

*Kevin Austin, Chairman of Board
David Moxley, Vice Chairman
Cliff Collins, Commissioner
Marion Welborn, Commissioner
Frank Zachary, Commissioner*



*Ed Powell, County Attorney
Lisa Hughes, County Manager
Tanya Gentry, Clerk to the Board*

COUNTY MANAGER'S REPORT

May 24, 2024

NCACC Risk Pools

The County joined the NCACC Risk Pools several years ago for workers' compensation insurance, as well as property and liability insurance. For calculation of our rates, we are compared with other governments and our claim histories. Previously, when we had insurance through a local insurance company, our rates were compared with other businesses, which had greater potential for higher premiums.

Our premium rates are reasonable and we receive annual discounts because we are in both pools.

In addition, the NCACC offers other benefits to use at no charge. Exhibit A provides a list of these services and their approximate values.

Vacancy Report

This week we have 20 vacancies. Human Services continues to have a significant number of vacancies this week, with 13, 10 of which are in the Social Services Division. One of the vacancies is in the Sheriff's Office (Detention) and 2 in Emergency Services. The Tax Assessor's Office has 2 vacancies. Sixteen of these positions have been vacant over 30 days, with 11 of them being in Human Services. Nine of them have been vacant over 100 days. One of these positions has been vacant over 300 days, which in accordance with the County's Personnel Policy positions vacant for 12 months are eliminated. The one that has been vacant over 300 days has been vacant 328 days and is recommended in the FY2025 Budget to be reclassified to a higher pay grade and given an additional 6 months (thru December 2024) to be filled before elimination.

Employees who Leave

There has been a lot of conversation about County employees who leave, that they come here for the training and leave, they leave for higher salaries in neighboring counties, we lose long term employees, etc.

The County implemented the most recent Classification and Pay Study last fall with an effective date of June 17, 2023. We had 42 full-time employees leave employment with the County since July 1, 2023. Exhibit B contains a list of departments, number of employee

positions in each department, the number of employees who left employment with the County, why they left (retirement, death, resignation, termination/fired) and the average amount of time or tenure they had with the County when they left.

Of the 42 separations of employment, 4 were due to retirement, 1 to death, 30 resignations and 7 terminations. The average length of employment across all departments was 4.42 years.

Human Services is divided into the Health Division and Social Services Division and has had the most employees leave, a total of 17. Of these 17, 2 retired and 1 was terminated, leaving the remaining 14 as resignations. The Sheriff's Office had 15 employees leave employment, with 9 of them being resignations and 6 being terminated at the Sheriff's Discretion. Emergency Services had 5 employees leave and they were all resignations. These are the County's 3 largest departments with Emergency Services having 52 positions across all 4 divisions, Human Services having 87 across its 2 divisions and the Sheriff's Office having 92 positions across its 4 divisions.

Classification and Pay Plans

Over the last several years, all counties have been battling each other with increasing salaries. Every time one county adjusts its classification and pay plan to be competitive, a neighboring county adjusts theirs and it just continues. For example, I recommended a potential 5.5% pay increase (COLA and performance), Davie's manager presented a new plan that will yield a 6.79% pay increase (COLA, performance and longevity) across all of their positions including those in the Register of Deeds and the Sheriff's Office.

I mentioned to several managers a couple of years ago that we all needed to agree to a common or at least a regional classification and pay plan. I had a few who were interested, but we didn't discuss further. I contacted the county managers in Davie, Wilkes and Surry to meet to discuss the potential of a common plan with our counties. The managers from these 3 counties and I are going to meet next week to discuss the idea.

Opioids

The State released new data this week concerning opioids.

- In 2016, there were 6 overdose deaths in Yadkin County, in 2021 there were 16.
- In 2016, there were 50 emergency department overdose visits by Yadkin County citizens, in 2022 there were 74.
- In 2016, there were 9,818 citizens prescribed opioids and in 2021 that number had decreased to 6,086.

