

Board of Commissioners Budget Work Session June 14, 2018



Impact of State Budget on Counties



Position Changes Merit/Performance Pay



Recommended Position Changes

Eliminated positions (-2, \$109,400):

Public Health – Interpreter, Public Health Investigator - expired grant funding

New positions (+16):

Public Health - 5 School Nurses (\$340,000)

The following positions will be partially or fully offset with revenues:

Social Services (\$256,600 with 40% reimbursement for Supervisor, 75% for others)

- 4 Eligibility Caseworkers, 1 Eligibility Supervisor – Medicaid Quality Assurance
- Convert existing grant-funded Foster Care Social Worker to partial county funds

Child Support (\$100,600 with 66% reimbursement)

- 2 Establishment Agents

Budget (\$69,900 with 25%+ indirect cost reimbursement in future years)

- 1 data analytics/business intelligence position

Information Services (\$14,825 net with 30%+ indirect cost reimbursement in future years)

- 1 Technical Support Technician (reduce contract by \$39,500)

Register of Deeds (\$46,300 with 100% offset by fees)

- .75 Deputy Register of Deeds and increase by .25 existing Deputy Register of Deeds

Security (\$41,000 with 15%+ indirect cost reimbursement in future years)

- 1 County Security Officer

Positions not in Recommended Budget

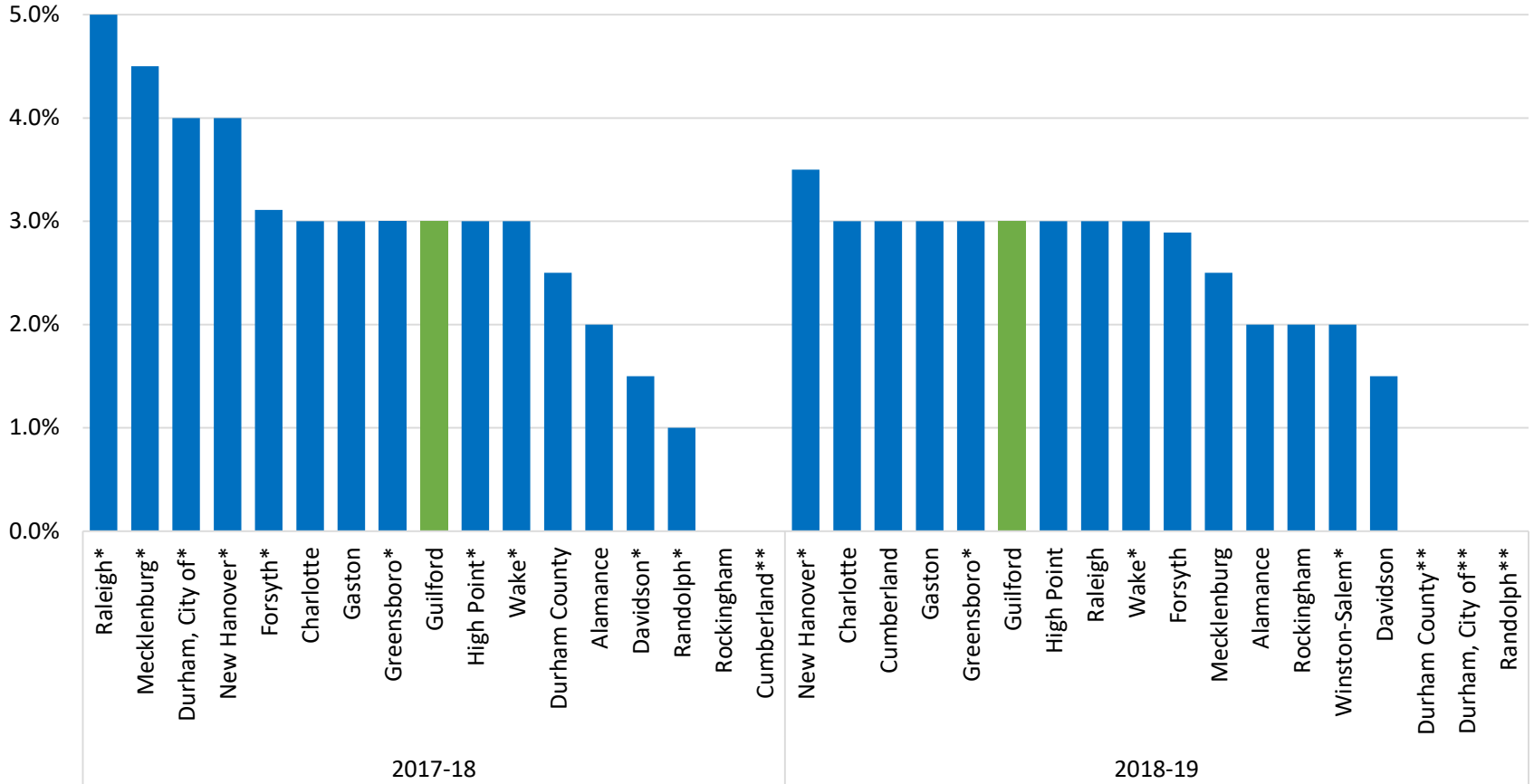
Department	Request Name	# Positions	Total	Offsets
Clerk to Board	Assistant Clerk to Board	.75-1	49,475	
County Attorney	Legal Assistant Position	1	43,080	66% future indirect cost reimbursement
Human Resources	HR Analyst - Compensation	1	61,341	22% future indirect cost reimbursement
	HR Analyst - HRMS	1	61,341	22% future indirect cost reimbursement
Finance	Sr Finance Business Analyst Position	1	83,758	47% future indirect cost reimbursement
Tax	Paralegal-Foreclosure Svcs	1	55,731	
Public Health	School Nurses	5	340,200	
	Community Health Educator	1	54,067	
Social Services	Foster Care Positions to Meet State Caseload Total	2	120,082	60% reimbursed
Child Support Enforcement	Establishment Agent	1	49,634	66% reimbursed
Law Enforcement	Senior Paralegal	1	58,065	
	Crime Scene Investigator	1	47,347	
Emergency Services	Expansion of Tier 1 Support (Oct)	1	49,623	
	Expansion of Fire Manpower Squad in County (Jan)	10	558,980	
	EMS Positions-System Demand & Readiness (Jan)	14	461,982	\$100,000 revenue
	Request for BLS Expansion (Jan) Total	6	193,504	\$165,000 revenue
Inspections	Building Inspector I	4	345,356	
Animal Services	Animal Services Operations Manager	1	78,894	
Solid Waste	Com Envir Ser Edu & Outreach Specialist	1	61,788	
		54	2,724,774	





