provide your spouse's address.	
Addresses of spouse:	
☐ Yes ☒ No ➔ Are you or your spouse (if applicable) currently residing in a health care facility? If you answer Yes , fill in applicable circle	
☐ Applicant ☐ Spouse and indicate current length of stay:	
☐ Yes ☐ No ➔ Do you and your spouse (if applicable) own 100% interest in the property? If you answer No , list all owners and their ownership percentage (round to the nearest 0.1%):	
Owner	Owner
Owner	Owner
Owner	Owner
Note: Separate applications are required for each owner that is claiming property tax relief. If husband and wife own the property, only one application is required.	

TO WHOM EVER

I WAS UNABLE TO TURN IN
MY APPLICATION BEFORE THE
DEAD LINE OF JUNE 1, BECAUSE
I DID NOT RECEIVED MY TAX
PAPER UNTIL ~~MY~~ WEEK AFTER.

MY TAX PREPARER WAS
SICK WITH A VIRUS AND I
ALSO WAS HAVING A HEALTH
ISSUES AND STILL AM UNDER
DORTOC CARE.

I WOULD APPRECIATE IF
MY APPLICATION WOULD BE
CONSIDERED.

THANK YOU IN
ADVANCE
Chie D. Ayala

AV-5

Web
3-13**Application for Agriculture, Horticulture, and Untimely
Forestry Present-Use Value Assessment**

(G.S. 105-277.2 through G.S. 105-277.7)

County of Wayne, NCTax Year 2024

Full Name of Owner(s) <u>Kimberly Heath Sugg</u>				COPY	
Mailing Address of Owner <u>365 Ole Vineyard Rd.</u>					
City <u>Goldston</u>				State <u>NC</u>	Zip Code <u>27530</u>
Home Telephone Number <u>(984)305-6142</u>		Work Telephone Number <u>Same</u>		Ext. <u>n/a</u>	Cell Phone Number <u>(984)305-6142</u>

Instructions

Application Deadline: This application must be filed during the regular listing period, or within 30 days of a notice of a change in valuation, or within 60 days of a transfer of the land.

Where to Submit Application: Submit this application to the county tax assessor where this property is located. County tax assessor addresses and telephone numbers can be found online at: www.dornc.com/downloads/CountyList.pdf. DO NOT submit this application to the North Carolina Department of Revenue.

- Office Use Only:

This application is for: (check all that apply)

☐ **AGRICULTURE** (includes Aquaculture)☐ **HORTICULTURE**☐ **FORESTRY**

Enter the Parcel Identification Number, acreage breakdown, and acreage total for each tax parcel included in this application:

PARCEL ID	OPEN LAND in Production	OPEN LAND not in Production	WOOD LAND	WASTE LAND	CRP LAND	HOME SITE	OTHER (Describe in Comments)	TOTAL ACRES
<u>2577322534</u>	<u>15</u>	<u>0</u>	<u>2</u>	<u>-</u>	<u>-</u>	<u>1.5</u>		<u>18.5</u> 0.00
	<u>↓</u>							0.00
<u>11.89 acres per USDA map</u>								0.00
								0.00
								0.00

Comments:

☐ Yes ☒ No Does the applicant own property in other counties that is also in present-use value and is within 50 miles of this property? If YES, list the county or counties and parcel identification number(s):

County: n/aParcel ID: County: n/aParcel ID: **IMPORTANT!**

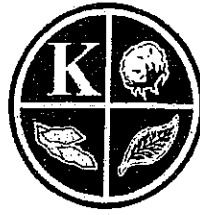
AGRICULTURE and HORTICULTURE applications with LESS than 20 acres of woodland generally need to complete PARTS 1, 2, and 4.

AGRICULTURE and HORTICULTURE applications with MORE than 20 acres of woodland generally need to complete PARTS 1, 2, 3, and 4.

FORESTRY applications need to complete PARTS 1, 3, and 4.

ADDITIONALLY, applications for CONTINUED USE of existing present-use value classification need to complete PART 5.

Please contact the Tax Assessor's office if you have questions about which parts should be completed.



**Kornegay
Family Farms**
A Family Tradition
Princeton, NC

Rec
6/29/24

6/22/26

To whom it may concern,

Kornegay Family Farms, LLC just became leasees for the Sugg's land in March of this year. We informed them of the PUV program during our initial conversations. It is our understanding that the prior to us tending their land, the Suggs had no knowledge of the PUV program.

Please let me know if you have any further questions; my contact information is at the bottom of this letter.

Respectfully submitted,

Kim K. LeQuire

COPY

WHEREAS, the Wayne County Sheriff's Office (herein called the "Agency")
(The Applicant Agency)
has completed an application contract for traffic safety funding; and that Wayne County Board of Commissioners
(The Governing Body of the Agency)
_____ (herein called the "Governing Body") has thoroughly considered the problem identified and has reviewed the project as described in the contract;

THEREFORE, NOW BE IT RESOLVED BY THE Wayne County Board of Commissioners IN OPEN
(Governing Body)
MEETING ASSEMBLED IN THE CITY OF Goldsboro, NORTH CAROLINA,
THIS 21st DAY OF July, 20 26, AS FOLLOWS:

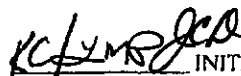
1. That the project referenced above is in the best interest of the Governing Body and the general public; and
2. That Sheriff Larry Pierce
(Name and Title of Representative) is authorized to file, on behalf of the Governing Body, an application contract in the form prescribed by the Governor's Highway Safety Program for federal funding in the amount of \$ 271,615.00
(Federal Dollar Request) to be made to the Governing Body to assist in defraying the cost of the project described in the contract application; and
3. That the Governing Body has formally appropriated the cash contribution of \$ 47,932.00
(Local Cash Appropriation) as required by the project contract; and
4. That the Project Director designated in the application contract shall furnish or make arrangement for other appropriate persons to furnish such information, data, documents and reports as required by the contract, if approved, or as may be required by the Governor's Highway Safety Program; and
5. That certified copies of this resolution be included as part of the contract referenced above; and
6. That this resolution shall take effect immediately upon its adoption.

ATTESTED BY Kayla Whitley
(Clerk)

DATE 1-22-2026



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**North Carolina Governor's Highway Safety Program
Agreement of Conditions/Conflict of Interest**

This Agreement is made by and between the North Carolina Department of Transportation, hereinafter referred to as the "Department", to include the Governor's Highway Safety Program, hereinafter referred to as "GHSP"; and the applicant agency, for itself, its assignees and successors in interest, hereinafter referred to as the "Agency". During the performance of this contract, and by signing this contract, the Agency agrees as follows:

A. Federal Provisions

1. **Equal Opportunity/Nondiscrimination.** The Agency will agree to comply with all Federal statutes and implementing regulations relating to nondiscrimination concerning race, color, sex, religion, national origin, handicaps, and age. These include but are not limited to:
 - (a) Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq., 78 stat. 252);
 - (b) The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. 4601)
 - (c) Federal-Aid Highway Act of 1973, (23 U.S.C. 324 et seq.), and Title IX of the Education Amendments of 1972, as amended (20 U.S.C. 1681-1683 and 1685-1686);
 - (d) Non-Discrimination in Federally assisted programs of the United States Department of Transportation
 - Effectuation of Title VI of the Civil Rights Act of 1964 (49 CFR Part 21), hereinafter referred to as "USDOT", as amended;
 - (e) Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. 794 et seq.), as amended, and 49 CFR Part 27; and
 - (f) The Age Discrimination Act of 1975, as amended (42 U.S.C. 6101 et seq.);
 - (g) The Civil Rights Restoration Act of 1987, (Pub. L. 100-209);
 - (h) Titles II and III of the Americans with Disabilities Act (42 U.S.C. 12131-12189) and 49 CFR parts 37 and 38;
 - (i) Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations;
 - (j) Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency
2. **Drug Free Workplace.** The Agency agrees to comply with the provisions cited in the Drug-Free Workplace Act of 1988 (41 U.S.C. 8103).
3. **Federal Grant Requirements and Contracts.** The Agency shall comply with the following statutes and the implementing regulations as applicable:
 - (a) Highway Safety Act of 1966 (23 U.S.C. Chapter 4 -), as amended;
 - (b) Sec. 1906, Pub. L. 109-59, as amended by Sec. 4011, Pub. L. 114-94;
 - (c) Uniform Procedures for State Highway Safety Grant Programs (23 CFR part 1300);
 - (d) Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (2 CFR Part 1201);
 - (e) Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (2 CFR Part 200) and all other relevant Federal regulations covering the Highway Safety Program;
 - (f) NHTSA Highway Safety Grant Funding Guidance, as revised, July 2015 (www.nhtsa.gov) and additions or amendments thereto.
4. **Political Activity (Hatch Act)** The Agency will comply with provisions of the Hatch Act (5 U.S.C. 1501- 1508), which limits the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.
5. **Lobbying.**
 - (a) **Certification Regarding Federal Lobbying.** The undersigned certifies, to the best of his or her knowledge and belief, that:
 - (i) No Federal appropriated funds have been paid or will be paid, by or on behalf of the

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undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

(ii) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

(iii) The undersigned shall require that the language of this certification be included in the award documents for all sub-award at all tiers (including subcontracts, subgrants, and contracts under grant, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

(b) **Restriction on State Lobbying.** None of the funds under this program will be used for any activity specifically designed to urge or influence a State or local legislator to favor or oppose the adoption of any specific legislative proposal pending before any State or local legislative body. Such activities include both direct and indirect (e.g., "grassroots") lobbying activities, with one exception. This does not preclude a State official whose salary is supported with NHTSA funds from engaging in direct communications with State or local legislative officials, in accordance with customary State practice, even if such communications urge legislative officials to favor or oppose the adoption of a specific pending legislative proposal.

6. Audits.

(a) **Audit Required.** Non-Federal entities that spend \$750,000 or more in a year in Federal awards shall have a single or program-specific audit conducted for that year in accordance with the provisions of 2 CFR, Subpart F, §200.500. Guidance on determining Federal awards expended is provided in 2 CFR, Subpart F, §200.502.

(b) **Single Audit.** Non-Federal entities that expend \$750,000 or more in a year in Federal awards shall have a single audit conducted in accordance with 2 CFR, Subpart F, §200.501, except when they elect to have a program-specific audit conducted in accordance with 2 CFR, Subpart F, §200.501, paragraph (c).

(c) **Non-Governmental Entities.** Non-governmental entities (not-for-profit and for-profit entities) must adhere to North Carolina General Statute 143C-6.22 and 09 NCAC Subchapter 03M.

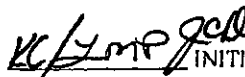
7. Instructions for Lower Tier Certification.

(a) By signing and submitting this proposal, the prospective lower tier participant (the Agency) is providing the certification set out below and agrees to comply with the requirements of 2 CFR Parts 180 and 1200.

(b) The certification in this clause is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective lower tier participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal government, the department or agency with which this transaction originated may pursue available remedies, including suspension or debarment.

(c) The prospective lower tier participant shall provide immediate written notice to the person to which this proposal is submitted if the prospective lower tier participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed

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circumstances.

- (d) The terms "covered transaction", "civil judgement", "debarment", "suspension", "ineligible", "participant", "person", "principal", and "voluntarily excluded", as used in this clause, are defined in 2 CFR Part 180 and 1200. You may contact the person to whom this proposal is submitted for assistance in obtaining a copy of those regulations.
 - (e) The prospective lower tier participant agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is proposed for debarment under 48 CFR part 9, subpart 9.4, debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency with which this transaction originated.
 - (f) The prospective lower tier participant further agrees by submitting this proposal that it will include the clause titled "Instructions for Lower Tier Participant Certification" including the "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion – Lower Tier Covered Transaction," without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions and will require lower tier participants to comply with 2 CFR Parts 180 and 1200.
 - (g) A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction, provided that it is not proposed for debarment under 48 CFR part 9, subpart 9.4, debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant is responsible for ensuring that its principals are not suspended, debarred, or otherwise ineligible to participate in covered transactions. To verify the eligibility of its principals, as well as the eligibility of any prospective lower tier participants, each participant may, but is not required to, check the System for Award Management Exclusions website (<https://www.sam.gov/>).
 - (h) Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.
 - (i) Except for transactions authorized under paragraph 7(e) of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is proposed for debarment under 48 CFR part 9, subpart 9.4, suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal government, the department or agency with which this transaction originated may pursue available remedies including suspension or debarment.
 - (j) **Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion – Lower Tier Covered Transactions.**
 - (i) The prospective lower tier participant (the Agency) certifies, by submission of this proposal, that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in covered transactions by any Federal department or agency.
 - (ii) Where the prospective lower tier participant is unable to certify any of the statements in this certification, such prospective participants shall attach an explanation to this contract proposal.
8. **Buy America Act.** The Agency and each subrecipient will comply with the Buy America requirement (23 U.S.C. 313) when purchasing items using Federal funds. Note that recent DOT waivers allows for waivers under two criteria. A *De Minimis Costs* waiver applies to the total value of the non-compliant products where the cost is no more than the lesser of \$1,000,000 or 5% of total applicable costs for the project. The *Small Grants* waiver applies when the total amount of Federal financial assistance applied to the project, through awards or subawards, is below \$500,000. The Small Grants waiver may be applied to both financial assistance awards and

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K/L/m/g INITIALS Revised 05/2026

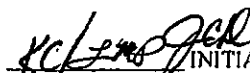
subawards, where the subaward is made by a passthrough entity for a specific project. However, it is not applicable to a subaward made under an award of \$500,000 or more if the scope of the subaward is not a separately identifiable, independent project.

