



Chatham County, NC

Meeting Agenda - Final Board of Commissioners

Thursday, January 17, 2019

9:00 AM

Agriculture and Conference Center

BOC Retreat

CALL TO ORDER

BOARD PRIORITIES

[19-2919](#) Chatham County Schools Presentation

Attachments: [11--CCS Heads Up](#)

[19-2920](#) Water projects

Attachments: [12--Water 2019 01-17 Project Progress Review with Chatham County](#)

LUNCH

[19-2921](#) HR presentation Pay/Benefits

Attachments: [13--Pay and Benefits Update](#)

[19-2922](#) Summary of current year accomplishments

Attachments: [14--Accomplishments](#)

[19-2923](#) Expected conditions affecting next year's budget

ADJOURNMENT



Chatham County, NC

Text File

File Number: 19-2919

Agenda Date: 1/17/2019

Version: 1

Status: Board Priorities

In Control: Board of Commissioners

File Type: Agenda Item

Chatham County Schools Presentation

2019-2020
“HEADS-UP”
PRESENTATION
CHATHAM COUNTY BOARD OF COMMISSIONERS

DR. DERRICK D. JORDAN
SUPERINTENDENT



“HEAVY LIFTING”

(in no particular order)

- Potential changes to state funding model
- Class size changes
- Calendar law restrictions
- Formula for grading of schools (tracks socio-economics; scale could end this year)
- Teacher (and administrator) shortage
- Employee compensation (trade areas/classified schedules in particular; district-level; “moving” principal scales)
- Decreased funding for central services
- Growth in parts of the district and lack of growth in other parts
- Charter school fund sharing bill(s)
- Possible changes to impact fees



A FEW OF THE FOCUS AREAS FOR 2019-2020

- Differentiation and digital learning (Triple E Framework)
- Equity and Excellence for Everyone (E³) Work Extended
- School Improvement Planning with NCSTAR
- Multi-Tiered Systems of Support & SAM Assessment (used to measure MTSS)
- Effective grading practices & grading guidelines
- Professional Learning Communities Best Practices
- Additional Emphasis on Instructional Priorities
- Implementation of New Standards (Math and English/Language Arts)
- Teacher Recruitment and Retention
- Planning for Chatham Grove Elementary School (will continue through opening)
- Planning for Seaforth High School (will continue through opening)



FINANCIAL HIGHLIGHTS AS OF JUNE 30, 2018

- Local Current Expense Fund Balance totaled \$3,985,847 (appropriate for a district our size)
- Capital Outlay Fund Balance totaled \$453,185
- Child Nutrition Fund Balance totaled \$897,620
- Zero audit findings for seven (7) consecutive years
- Recognized for financial accountability and reporting at the state, national and international level for six (6) consecutive years



HIGHLIGHTS/ACCOMPLISHMENTS

(not all inclusive)

- Received digital learning grants from DPI totaling \$200,000
- Received an equity grant of \$30,000 from Duke Energy to support the E³ Team
- Collaborated with Chatham Education Foundation to implement a kindergarten ready camp with a \$300,000 grant from Oak Foundation & GlaxoSmithKline
- Our district's 2018 graduating class was eligible for at least \$8.4 million in grants and scholarships
- Regional and state winners in academic competitions (CTE, Beta, NCASA, etc)
- Chatham was one of only a few districts selected to participate in the Whole Child Pilot
- All-County Band in middle and high schools and All-County Chorus in all grade levels (A first!)
- Teacher-leaders presented at state and national conferences (EC, CTE, NCTies, NCPAPA, NABE, etc)
- Over 200 educators attended the Summer Digital Learning Conference
- Expansion of the 1-to-1 Student Device Program to include grades 6 -12
- Additional SROs and arts positions and other support staff (i.e., counselor, social worker, nurse)



STUDENT HIGHLIGHTS AND CELEBRATIONS

(one per attendance zone)



Jordan-Matthews High School
co-valedictorian Jonathan Aguilar is a
Golden Door Scholar at Duke University.



Bonlee School
student-musicians performed for a delegation
of school principals from China.



Pittsboro Elementary School
students, Nathalia Collazos and Kendall Lee,
placed third in the East Region of
The Stock Market Game.



NATIONAL & STATE STAFF RECOGNITIONS



Dr. Derrick D. Jordan
2018-2019 Piedmont-Triad
Regional Superintendent of the Year



Jason Amy
Special Olympics delegate during the 2017-2018
Global Unified Youth Exchange in China



Valencia Toomer
North Carolina Association for Scholastic Activities
2018 Principal of the Year



PER PUPIL FUNDING

- Local current expense per pupil funding (including charter schools) has increased approximately \$400.15 per student since the 2014-2015 fiscal year.
- Proposing a Local Current Expense increase of \$1,464,580 for the 2019-2020 fiscal year to assist with growing student population. This increase will bring our local current expense county funding to \$33,351,710.

| Chatham County Schools - Per Pupil Funding 2015-2019 | | | | | | |
|--|-------|------------|-----------|---------------------|----------|----------|
| | CCS | Charter | | | | |
| Fiscal Year | ADM | School ADM | Total ADM | Chatham Co. Funding | PPF | Increase |
| 2014-2015 | 8,402 | 898 | 9,300 | 26,126,130 | 2,809.26 | |
| 2015-2016 | 8,462 | 965 | 9,427 | 28,126,130 | 2,983.57 | |
| 2016-2017 | 8,683 | 981 | 9,664 | 29,272,130 | 3,028.98 | |
| 2017-2018 | 8,784 | 1,030 | 9,814 | 30,736,710 | 3,131.92 | |
| 2018-2019 | 8,835 | 1,077 | 9,912 | 31,811,710 | 3,209.41 | 400.15 |
| NOTES | | | | | | |
| 1) 2018-2019 is the 10 day ADM | | | | | | |
| 2) \$400.15 increase in PPF since 2014-2015(equals \$3,966,287) | | | | | | |
| 3) Increase of 433 CCS students, increase of 179 charter school students, total increase 612 | | | | | | |



CONVERSION TO PERCENTAGE OF CERTIFIED SALARY SUPPLEMENT

- 2nd year of four-year phase-in (2019-2020) will require \$525,000 in order to continue with previously approved plan.
- As expected and discussed before the proposal was approved, there was a funding gap that resulted from the state-approved increases to salaries and benefits. The shortfall was approximately \$300,000.

Request Details:

Year two of phase-in = \$525,000

Funding shortfall = \$300,000

Total requested amount = \$825,000

| Fiscal Year | Anticipated Cost |
|--------------|--------------------|
| 18-19 | \$425,111 |
| 19-20 | \$525,000 |
| 20-21 | \$475,000 |
| 21-22 | \$300,000 |
| Total | \$1,725,111 |



Area of Need: Exceptional Children (EC) Program

Request Details:

1 additional (district-wide) support position = \$75,000 (12 months)

Data to Support Need:

- In our opinion, the EC area is underfunded by the State on a per pupil basis
- Increase in the number of students with high behavioral needs
- Number of students with Autism has doubled in the last four years
- District serves over 1,100 students with disabilities; approximately 12% of the district's population.
- Increasing EC numbers have resulted in additional positions over several years, such as Autism specialist, behavior support facilitators, and a compliance program facilitator, to accommodate the increasing numbers; however, there will be additional needs for support.



Area of Need: Academically or Intellectually Gifted (AIG) Program

Request Details:

1 additional teaching position = \$65,000

Data to Support Need:

- The State caps funding for AIG at 4% of average daily membership; over 17% of our students are designated as AIG.
- AIG specialists are shared across various grade configurations and regions, and some are split between K-8, elementary and middle schools.
- An additional position would continue efforts to strengthen services and differentiation support for all levels.



Area of Need: Enhancement Programming

Request:

1 additional teaching position = \$65,000

Data to Support Need:

- While all schools receive equitable allocation based on student enrollment, several schools have to share staff across feeder patterns and grade spans. In some cases, these factors create constraints that limit school-based scheduling options.
- An additional position would advance our ongoing efforts to productively address unique configuration and growth issues.



2019-2020 EXPANSION BUDGET REQUESTS

- Inflationary increase of 3% for utilities, salaries & benefits - \$360,000
- Supplement conversion - \$825,000
- Exceptional Children Program support position - \$75,000
- AIG teacher - \$65,000
- Enhancement teacher - \$65,000
- Charter schools pro rata share (approximately 10%-11% of total request) - \$150,000

Total Cost of Requests: \$1,540,000



QUESTIONS?





Chatham County, NC

Text File

File Number: 19-2920

Agenda Date: 1/17/2019

Version: 1

Status: Board Priorities

In Control: Board of Commissioners

File Type: Agenda Item

Water projects

Hazen



Chatham County Comprehensive Water and Wastewater Master Plan

January 17, 2019

When and how much Water and Wastewater Capacity do we need?

Hazen

Presentation Agenda

- Project Overview
- Demand projections and proposed capacity expansions
- Wastewater treatment capacity overview
- Water treatment capacity overview
- Next steps/ recommendations

Scope of Work

- Water and Wastewater Near-term and Long-term Demands for all of Chatham County
 - Chatham County, Goldston, Pittsboro, & Siler City
 - 5-year Increments to build-out (assumed to be year 2070)
- Wastewater Treatment Alternatives
- Water Treatment Alternatives
- Preferred Alternative(s)
- Masterplan deliverable – Updateable Dashboard Data Management Tool

Slide 3

BC1

Belk, Christopher, 1/10/2019

Progress update

- Completed Work
 - Water and Wastewater Near-term and Long-term Demands
 - High level Wastewater Treatment Alternatives
 - High level Water Treatment Alternatives
- In Progress
 - Refinement of Water and Wastewater Alternatives
 - Planning level costs
 - Preferred Alternative(s)
 - Dashboard Tool
- Dashboard Demonstration

