Board of Commissioners' Agenda

June 15, 2021

Commission Meetings are held at 200 College Street, Room 326 in downtown Asheville beginning at 5:00 p.m.

Public Comment is taken at the beginning of the meeting.

Call To Order

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Discussion / Adjustment / Approval To Follow Agenda

top

Consent Agenda

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- Approval of June 1, 2021 Briefing Minutes
- Approval of June 1, 2021 Regular Meeting Minutes
- Resolution Approving Pyrotechnic Experts for Firework Display
  - Resolution
- Resolution Amending the Asset Capitalization Threshold for Intangible Assets
  - Resolution
- Budget Amendment for Project Development Financing (PDF) Woodfin
  - Ordinance
- Budget Amendment for Emergency Storm Water Repair
  - Ordinance
- Budget Amendment for Register of Deeds Excise Stamp Tax
  - Ordinance

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- NACO Awards/Performance Management Training Update

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- Economic Development Coalition
  - More Information

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Old Business top

New Business top

- Buncombe County Racial Equity Action Plan (REAP) Adoption
  - Draft Racial Equity Action Plan
  - Draft Racial Equity Action Plan – Spanish Translation
  - More Information
- FY2022 Budget Adoption
  - Budget Ordinance
    - Exhibit A
    - Exhibit B
  - FY2022 Fee Schedule
  - FY2022 Health & Human Services Billing Guide and Fee Schedule
  - Capital Projects Ordinance
  - More Information
- Resolution Establishing an Environmental and Energy Stewardship Subcommittee

- Resolution

- Approval of Comprehensive Facility Study
  - More Information

- Adoption of Buncombe/Madison Regional Hazard Mitigation Plan
  - Plan
  - More Information

- Budget Amendment for Sales Tax Revenue Passthrough
  - Ordinance

- Budget Amendment for State Lottery Application Project - Security Hardware Upfit for Buncombe County Schools
  - Ordinance
  - More Information

- Budget Amendment for Substance Use Disorder (SUD) Justice Support Grant
  - Ordinance
  - More Information

- NCACC Voting Delegate
  - More Information

- Rescission of Local State of Emergency
  - Rescission

Board Appointments top

- Asheville Buncombe Technical CC Board of Trustees
  - Himanshu Karvir

- Mountain Area Workforce Development Board
  - Trudy Logan

Announcements top

- July 13 @ 3 p.m. - Commissioners' Briefing at 200 College Street, Room 326 in downtown Asheville.

- July 13 @ 5 p.m. - Commissioners' Regular Meeting at 200 College Street, Room 326 in downtown Asheville.

Closed Session / Open Session

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Adjournment

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**MINUTES OF BUNCOMBE COUNTY BOARD OF COMMISSIONERS'
REGULAR MEETING OF JUNE 15, 2021 AT 5 P.M.**

BE IT REMEMBERED: That the Board of Commissioners met in regular session on June 15, 2021, in the Commission Chambers, 200 College Street, Room 326 in downtown Asheville, North Carolina at 5 p.m. where and when the following business was transacted:

The Chairman called the meeting to order with the following members present:

Brownie Newman, Chairman
Jasmine Beach-Ferrara, Commissioner
Amanda Edwards, Commissioner
Robert Pressley, Commissioner
Parker Sloan, Commissioner
Terri Wells, Commissioner
Al Whitesides, Vice Chair

Staff present: Avril Pinder, County Manager; Sybil Tate, Assistant County Manager; Dakisha Wesley, Assistant County Manager; Donald Warn, Finance Director; Jennifer Barnette, Budget Director; Sheriff Quentin Miller; Stoney Blevins, Health and Human Services Director; Tim Love, Intergovernmental Relations; Nathan Pennington, Planning Director; Lamar Joyner, Clerk to the Board; Michael Frue, Senior Staff Attorney;

PLEDGE OF ALLEGIANCE

CONSENT AGENDA

Commissioner Sloan motioned to approve the Consent Agenda as presented and the remainder of the agenda. Commissioner Edwards seconded and the motion passed 7-0.

- Approval of June 1, 2021 Briefing Minutes
- Approval of June 1, 2021 Regular Meeting Minutes
- Resolution Approving Pyrotechnic Experts for Firework Display
  - Resolution
- Resolution Amending the Asset Capitalization Threshold for Intangible Assets
  - Resolution
- Budget Amendment for Project Development Financing (PDF) Woodfin
  - Ordinance
- Budget Amendment for Emergency Storm Water Repair
  - Ordinance
- Budget Amendment for Register of Deeds Excise Stamp Tax
  - Ordinance

GOOD NEWS

- **NACO Awards/Performance Management Training Update**

Rafael Baptista, Performance Management Director, explained that the County was honored with three NACO Awards and County Staff received Lean Six Sigma Certification.

PUBLIC COMMENT

Carl Solesby voiced his displeasure with work of the Planning Department.

Grant Millin raised questions about the Racial Equity Action Plan.

Michael Stratton and Elizabeth McDavid asked the Board to pause on closing Oakley Library.

Nina Tovish expressed concerns for the increased property taxes and the process of providing relief.

Don Yelton stated that agenda gave too much consideration to the small percentage of the black population.

James Fulton questioned the Racial Equity Action Plan process and stated that the Board reach out to conservatives.

PRESENTATIONS

- **Economic Development Coalition**

Clark Duncan, Executive Director, provided details about the public-private partnership of Buncombe County, the City of Asheville and the Asheville Area Chamber of Commerce. Activities and accomplishments were highlighted during the presentation.

NEW BUSINESS

- **Buncombe County Racial Equity Action Plan (REAP) Adoption**

DK Wesley, Assistant County Manager; Leonard Jones, Community Development Specialist; and Chris Bubenik, Recreation Services Planner, explained the events that proceeded the development of the plan and reviewed some details of the plan. Over the last sixteen months, the Equity & Inclusion Workgroup has worked to develop the draft plan. With additional Commission guidance, months long organizational and community input, and a feedback campaign, the final plan is being presented to the Commission for final consideration and approval.

Vice Chair Whitesides moved to approve adoption of the Racial Equity Action Plan. Commissioner Edwards seconded and the motion passed 7-0.

- **FY2022 Budget Adoption**

Jennifer Barnette, Budget Director, reviewed the process and provided highlights of the budget. Some the commissioners expressed their thoughts about the budget and thanked the staff for the informative process.

Vice Chair Whitesides moved to adopt the annual funds ordinance. Commissioner Edwards seconded and the motion passed 7-0.

Commissioner Pressley moved to adopt the capital project funds ordinance. Commissioner Wells seconded and the motion passed 7-0.

- **Resolution Establishing an Environmental and Energy Stewardship Subcommittee**

Chairman Newman reminded the Board of the previous discussion on this topic and read the resolution. The Commissioners discussed having others members serve as an alternate or during another term.

Chairman Newman moved to approve the resolution as presented. Vice Chair Whitesides seconded the motion and it passed 7-0.

Commissioner Beach-Ferrara moved to initially appoint Commissioners Wells, Sloan, and Newman as members of the subcommittee. Commissioner Edwards seconded and the motion passed 7-0.

- **Approval of Comprehensive Facility Study**

Rachael Nilson, CPL, gave an update of the comprehensive facilities study, explaining the background, building/department assessments, space needs analysis key drivers, and the capital planning project timeline. CPL presented an update to the Board on three past occasions and since then, additional feedback was received from citizens regarding the options presented for the libraries. As a result, the libraries (with the exception of Pack Library) have been removed from the final presentation. Further public outreach will be conducted to gather additional feedback and staff will present these findings to the Board. Next steps and deliverables were presented to conclude the presentation.

Chairman Newman moved to approve the comprehensive facility study with no consideration of all libraries, including Pack Library. Vice Chair Whitesides seconded and the motion passed 7-0.

- **Adoption of Buncombe/Madison Regional Hazard Mitigation Plan**

Angela Ledford, Emergency Services, explained that the first Buncombe/Madison Regional Hazard Mitigation Plan expires in July of 2021 and the five year update has been completed and has received FEMA approval pending Board of Commissioners adoption. The plan is designed to mitigate or eliminate the long term risk to human life and property from hazards.

Commissioner Edwards moved to approve adoption of the 2021 plan as presented. Vice Chair Whitesides seconded and the motion passed 7-0.

- **Budget Amendment for Sales Tax Revenue Passthrough**

Jennifer Barnette, Budget Director, explained the budget amendment.

Commissioner Pressley moved to approve the budget amendment as presented. Commissioner Wells seconded and the motion passed 7-0.

- **Budget Amendment for State Lottery Application Project - Security Hardware Upfit for Buncombe County Schools**

Jennifer Barnette, Budget Director, explained the budget amendment.

Vice Chair Whitesides moved to approve the budget amendment as presented. Commissioner Edwards seconded and the motion passed 7-0.

- **Budget Amendment for Substance Use Disorder (SUD) Justice Support Grant**

Sarah Gayton, Sheriff's Office, informed the Board that NC DHHS has awarded the Buncombe County Sheriff's Office & Detention Center a $700,000 grant. The grant will support the continuance and expansion of services offered to persons judicially involved and with substance use disorders during the COVID-19 pandemic. The objectives are to divert individuals from arrest and detainment, address untreated substance use, and increase access to care for those in the judicial systems of Pretrial, Child Support Court, and Probation.

Commissioner Beach-Ferrara moved to approve the grant. Commissioner Wells seconded and the motion passed 7-0.

Commissioner Sloan moved to approve the budget amendment as presented. Commissioner Edwards seconded and the motion passed 7-0.

Commissioner Pressley moved to approve the grant funded position. Commissioner Wells seconded and the motion passed 7-0.

- **NCACC Voting Delegate**

Chairman Newman discussed appointing a voting delegate for the NCACC 114th Annual Conference. The Board decided to make the appointment at a later date. No action was taken.

- **Rescission of Local State of Emergency**

Angela Ledford, Emergency Services, explained the recommendation to rescind the Local State of Emergency that the Board declare in response to the COVID-19 pandemic. While the pandemic is not over and there are continued efforts to increase vaccination rates to slow spread of the virus, there is no longer a need for day-to-day operations of the Emergency Operations Center.

Vice Chair Whitesides moved to approve the rescission of Local State of Emergency. Commissioner Wells seconded and the motion passed 7-0.

BOARD APPOINTMENTS

Chairman Newman moved to reappoint **Himanshu Karvir** to the **Asheville Buncombe Technical CC Board of Trustees**. Commissioner Edwards seconded and the motion passed 7-0.

Chairman Newman moved to reappoint **Trudy Logan** (youth) to the **Mountain Area Workforce Development Board**. Commissioner Sloan seconded and the motion passed 7-0.

ANNOUNCEMENTS

The Chairman made the following announcements:

- *July 13 @ 3 p.m. - Commissioners' Briefing at 200 College Street, Room 326 in downtown Asheville.*
- *July 13 @ 5 p.m. - Commissioners' Regular Meeting at 200 College Street, Room 326 in downtown Asheville*

Commissioner Beach-Ferrara moved to go into closed session pursuant to NCGS 143-318.11(a) (5) to hear contract or lease matters with no possible action anticipated following the closed session. Commissioner Edwards seconded and the motion passed 7-0.

CLOSED SESSION

The Board heard the update and had discussion regarding the previously mentioned legal matters and contract or lease matters. No action was taken.

Vice Chair Whitesides moved to go back into open session. Commissioner Edwards seconded and the motion passed 7-0.

Commissioner Edwards moved to adjourn the meeting. Commissioner Wells seconded and the motion passed 7-0.

The meeting was adjourned at 7:50 p.m.

LAMAR JOYNER, CLERK
BOARD OF COMMISSIONERS

BROWNIE NEWMAN, CHAIRMAN
BOARD OF COMMISSIONERS

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

Consent Agenda

Department: Emergency Services **Presenter(s):** Jerry Leatherwood, Deputy Fire Marshal

Contact(s): Jerry Leatherwood, Deputy Fire Marshal

Subject: Resolution Approving Pyrotechnic Experts for Firework Displays

Brief Summary:

- Request from Camp Rockmont and Harold Endler to conduct a fireworks display on 7/3/21 for Camp Rockmont, 375 Lake Eden Road, Black Mountain, NC 28711.

Recommended Motion & Requested Action: Approve resolution.

County Manager's comments and Recommendation: County Manager recommends approval.

RESOLUTION #21-06-07

RESOLUTION APPROVING PYROTECHNICS EXPERTS FOR CONDUCTING FIREWORKS DISPLAYS

WHEREAS, pursuant to North Carolina General Statutes Section 14-410 and 14-413 the Board of Commissioners is authorized to review and approve the qualifications of persons applying for approval as pyrotechnics experts for the purpose of conducting fireworks displays; and

WHEREAS, application has been made by Camp Rockmont for pyrotechnic displays; and

WHEREAS, this Board is of the opinion that the application received to conduct firework or pyrotechnic displays should be approved.

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

1. That the following be granted permission to conduct fireworks displays at the location and on the dates shown, to-wit:

NAME	LOCATION	DATE
Camp Rockmont	375 Lake Eden Road, Black Mountain	July 3, 2021

2. The County Fire Marshal has reviewed these requests and found that those listed above are qualified pyrotechnic experts.
3. That pursuant to N.C.G.S. 14-410 and 14-413 the Board has found that the above named individual/company is a qualified pyrotechnic expert for the purpose of conducting fireworks displays.
4. In accordance with the current NC Executive Order.

ADOPTED this the 15th day of June, 2021.

ATTEST

LAMAR JOYNER, CLERK

BOARD OF COMMISSIONERS FOR THE COUNTY OF BUNCOMBE

BROWNIE NEWMAN, CHAIRMAN

APPROVED AS TO FORM:

COUNTY ATTORNEY

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

Consent Agenda

Department: Finance **Presenter(s): Don Warn**

Contact(s): Don Warn/Michael Frue

Subject: Resolution Amending the Asset Capitalization Threshold for Intangible Assets

Brief Summary: In 2002, Buncombe County implemented the use of Governmental Accounting Standards Board (GASB) Statement No. 34 which established $5,000 as a minimum capitalization threshold for capital assets for Annual Comprehensive Financial Report (ACFR) reporting purposes. Capital assets include major government facilities, infrastructure, equipment and networks that enable the delivery of public sector services.

The County used the $5,000 threshold until 2014, when Resolution 14-09-07 increased the minimum capitalization threshold for capital assets to $10,000. The threshold was further amended in the budget ordinance for fiscal year 2016-2017, which increased the minimum capitalization threshold for capital assets to $25,000 with the following exceptions:

1) All vehicles acquired by the County shall continue to be recorded as capital assets regardless of the cost; and
2) All assets acquired with award/grant monies, in part or in whole, required to be recorded as capital assets in order to fulfill the requirements set out in the Code of Federal Regulations or other applicable award/grant contracts.

In selecting capitalization thresholds, governments should be able to report and depreciate substantially all capital asset value while eliminating the cost of tracking a large number of smaller-value items.