9. **Prohibition On Using Grant Funds To Check For Helmet Usage.** The Agency and each subrecipient will not use 23 U.S.C. Chapter 4 grant funds for programs to check helmet usage or to create checkpoints that specifically target motorcyclists.
10. **Conditions for State, Local and Indian Tribal Governments.** State, local and Indian tribal government Agencies shall adhere to the standards established by 2 CFR Part 225, Cost Principles for State, Local, and Indian Tribal Governments and additions or amendments thereto, for principles for determining costs applicable to grants and contracts with state, local and Indian tribal governments.
11. **Conditions for Institutions of Higher Education.** If the Agency is an institution of higher education, it shall adhere to the standards established by 2 CFR Part 215 Uniform Administrative Requirements for Grants and Agreements with Institutions of Higher Education, Hospitals, and Other Non-Profit Organizations and 2 CFR 220 Cost Principles for Educational Institutions for determining costs applicable to grants and contracts with educational institutions.
12. **Conditions for Non-Profit Organizations.** If the Agency is a non-profit organization, it shall adhere to the standards established by 2 CFR Part 215 Uniform Administrative Requirements for Grants and Agreements with Institutions of Higher Education, Hospitals, and Other Non-Profit Organizations and 2 CFR Part 230 Cost Principles for Non-Profit Organizations for determining costs applicable to grants and contracts with non-profit organizations.
13. **Conditions for Hospitals.** If the Agency is a hospital, it shall adhere to the standards established by 2 CFR Part 215 Uniform Administrative Requirements for Grants and Agreements with Institutions of Higher Education, Hospitals, and Other Non-Profit Organizations.

B. General Provisions

1. **Contract Changes.** This document contains the entire agreement of the parties. No prior contract, either oral or implied, shall supersede this Agreement. Any proposed changes in this contract that would result in any change in the nature, scope, character, or funding amount in this contract require a written addendum to this contract on a form provided by the Department.
2. **Subcontracts Under This Contract.** The Agency shall not assign any portion of the work to be performed under this contract, or execute any contract, amendment or change order thereto, or obligate itself in any manner with any third party with respect to its rights and responsibilities under this contract without the prior written concurrence of the Department. Any subcontract under this contract must include all required and applicable clauses and provisions of this contract. Subcontracting does not relieve the Agency of any of the duties and responsibilities of this agreement. The subcontractor must comply with standards contained in this agreement and provide information that is needed by the Agency to comply with these standards. The Agency must submit any proposed contracts for subcontracted services to the Governor's Highway Safety Program for final approval no less than 30 days prior to acceptance.
3. **Solicitation for Subcontracts, Including Procurements of Materials and Equipment.** In all solicitations, either by competitive bidding or negotiation, made by the Agency for work to be performed under a subcontract, including procurements of materials or leases of equipment, each potential subcontractor or supplier shall be notified by the Agency of the Agency's obligations under this contract. Additionally, Agencies making purchases or entering into contracts as provided for by this contract must adhere to the policies and procedures of 2 CFR Part 200 and North Carolina General Statute 143-128.4. Historically underutilized business defined; statewide uniform certification as it pertains to Historically Underutilized Businesses.
4. **Incorporation of Provisions in Subcontracts.** The Agency shall include the provisions of section A-1 through A-13 of this Agreement in every subcontract, including procurements of materials and leases of equipment, unless exempted by the regulations, or directives issued pursuant thereto. The Agency shall take such action with respect to any subcontract or procurement as the

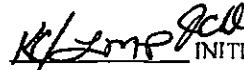
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Department, the State of North Carolina, hereinafter referred to as the "State", the National Highway Traffic Safety Administration, hereinafter referred to as "NHTSA", may direct as a means of enforcing such provisions including sanctions for noncompliance. In the event the Agency becomes involved in, or is threatened with, litigation with a subcontractor or supplier as a result of such direction, the Agency may request the Department or the State to enter into such litigation to protect the interests of the Department or the State. In addition, the Agency may request the NHTSA to enter into such litigation to protect the interests of the United States.

5. **Outsourcing.** All work shall be performed in the United States of America. No work will be allowed to be outsourced outside the United States of America.
6. **Property and Equipment.**
 - (a) **Maintenance and Inventory.** The Agency shall maintain and inventory all property and equipment purchased under this contract.
 - (b) **Utilization.** The property and equipment purchased under this contract must be utilized by the Agency for the sole purpose of furthering the traffic safety efforts of the Agency for the entire useful life of the property or equipment.
 - (c) **Title Interest.** The Department and NHTSA retain title interest in all property and equipment purchased under this contract. In the event that the Agency fails or refuses to comply with the provisions of this Agreement or terminates this contract, the Department, at its discretion, may take either of the following actions:
 - (i) Require the Agency to purchase the property or equipment at fair market value or other mutually agreed to amount; or
 - (ii) Require the Agency to transfer the property or equipment and title of said property or equipment, if any, to the Department or to another Agency, as directed by the Department.
 - (d) **Non-expendable Property.** Non-expendable property is defined as property or equipment having a value of \$5000 or more with a life expectancy of more than one year. Non-expendable property purchased under this contract cannot be sold, traded, or disposed of in any manner without the expressed written permission of the Department.
7. **Educational or Other Materials.** If allowed, any educational or other materials developed using funds from this contract must be reviewed and approved by the GHSP prior to their production or purchase. The cost of these materials is generally limited to a maximum of \$5.00 per item. The purchase of promotional items and memorabilia are not an allowable cost.
8. **Review of Reports and Publications.** Any reports, papers, publications, or other items developed using funds from this contract must be reviewed and approved by the GHSP prior to their release.
9. **Reimbursement.**
 - (a) **General.** Payments are made on a reimbursement basis. There is no schedule of advance payments. Only actual allowable costs are eligible for reimbursement. Claims for reimbursement must be made a minimum of quarterly and no more than once a month via the Grants Management System. Claims for reimbursement not made within the three month threshold are subject to denial. The itemized invoice shall be supported by documentation of costs as prescribed by the Department. Reimbursements will not be processed if other required reports are incomplete or have not been submitted. Failure to submit complete reports by the required deadline may result in denial of reimbursement.
 - (b) **Approval.** Prior to payment, the itemized invoice must be approved by the Governor's Highway Safety Program and the Department shall approve the itemized invoice prior to payment.
 - (c) **Unapproved Costs.** Any rejected or unaccepted costs shall be borne by the Agency. The Agency agrees that in the event the Department determines that grant funds must be refunded, the Agency will reimburse the Department a sum of money equal to the amount of Federal and State participation in the rejected costs.
 - (d) **Final Claims for Reimbursement.** Final claims for reimbursement must be received by the GHSP within 30 days following the close of the approved contract period. Project funds not claimed by this date are subject to reversion.
 - (e) **Expending Funds Under This Contract.** Under no circumstances will reimbursement be

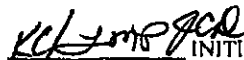
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made for costs incurred prior to the contract effective date or after the contract ending date.

10. **Project Costs.** It is understood and agreed that the work conducted pursuant to this contract shall be done on an actual cost basis by the Agency. The amount of reimbursement from the Department shall not exceed the estimated funds budgeted in the approved contract. The Agency shall initiate and prosecute to completion all actions necessary to enable the Agency to provide its share of the project costs at or prior to the conclusion of the project.
11. **Program Income.** The Agency shall account for program income related to projects financed in whole or in part with federal funds in accordance with 2 CFR 200.307. Program income earned during the contract period shall be retained by the Agency and deducted from the federal funds committed to the project by the GHSP unless approved in advance by the Federal awarding agency as an addition to the project. Program income must be accounted for separately and the records made available for audit purposes.
12. **Project Directors.** The Project Director, as specified on the signature page of this Agreement, must be an employee of the Agency or the Agency's governing body. Any exception to this provision must have the expressed written approval of GHSP.
13. **Reports Required.**
 - (a) **Quarterly Progress Reports.** Unless otherwise directed, the Agency must submit Quarterly Progress Reports to the GHSP, on forms provided by the Department, which reflect the status of project implementation and attainment of stated goals. Each progress report shall describe the project status by quarter and shall be submitted to GHSP no later than fifteen (15) days after the end of each quarter. If the Agency fails to submit a Quarterly Progress Report or submits an incomplete Quarterly Progress Report, the Agency will be subject to having claims for reimbursement withheld. Once a Quarterly Progress Report that substantiates adequate progress is received, cost reimbursement requests may be processed or denied at the discretion of GHSP.
 - (b) **Final Accomplishments Report.** A Final Accomplishments Report must be submitted to the GHSP within fifteen (15) days of completion of the project, on forms provided by the Department, unless otherwise directed. If the Agency fails to submit a Final Accomplishments Report or submits an incomplete Final Accomplishments Report, the Agency will be subject to having claims for reimbursement withheld. Once a Final Accomplishments Report that substantiates adequate progress is received, claims for reimbursement may be processed or denied at the discretion of GHSP.
 - (c) **Audit Reports.** Audit reports required in Section A-6 above shall be provided to the Department within thirty (30) days of completion of the audit.
14. **Out-of-State Travel.**
 - (a) **General.** All out-of-state travel funded under this contract must have prior written approval by the Governor's Highway Safety Program.
 - (b) **Requests.** Requests for approval must be submitted to the GHSP, on forms provided by the Department, no less than thirty (30) days prior to the intended departure date of travel.
 - (c) **Agency Travel Policy Required.** For Agencies other than state agencies, out-of-state travel requests must include a copy of the Agency's travel policy, to include allowances for lodging, meals, and other travel-related expenses. For state agencies, maximum allowable subsistence is limited to the prevailing per diem rates as established by the North Carolina General Assembly.
 - (d) **Agenda Required.** Out-of-state travel requests must include a copy of the agenda for the travel requested.
15. **Conditions for Law Enforcement.** In addition to the other conditions provided for in this Agreement, grants to law enforcement agencies are subject to the following:
 - (a) **Certifications Required.**
 - (i) **In-car Camera or Video System.** For any in-car camera or video system purchased under this contract, it is required that the operator of that equipment has successfully completed Standardized Field Sobriety Testing training (SFST). A copy of this certificate must be filed with GHSP prior to reimbursement of in-car camera or video systems.

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- (ii) **Radar.** For any radar equipment purchased under this contract, it is required that the operator of that equipment has successfully completed Radar Certification Training. A copy of this certificate must be filed with GHSP prior to reimbursement of radar equipment.
- (iii) **Alcohol Screening Devices.** For any preliminary alcohol screening devices purchased under this contract, it is required that the operator of that equipment has successfully completed the Alcohol Screening Test Device training offered by the Forensic Test for Alcohol Branch.
- (b) **Report Required - Monthly Enforcement Data Report.** In addition to the reports mentioned above, law enforcement agencies engaging in enforcement activities must submit a Monthly Enforcement Data Report on the form provided by the Department no later than fifteen (15) days after the end of each month. If the Agency fails to submit a Monthly Enforcement Data Report or submits an incomplete Monthly Enforcement Data Report, the Agency will be subject to having cost reimbursement requests withheld. Once a Monthly Enforcement Data Report that substantiates adequate progress is received, cost reimbursement requests will be processed. The Agency head must sign the form. However, the Agency head may assign a designee to sign the form by providing written signature authority to the GHSP.
- 16. Conditions for Local Governmental Agencies.**
 - (a) **Resolution Required.** If the Agency is a local governmental entity, a resolution from the governing body of the Agency is required on a form provided by the Department.
 - (b) **Resolution Content.** The resolution must contain a commitment from the governing body to provide the local funds as indicated in this contract. Additionally, the resolution is required even if the funding is one hundred percent from federal sources, as it serves as recognition by the governing body of federal funding for purposes of Section A-6 above.
- 17. Seat Belt Policy and Use.** Agency must adopt and enforce a seat belt use policy required for all seating positions unless exempted by state law.
- 18. Text Messaging Policy.** Agency must adopt and enforce a policy banning text messaging while driving unless exempted by state law.
- 19. Prohibited Interests.** No member, officer, or employee of the Agency during his or her tenure, and for at least one (1) year thereafter, shall have any interest, direct or indirect, in this contract or the proceeds thereof or therefrom.
- 20. Continued Federal and State Funding.**
 - (a) **Federal Funding.** The Agency agrees and understands that continuation of this project with Federal funds is contingent upon Federal funds being appropriated by the United States Congress specifically for that purpose. The Agency further agrees and understands that in the event funds originally appropriated by Congress for these grants are subsequently reduced by further acts of Congress, funding to the Agency may be proportionately reduced.
 - (b) **State Funding.** The Agency agrees and understands that continuation of this project with funds from the State of North Carolina is contingent upon State funds being appropriated by the General Assembly specifically for that purpose. The Agency also agrees that any State funds received under this contract are subject to the same terms and conditions stated in this Agreement.
- 21. Performance.** All grants provided by the Governor's Highway Safety Program are performance-based and, as such, require that continual progress be made toward the reduction of the number and severity of traffic crashes. Any agency whose performance is deemed unsatisfactory by the GHSP, shall be subject to the sanctions provided for in this contract. Additionally, unsatisfactory performance shall be cause for the Department to reduce or deny future funding.
- 22. Resolution of Disputes.** Any dispute concerning a question of fact in connection with the work not disposed of by contract by and between the Agency and the Department, or otherwise arising between the parties to this contract, shall be referred to the Secretary of the North Carolina Department of Transportation and the authorized official of the Agency for a negotiated settlement. In any dispute concerning a question of fact in connection with the project where such negotiated

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settlement cannot be resolved in a timely fashion, the final decision regarding such dispute shall be made by the Secretary of the North Carolina Department of Transportation, with the concurrence of the Federal funding agency, and shall be final and conclusive for all parties.

23. Department Held Harmless.

- (a) **For State Agencies.** Subject to the limitations of the North Carolina Tort Claims Act, the Agency shall be responsible for its own negligence and holds harmless the Department, its officers, employees, or agents, from all claims and liability due to its negligent acts, or the negligent acts of its subcontractors, agents, or employees in connection with their services under this contract.
- (b) **For Agencies Other Than State Agencies.** The Agency shall be responsible for its own negligence and holds harmless the Department, its officers, employees, or agents, from all claims and liability due to its negligent acts, or the negligent acts of its subcontractors, agents, or employees in connection with their services under this contract.

24. Records Access and Retention. The Agency shall provide all information and reports required by the regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Department, the State, NHTSA, or FHWA, as appropriate, to be pertinent to ascertain compliance with such regulations, orders and instructions. Furthermore, the Agency shall maintain such materials during the contract period, and for five (5) years from the date of final payment from the Department or until all audit exceptions have been resolved, for such inspection and audit. Where any information required of the Agency is in the exclusive possession of another who fails or refuses to furnish this information, the Agency shall certify to the Department, State, NHTSA, or FHWA, as appropriate, and shall set forth what efforts it has made to obtain the information. Pursuant to N.C.G.S. §147-64.7, the Department, the State Auditor, appropriate federal officials, and their respective authorized employees or agents are authorized to examine all books, records, and accounts of the Agency insofar as they relate to transactions with any department, board, officer, commission, institution, or other agency of the State of North Carolina pursuant to the performance of this Agreement or to costs charged to this Agreement.