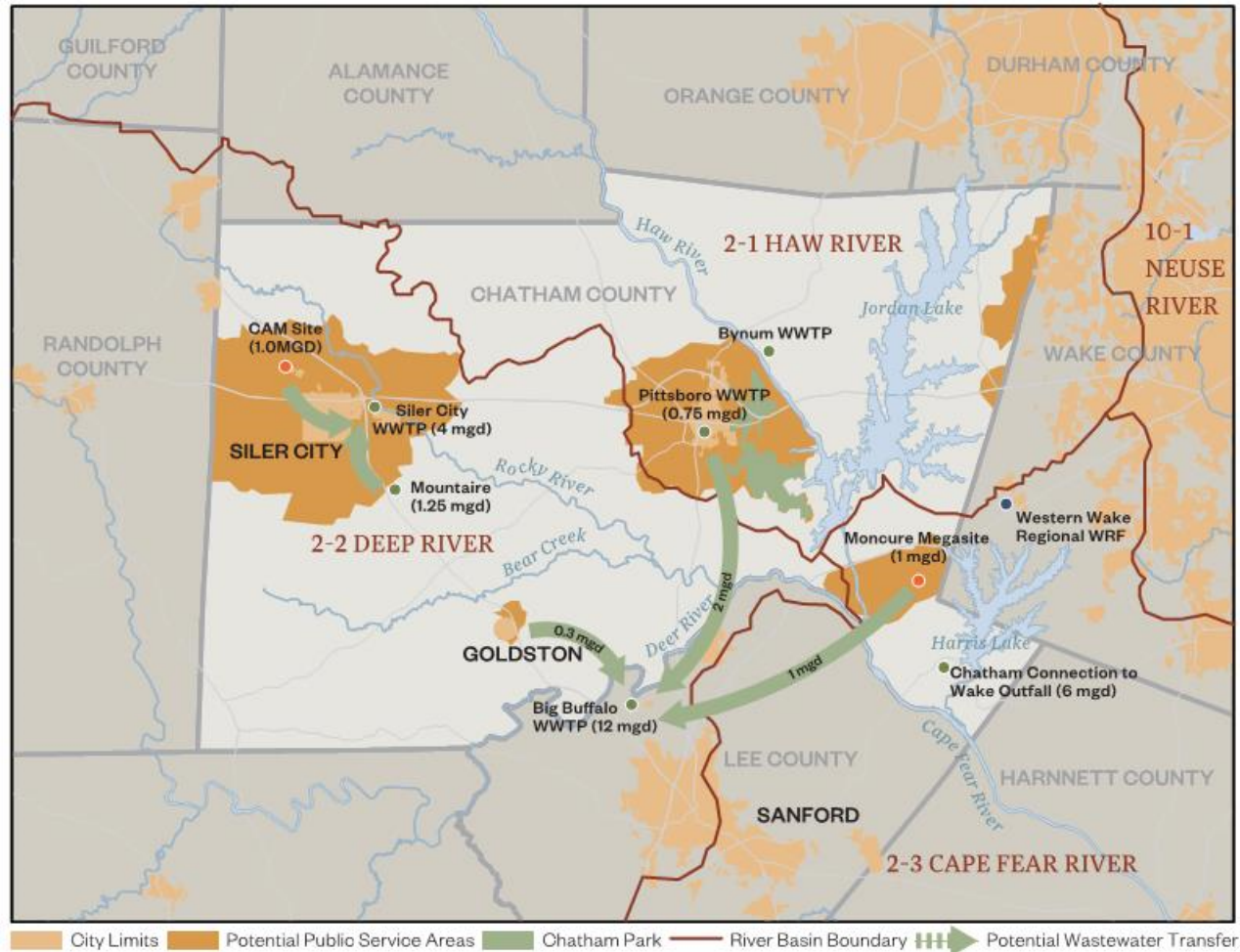
Slide 4

BC1

Belk, Christopher, 1/10/2019

Wastewater Treatment

Wastewater Treatment – Existing/Planned

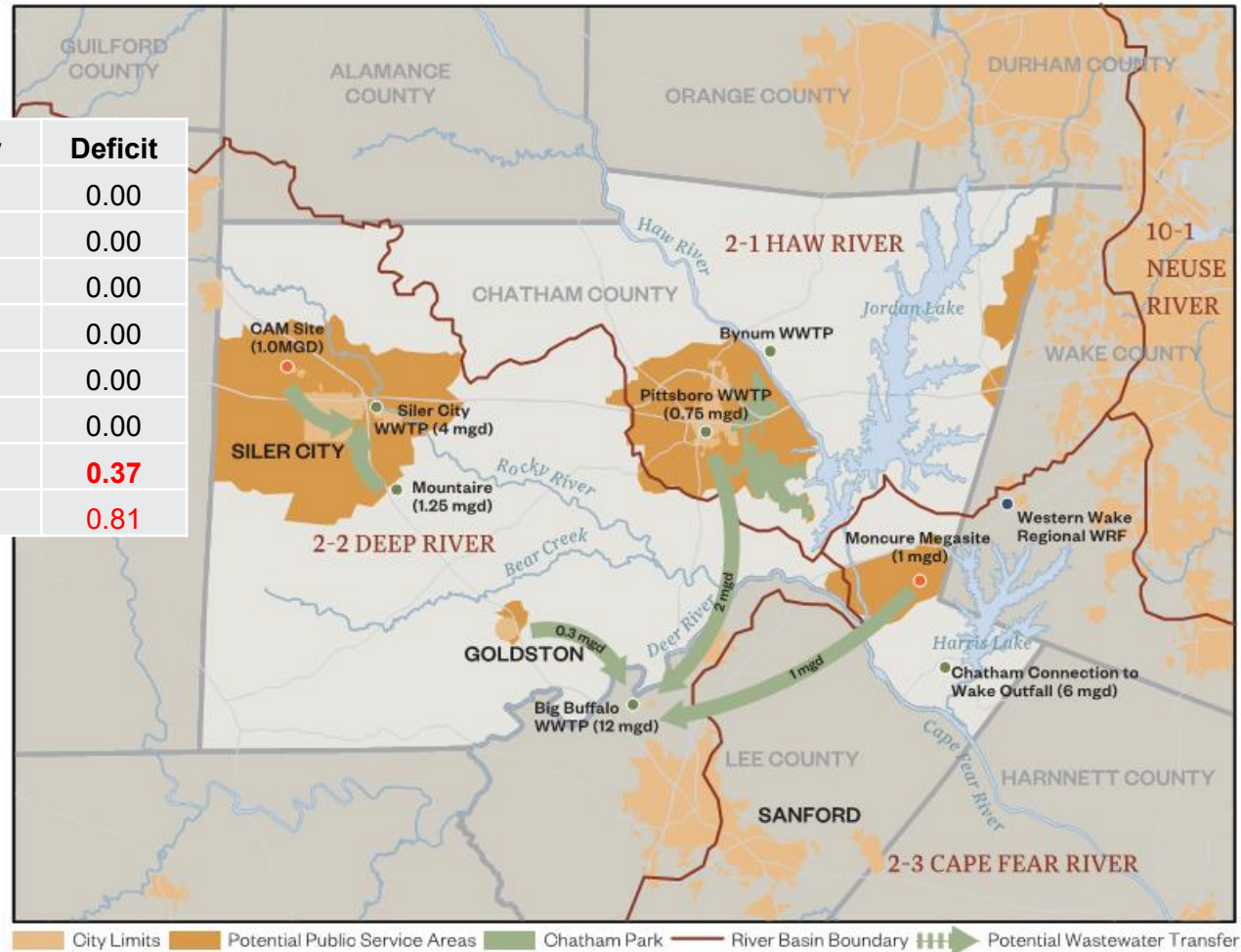


Wastewater Treatment Overview (Max Month in MGD)

| Pittsboro | 2017 | 2020 | 2025 | 2030 | 2040 | 2050 | 2060 | 2070 |
|---|------|------|------|------|------|------|------|------|
| Flow | 0.5 | 0.85 | 1.10 | 1.35 | 2.01 | 3.33 | 5.10 | 6.03 |
| Treatment Capacity | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 |
| Deficit | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.33 | 3.10 | 4.03 |
| Siler City | 2017 | 2020 | 2025 | 2030 | 2040 | 2050 | 2060 | 2070 |
| Flow | 2.31 | 2.54 | 2.75 | 2.96 | 3.41 | 3.83 | 4.37 | 4.81 |
| <i>w/Mountaire (1.25 mgd)</i> | 3.56 | 3.79 | 4.00 | 4.21 | 4.66 | 5.08 | 5.62 | 6.06 |
| <i>w/Mountaire & CAM (1.55 mgd)</i> | 3.86 | 4.09 | 4.30 | 4.51 | 4.96 | 5.38 | 5.92 | 6.36 |
| Treatment Capacity | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 |
| Deficit | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.37 | 0.81 |
| <i>Deficit w/Mountaire</i> | 0.00 | 0.00 | 0.00 | 0.21 | 0.66 | 1.08 | 1.62 | 2.06 |
| <i>Deficit w/MountAire & CAM</i> | 0.00 | 0.09 | 0.30 | 0.51 | 0.96 | 1.38 | 1.92 | 2.36 |

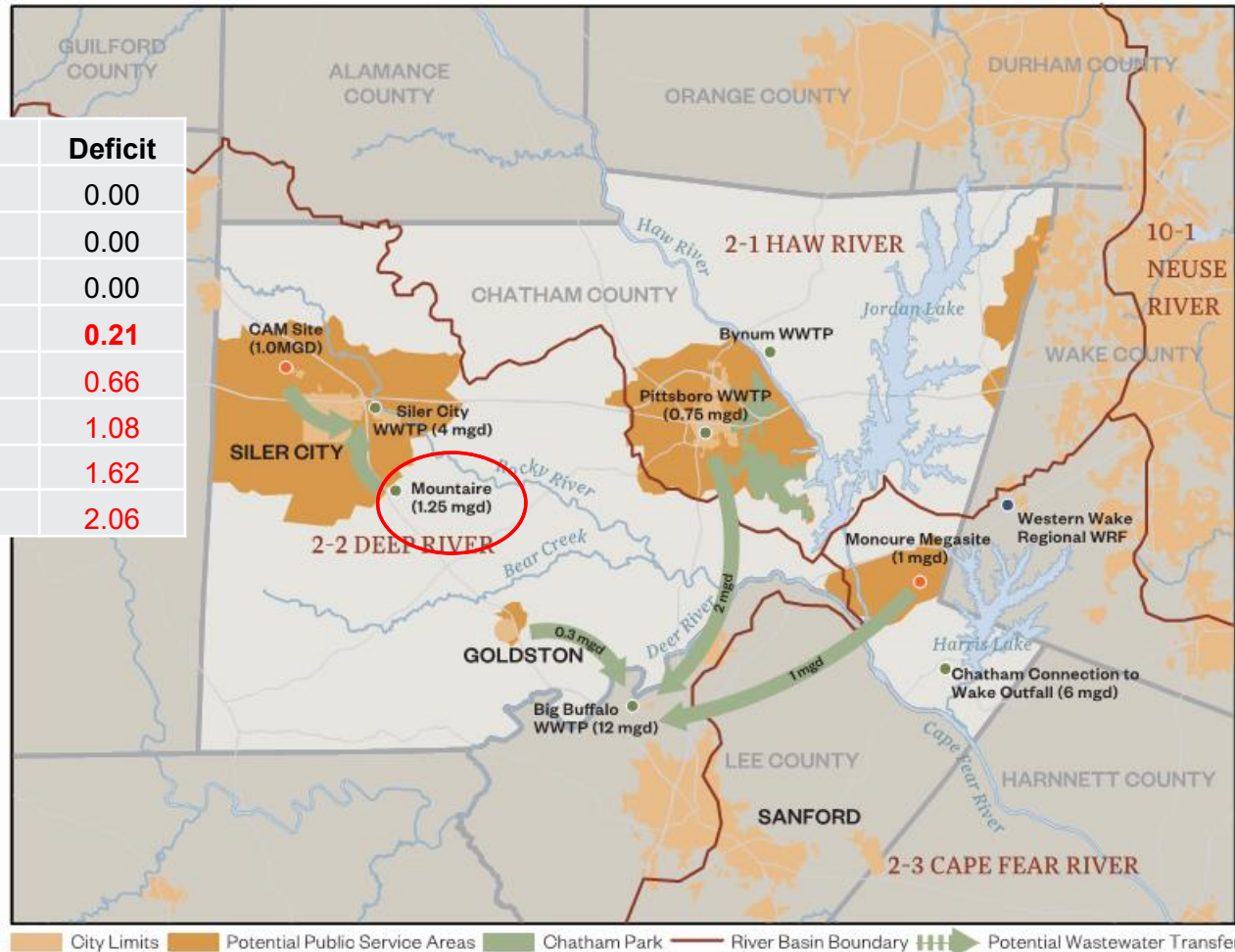
Wastewater Treatment – Siler City

| Siler City | Flow | Deficit |
|------------|------|---------|
| 2017 | 2.31 | 0.00 |
| 2020 | 2.54 | 0.00 |
| 2025 | 2.75 | 0.00 |
| 2030 | 2.96 | 0.00 |
| 2040 | 3.41 | 0.00 |
| 2050 | 3.83 | 0.00 |
| 2060 | 4.37 | 0.37 |
| 2070 | 4.81 | 0.81 |