One category of capital assets that is required to be capitalized is intangible assets, which includes software that is developed in-house by staff. Due to the constant technological adaptation required and the resulting transient nature of much of the product of IT departments, common practice is to set a higher capitalization threshold for this category to only capture significant software projects that are easily identifiable and likely to be in use

for several years. The Finance Department recommends following this practice and by adopting a policy establishing $100,000 as the minimum capitalization threshold for intangible assets. The capitalization threshold for intangible assets would be effective for year-end calculations beginning FY2021.

Recommended Motion & Requested Action: Approve the Resolution as presented.

County Manager's comments and Recommendation: Approve as presented.

RESOLUTION #:21-06-08

RESOLUTION AMENDING THE ASSET CAPITALIZATION
THRESHOLD FOR INTANGIBLE ASSETS

WHEREAS, in 2002, Buncombe County implemented the use of GASB (Governmental AccountingStandards Board) Statement No. 34 which sets $5,000 as a minimum capitalization threshold for capital assets for ACFR (Annual Comprehensive Financial Report) reporting purposes and which threshold the County has utilized since that time; and

WHEREAS, in 2014, Resolution 14-09-07 increased the minimum capitalization threshold for capital assets to $10,000; and

WHEREAS, the budget ordinance for fiscal year 2016-2017 increased the minimum capitalization threshold for capital assets to $25,000 with the following exceptions: 1) All vehicles acquired by the County shall continue to be recorded as capital assets regardless of the cost; and 2) All assets acquired with award/grant monies, in part or in whole, required to be recorded as capital assets in order to fulfill the requirements set out in the Code of Federal Regulations or other applicable award/grant contracts; and

WHEREAS, GASB requires the capitalization of intangible assets, such as software, and it is a common practice among governmental units to have a higher capitalization threshold for such assets; and

WHEREAS, the Finance Department recommends that this Board adopt a policy establishing $100,000 as the minimum capitalization threshold for intangible assets effective for year end calculations beginning FY2021; and

WHEREAS, this Board is of the opinion that it is in the best interests of the citizens and residents ofthe County to accept this new threshold.

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners for the County of Buncombe asfollows:

1. That this Board hereby approves an amendment to the County's Capital Asset policyto increase the asset capitalization threshold for intangible assets from $25,000 to $100,000.

2. All acts and doings of officers, employees and agents of the County, whether taken prior to, on, or after the date of this Resolution, that are in

conformity with and in the furtherance of the purposes and intents of this Resolution as described above shall be, and the same hereby are, in all respects ratified, approved and confirmed.

3. Any prior resolutions or parts thereof of the Board in conflict with the provisions herein contained are, to the extent of such conflict, hereby superseded and repealed.

4. That this resolution is effective as of July 1, 2020.

This the 15th day of June, 2021.

ATTEST

Lamar Joyner, Clerk

BOARD OF COMMISSIONERS FOR THE COUNTY OF BUNCOMBE

By: _____
Brownie Newman, Chairman

APPROVED AS TO FORM

_____
County Attorney

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

Consent Agenda

Department:
Budget

Presenter(s):
Jennifer Barnette, Budget

Contact(s): Jennifer Barnette, Budget

Subject: Project Development Financing (PDF) Woodfin - General Fund Subsidy

Brief Summary:
The Project Development Financing (PDF) Woodfin Special Revenue Fund accounts for Ad Valorem tax revenues pledged to meet the debt service requirements related to the PDF Woodfin Downtown Project. The revenues received in this fiscal year are insufficient to cover the full debt service payment of $743,200. Buncombe County Finance has estimated a shortfall of $127,372.

The Town of Woodfin's estimated FY2021 subsidy due to the County is $48,932. Therefore, the remaining share of the shortfall is estimated to be $78,440 from Buncombe County. The amount of the amendment is being rounded up to $81,500 in the event that the actual amount of the service charge is larger than anticipated.

This initiative started in 2008 when the County and Town of Woodfin entered into an interlocal agreement in connection with the issuance of Project Development Financing Bonds in the amount of $12,960,000, pursuant to which both the Town and County pledged the taxes received on the incremental valuation accruing to the Woodfin Downtown Corridor District as repayment of the these bonds. This debt was used for providing infrastructure such as roads, sidewalks, and lighting. In early 2014, the Town and County entered into a new interlocal agreement whereby the County restructured the original debt, which resulted in refinancing $11,285,000 and a $1,075,000 defeasance of the 2008 Bonds. Under the terms of the new interlocal agreement, the Town and County agreed to continue contributing their respective allocations of the incremental revenues in each fiscal year to the repayment of the new bonds.

Per the Agreement, should the incremental tax revenue received be insufficient to cover the current debt service payment, the Town of Woodfin and County are responsible for covering the respective proportionate share of the shortfall, which is 61.58% for Buncombe County and 38.42% for Town of Woodfin.

Recommended Motion & Requested Action: Approve budget amendment

County Manager's Comments & Recommendation: County Manager recommends as presented

ORDINANCE #21-06-09

BUNCOMBE COUNTY, NORTH CAROLINA
General Fund

BOARD MEETING DATE: June 15, 2021

WHEREAS, the Budget Director recommends and the Board now desires to amend the FY2020-2021 General Fund as outlined below in Exhibit "A" to the budget,
NOW THEREFORE,

BE IT ORDAINED by the Board of Commissioners for the County of Buncombe as follows:

1. That the FY 2020-2021 amendments listed in Exhibit A below be hereby adopted.
2. That this ordinance shall be effective upon adoption.

ADOPTED this 15th day of June, 2021.

Requesting Department: Budget
Budget Amendment Item: Project Development Financing (PDF) Woodfin - General Fund Subsidy

Description:
The Project Development Financing (PDF) Woodfin Special Revenue Fund accounts for Ad Valorem tax revenues pledged to meet the debt service requirements related to the PDF Woodfin Downtown Project. The revenues received in this fiscal year are insufficient to cover the full debt service payment of $743,200. Buncombe County Finance has estimated a shortfall of $127,372. The Town of Woodfin's estimated FY2021 subsidy due to the County is $48,932. Therefore, the remaining share of the shortfall is estimated to be $78,440 from Buncombe County. The amount of the amendment is being rounded up to $81,500 in the event that the actual amount of the service charge is larger than anticipated.

Funding Source:
Budget Savings in the General Fund Debt Function

Exhibit A:	Increase (Decrease)	
Account Description	**Revenues**	**Expenditures**
Fund 100 - Debt Service		$ (81,500)
Fund 100 - Interfund Transfers		$ 81,500
TOTAL	$ -	$ -

ATTEST:

Clerk to the Board

BOARD OF COMMISSIONERS FOR THE COUNTY OF BUNCOMBE:

By:

Chairman of the Board

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

Consent

Department:
Solid Waste

Presenter(s):
Jennifer Barnette, Budget

Contact(s): Dane Pederson, Solid Waste

Subject: Emergency Storm Water Repair

Brief Summary:
This amendment accounts for the emergency replacement of storm water infrastructure for Pond 7 at the Landfill. The repair is estimated to cost $129,161.

In addition, as the Solid Waste Enterprise Fund continues to see revenues in excess of budget, this amendment increases another $110,000 for operations.

Recommended Motion & Requested Action:
Approve budget amendment

County Manager's Comments & Recommendation:
County Manager recommends as presented

ORDINANCE #21-06-10

BUNCOMBE COUNTY, NORTH CAROLINA
Solid Waste Enterprise Fund

BOARD MEETING DATE: June 15, 2021

WHEREAS, the Budget Director recommends and the Board now desires to amend the FY2020-2021 Forfeitures Fund outlined below in Exhibit "A" to the budget,
NOW THEREFORE,

BE IT ORDAINED by the Board of Commissioners for the County of Buncombe as follows:

1. That the FY 2020-2021 amendments listed in Exhibit A below be hereby adopted.
2. That this ordinance shall be effective upon adoption.

ADOPTED this 15th day of June, 2021.

Requesting Department: Solid Waste
Budget Amendment Item: Emergency Storm Water Repair

Description:
This amendment accounts for the emergency replacement of storm water infrastructure for Pond 7 at the Landfill. The repair is estimated to cost $129,161.

In addition, as the Solid Waste Enterprise Fund continues to see revenues in excess of budget, this amendment increases another $110,000 for operations.

Funding Source:
Collected revenues exceed current budget. Therefore, existing disposal fee revenues can be utilized.

Exhibit A:	Increase (Decrease)	
Account Description	**Revenues**	**Expenditures**
Sales and Services	$ 240,000	
Solid Waste		$ 240,000
TOTAL	$ 240,000	$ 240,000

ATTEST:

Tamara Paynes
Clerk to the Board

BOARD OF COMMISSIONERS FOR THE COUNTY OF BUNCOMBE:

By: Brownie Newman
Chairman of the Board

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

Consent Agenda

Department:
Budget

Presenter(s):
Jennifer Barnette, Budget

Contact(s): Jennifer Barnette, Budget Director
Drew Reisinger, Register of Deeds

Subject: Register of Deeds Excise Stamp Tax

Brief Summary:
This amendment increases revenue and expenditure budgets in the General Fund related to the Register of Deeds excise stamp tax. Buncombe County remits 49% of excise stamp revenues to the state of North Carolina. Revenue projections indicate the county will realize excise stamp tax revenue greater than the FY2021 budget. The FY2021 budget was reduced to $4.8 million due to anticipated effects of the COVID-19 pandemic and amended to $5.6 million on March 2nd. This amendment raises expense and revenue budgets for an additional $200,000 related to the excise stamp tax to correspond with anticipated revenues and expenditures. No new county dollars are required.

Recommended Motion & Requested Action:
Approve budget amendment

County Manager's Comments & Recommendation:
County Manager recommends as presented

ORDINANCE #21-06-11

BUNCOMBE COUNTY, NORTH CAROLINA
General Fund

BOARD MEETING DATE: June 15, 2021

WHEREAS, the Budget Director recommends and the Board now desires to amend the FY2020-2021 General Fund as outlined below in Exhibit "A" to the budget,
NOW THEREFORE,

BE IT ORDAINED by the Board of Commissioners for the County of Buncombe as follows:

1. That the FY 2020-2021 amendments listed in Exhibit A below be hereby adopted.
2. That this ordinance shall be effective upon adoption.

ADOPTED this 15th day of June, 2021.

Requesting Department: Register of Deeds
Budget Amendment Item: Register of Deeds Excise Stamp Tax

Amendment Description:
This amendment increases revenue and expenditure budgets in the General Fund related to the Register of Deeds excise stamp tax. Buncombe County remits 49% of excise stamp revenues to the state of North Carolina. Revenue projections indicate the county will realize excise stamp tax revenue greater than the FY2021 budget. The FY2021 budget was reduced to $4.8 million due to anticipated effects of the COVID-19 pandemic and amended to $5.6 million on March 2nd. This amendment raises expense and revenue budgets for an additional $200,000 related to the excise stamp tax to correspond with anticipated revenues and expenditures. No new county dollars are required.

Funding Source:
Excise stamp tax revenue in excess of FY2021 budget

Exhibit A:	Increase (Decrease)	
Account Description	**Revenues**	**Expenditures**
Fund 100 - Register of Deeds - 4180:Other Taxes and Licenses	$ 200,000	
Fund 100 - Expenditures		$ 200,000
TOTAL	$ 200,000	$ 200,000

ATTEST:

BOARD OF COMMISSIONERS FOR THE COUNTY OF BUNCOMBE:

Tamara Jaynes
Clerk to the Board

By: Brownie Newman
Chairman of the Board

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

Good News

Department: Performance Management

Presenter(s): Rafael Baptista, Performance Management Director

Contact(s): Rafael Baptista, Performance Management Director

Subject: County honored with three NACO Awards and Lean Six Sigma Certification of County Staff

Brief Summary:

The National Association of Counties honored Buncombe County with three NACo Achievement Awards for our work with the One Buncombe Fund, The Sheriff's Office Strategic Community Opioid Response Detention MAT program and our development of departmental business plans. This awards are a strong endorsement of the innovative work that Buncombe County is doing and that nationally they are seen as best practices.

Additionally, 10 Buncombe County Employees from Performance Management, Recreation Services and ID Bureau recently earned Lean Six Sigma Green Belts from Western Carolina University. A Lean Six Sigma Green Belt is the result of extensive classroom training and project work by an individual in the space of process improvement and project management. This training will better enable Buncombe County to achieve our Strategic Plan goal of fostering an internal business culture focused on continuous improvement.

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

Presentations

Department: Economic Development Coalition

Presenter(s): Clark Duncan, Executive Director

Contact(s): Tim Love, Intergovernmental Relations

Subject: Economic Development Coalition Update

Brief Summary:

Update Board of Commissioners on the Economic Development Coalition.

Economic Development Coalition for Asheville-Buncombe County

Update for Buncombe County Board of Commissioners

About Us

ACCREDITED ECONOMIC DEVELOPMENT ORGANIZATION
International Economic Development Council

The EDC is a 27-year, public-private partnership of Buncombe County, the City of Asheville and the Asheville Area Chamber of Commerce

Advancing opportunity, quality of life and economic sustainability in Buncombe County through workforce investment, high-wage job creation & economic diversification

RIVERBIRD RESEARCH

HEIDI REIBER
Senior Director of Research

MAGGIE SMITH
Research Analyst

SAM MANSKE
Intern

Riverbird Research is a division of the Asheville Area Chamber of Commerce. Over the past 25 years, the Research team has remained a trusted source for economic data in the Asheville Metro and Western North Carolina region. The experience, analytics, and tools of Riverbird Research inform not only the AVL 5X5 Strategy, but promotes data-driven decision making by governmental leadership, non-profit partners, Chamber members and communities.

CLARK DUNCAN
Executive Director

ENTREPRENEURIAL GROWTH AND VENTURE ASHEVILLE

JEFFREY KAPLAN
Director of Entrepreneurship Venture Asheville

DESIREE MONSTROLA
Executive Operations Manager

ISAIAH GREEN
Intern

Venture Asheville was launched in 2014 in an innovative and comprehensive effort to cultivate the next generation of Asheville-headquartered business. Focusing our human and financial resources on high-growth companies with the capacity to scale nationally and internationally, Venture Asheville builds the entrepreneurial ecosystem through connection, mentorship and funding.

BUSINESS RETENTION, EXPANSION, AND RECRUITMENT

APRIL BROWN
Director of Industry Recruitment and Expansion

MAXWELL OLLE
Industry Specialist

GABRIELLE MARTIN
Intern

The cornerstone economic development remains the retention local industry and capacity building for future expansion. It also includes the recruitment of complementary businesses that expand economic opportunity, strengthen high value target industries and advance community goals.