25. Sanctions for Non-Compliance. The applicant Agency agrees that if it fails or refuses to comply with any provisions and assurances in this contract, the Department may take any or all of the following actions:

- (a) Cancel, terminate, or suspend this contract in whole or in part;
- (b) Withhold reimbursement to the Agency until satisfactory compliance has been attained by the Agency;
- (c) Refrain from extending any further funding to the Agency under this contract with respect to which the failure or refusal occurred until satisfactory assurance of future compliance has been received from the Agency;
- (d) Refer the case to the United States Department of Justice for appropriate legal proceedings.

26. Cancellation, Termination, or Suspension of Contract.

- (a) **By the Department.** For noncompliance with any of the said rules, regulations, orders or conditions, due to management deficiencies or criminal activity, this contract may be immediately canceled, terminated, or suspended in whole or in part by the Department. For noncompliance not indicative of management deficiencies or criminal activity the Department shall give sixty (60) days written notice to take corrective action. If the Agency has not taken the appropriate corrective action after sixty (60) days the Department may cancel, terminate, or suspend this contract in whole or in part.
- (b) **By mutual consent.** The Agency or the Department may terminate this contract by providing sixty (60) days advanced written notice to the other party.
- (c) **Unexpended funds.** Any unexpended funds remaining after cancellation or termination will revert to the Department.

27. Completion Date. Unless otherwise authorized in writing by the Department, the Agency shall commence, carry on, and complete the project as described in the approved Highway Safety Project Contract by September 30 of the Federal fiscal year for which it was approved.

28. **E-Verify requirements.** If this contract is subject to NCGS 143-133.3, the contractor and its subcontractors shall comply with the requirements of Article 2 of Chapter 64 of the NC General Statutes.

29. **CERTIFICATION ON CONFLICT OF INTEREST**

- a) No employee, officer, or agent of a State or its subrecipient who is authorized in an official capacity to negotiate, make, accept, or approve, or to take part in negotiating, making, accepting, or approving any subaward, including contracts or subcontracts, in connection with this grant shall have, directly or indirectly, any financial or personal interest in any such subaward. Such a financial or personal interest would arise when the employee, officer, or agent any member of his or her immediate family, his or her partner, or an organization that employs or is about to employ any of the parties indicated herein, has a financial or personal interest in or a tangible personal benefit from an entity considered for a subaward. Based on this policy:
- (b) The recipient shall maintain a written code or standards of conduct that provide for disciplinary actions for violations of such standards by officers, employees, or agents.
- (c) The code or standards shall provide the recipient's officers, employees, or agents may may neither solicit or accept gratuities, favors, or anything of monetary value from present or potential subawards, including contractors or parties to subcontracts.
- (d) The code or standards shall establish penalties, sanctions, or other disciplinary actions for violations as permitted by State or local law or regulations.

The recipient shall maintain responsibility to enforce the requirements of the written code or standards of conduct.

30. The end date for the Agency's fiscal year is June 30th

31. **Signature.** By signing below, the Agency agrees to adhere to the terms and conditions of this Agreement.

AGENCY PROJECT DIRECTOR		
NAME <i>Kristopher Campbell</i>	TITLE <i>Sergeant</i>	ADDRESS <i>207 E Chestnut St. Goldsboro, NC 27530</i>
SIGNATURE <i>[Signature]</i>	DATE <i>7/22/2026</i>	TELEPHONE NUMBER <i>919-394-8504</i>
AGENCY AUTHORIZING OFFICIAL		
NAME <i>Larry M. Pierce</i>	TITLE <i>Sheriff</i>	ADDRESS <i>207 E Chestnut St. Goldsboro, NC 27530</i>
SIGNATURE <i>[Signature]</i>	DATE <i>7/23/2026</i>	TELEPHONE NUMBER <i>919-222-5657</i>
AGENCY OFFICIAL AUTHORIZED TO RECEIVE FUNDS		
NAME <i>Joe C. Daughtery</i>	TITLE <i>Chairman</i>	ADDRESS <i>P.O. Box 227, Goldsboro, NC 27533</i>
SIGNATURE <i>[Signature]</i>	DATE <i>7/28/2026</i>	TELEPHONE NUMBER <i>919-731-1435</i>

NORTH CAROLINA
WAYNE COUNTY

**RESOLUTION #2026-22: A RESOLUTION AMENDING THE WAYNE COUNTY
PERSONNEL POLICY**

WHEREAS, the Board of Commissioners has adopted the Wayne County Personnel Policy by formal resolution; and

WHEREAS, said resolution provides that the Personnel Policy may only be amended by a resolution duly adopted by the Board of Commissioners; and

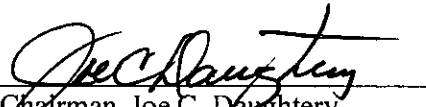
WHEREAS, the County Manager and Human Resources Director have recommended amendments to the Personnel Policy, and the Board of Commissioners wishes to approve them;

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

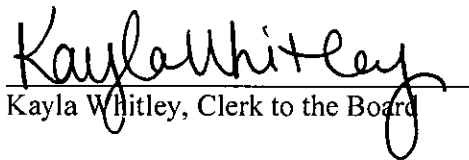
Section 1: That the amended Wayne County Personnel Policy is hereby adopted, and the County Manager and Human Resources Director are authorized to insert these changes into the Personnel Policy.

Section 2: Upon adoption of this Resolution, the amended provisions shall become effective July 21, 2026.

Passed and adopted this 21st day of July, 2026.


Chairman, Joe C. Daughtery
Wayne County Board of Commissioners

Attest:


Kayla Whitley, Clerk to the Board



Memorandum

To: Wayne County Board of Commissioners

From: Chip Crumpler, County Manager

Date: 7/10/2026

Re: Personnel Policy Amendments – 07/21/26 Meeting

Attached to this memo is a summary and detailed comparison of proposed amendments to the Wayne County Personnel Policy, for consideration at the Board's 07/21/26 meeting. These are clarification updates to existing policy provisions already contained in the manual; no new policies are being introduced.

The proposed amendments affect three sections: Article 7 FMLA, Article 7 Non-Disciplinary Suspension During Investigations, and Article 9 Pre-Dismissal Conference. Current and proposed language for each section is included in the attached comparison.

Staff recommends approval of the attached amendments.

Wayne County Personnel Policy Proposed Amendments

Current Version vs. Proposed Amendments

Summary of Proposed Changes

Policy Section	Current Page(s)	Description of Change
Art. 7 – FMLA Fit for Duty	55–56	Adds a fitness-for-duty certification requirement for safety-sensitive employees returning from FMLA leave (own serious health condition) and a parallel requirement for non-FMLA LWOP returns for a medical condition.
Art. 7 – Non-Disciplinary Suspension During Investigations	58	Rewrites the section to clearly separate Administrative Options, Duration, and Non-Disciplinary Status.
Art. 9 – Pre-Dismissal Conference → Pre-Dismissal Notice	71, 75, 76	Replaces the in-person pre-dismissal conference model with a written Pre-Dismissal Notice process and clarifies the qualifiers and timeline

PROPOSED ADDITION

Article 7: FMLA / Return to Work | Page 55

Return to Work – Fit for Duty

As permitted by applicable law, the County requires any safety-sensitive employee returning from FMLA leave taken for the employee's own serious health condition to provide a fitness-for-duty certification from the employee's health care provider stating that the employee is able to resume work and perform the essential functions of the position. This requirement will be applied uniformly to safety-sensitive employees. Failure to provide a required fitness-for-duty certification may result in delay of reinstatement until such certification is provided.

PROPOSED ADDITION

Article 7: FMLA / Non-FMLA Leave Without Pay / Family Leave | Page 56

Non-FMLA Return to Work – Fit for Duty

Employees who return to work after a non-FMLA LWOP for a medical condition may be subject to the County's Fitness for Duty Policy.

CURRENT VERSION

Article 7: Administrative Leave / Non-Disciplinary Suspension | Page 58

Non-Disciplinary Suspension During Criminal Investigations

During an investigation, hearing, or trial of an employee on any criminal charge or during required substance abuse screenings, the County Manager may suspend the employee for the duration of the proceedings as a non-disciplinary action.

- At the discretion of the County Manager, the employee may be placed on paid administrative leave during the suspension period. Or,
- The County Manager may assign the employee new duties and responsibilities and allow the employee to receive such compensation as is in keeping with the new duties.

During any civil trial or internal investigation, the County Manager or his/her designee may place the employee on leave with pay pending the proceedings or investigation. Such leave shall not be considered a disciplinary suspension.

Alternatively, based on the circumstances, the County Manager may authorize the employee to be relieved of current duties and responsibilities and reassigned temporary duties as directed by the department head. Such action shall not be considered disciplinary action.

PROPOSED AMENDMENT

Non-Disciplinary Suspension During Investigations

The County Manager or designee may place an employee in a non-disciplinary status during a criminal investigation, civil proceeding, internal investigation, or required substance abuse screening when it is determined to be in the best interest of County operations. Such action is administrative in nature and shall not be considered disciplinary.

Administrative Options: During the period of investigation or proceedings, the employee may be placed on paid administrative leave or temporary reassignment. Leave shall be paid unless the employee is legally barred from performing the essential functions of the position.

Temporary Reassignment: In lieu of leave, the employee may be relieved of current duties and assigned temporary duties and responsibilities as directed by county management.

Duration: Administrative leave or reassignment under this policy may continue for the duration of the investigation, screening, or legal proceedings, or until otherwise modified by the County Manager or designee.

Actions taken under this policy:

- Are not disciplinary in nature;
- Do not imply wrongdoing; and
- Do not preclude subsequent disciplinary action if warranted based on the outcome of the investigation or proceedings.

CURRENT VERSION

Article 9: Definitions | Page 71

Pre-Dismissal Conference. A pre-dismissal conference is a meeting between the Department Head or his/her designee and an employee who may be subject to dismissal. A pre-dismissal conference shall be held before the County may dismiss a regular employee.

PROPOSED AMENDMENT

Pre-Dismissal Notice. A pre-dismissal notice is a written communication from the Department Head or his/her designee to a regular employee who is being considered for dismissal due to unsatisfactory job performance. The notice shall inform the employee of the recommended dismissal and the reasons supporting it and provides the employee with an opportunity to respond before a final decision is made. This notice is not required for probationary employees, or employees being separated under the Unacceptable Personal Conduct or Negligent Performance provision.

CURRENT VERSION

Article 9: Disciplinary Procedure/Pre-Dismissal Process | Page 75-76

4c. Pre-Dismissal Conference

A pre-dismissal conference must be held in accordance with this policy before dismissing a regular employee for job performance or personal conduct. See procedures for pre-dismissal conferences below.

The Pre-Dismissal Conference

A pre-dismissal conference must be held in accordance with this policy before dismissing a regular employee for job performance or personal conduct in accordance with these requirements:

- The department head, considering dismissal, must discuss the recommendation with Human Resources. If Human Resources determines, based on the available information, that dismissal is warranted, the County Manager or designee may approve conducting a pre-dismissal conference.

PROPOSED AMENDMENT

4c. Pre-Dismissal Notice

A pre-dismissal notice is required before dismissing a regular employee for unsatisfactory job performance. The notice shall be delivered in person by the department head or designee at a meeting called for that purpose. See the process outlined below.

The Pre-Dismissal Notice Process: When an employee is being considered for dismissal due to unsatisfactory job performance, the department head must discuss the dismissal recommendation with Human Resources prior to issuing a pre-dismissal notice. If Human Resources determines that dismissal is warranted, the County Manager or designee must approve proceeding.

The department head shall deliver written notice to the employee in person. The notice shall include the specific reasons for the recommended dismissal and a summary of the supporting facts. Upon delivery, the employee shall be placed on paid administrative leave. The employee may submit a written response within one business day but is not required to do so. The County shall consider any response received and communicate the final decision within three business days.

NORTH CAROLINA

WAYNE COUNTY

RESOLUTION #2026-20: A RESOLUTION ADOPTING THE FIFTY-FIFTH AMENDMENT TO THE POSITION CLASSIFICATION AND PAY PLAN FOR WAYNE COUNTY, NORTH CAROLINA

WHEREAS, the Board of Commissioners has previously adopted on July 1, 2015 a Position Classification and Pay Plan by formal resolution; and

WHEREAS, that resolution requires that any amendment to the Plan must be done by written resolution duly adopted by the Board of Commissioners; and

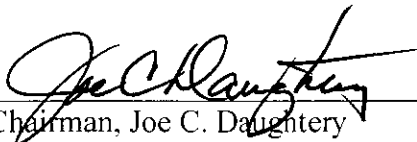
WHEREAS, the County Manager and Human Resources Director have recommended an amendment to said Plan, and the Board of Commissioners wishes to approve it;

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

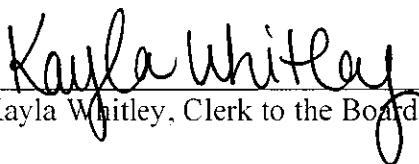
Section 1: That the attached changes to the Position Classification and Pay Plan are hereby adopted as an amendment to the Plan, and the County Manager and Human Resources Director are authorized to insert these changes in the Plan documents.

Section 2: Upon adoption of this Resolution the amended Position Classification and Pay Plan shall become effective July 12, 2026.

Passed and adopted this 21st day of July, 2026.


