



## Moore County Board of Commissioners

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November 21, 2023 | 5:30 PM  
Historic Courthouse  
1 Courthouse Square  
Carthage, NC 28327

### MINUTES

#### **COMMISSIONERS PRESENT:**

Chairman Nick Picerno, Vice Chairman Frank Quis, Kurt Cook, John Ritter, Jim Von Canon

#### **CALL TO ORDER**

Chairman Picerno called the meeting to order.

#### **INVOCATION**

Reverend John Kane of St. Anthony of Padua Catholic Church offered the invocation.

#### **PLEDGE OF ALLEGIANCE**

Assistant County Manager Janet Parris led the Pledge of Allegiance.

#### **1. PUBLIC COMMENT PERIOD**

The following offered comments: Bill Hammond, Jeanne Hammond, John Misiaszek.

#### **2. ADDITIONAL AGENDA**

Upon motion made by Chairman Picerno, seconded by Commissioner Von Canon, the Board voted 5-0 to add to the agenda under New Business a resolution in support of standing with Israel.

#### **CHAIRMAN**

Chairman Picerno asked whether any commissioner had a conflict concerning agenda items the Board would address in the meeting and there was none.

#### **CONSENT AGENDA**

Upon motion made by Commissioner Von Canon, seconded by Commissioner Cook, the Board voted 5-0 to approve the following consent agenda items, and the tax releases/refunds resolutions, budget amendments, budget amendments and project ordinances for the assigned and committed fund balances, and personnel policy revision are hereby incorporated as a part of these minutes by attachment as Appendices A, B, C, and D, respectively.

- A. Governing Body - October 31, 2023, 2:00pm Special Meeting Minutes and Closed Session Minutes

- B. Governing Body - November 7, 2023, Regular Meeting Minutes and Closed Session Minutes
- C. Tax - Tax Releases/Refunds-Month of October 2023
- D. Finance - Budget Amendments
- E. Finance - General Fund's Assigned & Committed Fund Balances
- F. Property Management - WithersRavenel, Inc. - Contract No. 2024-147 - Amendment 2 - Solid Waste
- G. Public Works - Change Order Number 3, Contract 1 with SKC Inc. for the Vass Sewer Project Phase 2
- H. Human Resources - FirstCarolinaCare Insurance Company Amendment #3
- I. Human Resources - Proposed County of Moore Personnel Policy Revision
- J. Administration - Deputy Tax Collector Title and Appointment
- K. Sheriff - Sheriff's Office Cadet Deputy Program

### 3. RECOGNITIONS

### 4. PRESENTATIONS

### 5. PUBLIC HEARINGS

- A. GIS/IT - Public Hearing - Amendment to the Road Name and Addressing Ordinance to Add One Road  
Information Technology Director Kay Ingram requested amendment to the Road Name and Addressing Ordinance to add Herds Creek Trail. Chairman Picerno opened the duly advertised public hearing regarding this matter. There were no speakers. Chairman Picerno closed the public hearing. **Upon motion made by Commissioner Von Canon, seconded by Commissioner Cook, the Board voted 5-0 to add one road to the Moore County Road Name and Addressing Ordinance as proposed.** The amendment is hereby incorporated as a part of these minutes by attachment as Appendix E.
- B. Planning - Public Hearing to Consider Unified Development Ordinance Text Amendments to Chapter 19 (Section 19.7 G - Drainage) and (Section 19.8 L Fire Service)  
Planning Director Debra Ensminger requested the Board approve amendments to Chapter 19 of the Unified Development Ordinance. Regarding stormwater management plans, Chairman Picerno asked how much those plans usually cost a developer and Ms. Ensminger indicated that it could be between \$50,000-\$75,000. Chairman Picerno asked what happened if the application was not approved and Ms. Ensminger explained that the developer had then spent that money with no approval. Chairman Picerno asked if this was consistent across the State and Ms. Ensminger explained that the request for this meeting was just

a definition change. Chairman Picerno indicated he understood but wanted to bring out that point for the public's benefit. Chairman Picerno opened the duly advertised public hearing regarding this matter. There were no speakers. **Upon motion made by Commissioner Von Canon, seconded by Commissioner Ritter, the Board voted 5-0 to adopt the Moore County Board of Commissioners Land Use Plan Consistency Statement and authorize the Chairman to execute the document as required by North Carolina General Statute 160D-605.** Commissioner Von Canon offered comments regarding stormwater management and said it was a big deal and they would be looking at it long and hard. **Upon motion made by Commissioner Quis, seconded by Commissioner Ritter, the Board voted 4-1 (Quis, Ritter, Cook, Von Canon – for; Picerno – opposed) to approve the amendments to Chapter 19 of the Moore County Unified Development Ordinance as proposed.** The consistency statement and Ms. Ensminger's staff report are hereby incorporated as a part of these minutes by attachment as Appendix F.

## 6. QUASI-JUDICIAL HEARINGS

There were no quasi-judicial hearings.

## 7. OLD BUSINESS

- A. Public Works - WPCP Influent Pump Station Upgrade- Amended  
Public Works Director Randy Gould requested the Board's approval for a bonus payment provision for early completion of the Water Pollution Control Plant (WPCP) Influent Pump Station Upgrade Project and he and County Manager Wayne Vest explained the request. County Attorney Misty Leland clarified that it would be an early completion date prior to substantial completion and that the \$100,000 bonus was not included in the contract's not-to-exceed amount so it may need to come back as a change order. Commissioner Ritter asked if there were any contingencies for late completion and Ms. Leland said there were daily liquidated damages. Commissioner Quis asked if the contract had already been entered into and Mr. Gould said no and explained the process, and Ms. Leland also offered comments. Commissioner Quis said he understood the urgency but did worry about a precedent being set. **Upon motion made by Chairman Picerno, seconded by Commissioner Von Canon, the Board voted 5-0 to approve a provision in the contract which provides for a bonus of \$100,000 for the early completion by the specified early completion term.**
- B. Board of Commissioners - Land Use Plan Meetings  
County Manager Wayne Vest provided background regarding an update to the Land Use Plan and introduced Ben Hitchings with Green Heron Planning who was hired to consult with the County regarding this process. Chairman Picerno discussed that the consensus of the Board was that the County had a good Land Use Plan and just needed to update it. He reviewed the Board's previous discussion and intention to hold meetings for public input in each commissioner district. Mr. Hitchings said he had talked with County staff and had a few thoughts to share, and he provided a brief presentation which is hereby incorporated as a part of these minutes by attachment as Appendix G. Chairman Picerno asked each commissioner to create an outline and they would refine them and decide how they implemented getting out in the community. He said he

did think it was important for the commissioner to be present and to also have another commissioner present. He said December 4 would be the date to get the outline done for implementation and then they would hand it over to consultants with Mid-Carolina Council of Governments.

- C. Planning - Sandhills Metropolitan Planning Organization Memorandum of Understanding and Resolution
- Planning Director Debra Ensminger briefly reviewed information regarding the Sandhills Metropolitan Planning Organization (SMPO). Commissioner Quis asked Scott Walston and Alena Cook, NCDOT officials present at the meeting, to share their responsibilities and roles and they did so. Chairman Picerno asked them the purpose of the MPO and how much influence it would have going forward. Mr. Walston explained the MPO and said its purpose was to have a good planning process. Chairman Picerno asked if the federal government was involved, what strings were attached. Ms. Cook explained, elaborating on funding, project proposals, transit benefits, etc. Commissioner Quis inquired regarding the ability of Moore County Transportation Services to obtain federal funding and Ms. Cook explained and Mr. Walston offered comments. Chairman Picerno asked about a resolution of dissent presented by some of the local municipalities in the MPO along with their MOU. Mr. Walston indicated he was not accustomed to receiving those, but they would be forwarded to the Secretary of Transportation. Ms. Cook commented further regarding weighted voting and shared that a change to it would have to be done through the MPO board. Mr. Walston indicated he did not know how the Secretary would react to the resolutions of dissent. Commissioner Ritter asked is there had ever been an instance where there was not 100% approval and Mr. Walston said not that he knew of. He said he felt it had the best chance of success if everything was sent at once. There was further discussion regarding weighted voting and Mr. Walston explained the 75% rule that allowed it to be approved. Commissioner Quis asked if MCTS would have a seat at the table and one vote and Mr. Walston said if the group allowed it. There was further discussion regarding dues and Mr. Walston estimated the County's portion to be about 18% of \$40,000. Chairman Picerno indicated he had all the information he needed and that there were alternatives regarding addressing the weighted voting of Aberdeen, Pinehurst, and Southern Pines. He recommended the County go ahead and vote to join. Ms. Cook offered that NCDOT was available to help in any way possible. There were further questions and discussion regarding the MOU and Chairman Picerno called for a brief recess at approximately 6:41pm. The Board reconvened at 6:48pm. **Commissioner Quis made a motion, seconded by Commissioner Ritter, to approve the Sandhills Metropolitan Planning Organization Memorandum of Understanding as presented and authorize the Chairman to execute associated documents as attached.** Chairman Picerno noted that his name was spelled incorrectly, and it needed to be corrected. **The motion to approve carried 5-0. Upon motion made by Chairman Picerno, seconded by Commissioner Von Canon, the Board voted 5-0 to adopt the Village of Whispering Pines declaration of dissent as written under County of Moore and submit it in the same documentation package.** The approved documents are hereby incorporated as a part of these minutes by attachment as Appendix H.
- D. Planning - Invitation for County of Moore to Join Fayetteville Area Metropolitan

### Planning Organization

Planning Director Debra Ensminger shared that she had submitted the Board's questions regarding joining FAMPO to Zachary Bugg with Kittleson Associates, and she reviewed the answers that Mr. Bugg had provided to those questions. There was discussion regarding dues and Chairman Picerno shared that he liked not having to pay dues and recommended putting Commissioner Von Canon as the County's representative on the FAMPO board. Chairman Picerno made a motion, seconded by Commissioner Von Canon, to join FAMPO and name Commissioner Von Canon as the representative to that board. Commissioner Quis offered comments regarding the County's membership in the SMPO and suggested perhaps one or two commissioners and Ms. Ensminger could attend some FAMPO meetings and see what they had to offer. Mr. Walston with NCDOT advised that the County could make the decision that was best for it. Commissioner Ritter asked if the County joined FAMPO and later the SMPO wanted to include the affected area if it would be difficult to move and Mr. Walston said no, and they would just need to pass a resolution. Ms. Ensminger noted also that the current RPO membership for the subject area was difficult for improving Hwy 690 because the County was in competition with Chatham and Orange Counties for project funding. Commissioner Cook noted he would also like to serve for FAMPO. Commissioners Picerno and Von Canon withdrew their motion and second. **Chairman Picerno made a motion, seconded by Commissioner Ritter, to join FAMPO with Commissioner Von Canon as the primary board member and Commissioner Cook as the alternate.** Chairman Picerno commented that they could not keep not looking at Hwy 690. **The motion carried 5-0.** Commissioner Von Canon said it was a pleasure working with NCDOT and they did a great job. Commissioner Quis asked if there was a deadline to appoint a member and alternate for the SMPO Board and Ms. Ensminger indicated Commissioners Quis and Von Canon had already been named to those positions. Chairman Picerno asked Commissioner Quis if he would mind switching and allowing Commissioner Von Canon to be the member and Commissioner Quis said not in his last year and he hoped going forward it would be more about cooperation.

## 8. NEW BUSINESS

### A. Administration - Moore County Schools - Needs-Based Public School Capital Fund Application

Dr. Tim Locklair, Superintendent for Moore County Schools, introduced Board of Education Chairman Bob Levy and Jennifer Purvis, Assistant Superintendent for Operations, present with him at the meeting. Dr. Locklair provided background information regarding the Schools' desire to apply for a needs-based public school capital fund grant for West End Elementary School and noted the grant was weighted heavily toward Tier 1 counties. He said they did not receive the grant they applied for in the previous year for Crain's Creek. Mrs. Purvis shared further details regarding the West End project. Commissioner Cook inquired regarding whether the funds applied for would be adequate to cover the costs and Mrs. Purvis indicated that they would as it would be a renovation and modernization. Commissioner Cook asked about asbestos and Mrs. Purvis indicated there could be some to be addressed but emphasized the project would not encompass the entire campus. Chairman Picerno shared that the lottery

commission had a record year and quite a bit of the money would be allocated in this fund. **Upon motion made by Commissioner Von Canon, seconded by Commissioner Ritter, the Board voted 5-0 to approve the West End Elementary Project to be submitted for funding through the Needs-Based Public School Capital Fund FY 2023-24 Grant Application and authorize the Chairman to sign upon Legal review and approval.**

**B. Human Resources - Approval of the Position Classification and Pay Plan for Moore County**

Human Resources Director Dawn Gilbert presented a revised Position Classification and Pay Plan for the Board's consideration. **Upon motion made by Chairman Picerno, seconded by Commissioner Ritter, the Board voted 5-0 to adopt the Position Classification and Pay Plan for Moore County effective November 21, 2023, incorporating the changes approved earlier in the meeting via Agenda Items Consent J and K. The revised plan is hereby incorporated as a part of these minutes by attachment as Appendix I.**

**C. Public Safety - 2023 NC Emergency Management Grant Program**

Public Safety Director Bryan Phillips requested the Board's approval to apply for grant funds from the NC Division of Emergency Management. Chairman Picerno asked about the first funds and Mr. Phillips explained there was a base amount and then additional funds in subsequent components. **Upon motion made by Commissioner Ritter, seconded by Commissioner Cook, the Board voted 5-0 to approve for Moore County Public Safety to apply for the Emergency Management Planning Grant, Hazardous Materials Emergency Planning and NC Tier II Grant from the NC Department of Crime Control and Public Safety, Division of Emergency Management authorizing the County Manager sign grant agreements upon Finance and Legal approval. Upon motion made by Commissioner Cook, seconded by Commissioner Ritter, the Board voted 5-0 to authorize the County Manager and Chairman to sign the No Overdue Tax form.**

**D. Public Safety - Moore County 2024 911 Board Grant**

Public Safety Director Bryan Phillips requested the Board's approval to accept a grant for the purchase of equipment to meet the 2025 TDMA upgrade. There were questions and discussion and Chairman Picerno asked about grants for required upgrades and Mr. Phillips indicated none had been successfully awarded thus far. Chairman Picerno asked if Rep. Jackson had been able to get Randolph County covered and Mr. Phillips said he had heard that but had not heard it officially. He said he would reach out to validate the information. **Upon motion made by Chairman Picerno, seconded by Commissioner Von Canon, the Board voted 5-0 to approve the acceptance of the 2024 North Carolina 911 Board grant for the purchase of equipment to meet the 2025 TDMA upgrade and authorize the Chairman to sign all necessary documents upon finance and legal approval.**

Commissioner Von Canon commended Mr. Phillips for successful homeless outreach event held the previous day.

Board of Commissioners - Resolution Supporting Israel

Chairman Picerno read A Resolution by the Moore County Board of



- E. Commissioners Standing with Israel. **Upon motion made by Commissioner Cook, seconded by Commissioner Von Canon, the Board voted 5-0 to adopt the resolution.** The resolution is hereby incorporated as a part of these minutes by attachment as Appendix J.

**9. APPOINTMENTS**

There were no appointments.

**10. ADDITIONAL AGENDA**

There were no additional agenda items.

**11. MANAGER'S REPORT**

County Manager Wayne Vest shared that the County's annual household hazardous waste event held over the weekend was a success and over 500 cars came through. Mr. Vest shared that a homeless outreach event held in cooperation with TeamWorkz the previous day was also successful.