WORKFORCE PARTNERSHIP DEVELOPMENT

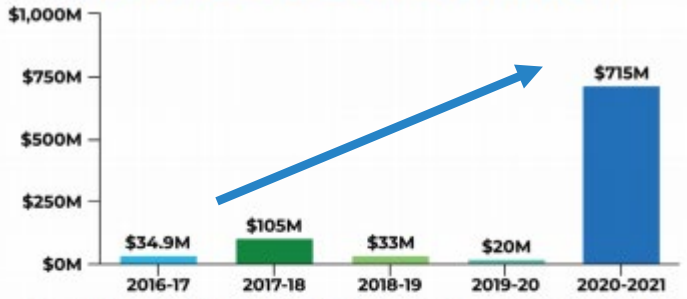
SAMANTHA COLE
Workforce Partnership Manager

TIARRA WILKIE
Workforce Partnership Specialist

SENURI FERNANDO
Intern

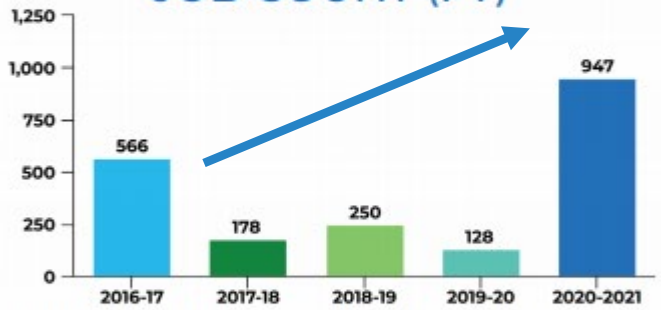
The AVL5x5 2025 Strategy elevates the work of strategic and equitable workforce development. From programming that promotes inclusive hiring, strategic mentorship and skilled apprenticeship, these investments underscore the importance of lifelong learning to the economy of the region.

CAPITAL INVESTMENT (FY)



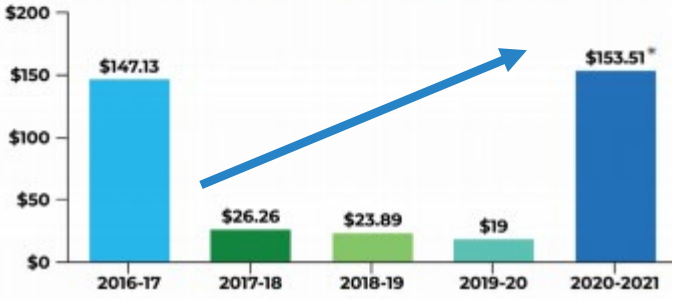
New capital investment of announced companies (building, machinery and equipment). Does not include purchase price of existing land or building.

JOB COUNT (FY)



Number of jobs represents new positions created by announced companies.

RETURN ON INVESTMENT (FY)



2020-2021 (FY) PERFORMANCE METRICS

947
New Jobs

$715M
New Capital Investments

$66,595
Overall Wage Average of New Jobs

19
Startups Served by the ELEVATE PROGRAM

$500k
Capital Invested by the Asheville Angels

$12.2M
Capital Raised by Venture Asheville Start-Ups

Activities & Accomplishments: Riverbird Research

- Monthly Economic Indicators
  https://www.ashevillechamber.org/research-economy/
- C2ER Cost of Living Index Reporting
  https://www.ashevillechamber.org/research-economy/cost-of-living/
- Creative Economy & Jobs Report
  https://ashevillearts.com/advocacy/creative-economy/
- 21st Annual Metro Economy & 3rd Annual Metro Growth Breakfast
  https://riverbirdresearch.com/wp-content/uploads/2020/11/Growth-Breakfast-2020-Final.pdf
- WNC Outdoor Economy Asset Inventory & Gap Analysis

Activities & Accomplishments: Local Industry Expansion

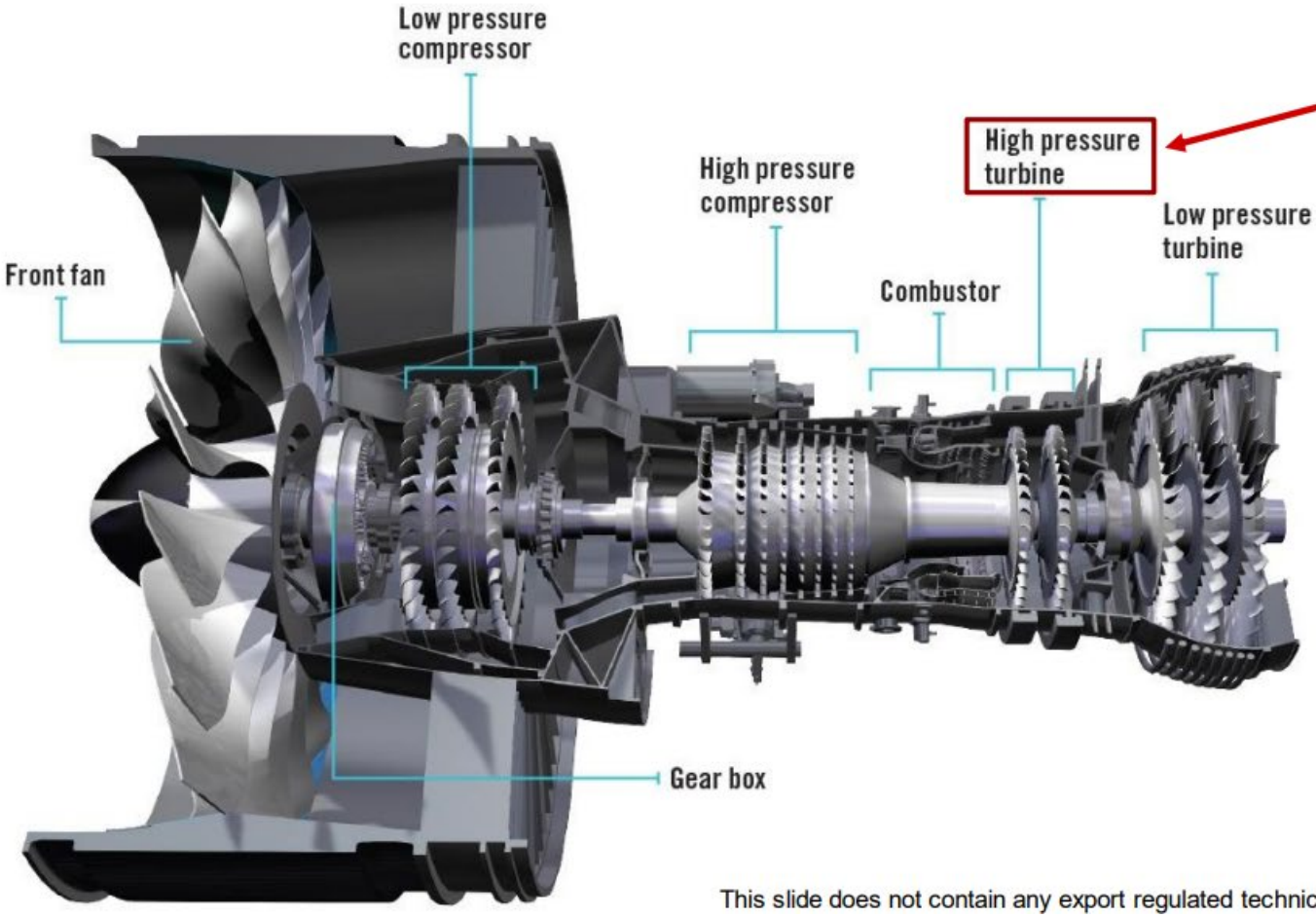
"Since SLC moved to Arden in 2017, we have been able to grow significantly thanks to the favorable conditions found in Buncombe County and for being able to attract excellent talent. Special thanks to the authorities of Buncombe County and to the EDC for their support and partnership."

- Stephano Vitale, CEO & President

"We are very pleased to continue expanding our operations in Asheville. This expansion is evidence of the confidence Borg Warner has in the outstanding local workforce and their ability to compete in the global markets we serve."

- Brian Leising, Plant General Manager

Activities & Accomplishments: Pratt & Whitney Recruitment



Asheville Products

Blade

Vane

This slide does not contain any export regulated technical data

Activities & Accomplishments: Goals of New Industry Recruitment

$650M
NEW TAX BASE

100%
CORPORATE EQUALITY INDEX HRC 2021

60%
ABOVE AVG WAGE

LEED
SILVER

100%
WASTEWATER RECYCLING

100%
UPFRONT EDUCATION FUNDING

16%
MORE FUEL EFFICIENT

50%
REDUCTION NOX EMMISSIONS

$25M
GIFT TO NAACP EDUCATION AND LEGAL DEFENSE FUND 2020

$68k
AVG WAGE

75%
NOISE REDUCTION

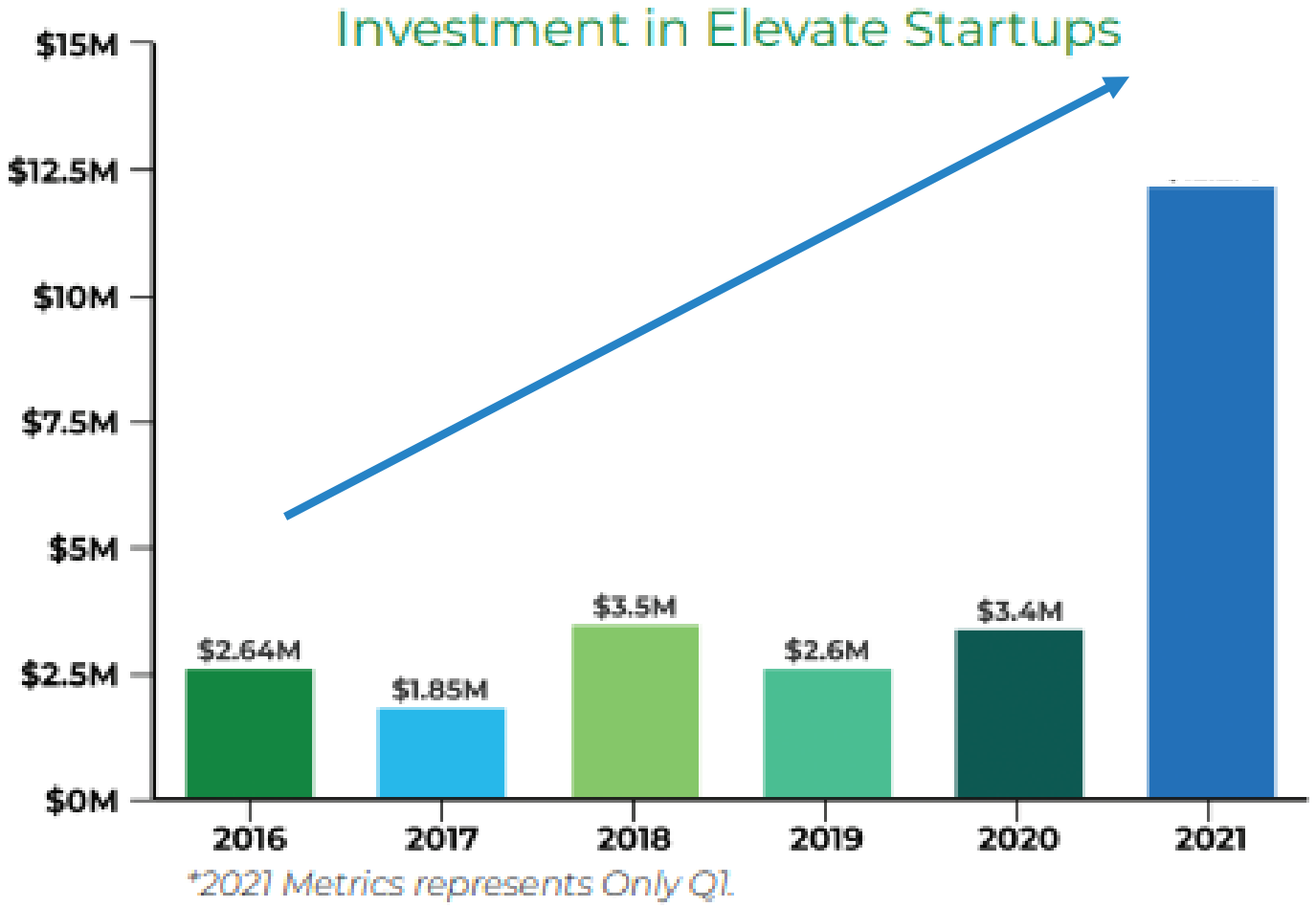
800
STEM CAREERS

$5M
INDUSTRY TRAINING CENTER

Activities & Accomplishments: Entrepreneurial Development & Venture Asheville

venture asheville

Activities & Accomplishments: Entrepreneurial Development & Venture Asheville



$12.2 M

Record Setting Year

Activities & Accomplishments: Workforce Partnerships & Economic Mobility

NEXT AVL

WHERE YOU WANT TO BE

Western Carolina University

Mars Hill University 1856

Warren Wilson College

Montreat College

University of North Carolina Asheville

Activities & Accomplishments: Workforce Partnerships & Economic Mobility

INCLUSIVE
HIRING PARTNERS

A resource to close the opportunity gap for Buncombe County residents

SERVICE PROVIDER PARTNERS

Community Action Opportunities
Helping People. Changing Lives.