Chairman, Joe C. Daughtery
Wayne County Board of Commissioners

Attest:


Kayla Whitley, Clerk to the Board



1.015

**COUNTY OF WAYNE, NORTH CAROLINA
POSITION CLASSIFICATION AND PAY PLAN**

Amended: July 12, 2026

by Adoption of the Budget Ordinance

EFFECTIVE: July 12, 2026

GRADE	MINIMUM*	MIDPOINT**	MAXIMUM
61	\$32,641	\$44,066	\$59,489
	CONVENTION CENTER CUSTODIAN DENTAL ASSISTANT DEPUTY REGISTER OF DEEDS I LIBRARY ASSISTANT LIBRARY DEPARTMENT SPECIALIST LINE TECHNICIAN OFFICE ASSISTANT PRODUCTION TECHNICIAN SITE MAINTENANCE/ATTENDANT WEIGHMASTER		
62	\$34,273	\$46,269	\$62,463
	4-H SITE DIRECTOR ANIMAL SHELTER ATTENDANT FARMERS MARKET COORDINATOR MAPPER		
63	\$35,987	\$48,583	\$65,587
	4-H PROGRAM ASSISTANT CH PERMIT ANALYST CHILD SUPPORT AGENT I DENTAL ASSISTANT SUPERVISOR HOUSEKEEPING ASSISTANT INCOME MAINTENANCE INVESTIGATOR I LITERACY PROGRAM COORDINATOR SERVICE TECHNICIAN		
64	\$37,786	\$51,012	\$68,866
	ADMINISTRATIVE ASSISTANT GIS SPECIALIST GROUNDSKEEPER GROUNDSKEEPER/EQUIPMENT OPERATOR		

	NON-CERTIFIED SPECIAL DEPUTY PROCESSING ASSISTANT III RESCUE COORDINATOR SOIL CONSERVATION ADMIN & PROGRAM ASST STAFF ASSISTANT/RECEPTIONIST VENUE SERVICES TEAM MEMBER		
65	\$39,676	\$53,562	\$72,309
	4-H PROGRAM ASSISTANT CHILD SUPPORT AGENT II DEPUTY REGISTER OF DEEDS II ELECTIONS ADMINISTRATOR MAIL DEPOSIT SERVICES COORDINATOR MEDICAL RECORDS ASSISTANT PROCESSING ASSISTANT IV RECYCLING COORDINATOR TAX ASSISTANT I TRANSPORTATION COORDINATOR VENUE SERVICES TEAM MEMBER		
66	\$41,660	\$56,240	\$75,925
	ADMINISTRATIVE ASSISTANT CALL TAKER COMMUNITY HEALTHCARE WORKER DETENTION OFFICER I DETENTION OFFICER II DETENTION OFFICER II/COURT SPEC DETENTION OFFICER II/INMATE CONTROL DETENTION OFFICER II/INMATE SERVICES DETENTION OFFICER II/INTERPRETER DETENTION OFFICER-ENTRY DETENTION OFFICER - MASTER EMPLOYEE RELATIONS ASSISTANT FOREIGN LANGUAGE INTERPRETER GROUNDKEEPER LEAD INCOME MAINTENANCE CASEWORKER I INCOME MAINTENANCE TECHNICIAN LEAD CHILD SUPPORT AGENT II LIBRARY ASSISTANT LIBRARY DEPARTMENT SPECIALIST PATIENT RELATIONS REPRESENTATIVE PROCESSING ASSISTANT V		

	RECYCLING COORDINATOR REFERENCE ASSISTANT SENIOR CENTER PROGRAM MANAGER STAFF ASSISTANT/RECEPTIONIST		
67	\$43,743	\$59,052	\$79,721
E/P/L	ACCOUNTING TECHNICIAN ANIMAL CONTROL OFFICER ASSISTANT REGISTER OF DEEDS I BASIC EMT CHILD SUPPORT SUPERVISOR I COMMERCIAL PAINTER ENVIRONMENTAL TECHNICIAN-SOLID WASTE EQUIPMENT OPERATOR/TRUCKS FLEET MAINTENANCE MECHANIC INFORMATION & OPTIONS COUNSELOR LEGAL ASSISTANT MAINTENANCE SUPERVISOR MAINTENANCE TECHNICIAN MAINTENANCE TECHNICIAN - SEWER FUND MEDICAL LABORATORY TECHNICIAN I MEDICAL RECORDS ASSISTANT PAYROLL TECHNICIAN PERMIT TECHNICIAN PROCESSING ASSISTANT IV PROCESSING UNIT SUPERVISOR SENIOR CENTER PROGRAM MANAGER SOCIAL WORKER TRAINEE SOIL CONSERVATION TECHNICIAN I TAX ASSISTANT II		
68	\$45,930	\$62,005	\$83,707
	AEMT AUDIO VISUAL & MEDIA SPECIALIST CHILD SUPPORT SUPERVISOR II COURT LIAISON DEPUTY OPERATIONS MANAGER DETENTION OFFICER-CORPORAL HEAVY EQUIPMENT OPERATOR HOUSEKEEPING SUPERVISOR HUMAN SERVICES COORDINATOR III INCOME MAINTENANCE CASEWORKER II		

	LICENSED PRACTICAL NURSE MAPPER/PROPERTY TRANSFER OFFICER MEDICAL LABORATORY TECHNICIAN II OFFICE MANAGER PRE-TRIAL RELEASE COORDINATOR PROCESSING UNIT SUPERVISOR SOIL CONSERVATION TECHNICIAN II TAX ASSISTANT III/LISTING SUPERVISOR
69	\$48,226 \$65,105 \$87,892
E/A	ASSISTANT REGISTER OF DEEDS II DEPUTY SHERIFF - ENTRY DEPUTY SHERIFF I DEPUTY SHERIFF II DEPUTY SHERIFF - MASTER DEPUTY DEPUTY SHERIFF - ENTRY/SRO DEPUTY SHERIFF I/SRO DEPUTY SHERIFF II/SRO DEPUTY SHERIFF - MASTER DEPUTY/SRO EH SPEC / FOOD & LODGING COORDINATOR ELECTIONS ADMINISTRATOR FLEET MAINTENANCE SUPERVISOR HEAVY EQUIPMENT MECHANIC IN-HOME AIDE PROGRAM SUPERVISOR LIBRARY OPERATIONS COORDINATOR LICENSED PRACTICAL NURSE LITERACY PROGRAM MANAGER MAXWELL CENTER VENUE SERVICES MANAGER PUBLIC EDUCATION SPECIALIST PUBLIC HEALTH EDUCATION SPECIALIST RESEARCH/MARKETING SPECIALIST SOCIAL WORKER I STATE COST SHARE TECHNICIAN
70	\$50,638 \$68,361 \$92,287
	APPRAISER BUILDING CODE INSPECTOR I BUS/PERSONAL PROPERTY ADMINISTRATOR CHIEF PROPERTY TRANSFER OFFICER DEPUTY SHERIFF-CORPORAL/DETECTIVE DEPUTY TAX COLLECTOR ELECTRICIAN

E/A	FIELD SUPERVISOR
	GROUNDS SUPERVISOR -ORC HVAC TECHNICIAN INCOME MAINTENANCE CASEWORKER III INCOME MAINTENANCE CASEWORKER III - LEAD INCOME MAINTENANCE INVESTIGATOR II
E/P/L	INFORMATION & OPTIONS COUNSELOR IT SUPPORT TECHNICIAN - DSS IT SUPPORT TECHNICIAN NUTRITIONIST II PARALEGAL PLUMBER PUBLIC HEALTH NURSE I TELECOMMUNICATOR SOIL CONSERVATION TECHNICIAN I
71	\$53,169 \$71,779 \$96,901
E/A	ANIMAL CONTROL SUPERVISOR ANIMAL SHELTER SUPERVISOR AUDIO VISUAL & MEDIA SPECIALIST BUSINESS MANAGER CODE ENFORCEMENT OFFICER DENTAL HYGIENIST DETENTION OFFICER - SERGEANT ELECTIONS TECHNICIAN ENVIRONMENTAL HEALTH SPECIALIST
E/A	FIELD SUPERVISOR FLEET MAINTENANCE SUPERVISOR IT SUPPORT SPECIALIST
E/A	LIBRARIAN
E/A	LITERACY CONNECTIONS DIRECTOR MAPPING SUPERVISOR MAXWELL CENTER EVENT MANAGER MAXWELL CENTER VENUE SERVICES MANAGER PARAMEDIC PLANNER PUBLIC INFORMATION ASSISTANT- PA SOCIAL WORKER II
E/E	SOIL CONSERVATION COORDINATOR TELECOMMUNICATOR - LEAD
72	\$55,828 \$75,368 \$101,746

	ASSISTANT PAYROLL ADMINISTRATOR BUILDING CODE INSPECTOR II CREW CHIEF DENTAL HYGIENIST DEPUTY SHERIFF - SERGEANT/DETECTIVE SERGEANT DEPUTY SHERIFF-SERGEANT/SRO DETENTION OFFICER - FIRST SERGEANT ENVIRONMENTAL HEALTH SPECIALIST GRANT COORDINATOR/ADMINISTRATOR E/A HR ADMINISTRATOR E/A INCOME MAINTENANCE SUPERVISOR II IT SENIOR SUPPORT TECHNICIAN E/A LIBRARY BRANCH MANAGER E/A MEDICAL RECORDS MANAGER NUTRITIONIST III OFFICE MANAGER/DEPUTY CLERK PUBLIC AFFAIRS SPECIALIST TAX PROGRAMMER TELECOMMUNICATOR - ASST SUPERVISOR TRAINING/QA COORDINATOR
73	\$58,619 \$79,136 \$106,834
E/A	ACCOUNTING SPECIALIST AIRPORT OPERATIONS MANAGER AIRPORT OPERATIONS MANAGER CRIMINAL ANALYST DEPUTY SHERIFF - FIRST SERGEANT DETENTION OFFICER - LIEUTENANT E/A DSS EMPLOYEE RELATIONS MANAGER ENVIRONMENTAL HEALTH SUPERVISOR FIELD TRAINING OFFICER GRANT SPECIALIST E/A HR GENERALIST IT SENIOR SUPPORT SPECIALIST JAIL NAVIGATOR E/A LIBRARY DEPARTMENT HEAD MAXWELL CENTER EVENT MANAGER MAXWELL CENTER SALES & MARKETING DIRECTOR PUBLIC HEALTH EDUCATION SUPERVISOR E/E PUBLIC INFORMATION OFFICER PROCUREMENT SPECIALIST E/P/L RN SUPERVISOR

	SOCIAL WORKER III ULTRASOUND TECHNICIAN I			
74		\$61,550	\$83,093	\$112,175
E/A	911 SYSTEMS SUPPORT SPECIALIST ANIMAL SERVICES MANAGER APPRAISER SUPERVISOR BUILDING CODE INSPECTOR III COLLECTIONS DIVISION MANAGER DEPUTY SHERIFF-LIEUTENANT DEPUTY SHERIFF - LIEUTENANT/SRO ENVIRONMENTAL HEALTH SUPERVISOR INCOME MAINTENANCE SUPERVISOR III IT ASSOCIATE SYSTEMS ADMIN			
E/A	PAYROLL ADMINISTRATOR PUBLIC HEALTH EDUCATION SUPERVISOR SUPERVISOR-EMS TELECOMMUNICATOR- SHIFT SUPERVISOR TRAINING OFFICER - SHERIFF			
E/A	TRANSPORTATION PLANNER			
75		\$64,628	\$87,247	\$117,784
E/A	BOARD OF ELECTIONS DEPUTY DIRECTOR DEPUTY FIRE MARSHAL DEPUTY SWAT/MEDIC/PILOT			
E/A	ENVIRONMENTAL HEALTH MANAGER			
E/A	HR GENERALIST - LEAD			
E/A	IT SYSTEMS ADMINISTRATOR			
E/E	MEDICAL LABORATORY SUPERVISOR			
E/A	NUTRITION PROGRAM DIRECTOR			
E/A	OPERATIONS OFFICER PUBLIC HEALTH NURSE II			
E/P/L	RN SUPERVISOR			
E/E	SERVICES ON AGING DEPUTY DIRECTOR SOCIAL WORKER IAT			
E/A	SOCIAL WORKER SUPERVISOR II			
E/E	SOLID WASTE DEPUTY DIRECTOR TRAINING OFFICER -EMS TRAINING/QA MANAGER VETERAN SERVICES OFFICER			
76		\$67,859	\$91,610	\$123,673

E/A	ASSISTANT DIRECTOR OF NURSING
E/E	ASSISTANT TO COUNTY MANAGER/CLERK TO BOARD
E/A	BUILDING CODE SUPERVISOR
E/A	BUSINESS OFFICER
E/E	DEPUTY SHERIFF - CAPTAIN
E/E	DEPUTY SHERIFF - CAPTAIN/SRO
	DEPUTY TAX ADMINISTRATOR
E/E	DETENTION OFFICER-CAPTAIN
	GIS ADMINISTRATOR
E/P/C	IT SENIOR SYSTEMS ADMINISTRATOR
	MAXWELL CENTER SALES & MARKETING DIRECTOR
E/A	PUBLIC HEALTH BUSINESS OFFICER
	PUBLIC HEALTH NURSE III
	PUBLIC HEALTH NURSE III - ERRN
	PUBLIC HEALTH NURSE - QUALITY ASSURANCE
77	\$71,252 \$96,190 \$129,857
E/A	ACCOUNTING & BUDGET MANAGER
E/A	EMERGENCY MANAGEMENT COORDINATOR
E/E	ENVIRONMENTAL HEALTH SUPERVISOR II
E/E	FIRE MARSHAL
E/P/C	IT SYSTEMS ENGINEER
E/A	OCCUPATIONAL HEALTH NURSE
	PUBLIC HEALTH NURSE III
	PUBLIC HEALTH NURSE - QUALITY ASSURANCE
E/A	PUBLIC HEALTH NURSE SUPERVISOR
E/A	SAFETY AND RISK MANAGER
	SOCIAL WORKER SUPERVISOR IAT
E/A	SOCIAL WORKER SUPERVISOR III
78	\$74,815 \$101,000 \$136,350
E/A	ANIMAL SERVICES DIRECTOR
E/E	DAY REPORTING CENTER DIRECTOR
E/E	BOARD OF ELECTIONS EXECUTIVE DIRECTOR
E/A	ENVIRONMENTAL HEALTH MANAGER
E/E	INCOME MAINTENANCE ADMIN II
E/E	INSPECTIONS DIRECTOR
E/P/C	IT SENIOR SYSTEMS ENGINEER
E/P/C	IT TECH SERVICES SUPERVISOR
	OPERATIONS MANAGER -911
	PUBLIC HEALTH NURSE III - ERRN
E/E	SERVICES ON AGING DIRECTOR