The one number that is decreasing is the number of people prescribed opioids. Opioids are often prescribed for pain. Pharmaceutical companies and distributors marketed their products to doctors who prescribed them. Doctors have now been educated on the harmful long-term health and societal effects of these drugs and have stopped prescribing them as they once did. Measures have also been put into place that limit the number of pills that can be prescribed within a certain timeframe to help prevent addiction.

The County is part of the national lawsuit against the distributors and pharmacies that promoted and sold these highly addictive drugs to people and will receive settlement funds through 2038. The County, in its Memorandum of Agreement chose Option A, which focuses on education, early intervention and recovery. The settlement payment plan was structured so that counties will receive more funding in the early years and it will taper off over the 18 years. In FY2023, the County received \$469,354; in FY2024 it received \$993,803 and is expected to receive \$472,071 in FY2025. The County has an Opioid Committee that meets on a regular basis and is required to hold at least one meeting annually that includes representation from the 4 municipalities within the county.

Legislative Goals

It's time to start thinking about Legislative Goals to submit to the NCACC. The submission process will kick-off this month. Please be thinking about what you would like to submit. In the past, the Board has submitted an average of 4-6 goals. The goals will be in any of the following areas: Agriculture, Environment, General Government, Health and Human Services, Justice and Public Safety, Public Education and/or Tax and Finance. Exhibit B contains the Legislative Goals Handbook.

Conferences and Trainings

The Upcoming Dates section below includes several Conferences and meetings that require pre-registration. As a County, we try to be good stewards of County funds and take advantage of early bird registrations, when registration fees are at their lowest point. Most of these registrations, as well as hotel registrations, have cancellation dates to receive full refunds or partial refunds. If these cancellation dates are not met, the registration fees and / or hotel fees are not-refundable.

Attending Conferences and Trainings is beneficial to employees and Commissioners, however, we all need to be cognizant of the costs involved and the commitments to attend once registered.

Please note the early bird registrations in the Upcoming Dates below and ask Tanya about cancellation dates in the event you register and are later not able to attend. Tanya is the point of contact for the Commissioners to register for Conferences and Trainings.

Upcoming Dates

NCACC's County Advocacy Days will be held **June 11 & 12** in Raleigh. Registration is now open. The meeting starts with a Networking Reception at 1pm, followed by Steering Committee meetings at 2pm and a Reception/Dinner starting at 6pm. The Legislative Program starts Wednesday morning at 8am at the Quorum Center before moving to the Legislative Building for meetings with our local representatives.

The NACo Annual Conference & Exposition is **July 12-15** in Hillsborough County, Florida. Please let Tanya know if you are interested in attending.

The NCACC Annual Conference will be held **August 8-10** in Forsyth County.

EXHIBIT A



North Carolina
Association of
County Commissioners



NCACC COUNTY RISK GROUP 2024 STEWARDSHIP REPORT

Yadkin County

Here is a summary of the added value of the benefits, resources, and services provided to you as a member of the County Risk Group. There is no additional cost for any of these items.

Value Added Risk Management Benefits and Resources		
<i>Direct Discounts and Reimbursements</i>	<i>Benefit</i>	<i>Utilized</i>
Multipool Discount Per capita discount provided to counties and entities dual members of the WC and LP pools.		\$11,760.00
Longevity/Engagement Credit Discount is provided for dual pool members beginning with the sixth consecutive year of dual pool membership. <i>This amount is doubled</i> based upon meeting additional “engagement” metrics as a dual pool member.	0-5 = 0.0% 6-9 = 1.0% 10-19 = 2.0% >20 = 3.0%	\$5,157.00
Safety Credit Provided to each member who meets certain criteria for its safety, health, and risk control programs.	Up to 3% discount	\$13,225.00
Body Armor Reimbursement Provides reimbursements for the sheriff to assist with purchase of soft body armor for officers. This has been expanded to include EMS staff as well. Available to WC members only.	\$1500 Annually	
Bumper Guard Reimbursement Provides reimbursement for the purchase and installation of bumper guards on patrol vehicles.	\$1500 Annually	
Transit Lift Gate Reimbursement Provides reimbursement for the purchase and installation of wheelchair lift guards.	\$4500 Annually	

Please refer to the back page for data on member resources and services.
For more information about the NCACC County Risk Group, visit www.ncacc.org/crg.