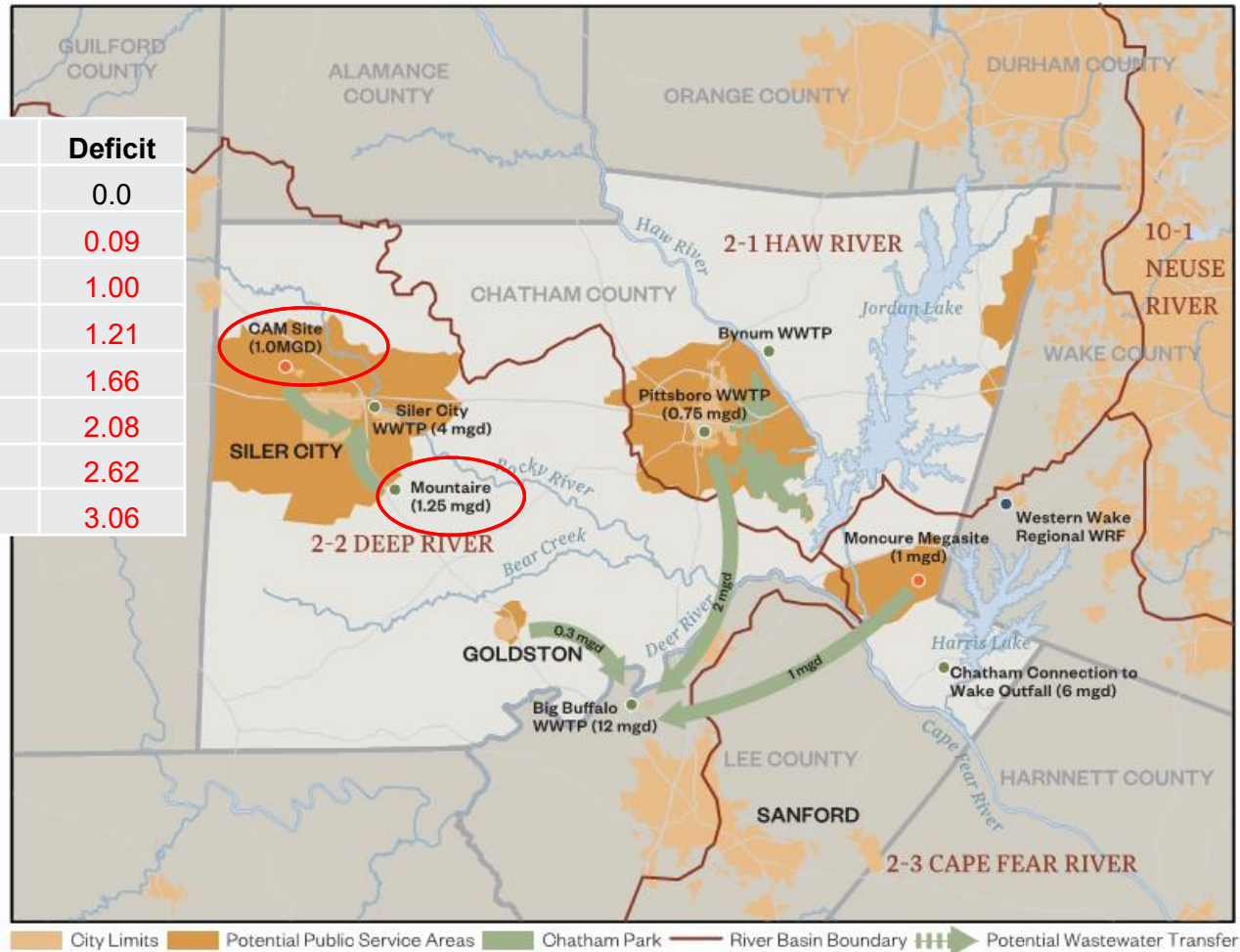
Wastewater Treatment – Siler City

| Siler City | Flow | Deficit |
|------------|------|---------|
| 2017 | 3.56 | 0.00 |
| 2020 | 3.79 | 0.00 |
| 2025 | 4.00 | 0.00 |
| 2030 | 4.21 | 0.21 |
| 2040 | 4.66 | 0.66 |
| 2050 | 5.08 | 1.08 |
| 2060 | 5.62 | 1.62 |
| 2070 | 6.06 | 2.06 |



Wastewater Treatment – Siler City

| Siler City | Flow | Deficit |
|------------|------|---------|
| 2017 | 3.56 | 0.0 |
| 2020 | 4.09 | 0.09 |
| 2025 | 4.30 | 1.00 |
| 2030 | 4.51 | 1.21 |
| 2040 | 4.96 | 1.66 |
| 2050 | 5.38 | 2.08 |
| 2060 | 5.92 | 2.62 |
| 2070 | 6.36 | 3.06 |



Wastewater Treatment – Recommendations

Siler City

2025 - Need ~ 1.5 mgd to 2.0 mgd

2040 - Need ~ 2.5 mgd

2060 – Need ~ 3.0 mgd to 3.5 mgd

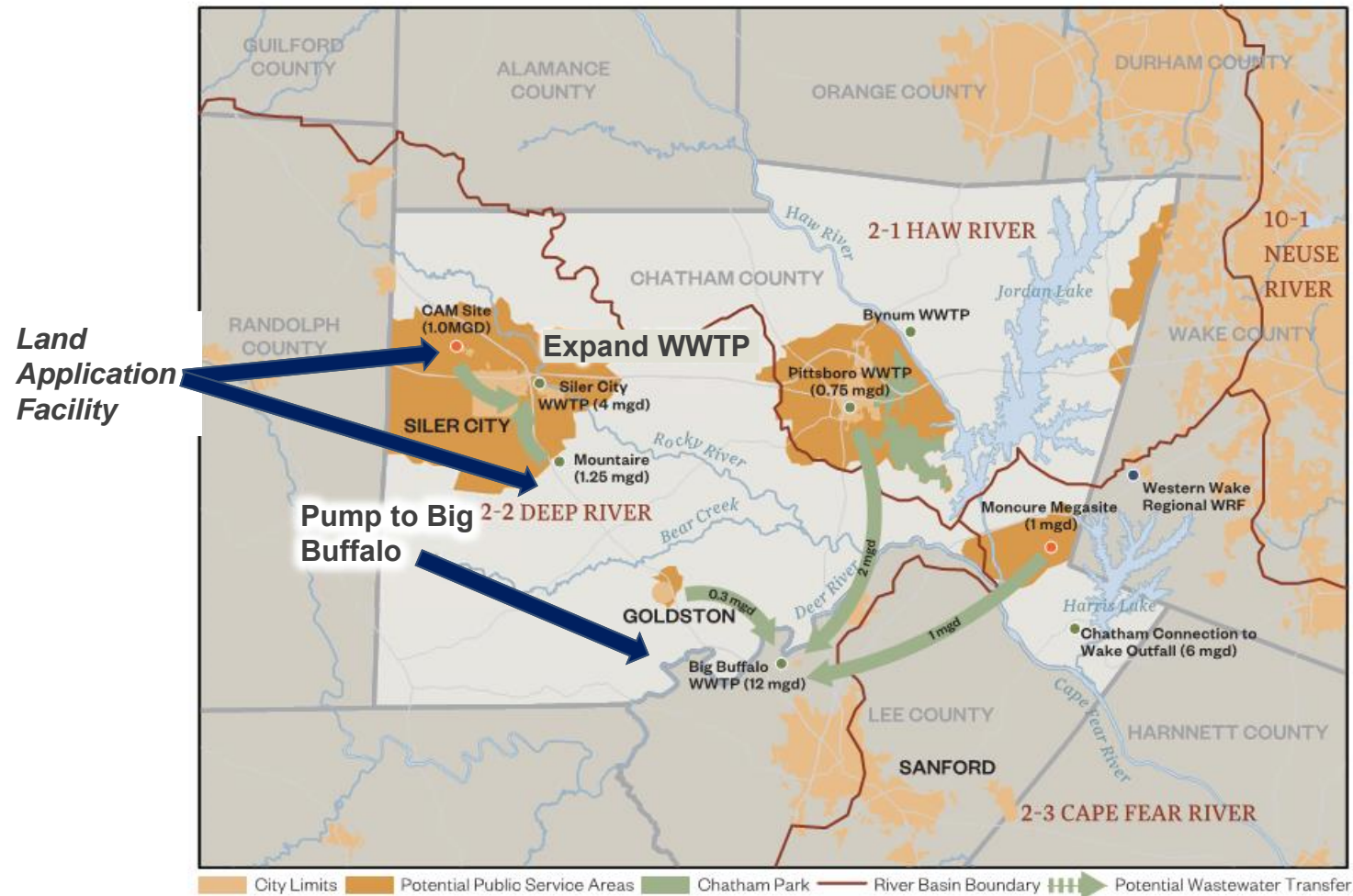
NOTE: Treatment capacity must exceed flow at all times.

| Siler City | Flow | Deficit |
|------------|------|---------|
| 2017 | 3.56 | 0.0 |
| 2020 | 4.09 | 0.09 |
| 2025 | 4.30 | 1.00 |
| 2030 | 4.51 | 1.21 |
| 2040 | 4.96 | 1.66 |
| 2050 | 5.38 | 2.08 |
| 2060 | 5.92 | 2.62 |
| 2070 | 6.36 | 3.06 |

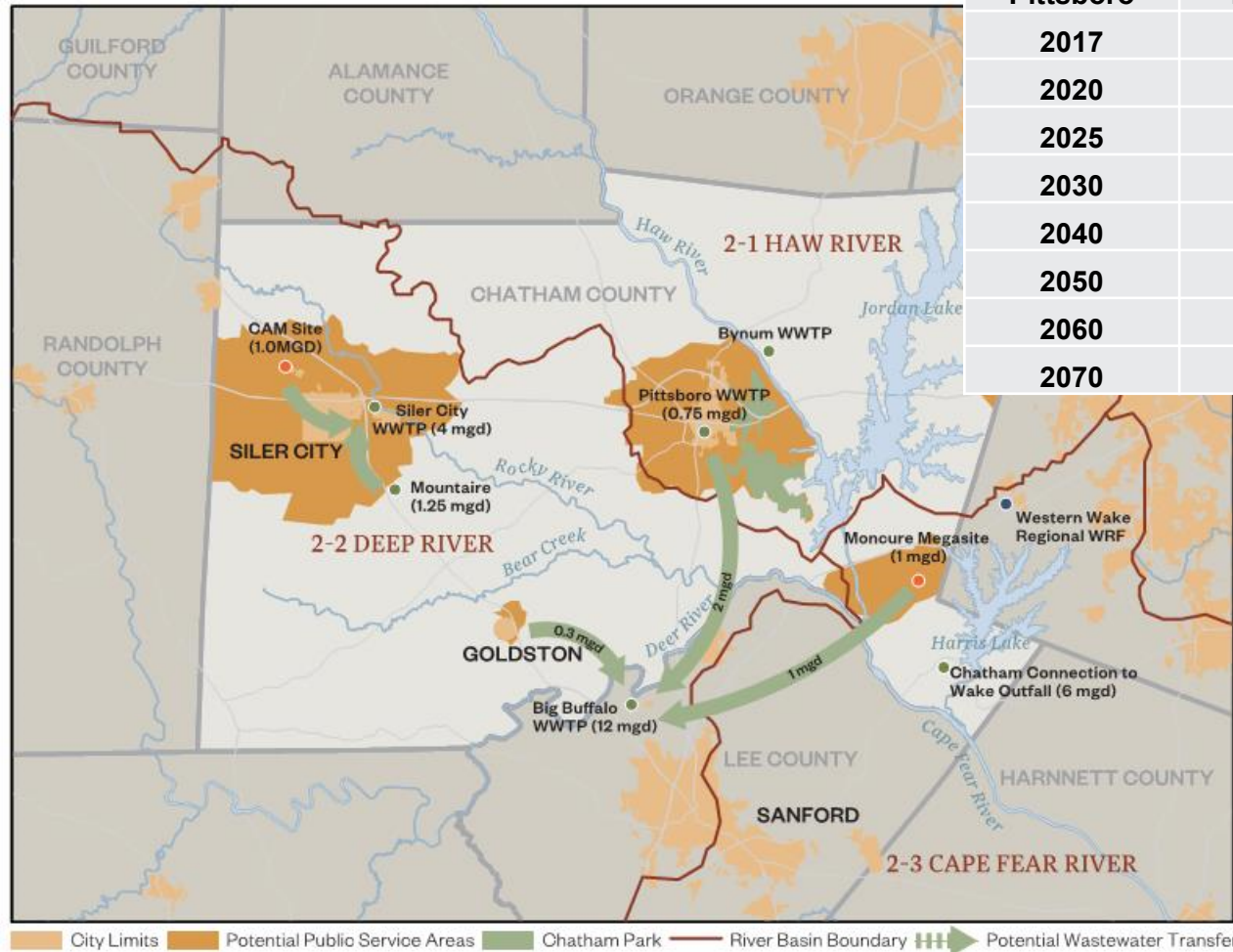
ALTERNATIVES

- Land Application Facility near Mountaire or CAM site
- Expand/improve existing WWTP
- Purchase Capacity at Sanford's Big Buffalo WWTP (IBT if the flow is not offset with water purchase)