Peer Pay Adjustments

FY 2017-18 & 2018-19 Merit & Cost of Living Combined Pay Adjustments by Fiscal Year



*Market or pay plan adjustments in addition to merit/COLA **Data not available

Peer Merit & Pay Adjustments



	General Merit	General COLA / Plan Adjust	Public Safety Merit	Public Safety COLA / Plan Adjust	Other / Notes
New Hanover County	1.5%	2.0%			market adjust. on CPI southeast region
Cumberland County	3.0%				
Wake County	3.0%			compression adjustment	1/3 market study; living wage adjusts.
Gaston County	3.0%				
Guilford County	3.0%				\$1M for hard-to-hire / high turnover pos.
Forsyth County	2.9%				
Mecklenburg County	2.0-2.5%				merit based on market for position
Alamance County	2.00%	1.00%			add. 2% retention inc. for high-turnover pos.
Rockingham County	2.0%				
Charlotte	3.0%		6.5%		
Raleigh	3% broadband; 3.0-5.0% step		3% broadband; 3.0-5.0% step		market study planned for FY 2020; step positions get 5% to median, 3% after
Greensboro	3.00%			2nd year of step implementation	2nd year of market study; \$15 / hr / \$31.2k / year minimum wage
High Point	3.0%				
Winston-Salem	2.0%			2% additional supplement	\$12.50 / hr minimum wage

Employee Compensation Recommendation

Merit Pool

- Includes Merit Pay Pool equal to 3% of salaries and benefits. Individual employee increase may be more or less than 3%, depending on performance evaluation score. Merits to be applied on same date in January for all employees.
- First year net cost = \$1.6million (\$2.0 million less reimbursements & vacancies).
- Full year net cost = \$3.8 million (\$4.6 million less reimbursements & vacancies).