Mr. Vest offered comments regarding the employee appreciation reception held earlier in the day and thanked the Board for its support of employees and funding of longevity. Mr. Vest wished everyone a happy Thanksgiving.

**12. COMMISSIONERS' COMMENTS**

Commissioner Ritter stated that he was thankful for all God's many blessings.

Commissioner Von Canon said the holidays were here and it was a great time to tell people you loved them and told everyone to be careful.

Commissioner Quis commented on the previous day's event for the homeless and stated his appreciation for everyone involved. He said it was a great example of working together.

Commissioner Cook wished everyone a happy Thanksgiving and told them to be careful. He said also it was a time for rejoicing but noted that was not the case for everyone and he encouraged reaching out to those who might be alone.

Chairman Picerno wished everyone a happy Thanksgiving. He noted that the water study report was in everyone's boxes and encouraged them to read through it before the December 4 work session. He lamented the Lottery Commission's recent approval of scratch off tickets being available on mobile devices. Chairman Picerno asked County Attorney Misty Leland to look into an ordinance that would prohibit solar panels from being put into the County's landfills. Regarding the recently approved funding formula for Moore County Schools, he emphasized the County's responsibility to provide for facilities, not operations.

**13. CLOSED SESSION**

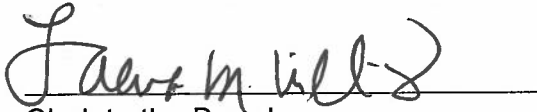
There was no closed session business.

**ADJOURNMENT**

There being no further business, upon motion made by Commissioner Ritter, seconded by Commissioner Quis, the Board voted 5-0 to adjourn the November 21, 2023, Regular Meeting of the Moore County Board of Commissioners at 7:35pm.



Chairman



Clerk to the Board





## REAL ESTATE / PERSONAL PROPERTY

## RELEASES

OVER - \$100

October-23

| <u>BILL YEAR</u> | <u>BILL NUMBER</u> | <u>NAME</u>            | <u>REASON</u>                               | <u>AMOUNT</u>     |
|------------------|--------------------|------------------------|---------------------------------------------|-------------------|
| 2023             | 1000795            | BERTRAM, JAMIE LYNNE   | GAP - VEHICLE REGISTERED IN ANOTHER STATE   | \$162.78          |
| 2022             | 85332              | DAMES, TAD CHRISTOPHE  | PERSONAL PROPERTY SOLD IN 2021              | \$142.13          |
| 2023             | 89716              | DAMES, TAD CHRISTOPHE  | PERSONAL PROPERTY SOLD IN 2021              | \$102.66          |
| 2023             | 1001932            | DEJONG, JOHN FRANK     | GAP - VEHICLE REGISTERED IN ANOTHER STATE   | \$371.70          |
| 2023             | 1001559            | GRIFFITH, CAROLYN SUE  | NO GAP - TAG TRANSFERRED                    | \$112.87          |
| 2023             | 1002137            | HABLEY, BRENT RYAN     | GAP - VEHICLE REGISTERED IN ANOTHER COUNTRY | \$459.59          |
| 2023             | 1000204            | HARRIMAN, JASON ANDREW | MILITARY                                    | \$186.68          |
| 2023             | 1001587            | LANCASTER, ALAN WAYNE  | GAP - VEHICLE REGISTERED IN ANOTHER STATE   | \$684.91          |
| 2023             | 1001861            | LECH, JEFFRY           | GAP - VEHICLE REGISTERED IN ANOTHER STATE   | \$123.19          |
| 2023             | 1001906            | LECH, JEFFRY           | GAP - VEHICLE REGISTERED IN ANOTHER STATE   | \$111.58          |
| 2023             | 1000101            | LODI, ROSE-MARIE       | GAP - VEHICLE REGISTERED IN ANOTHER STATE   | \$279.52          |
|                  |                    |                        | <b>TOTAL</b>                                | <b>\$2,737.61</b> |

## VTS/REAL ESTATE/PERSONAL PROPERTY

## RELIEF - REFUNDS

OVER - \$100

October-23

| <u>Bill Year</u> | <u>Bill Number</u> | <u>Customer Name</u>           | <u>Reason</u>                           | <u>Refund Amount</u> |
|------------------|--------------------|--------------------------------|-----------------------------------------|----------------------|
| 2022             | VTS - 0067246830   | ALLEN, THOMAS & BEVERLY        | TAG SURRENDER                           | \$112.10             |
| 2022             | VTS - 0071655337   | ANTIL, LYNN R                  | TAG SURRENDER                           | \$227.12             |
| 2023             | 24019              | BILLS, JAMES & DENICE          | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$263.50             |
| 2023             | 31379              | BLANK, CHRISTOPHER J & JULIE T | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$289.95             |
| 2022             | VTS - 0073593838   | BODIN, JEFFREY & ANNE          | TAG SURRENDER                           | \$216.27             |
| 2023             | 4483               | BRUMLEY, JAMES                 | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$200.64             |
| 2022             | VTS - 0071798920   | BRYANT, JAMES W                | TAG SURRENDER                           | \$260.69             |
| 2022             | VTS - 0070366925   | CHURCHILL, JOHN JACKSON        | MILITARY                                | \$197.16             |
| 2023             | 66375              | COX, BRETT A                   | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$200.66             |
| 2022             | VTS - 0065197776   | CUNNINGHAM, MICHAEL K          | TAG SURRENDER                           | \$191.54             |
| 2023             | 43551              | DAUNER, NATALIE WEST           | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$263.50             |
| 2023             | 58581              | DENNIS, JOHN                   | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$200.66             |
| 2022             | VTS - 0064038120   | DOYLE, ANN                     | TAG SURRENDER                           | \$103.23             |
| 2022             | VTS - 0069641310   | DUNAVANT, ELIZABETH C          | TAG SURRENDER                           | \$144.94             |
| 2023             | 67202              | FALES, CRAIG R                 | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$378.15             |
| 2023             | VTS - 0073541369   | FLYNN, HEATHER S               | TAG SURRENDER                           | \$101.50             |
| 2023             | 64261              | GILTZOW, JEFFERY               | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$303.19             |
| 2023             | 63652              | GLOVER, JAMIE Y                | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$384.77             |
| 2022             | VTS - 0050948837   | GREENE, JOHN                   | TAG SURRENDER                           | \$114.17             |
| 2023             | 39904              | GRUBB, ETHERIDGE E IV          | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$200.64             |
| 2022             | VTS - 0074174387   | HAINLEY, BRIAN L               | TAG SURRENDER                           | \$175.00             |
| 2023             | VTS - 0074818931   | HALL, RONALD                   | INCORRECT COUNTY                        | \$258.58             |
| 2023             | 60784              | HOLLOWAY, JASON KYLE           | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$384.76             |
| 2022             | VTS - 0065520158   | HUNT, STEVEN C                 | TAG SURRENDER                           | \$137.41             |
| 2023             | VTS - 0073942230   | IBARRA, DAVID                  | MILITARY                                | \$204.20             |

## VTS/REAL ESTATE/PERSONAL PROPERTY

## RELIEF - REFUNDS

OVER - \$100

October-23

| Bill Year | Bill Number      | Customer Name                | Reason                                  | Refund Amount |
|-----------|------------------|------------------------------|-----------------------------------------|---------------|
| 2023      | 53286            | IOVITO, CURTIS V. TRUSTEE    | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$200.65      |
| 2022      | VTS - 0059883009 | JONES, ARTRINETTE L          | TAG SURRENDER                           | \$216.25      |
| 2022      | VTS - 0053912457 | KALAFUS, RICHARD P           | TAG SURRENDER                           | \$180.96      |
| 2023      | VTS - 0074657663 | KOVSKY, RICHARD RANDALL      | MILITARY                                | \$129.70      |
| 2023      | 22628            | LEONE, MICHAEL               | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$263.49      |
| 2022      | VTS - 0066884537 | LYCHOLAJ, LARISSA ANN        | MILITARY                                | \$232.12      |
| 2023      | 32828            | MADERA, MANUEL EMILIO        | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$263.49      |
| 2023      | 57763            | MALINOWSKI, MARSHALL J       | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$263.50      |
| 2023      | 72912            | MAXEY, HERMAN                | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$200.65      |
| 2022      | VTS - 0059832456 | MAY, JAMES & BONNIE          | TAG SURRENDER                           | \$174.47      |
| 2022      | VTS - 0071210072 | MCCALEBB, CHARLES A          | TAG SURRENDER                           | \$179.33      |
| 2023      | 61548            | MCKEITHEN, E R               | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$200.64      |
| 2022      | VTS - 0072590936 | MCLENDON, JAMES F            | TAG SURRENDER                           | \$317.87      |
| 2023      | 25620            | MCNEIL, RHONDA C             | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$263.50      |
| 2023      | VTS - 0074504564 | MCNEILL OIL COMPANY, INC     | SITUS                                   | \$207.20      |
| 2023      | VTS - 0073983625 | MITCHELL, MICHELINA ROSE     | MILITARY                                | \$188.93      |
| 2022      | VTS - 0072725352 | MOON, CLAUDEEN               | TAG SURRENDER                           | \$267.09      |
| 2022      | VTS - 007278716  | MOORE, CHRISTIAN NEIL DANIEL | MILITARY                                | \$251.70      |
| 2023      | 61036            | MUSE, MATTHEW REED           | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$200.65      |
| 2023      | 34535            | PRATT, VERNETTA              | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$378.15      |
| 2023      | 60350            | RANDALL, DAVID S.            | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$162.06      |
| 2023      | 14019            | REIBSOME, RICKY & WENDY      | ORDER OF BOARD OF EQUALIZATION & REVIEW | \$263.49      |
| 2022      | VTS - 0071374737 | ROBILLARD, ZACHARIA MICHAEL  | MILITARY                                | \$115.67      |
| 2022      | VTS - 0071952730 | ROBINSON, ALEXANDER PARKER   | MILITARY                                | \$115.61      |
| 2023      | VTS - 0074454635 | ROYS, MICAH DANIEL           | MILITARY                                | \$142.87      |

## VTS/REAL ESTATE/PERSONAL PROPERTY

## RELIEF - REFUNDS

OVER - \$100

October-23

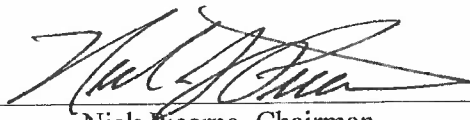
| <u>Bill Year</u> | <u>Bill Number</u> | <u>Customer Name</u>       | <u>Reason</u>                                | <u>Refund Amount</u> |
|------------------|--------------------|----------------------------|----------------------------------------------|----------------------|
| 2023             | 32087              | SALINERO, SANDRA C POLLOCK | ORDER OF BOARD OF EQUALIZATION & REVIEW      | \$263.50             |
| 2022             | VTS - 0060657946   | SCALIER, ERIC A            | TAG SURRENDER                                | \$122.60             |
| 2022             | VTS - 0061609052   | SELKING, DOUGLAS WILLIAM   | MILITARY                                     | \$142.44             |
| 2023             | 58981              | SHULTIS, DEAN              | ORDER OF BOARD OF EQUALIZATION & REVIEW      | \$289.96             |
| 2023             | 67743              | SIQUIG, DARWIN A           | ORDER OF BOARD OF EQUALIZATION & REVIEW      | \$378.16             |
| 2022             | VTS - 0048723363   | STROHBN, CAROL M           | TAG SURRENDER                                | \$184.21             |
| 2022             | VTS - 0073560794   | TAYLOR, CHAD B             | TAG SURRENDER                                | \$207.08             |
| 2023             | 41201              | TORRES, NOE EDUARDO        | VETERANS EXEMPTION APPROVED PRIOR TO BILLING | \$200.65             |
| 2023             | 93127              | VAN SCOYOC, STEVEN MICHAEL | PERSONAL PROPERTY LOCATED IN ANOTHER COUNTY  | \$561.90             |
| 2023             | VTS - 0074517442   | WATKINS, JOHN ANDREW       | MILITARY                                     | \$134.95             |
| 2023             | VTS - 0067431294   | WEAVER, HEATHER LADNIER    | MILITARY                                     | \$108.84             |
| 2022             | VTS - 0060557427   | WEBER, CHRISTOPHER JOHN    | MILITARY                                     | \$177.94             |
| 2023             | 13931              | WHITE, CHAD                | ORDER OF BOARD OF EQUALIZATION & REVIEW      | \$263.50             |
| 2023             | 67498              | WILEY, CHAD EARL           | ORDER OF BOARD OF EQUALIZATION & REVIEW      | \$289.96             |
| <b>TOTAL</b>     |                    |                            |                                              | <b>\$14,220.06</b>   |

**RESOLUTION AUTHORIZING AND APPROVING  
(CURRENT) RELEASES AND REFUNDS BY THE  
TAX ADMINISTRATOR**

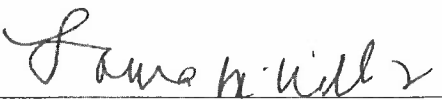
**WHEREAS**, Gary E. Briggs, Moore County Tax Administrator, has certified a list comprised of various county taxes illegally levied and assessed, the amount certified as being in excess of the amount legally due by the taxpayer and therefore should be released or refunded in accordance with General Statute 105-381.

**BE IT RESOLVED** by the Board of Commissioners of Moore County that the taxpayers shown on said list of releases and refunds submitted by Gary E. Briggs, Tax Administrator, are hereby granted such tax release or refund of the county taxes shown and the County Finance Director is directed to make said refunds.

Adopted this the 21 day of November, 2023.

  
\_\_\_\_\_  
Nick Picerno, Chairman

ATTEST:

  
\_\_\_\_\_  
Laura M. Williams  
Clerk to the Board

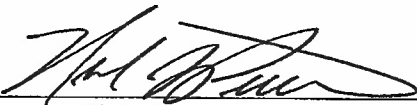


**RESOLUTION AUTHORIZING AND APPROVING  
(DELINQUENT) RELEASES AND REFUNDS BY THE  
TAX ADMINISTRATOR**

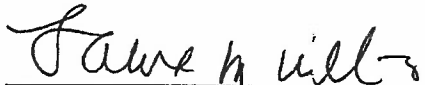
**WHEREAS**, Gary E. Briggs, Moore County Tax Administrator, has certified a list comprised of delinquent taxes illegally due by the taxpayer and therefore should be released or refunded in accordance with General Statute 105-381.

**BE IT RESOLVED** by the Board of Commissioners of Moore County that the taxpayers shown on said list of releases and refunds submitted by Gary E. Briggs, Tax Administrator, are hereby granted such tax release or refund of the county taxes shown and the County Finance Director is directed to make said refunds.

Adopted this the 21 day of November, 2023.