Wastewater Treatment – Siler City



Wastewater Treatment - Pittsboro



| Pittsboro | Flow | Deficit |
|-----------|------|---------|
| 2017 | 0.50 | 0.00 |
| 2020 | 0.85 | 0.00 |
| 2025 | 1.10 | 0.00 |
| 2030 | 1.35 | 0.00 |
| 2040 | 2.01 | 0.01 |
| 2050 | 3.33 | 1.33 |
| 2060 | 5.10 | 3.10 |
| 2070 | 6.03 | 4.03 |

Wastewater Treatment – Recommendations

Pittsboro

2040 - Need ~ 0.5 mgd to 1.0 mgd

2050 - Need ~ 2.0 mgd to 2.5 mgd

2060 – Need ~ 3.5 mgd to 4.0 mgd

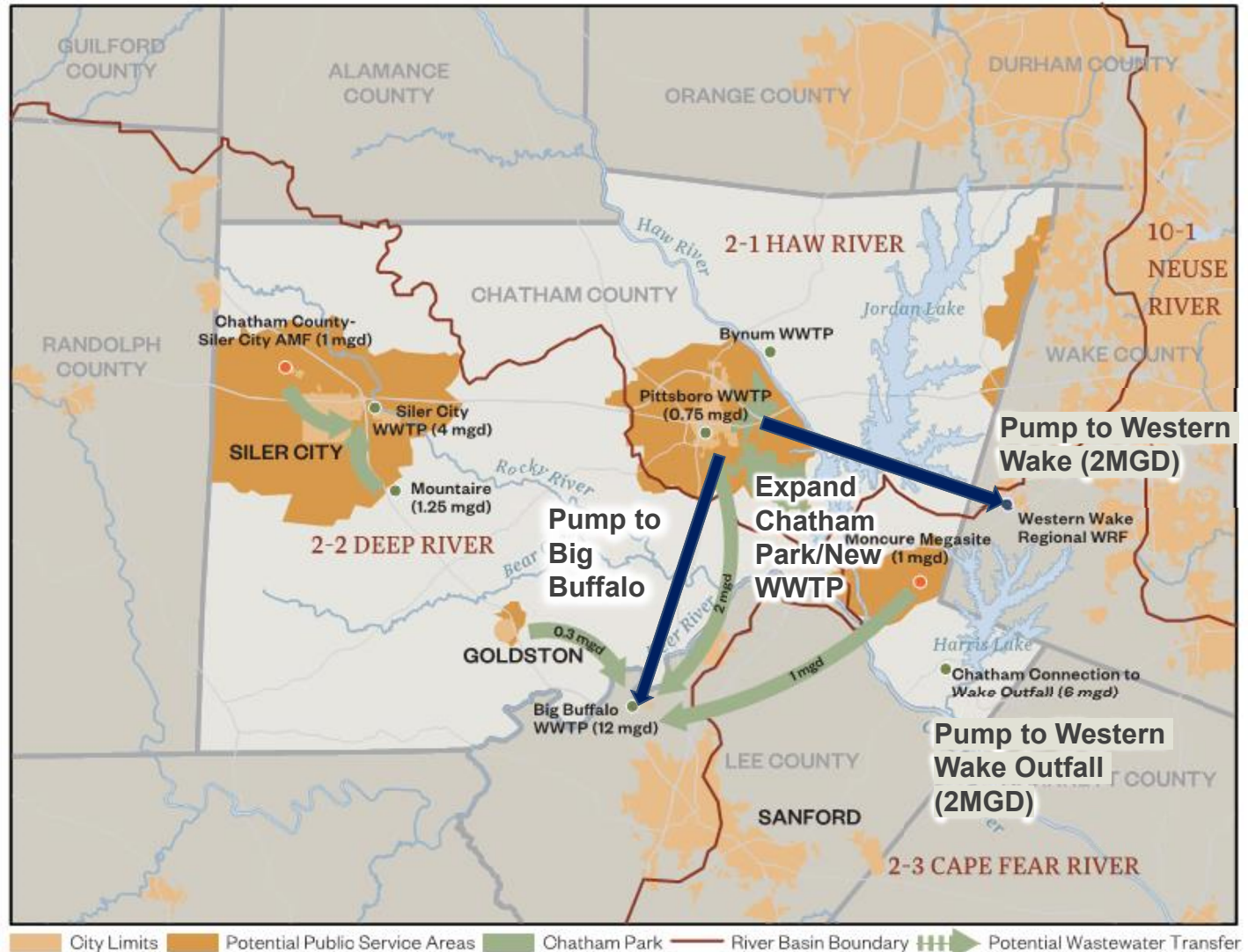
NOTE: Treatment capacity must exceed flow at all times.

| Pittsboro | Flow | Deficit |
|-----------|------|---------|
| 2017 | 0.50 | 0.00 |
| 2020 | 0.85 | 0.00 |
| 2025 | 1.10 | 0.00 |
| 2030 | 1.35 | 0.00 |
| 2040 | 2.01 | 0.01 |
| 2050 | 3.33 | 1.33 |
| 2060 | 5.10 | 3.10 |
| 2070 | 6.03 | 4.03 |

ALTERNATIVES

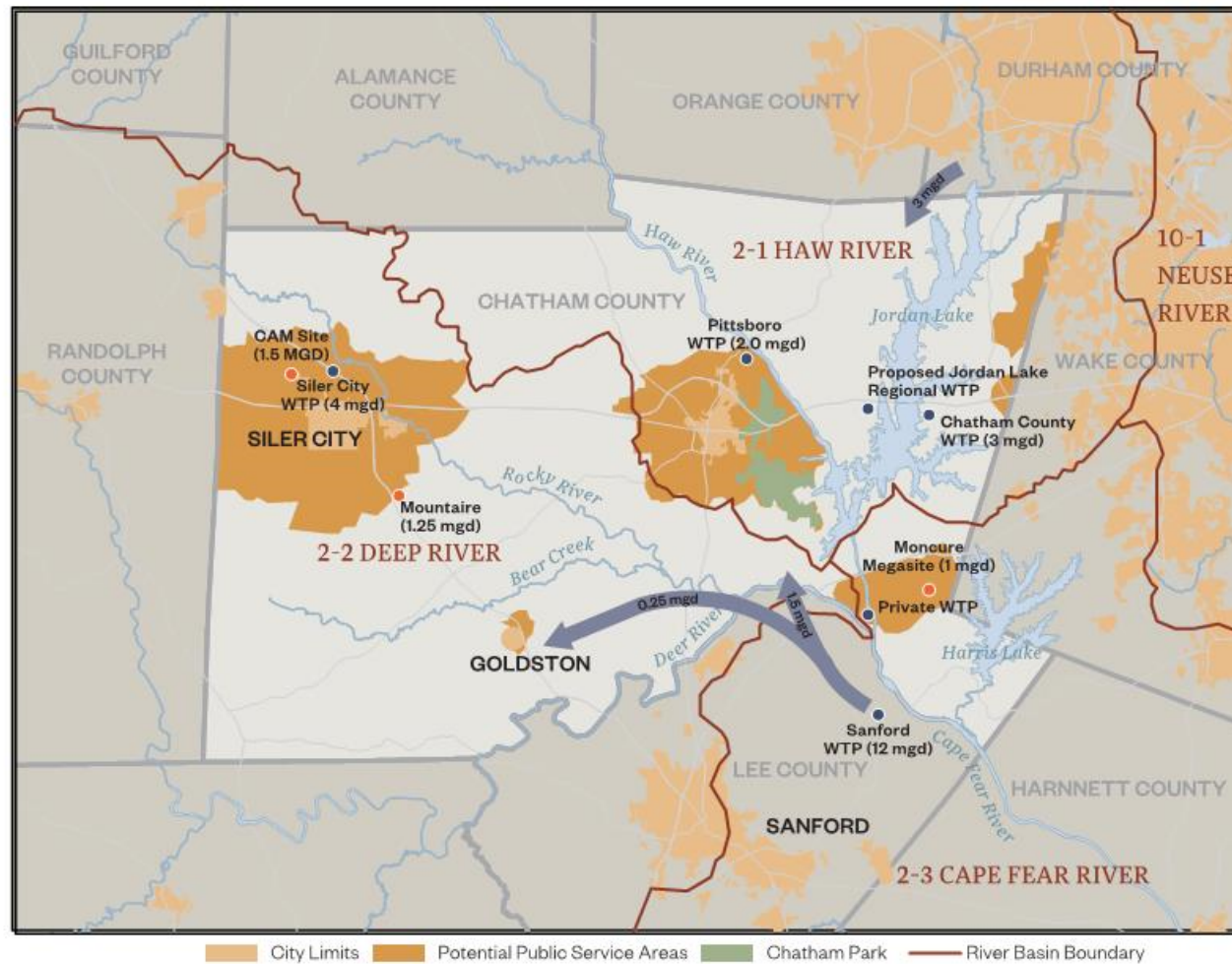
- Chatham Park WWTP (assume max capacity of 0.5 mgd)
- New WWTP
- Purchase Additional Capacity at Sanford's Big Buffalo WWTP (IBT if the flow is not offset with water purchase)

Wastewater Treatment - Pittsboro



Water Treatment

Water Treatment



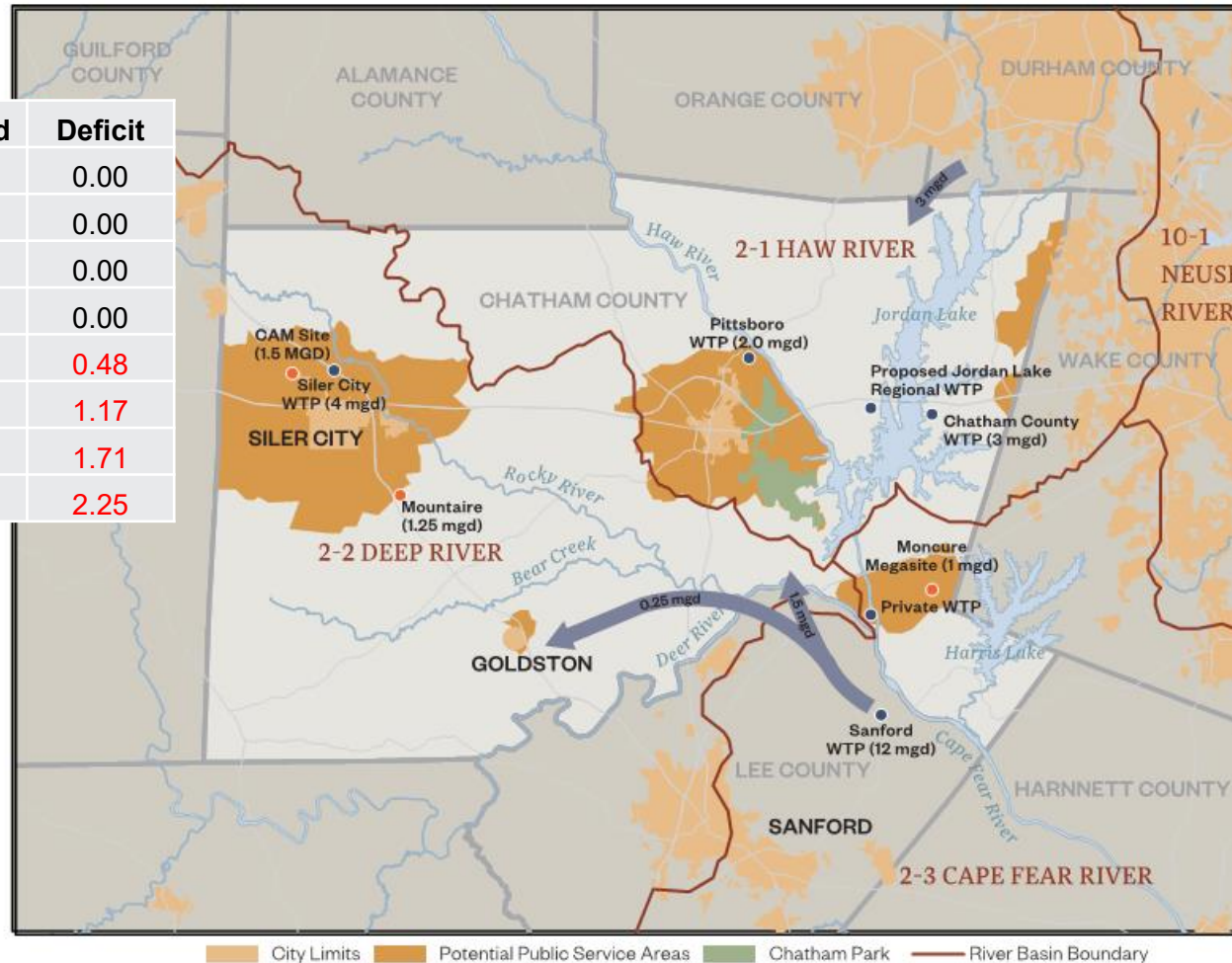
Water Treatment Overview

(Max Day in MGD)