SPARC Foundation

Verner Center for Early Learning

OMI Cultural Center

SKILLS AND TRAINING PARTNERS

AB Tech Community College

Goodwill Northwest North Carolina

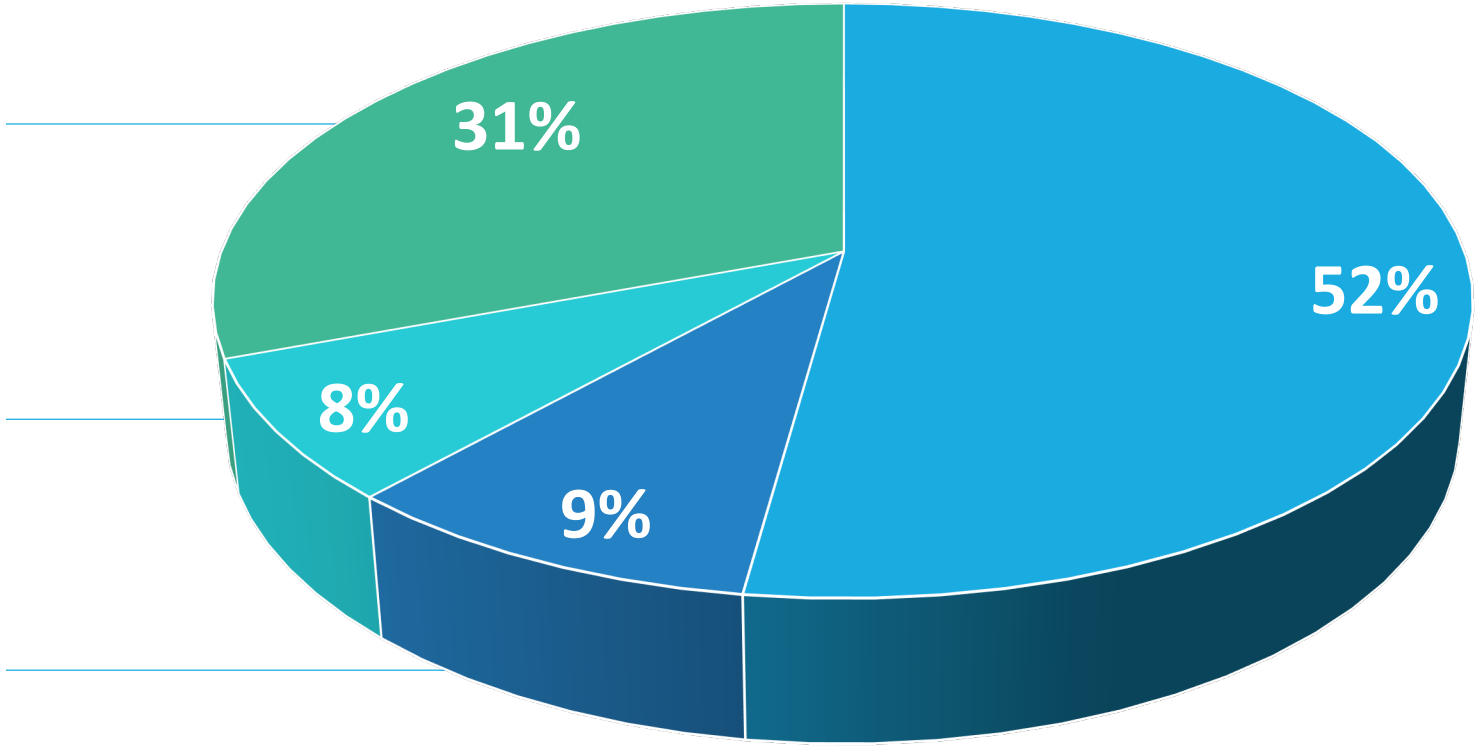
Mountain Area Workforce Development Board

North Carolina Department of Commerce

NC works

Financial Update

FY2022 Operating Budget $1,302,585



Golden LEAF FOUNDATION

ASHEVILLE AREA CHAMBER OF COMMERCE

Thank you

ECONOMIC DEVELOPMENT COALITION
Asheville-Buncombe County

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

New Business

Department: County Manager's Office

Presenter(s): Chris Bubenik, Recreation Services Planner
Leonard Jones, Community Development Specialist
DK Wesley, Assistant County Manager

Contact (s): DK Wesley, Assistant County Manager

Subject: Buncombe County Racial Equity Action Plan (REAP) Adoption

Brief Summary:

In July 2019, the Board of County Commissioners (Commission) began work to develop the county's first multiyear strategic plan. After a robust community input and feedback effort, the Buncombe County Strategic Plan 2025 was adopted on May 5, 2020. It included equity as not only a county value but also a foundational focus area. This came about from the Commissioners listening to Buncombe County residents who during the strategic plan community sessions called for its inclusion in great numbers.

On August 4, 2020 the Commission passed two resolutions: 1) resolution Declaring Racism a Public Health and Safety Crisis –via a recommendation from both the Health & Human Services Board and the Justice Resource Advisory Council 2) resolution apologizing for the atrocities of the past and present and directing county to work with the City of Asheville to create a Community Reparations Commission and develop a plan to make progress in this area. These actions coupled with the deep racial disparities that exist in Buncombe County led that Equity & Inclusion Workgroup to lead with racial equity and accordingly develop a Racial Equity Action Plan.

Over the last sixteen months, the Equity & Inclusion Workgroup has worked to develop the draft plan. After significant progress on this draft on December 7, 2020, the workgroup team leads presented a preview of the plan to the Commission and sought any additional guidance. The Commission reiterated its support and the workgroup started a robust, months long organizational and community input and feedback campaign. The draft plan was updated based on feedback and is being presented to the Commission for final consideration and approval. If approved, the County Manager's Office will lead the development of a detailed roadmap for implementation, including the development of performance measures and progress reporting.

Recommended Motion & Requested Action:

Approve countywide Racial Equity Action Plan and direct staff to begin implementation

County Manager's comments and Recommendation:

County Manager recommends approval.

DRAFT

RACIAL **EQUITY** **ACTION** PLAN

BUNCOMBE COUNTY
NORTH CAROLINA

RACIAL **EQUITY** ACTION **PLAN 2025**

Developed by Equity & Inclusion Workgroup | Effective July 1, 2021

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4 Letter from the Chair
5 Letter from the County Manager
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14-15 Cultivate a thriving workforce within Buncombe County that ensures racial equity
16-17 Institute organizational policies and processes to ensure equity and accountability
18-19 Establish Buncombe County as an equity inclusion model
20-21 Equity Concepts & Terms
23-23 Acknowledgements

LETTER FROM THE **CHAIR**

When my colleagues on the Buncombe County Board of Commissioners declared racism a public health and safety crisis in August of 2020, it signaled the confluence of a legislative commitment to dismantling systemic racism within Buncombe County governmental operations with meaningful community action. Not only does this plan set out to address the urgent priority areas identified in the Resolution to Support Community Reparations for Black People in Buncombe County, it also upholds our commitment to creating safe and equitable community that is outlined in our Non-Discrimination Ordinance.

When the COVID-19 global pandemic struck in March of 2020, disparities in Buncombe County widened, with Black, Indigenous and People of Color (BIPOC) communities disproportionately affected. Not only were our BIPOC communities suffering more from the economic devastation, but they also were more likely to be impacted by the virus, with disproportionate death rates among our Native, Black, and Latinx populations.

The crisis of the pandemic intersected with the murders of George Floyd, Breonna Taylor, Ahmaud Arbery, and countless other BIPOC people, and the need for a Buncombe County Racial Equity Action Plan only grew. With hate crimes on the rise against members of our Asian community, the need for action is immediate.

The work outlined in this plan is long overdue. We recognize that the land Buncombe County sits on is originally the homeland of the Cherokee as well as the Yuchi, and it is our County's responsibility to ensure the atrocities of the past have no place in our future.

Sincerely,

Brownie Newman

Brownie Newman
Buncombe County Commission Chair

DRAFT

LETTER FROM THE **COUNTY MANAGER**

While the 2025 Buncombe County Strategic Plan places equity as both a foundational focus area and a value, none of the stated goals or objectives can be met without first developing a Racial Equity Action Plan to help us create the path there.

In Early 2020, Buncombe County staff formed an Equity & Inclusion Workgroup. Our staff applied to volunteer for three-year terms to help not only build that path, but also create the measures that help us stay the course to meet the goals outlined in this plan.

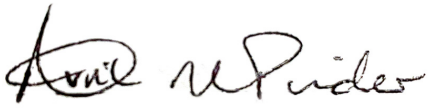
Our Equity & Inclusion Workgroup is focused on building a sustainable culture of equity, diversity and inclusion in our community. While inequities and lack of inclusion exist across all areas - race, gender, age, sexual orientation, ability, and more, we are beginning with racial equity because of pronounced disparities in this area. Because we know that there are the largest disparities by race across all sectors, focusing on racial equity helps us to get our systems and structures in place in order to improve all types of equity.

This Racial Equity Action Plan is just the next step of deliberate and intentional work to build community resiliency. It is built upon the foundation of:

- **Isaac Coleman Economic Community Investment and Tipping Point Grants, which work to build equitable opportunity**
- **A 2018 Community Health Assessment with cross-sector collaboration to undo racism**
- **The Justice Resource Advisory Council and the Safety & Justice Challenge funded by the John D. and Catherine T. MacArthur Foundation**
- **2025 Buncombe County Strategic Plan**
- **August 2020 Resolution by the Buncombe County Board of Commissioners declaring Racism a Public Health and Safety Crisis**
- **August 2020 Resolution by the Buncombe County Board of Commissioners committing to Community Reparations**
- **April 2021 Non-Discrimination Ordinance approved by the Buncombe County Board of Commissioners**

The success of this plan is contingent on Buncombe County leadership, employees, and residents connecting to this work and holding Buncombe County Government accountable. Together, we will grow as champions, teachers, and connectors for equity.

This plan was not the work of Buncombe County staff alone. It was developed over the course of a year, then shaped by employee and community input. With Board adoption, our Equity & Inclusion Workgroup will assign timelines, establish performance measures, and hold ourselves accountable through a public dashboard to track our progress toward real racial equity.



Avril Pinder
Buncombe County Manager

DRAFT

COMMUNITY

ENGAGEMENT STRATEGY

CREATE PATHWAYS TO ENSURE ENGAGEMENT IN RACIAL EQUITY STRATEGIES THAT IMPROVE QUALITY OF LIFE

DRAFT

Assess current state of racial disparities

1. Compile and review existing data on equity and community outcomes

2. Review an array of community assessment tools, and consider industry best practices in selecting a methodology

3. Hold an asset planning/mapping process to assess work occurring in the community around equity, specific to the four County strategic focus areas

4. Ensure completion of a racial equity community assessment

Accountability

- Budget
- Equity Data Support Team
- Finance
- Performance Management
- Equity & Inclusion Workgroup

Support and expand community partnerships in equity programs and efforts for high impact and better outcomes

1. Partner with municipal governments, school systems, and other organizations to coordinate and align equity efforts around all community areas (such as educational opportunity gap, housing, employment, health, justice, etc.)

2. Convene input sessions/forums with leaders from (BIPOC) communities

3. Involve communities in creating BIPOC history programming

4. Utilize models for compensating community members for community participation, where possible

Accountability

- Communications & Public Engagement
- County Manager's Office
- Economic Development
- Justice Services
- Planning
- Public Libraries
- Strategic Partnerships
- Equity & Inclusion Workgroup

Increase diverse representation on Buncombe County Boards and Commissions

1. Develop an equitable application and selection process for advertisement and appointment to boards and commissions

2. Revise and expand communication methods and channels regarding boards and commissions to increase, and sustain maximum levels of diverse community participation

3. Improve access to board meetings (e.g. time of meetings, transportation to meetings, child care, translated announcements/materials) and publish meeting minutes and recordings

4. Align board and commission processes with an equity-based approach

5. Develop racial equity training for boards and commissions including orientation to equity action plan and annual survey of demographic makeup

6. Conduct annual survey of boards and commissions

7. Create process for engaging residents in county government to form a pool for potential applicants for boards and commissions

Accountability

- Clerk's Office
- Communications & Public Engagement
- Countywide Racial Equity Training Team
- Human Resources
- Performance Management
- Equity & Inclusion Workgroup

DRAFT

COMMUNITY

COMMUNICATION & ENGAGEMENT

PROVIDE RACIAL EQUITY EDUCATION AND COMMUNICATION TO THE COMMUNITY

Create authentic, honest, transparent *communication* around racial equity

1. Create dialogue to advance racial justice through a multi-media campaign to foster public engagement

2. Utilize asset-based language/framing in our data communications

3. Transform county archives – Special Collections at Pack Memorial Library – to be more inclusive & welcoming with a focus on local Black history

4. Improve language access for all non-English and English as a Second Language community members

5. Increase the BIPOC community's awareness of and opportunity to engage in the democratic process

6. Update tools to better connect with today's community demographics

7. Ensure internal and local capacity development and investment in equity-based communications to include inclusive imagery in our assets

8. Enhance access and transparency for all public meetings, including boards and commissions

Accountability

- Clerk's Office
- Communications & Public Engagement
- Election Services
- Public Libraries

DRAFT

Create authentic, honest, transparent community *engagement* around racial equity

1. Create an equity landing page on county website to promote data transparency and accountability and solicit community feedback

2. Increase and maintain information on community initiatives engaged in racial equity work

3. Host trainings for community and stakeholders

4. Develop an outreach plan to get community input on county initiatives

5. Move from iterative, project-based outreach to ongoing engagement

Accountability

- Communications & Public Engagement
- Countywide Racial Equity Training Team
- Human Resources
- Information Technology
- Performance Management
- Public Libraries
- Strategic Partnerships

DRAFT

COMMUNITY

QUALITY OF LIFE

IMPROVE QUALITY OF LIFE OUTCOMES THROUGH RACIAL EQUITY INITIATIVES

Improve housing outcomes for the most impacted communities

1. Target funding to address specific affordable housing needs for BIPOC populations, ensuring geographic regions and specific populations receive the appropriate housing intervention

2. Revise the County's affordable housing strategy in light of changing housing needs to address BIPOC population needs across all age groups

3. Recommend strategies to address any gaps in service in meeting the needs of the chronically homeless and those experiencing mental health conditions in BIPOC populations

4. Review developmental ordinances to determine if BIPOC populations are disproportionately and harmfully impacted by their application

5. Collaborate with local, state and federal entities, as well as community partners, to create affordable housing for BIPOC populations and eliminate barriers to fair housing

6. Provide BIPOC populations with access to home repair and energy efficiency services

7. Sustain and expand rates of BIPOC homeownership

Accountability

- Health & Human Services
- Planning
- Performance Management
- Sustainability
- Tax Collections

DRAFT

Enhance equitable economic drivers

1. Expand Black business ownership in the community

2. Support workforce development initiatives that address earnings and wealth gap

3. Support developmental programs that increase graduation rates

4. Expand enrollment opportunities and participation in early childhood education

5. Strengthen education partnerships to reduce college and career readiness gaps

Accountability

- Economic Development
- Health & Human Services
- Strategic Partnerships

Improve justice outcomes for the most impacted communities

1. Partner with community, schools and justice system to end the school-to-prison pipeline and prevent youth from entering the criminal justice system

2. Work with justice stakeholders and community partners to develop and implement a plan to reduce community violence and increase community safety

3. Enhance community safety by providing trauma-informed criminal justice responses for the Black community

4. Develop crisis response plan and initiative that reduces arrest rates for low-level offenses

5. Provide opportunities for culturally competent and diverse programming/service options for BIPOC communities served by the Family Justice Center and the Coordinated Community Response to Domestic and Sexual Violence; for both survivors and individuals using harm (offenders)

6. Coordinate with justice and community partners to reduce adult and juvenile recidivism and enhance reentry planning and programming

Accountability

- Emergency Services
- Health & Human Services
- Justice Services
- Performance Management
- Sheriff's Office

DRAFT

Improve wellness and recreation outcomes for the most impacted communities

1. Develop and invest in programs and marketing to encourage BIPOC communities to recreate outside

2. Consider cultural differences in how people use open and public space when developing or improving recreational amenities

3. Strive to partner with local outdoor industry partners on the expansion and diversification of the outdoor recreation industry

Accountability

- Agriculture & Land Resources
- Communications & Public Engagement
- Planning
- Recreation Services
- Tax Assessment

DRAFT

Improve health and human service outcomes for most impacted communities

1. Support new Black parents, families, and caregivers through community-based programs, peer support, and home visiting

2. Cultivate caregiver knowledge, develop outreach resources and referral, and provide information on healthy child development to parents and caregivers