  
\_\_\_\_\_  
Nick Picerno, Chairman

ATTEST:

  
\_\_\_\_\_  
Laura M. Williams  
Clerk to the Board



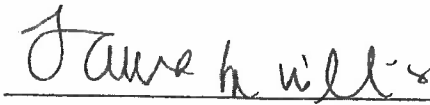
## Fiscal Year 2023/2024

|                                               | Budget Line Item<br>Number |                    | Budgeted<br>Amount | Increase/<br>(Decrease) | Revised<br>Budget |
|-----------------------------------------------|----------------------------|--------------------|--------------------|-------------------------|-------------------|
| <hr/>                                         |                            |                    |                    |                         |                   |
| Property Management - Insurance Reimbursement |                            |                    |                    |                         |                   |
| Revenue                                       | 10018000 36053             | Insurance Proceeds | 40,641             | 4,365                   | 45,006            |
| Expense                                       | 10047087 54250             | Accident Repairs   | 70,641             | 4,365                   | 75,006            |

Approved this 21 day of November, 2023



Nick Picerno  
Moore County Board of Commissioners



Laura Williams  
Clerk to the Board



50090



## Fiscal Year 2023/2024

| Budget Line Item<br>Number | Budgeted<br>Amount | Increase/<br>(Decrease) | Revised<br>Budget |
|----------------------------|--------------------|-------------------------|-------------------|
|----------------------------|--------------------|-------------------------|-------------------|

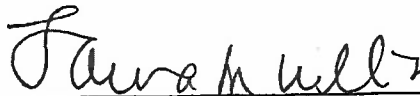
## Public Safety - Duke University RACE-CARS

|         |                               |        |       |        |
|---------|-------------------------------|--------|-------|--------|
| Revenue | 24032010 35226 Duke RACE-CARS | 13,900 | 1,100 | 15,000 |
| Expense | 24048010 54143 Duke RACE-CARS | 13,900 | 1,100 | 15,000 |

Approved this 21 day of November, 2023



Nick Picerno  
Moore County Board of Commissioners



Laura Williams  
Clerk to the Board



50345

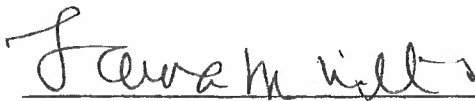
## Fiscal Year 2023/2024

|                                            | Budget Line Item Number |                              | Budgeted<br>Amount | Increase/<br>(Decrease) | Revised<br>Budget |
|--------------------------------------------|-------------------------|------------------------------|--------------------|-------------------------|-------------------|
| <hr/>                                      |                         |                              |                    |                         |                   |
| Health - Communicable Disease Branch (CDB) |                         |                              |                    |                         |                   |
| Revenue                                    | 10019056 32969 117PH    | Transfer from Multi-Yr Grant | -                  | 361                     | 361               |
| Expense                                    | 10039061 51218          | Salaries Resource - Term     | 5,975              | 361                     | 6,336             |

Approved this 21 day of November, 2023



Nick Picerno  
Moore County Board of Commissioners



Laura Williams  
Clerk to the Board



50426

**Fiscal Year 2023/2024**

| Budget Line Item<br>Number | Budgeted<br>Amount | Increase/<br>(Decrease) | Revised<br>Budget |
|----------------------------|--------------------|-------------------------|-------------------|
|----------------------------|--------------------|-------------------------|-------------------|

Appropriated Fund Balance - Assigned Funds as of 6/30/2023

|         |                |                                  |         |       |         |
|---------|----------------|----------------------------------|---------|-------|---------|
| Revenue | 10019000 32950 | Appropriated Fund Balance        | 336,546 | 5,012 | 341,558 |
| Expense | 10036056 59938 | Transfer To Parks & Rec Cap Proj | -       | 5,012 | 5,012   |

Approved this 21 day of November, 2023



Nick Picerno  
Moore County Board of Commissioners



Laura Williams  
Clerk to the Board



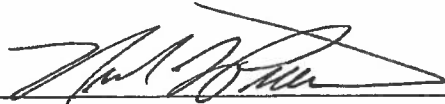
50393

## Fiscal Year 2023/2024

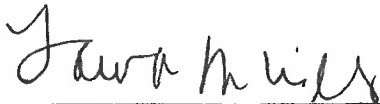
| Budget Line Item<br>Number | Budgeted<br>Amount | Increase/<br>(Decrease) | Revised<br>Budget |
|----------------------------|--------------------|-------------------------|-------------------|
|----------------------------|--------------------|-------------------------|-------------------|

Appropriated Fund Balance - Assigned Funds as of 6/30/2023

|         |                |                             |         |         |         |
|---------|----------------|-----------------------------|---------|---------|---------|
| Revenue | 10019000 32950 | Appropriated Fund Balance   | 336,546 | 554,008 | 890,554 |
| Expense | 10036056 59956 | Transfer to CR Cap Proj MCS | -       | 554,008 | 554,008 |

Approved this 21 day of November, 2023


Nick Picerno  
Moore County Board of Commissioners



Laura Williams  
Clerk to the Board



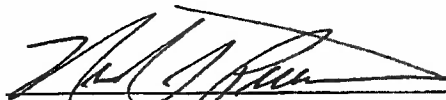
50395

## Fiscal Year 2023/2024

| Budget Line Item<br>Number | Budgeted<br>Amount | Increase/<br>(Decrease) | Revised<br>Budget |
|----------------------------|--------------------|-------------------------|-------------------|
|----------------------------|--------------------|-------------------------|-------------------|

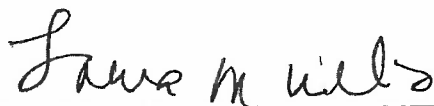
Appropriated Fund Balance - Assigned Funds as of 6/30/2023

|         |                |                                 |           |         |           |
|---------|----------------|---------------------------------|-----------|---------|-----------|
| Revenue | 10019000 32950 | Appropriated Fund Balance       | 336,546   | 355,000 | 691,546   |
| Expense | 10036056 59969 | Transfer to SW Improvement Proj | 270,000   | 260,000 | 530,000   |
| Expense | 10022055 55905 | Capital Outlay                  | 1,405,570 | 25,000  | 1,430,570 |
| Expense | 10022055 55905 | Capital Outlay                  | 1,405,570 | 35,000  | 1,440,570 |
| Expense | 10022000 53820 | Contract Services/Landfill      | 1,787,203 | 35,000  | 1,822,203 |

Approved this 21 day of November, 2023


Nick Picerno

Moore County Board of Commissioners



Laura Williams

Clerk to the Board



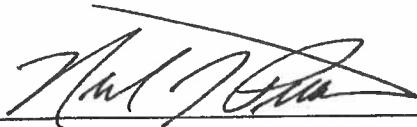
50396

## Fiscal Year 2023/2024

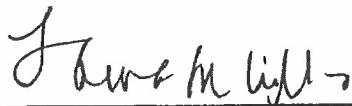
| Budget Line Item<br>Number | Budgeted<br>Amount | Increase/<br>(Decrease) | Revised<br>Budget |
|----------------------------|--------------------|-------------------------|-------------------|
|----------------------------|--------------------|-------------------------|-------------------|

Appropriated Fund Balance - Assigned Funds as of 6/30/2023

|         |                |                               |         |         |         |
|---------|----------------|-------------------------------|---------|---------|---------|
| Revenue | 10019000 32950 | Appropriated Fund Balance     | 336,546 | 500,000 | 836,546 |
| Expense | 10036056 59977 | Transfer to Pandemic Rec Fund | -       | 500,000 | 500,000 |

Approved this 21 day of November, 2023


Nick Picerno  
Moore County Board of Commissioners



Laura Williams  
Clerk to the Board



50397

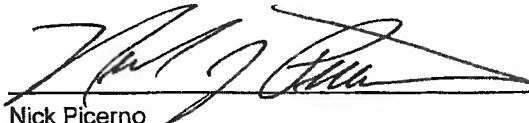
## Fiscal Year 2023/2024

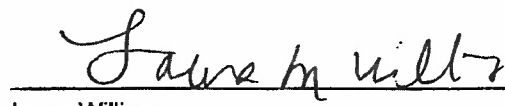
| Budget Line Item<br>Number | Budgeted<br>Amount | Increase/<br>(Decrease) | Revised<br>Budget |
|----------------------------|--------------------|-------------------------|-------------------|
|----------------------------|--------------------|-------------------------|-------------------|

## Appropriated Fund Balance - Assigned Funds as of 6/30/2023

|         |                |                           |           |           |           |
|---------|----------------|---------------------------|-----------|-----------|-----------|
| Revenue | 10019000 32950 | Appropriated Fund Balance | 336,546   | 2,944,514 | 3,281,060 |
| Expense | 10047055 55801 | Building Improvements     | 1,427,337 | 2,929,000 | 4,356,337 |
| Expense | 10047087 54250 | Accident Repairs          | 70,641    | 15,514    | 86,155    |

Approved this 21 day of November, 2023

  
 Nick Picerno  
 Moore County Board of Commissioners

  
 Laura Williams  
 Clerk to the Board



50398

**Fiscal Year 2023/2024**

| Budget Line Item<br>Number | Budgeted<br>Amount | Increase/<br>(Decrease) | Revised<br>Budget |
|----------------------------|--------------------|-------------------------|-------------------|
|----------------------------|--------------------|-------------------------|-------------------|

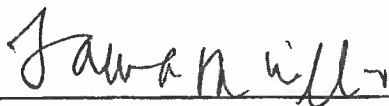
Appropriated Fund Balance - Assigned Funds as of 6/30/2023

|         |                    |                           |         |         |         |
|---------|--------------------|---------------------------|---------|---------|---------|
| Revenue | 10019000 32950     | Appropriated Fund Balance | 336,546 | 119,850 | 456,396 |
| Expense | 10045025 53503 CTY | Software Maintenance      | -       | 2,000   | 2,000   |
| Expense | 10045055 55905     | Capital Outlay            | 193,720 | 60,000  | 253,720 |
| Expense | 10045055 55905     | Capital Outlay            | 193,720 | 7,000   | 200,720 |
| Expense | 10045055 55905     | Capital Outlay            | 193,720 | 14,000  | 207,720 |
| Expense | 10045055 55905     | Capital Outlay            | 193,720 | 19,250  | 212,970 |
| Expense | 10045055 55905     | Capital Outlay            | 193,720 | 8,000   | 201,720 |
| Expense | 10045055 55905     | Capital Outlay            | 193,720 | 4,000   | 197,720 |
| Expense | 10045025 54103     | Capital Outlay            | 110,770 | 5,600   | 116,370 |

Approved this 21 day of November, 2023


Nick Picerno

Moore County Board of Commissioners



Laura Williams

Clerk to the Board



50400



## Fiscal Year 2023/2024

| Budget Line Item<br>Number | Budgeted<br>Amount | Increase/<br>(Decrease) | Revised<br>Budget |
|----------------------------|--------------------|-------------------------|-------------------|
|----------------------------|--------------------|-------------------------|-------------------|

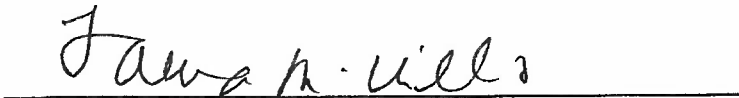
Appropriated Fund Balance - Assigned Funds as of 6/30/2023

|         |                |                            |           |           |           |
|---------|----------------|----------------------------|-----------|-----------|-----------|
| Revenue | 10019000 32950 | Appropriated Fund Balance  | 336,546   | 1,000,000 | 1,336,546 |
| Expense | 10036056 59802 | Transfer to Self Insurance | -         | 1,000,000 | 1,000,000 |
| Expense | 81019056 32955 | Transfer From General Fund | -         | 1,000,000 | 1,000,000 |
| Expense | 81046025 54503 | Health Expenses            | 7,386,119 | 1,000,000 | 8,386,119 |

Approved this 21 day of November, 2023



Nick Picerno  
Moore County Board of Commissioners



Laura Williams  
Clerk to the Board



50401

## Fiscal Year 2023/2024

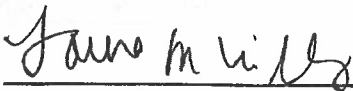
| Budget Line Item<br>Number | Budgeted<br>Amount | Increase/<br>(Decrease) | Revised<br>Budget |
|----------------------------|--------------------|-------------------------|-------------------|
|----------------------------|--------------------|-------------------------|-------------------|

Appropriated Fund Balance - Assigned Funds as of 6/30/2023

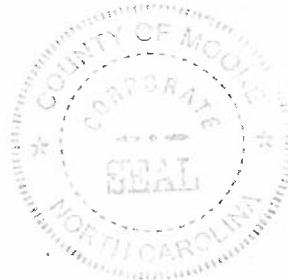
|         |                |                           |           |         |           |
|---------|----------------|---------------------------|-----------|---------|-----------|
| Revenue | 10019000 32950 | Appropriated Fund Balance | 336,546   | 200,000 | 536,546   |
| Expense | 10035091 51211 | Undistributed COLA        | 2,059,436 | 200,000 | 2,259,436 |

Approved this 21 day of November, 2023


Nick Picerno  
Moore County Board of Commissioners



Laura Williams  
Clerk to the Board



50404

**County of Moore**  
**Parks & Recreation Capital (Fund 433)**  
**Project Ordinance – Revision 9**

Journal 50343

BE IT ORDAINED by the Board of Commissioners, County of Moore, North Carolina, pursuant to North Carolina General Statute § 159-13.2, the following project ordinance is hereby adopted as follows:

Section 1. The project authorized is to build a Parks & Recreation Complex.

Section 2. The officers and staff of this unit are hereby directed to proceed with the project within the budget contained herein.

Section 3. The following amounts are appropriated for the Parks & Recreation Capital Project Ordinance:

|              | Budget              | Incr./Decr.     | Revised Budget      |
|--------------|---------------------|-----------------|---------------------|
| Construction | \$ 5,904,261        | \$ -            | \$ 5,904,261        |
| Architect    | \$ 428,225          | \$ -            | \$ 428,225          |
| FF&E         | \$ 534,271          | \$ 5,012        | \$ 539,283          |
|              |                     |                 |                     |
|              |                     |                 |                     |
| <b>Total</b> | <b>\$ 6,866,757</b> | <b>\$ 5,012</b> | <b>\$ 6,871,769</b> |

Section 4. The following revenues are anticipated to be available to complete the Parks & Recreation Capital Project Ordinance:

|                                            | Budget              | Incr./Decr.     | Revised Budget      |
|--------------------------------------------|---------------------|-----------------|---------------------|
| Transfer from General Fund                 | \$ 3,124,863        | \$ 5,012        | \$ 3,129,875        |
| Transfer from Capital Res for Gov Projects | \$ 2,700,000        | \$ -            | \$ 2,700,000        |
| Donations                                  | \$ 367,568          | \$ -            | \$ 367,568          |
| Sale of Capital Assets                     | \$ 220,900          | \$ -            | \$ 220,900          |
| Rental Fees                                | \$ 2,000            | \$ -            | \$ 2,000            |
| DOT Right Away                             | \$ 98,475           | \$ -            | \$ 98,475           |
| Transfer from EMS Narrow Banding           | \$ 350,000          | \$ -            | \$ 350,000          |
| Sales Tax Refund                           | \$ 2,951            | \$ -            | \$ 2,951            |
|                                            |                     |                 |                     |
| <b>Total</b>                               | <b>\$ 6,866,757</b> | <b>\$ 5,012</b> | <b>\$ 6,871,769</b> |

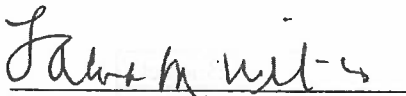
Section 5. The Finance Officer is hereby directed to maintain within the Project Fund sufficient specific detailed accounting records to satisfy the requirements of North Carolina General Statutes, federal regulations and any other applicable laws.

Section 6. Funds may be advanced from the General Fund for the purpose of making payments as due.

Section 7. The Finance Officer is directed to report the financial status of the project, as requested by the Board of Commissioners.

Section 8. This Project Ordinance shall be entered in the minutes by the Clerk to the Board of Commissioners and within five days after adoption of this Ordinance, copies shall be filed with the finance officer, budget officer and Clerk to the Board of Commissioners.