| Chatham County - North | 2017 | 2020 | 2025 | 2030 | 2040 | 2050 | 2060 | 2070 |
|------------------------|------|------|------|------|------|------|------|-------|
| Demand/w Moncure | 4.31 | 4.37 | 4.45 | 4.57 | 4.76 | 4.96 | 5.16 | 5.36 |
| Supply | 6.00 | 6.00 | 6.00 | 6.00 | 3.00 | 3.00 | 3.00 | 3.00 |
| Deficit/w Moncure | 0.00 | 0.00 | 0.00 | 0.00 | 1.76 | 1.96 | 2.16 | 2.36 |
| Pittsboro | 2017 | 2020 | 2025 | 2030 | 2040 | 2050 | 2060 | 2070 |
| Demand | 1.06 | 1.71 | 2.22 | 2.78 | 4.10 | 5.84 | 8.94 | 10.58 |
| Supply | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 | 2.00 |
| Deficit | 0.00 | 0.00 | 0.22 | 0.78 | 2.10 | 3.84 | 6.94 | 8.58 |
| Siler City | 2017 | 2020 | 2025 | 2030 | 2040 | 2050 | 2060 | 2070 |
| Demand | 3.04 | 3.19 | 3.44 | 3.69 | 4.48 | 5.17 | 5.71 | 6.25 |
| Supply | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 | 4.00 |
| Deficit | 0.00 | 0.00 | 0.00 | 0.00 | 0.48 | 1.17 | 1.71 | 2.25 |

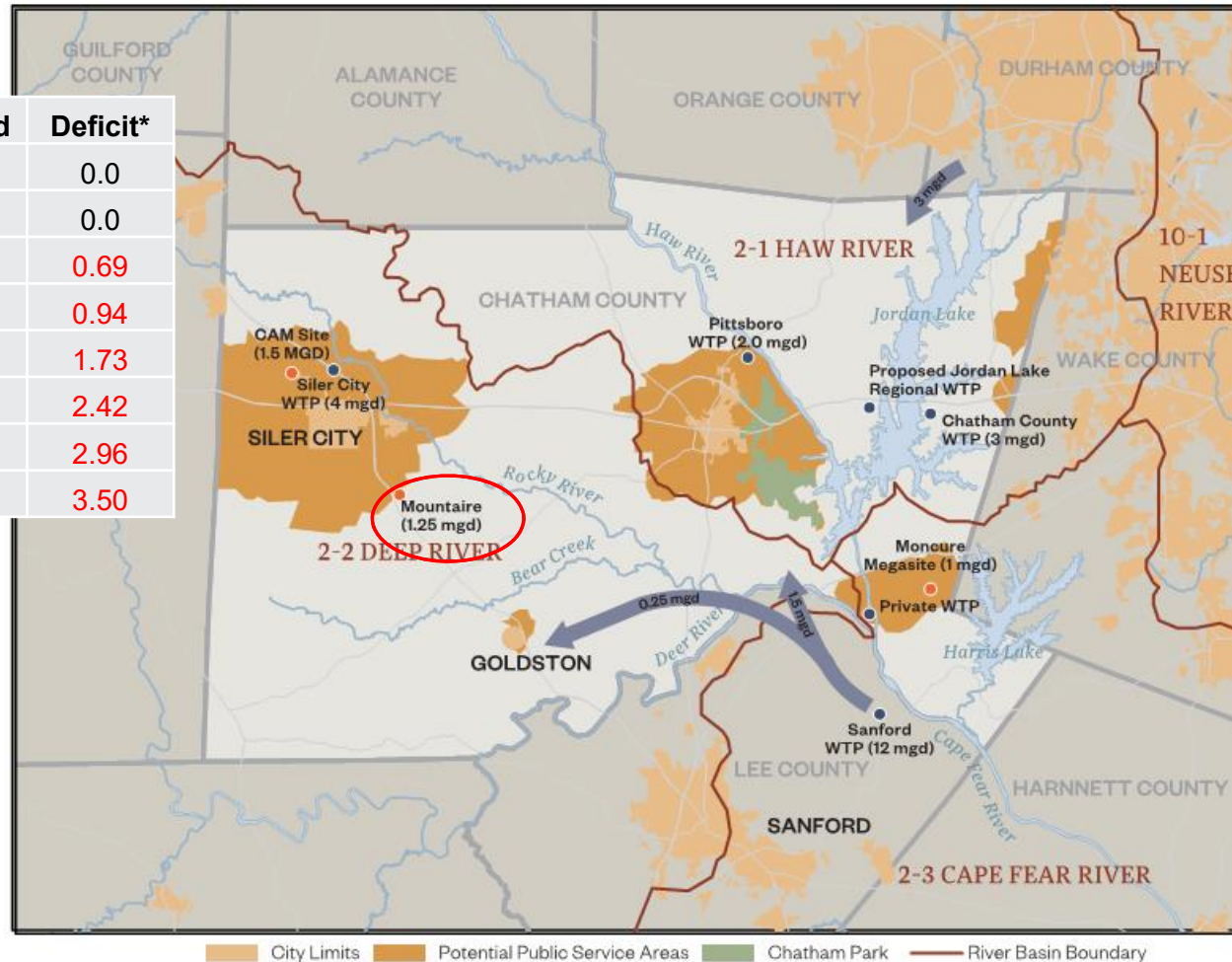
Water Treatment – Siler City

| Siler City | Demand | Deficit |
|------------|--------|---------|
| 2017 | 3.04 | 0.00 |
| 2020 | 3.19 | 0.00 |
| 2025 | 3.44 | 0.00 |
| 2030 | 3.69 | 0.00 |
| 2040 | 4.48 | 0.48 |
| 2050 | 5.17 | 1.17 |
| 2060 | 5.71 | 1.71 |
| 2070 | 6.25 | 2.25 |



Water Treatment – Siler City w/ Mountaire

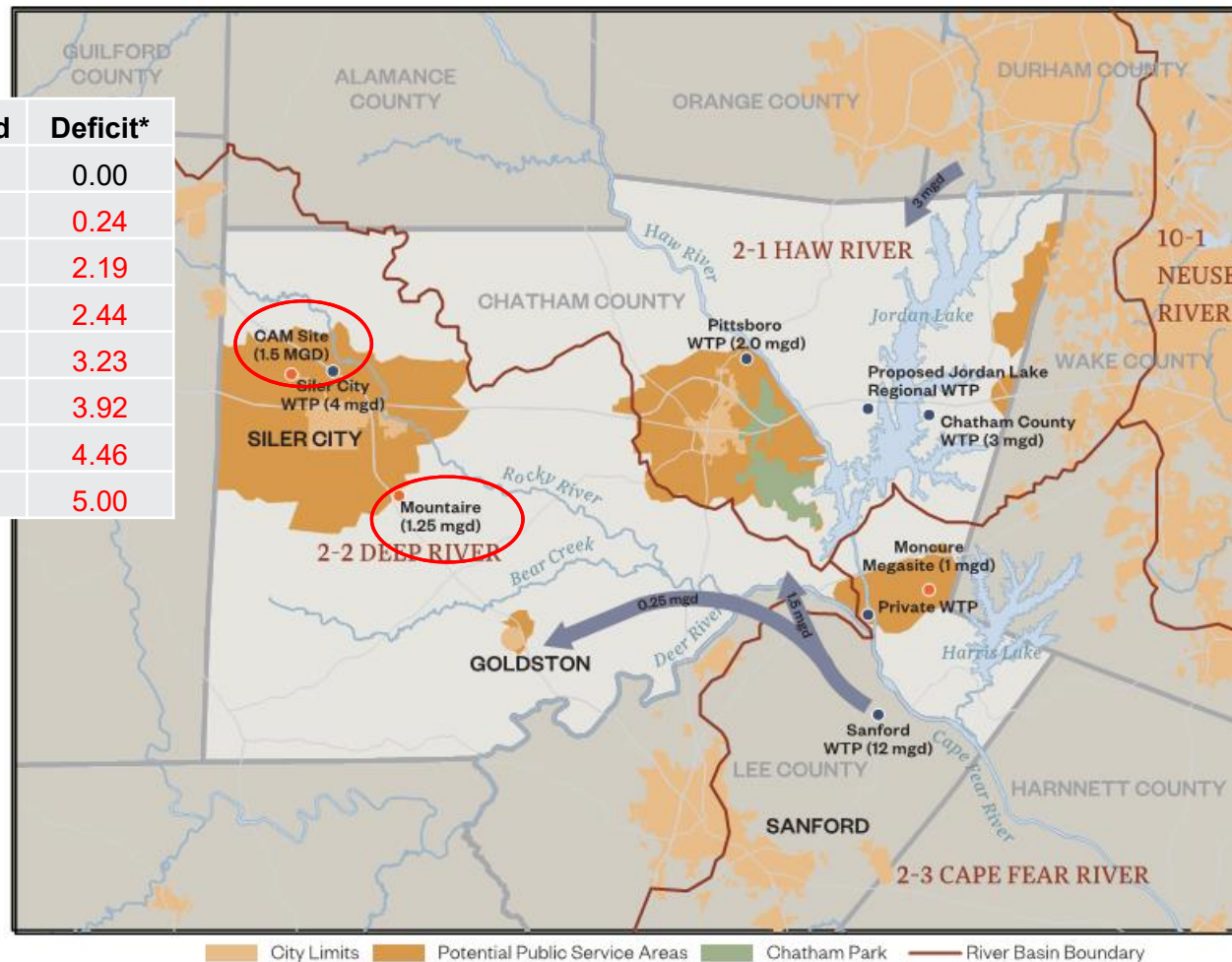
| Siler City | Demand | Deficit* |
|------------|--------|----------|
| 2017 | 4.29 | 0.0 |
| 2020 | 4.44 | 0.0 |
| 2025 | 4.69 | 0.69 |
| 2030 | 4.94 | 0.94 |
| 2040 | 5.73 | 1.73 |
| 2050 | 6.42 | 2.42 |
| 2060 | 6.96 | 2.96 |
| 2070 | 7.50 | 3.50 |



*Note: Assumes planned 0.5 mgd transfer from Chatham County – SW needs to be replaced with another alternative by 2025.