3. Build culturally focused programming that builds resilience of youth and reduce negative risky behaviors

4. Increase trust and promote healing of BIPOC communities through public health initiatives

5. Expand access to behavioral health services in Buncombe County and reduce the stigma of behavioral health-related conditions in BIPOC communities

6. Implement strategies to reduce racial disparity in infant mortality and birth outcomes

7. Provide culturally aligned and racially equitable practices, responses, and interventions for all communities served by Child Protective Services

8. Improve support, training and resources geared towards maintaining and strengthening family units

9. Increase median household income for STEP graduates

10. Ensure residents can receive needed services and actively age in place, including guardianship for adult services

11. Assess participant data for overall Health & Human Service programs to ensure access and representation for BIPOC populations

Accountability

- Health & Human Services
- Emergency Services
- Planning

Improve transportation outcomes for the most impacted communities

1. Evaluate access to education, jobs, social services, health care, and healthy food by location and, when modifying or expanding public transportation services, use that information to increase access for currently and historically disadvantaged populations

2. Promote development along existing public transportation routes, through land use regulations and development incentives

3. Evaluate public transit accessibility to government facilities offering social service and other public services

4. Work with smaller employers to expand rideshare distribution to BIPOC workers through outreach and incentive programs

Accountability

- Planning
- Recreation Services
- Economic Development
- Health & Human Services
- Agriculture and Land Resources
- Communications and Public Engagement

DRAFT

FOUNDATIONAL

EQUITY LEARNING AND SUPPORT

CULTIVATE A THRIVING WORKFORCE WITHIN BUNCOMBE COUNTY THAT ENSURES RACIAL EQUITY

Implement and provide ongoing racial equity learning and support for staff

1. Perform an institutional needs assessment using Government Alliance on Race and Equity's Racial Equity Assessment Tool

2. Provide diversity, equity, and inclusion professional development sessions for all staff

3. Establish and support the work of employee affinity groups that are aligned to the county's mission and values

4. Develop and communicate racial equity values for Buncombe County staff

Accountability

- Communications & Public Engagement
- Countywide Racial Equity Training Team
- Human Resources
- Equity & Inclusion Workgroup

DRAFT

Recruit, engage, and retain a workforce for Buncombe County in ways that ensure equitable opportunities

1. Implement equitable hiring and recruitment practices

2. Create equity lens tools and other resources for all staff

3. Create Equal Employment Opportunity statement and plan for Buncombe County Human Resources, and ensure it is communicated to staff and the public

4. Ensure race/ethnicity and gender makeup matches demographic data (of Census and/or population served) at every level and department of the organization

5. Apply Government Alliance on Race and Equity racial equity tools to all Human Resource practices, including compensation, advancement opportunities, disciplinary actions and employee engagement

6. Create internal hiring and advancement opportunities via training opportunities

Accountability

- Human Resources
- Economic Development
- Communications & Public Engagement
- Equity & Inclusion Workgroup

DRAFT

Create internal racial equity training for Buncombe County Commissioners

1. Develop training around culture, norms, and equity, diversity, and inclusion specific to Buncombe County Commissioners

2. Provide commissioners with tools for interviewing and selecting boards and committees based on best practice

Accountability

- Clerk to the Board
- Countywide Racial Equity Training Team
- Human Resources

FOUNDATIONAL

EQUITY AND ACCOUNTABILITY

INSTITUTE ORGANIZATIONAL POLICIES AND PROCESSES TO ENSURE EQUITY AND ACCOUNTABILITY

Establish organizational equity and accountability processes to increase capacity to make data informed decisions

1. Ensure responsive, inclusive, participatory and representative decision-making in the development of management recommendations

2. Establish a methodology for equity-focused data review

3. Create a transparent data system that reports and analyzes all equity, diversity, and inclusion progress/ regression

Accountability

- Countywide Racial Equity Training Team
- Equity Data Support Team
- Information Technology
- Performance Management
- Equity & Inclusion Workgroup

DRAFT

Develop equitable policies and procedures for Buncombe County

1. Work with Commissioners & County leadership to implement and revise policies that have been vetted with an equity lens

2. Actively participate in legislative agenda to advance racial equity outcomes for Buncombe County

3. Ensure policies and procedures are transparent and easily accessible to all staff

4. Review County Personnel Ordinance through an equity lens to ensure that there is an appropriate level of non-discrimination and harassment protections for employees and sufficient consequences for non-compliance

5. Review County ordinances with an equity lens and present recommended changes to County Commissioners

6. Implement structures for adherence to Buncombe County's non-discriminzation ordinance

7. Ensure the Buncombe County Comprehensive Plan's long-term goals uphold the County's commitment to dismantling racist and discriminatory land use and transportation systems

Accountability

- Clerk's Office
- Human Resources
- Legal
- Performance Management
- Policy Management Team

DRAFT

FOUNDATIONAL

EQUITY-INFORMED DECISION MAKING

ESTABLISH BUNCOMBE COUNTY AS AN EQUITY INCLUSION MODEL

DRAFT

Support and encourage supplier diversity

1. Create a procurement program and tools that ensure underrepresented groups are solicited and represented, with emphasis on local suppliers

2. Review and audit contract terms and language using equity lens

3. Explore expanded sub-contracting opportunities

4. Provide racial equity training for vendors

5. Teach minority business owners about the vendor application process

6. Maintain a database of available businesses owned by BIPOC individuals and use in procurement, training, and networking outreach opportunities

Accountability

- Communications & Public Engagement
- Countywide Racial Equity Training Team
- Finance
- Human Resources
- Information Technology

Increase equity-based County budgeting decisions

1. Assess all fee structures to identify opportunities to create a more equitable structure

2. Demonstrate inclusion of historically underrepresented communities in program and budget planning

3. Implement the use of an equity impact analysis tool for county department budget requests and identify where budget changes impact communities of color, low income residents, and limited-English speaking populations; and, if the impacts are negative, identify ways to address and mitigate those impacts

4. Ensure budgetary decisions align with the County's strategic plan and incorporate the actions of this equity action plan

Accountability

- Budget
- Finance
- Performance Management

DRAFT

Assess and identify opportunities to ensure minimized barriers to technology and communication

1. Identify and pilot public/private partnerships that increase the delivery of broadband services to underserved communities, especially low-income qualifying residents

2. Assess the County's digital equity baseline & develop a digital equity vision along with goals, strategies, approaches, and initiatives that comprise an action plan for Buncombe County

3. Audit County webpages to ensure culturally sensitive language and information and accessibility; document and recommend revisions or deletions

Accountability

- Communications & Public Engagement
- Economic Development
- Information Technology

EQUITY **CONCEPTS** & **TERMS**

BIPOC
BIPOC is an acronym for 'Black, Indigenous, People of Color,' and it is meant to unite all people of color in the work for liberation while intentionally acknowledging that not all people of color face the same levels of injustice.

EQUITY
Equity is defined as the state of being just, impartial and fair. Racial equity is achieved when race can no longer be used to predict life outcomes, and outcomes for all groups are improved.

IMPLICIT OR UNCONSCIOUS BIAS
This refers to the unconscious attribution of particular qualities to a member of a certain social group. Shaped by experience and based on learned associations between particular qualities and social categories, including race and/or gender. Individuals' perceptions and behaviors can be influenced by the implicit stereotypes they hold, even if they are unaware/unintentionally hold such stereotypes.

INCLUSION
Inclusion is the action or state of including or being included within a group or structure. More than simply diversity or numerical representation, inclusion often involves authentic and empowered participation and a true sense of belonging.

INSTITUTIONAL RACISM
Institutional racism occurs within and between institutions (schools, mass media, etc.). Includes discriminatory treatment, unfair policies, and inequitable opportunities and impacts, based on race. Individuals within institutions take on the power of the institution when they act in ways that advantage and disadvantage people, based on race.

MICROAGGRESSION
Microaggression is a term that describes daily behavior (verbal or nonverbal) that communicates hostile or negative insults towards a group, either intentionally or unintentionally, particularly culturally marginalized groups. The three sub-types of Microagressions include: Microassaults, Microinsults, and Microinvalidtions. Microassaults are conscious and intentional actions or slurs, such as using racial epithets. Microinsults include both verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person's racial heritage or identity. Microinvalidations in communications subtly exclude, negate or nullify the thoughts, feelings or experiential reality of a person of color.

STRUCTURAL RACISM

This kind of racism lies underneath, all around and across society. It encompasses (1) history, providing the foundation for white supremacy; (2) culture, providing the normalization and replication of racism, and (3) interconnected institutions and policies providing the legitimacy and reinforcements to maintain and perpetuate racism.

SYSTEMIC RACISM

Systemic racism includes the policies and practices entrenched in established institutions, which result in the exclusion or promotion of designated groups. No individual intent is necessary.

SYSTEMS OF OPPRESSION

This refers to discriminatory institutions, structures, norms, to name a few, that are embedded in the fabric of our society. Upheld by the various societal institutions such as culture, government, education, etc., are all complicit in the oppression of marginalized social groups while elevating dominant social groups.

WHITE FRAGILITY

Coined in 2011 by Robin DiAngelo, author of "White Fragility; Why it's so hard for white people to talk about racism," white fragility is defined as "discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice."

Source: *Equality vs. Equity and Other Racial Justice Definitions, Annie E. Casey Foundation, 2021*

ACKNOWLEDGEMENTS

Buncombe County Board of Commissioners:

Brownie Newman, Chair
Al Whitesides, Vice Chair
Terri Wells
Jasmine Beach-Ferrara
Amanda Edwards
Parker Sloan
Robert Pressley

Buncombe County Manager's Office:

Avril Pinder, County Manager
Sybil Tate, Assistant County Manager
DK Wesley, Assistant County Manager

Buncombe County 2021 Equity & Inclusion Workgroup:
DK Wesley, Executive Sponsor
Sharon Burke, Executive Consultant
Rachael Nygaard, Team Lead
Zo Mpofu, Team Lead
Lynn Smith, Team Lead
Alex McKnight
Alexandra Duncan
Becky Kessel
Carolina Siliceo Perez
Cattleya Gaines
Chris Bubenik
Haylee Madfis
Jacqueline Brannon
Kristin Wilson
Lee Crayton
Leonard Jones
Merry Michalsen
Rasheeda McDaniels
Ron Venturella
Rusty Mau
Tiffany Iheanacho

Buncombe County Communications and Public Engagement Team

BUNCOMBE COUNTY
NORTH CAROLINA

BORRADOR

PLAN DE **ACCIÓN** PARA LA **EQUIDAD** RACIAL

BUNCOMBE COUNTY
NORTH CAROLINA

PLAN DE ACCIÓN **DE 2025** PARA LA **EQUIDAD** RACIAL

Elaborado por el Grupo de Trabajo para la Equidad y la Inclusión | 24 de marzo de 2021

ÍNDICE DE **CONTENIDOS**

Enfoque comunitario:
4-5 Crear vías para garantizar la participación activa en estrategias de equidad racial que mejoren la calidad de vida
6-7 Brindar a la comunidad medios de comunicación y educación sobre la equidad racial
8-11 Mejorar la calidad de vida mediante iniciativas de equidad racial

Enfoque fundacional:
12-13 Fomentar en el condado de Buncombe una fuerza laboral próspera que garantice la equidad racial
14-15 Implementar políticas y procedimientos institucionales para asegurar la equidad y la responsabilidad
16-17 Establecer el condado de Buncombe como modelo de inclusión equitativa

18 - Equidad: conceptos y términos

INTRODUCCIÓN

En agosto de 2020, la Junta de Comisionados del condado de Buncombe (Board of Commissioners) declaró que el racismo es una crisis de seguridad y salud pública, lo cual marcó la confluencia de la acción comunitaria significativa y el compromiso legislativo de desmantelar cualquier forma de racismo arraigado en el sistema de las operaciones gubernamentales del condado de Buncombe. Mientras que el Plan Estratégico del condado de Buncombe para 2025 (Strategic Plan) considera la equidad tanto un área de foco fundacional como un valor, ninguna de las metas u objetivos puede lograrse sin desarrollar un Plan de Acción para la Equidad Racial (Racial Equity Action Plan) que sente las bases.

El Plan de Acción para la Equidad Racial no es sino el próximo paso de un trabajo intencional y deliberado para fomentar la resiliencia comunitaria. Se construye sobre la base de lo siguiente:

- *Subvenciones de Puntos Claves (Tipping Point Grants) y la Inversión Económica Comunitaria Isaac Coleman (Isaac Coleman Economic Community Investment), que trabajan para crear oportunidades equitativas*
- *Una evaluación de salud comunitaria de 2018 con colaboración multisectorial para combatir el racismo*
- *El Consejo Asesor de Recursos Judiciales (Justice Resource Advisory Council) y el Desafío por la Seguridad y la Justicia (Safety & Justice Challenge) financiado por la fundación John D. y Catherine T. MacArthur Foundation*
- *El Plan Estratégico del condado de Buncombe para 2025*
- *La resolución de agosto de 2020 de la Junta de Comisionados del condado de Buncombe, por la cual se declara que el racismo es una crisis de seguridad y salud pública*
- *La resolución de agosto de 2020 por la cual la Junta de Comisionados del condado de Buncombe se compromete a resarcir a la comunidad*

Cuando se desató la pandemia mundial de la COVID-19 en marzo de 2020, aumentaron las disparidades en el condado de Buncombe, ya que las comunidades negras, indígenas y de color (BIPOC, por sus siglas en inglés) se vieron afectadas de manera desproporcional. Las comunidades BIPOC no solo sufrieron más la devastación económica, sino que también fueron más vulnerables al virus, con índices de mortalidad desproporcionados.

A la crisis de la pandemia se sumaron los asesinatos de George Floyd, Breonna Taylor, Ahmaud Arbery e incontables integrantes de la población BIPOC, lo cual incrementó aún más la necesidad de un Plan de Acción para la Equidad Racial en el condado de Buncombe. El aumento de los delitos de odio perpetrados contra integrantes de nuestra comunidad asiática hace que la necesidad de acción sea urgente.

El éxito de este plan depende de que las autoridades, los trabajadores y los residentes del condado de Buncombe hagan lo siguiente:

- *Se visualicen como parte del plan*
- *Reflexionen sobre las medidas y puedan ajustarlas*
- *Responsabilicen al gobierno del condado de Buncombe*
- *Se conecten con lo que se debe lograr*
- *Asuman el papel de líderes, maestros y mediadores*

Tras una serie de oportunidades para involucrar a los trabajadores y la comunidad, este plan se presentará ante la Junta de Comisionados del Condado de Buncombe para que se lo apruebe. Una vez aprobado, comienza el trabajo más arduo para tomar medidas concretas y significativas en aras de una verdadera equidad racial.