Adopted this 21<sup>st</sup> day of November, 2023.

  
Laura M. Williams  
Clerk to the Board

  
Nick Picerno, Chairman  
Moore County Board of Commissioners



**County of Moore**  
**Pandemic Recovery Capital Projects Ordinance (Fund 437)**  
**Revision 4**

**Journal 50344**

BE IT ORDAINED by the Board of Commissioners, County of Moore, North Carolina, pursuant to North Carolina General Statute § 159-13.2, the following project ordinance is hereby adopted as follows:

Section 1. The project authorized is to provide capital project needs to the Sheriff and EMS Departments. This allocation to this capital project fund enabled through salary reimbursement from funding from the American Rescue Plan Act (ARPA).

Section 2. The officers and staff of this unit are hereby directed to proceed with the project within the budget contained herein.

Section 3. The following amounts are appropriated for the Pandemic Recovery Capital Projects Ordinance:

|                                       | Budget               | Incr./Decr.       | Revised Budget       |
|---------------------------------------|----------------------|-------------------|----------------------|
| Sheriff Vehicles                      | \$ 4,163,060         | \$ -              | \$ 4,163,060         |
| Sheriff Vehicle Equipment             | \$ 680,000           | \$ -              | \$ 680,000           |
| EMS Ambulance Purchases               | \$ 3,051,978         | \$ -              | \$ 3,051,978         |
| EMS Pinehurst Renovation              | \$ 450,000           | \$ -              | \$ 450,000           |
| EMS Defibrillators                    | \$ 602,005           | \$ -              | \$ 602,005           |
| Station X                             | \$ 450,000           | \$ -              | \$ 450,000           |
| Narrow Band Radio Replacement Project | \$ 900,000           | \$ -              | \$ 900,000           |
| Parks & Recreation Project            | \$ 300,000           | \$ -              | \$ 300,000           |
| Other Projects                        | \$ 102,957           | \$ 500,000        | \$ 602,957           |
| Habitat for Humanity                  | \$ 100,000           | \$ -              | \$ 100,000           |
| <b>Total</b>                          | <b>\$ 10,800,000</b> | <b>\$ 500,000</b> | <b>\$ 11,300,000</b> |

Section 4. The following revenues are anticipated to be available for the Pandemic Recovery Capital Projects Ordinance:

|                            | Budget               | Incr./Decr.       | Revised Budget       |
|----------------------------|----------------------|-------------------|----------------------|
| Transfer from General Fund | \$ 6,396,017         | \$ 500,000        | \$ 6,896,017         |
| Transfer from EMS          | \$ 4,103,983         | \$ -              | \$ 4,103,983         |
| Interest Earned            | \$ 300,000           | \$ -              | \$ 300,000           |
|                            |                      |                   |                      |
| <b>Total</b>               | <b>\$ 10,800,000</b> | <b>\$ 500,000</b> | <b>\$ 11,300,000</b> |

Section 5. The Finance Officer is hereby directed to maintain within the Project Fund sufficient specific detailed accounting records to satisfy the requirements of North Carolina General Statutes, federal regulations and any other applicable laws.

Section 6. Funds may be advanced from the General Fund for the purpose of making payments as due.

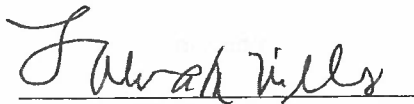
Section 7. The Finance Officer is directed to report the financial status of the project, as requested by the Board of Commissioners.

Section 8. This Project Ordinance shall be entered in the minutes by the Clerk to the Board of Commissioners and within five days after adoption of this Ordinance, copies shall be filed with the finance officer, budget officer and Clerk to the Board of Commissioners.

Adopted this 21<sup>st</sup> day of November 2023.



Nick Picerno, Chairman  
Moore County Board of Commissioners



Laura M. Williams  
Clerk to the Board



## COUNTY OF MOORE

### PERSONNEL POLICY



Effective Date: November 17, 2009 Revised: September 6, 2022 November 21, 2023

#### ARTICLE VII. EMPLOYEE BENEFITS

##### Section 1. Coverage

The benefits provided for under the provisions of this article are subject to the policies and procedures of the respective insurance providers and/or underwriters and Moore County does not guarantee or warrant any benefits.

##### Section 2. Group Health and Dental Insurance

The County shall make medical and dental insurance coverage available to employees who are hired into full time positions and regularly work full time. The coverage takes effect on the first day of employment. The County shall make medical insurance coverage available to all employees qualifying under the Patient Protection and Affordable Care Act.

The employee may elect to obtain medical and dental coverage for eligible dependents at his/her own expense through payroll deduction.

All regular full-time County employees who work at least 40 hours per week, whose retirement is under the provision of the North Carolina Local Government Employees' Retirement System through length of service, during which time at least 15 consecutive years are served with Moore County prior to retirement, may receive coverage under the County group health and dental insurance policy.

Retired Employee coverage is only available to Retired Employees. COBRA continuation coverage is the only coverage option available under the Plan to dependents of a Retired Employee. Premiums are calculated as follows:

2.A. Retiree pays 100% of current premium when eligible for state retirement and worked the last 15 years with Moore County;

2.B. Retiree pays 50% of current premium when he/she has 20 years of service with state retirement plan and worked the last 15 years with Moore County;

2.C. Retiree pays 25% of current premium when he/she has 30 years of service recognized with state retirement plan and worked the last 15 years with Moore County.

Premiums will be calculated annually and will be subject to adjustment as necessary. At the effective date of Medicare, the retiree health insurance becomes a supplement policy with a rate of 50% of current premium for retirees qualifying under the above sections 2(a) or 2(b). Retiree qualifying under section 2(c) will pay 25% of the current premium rate. The Retiree Health Plan will become secondary coverage when a retiree has become eligible for Medicare or another employer-sponsored plan.

A County of Moore retiree, as it pertains to this Section, who returns to full-time employment with the County of Moore will no longer, for the purpose of this policy, be classified as a retiree under the County group health and dental insurance plan but will be classified as a covered employee during the duration of the return to full-time Moore County government employment. Once full-time employment ends, the employee would be eligible for insurance coverage under this section at the same rate as when employee had previously retired from the County of Moore. If, however, the most

## AMENDMENT TO

THE MOORE COUNTY ROAD NAME AND ADDRESSING ORDINANCE

ADOPTED JULY 10, 1989  
AND AS SUBSEQUENTLY AMENDED

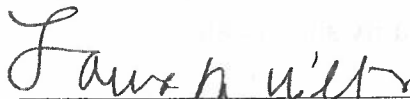
RESOLVED by the Board of Commissioners of the County of Moore that Section III ROAD NAMING OF THE ABOVE REFERENCED ORDINANCE BE AMENDED TO ADD, RENAME, OR REMOVE THE FOLLOWING ROADS AS INDICATED:

ADD:

**HERDS CREEK TRL (P4273)** .....*Located off Stanton Hill Rd (SR 1661) on the eastern side, approximately 0.5 miles north of the intersection of Stanton Hill Rd and Lamms Grove Rd (SR 1663).*

AND, FURTHER, that the effective date of this amendment to the above-described Ordinance shall be upon adoption.

Adopted this 21st day of November 2023.

  
\_\_\_\_\_  
Laura Williams, Clerk to the Board  
Moore County Board of Commissioners

  
\_\_\_\_\_  
Nick Picerno, Chairman  
Moore County Board of Commissioners





**Moore County Board of Commissioners**  
**Land Use Plan Consistency Statement**  
**Text Amendment to the Unified Development Ordinance**

The Moore County Board of Commissioners finds that:

The proposed text amendment is consistent with the following as listed in the 2013 Moore County Land Use Plan:

- Action 3.2.5: Ensure Best Management Practices (BMP's) are followed to reduce runoff.
  - The proposed amendment would ensure that standards accurately reflect North Carolina Department of Environmental Quality requirements regarding stormwater management controls.

The proposed text amendment is reasonable and in the public interest because:

1. It supports the current 2013 Moore County Land Use Plan Action listed above.
2. Ensures the North Department of Environmental Quality stormwater management policies are implemented.

Therefore, The Moore County Board of Commissioners finds the text amendment to the Unified Development Ordinance is **consistent** with the land use plan.



Nick Picerno, Chair  
Moore County Board of Commissioners

11/21/2023

Date



**Agenda Item: 5.B.**  
**Meeting Date: November 21, 2023**

## **MEMORANDUM TO THE MOORE COUNTY BOARD OF COMMISSIONERS:**

**FROM:** Debra Ensminger, Planning Director  
**DATE:** 11/07/2023  
**SUBJECT:** Public Hearing to Consider Unified Development Ordinance Text  
 Amendments to Chapter 19 (Section 19.7 G - Drainage) and (Section 19.8 L  
 Fire Service)  
**PRESENTER:** Debra Ensminger, Planning Director

**REQUEST:** A request to amend Chapter 19 (Subdivisions), Section 19.7 G (Drainage) and Section 19.8 L (Fire Service) of the Moore County Unified Development Ordinance.

### **BACKGROUND:**

- The proposed language regarding stormwater is consistent with North Carolina Department of Environmental Quality's current requirements and definitions.
- The stormwater management plan would remain required at the preliminary plat stage.
- All requirements for fire service flow for major subdivisions are required to meet the Insurance Service Office and the current adopted fire code through the review of the Public Safety Department.

### **PROPOSED TEXT AMENDMENT LANGUAGE**

**Bold text** – additions to the ordinance

**Strikethrough text** – deletions from the ordinance

1. AMEND Chapter 19 (Subdivisions), Section 19.7.G (Drainage) to update the requirements for stormwater management plans for major subdivisions to be consistent with current NCDEQ policies. The proposed language is as follows:

#### **G. DRAINAGE**

~~A stormwater management plan shall be required prior to preliminary plat approval. All structural stormwater Best Management Practices (BMPs) shall meet the most current edition of the North Carolina Department of Environmental Quality, Division of Water Quality's Stormwater Best Management Practices Manual.~~ **A Stormwater Management Plan with Stormwater Control Measures (SCMs) meeting the most current edition of the North Carolina Department of Environmental Quality Stormwater Design Manual shall be required prior to preliminary plat approval for subdivisions in a WS-II, WS-III, or WS-IV Watershed, which are the only three Watershed Overlay District Types in this Ordinance. Projects within a High-Quality Watershed (HQW) or an Outstanding**

Resource Watershed (ORW) also require a Post-Construction Stormwater Management Permit from the North Carolina Department of Environmental Quality Division of Energy, Mineral and Land Resources (DEMLR) prior to the construction of any built-upon area. For example, a proposed subdivision in a WS-IIIP watershed and not in a HWQ is required to submit a stormwater management plan to the County but does not need a Post-Construction Stormwater Management Permit from DEMLR. When a Post-Construction Stormwater Management Permit is required, it shall be obtained from DEMLR, and a copy of the permit shall be submitted to the County prior to preliminary plat approval. Subdivisions in the HWQ, with up to 12% built-upon area, are considered Low Density where stormwater runoff may be through dispersed flow or vegetated conveyance. Projects with greater than 12% built-upon area are High Density and require engineered Stormwater Control Measures (SCMs) per DEMLR. All stormwater control structures shall be designed by a state registered professional with qualifications appropriate for the type of system required. Residential subdivisions shall have systems designed to protect to the ten (10) year storm level, and commercial and industrial shall be protected to the twenty-five (25) year storm level. Each lot shall contain a suitable building area safe from inundation and erosion. Sanitary sewer systems, septic tank drainfields, water systems, wells, and adjacent properties shall be protected from inundation by surface water. ~~Where a subdivision is traversed by a stream or drainage way, an easement shall be provided conforming with the lines of such stream and be of sufficient width to provide adequate drainage for the subdivision. If a stream or drainage way does not cross a subdivision, a 20 foot wide drainage way easement shall be provided along the topographically lowest property line(s) of lots within the subdivision.~~

#### **PROPOSED TEXT AMENDMENT LANGUAGE TO BE REMOVED**

2. AMEND Chapter 19 (Subdivisions), Section 19.8.L (Fire Service) to remove the requirement for primary and secondary fire and rescue responders to be shown on major subdivision preliminary plats. The proposed language change is as follows:

##### **L. FIRE SERVICE**

- ~~—1. The developer shall identify the primary and secondary fire and rescue responders.~~
- ~~—2. 1. Major subdivisions shall provide for fire service flow and shall follow the insurance Service office (ISO) and the current adopted fire code.~~
- ~~—3. 2. Any major subdivisions greater than six driving miles could potentially be placed in a non-protective fire class and should not be considered.~~

#### **PLANNING BOARD RECOMMENDATION**

The Planning Board met on October 5, 2023, and voted 6-0 to recommend approval of the text amendments as proposed.

#### **CONSISTENCY WITH THE 2013 MOORE COUNTY LAND USE PLAN**

The Board of Commissioners Consistency Statements, which speaks to Land Use Plan goals, are included for the Board's review and consideration.

**FINANCIAL IMPACT:** No financial impact to the County's FY 2023-2024 budget.

**IMPLEMENTATION PLAN:** Hold a Public Hearing on November 21, 2023.

**RECOMMENDATION SUMMARY:** Staff recommends the Moore County Board of Commissioners make two separate motions:

**Motion #1:** Make a motion to adopt the attached Moore County Board of Commissioners Land Use Plan Consistency Statement (Consistent or Inconsistent) and authorize the Chairman to execute the document as required by North Carolina General Statute 160D-605.

**Motion #2:** Make a motion to **Approve** or **Deny** the above amendments to Chapter 19 of the Moore County Unified Development Ordinance as proposed.

**ATTACHMENTS:**

1. RULAC Text amendment review
2. Board of Commissioners Land Use Plan Consistency Statement - Consistent/Inconsistent

### Things to Consider When Updating the County Land Use Plan



Presentation to the  
Moore County Board of Commissioners  
November 21, 2023

by Ben Hitchings, FAICP, CZO  
Principal, Green Heron Planning

1

### State Statutory Framework



N.C. General Statutes 160D-501(c):

- "Plans shall be adopted by the governing board with the advice and consultation of the planning board."
- "Adoption and amendment of a comprehensive or land-use plan is a legislative decision and shall follow the process mandated for zoning text amendments set by G.S. 160D-601."

2

### Listening Sessions



Considerations:

- Risk of process fatigue
  - Clear process
  - Limit number of meetings
  - In person vs. online
- Format
  - Focus on listening
  - Public comments captured on flip charts?
- Focus of conversation
  - Present vs. future

3

### Listening Sessions



Considerations:

- Follow-up
  - Summary of all comments
  - Shared with BOC and public
  - BOC discussion
- Nature of Board member participation
  - Type of public comments likely to receive
  - Expectation of a response

4

## Steering Committee



### Considerations:

- Composition
  - Stakeholder representation
  - 10-15 members max. to have conversation
- Purpose
  - State framework
  - Sounding board?
  - Focus group?
  - Ambassadors?
- Use existing Planning Board?



