

MINUTES
LINCOLN COUNTY BOARD OF COMMISSIONERS
MONDAY, OCTOBER 3, 2016

The Lincoln County Board of County Commissioners and the Planning Board met in a joint session on October 3, 2016, at the Citizens Center, Commissioners' Room, 115 West Main Street, Lincolnton, North Carolina, the regular place of meeting at 6:30 PM.

Commissioners Present:

Cecelia A. Martin, Chairman
Carrol Mitchem, Vice Chair
Martin Oakes
Bill Beam
Alex E. Patton

Others Present:

Kelly G. Atkins, County Manager
Wesley Deaton, County Attorney
Amy S. Atkins, Clerk to the Board

Call to Order: Chair Cecelia Martin called the meeting to order. She led in a Moment of Silence and the Pledge of Allegiance.

Adoption of Agenda: Chair Martin presented the agenda for the Board's approval.

AGENDA
Lincoln County Board of Commissioners Meeting
Monday, October 3, 2016
6:30 PM

James W. Warren Citizens Center
115 West Main Street
Lincolnton, North Carolina

Call to Order - Chair Cecelia Martin

Moment of Silence

Pledge of Allegiance

1. Adoption of Agenda

2. Consent Agenda

- Tax Request for Releases over \$100 - August 16 - September 15, 2016
- Tax Request for Refunds over \$100 - August 1 - 14, 2016
- Resolutions Honoring Eagle Scouts

- Amendment to Ordinance Declaring the Denver Christmas Parade to be a County Sponsored Event, Including Road Closures
 - Approval of Minutes
 - 3. Presentation to Eagle Scouts
 - 4. Public Comments (15 minutes allowed per Rules of Procedure – 3 minutes per person)
 - 5. Budget Ordinance Amendment #1 - Deanna Rios
 - 6. Vacancies/Appointments - Commissioner Patton
 - 7. Other Business
 - 7a. Closed Session - Pursuant to NCGS § 143-318.11. Closed sessions (a)(4) To discuss matters relating to the location or expansion of industries or other businesses in the area served by the public body, including agreement on a tentative list of economic development incentives that may be offered by the public body in negotiations
- Adjourn

UPON MOTION by Commissioner Beam, the Board voted unanimously to adopt the agenda with the addition of 6a – Change in Retirement Policy and 7a – Closed Session for Economic Development at the Airport, specifically a jet hangar.

Consent Agenda: **UPON MOTION** by Commissioner Patton, the Board voted unanimously to approve the Consent Agenda as amended.

- Tax Request for Releases over \$100 - August 16 - September 15, 2016
- Tax Request for Refunds over \$100 - August 1 - 14, 2016
- Resolutions Honoring Eagle Scouts
- Amendment to Ordinance Declaring the Denver Christmas Parade to be a County Sponsored Event, Including Road Closures
- Approval of Minutes – 8/15/16, 9/12/16, 9/19/16

*All items listed in the consent agenda are hereby incorporated by reference and are on file in the Clerk's office.

Presentation to Eagle Scouts: The Board presented Resolutions and congratulated Coleman Seth Sheppard, Bruce Landon Bisson, Trevor John Giles, and Andrew Scott Wayne on their attainment of Eagle Scout.

Public Comments: Chair Martin opened Public Comments.

Robert Avery asked for districting in the County Commission race.

Being no additional speakers, Chair Martin closed Public Comments.

Budget Ordinance Amendment # 3: Deanna Rios presented Budget Ordinance Amendment #3 for the Board's approval.

UPON MOTION by Commissioner Patton, the Board voted unanimously to approve Budget Ordinance Amendment #3.

Vacancies/Appointments: Commissioner Patton presented the following:

Board of Adjustment

Appoint

- Move Keith Gaskill from Alternate to Regular Member (Ron Smolen's term)
- Move Isabelle Roman-Barrio from Alternate to Regular Member (Giles Martin's term)

Fireman's Relief Fund

Appoint

- Lisa Jenkins for N321 VFD

Lake Norman Marine Commission

Appoint

- Michael Hughes

Board of Animal Appeals

Reappoint

- Diane Leatherman
- Link Grass

UPON MOTION by Commissioner Patton, the Board voted unanimously to approve the appointments as presented.

CURRENT VACANCIES

ABC Board

Board of Equalization and Review

Board of Adjustment – 2 alternate positions

Commissioner Beam spoke concerning the policy that limits terms individuals can serve on County Boards, Committees and Commissions. He asked to remove the term limits because they are not required by state law.

Commissioner Patton said some of the working boards, it takes a while to get them up to speed and knowledgeable.

The Board asked Mr. Atkins to review this and bring back to the Board with language to change the policy.

Other Business:

Retirement Policy: Candy Burgin presented the following for the Board's approval:

UPON MOTION by Commissioner Beam, the Board voted unanimously to approve the Resolution Amending the Lincoln County Personnel Policy Regarding Medical Insurance.

RESOLUTION #2016-17: A RESOLUTION AMENDING THE LINCOLN COUNTY PERSONNEL POLICY REGARDING MEDICAL INSURANCE

THAT WHEREAS, the Lincoln County Personnel Policy adopted by Resolution of the Board of Commissioners in 2005 and made effective September 1, 2005, contains provisions regulating continuation of medical insurance coverage after retirement; and

WHEREAS, the County has determined that long-term employees offer a wealth of experience and knowledge, which are valuable to the County; and

WHEREAS, the Board desires to provide incentives to certain long-term employees as a condition of them continuing to work for Lincoln County, and thus desires to amend its Personnel Policy as provided below;

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

1. That Section 11 of the Article VII of the Lincoln County Personnel Policy is hereby amended by deleting the existing language in its entirety, and substituting the following language in its place:

SEE EXHIBIT "A"

That this Resolution shall become effective immediately upon its adoption.
Adopted this the 3rd day of October, 2016.