BORRADOR

COMUNIDAD

ESTRATEGIA DE **PARTICIPACIÓN ACTIVA**

CREAR VÍAS PARA GARANTIZAR LA PARTICIPACIÓN ACTIVA EN ESTRATEGIAS DE EQUIDAD RACIAL QUE MEJOREN LA CALIDAD DE VIDA

BORRADOR

Evaluar el estado actual de las desigualdades raciales

1. Recopilar y analizar datos existentes sobre la equidad y los resultados comunitarios

2. Revisar un espectro de herramientas comunitarias de evaluación y considerar las prácticas recomendadas en la industria para seleccionar una metodología

3. Llevar a cabo un proceso de planificación y mapeo de recursos específico para cada una de las cuatro áreas focales estratégicas del condado con el objetivo de evaluar el trabajo sobre equidad llevado a cabo en la comunidad

4. Garantizar que se complete la evaluación comunitaria de equidad racial

Responsabilidad

- Presupuesto
- Equipo de Apoyo de Datos sobre Equidad (Equity Data Support Team)
- Finanzas
- Gestión del Desempeño
- Grupo de Trabajo para la Equidad y la Inclusión (Equity & Inclusion Workgroup)

Medidas de desempeño

- Porcentaje de sectores identificados que participan en el proceso de planificación y mapeo de recursos

- Porcentaje de completitud de la evaluación comunitaria

Apoyar y expandir asociaciones comunitarias en programas y medidas en pos de la equidad para lograr un mayor impacto y mejores resultados

1. Establecer alianzas con gobiernos municipales, sistemas escolares y otras organizaciones a fin de coordinar y alinear esfuerzos en pos de la equidad en todas las áreas comunitarias (como la brecha en las oportunidades educativas, la vivienda, el empleo, la salud y la justicia, entre otras)

2. Coordinar sesiones o foros de participación con líderes de las comunidades BIPOC.

3. Involucrar a las comunidades en la creación de programas de la historia de las comunidades BIPOC

4. Utilizar modelos para compensar a los integrantes de las comunidades por su participación comunitaria, en tanto sea posible

Lograr una representación más diversa en las juntas y comisiones del condado de Buncombe

1. Desarrollar procesos de postulación y selección equitativos para la difusión y designación de cargos en las juntas y comisiones

2. Revisar y expandir los métodos y vías de comunicación asociados a las juntas y comisiones con el objetivo de aumentar y mantener los máximos niveles de diversidad en la participación comunitaria

3. Mejorar la accesibilidad a las reuniones de las juntas (horarios, transporte, guarderías, material de difusión traducido, entre otras medidas) y publicar las actas y grabaciones de dichas reuniones

4. Alinear los procesos de las juntas y comisiones con un enfoque basado en la equidad

5. Desarrollar instancias de capacitación sobre equidad racial para las juntas y comisiones que incluyan orientación hacia planes de acción equitativos y sondeos demográficos anuales

6. Llevar a cabo sondeos anuales de las juntas y comisiones

7. Crear oportunidades para que los residentes se involucren en el gobierno local y formar así un grupo de candidatos potenciales para integrar las juntas y comisiones

Responsabilidad

• Comunicación y Participación Pública Activa
• Gerencia del Condado
• Desarrollo Económico
• Servicios de Justicia
• Planificación
• Bibliotecas Públicas
• Asociaciones Estratégicas
• Grupo de Trabajo para la Equidad y la Inclusión (Equity & Inclusion Workgroup)

Medidas de desempeño

• Porcentaje de integrantes de la comunidad con participación activa en la coordinación y alineación de los esfuerzos en pos de la equidad

• Porcentaje de satisfacción de los participantes de las sesiones con respecto a las instancias de retroalimentación y planificación

Responsabilidad

• Secretaría del condado
• Comunicación y Participación Pública Activa
• Equipo de Capacitación sobre Equidad Racial del Condado (Countywide Racial Equity Training Team)
• Recursos Humanos
• Gestión del Desempeño
• Grupo de Trabajo para la Equidad y la Inclusión (Equity & Inclusion Workgroup)

Medidas de desempeño

• Porcentaje de diversidad entre los miembros de juntas y comisiones

• Porcentaje de vacantes difundidas por vías múltiples (redes sociales, periódico, sitio web del condado)

BORRADOR

COMUNIDAD

COMUNICACIÓN Y PARTICIPACIÓN ACTIVA

BRINDAR A LA COMUNIDAD MEDIOS DE COMUNICACIÓN Y EDUCACIÓN SOBRE LA EQUIDAD RACIAL

Lograr una *comunicación* auténtica, honesta y transparente en materia de equidad racial

1. Entablar un diálogo que ponga de relieve la justicia racial mediante una campaña multimedial que promueva la participación activa de los miembros de la comunidad

2. Usar lenguaje y referencias basados en recursos para comunicar la información

3. Transformar los archivos del condado (las colecciones especiales de la biblioteca Pack Memorial Library) para hacerlos más inclusivos, amenos y enfocados en la historia negra local

4. Mejorar la accesibilidad lingüística para los integrantes de la comunidad que no hablan inglés o que lo hablan como segunda lengua

5. Generar una mayor conciencia en las comunidades BIPOC sobre el proceso democrático y las oportunidades de participar activamente en él

6. Actualizar herramientas para adaptarlas mejor a la actual composición demográfica de la comunidad

7. Garantizar el desarrollo de capacidades internas y locales, así como la inversión en comunicación basada en la equidad a través de imágenes inclusivas en nuestros recursos

8. Mejorar la accesibilidad y la transparencia en todas las reuniones públicas, incluidas las de juntas y comisiones

Responsabilidad

- Secretaría del condado
- Comunicación y Participación Pública Activa
- Servicios de Elección
- Bibliotecas Públicas

Medidas de desempeño

- Porcentaje de webinarios, reuniones públicas o foros comunitarios con interpretación simultánea

- Porcentaje de material impreso traducido al español

BORRADOR

Lograr una *participación activa* auténtica, honesta y transparente en materia de equidad racial

1. Crear una página de inicio sobre la equidad en el sitio web del condado para fomentar la responsabilidad y la transparencia de los datos y pedir la opinión de la comunidad

2. Aumentar y mantener la información sobre iniciativas comunitarias de trabajo en pro de la equidad racial

3. Brindar capacitación a la comunidad y a las partes interesadas

4. Desarrollar un plan de alcance para lograr la participación comunitaria en iniciativas del condado

5. Pasar del alcance comunitario reiterativo y basado en proyectos a una participación constante

Responsabilidad

- Comunicación y Participación Pública Activa
- Equipo de Capacitación sobre Equidad Racial del Condado (Countywide Racial Equity Training Team)
- Recursos Humanos
- Tecnología de la Información
- Gestión del Desempeño
- Bibliotecas Públicas
- Asociaciones Estratégicas

Medidas de desempeño

- Cantidad de visitas al portal de equidad del Condado de Buncombe

- Cantidad de oportunidades para que la comunidad dé su opinión

- Cantidad de capacitaciones para la comunidad y las partes interesadas

- Porcentaje de participantes que hayan ampliado sus conocimientos sobre equidad e inclusión

BORRADOR

COMUNIDAD

CALIDAD DE VIDA

MEJORAR LA CALIDAD DE VIDA MEDIANTE INICIATIVAS DE EQUIDAD RACIAL

Mejorar las condiciones de vivienda para las comunidades más afectadas

1. Destinar fondos a cubrir necesidades específicas de vivienda accesible para las comunidades BIPOC, asegurándonos de que determinadas regiones y sectores específicos de la población reciban la ayuda adecuada para mejorar su vivienda

2. Revisar la estrategia de vivienda accesible del condado para contemplar las necesidades de vivienda de las comunidades BIPOC

3. Recomendar estrategias para combatir brechas en la satisfacción de las necesidades de las personas en situación de calle a largo plazo y de quienes sufren de enfermedades mentales en las comunidades BIPOC

4. Analizar la distribución por zonas a fin de determinar si la población BIPOC está en desventaja o se ve afectada de manera desproporcional

5. Colaborar con entidades locales, estatales y federales, así como con socios comunitarios, en la creación de viviendas accesibles para la población BIPOC y allanar el camino hacia un sistema de viviendas equitativo

6. Brindar a la población BIPOC el acceso a servicios de eficiencia energética

7. Aumentar y sostener los índices de propiedad de viviendas entre la población BIPOC

Responsabilidad

- Salud y Servicios Humanos
- Planificación
- Gestión del Desempeño
- Sustentabilidad
- Cobro de Impuestos

Medidas de desempeño

- Cantidad de viviendas sustentadas gracias a fondos del Programa de Servicios de Vivienda Asequible del condado elaborado para hogares de las comunidades BIPOC

- Cantidad de hogares de propietarios de las comunidades BIPOC en el condado vs. hogares de propietarios de las comunidades BIPOC en situación de ejecución hipotecaria

- Cantidad de personas de las comunidades BIPOC que son propietarias de viviendas con solicitudes aprobadas para la instalación de paneles solares o adaptación para fuentes de energía renovable

BORRADOR

Impulsar engranajes económicos equitativos

1. Ampliar la cantidad de empresas de propietarios pertenecientes a la comunidad negra

2. Apoyar iniciativas de desarrollo de empleo orientadas a disminuir la desigualdad en los ingresos y la riqueza

3. Apoyar programas de desarrollo que aumenten los índices de graduación

4. Ampliar oportunidades de inscripción y participación en educación inicial

5. Fortalecer alianzas educativas para reducir las desigualdades en la preparación para las universidades y el desarrollo profesional

Mejorar los resultados judiciales para las comunidades más afectadas

1. Establecer alianzas entre la comunidad, las escuelas y el sistema judicial para acabar con la vía directa de la escuela a la prisión y prevenir que los jóvenes ingresen al sistema penitenciario

2. Trabajar con los actores del sistema judicial y socios de la comunidad para desarrollar e implementar un plan para reducir la violencia y aumentar la seguridad comunitaria

3. Aumentar la seguridad comunitaria ofreciendo a la comunidad negra respuestas en el ámbito penal basadas en información sobre sucesos traumáticos

4. Desarrollar planes e iniciativas de respuesta a crisis que reduzcan los arrestos por infracciones leves

5. Brindar oportunidades culturales y opciones diversas de programas y servicios para comunidades BIPOC a cargo del centro Family Justice Center y la Respuesta Comunitaria Coordinada a la Violencia Doméstica y Sexual (Coordinated Community Response to Domestic and Sexual Violence), tanto para sobrevivientes como para las personas que causan daños (perpetradores)

6. Coordinar con socios de justicia y de la comunidad la reducción de la reincidencia por parte de adultos y jóvenes, así como fortalecer programas y planes de reinserción

Responsabilidad

- Desarrollo Económico
- Salud y Servicios Humanos
- Asociaciones Estratégicas

Medidas de desempeño

- Monto de cambio en las ganancias totales de negocios que son propiedad de personas negras vs. negocios que son propiedad de personas de otras razas

- Porcentaje de cambio en la diversificación de negocios que son propiedad de personas negras según el número de identificación tributaria

- Porcentaje de disparidad en logros educativos según raza y ventaja económica

Responsabilidad

- Servicios de Emergencia
- Salud y Servicios Humanos
- Servicios de Justicia
- Gestión del Desempeño
- Oficina del Sheriff

Medidas de desempeño

- Porcentaje de jóvenes de las comunidades BIPOC vs. todos los jóvenes involucrados en el sistema penitenciario juvenil

- Porcentaje de perfiles demográficos de beneficiarios de programas que coinciden con la población carcelaria del condado

- Cantidad de incidentes de violencia comunitaria

- Porcentaje de cambio en los índices de delitos de odio

- Porcentaje de reducción de remisiones penales a partir de escuelas

BORRADOR

Mejorar los resultados de bienestar y recreación en las comunidades más afectadas

1. Desarrollar e invertir en programas y acciones promocionales para animar a las comunidades BIPOC a hacer actividades de recreación al aire libre

2. Considerar las diferencias culturales en la forma de uso de los espacios abiertos y públicos a la hora de desarrollar o mejorar las instalaciones recreativas

3. Establecer acuerdos con socios del sector de insumos para actividades al aire libre a fin de expandir y diversificar la industria de la recreación al aire libre

Responsabilidad

- Agricultura y Recursos Naturales
- Comunicación y Participación Pública Activa
- Planificación
- Servicios de Recreación
- Evaluación de Impuestos

Medidas de desempeño

- Cantidad de eventos colaborativos realizados con organizaciones sin fines de lucro que apoyan a las comunidades BIPOC

- Cantidad de elementos interpretativos permanentes que destacan la relación de las comunidades BIPOC con los espacios verdes

BORRADOR

Mejorar los resultados de servicios humanos y de salud para las comunidades más afectadas

1. Apoyar a padres, cuidadores y familias negras primerizas mediante programas basados en la comunidad, el apoyo de pares y las visitas domiciliarias

2. Aumentar los conocimientos de los cuidadores, desarrollar recomendaciones y recursos de alcance comunitario, y brindar información sobre el crecimiento saludable de niños a padres y cuidadores

3. Desarrollar programas con enfoque cultural que fomenten la resiliencia de los jóvenes y reduzcan los comportamientos negativos y de riesgo

4. Aumentar la confianza y promover la buena salud de las comunidades BIPOC mediante iniciativas de salud pública

5. Ampliar el acceso a servicios de salud conductual en el condado de Buncombe y reducir el estigma con respecto a los problemas de salud conductual en las comunidades BIPOC

6. Implementar estrategias para reducir la disparidad racial en cuanto a mortalidad infantil y los nacimientos

7. Brindar respuestas, intervenciones y prácticas culturalmente alineadas y racialmente equitativas para todas las comunidades atendidas por los Servicios de Protección Infantil

8. Mejorar el apoyo, la capacitación y los recursos dedicados a mantener y fortalecer unidades familiares

9. Aumentar el ingreso medio por hogar para los graduados del programa STEP

10. Garantizar que los adultos mayores permanezcan en sus casas y que reciban la atención necesaria, como servicios de acompañamiento

11. Evaluar datos de participantes de programas generales de Salud y Servicios Humanos para asegurar la accesibilidad y representación de las comunidades BIPOC

Mejorar los resultados de transporte para las comunidades más afectadas

1. Evaluar el acceso a la educación, puestos de trabajo, servicios sociales y de salud, y alimentación saludable según la ubicación de cada persona; utilizar la información obtenida para aumentar la accesibilidad para las poblaciones actualmente (e históricamente) menos privilegiadas a la hora de realizar cambios o ampliar los servicios públicos de transporte

2. Promover el desarrollo de líneas de transporte público ya existentes, a través de normativas de ordenamiento territorial e incentivos al desarrollo

3. Evaluar la accesibilidad del transporte público a instalaciones del gobierno que ofrecen servicios sociales y otros servicios públicos

4. Trabajar con empleadores más pequeños para ampliar la distribución de vehículos compartidos a trabajadores de las comunidades BIPOC mediante programas de incentivo y extensión comunitaria

Responsabilidad

- Salud y Servicios Humanos
- Servicios de Emergencia
- Planificación

Medidas de desempeño

- Cantidad total de niños en cuidado temporal/tiempo de permanencia en cuidado temporal