5

## Key Project Tasks

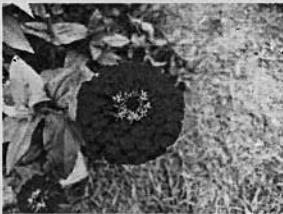


1. Understand current conditions/trends
2. Engage community stakeholders
3. Develop shared vision for future
4. Update plan goals
5. Update Future Land Use Map
6. Develop manageable and meaningful Implementation Strategy
7. Provide resources to implement plan



6

## Discussion



7

**RESOLUTION**  
**Sandhills Metropolitan Planning Organization**  
**Memorandum of Understanding**

**THAT WHEREAS**, it is recognized that a proper transportation system to support movement within and through the Sandhills (MPO) urbanized area is highly desirable element of a comprehensive plan for the orderly growth and development of the area, and;

**WHEREAS**, there are a number of governmental jurisdictions within the Sandhills urbanized area which have been authorized with implementation and regulatory responsibilities for transportation by North Carolina General Statutes, and;

**WHEREAS**, it is desirable that coordinated, comprehensive and cooperative transportation planning processes be maintained in the Sandhills urbanized area to ensure that the transportation system is maintained on an efficient and economical basis commensurate with the public health, safety, and welfare, and;

**WHEREAS**, a Memorandum of Understanding between the Town of Aberdeen, Village of Foxfire, County of Moore, Town of Pinebluff, Village of Pinehurst, Town of Southern Pines, Town of Taylortown, Village of Whispering Pines and the North Carolina Department of Transportation has been entered into that sets forth the responsibilities and working arrangements for maintaining a continuing, comprehensive, and cooperative transportation planning process, and;

**NOW, THEREFORE, BE IT RESOLVED BY THE County of Moore, NORTH CAROLINA:**

That the Memorandum of Understanding between the Town of Aberdeen, Village of Foxfire, County of Moore, Town of Pinebluff, Village of Pinehurst, Town of Southern Pines, Town of Taylortown, Village of Whispering Pines and the North Carolina Department of Transportation be approved and that the Chairman, Moore County Board of Commissioners and County Clerk are hereby directed to enter into and execute the Memorandum of Understanding.

Adopted by the County of Moore this 21st day of November, 2023.

535

County of Moore

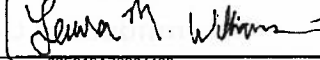
Attest

DocuSigned by:



D7679164D4544BC...  
Nick Picerno, Chairman Board  
of County Commissioners

DocuSigned by:



62F819A76303409  
Laura M. Williams  
Clerk to the Board

This "MEMORANDUM OF UNDERSTANDING FOR COOPERATIVE, COMPREHENSIVE, AND CONTINUING TRANSPORTATION PLANNING AND THE ESTABLISHMENT OF A METROPOLITAN PLANNING ORGANIZATION" for the Town of Aberdeen, Village of Foxfire, County of Moore, Town of Pinebluff, Village of Pinehurst, Town of Southern Pines, Town of Taylortown and Village of Whispering Pines is hereby adopted by the North Carolina Department of Transportation, this the \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

North Carolina Department of  
Transportation

By: \_\_\_\_\_  
Joey Hopkins  
Secretary of the North  
Carolina Department of  
Transportation



MEMORANDUM OF UNDERSTANDING FOR COOPERATIVE, COMPREHENSIVE, AND CONTINUING  
TRANSPORTATION PLANNING

AMONG

THE VILLAGE OF PINEHURST, TOWN OF SOUTHERN PINES, TOWN OF ABERDEEN, VILLAGE OF  
WHISPERING PINES, TOWN OF PINEBLUFF, VILLAGE OF FOXFIRE, TOWN OF TAYLORTOWN,  
MOORE COUNTY AND THE NORTH CAROLINA DEPARTMENT OF TRANSPORTATION IN  
COOPERATION WITH THE UNITED STATES DEPARTMENT OF TRANSPORTATION

WITNESSETH:

THAT WHEREAS, the Village of Pinehurst, Town of Southern Pines, Town of Aberdeen, Village of  
Whispering Pines, Town of Pinebluff, Village of Foxfire, Town of Taylortown, Moore County and  
the North Carolina Department of Transportation (NCDOT) desire to enter into a Memorandum  
of Understanding for Cooperative, Comprehensive, and Continuing Transportation Planning,  
regarding the Sandhills Metropolitan Planning Organization (SMPO);

WHEREAS, each Metropolitan Planning Organization (MPO) is required to develop a  
Metropolitan Transportation Plan in cooperation with NCDOT and in accordance with 23 U.S.C.  
§ 134, any amendments thereto, and any implementing regulations; and a Comprehensive  
Transportation Plan in accordance with North Carolina General Statute §136-66.2; and

WHEREAS, the Metropolitan Transportation Plan serves as the basis for future transportation  
improvements within the Metropolitan Planning Area (MPA);

NOW THEREFORE, in consideration of the mutual benefits afforded to each party, the parties  
agree as follows:

**Section 1. Naming and Boundary of the Metropolitan Planning Area**

The "Sandhills Metropolitan Planning Organization" ("SMPO") shall be the formal name for the  
organization governing transportation planning for the Pinehurst-Southern Pines Urban Area as  
initially defined by the United States Department of Commerce, Bureau of the Census, plus the  
additional existing urbanized area beyond the existing urbanized area boundary that is  
expected to become urbanized within a twenty-year planning period and as adopted by the  
jurisdictions included in the MPA.

The Sandhills MPA consists of the Pinehurst-Southern Pines Urban Area as defined by the  
United States Department of Commerce, Bureau of the Census, plus that area beyond the  
existing urbanized area boundary that is expected to become urbanized within a twenty-year

planning period. This area is hereinafter referred to as the MPA and is delineated in Exhibit A.

## **Section 2. Planning Responsibility within the Metropolitan Planning Area**

Cooperative, continuing, and comprehensive transportation planning shall be undertaken in the MPA by the SMPO in accordance with all applicable federal and state statutes. The SMPO shall coordinate any transportation planning it undertakes which may have a regional impact with the Triangle Area Rural Planning Organization, and other municipalities in the region.

## **Section 3. SMPO Governing Board**

The SMPO shall be governed by a Governing Board which shall be the policy making board for the MPO. The voting membership of the Governing Board shall include one elected official from each member local government plus an NCDOT Board Member appointed by the Secretary, as well as non-voting members from the following agencies:

- a. Federal Highway Administration (FHWA) North Carolina Division, DA;
- b. Moore County Airport Authority.

## **Section 4. Conduct of Business by the SMPO Governing Board**

The SMPO Governing Board will meet as often as it deems appropriate and advisable, but at least quarterly. The Governing Board shall adopt by-laws and conduct its business in accordance with its adopted by-laws. The Governing Board will select a Chair and Vice-Chair annually at the first scheduled meeting of each calendar year. All meetings of the Governing Board will be subject to the Open Meetings Law.

## **Section 5. Role and Responsibilities of the SMPO**

The SMPO Governing Board will be responsible for carrying out the provisions of 23 U.S.C. § 134 (Federal Highway Administration); and 49 U.S.C. §§ 5303, 5304, 5305, 5306 and 5307 (Federal Transit Administration); including the following duties and responsibilities:

- 5.1. Review and approval of the annual transportation Unified Planning Work Program and any subsequent amendments;
- 5.2. Review and approval of the annual budget;
- 5.3. Review and approval of the Transportation Improvement Program for multimodal capital and operating expenditures to insure coordination between local and State capital and operating improvement programs and any subsequent amendments;

5.4. Review and approval of the Metropolitan Transportation Plan, and subsequent changes thereto, and the Comprehensive Transportation Plan as required by the N.C.G.S. § 136-66.2(d). Revisions in the transportation plans must be jointly approved by the Governing Board and the North Carolina Department of Transportation;

5.5. Endorsement, review and approval of changes to the Federal Highway Administration Functional Classification System, the Adjusted Urbanized Area Boundary and the MPA Boundary;

5.6. Endorsement, review and approval of a Prospectus for Transportation Planning which defines work tasks and responsibilities for the various agencies participating in the transportation planning process;

5.7. Establishment of goals and objectives for the transportation planning process reflective of and responsive to such comprehensive plans for growth and development in the MPA as are adopted by Boards of General-Purpose Local Government;

5.8. Approval and distribution of federal funds designated for the MPA under the provisions of MAP-21 and any other subsequent transportation funding authorizations;

5.9. Formation of ad-hoc and standing subcommittees.

## **Section 6. SMPO Voting Procedures**

Any member may call for a vote on any issue provided that it is seconded and within the purposes set forth in this "Memorandum of Understanding." Each voting member of the Governing Body shall have one vote unless a weighted vote is called for as described below. A majority vote of those present and voting shall constitute approval of any motion, provided a quorum exists and provided that a super-majority vote is not required for approval of the item under applicable law, or a weighted vote is called for. Abstentions are not included in the tally of the votes.

In order for a vote, or a weighted vote, to be counted, each local government member of SMPO must be current with respect to payment of local match dues; if an entity is not current in payment of dues, then its input will be merely advisory in a non-voting capacity. Currency with respect to dues payment is defined as having paid, in total, an annual or other SMPO dues payment for which said payment's due date has elapsed. Members who are in a non-voting status because of unpaid dues will be classified as non-voting board members and will not count toward calculations of a quorum in any way. Voting privileges will be restored upon full payment of required dues.

After any non-unanimous vote, any member may make a motion for a weighted vote on the matter. If that motion is seconded, a weighted vote will take place. If a weighted vote is taken, all local governments will have at least one vote. Those local governments with populations over 10% of the total MPA population will have one additional vote. Then, any local government with over 20% of the total MPA population will have another additional vote. Population figures shall be determined based on the most recent Federal Decennial Census. Only the non-municipal population of those portions of the county located within the MPA shall be counted for the county. As of the date of this MOU, the weighted voting structure is as follows:

| <u>VOTING MEMBER</u>        | <u>NUMBER OF WEIGHTED VOTES</u> |
|-----------------------------|---------------------------------|
| Village of Pinehurst        | 3                               |
| Town of Southern Pines      | 3                               |
| Town of Aberdeen            | 2                               |
| Village of Whispering Pines | 1                               |
| Town of Pinebluff           | 1                               |
| Village of Foxfire          | 1                               |
| Town of Taylortown          | 1                               |
| Moore County                | 2                               |
| Other voting members        | 1                               |

#### **Section 7. Establishment of the Transportation Coordinating Committee (the TCC)**

7.1. The parties acknowledge that transportation planning is a specialized field. In order to give the duly constituted Governing Board access to the technical expertise necessary to meet the requirements of federal and state law, a Transportation Coordinating Committee (the TCC) shall be established with the responsibility for advising the Governing Board of the technical aspects of the transportation planning process, performing such technical analysis as necessary to support transportation planning and making recommendations to the Governing Board, and local and State governmental agencies for any necessary actions relating to the continuing transportation planning process.

7.2. Membership of the TCC shall include technical representation from all local and State governmental agencies directly related to and concerned with the transportation planning process for the MPA and the voting members shall consist of the following:

- a. Village Manager or designee, Pinehurst;
- b. Town Manager or designee, Southern Pines;
- c. Town Manager or designee, Aberdeen;
- d. Village Manager or designee, Whispering Pines;

- e. Town Administrator or designee, Pinebluff;
- f. Village Clerk, Manager or designee, Foxfire;
- g. Town Clerk, Manager or designee, Taylortown;
- h. County Manger or designee, Moore County;
- i. Moore County Transportation Services Director or designee;
- j. Division 8 Engineer or designee, North Carolina Department of Transportation;
- k. NCDOT Transportation Planning Division Representative

In order for a vote to be counted, each local government member of SMPO must be current with respect to payment of local match dues; if an entity is not current in payment of dues, then its input will be merely advisory in a non-voting capacity. Currency with respect to dues payment is defined as having paid, in total, an annual or other SMPO dues payment for which said payment's due date has elapsed. Members who are in a non-voting status because of unpaid dues will be classified as non-voting board members and will not count toward calculations of a quorum in any way. Voting privileges will be restored upon full payment of required dues.

Representatives from each of the following bodies will serve as non-voting members of the Technical Coordinating Committee.

- a. Public Transportation Division, North Carolina Department of Transportation;
- b. Federal Highway Administration (FHWA) North Carolina Division, Planning and Program Development Planner;
- c. Other local, State or Federal agencies impacting transportation in the planning area invited by or staff to a member jurisdiction or at the invitation of the TCC.

#### **Section 8. Conduct of Business by the TCC**

The TCC will meet as often as it deems appropriate and advisable, but at least quarterly. The TCC will adopt by-laws and conduct its business in accordance with its adopted bylaws. The TCC will select a chair and vice-chair annually at its first meeting of each calendar year. All meetings of the TCC shall be subject to the Open Meetings Law.

#### **Section 9. Role and Responsibilities of the TCC**

The TCC shall be responsible for development, review, and recommendation for approval of the Prospectus, Transportation Improvement Program, Federal-Aid Urban System and Boundary, revisions to the Transportation Plan, planning citizen participation, and documentation reports on the transportation study.

**Section 10. TCC Personnel Subcommittee**

The TCC shall appoint and maintain a subcommittee made up of three managers for the hiring, counselling, discipline, termination, performance evaluation, etc. of the SMPO Director. The Pinehurst Village Manager will always be a member of Personnel Subcommittee, while its other members may rotate as desired by the TCC.

**Section 11. Designation of the Lead Planning Agency (the LPA)**

The Village of Pinehurst shall serve as the Lead Planning Agency (LPA). As LPA, the Village of Pinehurst will provide the necessary facilities and administrative support to SMPO to fulfill its responsibilities. An LPA Agreement will be entered into between the Village of Pinehurst as LPA and SMPO which will further clarify the roles and responsibilities the Village will provide on behalf of SMPO. SMPO will be the sole and exclusive common law employer of all SMPO staff; however, SMPO staff shall be considered employees of Pinehurst for the purpose of NC Local Governmental Employees' Retirement System, health and welfare and other benefits, and general payroll administration.

**Section 12. The Director and Staff**

Administrative coordination for the SMPO Governing Board and the TCC will be performed by a Director. The Director shall be selected by a subcommittee defined in section 10. The Director will be assigned to the Village of Pinehurst Planning and Inspections Department and report to the Village's Director of Planning and Inspections for administrative purposes. As necessary, the Director shall select, with the concurrence of the Personnel Subcommittee, such other staff as may be budgeted and within the annual staffing plan. All staff selected by the Director shall be assigned to the Village of Pinehurst Planning and Inspections Department and subject to the provisions of the Village's personnel rules and policies as further defined in the LPA Agreement.

**Section 13. Role and Responsibilities of the Director**

The Director shall be responsible to arrange the meetings and agendas in coordination with the Village of Pinehurst Village Clerk, or as otherwise supported by the LPA. In addition, the Director shall prepare the Prospectus, the Unified Planning Work Program the (UPWP), a Transportation Improvement Program in accordance with federal and state regulations and requirements; develop a Metropolitan Transportation Plan (MTP) in accordance with federal and state regulations; maintain the MTP; execute the transportation planning process in accordance with federal and state laws and regulations; prepare invoices and progress reports in accordance with federal, state, and local requirements; structure the public involvement process needed to ensure that the UPWP, Transportation Plan, Transportation Improvement

Program, and any transportation conformity determinations meet federal requirements; and consult with the SMPO Governing Board and the TCC regarding the best approaches to performing the duties listed above.

**Section 14. Additional Responsibilities of Member Governments**

14.1. The representative from each General-Purpose Local Government on the SMPO Governing Board shall be responsible for instructing the clerk of his/her local government to provide to the Director copies of the minutes of any action taken by his/her local government which involves any MPO plan.

14.2. Each member signatory local government shall seek to maintain harmony between long-range plans, zoning, subdivision approval and SMPO transportation plans.