Interim Talent Recruitment & Retention Adjustments - \$1 million

Turnover Report by Job								Voluntary Termination Reasons						
Job Title	Starting #EE's	Ending #EE's	Vacant Positions	Total Turnover	Vol. Turnover	Total Terms	Total Vol.	Voluntary During Probation	Accepted Other Employment	Leaving Locality	Home Duties	Return to School	Early Retirement	Other
Eligibility Caseworker	210	218	4	19.6%	13.6%	42	29	20.7%	37.9%	-	6.9%	10.3%	6.9%	17.2%
Social Worker-Protect Services	129	133	0	19.8%	19.1%	26	25	40.0%	52.0%	-	-	4.0%	-	4.0%
Detention Serv Officer (42)	57	104	11	21.1%	21.1%	17	17	88.2%	-	-	-	-	-	11.8%
Sr Office Specialist	101	99	6	15.0%	8.0%	15	8	37.5%	25.0%	12.5%	-	-	12.5%	12.5%
Detention Serv/Senior Officer (42)	117	103	2	10.9%	10.9%	12	12	-	50.0%	8.3%	8.3%	-	-	33.3%
EMT-Basic (42)	19	22	2	39.0%	39.0%	8	8	87.5%	-	-	-	-	-	12.5%
Nurse Specialist I	46	43	6	18.0%	11.2%	8	5	20.0%	60.0%	20.0%	-	-	-	-
Community Social Services Tech	12	13	0	56.0%	48.0%	7	6	33.3%	50.0%	-	-	-	-	16.7%
EMT-Paramedic (42)	113	115	8	6.1%	4.4%	7	5	60.0%	40.0%	-	-	-	-	-
Nurse Spec I-School (10 MO)	24	25	2	24.5%	24.5%	6	6	33.3%	16.7%	16.7%	33.3%	-	-	-
Court Serv Specialist I	9	9	2	66.7%	55.6%	6	5	60.0%	40.0%	-	-	-	-	-
Office Specialist	48	39	1	13.8%	11.5%	6	5	-	40.0%	-	20.0%	-	20.0%	20.0%
Child Support Agent	44	45	1	13.5%	6.7%	6	3	33.3%	-	66.7%	-	-	-	-
Eligibility Caseworker Asst	26	35	0	16.4%	9.8%	5	3	66.7%	33.3%	-	-	-	-	-
Transit Light Vehicle Operator	16	15	0	25.8%	19.4%	4	3	33.3%	33.3%	-	33.3%	-	-	-
Animal Facility Cleaning Tech	4	5	1	88.9%	44.4%	4	2	100.0%	-	-	-	-	-	-
Building Inspector II	7	5	2	66.7%	-	4	0	-	-	-	-	-	-	-
Deputy Sheriff (42)	17	27	0	13.6%	13.6%	3	3	33.3%	66.7%	-	-	-	-	-
Deputy Sheriff/Senior Deputy (40)	32	33	2	9.2%	9.2%	3	3	-	66.7%	-	-	-	-	33.3%
Lead Eligibility Caseworker	24	25	0	12.2%	12.2%	3	3	-	66.7%	33.3%	-	-	-	-
Office Receptionist-Animal Shelter	4	4	0	75.0%	75.0%	3	3	66.7%	-	-	-	-	33.3%	-
Deputy Sheriff/Senior Deputy (42)	43	36	1	7.6%	5.1%	3	2	-	100.0%	-	-	-	-	-
Social Work Supv-Protect Serv	30	30	0	10.0%	6.7%	3	2	-	100.0%	-	-	-	-	-
WIC Eligibility Caseworker	13	13	1	23.1%	15.4%	3	2	50.0%	50.0%	-	-	-	-	-
Administrative Assistant	19	16	3	17.1%	5.7%	3	1	-	100.0%	-	-	-	-	-