- Cantidad de casos de servicios domiciliarios para familias (Family In Home) que cierran sin mayor intervención

- Porcentaje de reducción de la cantidad de niños de las comunidades BIPOC que son custodiados e investigados de manera desproporcional

- Cantidad de familias de las comunidades BIPOC que acceden a servicios de salud conductual culturalmente alineados

- Salario promedio (o ingreso medio por hogar) de graduados del programa de trabajo que consiguen empleo

Responsabilidad

- Planificación
- Servicios de Recreación
- Desarrollo Económico
- Salud y Servicios Humanos
- Agricultura y Recursos Naturales
- Comunicación y Participación

Pública Activa

Medidas de desempeño

- Cantidad de unidades de residencia accesibles cercanas al transporte público (a 0.25 millas de una línea existente)

- Cantidad de desiertos alimentarios

- Porcentaje de recorrido de líneas fijas y de líneas flexibles con paradas fijas en comunidades históricamente marginadas

BORRADOR

FUNDACIONAL

APOYO Y APRENDIZAJE EQUITATIVOS

FOMENTAR EN EL CONDADO DE BUNCOMBE UNA FUERZA LABORAL PRÓSPERA QUE GARANTICE LA EQUIDAD RACIAL

BORRADOR

Implementar y brindar al personal educación y apoyo permanentes en materia de equidad racial

1. Realizar una evaluación de las necesidades institucionales utilizando la herramienta de evaluación de equidad racial (Racial Equity Assessment Tool) de la Alianza Gubernamental para la Raza y la Equidad (Government Alliance on Race and Equity)

2. Brindar sesiones de desarrollo profesional sobre diversidad, equidad e inclusión para todo el personal

3. Establecer y apoyar el trabajo de grupos de afinidad de empleados que estén alineados con la misión y los valores del condado

4. Desarrollar y comunicar valores de equidad racial al personal del condado de Buncombe

Responsabilidad

- Comunicación y Participación Pública Activa
- Equipo de Capacitación sobre Equidad Racial del Condado (Countywide Racial Equity Training Team)
- Recursos Humanos
- Grupo de Trabajo para la Equidad y la Inclusión (Equity & Inclusion Workgroup)

Medidas de desempeño

- Porcentaje de participación del personal en sesiones de desarrollo profesional sobre diversidad, equidad e inclusión
- Porcentaje de los departamentos con representación de un grupo de afinidad
- Porcentaje de aumento de los conocimientos sobre diversidad, equidad e inclusión

Contratar, involucrar y retener a los trabajadores del condado de Buncombe garantizando oportunidades equitativas

1. Implementar contrataciones y procesos de selección equitativos

2. Crear abordajes basados en la equidad y otros recursos para todo el personal

3. Crear una declaración y un plan de igualdad de oportunidades laborales para el Departamento de Recursos Humanos del condado de Buncombe, y garantizar que sean comunicados al personal y al público en general

4. Garantizar que la composición de raza/etnia y género coincidan con los datos demográficos (según censos o datos de servicios a la población) en todos los niveles y departamentos de la organización

5. Aplicar las herramientas de evaluación de equidad racial de la Alianza Gubernamental para la Raza y la Equidad a todas las prácticas de Recursos Humanos, tales como compensación, oportunidades de desarrollo, acciones disciplinarias y participación activa de los empleados

6. Crear oportunidades de contratación y desarrollo interno a través de oportunidades de capacitación

Responsabilidad

- Recursos Humanos
- Desarrollo Económico
- Comunicación y Participación Pública Activa
- Grupo de Trabajo para a Equidad y la Inclusión (Equity & Inclusion Workgroup)

Medidas de desempeño

- Porcentaje de métricas de diversidad consistentes con los datos del censo
- Cantidad de ascensos internos

Crear capacitaciones internas sobre equidad racial para los comisionados del condado de Buncombe

1. Desarrollar capacitaciones relacionadas con la cultura, las normas, la diversidad, la equidad y la inclusión que sean específicas para los comisionados del condado de Buncombe

2. Brindar a los comisionados herramientas para entrevistar y seleccionar juntas y comités según las prácticas recomendadas

Responsabilidad

- Secretario de la Junta
- Equipo de Capacitación sobre Equidad Racial del Condado (Countywide Racial Equity Training Team)
- Recursos Humanos

Medidas de desempeño

- Cantidad de capacitaciones de la Junta de Comisionados relacionadas con la diversidad, la equidad, la inclusión, la cultura y las normativas
- Cantidad de herramientas proporcionadas para crear y mantener juntas y comités diversos

BORRADOR

FUNDACIONAL

EQUIDAD Y RESPONSABILIDAD

IMPLEMENTAR POLÍTICAS Y PROCEDIMIENTOS INSTITUCIONALES PARA ASEGURAR LA EQUIDAD Y LA RESPONSABILIDAD

Establecer procesos de equidad y responsabilidad organizativa para aumentar la capacidad de tomar decisiones basadas en datos

1. Garantizar una toma de decisiones receptiva, inclusiva, participativa y representativa en la elaboración de recomendaciones de gestión

2. Establecer una metodología para la revisión de datos basada en la equidad

3. Crear un sistema de datos transparente mediante el cual se informen y analicen todos los progresos/regresiones en materia de equidad, diversidad e inclusión

Responsabilidad

• Equipo de Capacitación sobre Equidad Racial del Condado (Countywide Racial Equity Training Team)
• Equipo de Apoyo de Datos sobre Equidad (Equity Data Support Team)
• Tecnología de la Información
• Gestión del Desempeño
• Grupo de Trabajo para la Equidad y la Inclusión (Equity & Inclusion Workgroup)

Medidas de desempeño

• Cantidad de departamentos capacitados en materia de metodologías de datos de equidad

BORRADOR

Desarrollar políticas y procedimientos equitativos para el condado de Buncombe

1. Trabajar con los comisionados y los dirigentes del condado para aplicar y revisar las políticas que se examinaron contemplando la equidad

2. Participar activamente en la agenda legislativa para progresar en la obtención de resultados de equidad racial para el condado de Buncombe

3. Garantizar que las políticas y los procedimientos sean transparentes y que todo el personal pueda acceder a ellos sin dificultades

4. Revisar la Ordenanza de Personal del condado (Personnel Ordinance) desde el punto de vista de la equidad para garantizar que exista un nivel adecuado de protección contra la discriminación y el acoso para los empleados y consecuencias suficientes en caso de incumplimiento

5. Revisar las ordenanzas del condado contemplando la equidad y presentar los cambios recomendados a los comisionados del condado

Responsabilidad

- Secretaría del condado
- Recursos Humanos
- Legal
- Gestión del Desempeño
- Equipo de Gestión de Políticas (Policy Management Team)

Medidas de desempeño

- Cantidad de políticas creadas/ revisadas contemplando la equidad

BORRADOR

FUNDACIONAL

TOMA DE DECISIONES FUNDADAS EN LA EQUIDAD

ESTABLECER EL CONDADO DE BUNCOMBE COMO MODELO DE INCLUSIÓN EQUITATIVA

Apoyar y fomentar la diversidad de proveedores

1. Crear un programa de compras y herramientas que garanticen que los grupos menos representados obtengan la debida demanda y representación, haciendo hincapié en recurrir a proveedores locales

2. Revisar y auditar los términos y el lenguaje de los contratos contemplando la equidad

3. Explorar mayores oportunidades de subcontratación

4. Ofrecer a los proveedores capacitación en materia de equidad racial

5. Educar a los propietarios de empresas que pertenezcan a minorías sobre el proceso de solicitud para proveedores

6. Mantener una base de datos de empresas disponibles que sea propiedad de personas de las comunidades BIPOC y utilizarla para oportunidades de adquisición, capacitación y extensión comunitaria

Responsabilidad

- Comunicación y Participación Pública Activa
- Equipo de Capacitación sobre Equidad Racial del Condado (Countywide Racial Equity Training Team)
- Finanzas
- Recursos Humanos
- Tecnología de la Información

Medidas de desempeño

- Porcentaje de contratos adjudicados a empresas de propietarios pertenecientes a minorías vs. las propuestas recibidas

BORRADOR

Aumentar las decisiones presupuestarias del condado basadas en la equidad

1. Evaluar todas las estructuras de tarifas para identificar las oportunidades de crear una estructura más equitativa

2. Demostrar la inclusión de comunidades históricamente subrepresentadas en la planificación de programas y presupuestos

3. Implementar el uso de una herramienta de análisis del impacto de la equidad para las solicitudes presupuestarias de los departamentos del condado e identificar de qué manera los cambios presupuestarios afectan a las comunidades de color, a los residentes de bajos ingresos y a las poblaciones con competencia limitada de inglés; así como identificar formas de abordar y mitigar los impactos negativos.

4. Garantizar que las decisiones presupuestarias se ajusten al plan estratégico del condado e incorporen las medidas del presente plan de acción para la equidad

Responsabilidad

- Presupuesto
- Finanzas
- Gestión del Desempeño

Medidas de desempeño

- Porcentaje de tasas y tarifas revisadas y editadas (según sea necesario) para garantizar una estructura equitativa

- Porcentaje de solicitudes presupuestarias que van acompañadas de una herramienta de análisis del impacto de la equidad

BORRADOR

Evaluar e identificar oportunidades para minimizar los obstáculos tecnológicos y de comunicación

1. Identificar y proyectar alianzas público-privadas que aumenten la prestación de servicios de banda ancha a las comunidades desatendidas, especialmente a los residentes con bajos ingresos que cumplan los requisitos

2. Evaluar el punto de partida de la equidad digital del condado y desarrollar una visión de equidad digital junto con los objetivos, estrategias, enfoques e iniciativas que conforman un plan de acción para el condado de Buncombe

3. Auditar los sitios web del condado para garantizar que el lenguaje y la información sean culturalmente sensibles y accesibles; documentar y recomendar revisiones o supresiones

Responsabilidad

- Comunicación y Participación Pública Activa
- Desarrollo Económico
- Tecnología de la Información

Medidas de desempeño

- Porcentaje de páginas web del condado revisadas y editadas para garantizar un lenguaje culturalmente sensible

- Porcentaje de residentes/comunidades desatendidas que obtienen acceso a los servicios de banda ancha

EQUIDAD: **CONCEPTOS** Y **TÉRMINOS**

BIPOC
BIPOC, por sus siglas en inglés, se refiere al conjunto de negros, indígenas y personas de color, y con esta denominación se pretende unir a todas las personas de color en pos de la liberación, a la vez que se reconoce deliberadamente que no toda la gente de color se enfrenta a los mismos niveles de injusticia.

SESGO IMPLÍCITO O INCONSCIENTE
Se refiere a la atribución inconsciente de determinadas cualidades a un integrante de un determinado grupo social. Está formado por la experiencia y basado en asociaciones aprendidas entre cualidades particulares y categorías sociales, entre las que se encuentran la raza y el género. Las percepciones y los comportamientos de los individuos pueden verse influenciados por los estereotipos implícitos que tienen, incluso si no son conscientes o no tienen intención de mantenerlos.

RACISMO INSTITUCIONAL
El racismo institucional se produce dentro de las instituciones y entre ellas (escuelas, medios de comunicación, etc.). Incluye el trato discriminatorio, las políticas injustas y las oportunidades e impactos no equitativos, en función de la raza. Las personas que forman parte de las instituciones asumen el poder de la institución cuando actúan de formas que favorecen y perjudican a otros en función de su raza.

MICROAGRESIÓN
La microagresión es un término que describe el comportamiento cotidiano (verbal o no verbal) que comunica insultos hostiles o negativos hacia un grupo, ya sea de forma deliberada o no, especialmente hacia los grupos culturalmente marginados. Los tres subtipos de microagresiones son los microacosos, microinsultos y microinvalidaciones.
Los microacosos son acciones o insultos conscientes e intencionados, como el uso de epítetos raciales. Los microinsultos incluyen comunicaciones verbales y no verbales que, de manera sutil, transmiten insensibilidad y falta de cortesía, a la vez que degradan la herencia o identidad racial de una persona. Las microinvalidaciones en las comunicaciones excluyen, niegan o anulan de manera sutil los pensamientos, los sentimientos o las experiencias reales de una persona de color.

RACISMO ESTRUCTURAL
Este tipo de racismo subyace todos los niveles de la sociedad. Abarca (1) la historia, en la que se basa la supremacía blanca; (2) la cultura, que proporciona la normalización y reproducción del racismo, y (3) las instituciones y políticas interconectadas que proporcionan la legitimidad y los refuerzos que mantienen y perpetúan el racismo.

RACISMO ARRAIGADO EN EL SISTEMA
El racismo arraigado en el sistema incluye las políticas y prácticas arraigadas en las instituciones establecidas, que dan lugar a la exclusión o promoción de determinados grupos. No es necesaria la existencia de una intención individual.

SISTEMAS DE OPRESIÓN
Se refiere a las instituciones, estructuras y normas discriminatorias, por nombrar algunas, que están arraigadas en el tejido de nuestra sociedad. Las diversas instituciones de la sociedad, como la cultura, el gobierno, la educación, etc., son cómplices de la opresión de los grupos sociales marginados, a la vez que elevan a los grupos sociales dominantes.

FRAGILIDAD BLANCA
Término acuñado en 2011 por Robin DiAngelo, autor de White Fragility: Why It's So Hard for White People to Talk About Racism (Fragilidad blanca: ¿Por qué es tan difícil para la gente blanca hablar sobre el racismo?), quien define la fragilidad blanca como "la incomodidad y la actitud defensiva de una persona blanca cuando se enfrenta a información sobre la desigualdad y la injusticia racial".