2024 STEWARDSHIP REPORT

Yadkin County

CRG Provided Member Resources and Services		Total Cost	Allocated Cost/Usage
Onsite Risk Control These are onsite visits, trainings, and contacts made by our field Risk Control Staff.	Total Visits 9	\$186,500 (\$350/Visit)	\$3,150.00
County College by NEOGOV CountyCollege is our dedicated Learning Management System that provides over 400 training courses as well as the ability to provide custom training and administration.	Active Users 20	\$88,000 (\$19.95 annually per active user)	\$399.00
HR Helpline This resource provides on-call legal services to assist with personnel related issues.	# Calls 0	\$75,000 Annually	\$0.00
CountyFlix Streaming video services that provides team level training solutions for a variety of safety and health topics. Members have unlimited access to the video library.		\$4800 Annually	\$320.00
Injury Prevention Systems Provides targeted training materials and instruction to include AI assistance for EMS personnel as well as other selected employee groups. Cost is allocated based on member share in total contribution.		\$25,000 Budgeted Annually	\$217.00
Provident Services The CRG provides supplemental coverage for deputies performing off-duty assignments not covered by WC. In addition, the CRG provides an on-call employee assistance program specifically designed for law enforcement and other public safety employees. The allocated value as shown is based on the number of full-time officers employed by the Sheriff's Office.		\$97,000 Annually	\$1,123.00
Legal and Liability Risk Management Institute Provides our member sheriffs with a common policy template for both patrol and detention operations. In addition to this, training is provided through an online platform, and dedicated legal consultation is available to assist sheriffs with liability related issues involving their operations.		\$55,000	\$636.00

EXHIBIT B

EMPLOYEES after 7/1/2023	FY24 Positions	FY2024 Left Employment	FY2024 Turnover Rate	Reasons Left Employment								Yadkin Avg. Tenure	
				Retired	%	Death	%	Resigned	%	Terminated	%		
	FT	FT	%										Years
Administration	8	1	13%	0	0%	0	0%	1	100%	0	0%		1
Animal Shelter	3	0	0%	0	0%	0	0%	0	0%	0	0%		N/A
Central Permitting	7	1	14%	0	0%	0	0%	1	100%	0	0%		1.7
Elections	2	0	0%	0	0%	0	0%	0	0%	0	0%		N/A
Emergency Services	52	5	10%	0	0%	0	0%	5	100%	0	0%		1.6
Finance	5	0	0%	0	0%	0	0%	0	0%	0	0%		N/A
Health	24	5	21%	0	0%	0	0%	5	100%	0	0%		3.4
Hospital	1	0	0%	0	0%	0	0%	0	0%	0	0%		N/A
Information Technology	10	0	0%	0	0%	0	0%	0	0%	0	0%		N/A
Public Buildings	6	0	0%	0	0%	0	0%	0	0%	0	0%		N/A
Recreation	7	1	14%	1	100%	0	0%	0	0%	0	0%		10.5
Register of Deeds	4	0	0%	0	0%	0	0%	0	0%	0	0%		N/A
Sheriff	92	15	16%	0	0%	0	0%	9	60%	6	40%		0.55
Social Services	63	12	19%	2	17%	0	0%	9	75%	1	8%		5.6
Soil & Water	3	0	0%	0	0%	0	0%	0	0%	0	0%		N/A
Solid Waste	4	0	0%	0	0%	0	0%	0	0%	0	0%		N/A
Tax Assessor	6	2	33%	1	50%	1	50%	0	0%	0	0%		11
Tax Collector/LPA	6	0	0%	0	0%	0	0%	0	0%	0	0%		N/A
Veterans	1	0	0%	0	0%	0	0%	0	0%	0	0%		N/A
Water and Sewer	1	0	0%	0	0%	0	0%	0	0%	0	0%		N/A
TOTAL	305	42	14%	4	10%	1	2%	30	71%	7	17%		4.42