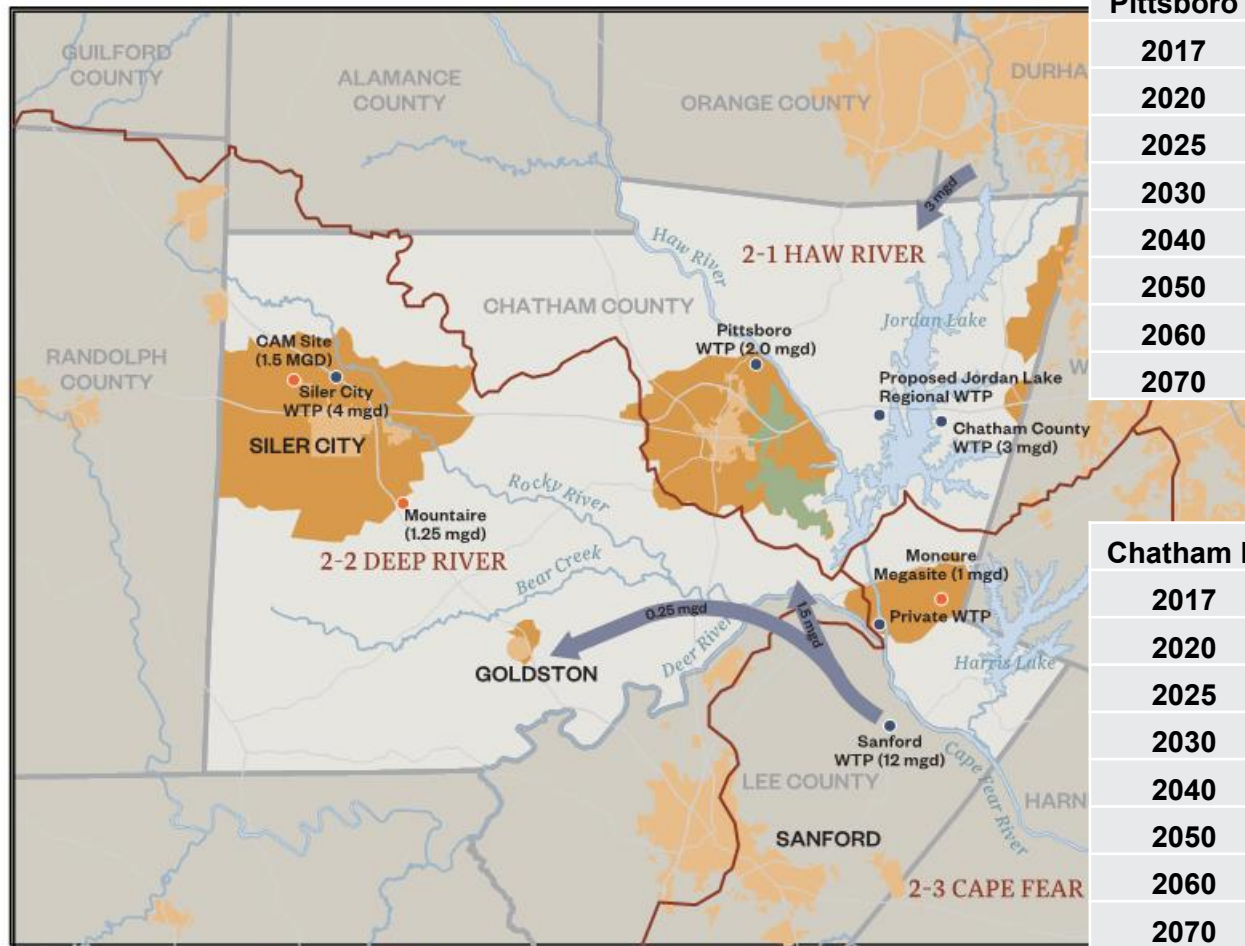
Water Treatment – Siler City w/ Mountaire & CAM

| Siler City | Demand | Deficit* |
|------------|--------|----------|
| 2017 | 4.29 | 0.00 |
| 2020 | 4.74 | 0.24 |
| 2025 | 6.19 | 2.19 |
| 2030 | 6.44 | 2.44 |
| 2040 | 7.23 | 3.23 |
| 2050 | 7.92 | 3.92 |
| 2060 | 8.46 | 4.46 |
| 2070 | 9.00 | 5.00 |



*Note: Assumes planned 0.5 mgd transfer from Chatham County – SW needs to be replaced with another alternative by 2025.

Water Treatment – Chatham N. & Pittsboro



City Limits Potential Public Service Areas Chatham Park River Basin Boundary

| Pittsboro | Demand | Deficit |
|-----------|--------|---------|
| 2017 | 1.06 | 0.00 |
| 2020 | 1.71 | 0.00 |
| 2025 | 2.22 | 0.22 |
| 2030 | 2.78 | 0.78 |
| 2040 | 4.10 | 2.10 |
| 2050 | 5.84 | 3.84 |
| 2060 | 8.94 | 6.94 |
| 2070 | 10.58 | 8.58 |

| Chatham N | Demand | Deficit |
|-----------|--------|---------|
| 2017 | 4.31 | 0.00 |
| 2020 | 4.37 | 0.00 |
| 2025 | 4.45 | 0.00 |
| 2030 | 4.57 | 0.00 |
| 2040 | 4.76 | 1.76 |
| 2050 | 4.96 | 1.96 |
| 2060 | 5.16 | 2.16 |
| 2070 | 5.36 | 2.36 |

Water Treatment – Recommendations

Siler City

2020 - Need ~ 0.5 mgd to 1.0 mgd

2025 - Need ~ 2.0 mgd to 3.0 mgd

2040 – Need ~4.0 mgd to 5.0 mgd

2060 – Need ~ 5.0 mgd

| Siler City | Demand | Deficit* |
|------------|--------|----------|
| 2017 | 4.29 | 0.00 |
| 2020 | 4.74 | 0.24 |
| 2025 | 6.19 | 2.19 |
| 2030 | 6.44 | 2.44 |
| 2040 | 7.23 | 3.23 |
| 2050 | 7.92 | 3.92 |
| 2060 | 8.46 | 4.46 |
| 2070 | 9.00 | 5.00 |

NOTE: Treatment capacity should exceed demand.

Actual need will vary based on real demands at CAM site and Mountaire. Currently assumes 1.25 mgd for Mountaire and 1.5 mgd for CAM.

ALTERNATIVES

- Transfer from Chatham County SW (0.5 mgd currently planned)
- Purchase capacity from Sanford's WTP
- Expand existing WTP

Water Treatment – Recommendations

Pittsboro

2020 - Need ~ 0.5 mgd to 2.0 mgd

2040 - Need ~ 4.0 mgd to 7.0 mgd

2060 – Need ~ 9.0 mgd

NOTE: Treatment capacity should exceed demand.

| Pittsboro | Demand | Deficit |
|-----------|--------|---------|
| 2017 | 1.06 | 0.00 |
| 2020 | 1.71 | 0.00 |
| 2025 | 2.22 | 0.22 |
| 2030 | 2.78 | 0.78 |
| 2040 | 4.10 | 2.10 |
| 2050 | 5.84 | 3.84 |
| 2060 | 8.94 | 6.94 |
| 2070 | 10.58 | 8.58 |

ALTERNATIVES

- Expand Existing WTP
- Purchase Capacity from Sanford's WTP
- New WTP on Jordan Lake (Western Intake)

Water Treatment – Recommendations

Chatham County North

2040 - Need ~ 2.0 mgd to 3.0 mgd

2060 – Need ~ 3.0 mgd

NOTE: Treatment capacity should exceed demand.

| Chatham N | Demand | Deficit |
|-----------|--------|---------|
| 2017 | 4.31 | 0.00 |
| 2020 | 4.37 | 0.00 |
| 2025 | 4.45 | 0.00 |
| 2030 | 4.57 | 0.00 |
| 2040 | 4.76 | 1.76 |
| 2050 | 4.96 | 1.96 |
| 2060 | 5.16 | 2.16 |
| 2070 | 5.36 | 2.36 |

ALTERNATIVES

- Expand Existing Jordan WTP
- Purchase Capacity from Sanford's WTP
- New WTP on Jordan Lake (Western Intake)
- Purchase Capacity from Cary/Apex WTP

Hazen



Chatham County Comprehensive Water and Wastewater Master Plan

January 17, 2019



Chatham County, NC

Text File

File Number: 19-2921

Agenda Date: 1/17/2019

Version: 1

Status: Board Priorities

In Control: Board of Commissioners

File Type: Agenda Item

HR presentation Pay/Benefits



Pay and Benefits Update



BOC Retreat-January 17, 2019



Pay Update

- Meets adjustment of 3% and Meets+ adjustment of 1.4% implemented on July 8, 2018
- Reclassifications examined annually during budget process
- Participation in regional and statewide salary surveys to stay current
- Average tenure with county: 7.81 years



Pay Update-PBP

Implementation of Performance Based Pay System (PBP)

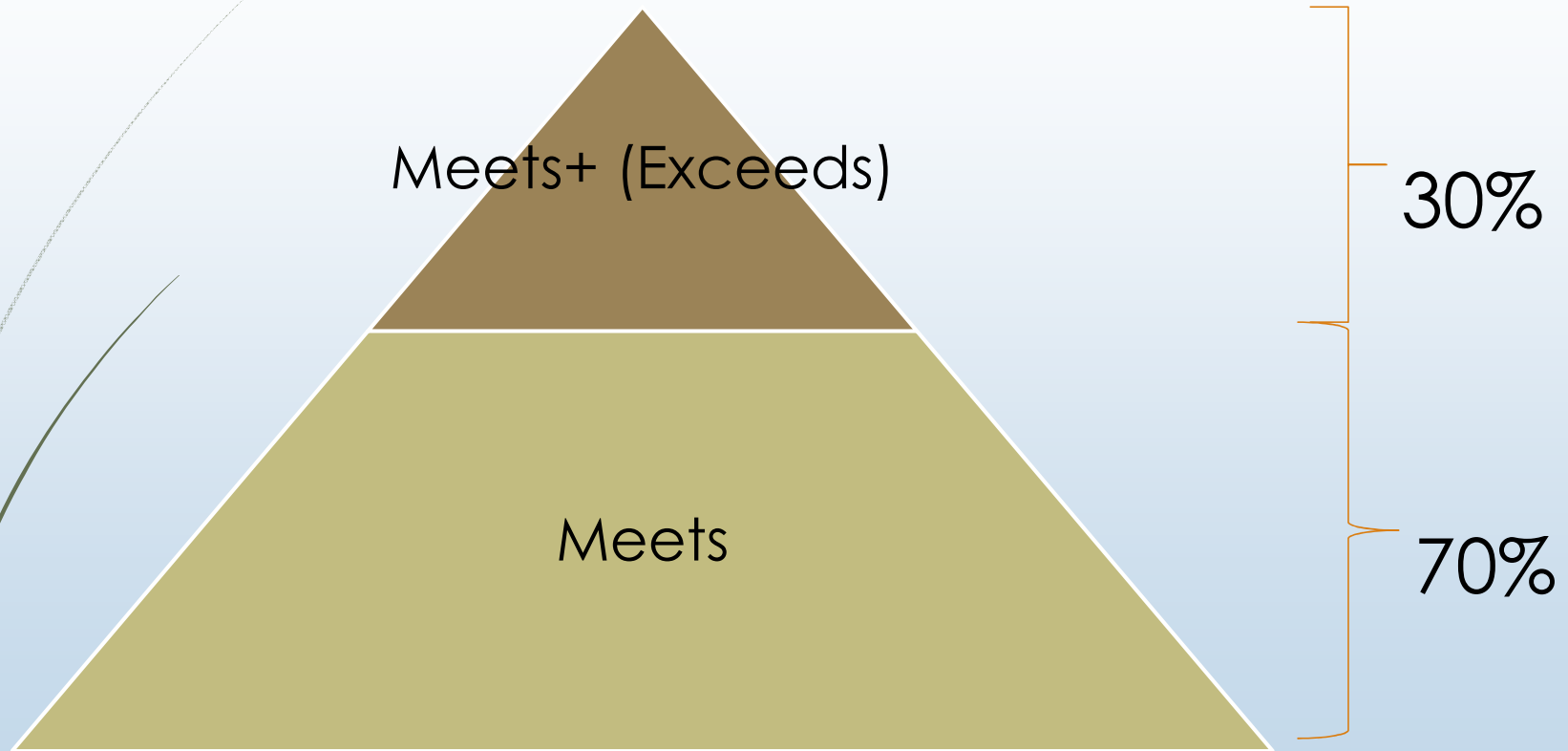
Three-phase process:

Meets evaluation year began July 1, 2016

Meets+ evaluation year began July 1, 2017

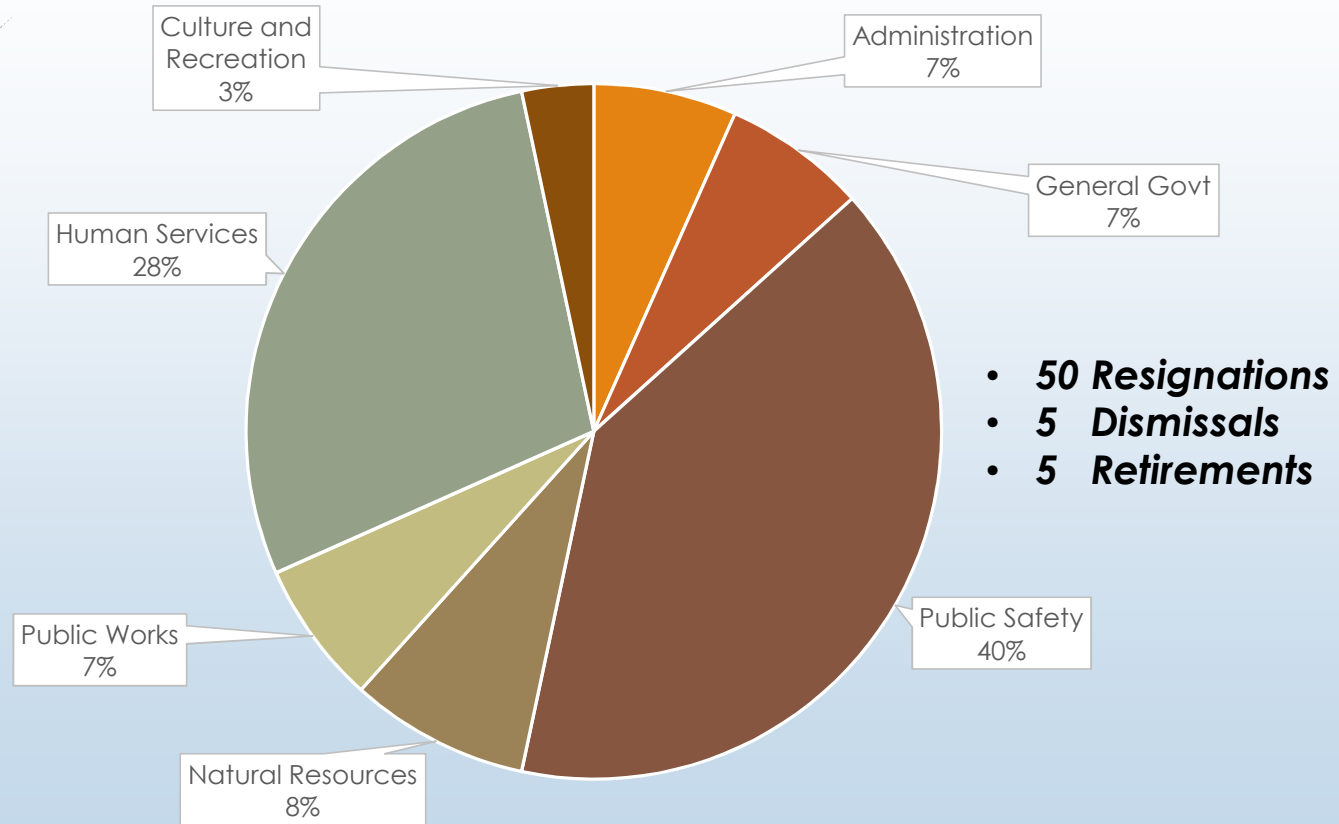
Goals+ On hold

Pay Update-PBP



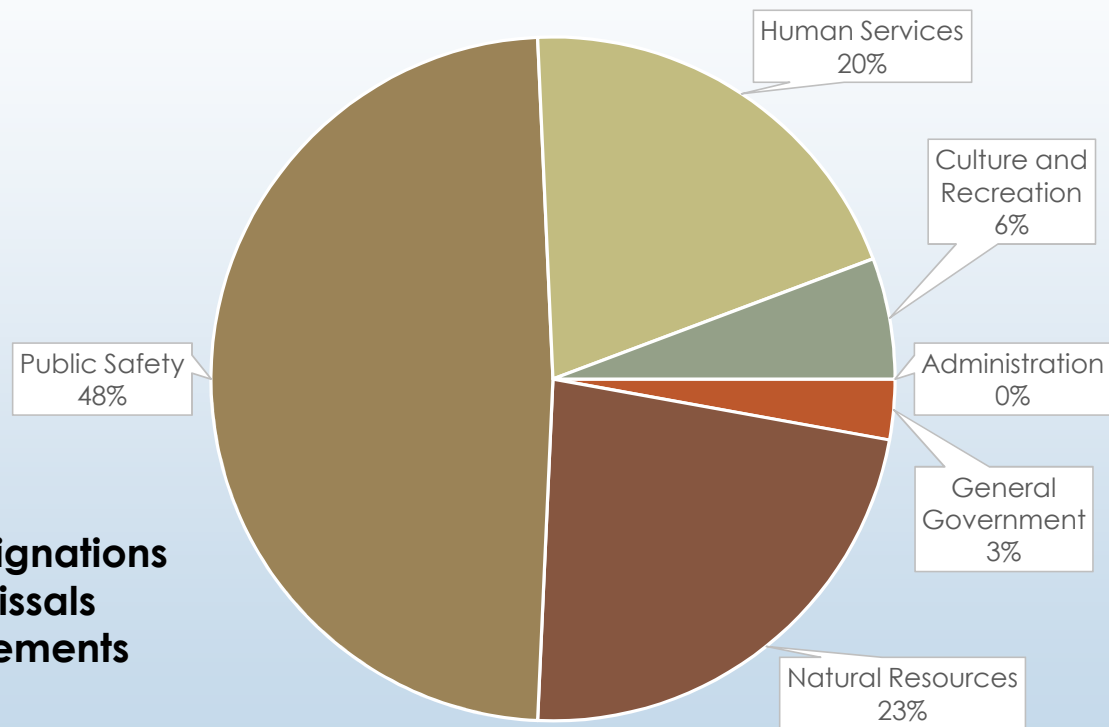
Pay Update

FY18 Turnover-11.5%



Pay Update

FY19 Turnover to Date-7%; est. 13%



- **30 Resignations**
- **2 Dismissals**
- **4 Retirements**



Benefits Update

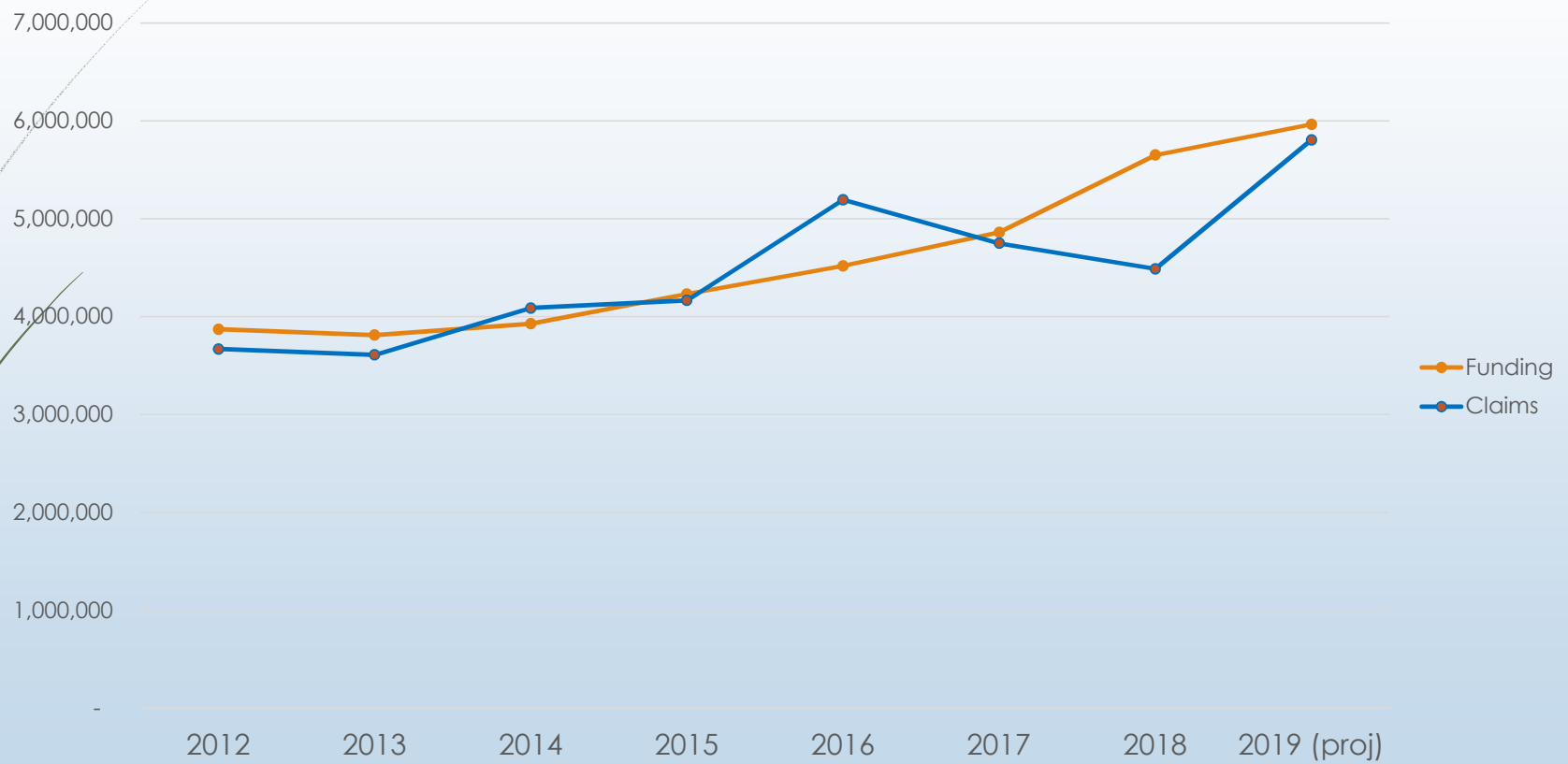


Fact:

- Claims costs continue to rise; new pharmacy tier structure on most health plans
- Average age of county employees: 41.9
- County has shouldered burden of rising health costs by consistently increasing county contribution PEPM

Benefits Update

Health Insurance Funding v. Claims





Benefits Update—New Initiative Tobacco-Free Petty Leave Incentive Policy

- New July 1, 2018
- Rewards employees that are non-tobacco users or are making efforts to quit with additional petty leave
- From July-December 2018, 131 employees verified their non-tobacco using status and received additional leave
- Program unique to Chatham County

Collaborative Efforts in Human Resources

Job Shadowing Program with Chatham County Schools
Spring 2019

CHATHAM
COUNTY SCHOOLS



Students learn the development process by observing the skills and knowledge needed to enforce development codes and regulations and learn about public service and successful employment in the public sector.

Collaborative Efforts in Human Resources

Chatham Local Government Job Application Sharing Network

County Job Application Form

Chatham County, NC

Submitted On:

December 19th, 2018 @ 11:54am

Chatham County participates in the Chatham Local Government Job Application Sharing Network, a local application-sharing initiative designed to broaden opportunities for job seekers and local government employers. With your consent, your job application will be shared with municipalities in the county (Town of Siler City) for open positions that meet your interest.

Yes! I consent to have my application shared with local municipalities in Chatham County for positions that meet my interests and/or qualifications.

**87.2%
Consent Rate!**

Collaborative Efforts in Human Resources

TIER
3 to 1

Pilot project being developed in the County Manager's Office/Human Resources Office to pair up a Tier 1, economically disadvantaged county with a Tier 3 county to share training and process resources.



Martin/Bertie Leadership Academy



Questions?





Chatham County, NC

Text File

File Number: 19-2922

Agenda Date: 1/17/2019

Version: 1

Status: Board Priorities

In Control: Board of Commissioners

File Type: Agenda Item

Summary of current year accomplishments

MID-YEAR ACCOMPLISHMENTS

FY 2019





GOAL #1

Preserve the rural character and lifestyle of Chatham County.

ACCOMPLISHMENTS ON GOAL #1

- **Planning** completed the first round of business property rezonings. 49 parcels were rezoned. The second round of rezonings for 17 properties is currently in process and will be completed by early 2019.
- **Cooperative Extension** expanded 4-H Youth Development program to eight clubs with varied focus areas.
- **Cooperative Extension** began planning for a future expansion of the Agriculture & Conference Center that would provide venues where the county's agricultural products can be exhibited or utilized as teaching tools for producers and the general public.