14.3. All member signatory local governments will assist in the transportation planning process by providing planning assistance, data, and inventories in accordance with the Prospectus for Transportation Planning.

**Section 15. Funding and Fiscal Matters**

15.1. All transportation and related federal aid planning funds available to promote the cooperative transportation planning process will be expended in accordance with the Unified Planning Work Program adopted by the Governing Board. Administration of funding in support of the Transportation Planning Process on behalf of the Governing Board will be conducted by the Village of Pinehurst as the host planning agency. The Village of Pinehurst will execute appropriate agreements with funding agencies as provided by the Planning Work Program.

15.2. The local match for the Federal Aid planning funds will be determined based on the current federal matching requirements. The signatory General Purpose Local Governments will contribute to the local match requirement proportionate to their percentage of the population within the MPA at the most recent decennial census. As of the 2020 census, those percentages are:

| LOCAL GOVERNMENT            |     | PERCENT OF POPULATION |  |
|-----------------------------|-----|-----------------------|--|
| Village of Pinehurst        | 29% |                       |  |
| Town of Southern Pines      | 26% |                       |  |
| Town of Aberdeen            | 14% |                       |  |
| Village of Whispering Pines | 8%  |                       |  |
| Town of Pinebluff           | 2%  |                       |  |
| Village of Foxfire          | 2%  |                       |  |

543

|                    |     |
|--------------------|-----|
| Town of Taylortown | 1%  |
| Moore County       | 18% |

Only the non-municipal population of those portions of the county located within the MPA shall be counted for the county. Member governments may also be asked to contribute additional local funding for projects wholly within their jurisdictional limits.

15.3. This funding share shall be invoiced by August 15<sup>th</sup> of each year for actual expenses from the previous fiscal year by the Village of Pinehurst, acting as Lead Planning Agency, and as recipient of the Federal Planning funds distributed by the North Carolina Department of Transportation. All payments will be due to the Village of Pinehurst by October 1<sup>st</sup>. Annual fees are non-refundable.

#### Section 16. Methodology for Changes to SMPO MOU

Any changes to the MPA boundaries, Governing board membership or voting structure, or formulation of dues must be approved by the same process as for the creation of the MPO, which is as follows: the units of local government that together represent at least 75% of the affected population in the Pinehurst-Southern Pines Urban Area (including the largest incorporated city, based on population) must vote at a properly called public meeting at each local government's jurisdiction to approve such changes to reach the 75% or more approval standard.

#### Section 17. Duration of the Agreement

Any party may terminate its participation in the MPO and remove itself from this Agreement by giving sixty days' advance notice in a writing signed by the Chief Elected Official, if a local government, or by the chief executive officer of the agency, if not a local government. This notice shall be delivered to the Chairman of the SMPO Governing Board and to the Director.

County of Moore

DocuSigned by:

*Nick Picerno*

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Nick Picerno, Chairman  
Board of Commissioners

#### Preaudit Certificate

This instrument has been preaudited in the manner required by the Local Government Budget and Fiscal Control Act.

DocuSigned by:

*Caroline Xiong*

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Finance Officer

SMPO MOU 2023

Attest:

DocuSigned by:

*Laura M. Williams*

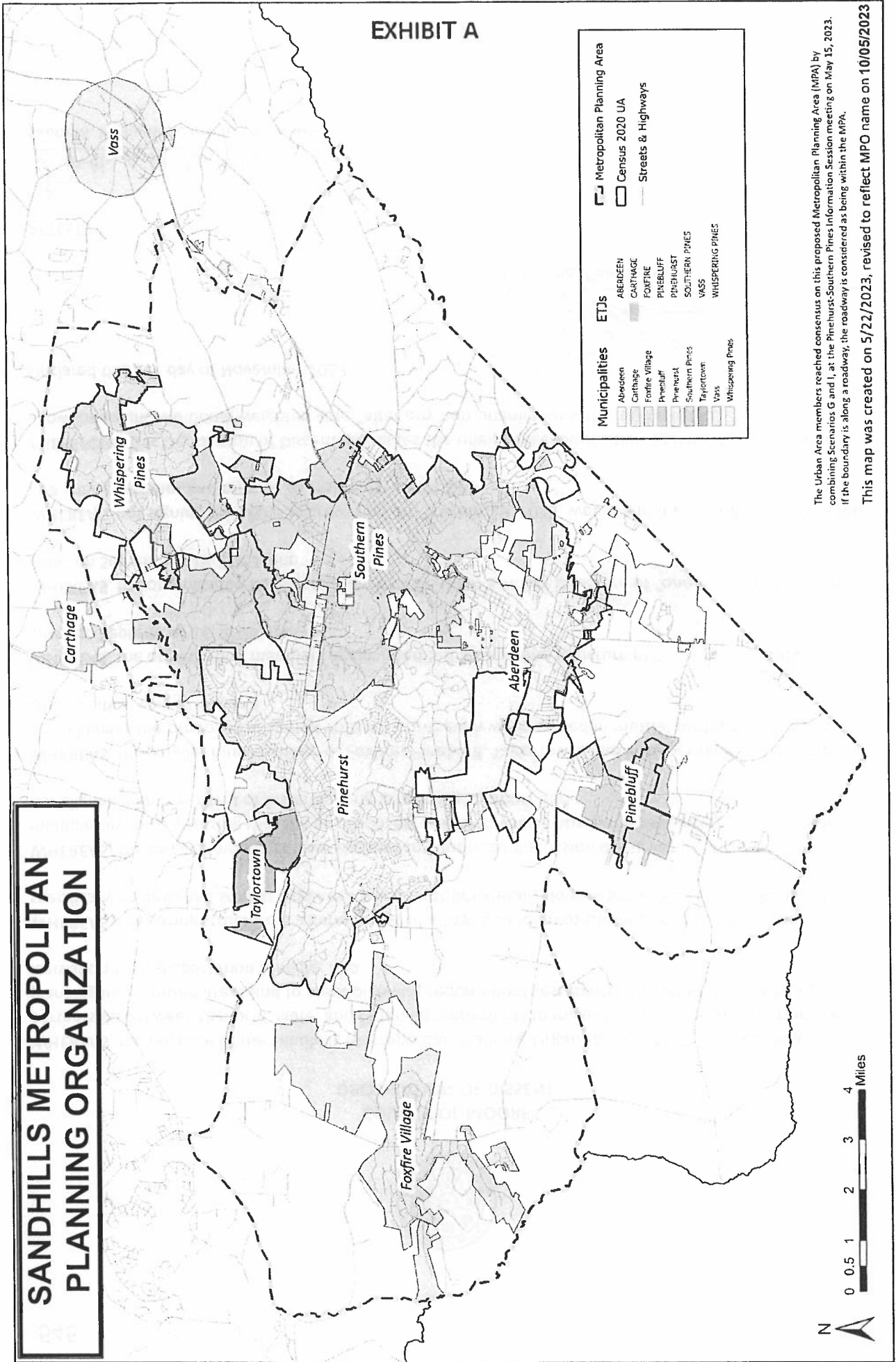
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Laura M. Williams  
Clerk to the Board



# SANDHILLS METROPOLITAN PLANNING ORGANIZATION

## EXHIBIT A



The Urban Area members reached consensus on this proposed Metropolitan Planning Area (MPA) by combining Scenarios G and I, at the Pinehurst-Southern Pines Information Session meeting on May 15, 2023. If the boundary is along a roadway, the roadway is considered as being within the MPA.

This map was created on 5/22/2023, revised to reflect MPO name on 10/05/2023



COUNTY OF MOORE  
DECLARATION OF DISSENT

WHEREAS, the purpose of the Sandhills Metropolitan Planning Organization (SMPO) process is a partnership between the local, state, and federal governments to make decisions about transportation planning in urbanized areas and to meet planning requirements established by federal authorizing legislation for transportation funding; and

WHEREAS, the voting structure is a component of a Memorandum of Understanding (MOU) that should specifically be designed so that larger entities do not unilaterally dominate the SMPO's decisions; and

WHEREAS, the original members have engaged in continued discussion on its voting structure over multiple sessions, stressing that the as-proposed weighted vote is not in the best interest of the SMPO nor aligned with the intent of fostering long-term collaboration; and

WHEREAS, the smaller municipalities of Foxfire, Pinebluff, Taylortown, and Whispering Pines will not prevail under the proposed weighted vote structure even when united in mutual protection of their communities' way of life; and

WHEREAS, the organization members again voted 5-3 for a voting structure of "one municipality, one vote" on September 14, 2023; and

WHEREAS, the organization members again voted 5-3 for a voting structure of "one municipality, one vote" on September 29, 2023; and

WHEREAS, not signing the MOU as presented on October 19, 2023, would eliminate a municipality's role as a voting member and remove its residents' voice; and

WHEREAS, this Declaration of Dissent expresses the unequivocal opposition against the decision to allow for an unconditional weighted vote "after any non-unanimous vote" in the MOU.

Declared this 21<sup>st</sup> day of November 2023.

Nick Picerno, Chairman

ATTEST:

Laura M. Williams, Clerk to the Board



**Position Classification and Pay Plan**  
**Effective 11/21/2023**

| Position Title                           | Grade | Band | Minimum | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Maximum |
|------------------------------------------|-------|------|---------|--------|--------|--------|--------|--------|---------|
|                                          | 5     |      | 18,510  | 19,435 | 20,407 | 21,428 | 22,499 | 23,624 | 29,153  |
|                                          | 6     |      | 19,435  | 20,407 | 21,428 | 22,499 | 23,624 | 24,805 | 30,611  |
|                                          | 7     |      | 20,407  | 21,428 | 22,499 | 23,624 | 24,805 | 26,046 | 32,141  |
| Solid Waste Site Attendant               | 8     | B    | 21,428  | 22,499 | 23,624 | 24,805 | 26,046 | 27,348 | 33,749  |
|                                          | 9     |      | 22,499  | 23,624 | 24,805 | 26,046 | 27,348 | 28,715 | 35,436  |
| Nutrition Site Manager                   | 10    | A    | 23,624  | 24,805 | 26,046 | 27,348 | 28,715 | 30,151 | 37,208  |
|                                          | 11    |      | 24,805  | 26,046 | 27,348 | 28,715 | 30,151 | 31,658 | 39,068  |
| Certified Nursing Assistant I            | 12    | H    | 26,046  | 27,348 | 28,715 | 30,151 | 31,658 | 33,241 | 41,022  |
| Community Social Services Assistant      | 12    | H    |         |        |        |        |        |        |         |
| Certified Nursing Assistant II           | 13    | H    | 27,348  | 28,715 | 30,151 | 31,658 | 33,241 | 34,904 | 43,073  |
| Custodial Worker                         | 13    | B    |         |        |        |        |        |        |         |
| MCTS Driver                              | 13    | B    |         |        |        |        |        |        |         |
| Secretary                                | 13    | F    |         |        |        |        |        |        |         |
| Office Assistant III                     | 14    | F    | 28,715  | 30,151 | 31,658 | 33,241 | 34,904 | 36,648 | 45,226  |
| Processing Assistant III                 | 14    | F    |         |        |        |        |        |        |         |
| Tax Assistant I                          | 14    | F    |         |        |        |        |        |        |         |
| Administrative Secretary                 | 15    | F    | 30,151  | 31,658 | 33,241 | 34,904 | 36,648 | 38,481 | 47,487  |
| Animal Shelter Attendant                 | 15    | G    |         |        |        |        |        |        |         |
| Billing & Collections Clerk I            | 15    | C    |         |        |        |        |        |        |         |
| Lead Custodial Worker                    | 15    | B    |         |        |        |        |        |        |         |
| Medical Office Assistant                 | 15    | F    |         |        |        |        |        |        |         |
| Information Coordinator                  | 15    | F    |         |        |        |        |        |        |         |
| Accounting Clerk IV                      | 16    | F    | 31,658  | 33,241 | 34,904 | 36,648 | 38,481 | 40,405 | 49,862  |
| In-Home Services Supervisor              | 16    | D    |         |        |        |        |        |        |         |
| Office Assistant IV                      | 16    | F    |         |        |        |        |        |        |         |
| Operation Specialist                     | 16    | B    |         |        |        |        |        |        |         |
| Processing Assistant IV                  | 16    | F    |         |        |        |        |        |        |         |
| Veterans Services Assistant              | 16    | F    |         |        |        |        |        |        |         |
| Accounting Technician I                  | 17    | F    | 33,241  | 34,904 | 36,648 | 38,481 | 40,405 | 42,426 | 52,355  |
| Billing & Collections Clerk II           | 17    | C    |         |        |        |        |        |        |         |
| Foreign Language Interpreter II          | 17    | F    |         |        |        |        |        |        |         |
| Library Technician                       | 17    | F    |         |        |        |        |        |        |         |
| Tax Assistant II                         | 17    | F    |         |        |        |        |        |        |         |
| Transportation Fleet & Route Coordinator | 17    | F    |         |        |        |        |        |        |         |
| Transportation Office Coordinator        | 17    | F    |         |        |        |        |        |        |         |
| Utility Field Services Technician I      | 17    | B    |         |        |        |        |        |        |         |
| Accounting Clerk V                       | 18    | F    | 34,904  | 36,648 | 38,481 | 40,405 | 42,426 | 44,546 | 54,973  |
| Equipment Operator                       | 18    | B    |         |        |        |        |        |        |         |
| Family Caregiver Advisor                 | 18    | H    |         |        |        |        |        |        |         |
| Human Resources Technician I             | 18    | C    |         |        |        |        |        |        |         |
| Income Maintenance Caseworker I          | 18    | H    |         |        |        |        |        |        |         |
| Library Program Specialist               | 18    | F    |         |        |        |        |        |        |         |
| Master Control Room Operator             | 18    | G    |         |        |        |        |        |        |         |
| Panel Technician I                       | 18    | C    |         |        |        |        |        |        |         |
| Processing Assistant V                   | 18    | F    |         |        |        |        |        |        |         |
| Property Assessment Specialist           | 18    | F    |         |        |        |        |        |        |         |