E/E	SOIL AND WATER DIRECTOR
E/E	SOLID WASTE DEPUTY DIRECTOR
E/E	SOLID WASTE DIRECTOR
E/E	VETERANS SERVICES DIRECTOR
79	\$78,555 \$106,050 \$143,167
E/A	ASSISTANT DIRECTOR OF NURSING
E/P	DIRECTOR OF NURSING
	IT SENIOR SYSTEMS SUPERVISOR
E/E	SOCIAL WORKER PROGRAM MANAGER
80	\$82,483 \$111,352 \$150,326
E/E	BOARD OF ELECTIONS EXECUTIVE DIRECTOR
E/E	EMS DEPUTY DIRECTOR
E/E	DEPUTY SHERIFF - MAJOR
	DEPUTY TAX ADMINISTRATOR
E/E	DETENTION OFFICER - MAJOR
E/P	DIRECTOR OF NURSING
E/A	EMERGENCY MANAGEMENT DIRECTOR
E/A	EXISTING BUSINESS & INDUSTRY SPEC.
	FACILITY MAINTENANCE DEPUTY DIRECTOR
	FACILITY SERVICES DEPUTY DIRECTOR
E/P/C	IT OPERATIONS MANAGER/APP ANALYST
E/E	JAIL ADMINISTRATOR - MAJOR
E/E	LIBRARY DEPUTY DIRECTOR
E/E	REGISTER OF DEEDS
E/E	SOLID WASTE DIRECTOR
81	\$86,607 \$116,920 \$157,842
E/E	911 CENTER DIRECTOR
E/E	ADVANCED PRACTICE PROVIDER II
E/E	ADVANCED PRACTICE PROVIDER II/PHN SUPERVISOR
E/E	LIBRARY DEPUTY DIRECTOR
E/E	MAXWELL CENTER GENERAL MANAGER
E/E	OFFICE OF EMERGENCY SERVICES DIRECTOR
E/E	PUBLIC AFFAIRS DIRECTOR
E/A	STAFF ATTORNEY
82	\$90,938 \$122,766 \$165,734
E/E	FACILITIES DIRECTOR
E/A	FINANCE DEPUTY DIRECTOR
E/A	HUMAN RESOURCES DEPUTY DIRECTOR

E/E	INSPECTIONS DIRECTOR
E/E	LIBRARY DIRECTOR
E/E	PLANNING DIRECTOR
E/E	PUBLIC HEALTH DEPUTY DIRECTOR
E/E	SOCIAL SERVICES DEPUTY DIRECTOR
84	\$95,485 \$128,904 \$174,021
E/E	ADVANCED PRACTICE PROVIDER II/PHN SUPERVISOR
E/E	DENTIST
E/E	EMS DIRECTOR
85	\$105,033 \$141,795 \$191,423
E/E	SHERIFF
E/E	TAX ADMINISTRATOR
86	\$115,536 \$155,974 \$210,565
E/E	FINANCE DIRECTOR
E/E	HUMAN RESOURCES DIRECTOR
E/E	IT DIRECTOR
E/E	PUBLIC HEALTH DIRECTOR
E/E	SOCIAL SERVICES DIRECTOR
87	\$127,090 \$171,571 \$231,621
88	\$139,799 \$188,729 \$254,784
NG*	Not on Grade
E/P	ASSISTANT COUNTY ATTORNEY - DSS
E/P	COUNTY ATTORNEY
E/E	COUNTY MANAGER
E/E	DEPUTY COUNTY MANAGER
E/E	GWTA DIRECTOR
Titles with these designations may be qualified as FLSA exempt :	
E/E designates Exempt Status/Executive	
E/A designates Exempt Status/Administrative	
E/P designates Exempt Status/Professional	
E/P/C designates Exempt Status/Professional/Computers	
E/P/L designates Exempt Status/Professional/Learned	



TO: Wayne County Board of Commissioners
FROM: Mandy Trujillo, Wayne County Procurement Specialist
DATE: July 13, 2026
SUBJECT: Approval to award the Request for Bids for Jeffrey's HVAC Replacement

Wayne County was awarded a **\$500,000 Department of Energy – energy Efficiency and Conservation Block Grant (EECBG)** to improve the energy efficiency of the Jeffrey's Building.

Grant funds have been used to complete an energy audit, which was necessary to develop the specifications for the HVAC replacement project, and to replace the building's windows. After these expenditures, **\$172,131.62** in grant funding remains and will be applied toward the cost of the HVAC replacement project.

Requests for Bids for the Jeffrey's Building HVAC Replacement Project were sent out on June 22, 2026 and three bids were opened on July 13, 2026, at 2:00 pm.

A committee comprised of Phil Brogden, Facilities Department, and Mandy Trujillo, Procurement Specialist reviewed and evaluated all bids received. Based on the committee's evaluations, staff recommends awarding the contract to **Air Heaven Management LLC**, in the amount of **\$383,900**.

The committee respectfully requests the Wayne County Board of Commissioners:

1. Award the contract for the Jeffrey's Building HVAC Replacement Project to **Air Heaven Management LLC** in the amount of **\$383,900**.
2. Approve the appropriation of **\$211,868.38** from the General Fund fund balance to complete the project.

A bid tab is attached for your review.

RFB Jeffrey's Building 2:00:00 PM 7/13/2026

Company Name	Affidavit	Certification Form	Certificate Regarding Debarment	Bid Form
ACI	✓	✓	✓	565,685.00
Doil	✓	✓	✓	455,000
Air Heaven	✓	✓	✓	383,900
Gallo				No bid

County Staff

Mandy Trujillo
Phil Brogden

For Jeffrey's Building HVAC Replacement

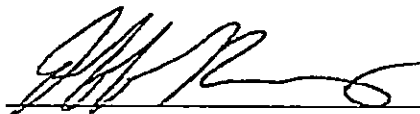
224-226 E Walnut St
Goldsboro, NC 27530

Air Heaven Management LLC
(919) 920-8066
Airheaven.ap.ar@gmail.com
2424 N William St.
Suite B
Goldsboro, NC 27530

Jeffery A Beasley - Owner
(919) 222-0369
Airheavenllc.lexbeasley@gmail.com

Per Scope:

Demo and reinstall HVAC units while keeping the area clean and clear of all debris. We will set up all equipment and materials, as well as handle all safety measures to ensure a safe environment.



Jeffery A Beasley - Owner

NON-COLLUSION AFFIDAVIT

State of North Carolina
County of Wayne

Jeffery A Beasley (name of individual), being first duly sworn, deposes and says that:

1. He/She is the Owner (title) of Air Heaven Management LLC (company name), the proposer that has submitted the attached proposal;
2. He/She is fully informed respecting the preparation and contents of the attached proposal and of all pertinent circumstances respecting such proposal;
3. Such proposal is genuine and is not a collusive or sham proposal;
4. Neither the said proposer nor any of its officers, partners, owners, agents, representatives, employees or parties in interest, including this affiant, has in any way colluded, conspired, connived or agreed, directly or indirectly, with any other proposer firm or Person to submit a collusive or sham proposal in connection with the contract for which the attached proposal has been submitted or to refrain from proposing in connection with such contract, or has in any manner, directly or indirectly sought by agreement or collusion of communication or conference with any other proposer, firm or person to fix the price or prices in the attached proposal or of any other proposers, or to fix any overhead, profit or cost element of the proposal price of the proposal of any other proposer or to secure through collusion, conspiracy, connivance or unlawful agreement any advantage against the County of Wayne or any person interested in the proposed contract; and
5. The price or prices quoted in the attached proposal are fair and proper and are not tainted by any collusion, conspiracy, connivance or unlawful agreement on the part of the proposer or any of its agents, representatives, owners, employees, or parties in interest, including this affiant.



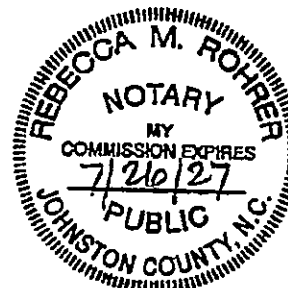
[Signature]
Signature

Owner
Title

Date: 07/09/2026

This form must be notarized

SUBSCRIBED AND SWORN TO BEFORE ME,
This 9th day of July, 2026
Notary Public [Signature]
My Commission Expires: 7/26/27



(SEAL, if Corporation)

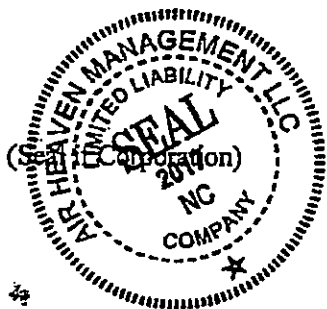
CERTIFICATION REGARDING DEBARMENT AND SUSPENSION

The undersigned applicant certifies to the best of his or her knowledge and belief, that he applicant and its principals:

- (a) are not presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from covered transactions by any Federal Department or agency;
- (b) have not within a 3-year period preceding this proposal been convicted of or had a valid judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
- (c) are not presently indicted or otherwise criminally or civilly charged by a governmental entitle (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (b) of this certification; and
- (d) Have not within a 3-year period preceding this application/proposal had one or more public transactions (Federal, State, or local) terminated for cause or default.

Should the applicant not be able to provide this certification, an explanation as to why should be placed after the assurances page in the application package.

The applicant agrees by submitting the proposal that it will include, without modification, the clause titled "Certification Regarding Debarment, Suspension, in eligibility, and Voluntary Exclusion-Lower Tier Covered Transactions" in all lower tier covered transactions (i.e., transactions with sub- grantees and/or contractors) and in all solicitations for lower tier covered transactions.



X *[Signature]*
Signature

Owner
Title

Date: 07/09/2026

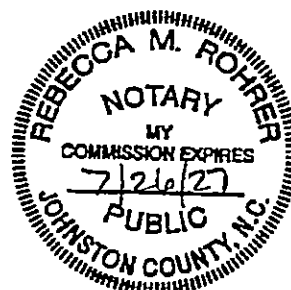
NOTARIZE

SUBSCRIBED AND SWORN TO BEFORE ME,

This 9th day of July, 2026

NOTARY PUBLIC *[Signature]*

My Commission Expires: 7/26/27



CUSTOMER REFERENCES

Please provide, at a minimum, three (3) references in which your company has provided document imaging/scanning and record destruction projects within North Carolina. Please use references of comparable projects and government entities.

Agency/Company Name:

Johnston County Public Schools

Street Address:

2320 US-70 BUS

City, State and Zip Code:

Smithfield, NC 27577

Contact Name & Phone Number:

Joshua Woodard - (919) 795-5090

Date Service Provided:

16 jobs since 10/17/2023

Agency/Company Name:

Midnight Sun - Centennial

Street Address:

1108 Collier Ave

City, State and Zip Code:

Goldsboro, NC 27531

Contact Name and Phone Number:

Brandon Turnage - (919) 566-1180

Date Service Provided:

6 jobs since 09/10/2025

Agency/Company Name:

Wilson Housing Authority

Street Address:

301 Nash St

City, State and Zip Code:

Wilson, NC 27893

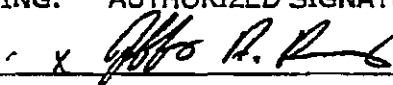
Contact Name and Phone Number:

Troy Davis - (252) 299-2199

Date Service Provided:

4 jobs since 05/02/2024

I hereby propose to furnish the goods and/or services specified in the RFB. I agree that my proposal will remain firm a period of up to 90 days to allow the County adequate time to evaluate the bids. I certify that all information contained in this proposal is truthful to the best of my knowledge and belief. I further certify that I am duly authorized to submit this proposal on behalf of the firm as its act and deed and that the firm is ready, willing, and able to perform if awarded the contract. I further certify, under oath, that this proposal is made without prior understanding, agreement, connection, discussion, or collusion with any other person, firm or corporation submitting a proposal for the same product or service; no officer, employee or agent for Wayne County or any other person(s) interested in said proposal; and that the undersigned executed this Bid with full knowledge and understanding of the matters therein contained and was duly authorized to do so. It is distinctly understood that the Board of County Commissioners reserves the right to reject any or all bids.

COMPANY NAME AND ADDRESS		
Air Heaven Management LLC		
PHONE:	CELL:	FAX:
(919) 920-8066	(919) 222-0369	
PRINT NAME & TITLE OF PERSON SIGNING:		AUTHORIZED SIGNATURE:
Jeffery A Beasley - Owner		
EMAIL:		
Airheavenllc.ap.ar@gmail.com		

BID FORM

134 N John St
GOLDSBORO, NC

I, (We), the undersigned, after reading and fully understanding the terms, conditions and Scope of work for the Request for Proposal

- 1. Perform a preconstruction meeting to discuss set up, staging area for equipment and loading of the HVAC system, appropriate work hours, safety, and production projections.
- 2. Set up equipment, materials, and safety lines at all roof perimeters and ground loading and dumpster areas.
- 3. Remove the existing HVAC system.
- 4. Install the new HVAC system.
- 5. Clean up and remove all job-related debris from jobsite.
- 6. Provide a 2-year contractor's warranty against defects in workmanship.
- 7. Provide a full manufacturer's labor and material warranty.

Bid \$ 383,900.00

Unit Price \$ 80,750.00



P.O. BOX 3967 PEORIA, IL 61612-3967
 P: (800)645-2402 E: contract.surety@rlicorp.com
 RLISURETY.COM

BID BONDBond No. LSM1360322

KNOW ALL MEN BY THESE PRESENTS,

That We, Air Heaven Management LLC
 of 2424 N William St Suite B
Goldsboro, NC 27530
 as Principal, and RLI Insurance Company, of Peoria,
Illinois, as Surety, an Illinois corporation duly licensed to
 do business in the State of North Carolina, are held and firmly bound unto
Wayne County Finance Department, as Oblige, in the penal sum of
5% of Total Amount Bid

for the payment of which the Principal and the Surety bind themselves, their heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

THE CONDITION OF THIS OBLIGATION IS SUCH, That whereas the Principal has submitted, or is about to submit, a proposal or a bid to the Oblige on a contract for

Jeffrey's Building HVAC Replacement

NOW, THEREFORE, if the aforesaid principal shall be awarded the contract, the said principal will within the period specified therefore, or if no period be specified, within ten (10) days after the notice of such award enter into a contract and give bond for the faithful performance of the contract, then this obligation shall be null and void, otherwise the principal and the surety will pay unto the obligee the difference in money between the amount of the bid of said principal and the amount for which the obligee may legally contract with another party to perform the work if the latter amount be in excess of the former, in no event shall the liability hereunder exceed the penal sum hereof.

PROVIDED AND SUBJECT TO THE CONDITION PRECEDENT, that any suits at law or proceedings in equity brought or to be brought against the Surety to recover any claim hereunder must be instituted and service had upon the Surety within ninety (90) days after the acceptance of said bid of the Principal by the Oblige.