GOAL #2

Preserve, protect, and enable agriculture and forestry.



ACCOMPLISHMENTS ON GOAL #2

- **Soil and Water** staff assisted with an all day regional cover crops workshop.
- **Planning** continued revisions to land use regulations and ordinances.



GOAL #3

Promote a compact growth pattern by developing in and near existing towns, communities, and in designated, well-planned, walkable mixed-use centers.

ACCOMPLISHMENTS ON GOAL #3

- **Planning** is nearing completion of development of the Unified Development Ordinance (UDO) Request for Proposals. RFP should be ready to issue in early 2019.
- **Parks and Recreation** included major collaboration with towns on connected trails and greenways in the Comprehensive Plan that would help promote compact growth.



GOAL #4

Diversify the tax base and generate more high-quality, in-county jobs to reduce dependence on residential property taxes, create economic opportunity, and reduce out-commuting.

ACCOMPLISHMENTS ON GOAL #4

- **County Manager** completed a tri-party agreement between the County, DOT and Tim Booras for funds to improve transportation infrastructure at the CAM Site.
- **County Manager** reached agreement with Sanford to complete the wastewater extension to the Moncure Mega Site.
- **CVB** reported that visitors to and within Chatham County spent an estimated \$35 Million in 2017, an increase of 3.5% over the prior year.
- **CVB** printed a new visitor brochure that will be available at Raleigh Durham Airport, NC Welcome Visitors centers, and online.

ACCOMPLISHMENTS ON GOAL #4

■ EDC:

- Wilson Brothers Trucking announced \$4 million investment and 25 new jobs.
- Mountaire Farms anticipates operations beginning this month and has training happening in Siler City.
- Strata Solar is investing \$3 million in a 5.0 MW system to generate solar power in Pittsboro. The company is also permitted for a \$3.4 million, 5.0 MW project in Moncure.
- Penguin Place in Pittsboro is 100% leased and nearing completion of build-out.
- A. D. Tubi USA, an Italian welding company, announced a \$6 Million investment and 8 new jobs in Siler City
- Capital Ready Mix Concrete announced a \$5 Million investment and 60 jobs in Pittsboro, reusing a former poultry industry building



GOAL 5

Conserve natural resources.

ACCOMPLISHMENTS ON GOAL #5

- **Emergency Operations** responded to 8 fuel and/or chemical spills to ensure cleanup by responsible parties and preventing materials from contaminating surface water resources.
- **Soil and Water** staff completed the installation of a freshwater pond with the assistance of the Agricultural Water Resources Assistance Program.
- **Soil and Water** developed 24 State and Federal cost share applications and contracts for natural resource conserving practices.
- **Solid Waste & Recycling** partnered with Brooks Recycling to help schools to increase/improve recycling and composting. Siler City & Bennet School have increased recycling and started composting at lunch. Silk Hope School is in progress.
- **Solid Waste & Recycling and Parks and Rec** received a grant to place recycling containers next to trash cans at county parks.

ACCOMPLISHMENTS ON GOAL #5

- **Solid Waste & Recycling** established a Keep Chatham County Beautiful community team and completed training.
- **Solid Waste & Recycling** created a new brochure that addresses recycling and the items that can and cannot be recycled.
- **Watershed Protection and GIS** established a database to allow field gathering of GPS coordinates of Stormwater Control Measures (SCMs) for GIS integration
- **Watershed Protection** prepared a presentation to educate HOA Boards in subdivisions with stormwater SCM's on maintenance requirements of privately owned SCMs to promote water quality.



GOAL 6

Provide recreational opportunities and preserve open space.

ACCOMPLISHMENTS ON GOAL #6

■ Parks and Recreation:

- Presented a draft Comprehensive Parks and Recreation Master Plan in December
- Design is underway for the bridge over Pokeberry Creek along the Haw River
- A shared recreation center is included in the construction that has begun on Chatham Grove Elementary School
- Implemented a successful open gym pilot program at North Chatham that will be expanded to other locations



GOAL 7

Provide infrastructure to support desired development and support economic and environmental objectives.

ACCOMPLISHMENTS ON GOAL #7

- **MIS** began collaboration with Chatham County Schools to pursue release of RFP for county-wide fiber network connecting all schools.
- **MIS** identified a wireless pilot project that would provide broadband service to a selected area within the county.
- **County Manager** initiated a regional effort with all of the towns and surrounding counties to complete a water and wastewater “master plan” to identify demand based projections and plan for future capital investments and partnerships to provide utility service.
- **County Manager** began preliminary work with the Western Intake Partners for the new Jordan Lake intake and regional water treatment plant.
- **County Manager** entered into an agreement to study a joint partnership with Sanford, Fuquay-Varina, and Holly Springs for the expansion of the Sanford water treatment facility.



GOAL 8

Become more resilient by mitigating, responding, and adapting to emerging threats.

ACCOMPLISHMENTS ON GOAL #8

- **Emergency Operations** facilitated the organization of a Community Emergency Response Team in Chatham County (Chatham CERT) which has 30 active members and 200 on its mailing list.
- **Emergency Operations** updated plans and procedures for emergency shelters and mass feeding during disasters. Completed American Red Cross Shelter Survey for all designated congregate care shelters. New plans and procedures activated during Hurricane Florence at two shelters housing a total of 124 residents.



GOAL 9

Provide equitable access to high-quality education, housing, and community options for all.

ACCOMPLISHMENTS ON GOAL #9

- **Council on Aging and Cooperative Extension** built upon Chatham's 1st one-day educational retreat for seniors in April 2018 using the new Agricultural and Conference Center, to offer a Conference in November. Both events were well attended and received very positive evaluations from attendees.
- **Wren Library** hosted job fairs for local businesses
- **Affordable Housing: The Henry Siler School** project awarded 9% Low-Income Housing Tax Credits (LIHTC). The Henry Siler School project being developed by Third Wave Housing, LLC is proposing 44 units on the historic site affordable to households up to 60% AMI.
- **County Manager's Department** staff collaborated with the Chatham County Affordable Housing Advisory Committee, Triangle J Council of Governments, The Fair Housing Project with Legal Aid NC, and the Chatham County Housing Authority to host a landlord forum in October 2018. Participants received a presentation on the section 8 program in Chatham, fair housing training by Legal Aid, and had the opportunity to voice their concerns and provide feedback about being landlords in Chatham County. More community engagement forums of this nature are to be held in 2019.



GOAL 10

Foster a healthy community.

ACCOMPLISHMENTS ON GOAL #10

- **Council on Aging** was one of eight GSK IMPACT recipients in the Triangle region for addressing critical community health challenges, which included a \$40,000 cash award.
- **Health Department** staff provided comments on the Unified Development Ordinance (UDO) Request for Proposals and will be involved in drafting the UDO once a consultant has been selected.
- **Wren and Goldston Libraries** partnered with CORA to serve as distribution sites for CORA's Summer Nutrition for Chatham Kids (SNACK) program.
- **The Chatham Health Alliance** completed the first Community Assessment. The alliance used the results to determine top three priority issues for next four years: poverty, obesity and access to health/mental health services.
- **The Library** addressed community needs by hosting navigators to enroll individuals in health insurance programs and co-hosting programs to create awareness of significant issues such as opioid addiction.



GOAL II

Demonstrate sound fiscal stewardship to ensure we can meet the important service needs of our residents.

ACCOMPLISHMENTS ON GOAL #11

- **Finance Department** received the lowest interest rate possible – 3.056732% - for the FY 2019 borrowing for the new schools.
- **Finance Department** was awarded a Government Finance Officers Association of the United States and Canada (GFOA) Certificate of Achievement for Excellence in Financial Reporting to Chatham County for its comprehensive annual financial report for the fiscal year ended June 30, 2017. This was the twenty eighth consecutive year that the County has received this award.



GOAL 12

Provide effective, efficient government that is responsive to the different needs of residents and varying circumstances across the county.

Provide social services and support that seek to minimize the impacts to those in poverty and stabilize individuals and families in the community.

Ensure public safety through adequate resources, plans, and partnerships to keep people and property safe.

Strengthen relationships with other boards, municipalities, and regional entities to address common challenges and opportunities.

ACCOMPLISHMENTS ON GOAL #12

- **Emergency Operations** coordinated County response to major incidents impacting Chatham County, including: Hurricane Florence, Hurricane Michael, and December 2018 Winter Weather.
- **Cooperative Extension** partnered with the **Council on Aging** to deliver the first Senior Education Conference, aimed at addressing a recently adopted County Aging Plan oriented on social connectedness, community engagement, and opportunities for self-fulfillment for seniors.
- **Extension** was awarded the NCACC North Central District's County Government Partnership Award, acknowledging the importance of Chatham County Government in Extension programming provided to Chatham residents.
- **Central Permitting** began CityView migration to WorkSpace, a major software upgrade involving multiple departments. Targeted deployment is latter half of FY 2019.

ACCOMPLISHMENTS ON GOAL #12

- **Soil and Water** assisted the town of Siler City and the Resource Conservation Council with an urban conservation grant implementation at Boling Lane Park.
- **Health Department** completed the 2018 Chatham County Community Assessment, an innovative partnership with the Chatham Health Alliance and numerous county agencies and organizations.
- **Health Department** Animal Services provided more marketing that promoted/increased spay/neuter awareness and participation in low cost spay/neuter plan provided by the County. Held 2 offsite adoption events to increase adoptions and citizen education. Held 2 off-site and 2 on-site low cost rabies clinics.
- **Facilities and Construction Management** selected a vendor for the new Animal Shelter and worked with the vendor to identify the most cost-effective solutions for construction of the facility.

ACCOMPLISHMENTS ON GOAL #12

■ Human Resources

- Launched job shadowing program with Chatham County Schools.
- Launched Chatham Local Government Job Application Sharing Network.
- Development of Tier 3-to-1 outreach program to pair a Tier 3 county (Chatham) with two Tier 1 counties (Martin, Bertie) to share resources and establish a leadership academy.
- Implemented unique Tobacco Free Petty Leave Incentive Policy.
- Continued strong presence in statewide safety award program: 6 gold and 5 silver awards, including 5 fifth-consecutive year awards.

ACCOMPLISHMENTS ON GOAL #12

- **DSS** administered a Disaster Supplemental Nutritional Assistance Program (DSNAP) after Hurricane Florence resulting in over 1700 applications taken and \$641,000 in benefits issued.
- **Watershed Protection** participated in monthly meetings with Town of Pittsboro staff to facilitate project review efficiency, promote communication, and enable cooperation where possible.



GOAL 13

Support Pre-K through 12 and the community college in providing a quality education for all students

ACCOMPLISHMENTS ON GOAL #13

- **Cooperative Extension** partnered with Chatham County Schools (Virginia Cross Elementary) to provide SNAP-Ed instruction to 2nd grade classrooms discussing the importance of nutrition, physical activity, and overall wellness.
- **Cooperative Extension** implemented hands-on 4-H school enrichment programs in 56 local Chatham County classrooms to address students' lagging performance in the areas of science, technology, engineering, and mathematics (S.T.E.M.).
- **Health Department** worked with the School Health and Wellness position that was created in FY18 to implement new goals that foster healthy school communities.

ACCOMPLISHMENTS ON GOAL #13

- **County Manager** completed an MOU between the County and the Community College for the Chatham County Promise program that guarantees up to two (2) years of free in-state tuition for all eligible Chatham County residents who graduate from a public high school in Chatham County in 2019, 2020, 2021 and 2022.
- **Chatham County Board of Commissioners** were selected as the NC School Board Association County Commissioners of the Year.
- **Chatham Community Library** Youth services expanded services with Saturday activities to reach children who are unable to attend story time at CCL on weekdays. The “Baby Lap Sit” program encourages new parents to start reading to their children as early as possible. Introductory computer coding classes were scheduled for older kids. An Exceptional Stories program was introduced at Wren as an inclusive program for all ages and abilities.



Chatham County, NC

Text File

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Expected conditions affecting next year's budget