## Position Classification and Pay Plan

Effective 11/21/2023

| Position Title                                 | Grade | Band | Minimum | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Maximum |
|------------------------------------------------|-------|------|---------|--------|--------|--------|--------|--------|---------|
| Public Health Educator I                       | 18    | E    |         |        |        |        |        |        |         |
| Tax Assistant III                              | 18    | F    |         |        |        |        |        |        |         |
| Tax Mapping Technician                         | 18    | E    |         |        |        |        |        |        |         |
| Truck Driver/Equipment Operator                | 18    | B    |         |        |        |        |        |        |         |
| Utility Field Services Technician II           | 18    | B    |         |        |        |        |        |        |         |
| Utility Maintenance Technician I               | 18    | B    |         |        |        |        |        |        |         |
| Water Maintenance Technician I                 | 18    | B    |         |        |        |        |        |        |         |
| Water Pollution Control Plant Operator Trainee | 18    | B    |         |        |        |        |        |        |         |
| Weigh Master/Equipment Operator                | 18    | B    |         |        |        |        |        |        |         |
| Accounting Technician II                       | 19    | F    | 36,648  | 38,481 | 40,405 | 42,426 | 44,546 | 46,773 | 57,721  |
| Billing & Collections Clerk III                | 19    | C    |         |        |        |        |        |        |         |
| Case Manager                                   | 19    | H    |         |        |        |        |        |        |         |
| EMT Basic                                      | 19    | G    |         |        |        |        |        |        |         |
| Environmental Health Technician                | 19    | B    |         |        |        |        |        |        |         |
| Human Resources Placement Specialist           | 19    | H    |         |        |        |        |        |        |         |
| Human Services Coordinator I                   | 19    | H    |         |        |        |        |        |        |         |
| Licensed Practical Nurse                       | 19    | E    |         |        |        |        |        |        |         |
| Maintenance Technician                         | 19    | B    |         |        |        |        |        |        |         |
| Medical Laboratory Technician I                | 19    | E    |         |        |        |        |        |        |         |
| Senior Insurance & Volunteer Services Advisor  | 19    | F    |         |        |        |        |        |        |         |
| Social Worker I                                | 19    | H    |         |        |        |        |        |        |         |
| Maintenance Technician II                      | 19    | B    |         |        |        |        |        |        |         |
| Veterans Services Officer                      | 19    | H    |         |        |        |        |        |        |         |
| Water Maintenance Technician II                | 19    | B    |         |        |        |        |        |        |         |
| Water Pollution Control Lab Technician         | 19    | B    |         |        |        |        |        |        |         |
| Administrative Assistant I                     | 20    | C    | 38,481  | 40,405 | 42,426 | 44,546 | 46,773 | 49,112 | 60,607  |
| Child Support Agent I                          | 20    | H    |         |        |        |        |        |        |         |
| Custodial Supervisor                           | 20    | B    |         |        |        |        |        |        |         |
| Deputy Register of Deeds II                    | 20    | F    |         |        |        |        |        |        |         |
| E911 Telecommunicator                          | 20    | G    |         |        |        |        |        |        |         |
| Fitness Coordinator                            | 20    | B    |         |        |        |        |        |        |         |
| Fleet Maintenance Mechanic                     | 20    | D    |         |        |        |        |        |        |         |
| Income Maintenance Caseworker II               | 20    | H    |         |        |        |        |        |        |         |
| Income Maintenance Investigator I              | 20    | H    |         |        |        |        |        |        |         |
| Nutrition/Transportation Manager               | 20    | F    |         |        |        |        |        |        |         |
| Nutritionist I                                 | 20    | E    |         |        |        |        |        |        |         |
| Public Safety Administrative Assistant I       | 20    | G    |         |        |        |        |        |        |         |
| SEC Program Coordinator                        | 20    | H    |         |        |        |        |        |        |         |
| Substance Abuse Counselor                      | 20    | H    |         |        |        |        |        |        |         |
| Telecommunicator                               | 20    | G    |         |        |        |        |        |        |         |
| Utility Maintenance Technician III             | 20    | B    |         |        |        |        |        |        |         |
| Water Maintenance Technician III               | 20    | B    |         |        |        |        |        |        |         |
| Water Pollution Control Plant Mechanic         | 20    | B    |         |        |        |        |        |        |         |
| Water Pollution Control Plant Operator I       | 20    | B    |         |        |        |        |        |        |         |
| Water System Operator I                        | 20    | B    |         |        |        |        |        |        |         |

**Position Classification and Pay Plan**  
**Effective 11/21/2023**

| Position Title                                 | Grade | Band | Minimum | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Maximum |
|------------------------------------------------|-------|------|---------|--------|--------|--------|--------|--------|---------|
| Accounting Technician III                      | 21    | F    | 40,405  | 42,426 | 44,546 | 46,773 | 49,112 | 51,568 | 63,638  |
| Animal Shelter Manager                         | 21    | G    |         |        |        |        |        |        |         |
| Backflow and Cross Connection Specialist       | 21    | B    |         |        |        |        |        |        |         |
| Billing & Collections Specialist               | 21    | C    |         |        |        |        |        |        |         |
| Cadet Deputy                                   | 21    | G    |         |        |        |        |        |        |         |
| Cognitive Behavior Intervention Specialist     | 21    | H    |         |        |        |        |        |        |         |
| Delinquent Tax Collector                       | 21    | E    |         |        |        |        |        |        |         |
| Deputy Register of Deeds III                   | 21    | E    |         |        |        |        |        |        |         |
| Detention Officer                              | 21    | G    |         |        |        |        |        |        |         |
| Electrical/Maintenance Technician              | 21    | B    |         |        |        |        |        |        |         |
| Evidence Technician                            | 21    | G    |         |        |        |        |        |        |         |
| Financial Specialist                           | 21    | E    |         |        |        |        |        |        |         |
| Human Resources Technician II                  | 21    | C    |         |        |        |        |        |        |         |
| HVAC/Maintenance Technician                    | 21    | B    |         |        |        |        |        |        |         |
| Lead E911 Telecommunicator                     | 21    | G    |         |        |        |        |        |        |         |
| Lead Fleet Maintenance Mechanic                | 21    | B    |         |        |        |        |        |        |         |
| Lead Telecommunicator                          | 21    | G    |         |        |        |        |        |        |         |
| Medical Laboratory Technician II               | 21    | E    |         |        |        |        |        |        |         |
| Permitting Technician                          | 21    | F    |         |        |        |        |        |        |         |
| Personnel Technician II                        | 21    | C    |         |        |        |        |        |        |         |
| Tax Mapping Specialist                         | 21    | E    |         |        |        |        |        |        |         |
| Research & Foreclosure Specialist              | 21    | E    |         |        |        |        |        |        |         |
| Wastewater Pollution Control Plant Operator II | 21    | B    |         |        |        |        |        |        |         |
| Water System Operator II                       | 21    | B    |         |        |        |        |        |        |         |
| Accounting Specialist I                        | 22    | E    | 42,426  | 44,546 | 46,773 | 49,112 | 51,568 | 54,146 | 66,820  |
| Administrative Assistant II                    | 22    | C    |         |        |        |        |        |        |         |
| Advanced EMT                                   | 22    | G    |         |        |        |        |        |        |         |
| Athletics Programs Assistant                   | 22    | C    |         |        |        |        |        |        |         |
| Business/Personal Property Appraiser           | 22    | E    |         |        |        |        |        |        |         |
| Child Support Agent II                         | 22    | H    |         |        |        |        |        |        |         |
| Detention Deputy Sheriff                       | 22    | G    |         |        |        |        |        |        |         |
| Detention Sergeant                             | 22    | G    |         |        |        |        |        |        |         |
| E911 Communication Specialist                  | 22    | G    |         |        |        |        |        |        |         |
| E911 Training Specialist                       | 22    | G    |         |        |        |        |        |        |         |
| Engineering Technician I                       | 22    | E    |         |        |        |        |        |        |         |
| Financial Accounting Specialist                | 22    | E    |         |        |        |        |        |        |         |
| Human Resources Specialist                     | 22    | C    |         |        |        |        |        |        |         |
| Human Services Coordinator II                  | 22    | H    |         |        |        |        |        |        |         |
| Income Maintenance Caseworker III              | 22    | H    |         |        |        |        |        |        |         |
| Income Maintenance Investigator II             | 22    | H    |         |        |        |        |        |        |         |
| Landfill Operations Supervisor                 | 22    | D    |         |        |        |        |        |        |         |
| Natural Resources Administrative Assistant     | 22    | C    |         |        |        |        |        |        |         |
| Program & Events Coordinator                   | 22    | C    |         |        |        |        |        |        |         |
| Public Health Educator II                      | 22    | E    |         |        |        |        |        |        |         |
| Public Safety Administrative Assistant II      | 22    | G    |         |        |        |        |        |        |         |
| Records Classification Officer                 | 22    | G    |         |        |        |        |        |        |         |

**Position Classification and Pay Plan**  
**Effective 11/21/2023**

| Position Title                                  | Grade | Band | Minimum | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Maximum |
|-------------------------------------------------|-------|------|---------|--------|--------|--------|--------|--------|---------|
| Senior Maintenance Technician                   | 22    | B    |         |        |        |        |        |        |         |
| Solid Waste Collections Supervisor              | 22    | D    |         |        |        |        |        |        |         |
| Water Pollution Control Plant Operator III      | 22    | B    |         |        |        |        |        |        |         |
| Water System Operator III                       | 22    | B    |         |        |        |        |        |        |         |
| Computer Systems Administrator I                | 23    | E    | 44,546  | 46,773 | 49,112 | 51,568 | 54,146 | 56,854 | 70,161  |
| Dental Hygienist I                              | 23    | E    |         |        |        |        |        |        |         |
| Deputy Sheriff                                  | 23    | G    |         |        |        |        |        |        |         |
| Information Technology Support Specialist I     | 23    | E    |         |        |        |        |        |        |         |
| Lead Child Support Agent                        | 23    | H    |         |        |        |        |        |        |         |
| Mechanical/Electrical Inspector                 | 23    | D    |         |        |        |        |        |        |         |
| Nutritionist II                                 | 23    | E    |         |        |        |        |        |        |         |
| Real Property Appraiser                         | 23    | E    |         |        |        |        |        |        |         |
| Senior Register of Deeds Analyst                | 23    | E    |         |        |        |        |        |        |         |
| Social Worker II                                | 23    | H    |         |        |        |        |        |        |         |
| Utility Field Services Supervisor               | 23    | D    |         |        |        |        |        |        |         |
| Voter Registration Service Coordinator          | 23    | C    |         |        |        |        |        |        |         |
| Water Pollution Control Plant Operator IV       | 23    | B    |         |        |        |        |        |        |         |
| Accounting Specialist II                        | 24    | F    | 46,773  | 49,112 | 51,568 | 54,146 | 56,854 | 59,697 | 73,669  |
| Administrative Assistant III                    | 24    | C    |         |        |        |        |        |        |         |
| Administrative Officer I                        | 24    | D    |         |        |        |        |        |        |         |
| Assistant Register of Deeds                     | 24    | C    |         |        |        |        |        |        |         |
| Athletics Programs Supervisor                   | 24    | C    |         |        |        |        |        |        |         |
| Deputy Sheriff Corporal                         | 24    | G    |         |        |        |        |        |        |         |
| Elections Training & Recruiting Specialist      | 24    | C    |         |        |        |        |        |        |         |
| EMS Logistics Specialist                        | 24    | G    |         |        |        |        |        |        |         |
| EMT Paramedic                                   | 24    | G    |         |        |        |        |        |        |         |
| Human Resources Analyst I                       | 24    | C    |         |        |        |        |        |        |         |
| Human Services Coordinator III                  | 24    | H    |         |        |        |        |        |        |         |
| Income Maintenance Supervisor II                | 24    | D    |         |        |        |        |        |        |         |
| Information Technology Support Specialist II    | 24    | E    |         |        |        |        |        |        |         |
| Library Supervisor                              | 24    | D    |         |        |        |        |        |        |         |
| Maintenance Supervisor/Collections              | 24    | D    |         |        |        |        |        |        |         |
| Maintenance Supervisor/Distribution             | 24    | D    |         |        |        |        |        |        |         |
| Natural Resources Specialist                    | 24    | E    |         |        |        |        |        |        |         |
| Planner                                         | 24    | E    |         |        |        |        |        |        |         |
| Public Safety Administrative Services Officer I | 24    | G    |         |        |        |        |        |        |         |
| Senior Real Property Appraiser                  | 24    | E    |         |        |        |        |        |        |         |
| Veterans Services Director                      | 24    | D    |         |        |        |        |        |        |         |
| Water Pollution Control Plant Chief Mechanic    | 24    | D    |         |        |        |        |        |        |         |
| Youth Services/Day Reporting Center Supervisor  | 24    | D    |         |        |        |        |        |        |         |
| Building Inspector I                            | 25    | D    | 49,112  | 51,568 | 54,146 | 56,854 | 59,697 | 62,682 | 77,352  |
| Child Support Supervisor                        | 25    | D    |         |        |        |        |        |        |         |
| Dental Hygienist II                             | 25    | E    |         |        |        |        |        |        |         |
| Deputy Sheriff Sergeant                         | 25    | G    |         |        |        |        |        |        |         |
| Detective Sergeant                              | 25    | G    |         |        |        |        |        |        |         |
| Detention Lieutenant                            | 25    | G    |         |        |        |        |        |        |         |

**Position Classification and Pay Plan**  
Effective 11/21/2023

| Position Title                                         | Grade | Band | Minimum | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Maximum |
|--------------------------------------------------------|-------|------|---------|--------|--------|--------|--------|--------|---------|
| Engineering Technician II                              | 25    | E    |         |        |        |        |        |        |         |
| Housing Rehab Program Coordinator                      | 25    | E    |         |        |        |        |        |        |         |
| Human Services Planner/Evaluator I                     | 25    | H    |         |        |        |        |        |        |         |
| Information Technology Applications Analyst            | 25    | E    |         |        |        |        |        |        |         |
| Maintenance Supervisor/Water Quality                   | 25    | D    |         |        |        |        |        |        |         |
| Nutritionist III                                       | 25    | E    |         |        |        |        |        |        |         |
| Paramedic First Class                                  | 25    | G    |         |        |        |        |        |        |         |
| Public Health Nurse I                                  | 25    | E    |         |        |        |        |        |        |         |
| Records Sergeant                                       | 25    | G    |         |        |        |        |        |        |         |
| Revaluation Coordinator                                | 25    | C    |         |        |        |        |        |        |         |
| Senior Tax Auditor                                     | 25    | E    |         |        |        |        |        |        |         |
| Social Worker III                                      | 25    | H    |         |        |        |        |        |        |         |
| Tax Mapping Manager                                    | 25    | D    |         |        |        |        |        |        |         |
| Transport Sergeant                                     | 25    | G    |         |        |        |        |        |        |         |
| Water Pollution Control Plant Chief Operator           | 25    | D    |         |        |        |        |        |        |         |
| Water Pollution Control Plant Lab Chemist              | 25    | E    |         |        |        |        |        |        |         |
| Appraisal Supervisor/Revaluation Analyst               | 26    | E    | 51,568  | 54,146 | 56,854 | 59,697 | 62,682 | 65,815 | 81,220  |
| Deputy Fire Marshal                                    | 26    | G    |         |        |        |        |        |        |         |
| Election Services Manager                              | 26    | D    |         |        |        |        |        |        |         |
| GIS Programmer Analyst                                 | 26    | E    |         |        |        |        |        |        |         |
| Human Resources Analyst II                             | 26    | C    |         |        |        |        |        |        |         |
| Landfill/Collections Superintendent                    | 26    | D    |         |        |        |        |        |        |         |
| Maintenance Supervisor                                 | 26    | D    |         |        |        |        |        |        |         |
| Paramedic Corporal                                     | 26    | G    |         |        |        |        |        |        |         |
| Public Information Officer                             | 26    | C    |         |        |        |        |        |        |         |
| Quality Assurance/In-Home Services Manager             | 26    | D    |         |        |        |        |        |        |         |
| Social Work Supervisor II                              | 26    | D    |         |        |        |        |        |        |         |
| Social Worker-Investigative/Assessment & Treatment     | 26    | H    |         |        |        |        |        |        |         |
| Tax Collection Supervisor                              | 26    | D    |         |        |        |        |        |        |         |
| Tax Customer Service Supervisor                        | 26    | D    |         |        |        |        |        |        |         |
| Tax Listing Supervisor                                 | 26    | D    |         |        |        |        |        |        |         |
| Administrative Officer II                              | 27    | D    | 54,146  | 56,854 | 59,697 | 62,682 | 65,815 | 69,106 | 85,281  |
| Building Inspector II                                  | 27    | D    |         |        |        |        |        |        |         |
| EMS Captain                                            | 27    | D    |         |        |        |        |        |        |         |
| Environmental Health Specialist                        | 27    | G    |         |        |        |        |        |        |         |
| Forensic Officer                                       | 27    | G    |         |        |        |        |        |        |         |
| Human Resources Recruitment & Retention Coordinator    | 27    | C    |         |        |        |        |        |        |         |
| Human Services Planner/Evaluator II                    | 27    | H    |         |        |        |        |        |        |         |
| Information Technology Applications Specialist         | 27    | E    |         |        |        |        |        |        |         |
| Information Technology Office/Communication Specialist | 27    | E    |         |        |        |        |        |        |         |
| Paralegal                                              | 27    | E    |         |        |        |        |        |        |         |
| Public Health Nurse II                                 | 27    | E    |         |        |        |        |        |        |         |
| Public Safety Administrative Services Officer II       | 27    | G    |         |        |        |        |        |        |         |
| Support Services Officer                               | 27    | G    |         |        |        |        |        |        |         |
| Accounting & Grants Manager                            | 28    | E    | 56,854  | 59,697 | 62,682 | 65,815 | 69,106 | 72,561 | 89,545  |