SIGNED, SEALED AND DATED this 9th day of July, 2026.

Air Heaven Management LLC
 Principal

By: [Signature]



RLI Insurance Company

By: Dena Mather Digitally signed by Dena Mather
 Date: 2026.07.09 15:47:49 -04'00'
 Dena Mather Attorney In Fact

POWER OF ATTORNEY**RLI Insurance Company**

9025 N. Lindbergh Dr. Peoria, IL 61615
Phone: 800-645-2402

Bond No. LSM1360322**Know All Men by These Presents:**

That this Power of Attorney is not valid or in effect unless attached to the bond which it authorizes executed, but may be detached by the approving officer if desired.

That the RLI Insurance Company, a corporation organized and existing under the laws of the State of Illinois, and authorized and licensed to do business in all states and the District of Columbia does hereby make, constitute and appoint: Dena Mather in the City of Peoria, State of Illinois, as it's true and lawful Agent and Attorney In Fact, with full power and authority hereby conferred upon him/her to sign, execute, acknowledge and deliver for and on its behalf as Surety, specifically for the following described bond.

Principal: Air Heaven Management LLCObligee: Wayne County Finance DepartmentBond Amount: 5% of Total Amount Bid

The acknowledgement and execution of such bond by the said Attorney in Fact shall be as binding upon the Company as if such bond had been executed and acknowledged by the regularly elected officers of the Company.

The RLI Insurance Company further certifies that the following is a true and exact copy of a Resolution adopted by the Board of Directors of RLI Insurance Company, and now in force to-wit:

"All bonds, policies, undertakings, Powers of Attorney or other obligations of the corporation shall be executed in the corporate name of the Company by the President, Secretary, any Assistant Secretary, Treasurer, or any Vice President, or by such other officers as the Board of Directors may authorize. The President, any Vice President, Secretary, any Assistant Secretary, or the Treasurer may appoint Attorneys in Fact or Agents who shall have authority to issue bonds, policies or undertakings in the name of the Company. The corporate seal is not necessary for the validity of any bonds, policies, undertakings, Powers of Attorney or other obligations of the corporation. The signature of any such officer and the corporate seal may be printed by facsimile."

IN WITNESS WHEREOF, the RLI Insurance Company has caused these presents to be executed by its Sr. Vice President with its corporate seal affixed this 9th day of July, 2026.

RLI Insurance Company

By: Eric Raudins

Eric Raudins

Sr. Vice President

State of Ohio

County of Cuyahoga

} SS



On this 9th day of July, 2026, before me, a Notary Public, personally appeared Eric Raudins, who being by me duly sworn, acknowledged that he signed the above Power of Attorney as the aforesaid officer of the RLI Insurance Company, and acknowledged said instrument to be the voluntary act and deed of said corporation.

By: Jill A. Scott

Jill A. Scott

Notary Public



JILL A. SCOTT
Notary Public, State of Ohio
My Commission Expires:
September 22, 2026

CERTIFICATE

I, the undersigned officer of

RLI Insurance Company

do hereby certify that the attached Power of Attorney is in full force and effect and is irrevocable; and furthermore, that the Resolution of the Company as set forth in the Power of Attorney, is now in force. In testimony whereof, I have hereunto set my hand and the seal of the

RLI Insurance Companythis 9th day of July, 2026.

RLI Insurance Company

By: Christina Dean

Christina Dean

Corporate Secretary

A0006221_R_SUBS_BID

**NORTH CAROLINA
WAYNE COUNTY**

**RESOLUTION #2026-23: A RESOLUTION APPROVING CONVEYANCE OF
PROPERTY TO THE TOWN OF FREMONT PURSUANT TO NCGS §160A-274**

WHEREAS, Wayne County owns a 2004 Chevrolet Silverado having a vehicle identification number 1GCEK14V84Z290193 ("Property") which it determined is surplus, and unused;

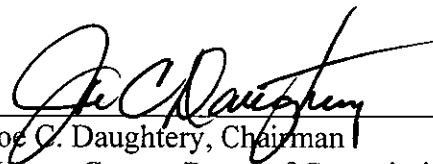
WHEREAS, NCGS §160A-274, made applicable to counties by NCGS §153A-176, authorizes a governmental unit in this state to exchange with, lease to, lease from, sell to, or purchase from any other governmental unit any interest in real or personal property upon such terms and conditions as the governmental unit deems wise, with or without consideration; and

WHEREAS, the County of Wayne has determined that it is in the best interest of the County to convey the Property to the Town of Fremont "as is", and deems it wise to do so for no consideration; and

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

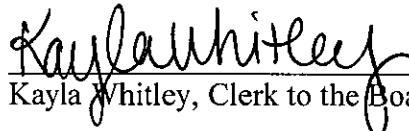
1. The County of Wayne hereby conveys a 2004 Chevrolet Silverado having vehicle identification number 1GCEK14V84Z290193 to the Town of Fremont.
2. The property herein described shall be conveyed for no consideration.
3. The Chairman of the Board of Commissioners and the County Manager are authorized to execute all documents necessary to convey the property.

Passed and adopted this the 21st day of July, 2026.



Joe C. Daughtery, Chairman
Wayne County Board of Commissioners

ATTEST:



Kayla Whitley, Clerk to the Board



WAYNE COUNTY
FACILITY SERVICES



WAYNE COUNTY
NORTH CAROLINA
Phone: (919) 731-1168
Fax (919) 731-1166

Upon the County Managers request, we located a surplus vehicle that is still good enough to donate to Fremont. This is one we used in grounds. It is a 2004 model with 138000 miles on it. It has a tear in the seat, needs a headliner, the rear bumper is a bit rusty and it could use a bedliner but mechanically it is pretty good.

A handwritten signature in black ink, appearing to be 'J. M.', is centered on the page.

THE GOOD LIFE. GROWN HERE.

804-C CORPORATE DRIVE
GOLDSBORO, NC 27530



MFD BY GENERAL MOTORS CORP

03/04

GVWR
2903KG(6400LB)GAWR FRT
1780KG(3925LB)GAWR RR
1701KG(3750LB)

THIS VEHICLE CONFORMS TO ALL APPLICABLE U.S. FEDERAL MOTOR
VEHICLE SAFETY STANDARDS IN EFFECT ON THE DATE OF
MANUFACTURE SHOWN ABOVE.

1GCEK14V84Z290193

TYPE: TRUCK

MODEL: K15703

KPMA	TIRE SIZE	SPEED RTG	RIM	COLD TIRE PRESSURE
FRT	P245/75R16	S	16X6.5J	240KPA(35PSI)
RR	P245/75R16	S	16X6.5J	240KPA(35PSI)
SPA	P245/75R16	S	16X6.5J	240KPA(35PSI)

SEE OWNER'S MANUAL  FOR MORE INFORMATION.F 913
T 1312

Facility 00001 - Vehicle Maintenance - Edit Vehicle# EH0193

File Edit View Utilities Notes Feedback

Save Prev Next Exit Warranties Cost Figures History Part History Change Odom Equipment Links New Facility Renumber Notes Attachments Save Tab Save Grid Feedback

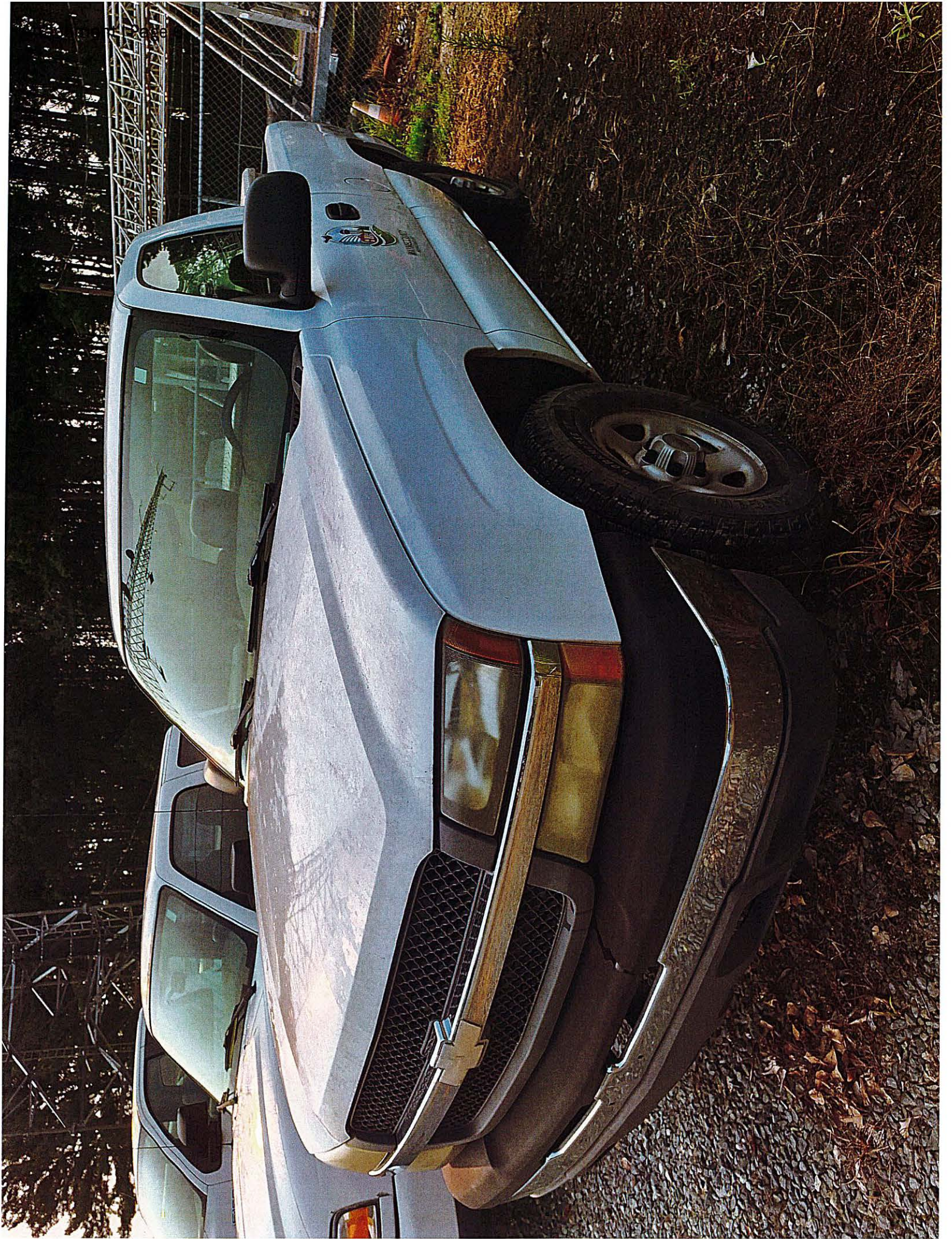
Year: 2004 Serial number: 1GCEK14V84Z290193 Class: ENVIRO ENVIRONMENTAL HEALTH

Make: CHEVY License plate: 81405T Department: 19 ENVIRONMENTAL HEALTH

Model: SILVERADO Cross-reference: FS18 Customer: 00001 19 Enviromental Health

Alternate Meters		Replacement		Class Info		User Defined		Brakes	
General	Preventive Maintenance	Dynamic PMs	Financial	Depreciation	Fluids	Class GDF	Vehicle GDF		
Registration:		Meter units:	None	Status:	Available, not needed				
Purchased:	03/30/2004	Odometer:	138,716.0	Location:	ENV HEALTH				
In service:		Fuel meter:	0.0	Operator:	BO @ EVIRON HEALTH				
Size:	Other	Base meter:	0.0		Not on File				
G.V.W.:	0	Life meter:	138,716.0	Inspection:					
Rear end cap:	0	Meter updated:	03/06/2026	Inspection due:	00 Every 00 Periods				
				Tire count:	0 Max: 4				
Condition:	1 -No Visual damage								
Last Changed:									





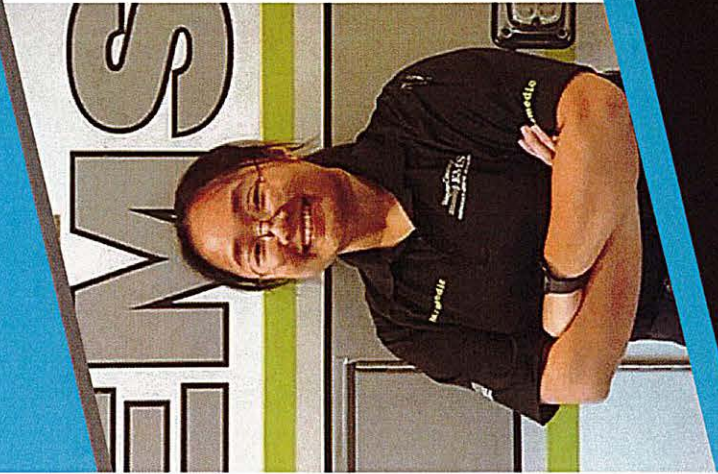
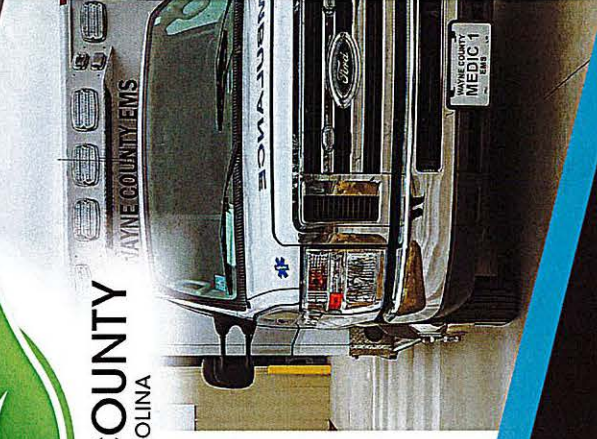
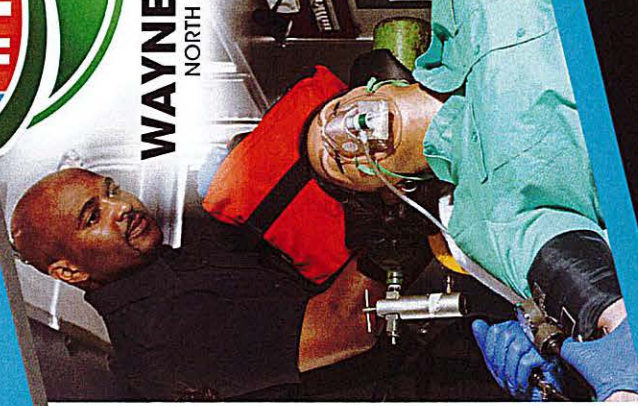
WAYNE COUNTY EMS STATION 12

STATEMENT OF QUALIFICATIONS FOR DESIGN-BUILD SERVICES

presentation for



WAYNE COUNTY
NORTH CAROLINA



JACKSON
BUILDERS INC
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July 7, 2026

COMPANY OVERVIEW

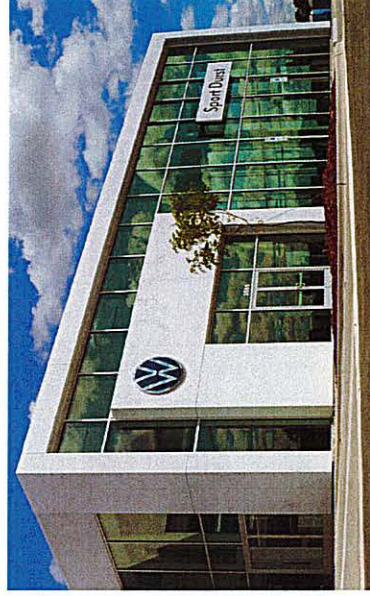
EXPERIENCE

Founded in 1974 as an S-Corporation in North Carolina, we are a general contracting company that specializes in various types of construction. Our vision is to become the leading design-builder in Eastern North Carolina. Our mission is to build trust with our clients, subcontractors, community members, and team members to deliver high-quality, safe projects that satisfy our clients needs.