LINCOLN COUNTY

Cecelia A. Martin, Chairman
Board of Commissioners

ATTEST:

Amy Atkins
Clerk of the Board of Commissioners

EXHIBIT "A"

ARTICLE VII. STATUTORY AND VOLUNTARY BENEFITS

Section 11. Health Insurance Coverage at Retirement

Lincoln County offers Health Insurance Coverage for employees based on their date of hire, years of service, and vested rights as follows:

Resolution #2013-20: A Resolution Amending the Lincoln County Personnel Policy Regarding Medical Insurance - approved April 15, 2013.

Resolution #2016-__: A Resolution Amending the Lincoln County Personnel Policy Regarding Medical Insurance – approved October ____, 2016.

- I. **For employees who were hired** prior to September 1, 2005 and have 20 years of creditable service with Lincoln County, or for employees who were hired on or after September 1, 2005 and prior to July 1, 2013 and have 25 or more years of creditable service with Lincoln County, and who occupy a budgeted full time or part-time position that is eligible for all County benefits at the time of retirement, and who have met the minimum criteria to retire with the Local Government Employees Retirement System (LGERS) as defined in the Retirement Benefits book, such employees will receive Individual Health Insurance coverage upon retirement, on terms determined by the Board of County Commissioners annually in the budget process.

Retired employees in this category, upon reaching the age of 65, will no longer be eligible to participate in the group health insurance plan, however, they will become eligible for Medicare under the Social Security Act and the County will provide a Medicare Supplement Policy. If the County is contributing toward the cost of the Medicare Supplement premium, the amount will not exceed the amount paid for the retiree's insurance as identified above.

- II. Employees who are employed by Lincoln County as of October 2, 2016, and
- were hired by Lincoln County no earlier than April 23, 1990, and no later than February 20, 1995; and
 - do not retire on or before November 1, 2017; and
 - thereafter retire with at least 20 years of service with Lincoln County, at

least 15 years of which are continuous service with Lincoln County;

shall receive the following benefit upon retirement: a \$345.00 per month stipend, payable the first full month after retirement, and payable each month thereafter until the employee reaches the age of 65 or dies, whichever is first. This stipend is intended to be applied by the employee toward health insurance. In lieu of receiving a monthly stipend, the retiree can take, at retirement, upon meeting the above requirements, a lump sum one-time payment calculated as the number of months until the employee reaches age 65 multiplied by the sum of \$170.00.

III. **Employees who are hired** on or after July 1, 2013, are **not** eligible for the medical insurance coverage benefits outlined in Subsections I and II above.

IV. **For an employee who** does not otherwise meet the eligibility requirements of Subsections I and II, but retires with at least 15 years of creditable service with Lincoln County, who occupied a full-time or part time budgeted position that is eligible for all County benefits at the time of retirement, and who retires as part of the N.C. Local Governmental Employees' Retirement System, such employees shall be eligible to continue their health insurance at the employee's expense and not at the expense of Lincoln County.

V. **For employees who are vested** in the LGERS as of July 1, 2013, (i.e. hired prior to July 1, 2008), and who receive disability retirement with LGERS, the County will make available health insurance coverage upon retirement, on terms determined by the Board of County Commissioners annually in the budget process. They will remain in the County's group plan until said employee becomes eligible for Medicare under the Social Security Act. At that time, the County will make available to the employee a Medicare Supplement Policy. Any dependent of an employee who retires under disability, and who was covered under the employee's health insurance plan, may continue for up to eighteen (18) months through COBRA provisions (see Article VII, Section 11.B.7).

Employees who are **not** vested in LGERS as of July 1, 2013, are not eligible for this benefit.

VI. The following additional criteria must be met as they relate to retiree health insurance:

- a. For part time employees who are in a budgeted position that is eligible for all County benefits, the cost of the part time employee's medical insurance coverage would be pro-rated based on the

percentage of hours worked and the employee would be responsible for the balance.

- b. The same company that provides health insurance coverage to employees will provide the retiree health insurance coverage. However, nothing in this Policy shall limit Lincoln County from contracting with other health insurance companies to provide health insurance coverage for their employees or retirees.
- c. Any partial or full payment of insurance premiums is based upon service with Lincoln County only. Service with other North Carolina Retirement System employers does not qualify an employee or retiree for benefits within this Section.
- d. Dependents who may have been covered under the employee's health insurance plan may continue to be covered under the County's health insurance plan for up to eighteen (18) months through COBRA provisions (see Article VII, Section 9). However, any cost of coverage that extends benefits to the dependents shall be borne by the retired employee and not Lincoln County. The dependent coverage will be discontinued after 18 months.
- e. All premium payments owed by the employee are due the 25th of each month. Upon the failure of an employee to pay such premium, Lincoln County may at its option, immediately terminate the coverage provided herein.

Commissioner Mitchem said he has been at the shelter while Hannah has been here and was very impressed with how she was handling things. He wished her a long career with Lincoln County.

Closed Session – UPON MOTION by Commissioner Oakes, the Board voted unanimously to enter Closed Session - Pursuant to NCGS § 143-318.11. Closed sessions (a)(4) To discuss matters relating to the location or expansion of industries or other businesses in the area served by the public body, including agreement on a tentative list of economic development incentives that may be offered by the public body in negotiations (Airport expansions – no vote expected).

Chair Martin announced that no action was taken in Closed Session.

Adjourn: UPON MOTION by Commissioner Oakes, the Board voted unanimously to adjourn.