Classification & Compensation Study

Group Insurance and Premium Adjustment Plan



Internal Service Funds

Health Care & Wellness

	FY 2017-18	FY 2017-18	Change	
	Adopted	Recommended	\$	%
EXPENSE				
Medical/Dental - Retirees	\$ 10,931,199	\$ 11,308,567	\$ 377,368	3.5%
Medical/Dental - Current	\$ 31,561,803	\$ 31,251,571	\$ (310,232)	-1.0%
TOTAL	\$ 42,493,002	\$ 42,560,138	\$ 67,136	0.2%
REVENUE				
Charges for Services	\$ 40,918,002	\$ 40,985,138	\$ 67,136	0.2%
Miscellaneous Revenues	\$ 75,000	\$ 75,000	\$ -	0.0%
Appropriated Fund Balance	\$ 1,500,000	\$ 1,500,000	\$ -	--
TOTAL	\$ 42,493,002	\$ 42,560,138	\$ 67,136	0.2%



Internal Service Funds

Risk Management & Insurance

	FY 2017-18 Adopted	FY 2018-19 Recommended	Change	
			\$	%
EXPENSE				
Risk Retention Admin	\$ 211,990	\$ 217,634	\$ 5,644	2.7%
Liability Insurance	\$ 539,007	\$ 539,007	\$ -	0.0%
Property & Other Ins	\$ 525,000	\$ 542,000	\$ 17,000	3.2%
Workers Compensation	\$ 1,993,000	\$ 1,993,000	\$ -	0.0%
TOTAL	\$ 3,268,997	\$ 3,291,641	\$ 22,644	0.7%
REVENUE				
Charges for Services	\$ 2,360,436	\$ 2,360,436	\$ -	0.0%
Miscellaneous Revenues	\$ 105,000	\$ 105,000	\$ -	0.0%
Appropriated Fund Balance	\$ 803,561	\$ 826,205	\$ 22,644	2.8%
TOTAL	\$ 3,268,997	\$ 3,291,641	\$ 22,644	0.7%
Positions	2.50	2.50	-	0.0%



Animal Shelter Design



High Priority Capital Projects

Project	Total Cost Estimate	Bonds Issued	Premiums & Other Funds	Total Current Funding	Funding Needed
Animal Shelter Replacement	\$14,500,000	\$9,595,000	\$2,703,435	\$12,298,435	\$2,201,565
Emergency Services					
Maintenance & Logistics	\$11,000,000	\$5,600,000	\$3,053,000	\$8,653,000	\$2,347,000
Administration & EOC	\$9,000,000	\$0	\$0	\$0	\$9,000,000
Old Courthouse Renovation	\$3,500,000	\$3,500,000	\$0	\$3,500,000	\$0
LE Administration Center	\$14,000,000	\$8,500,000	\$0	\$8,500,000	\$5,500,000
Total Funding	\$52,000,000	\$27,195,000	\$5,756,435	\$32,951,435	\$19,048,565