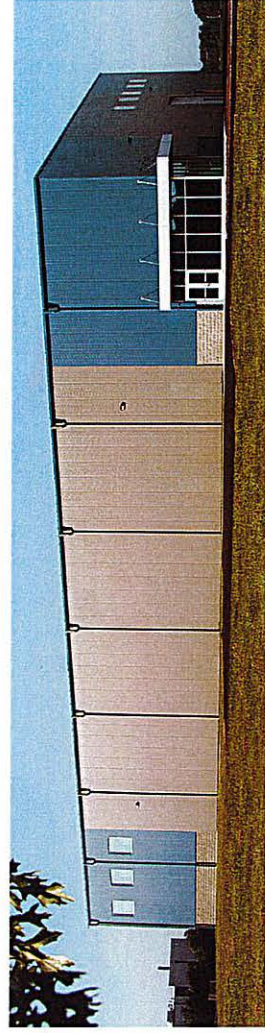
We build trust with prospective and current clients, their stakeholders, and every subcontractor and team member we work with by prioritizing listening first.

To date, we have successfully completed over 3,000 projects, primarily using design-build delivery. Our capacity includes managing relationships with design professionals supported by our internal drafting expertise. We have maintained a solid reputation in the industry.

Additionally, we maintain a strong track record of successfully completing awarded projects and fostering long-term client relationships with no pending litigation.



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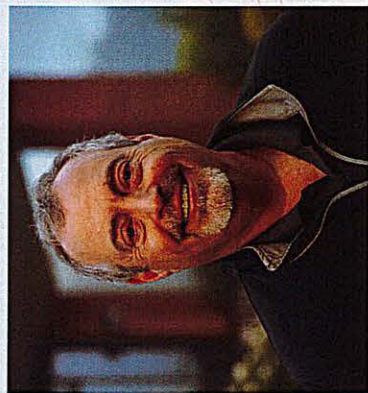
PROJECT TEAM

Kent Warren, President/CEO

As President and co-owner of Jackson Builders, Inc., Kent Warren has driven company growth throughout his 29-year tenure, which began in 1997. Actively engaged in project management, he builds strong relationships with clients and subcontractors and oversees project scopes, schedules, and budgets. His leadership expanded Jackson Builders' footprint in public safety, municipal, and educational sectors. Kent also serves on the Military Affairs Committee for the Wayne County Chamber of Commerce.

Brian Howell, Vice President

Brian is a principal at Jackson Builders, Inc. and has been a key member since 1999, serving as Vice President and Corporate Secretary. He manages design coordination for various projects, including design-build projects, and has 30-plus years of experience in preengineered metal buildings, wood construction, and North Carolina building codes. Brian leads the drafting team, collaborates with clients on preliminary drawings, and works with design and engineering professionals to ensure successful project completion. He is a licensed North Carolina General Contractor and provides valuable field expertise.



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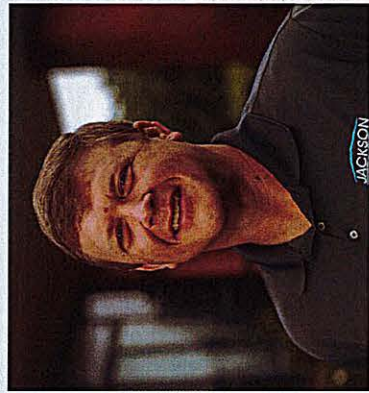
PROJECT TEAM

Ray Potts, Preconstruction Manager

Ray is a principal at Jackson Builders, with dedicated service to the company since 2003. He began his career in architectural drafting and solid modeling, later advancing to roles in estimating and preconstruction coordination. In 2003, Ray took on the role of project manager. Ray has estimated and managed projects with construction values exceeding \$40 million. Each stage of his career has expanded his expertise, which has supported his current position as a preconstruction manager since 2024.

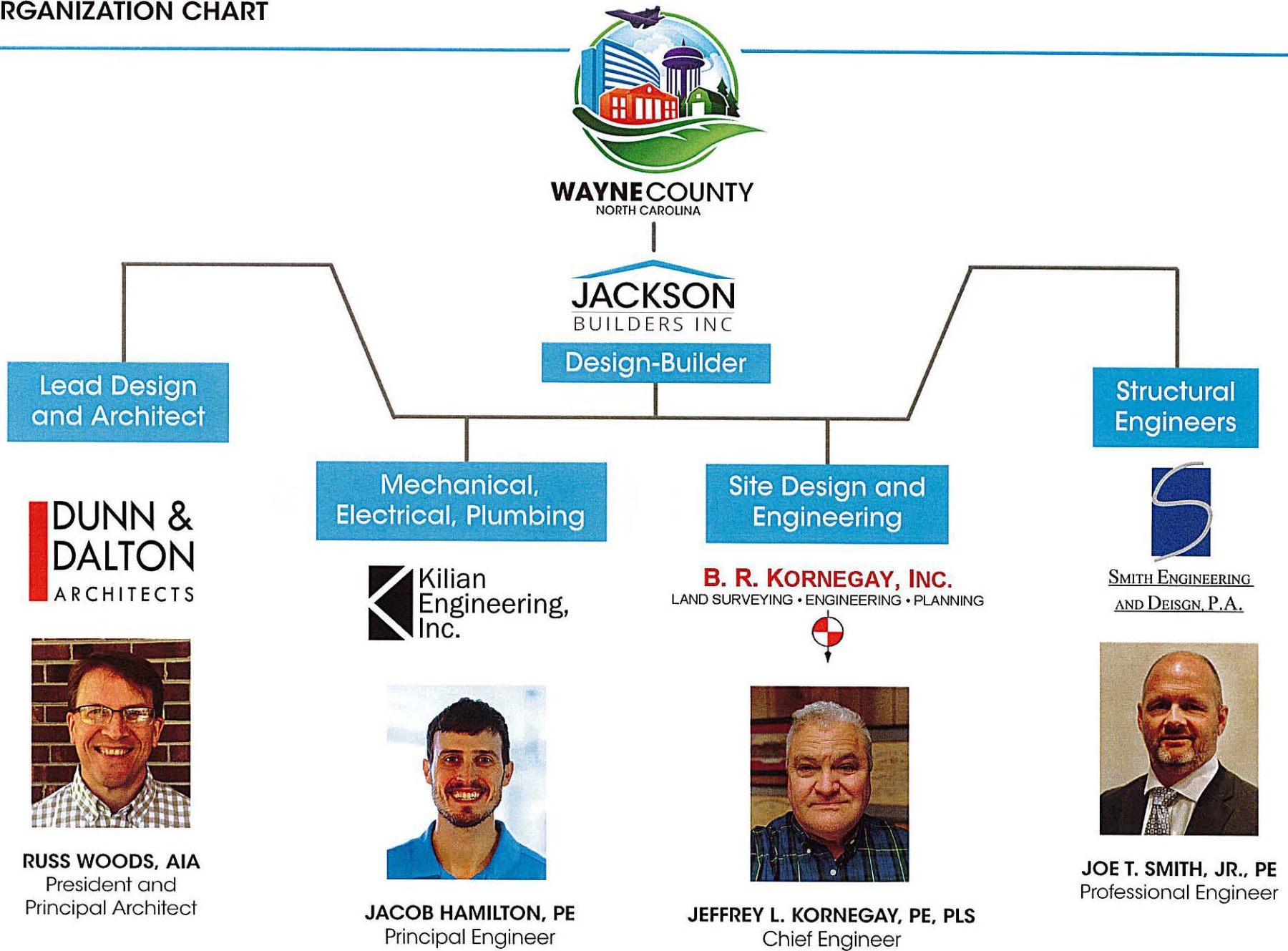
Walker Gourley, Project Manager

Walker Gourley has been with Jackson Builders, Inc. for five years, starting as a superintendent, where he led day-to-day operations on the job site. He then transitioned into project management, where he can utilize that knowledge to better serve clients through the preconstruction and construction phases of the project. In his role, Walker negotiates pricing with vendors and subcontractors and also coordinates the scheduling of subcontractors to meet construction deadlines. He routinely addresses field problems with customers and subcontractors. He is well-positioned to be an asset, as he will consult with design and engineering professionals on drawing and design issues.



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ORGANIZATION CHART



PROJECT EXPERIENCE



Project Summary:

This modern, 13,500 SF fire station showcases a structural steel frame, masonry walls, a standing-seam metal roof, and an attractive brick veneer that complements the surrounding architecture. Inside, the facility features spacious living quarters designed for extended shifts, with separate shower and restroom facilities for male and female personnel. The building includes dedicated utility and equipment rooms for efficient storage and quick access to firefighting gear. Firefighters benefit from a modern weight room and a fully equipped kitchen. Four expansive drive-through apparatus bays with sealed concrete floors provide secure vehicle storage and support rapid response operations.

Project Team:

Jackson Builders - General Contractor and Dunn & Dalton - Architect

Reference:

Loren Cone, Fire Chief
 loren.cone@knightdalenc.gov
 919-217-2294

Cost:

Estimated: \$6,568,577.00
 Actual \$6,476,609.00

Dates:

Scheduled: 4/12/23 - 6/1/24
 Actual: 4/12/23 - 10/2/24

Project Manager:

Barry Kornegay

Change Orders:

7 totaling \$91,967.51

Note:

Delay due to additional undercutting required upon site investigation and replacement of an underperforming subcontractor.



PROJECT EXPERIENCE



Project Summary:

This advanced 13,000-square-foot fire station is purpose-built to maximize operational efficiency for both Fire and EMS personnel. Featuring a structural steel frame, masonry walls, and a standing-seam metal roof, the facility is wrapped in brick veneer. Its resilient construction is designed to ensure decades of reliable community service.

Inside, the facility offers spacious living quarters, ensuring personnel's comfort during long shifts. Separate shower and restroom facilities for male and female personnel provide privacy, while dedicated utility and equipment storage rooms enable swift access to firefighting and EMS gear. An additional upstairs storage area further optimizes organization and facility efficiency.

Firefighters and **EMS** staff have their own operational areas with modern kitchens. Seven drive-through bays with sealed concrete floors provide secure storage and quick deployment of emergency vehicles.

Project Team:

Jackson Builders - General Contractor and Smith Engineering - Architect

Cost:

Estimated: \$2,710,100.00
 Actual: \$2,783,924.50

Project Manager:

Walker Gourley

Reference:

Bentley Powell, Fire Chief
 1988 Gordon Road
 Clayton, NC 27520

Dates:

10/1/24 - 10/28/25

Change Orders:

2 totaling \$73,824.50



PROJECT EXPERIENCE



Project Summary:

Jackson Builders constructed a 13,600 SF turnkey fire department using a Butler Manufacturing pre-engineered building system. The structure features a durable standing-seam roof, robust block walls, and an attractive brick veneer exterior for both longevity and curb appeal. The facility is equipped with five spacious drive-through apparatus bays, each with sealed concrete floors for easy maintenance and vehicle safety. Inside, firefighters have access to comfortable living quarters, separate shower and restroom facilities for male and female personnel for privacy, dedicated utility and equipment rooms for efficient storage, a modern weight room to support physical fitness, and a fully equipped kitchen designed for communal meal preparation and dining.

Project Team:

Jackson Builders - General Contractor and Design-Lead

Reference:

Kendall Hocutt - Chief
 kthocutt2@gmail.com
 919-291-9500

Cost:

Estimated: \$2,190,291.00
 Actual: \$2,191,267.00
 Difference due to owner requested change orders.

Dates:

Scheduled: 10/19/20 - 8/14/21
 Actual: 10/19/20 - 8/29/21

Project Manager:

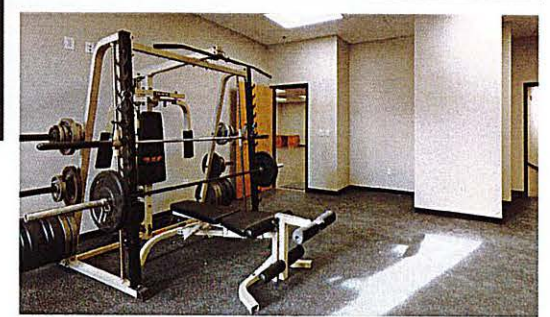
Barry Kornegay

Change Orders:

3 totaling \$976.00

Note:

Jackson Builders served as both the general contractor and design lead for this project, managing every phase from initial concept through final construction.



PROJECT EXPERIENCE



Project Summary:

Jackson Builders is currently constructing this turnkey fire station of 13,483 SF, utilizing Butler Manufacturing's advanced pre-engineered building system. The facility is designed with a durable standing-seam roof, robust block walls, and an attractive brick-veneer exterior to ensure both longevity and visual appeal. Inside, spacious living quarters will provide comfort during extended shifts, featuring separate shower and restroom facilities for male and female personnel. Additionally, the station will include a fully equipped kitchen for meal preparation and dining.