**Position Classification and Pay Plan**  
**Effective 11/21/2023**

| Position Title                                      | Grade | Band | Minimum | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Maximum |
|-----------------------------------------------------|-------|------|---------|--------|--------|--------|--------|--------|---------|
| Administrative Services Manager                     | 28    | D    |         |        |        |        |        |        |         |
| Deputy Sheriff Lieutenant                           | 28    | G    |         |        |        |        |        |        |         |
| E911 Communications Manager                         | 28    | G    |         |        |        |        |        |        |         |
| Fleet Maintenance Supervisor                        | 28    | D    |         |        |        |        |        |        |         |
| Forensic Lieutenant                                 | 28    | G    |         |        |        |        |        |        |         |
| Information Technology Network Engineer             | 28    | E    |         |        |        |        |        |        |         |
| Law Office/Contracts Manager                        | 28    | C    |         |        |        |        |        |        |         |
| Lieutenant - Non LEO                                | 28    | G    |         |        |        |        |        |        |         |
| Natural Resources Administrator                     | 28    | D    |         |        |        |        |        |        |         |
| Planning Supervisor                                 | 28    | D    |         |        |        |        |        |        |         |
| Public Health Nurse III                             | 28    | E    |         |        |        |        |        |        |         |
| Purchasing Manager                                  | 28    | E    |         |        |        |        |        |        |         |
| Risk and Benefits Manager                           | 28    | D    |         |        |        |        |        |        |         |
| Budgeting Manager/Internal Auditor                  | 29    | E    | 59,697  | 62,682 | 65,815 | 69,106 | 72,561 | 76,189 | 94,023  |
| Building Inspector III                              | 29    | D    |         |        |        |        |        |        |         |
| EMS Major                                           | 29    | G    |         |        |        |        |        |        |         |
| Environmental Health Program Specialist             | 29    | E    |         |        |        |        |        |        |         |
| Fire Marshal                                        | 29    | G    |         |        |        |        |        |        |         |
| Income Maintenance Administrator I                  | 29    | D    |         |        |        |        |        |        |         |
| Information Technology Senior Systems Administrator | 29    | E    |         |        |        |        |        |        |         |
| Information Technology Server Administrator         | 29    | E    |         |        |        |        |        |        |         |
| Logistics Training Chief                            | 29    | G    |         |        |        |        |        |        |         |
| Senior Planner                                      | 29    | E    |         |        |        |        |        |        |         |
| Social Work Supervisor III                          | 29    | D    |         |        |        |        |        |        |         |
| Soil Scientist I                                    | 29    | E    |         |        |        |        |        |        |         |
| Training and Compliance Manager                     | 29    | E    |         |        |        |        |        |        |         |
| Utility Operations Manager                          | 29    | D    |         |        |        |        |        |        |         |
| Environmental Health Supervisor I                   | 30    | D    | 62,682  | 65,815 | 69,106 | 72,561 | 76,189 | 79,999 | 98,723  |
| GIS Manager                                         | 30    | E    |         |        |        |        |        |        |         |
| Social Work Program Manager                         | 30    | D    |         |        |        |        |        |        |         |
| Tax Business Systems Analyst                        | 30    | E    |         |        |        |        |        |        |         |
| Transportation Director                             | 30    | D    |         |        |        |        |        |        |         |
| Water Pollution Control Plant Superintendent        | 30    | D    |         |        |        |        |        |        |         |
| Assistant Finance Director                          | 31    | D    | 65,815  | 69,106 | 72,561 | 76,189 | 79,999 | 83,999 | 103,659 |
| Deputy Sheriff Captain                              | 31    | G    |         |        |        |        |        |        |         |
| Information Technology Applications Manager         | 31    | D    |         |        |        |        |        |        |         |
| Information Technology Network Manager              | 31    | D    |         |        |        |        |        |        |         |
| Information Technology Security Manager             | 31    | D    |         |        |        |        |        |        |         |
| Inspections Supervisor                              | 31    | D    |         |        |        |        |        |        |         |
| Social Work Program Administrator I                 | 31    | D    |         |        |        |        |        |        |         |
| Tax Collection Division Manager                     | 31    | D    |         |        |        |        |        |        |         |
| Tax Listing/Assessing Division Manager              | 31    | D    |         |        |        |        |        |        |         |
| Aging Services Director                             | 32    | D    | 69,106  | 72,561 | 76,189 | 79,999 | 83,999 | 88,199 | 108,842 |
| Assistant Planning Director                         | 32    | D    |         |        |        |        |        |        |         |
| Assistant Property Management Director              | 32    | D    |         |        |        |        |        |        |         |
| Child Support Director                              | 32    | D    |         |        |        |        |        |        |         |



**Position Classification and Pay Plan**  
Effective 11/21/2023

| Position Title                     | Grade | Band | Minimum | Step 1  | Step 2  | Step 3  | Step 4  | Step 5  | Maximum |
|------------------------------------|-------|------|---------|---------|---------|---------|---------|---------|---------|
| Director of Elections              | 32    | D    |         |         |         |         |         |         |         |
| Parks & Recreation Director        | 32    | D    |         |         |         |         |         |         |         |
| Public Health Nursing Director I   | 32    | E    |         |         |         |         |         |         |         |
| Solid Waste Director               | 32    | D    |         |         |         |         |         |         |         |
| Budgeting and Auditing Director    | 33    | E    | 72,561  | 76,189  | 79,999  | 83,999  | 88,199  | 92,609  | 114,285 |
| Central Inspections Director       | 33    | D    |         |         |         |         |         |         |         |
| EMS Chief                          | 33    | G    |         |         |         |         |         |         |         |
| Environmental Health Supervisor II | 33    | D    |         |         |         |         |         |         |         |
| Public Safety Deputy Director      | 33    | G    |         |         |         |         |         |         |         |
| Capital Projects Manager           | 34    | E    | 76,189  | 79,999  | 83,999  | 88,199  | 92,609  | 97,239  | 119,998 |
| Deputy Sheriff Major               | 34    | G    |         |         |         |         |         |         |         |
| Assistant County Attorney          | 35    | E    | 79,999  | 83,999  | 88,199  | 92,609  | 97,239  | 102,102 | 125,999 |
| Advanced Practice Provider II      | 36    | E    |         |         |         |         |         |         |         |
| County Engineer                    | 36    | E    |         |         |         |         |         |         |         |
| Chief Deputy                       | 37    | G    | 88,199  | 92,609  | 97,239  | 102,102 | 107,207 | 112,567 | 138,913 |
| Human Resources Director           | 37    | D    |         |         |         |         |         |         |         |
| Planning Director                  | 37    | D    |         |         |         |         |         |         |         |
| Public Safety Director             | 37    | G    |         |         |         |         |         |         |         |
| Associate County Attorney          | 38    | E    | 92,609  | 97,239  | 102,102 | 107,207 | 112,567 | 118,195 | 145,859 |
| Property Management Director       | 38    | E    |         |         |         |         |         |         |         |
| Finance Director                   | 39    | D    | 97,239  | 102,102 | 107,207 | 112,567 | 118,195 | 124,105 | 153,157 |
| Information Technology Director    | 39    | D    |         |         |         |         |         |         |         |
| Public Works Director              | 39    | E    |         |         |         |         |         |         |         |
| Deputy County Attorney             | 40    | E    | 102,102 | 107,207 | 112,567 | 118,195 | 124,105 | 130,310 | 160,810 |
| Health Director                    | 40    | D    |         |         |         |         |         |         |         |
| Social Services Director           | 40    | D    |         |         |         |         |         |         |         |
|                                    | 41    |      | 107,207 | 112,567 | 118,195 | 124,105 | 130,310 | 136,825 | 168,850 |
| Assistant County Manager           | 42    | D    | 112,567 | 118,195 | 124,105 | 130,310 | 136,825 | 143,666 | 177,293 |
|                                    | 43    |      | 118,195 | 124,105 | 130,310 | 136,825 | 143,666 | 150,850 | 186,157 |
|                                    | 44    |      | 124,105 | 130,310 | 136,825 | 143,666 | 150,850 | 158,392 | 195,465 |
|                                    | 45    |      | 130,310 | 136,825 | 143,666 | 150,850 | 158,392 | 166,312 | 205,238 |

**Appointed and Elected Officials**

|                      |    |   |         |  |  |  |  |  |         |
|----------------------|----|---|---------|--|--|--|--|--|---------|
| Clark to the Board   | 60 | D | 66,442  |  |  |  |  |  | 132,884 |
| Tax Administrator    | 61 | D | 89,394  |  |  |  |  |  | 178,787 |
| County Attorney      | 62 | E | 135,299 |  |  |  |  |  | 270,597 |
| County Manager       | 63 | D | 144,964 |  |  |  |  |  | 289,929 |
| Register of Deeds    | 70 | D | 78,522  |  |  |  |  |  | 157,044 |
| Sheriff              | 71 | G | 96,642  |  |  |  |  |  | 193,284 |
| Deputy Tax Collector | 72 | D | 65,815  |  |  |  |  |  | 103,659 |

**Special Non-Salaried Classifications**

|                                                |    |   |                             |  |  |  |  |  |  |
|------------------------------------------------|----|---|-----------------------------|--|--|--|--|--|--|
| Groundskeeper                                  | 81 | A | 14.02 per hour              |  |  |  |  |  |  |
| Seasonal Maintenance                           | 82 | A | 10.44 per hour              |  |  |  |  |  |  |
| Elections Worker - rate set by Elections Board | 83 | A | Rate set by Elections Board |  |  |  |  |  |  |

**Position Classification and Pay Plan**  
**Effective 11/21/2023**

| Position Title                                               | Grade | Band | Minimum                | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Maximum |
|--------------------------------------------------------------|-------|------|------------------------|--------|--------|--------|--------|--------|---------|
| Intern-rate set by Department                                | 84    | A    | Rate set by Department |        |        |        |        |        |         |
| Grant Funded Position - Position Title and rate set by grant | 85    |      | Rate set by Grant      |        |        |        |        |        |         |
| Public Safety Technician                                     | 86    | A    | 20.91 per hour         |        |        |        |        |        |         |
| Recreation - Basketball, Multiple Referees                   | 87    | A    | 18.63 per game         |        |        |        |        |        |         |
| Recreation - Basketball, Single Referee                      | 88    | A    | 24.84 per game         |        |        |        |        |        |         |
| Recreation - Football Referee                                | 89    | A    | 18.63 per game         |        |        |        |        |        |         |
| Recreation - Soccer Referee                                  | 90    | A    | 18.63 per game         |        |        |        |        |        |         |
| Recreation - Adult Softball Umpire                           | 91    | A    | 22.35 per game         |        |        |        |        |        |         |
| Recreation - Coach Pitch Umpire                              | 92    | A    | 18.63 per game         |        |        |        |        |        |         |
| Recreation - Jr. League Umpire                               | 93    | A    | 37.27 per game         |        |        |        |        |        |         |
| Recreation - Little League Umpire                            | 94    | A    | 22.35 per game         |        |        |        |        |        |         |
| Recreation - Tee Ball Umpire                                 | 95    | A    | 18.63 per game         |        |        |        |        |        |         |
| Recreation - Youth Softball Umpire                           | 96    | A    | 22.35 per game         |        |        |        |        |        |         |
| Recreation - Open/Close Facilities                           | 97    | A    | 18.63 per day          |        |        |        |        |        |         |
| Recreation - Scorekeeper                                     | 98    | A    | 12.42 per game         |        |        |        |        |        |         |
| Recreation - Concession Worker                               | 99    | A    | 8.73 per hour          |        |        |        |        |        |         |
| Recreation - Lead Concession Worker                          | 100   | A    | 9.61 per hour          |        |        |        |        |        |         |
| Recreation - Concession Manager                              | 101   | A    | 10.59 per hour         |        |        |        |        |        |         |
| Recreation - Park Attendant                                  | 102   | A    | 10.44 per hour         |        |        |        |        |        |         |

**On Call Pay**

Non-Exempt Employees Only

| Day                          | Rate Per Day |
|------------------------------|--------------|
| Monday thru Thursday         | 10           |
| Friday, Saturday, and Sunday | 20           |
| County Observed Holiday      | 30           |

**Shift Premium**

|                                            |                                    |                        |
|--------------------------------------------|------------------------------------|------------------------|
| E911 Telecommunicator and Telecommunicator | 6:00 pm to 6:00 am work shift      | 75¢ per hour           |
| Master Control Room Operator               | 6:00 pm to 6:00 am work shift      | 75¢ per hour           |
| Solid Waste Site Attendant                 | Works on County recognized holiday | 2 x hourly rate of pay |

## A Resolution by the Moore County Board of County Commissioners

## Standing With Israel

*Whereas, on October 7, 2023, Hamas, an organization designated by the United States as a foreign terrorist organization, launched an unprecedented attack on Israel by air, land, and sea. This heinous assault took place just after the 50th anniversary of the multi-front 1973 Yom Kippur War against Israel and while Israeli Jews were preparing to celebrate Simchat Torah;<sup>1</sup> and*

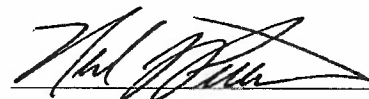
*Whereas, Hamas, which has long been supported by Iran, launched thousands of rockets into southern and central Israel. Hamas terrorists crossed the Israeli land border, killing civilians and abducting hostages in more than 20 towns in southern Israel, including children and the elderly. Whereas the initial attack killed more than 1,300 Israelis and injured thousands more;<sup>2</sup> and*

Whereas, the Moore County Board of County Commissioners condemns hatred and violence of any kind, and most certainly condemns violence against Israel, and praises the United States for its continued strong support of Israel.

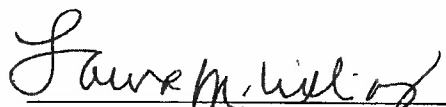
NOW, THEREFORE, BE IT RESOLVED, the Moore County Board of County Commissioners, STANDS WITH ISRAEL, condemns violence against Israel and its people, and commends the United States for its continued strong support of Israel.

This the 21st day of November 2023.

COUNTY OF MOORE

  
\_\_\_\_\_  
Nick J. Picerno, Chair

Attest:

  
\_\_\_\_\_  
Laura M. Williams, Clerk to the Board



<sup>1</sup> 118<sup>th</sup> Congress 1<sup>st</sup> Session; Bi-Partisan Resolution, "Standing with Israel against terrorism." October 19, 2023.

<sup>2</sup> 118<sup>th</sup> Congress 1<sup>st</sup> Session; Bi-Partisan Resolution, "Standing with Israel against terrorism." October 19, 2023.