High Priority Capital Projects

Funding Options

\$56 million 2/3rds Bonds

- Max annual cost (net of premium) \$4.85 million in FY2022
- 0.96 cents

\$25 million 2/3rds Bonds

- Max annual cost (net of premium) \$2.16 million in FY2022
- 0.43 cents

\$20 million 2/3rds Bonds

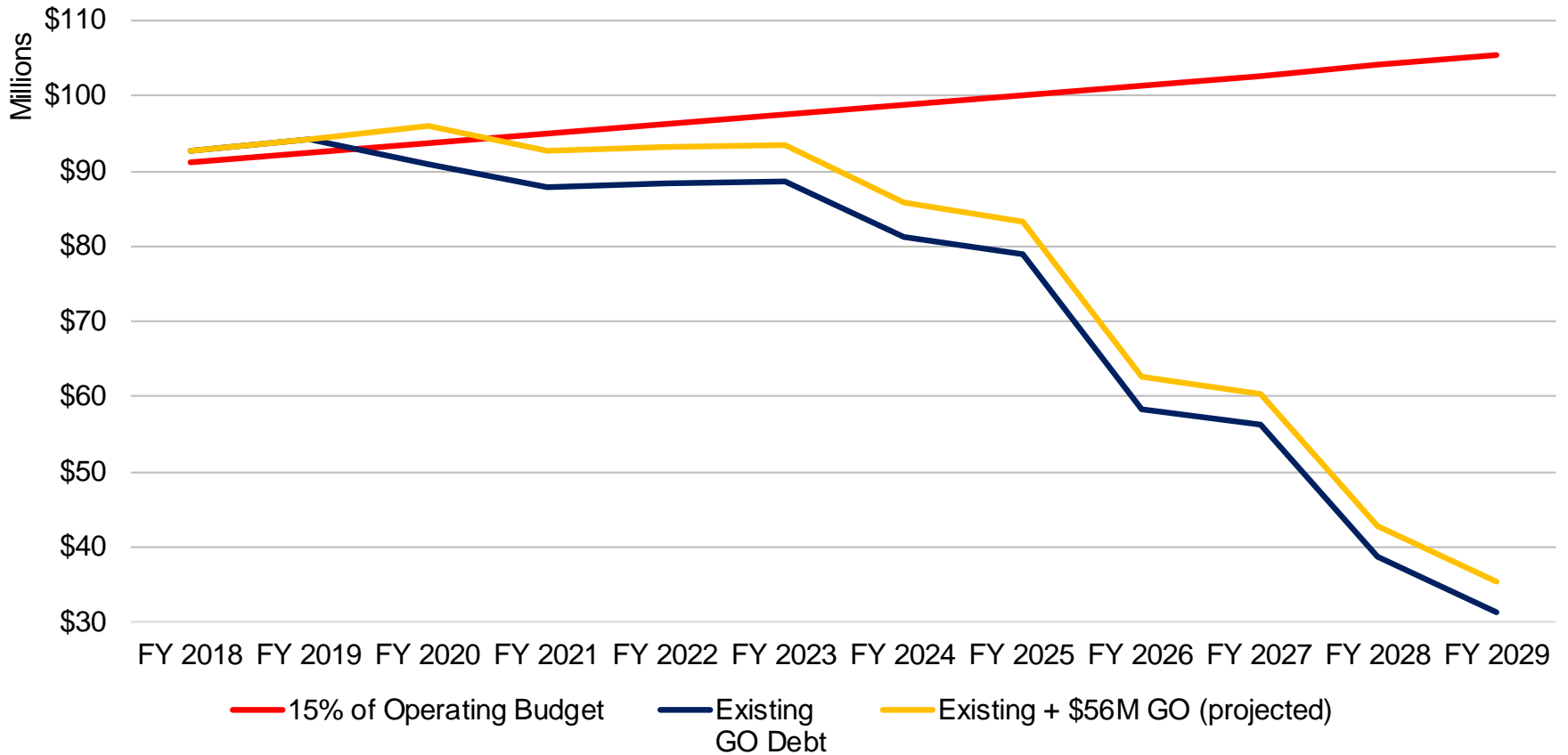
- Max annual cost (net of premium) \$1.73 million in FY2022
- 0.34 cents