The building will also offer dedicated utility and equipment rooms for efficient storage and quick access to firefighting gear. Eight spacious drive-through bays, each with sealed concrete floors, will accommodate up to eight fire trucks. Every aspect of the design aims to facilitate faster response times and improved operational efficiency.

Project Team:

Jackson Builders - General Contractor and Stewart Cooper Newell - Architect

Cost:

Estimated: \$4,445,528.00
 Under Construction

Project Manager:

Walker Gourley

Change Orders:

Under Construction

Dates:

4/1/25 - Current
 Under Construction

Reference:

Rob Taylor
 rtaylor@wallacenc.gov
 910-271-0420



PROJECT EXPERIENCE



Project Summary:

The Wayne County 911 Communications Center is an 11,524 SF facility that comprises an 18-console Public Safety Answering Point (PSAP) system and an Emergency Operations Center (EOC) that accommodates 56 responders. The center operates in a vertical dispatch configuration in which staff handle calls from initial receipt through resolution, dispatch first responders, and monitor radio traffic.

The interior features include a large meeting room, administrative offices, breakout rooms, a kitchen with an eat-in dining area, and lavatories. The central response and dispatch area is adjacent to a state-of-the-art technology room that houses the network servers with internet access. A key feature is an essential facility-compliant generator backup system and an uninterruptible power supply for electrical power redundancy in the event of an interruption.

Project Team:

Jackson Builders - General Contractor
 Stewart Cooper and Newell Architects - Lead Architect

Reference:

Kendall Lee - Facility Service Director for Wayne County
 (919) 222-7272

Cost:

Estimated: \$3.98M
 Actual: \$3.97M

Completion Date:

January, 2021

Project Manager:

Ray Potts

Change Orders:

9 totaling \$10,000.00

Note:

Project was completed under budget, returning much of the contingency to the county. Key features were included, with no essentials excluded.

PROJECT DELIVERY APPROACH

1. Design-Build Delivery Approach

Our design-build methodology emphasizes collaboration, speed, and accountability through a single point of responsibility. Key principles include:

- **Integrated Team:** Early involvement of design and construction teams ensures constructability, cost control, and schedule optimization.
- **Owner Engagement:** Continuous communication with stakeholders to align design decisions with operational requirements.
- **Value Engineering:** Proactive identification of cost-saving opportunities without compromising quality or performance.
- **Lean Construction Practices:** Minimize waste, streamline workflows, and enhance efficiency.

2. Methodology

Phase 1: Pre-construction & Design

- **Programming & Requirements Gathering:** Validate the planned use for the proposed building space, including future expansion considerations.
- **Conceptual Design & Budgeting:** Develop preliminary layouts, structural systems, and MEP strategies; provide cost models for informed decision-making.
- **Design Development:** Advance architectural, structural, and MEP designs with constructability reviews and early procurement of long-lead items.
- **Permitting Strategy:** Coordinate with local authorities to ensure timely approvals.



PROJECT DELIVERY APPROACH

Phase 2: Construction

- Site Preparation: Grading, utilities, and foundation work.
- Structural Steel Installation & Erection: Conventional framing and erection using cranes.
- Roofing & Envelope Completion: Ensure a weather-tight building quickly to allow interior work.
- Quality Control & Safety: Implement rigorous QA/QC protocols and safety programs throughout construction.
- Phase 3: Commissioning & Closeout
- Systems Testing: Validate HVAC, electrical systems, and overall facility readiness.
- Owner Training: Provide operational manuals and training for facility systems.
- Punch List & Handover: Ensure all deliverables meet the Owner's standards; provide documentation.

3. Schedule Management

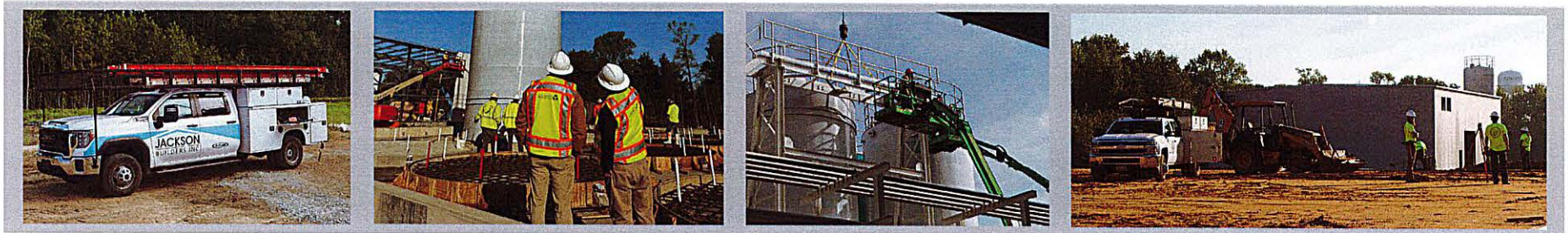
We will develop a detailed CPM schedule with milestones for design completion, permitting, steel installation, and interior build-out. Weekly progress meetings will ensure transparency and accountability.

4. Risk Management

- Supply Chain Monitoring for steel and concrete materials.
- Weather Contingency Planning for tilt-up operations.
- Budget Control through continuous cost tracking and early procurement.

5. Sustainability & Future-Proofing

- Incorporate energy-efficient systems and durable materials.
- Design for future expansion and potential changes.



OUR APPROACH APPLIED

With a portfolio of over 3,000 completed projects, Jackson Builders, Inc. has developed deep expertise in the Design-Build method.

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DESIGN-BUILD PHASE

TASK

RESPONSIBLE PARTY

INITIATE

- Initial Discovery

- Client
- Jackson Builders

ASSESS/EVALUATE

- Summarize Client's Facility or Fit-Up Needs
- Develop Floor Plans and Elevations
- Preliminary Scope of Work with Costs for Client Evaluation
- Refine Floor Plans, Elevations, Scope and Budgets as Needed
- Gather Manufacturing Process Information and Initiate Process Equipment Design as Needed
- Updated Scope of Work with Estimated Costs
- Finalize and Complete all Design Work
- Begin Bid Phase with Trade Partners and Gather Their Final Costs

- Client
- Jackson Builders
- Design Team
- Key Subcontractor

DESIGN

- Communicate with Client During Bid Phase for Significant Unexpected Impacts
- Sign-off on Final Plan

CONSTRUCT

- Build

- Client
- Jackson Builders



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1608 US HWY 70 W, GOLDSBORO, NC 27530

(919) 734-5428

JACKSONBUILDERS.COM

RESOLUTION 2026

RESOLUTION OF THE COUNTY COMMISSIONERS OF THE COUNTY OF WAYNE
REQUESTING THAT THE NORTH CAROLINA DEPARTMENT OF TRANSPORTATION
DEDICATE AND NAME A WAYNE COUNTY PORTION OF I-42 IN GOLDSBORO, WAYNE COUNTY,
NORTH CAROLINA IN HONOR OF JACK BEST

WHEREAS, transportation facilities in Eastern North Carolina are essential to the expedient movement of goods, services and residents of the Great State of North Carolina; and

WHEREAS, Wayne County serves as a member of the Goldsboro MPO which oversees transportation planning for the Goldsboro Urban Area which encompasses a majority of Wayne County; and

WHEREAS, Wayne County have successfully partnered in their efforts to influence the allocation of funds for the location of superior transportation facilities which would enhance the attractiveness of the area to new business and industry; and

WHEREAS, Jack Best, a local business owner in Goldsboro, who served the public in the capacities as a Wayne County Commissioner and Village of Walnut Creek Councilman, was instrumental in supporting and promoting the planning and construction of a future interstate highway which would connect I-40 to Morehead City through Wayne County; and

WHEREAS, as a public servant, Jack served his constituents well by recognizing that transportation is the key to North Carolina's economic growth and recruitment of jobs; and

WHEREAS, Jack Best was involved in the promotion, design and planning of the Goldsboro Bypass, designated as I-42 corridor within Wayne County through service on various boards and was a founding member of the Highway 70 Corridor Commission; and

WHEREAS, Jack put forth his dedication to making the Goldsboro Bypass, now known as I-42, corridor project a reality through his extensive service to his fellow citizens; and

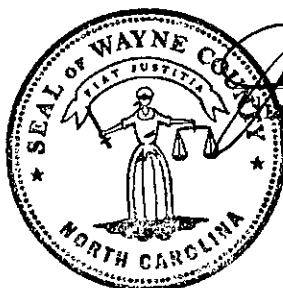
WHEREAS, on May 27, 2016, Governor Pat McCrory and the North Carolina Department of Transportation joined state and local officials and members of the Highway 70 Corridor Commission to open the completed Goldsboro Bypass, and now designated as I-42; and

WHEREAS, it would be most fitting for the State of North Carolina and the County of Wayne to recognize him in a permanent, public manner.

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

1. The Commissioners hereby recommends honoring Jack Best by requesting that the North Carolina Department of Transportation dedicate and name a portion of the I-42 corridor in Goldsboro, Wayne County, North Carolina, extending from the vicinity of SR 1719 North Beston Road approximately 3.4 miles east to the Lenoir County Line in honor of Mr. Jack Best; and
2. This Resolution shall be in full force and effect from and after its adoption this the 21st day of July, 2026.

Kayla Whitley
County Clerk



Chairman



Journal Proof Report



Journal Number: 1399 Year: 2026 Period: 12

Description:

Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1104150-532110	Telephone-IT			\$18.18	
BUA	1104200-532500	Postage			\$9.81	
BUA	1104260-532500	Postage			\$0.31	
BUA	1104210-535200	Repairs & Maint-Equipment				\$28.30
Journal 2026/12/1399				Total	\$28.30	\$28.30

Journal Proof Report



Journal Number: 172 Year: 2027 Period: 1 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1315180-535200	Repairs & Maint-Equipment			\$2330.00	
BUA	1315180-535300	Repairs & Maint-Vehicles				\$2330.00
			Journal 2027/1/172	Total	\$2330.00	\$2330.00

Journal Proof Report



Journal Number: 173 Year: 2027 Period: 1 Description: Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1315151-518300	Hospitalization Contribution				\$3000.00
BUA	1315151-518200	Retirement Contribution			\$3000.00	
			Journal 2027/1/173	Total	\$3000.00	\$3000.00

Journal Proof Report



Journal Number: 174 Year: 2027 Period: 1 Description: Finance Reference 1: 11 Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
Formatted Project String						
BUA	2554328-569910	OPIOID Programs			\$161000.00	
	E-OPIOID -IMS -Treatment -2027					
BUA	2554328-383950	Settlement Proceeds				\$161000.00
Journal 2027/1/174				Total	\$161000.00	\$161000.00

Journal Proof Report



Journal Number: 175 Year: 2027 Period: 1 Description: Inspection Reference 1: 13 Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	4908100-599110	Contingency-Capital Outlay				\$127852.20
BUA	1104350-554000	Capital Outlay-Vehicles			\$127852.20	
BUA	4908100-598000	Transfers to Other Funds			\$127852.20	
BUA	1100000-398400	Transfers from Other Funds-CPF				\$127852.20
Journal 2027/1/175				Total	\$255704.40	\$255704.40

Journal Proof Report



Journal Number: 176 Year: 2027 Period: 1

Description: Facilities

Reference 1: 16

Reference 2:

Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	4908100-599110	Contingency-Capital Outlay				\$25700.00
BUA	1104260-558000	Capital Out-Bldg Struct & Impr			\$25700.00	
BUA	4908100-598000	Transfers to Other Funds			\$25700.00	
BUA	1100000-398400	Transfers from Other Funds-CPF				\$25700.00
Journal 2027/1/176				Total	\$51400.00	\$51400.00

Journal Proof Report



Journal Number: 177 Year: 2027 Period: 1

Description:

Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
Formatted Project String						
BUA	1106110-562000	Grant Expenditures			\$140000.00	
	E-X2601 -State -Recurring -Lib Mat					
BUA	1106110-562000	Grant Expenditures			\$54360.00	
	E-X2601 -State -Recurring -NonCapFF&E					
BUA	1106110-562000	Grant Expenditures				\$194360.00
Journal 2027/1/177				Total	\$194360.00	\$194360.00

Journal Proof Report



Journal Number: 178 Year: 2027 Period: 1

Description: Finance

Reference 1: 23

Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1104110-549800	Miscellaneous			\$22200.00	
BUA	1100000-399100	Fund Balance Appropriated				\$22200.00
			Journal 2027/1/178	Total	\$22200.00	\$22200.00

Journal Proof Report



Journal Number: 980 Year: 2026 Period: 11

Description: Finance

Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
Formatted Project String						
BUA	2505912-558000	Capital Out-Bldg Struct & Impr			\$3470958.08	
	E-C240122 -WCPS -Construx -LTIFA					
BUA	2505912-558000	Capital Out-Bldg Struct & Impr			\$65546.61	
	E-C240122 -WCPS -Construx -LTIFA					
BUA	2505912-558000	Capital Out-Bldg Struct & Impr			\$407474.52	
	E-C240122 -WCPS -Construx -STIFA					
BUA	4258120-598000	Transfers to Other Funds			\$3470958.08	
BUA	4668100-598000	Transfers to Other Funds			\$407474.52	
BUA	4668100-598000	Transfers to Other Funds			\$65546.61	
BUA	2505912-391000	Proceeds from Sale of Debt				\$3943979.21
BUA	4258120-399100	Fund Balance Appropriated				\$3470958.08
BUA	4668100-399100	Fund Balance Appropriated				\$407474.52
BUA	4668100-399100	Fund Balance Appropriated				\$65546.61
BUA	2505912-399100	Fund Balance Appropriated			\$3943979.21	
BUA	2505912-398400	Transfers from Other Funds-CPF				\$3943979.21
Journal 2026/11/980				Total	\$11831937.63	\$11831937.63

Journal Proof Report



Journal Number: 1396 Year: 2026 Period: 12

Description:

Reference 1: Reference 2: Reference 3:

Source	Account	Account Description	Line Description	OB	Debit	Credit
BUA	1265307-549700-SAsst	Direct Service Allocations			\$8310.50	
BUA	1265304-519000	Professional Services				\$8310.50
Journal 2026/12/1396				Total	\$8310.50	\$8310.50