High Priority Capital Projects

\$56 million 2/3rds Bonds

General Obligation Debt vs 15% of Operating Budget

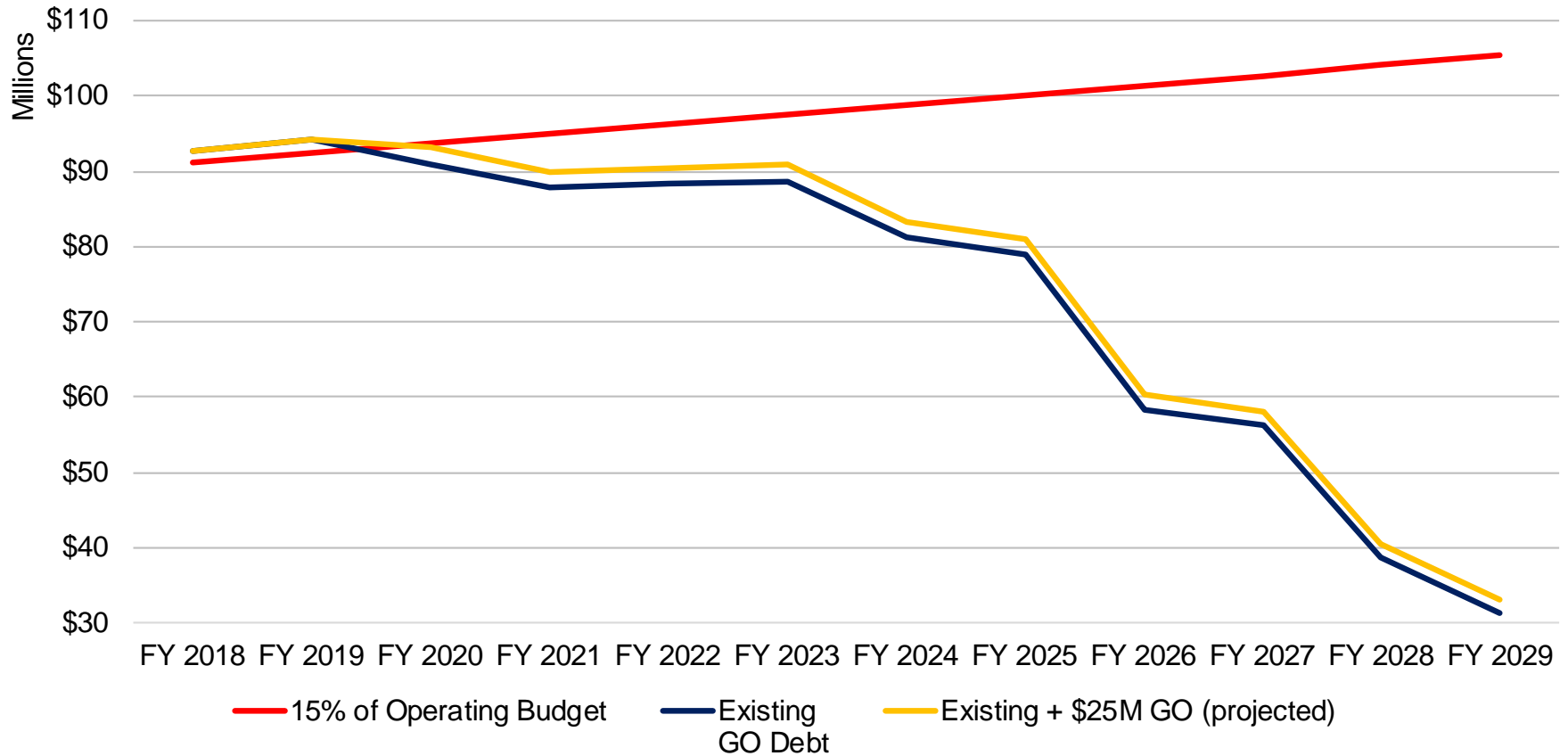




High Priority Capital Projects

\$25 million 2/3rds Bonds

General Obligation Debt vs 15% of Operating Budget

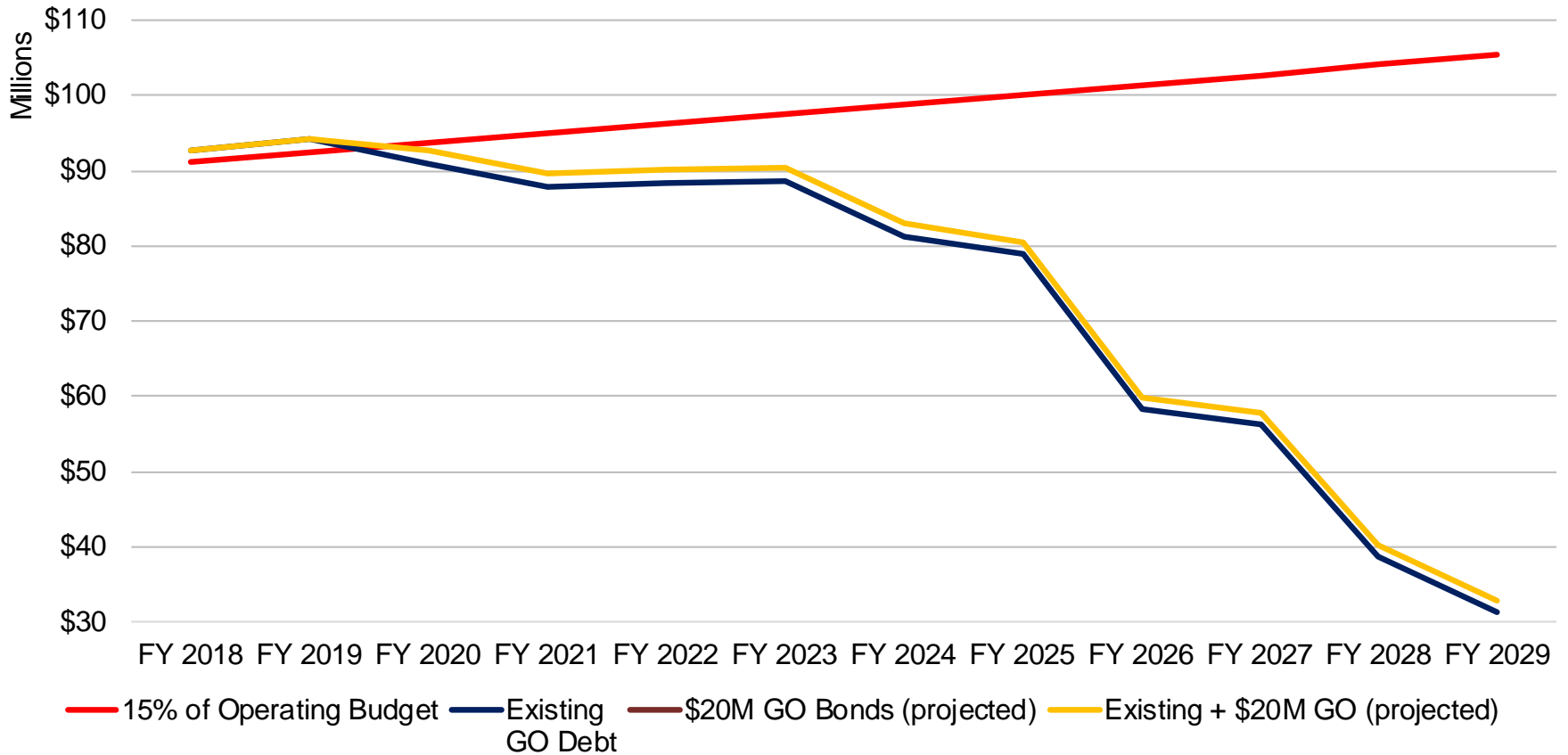




High Priority Capital Projects

\$20 million 2/3rds Bonds

General Obligation Debt vs 15% of Operating Budget





Economic Development Organizations



Agency Name	FY17 Adopted	FY18 Adopted	FY19 Request	FY19 Manager's Recommend	FY19 Potential Changes	Economic Development Goal
African-American Atelier	\$ 50,000	\$ 50,000	\$ 60,000	\$ 50,000		Job Creation/Retention
Downtown Greensboro Inc. (DGI)	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000		Increase Taxable Property Increase/Improve Business Prospects
East Market Street Development	\$ 20,000	\$ 20,000	\$ 35,000	\$ 20,000		Increase Taxable Property Increase/Improve Business Prospects
Friends of John Coltrane	\$ 20,000	\$ 20,000	\$ 40,000	\$ 20,000		Increase/Improve Business Prospects
GSO Chamber of Commerce	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000		Job Creation/Retention Increase/Improve Business Prospects
GSO Community Development Fund	\$ -	\$ -	\$ 150,000	\$ -		Job Creation/Retention
Guilford County Economic Development Authority (GCEDA)	\$ 100,000	\$ 100,000	\$ 100,000		\$ 100,000	Job Creation/Retention Increase/Improve Business Prospects
Guilford County Tourism Development Authority	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000		
High Point Arts Council	\$ 50,000	\$ 50,000	\$ 55,000	\$ 50,000		Job Creation/Retention
HP Economic Development Authority (HPEDA)	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000		Job Creation/Retention Increase Taxable Property
HP Market Authority	\$ 75,000	\$ 75,000	\$ 150,000	\$ 75,000		Job Creation/Retention Increase Taxable Property Increase/Improve Business Prospects
Piedmont Triad Film Commission	\$ -	\$ 25,000	\$ -	\$ -	\$ 25,000	
Renaissance Community Cooperative	\$ -	\$ 25,000	\$ 25,000	\$ -		Job Creation/Retention
Southwest Renewal Foundation of High Point	\$ -	\$ -	\$ 25,000	\$ -	\$ 25,000	Improve/Increase Business Prospects
United Arts Council - GSO	\$ 55,000	\$ 55,000	\$ 55,000	\$ 55,000		
United Arts Council - NC Folk Festival*	\$ 25,000	\$ 25,000	\$ 75,000	\$ 25,000		Increase/Improve Business Prospects
TOTAL	\$ 675,000	\$ 725,000	\$ 1,050,000	\$ 575,000	\$150,000	

* FY's 17 and 18 United Arts Council sponsored the National Folk Festival

Alcohol Beverage Control (ABC) Bottle Tax



Funds must be used for the treatment of alcohol or substance abuse, or for research or education on alcohol or substance abuse.

FY 2018-19 Recommended Budget

\$165,500 for Alcohol and Drug Services

\$100,000 for research on the incidence and impact of substance abuse in Guilford County

Changes to Budget Ordinance

IX.A.c. Uniform Guidance Procurement Policy: When utilizing federal funding, expenditures are to be approved in accordance with the Uniform Guidance Procurement Policy, as adopted by the County and revised thereafter. The most restrictive requirement whether Federal, State, or Local Ordinance shall prevail.

IX.F. The County Manager is authorized to accept gifts, in-kind services, **personal property, real property**, and monetary donations up to \$25,000 per donation to the extent permitted by and pursuant to N.C. General Statutes 159-15 **and 153A-12**.

VII.D. That the appropriations in the Board of Elections department in I., A. Section 1., includes compensation to members of the Board of Elections at the rate of \$25/meeting plus amounts sufficient to provide total annual compensation for the Chairman and **Vice Chairman** of the Board of Elections in the amount of \$4,950 and for other members in the amount of \$3,520. Precinct officials shall be compensated as follows: Chief Judges - \$150/election; Judges - \$135/election; Precinct Transfer Assistants - \$135/election; and Assistants - \$110/election (precinct officials maintaining their Precinct Officials Certification are paid an additional \$35/election). Pursuant to G.S. 163-32, members of the Board of Elections shall also be reimbursed within budgeted funds for expenditures necessary and incidental to the discharge of their duties.

Changes to Budget Ordinance

IX. A. The Board of Commissioners adopts the fees as set forth in Exhibit xx attached hereto and incorporated by reference. The Board of Commissioners hereby delegates to the Manager authority to add additional fees and modify existing fees during the fiscal year without further board approval.

~~*That the County Manager is authorized to establish fees within the various departments and agencies for miscellaneous services and items such as copies, maps, books, etc., according to guidelines that may be administratively determined or that may be established by the Board of County Commissioners.*~~

To the extent permitted by law, the Register of Deeds fees are as prescribed by law; it is recognized herein that the Register in his discretion may waive fees incurred by the District Attorney's Office and Public Defender's Office for the 18th Judicial District in the execution of their duties.

B. That in compliance with the Public Records Law, and unless otherwise provided by law (e.g., Register of Deeds), the County establishes the following fees to receive copies of such records:

At the Courthouse and in County Offices - ~~\$.03~~.15 per page except for copies of microfiche, which are \$.15 per fiche.

By Compact Disc (CD) - \$2.00 per CD.

POTENTIAL CHANGES TO RECOMMENDED BUDGET

	Expense	Revenue	Additional Fund Balance Needed
General Fund			
Cooperative Extension			
Adjust grant funding	2,175	2,175	-
Emergency Services			
Gilead Grant	174,130	174,130	-
	<i>including 2 positions - Linkage to Care Coordinator & Paramedic</i>		
Interlocal w/ City of Thomasville and City of GSO for shared use 800Mhz core infrastructure		30,000	(30,000)
Grant for hazardous materials emergency exercise	9,250	9,250	-
Economic Development			
GC EDA annual request	100,000		100,000
Law Enforcement			
insurance & bonding adjustment	8,477	51	8,426
Parks			
Triad Park - Forsyth budget changes	(34,223)		(34,223)
	259,809	215,606	44,203
Room Occupancy & Tourism Development Fund			
Adjust to estimated revenues	500,000	500,000	-
Potential Board Changes			
Economic Development			
Piedmont Triad Film Commission	25,000	-	25,000
Southwest Renewal Foundation of High Point	25,000	-	25,000
	50,000	-	50,000
TOTAL	809,809	715,606	94,203