BORRADOR

BUNCOMBE COUNTY
NORTH CAROLINA

Racial Equity Action Plan

Presented by

Equity & Inclusion Workgroup Members: Chris Bubenik & Leonard Jones

Equity & Inclusion Executive Sponsor: DK Wesley

Board of County Commissioners Regular Meeting

June 15, 2021

Agenda

- Background
- Racial Equity Action Plan (REAP) Engagement & Plan Revision
- REAP Review
- Critical Milestones Accomplished
- Next Steps - Implementation

Background - Foundation

- **Buncombe County Strategic Plan**
  - **Equity** as a Value
  - **Equity** as a Foundational Focus Area: Systems, policies, and practices that support equity for all people and an organizational culture that embraces diversity and inclusion.
- **Affirming Resolutions**
  - Resolution Declaring Racism a Public Health & Safety Crisis
  - Resolution to Support Community Reparations for Black People in Buncombe County
- **Commissioner Check In & Review of draft Racial Equity Action Plan -** *December 2020*

Background - Action Planning Process

Foundational Work

- Established shared definitions
- Participated in County racialized history discussions
- Created mission statement

Consensus & Drafting of Plan

- Completed visioning
- Created subgroups
- Edited and consolidated
- Grounded in Governmental Alliance for Race and Equity framework

Consolidation of Ideas

- Review of current data
- Aligned with Results Based Accountability (RBA) framework & County business planning

Comprehensive Engagement

- **Communication & Marketing**
  - Articles
  - Video promoting the draft plan
  - Spanish language version of plan, community input sessions and survey
  - 1,000 unique views of the plan online
- **Organizational Engagement**
  - 25+ departmental meetings and 3 employee input sessions
  - 148 employees participated in at least 1 session (about 10% of workforce)
  - 24 survey responses
- **Community & Public Engagement**
  - 11 community input sessions
  - 214 participants representing 189 individuals / attending multiple sessions
  - 101 survey responses
  - 559 views of the online session

Plan Revision

- **Trends**
  - Seek specific ways that employees, departments, community can fit in
  - Focus on measureable outcomes, timelines, and accountability
  - Report progress & hold ourselves accountable
  - Ongoing communication and training
  - Continue authentic community engagement
- **Updates**
  - Removed draft performance measures & began work on refinement
  - Added introductory letters
  - Enhanced list of equity concepts & terms
  - Minor adjustments to activities

Racial Equity Action Plan Preview

Action Plan Components

- Initiatives and actions to support the high level goal
- Who is accountable for achieving the initiative

Focus: Community or Foundational High Level Goal	
Initiatives and Actions	**Accountability**

Community Goals

- Create pathways to ensure engagement in racial equity strategies and improve quality of life
- Provide racial equity education and communication to the community
- Improving quality of life outcomes through racial equity initiatives

Foundational Goals

- Cultivate a thriving workforce within Buncombe County that ensures racial equity
- Institute organizational policies and processes to ensure equity and accountability
- Establish Buncombe County as an equity inclusion model

Example Foundational-Level Initiatives

Implement and provide ongoing racial equity learning and support for staff

Create internal racial equity training for Buncombe County Commissioners

Develop equitable policies and procedures for Buncombe County

Increase equity based County budgeting decisions

Recruit, engage, and retain a workforce for Buncombe County in ways that ensure equitable opportunities

Example Community-Level Initiatives

Assess current state of racial disparities

Improve health and recreation outcomes for the most impacted communities

Create authentic, honest, transparent community engagement around racial equity

Increase diverse representation on BC Boards and Commissions

Critical Milestones - Action Plan Development

complete

- ✓ County Manager
- ✓ Assistant County Manager
- ✓ Management Advisory Group
- ✓ Department Directors
- ✓ **Commissioners Check In** - *December 7, 2020*
- ✓ County staff
- ✓ Community partners
- ✓ Public at large

★ **Commission Request for Approval –** *June 15, 2021*

Next Steps – Implementation
FY22 Equity Road Map Development

complete
- ✓ Establish County Equity Training Team & Equity Data Team

underway
- Define & Refine Outcome Measures
- 1st Iteration - Create Equity Web Page
- Develop Countywide Equity Training Curriculum
- Results Based Accountability Training – *train the trainer*

upcoming
- Create REAP Community Engagement Plan
- 2nd Iteration - Create Equity Web Landing Page w/dashboard
- Develop progress reporting mechanism
- ***And much more!!***

Request For Board Action

- Approve Countywide Racial Equity Action Plan

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

New Business

Department: Budget

Presenter: Jennifer Barnette

Contacts: Avril Pinder, Jennifer Barnette

Subject: FY2022 Budget Adoption

Brief Summary:
County Manager Avril Pinder presented the recommended FY2022 budget to the Board of Commissioners on May 18, 2021. On June 1, 2021, the Board held a public hearing and received public comment on two topics, as required by NC general statute. The two topics were:

1. The recommended FY2022 budget
2. The proposed appropriations/expenditures for economic development purposes

The recommended FY2022 General Fund budget is balanced, totaling $360,394,615 in revenues and expenditures. The budget establishes a Buncombe County property tax rate of 48.8¢ per $100 of assessed valuation.

The budget ordinance creates 27 new positions in the General Fund, 1 new position in the Solid Waste Enterprise Fund, and 1 new position in the Internal Service Fund, bringing the total Buncombe County authorized headcount to 1,691.

Recommended Motion & Requested Action:
Adopt the two FY2022 budget ordinances:

1. Annual funds ordinance
2. Capital project funds ordinance

County Manager's comments and Recommendation:
County Manager recommends as presented.

BUNCOMBE COUNTY
BUDGET ORDINANCE
FISCAL YEAR 2021 – 2022

BE IT ORDAINED by the Board of County Commissioners of Buncombe County, North Carolina this the 15th day of June, 2021:

Section 1: The following amounts are hereby appropriated and revenues estimated to be available in the General Fund for the operation of the County government and its activities for the fiscal year beginning July 1, 2021 and ending June 30, 2022:

APPROPRIATION	
General Government	$ 55,849,416
Public Safety	73,082,103
Human Services	88,369,635
Economic & Physical Development	10,635,222
Culture & Recreation	8,731,599
Education	96,870,608
Debt Service	20,388,805
Transfers to Other Funds	6,467,227
Total Appropriation	**$ 360,394,615**

REVENUE	
Ad Valorem Taxes	$ 233,596,662
Sales Tax	36,344,931
Other Taxes and Licenses	8,286,000
Intergovernmental	43,238,596
Permits and Fees	4,707,000
Sales and Services	18,329,982
Other	1,521,750
Transfers from Other Funds	5,025,346
Appropriated Fund Balance	9,344,348
Total Appropriation	**$ 360,394,615**

Section 2: The General Fund includes an appropriation of $80,000 for School Community Impact Capital Projects, as outlined in Exhibit A, separate from the Local Current Expense appropriation. The School Community Impact Funding Plan lists all eligible capital expenditures for the fiscal year beginning July 1, 2021 and ending June 30, 2022. These funds are to be received in the Capital Outlay Fund of each local school unit.

Section 3: The following is hereby appropriated and revenues estimated to be available for the indicated funds for the fiscal year beginning July 1, 2021 and ending June 30, 2022:

FUND	APPROPRIATION	REVENUE
Occupancy Tax Special Revenue Fund:		
Economic & Physical Development	**$ 30,000,000**	
Other Taxes & Licenses		**$ 30,000,000**
911 Special Revenue Fund:		
Public Safety	**$ 1,269,343**	
Intergovernmental		$ 569,343
Appropriated Fund Balance		700,000
		$ 1,269,343
ROD Automation Special Revenue Fund:		
General Government	**$ 159,101**	
Permits & Fees		$ 158,601
Other		500
		$ 159,101
ROD Trust Fund:		
General Government	**$ 400,000**	
Permits & Fees		**$ 400,000**
Tax Reappraisal Fund:		
General Government	**$ 198,013**	
Transfers from Other Funds		**$ 198,013**
Mountain Mobility Special Revenue Fund:		
Human Services	**$ 5,622,537**	
Intergovernmental		$ 3,949,087
Other		36,869
Transfers from Other Funds		1,636,581
		$ 5,622,537
PDF Woodfin Special Revenue Fund:		
Economic & Physical Development	**$ 778,450**	
Ad Valorem		**$ 778,450**
Forfeitures Fund:		
Public Safety	**$ 271,681**	
Federal Forfeiture		$ 145,664
State Forfeiture		126,017
		$ 271,681

FUND	APPROPRIATION	REVENUE
School Fines & Forfeitures Fund:		
Education	**$ 2,000,000**	
Other		**$ 2,000,000**
Representative Payee Fund:		
Human Services	**$ 500,000**	
Intergovernmental		**$ 500,000**
Solid Waste Enterprise Fund:		
Enterprises – Landfill	**$ 12,493,164**	
Other Taxes & Licenses		$ 578,816
Permits & Fees		18,100
Sales & Services		10,495,248
Other		95,000
Appropriated Fund Balance		1,306,000
		$ 12,493,164
Inmate Commissary and Welfare Fund:		
Enterprises – Public Safety	**$ 483,983**	
Sales & Services		$ 483,733
Other		250
		$ 483,983
Health, Employment, Property & Casualty Insurance Internal Service Fund:		
Enterprises – Health, Employment, Property & Casualty Insurance	**$ 40,200,465**	
Sales & Services		$ 39,335,802
Appropriated Fund Balance		864,663
		$ 40,200,465

Section 4: The following is hereby appropriated and revenues estimated to be available for the Fire & Service Districts Special Revenue Fund, which now includes the Asheville City Schools Supplemental Taxing District, for the fiscal year beginning July 1, 2021 and ending June 30, 2022:

FUND	APPROPRIATION	REVENUE
Fire & Service Districts Special Revenue Fund:		
Public Safety	$ 40,741,373	
Education	16,000,000	
	$ 56,741,373	
Ad Valorem		$ 43,320,760
Sales Tax		13,420,613
		$ 56,741,373

Section 5: ***Tax Levy – Fire Protection & Ambulance and Rescue Service Districts***

The following tax rates are levied, for fiscal year 2021-2022, for the listed Fire Protection & Ambulance and Rescue Service Districts per $100 of assessed, taxable valuation pursuant to Article 16 of NCGS Chapter 153A:

DISTRICT	FY2021 Tax Rate	FY2022 Revenue Neutral Tax Rate	FY2022 Requested Tax Rate	FY2022 Adopted Tax Rate
ASHEVILLE SPECIAL	8.60	8.36	8.36	8.36
ASHEVILLE SUBURBAN	8.50	8.97	8.97	8.97
BARNARDSVILLE	20.00	17.61	20.00	20.00
BROAD RIVER	16.00	15.06	16.00	16.00
EAST BUNCOMBE	12.00	10.69	10.69	10.69
ENKA	10.50	9.80	10.50	10.50
FAIRVIEW	14.50	13.64	14.50	14.50
FRENCH BROAD	17.00	15.21	17.20	17.20
GARREN CREEK	15.00	13.84	13.84	13.84
JUPITER	12.00	10.75	10.75	10.75
LEICESTER	14.00	13.09	14.03	14.03
NORTH BUNCOMBE	12.00	10.77	10.77	10.77
REEMS CREEK/BEAVERDAM	15.00	13.08	15.07	15.07
REYNOLDS	12.30	11.24	11.24	11.24
RICEVILLE	14.50	12.78	14.60	14.60
SKYLAND	10.10	9.80	9.80	9.80
SWANNANOA	14.00	12.25	14.00	14.00
UPPER HOMINY	16.50	15.24	16.56	16.56
WEST BUNCOMBE	14.00	12.67	13.50	13.50
WOODFIN	10.00	9.03	10.59	10.59

Section 6: In accordance with NCGS §115C-429(b), a portion of the fiscal year 2021-2022 Early Childhood Education Funding in the General Fund appropriation, not a part of the Local Current Expense Fund appropriation, is appropriated to Buncombe County Schools' Capital Outlay Fund in the amount of $792,657 for the Emma Elementary School – Increasing Access to High-Quality Early Care and Education project and $100,000 for Avery's Creek Elementary – Pre-K classroom.

Section 7: ***Tax Levy – County and Asheville Local Tax School District***

A tax rate of 48.8 cents per $100 of assessed valuation is hereby levied for fiscal year 2021-2022, all of which is levied in the General Fund. This rate is based on an estimated total assessed, taxable property value of $48.03 billion, and an estimated collection rate of 99.50 percent. Current Year Ad Valorem Tax Revenue is estimated to be $233,196,662.

The tax rate of 10.62 cents per $100 of assessed, taxable valuation is hereby levied for fiscal year 2021-2022 for the Asheville Local Tax School District.

Section 8: Compensation for the Chairman, Vice-Chairman, and Commissioners will be $37,650, $32,548, and $28,916 respectively. Travel for official activities will be reimbursed under the same plan used for county employees.

Section 9: Pursuant to GS §115C-38, the tax-levying authority for a local school administrative unit may, under the procedures of G.S. 153A-92, fix the compensation and expense allowances paid members of the board of education. The Buncombe County Schools Board of Education compensation is $1,300 per month for the Board Chair and $1,100 per month for the Board Members. Expense allowances for official activities will be reimbursed under the same plan used for Buncombe County Schools employees.

Section 10: Subject to the procedures set forth in the Procurement Manual as it relates to Procurement Policy and Contracts as well as to a pre-audit certificate thereon by the Finance Director, if applicable, and approval as to form and legality by County Legal Services, the County Manager and the Clerk to the Board are hereby authorized to sign all contracts where money has been appropriated in this fiscal budget, to execute contracts as well as the necessary documents and agreements and any amendments thereto which are not required to be bid, and those contracts needed to properly document budgeted appropriations, on behalf of Buncombe County within funds included in the Budget Ordinance. The County Manager shall further be authorized to reject any and/or all bids received if it is in the best interest of the County. The County Manager is authorized to transfer appropriations between functional areas within a fund up to $75,000 per expenditure; however, any revisions that alter total expenditures of any fund must be approved by the Governing Board.

Section 11: The fiscal year 2021-2022 Fee Schedule and Health and Human Services Billing Guide for Buncombe County is hereby approved effective July 1, 2021.

Section 12: All expenditures relating to obtaining the bond referendum and/or installment purchase will be reimbursed from bond proceeds and installment purchase proceeds in accordance with the requirement of the United States Treasury Regulations Section 1.150-2.

This declaration of official intent is made pursuant to Section 1.150-2 of the Treasury Regulations to expressly declare the official intent of the County to reimburse itself from the proceeds of debt to be hereinafter incurred by the County for certain expenditures paid by the County on or after the date which is sixty (60) days prior to the date hereof.

Section 13: The position classification and pay plan listed in Exhibit B are hereby approved effective July 1, 2021. This fiscal year 2021-2022 position classification and pay plan includes twenty-seven (27) new positions approved in the General Fund, one (1) new position approved in the Solid Waste Fund, and one (1) new position in the Internal Service Fund:

General Fund	One (1) Equity Officer *Grade 83* One (1) Admin Coordinator *Grade 69* One (1) Accountant *Grade 74* One (1) Property Appraiser I *Grade 62* One (1) Elections Technical Specialist *Grade 69* One (1) Internal Auditor *Grade 76* Three (3) Pre-Trial Screeners *Grade 65* One (1) EMS Training Officer *Grade 73*	One (1) Assistant Fire Marshall *Grade 68* One (1) Community Paramedic Program Manager *Grade 73* Three (3) Community Paramedics *Grade 65* One (1) Planner II *Grade 72* One (1) Zoning Compliance Officer *Grade 69* One (1) Farmland Preservation Program Coordinator *Grade 69* Nine (9) Library Assistants *Grade 56*
Solid Waste Fund	One (1) Scale Operator *Grade 58*	
Internal Service Fund	One (1) Physician Extender II *Grade 83*	

The authorized headcount by fund beginning July 1, 2021 is presented below:

General Fund	1,619
Enterprise Funds	39
Internal Service Fund	4
Grants Fund	29
Total All Funds	**1,691**

Section 14: Copies of this Budget Ordinance will be furnished to the County Manager, Finance Director, Budget Director, Human Resources Director, Clerk of Board of Commissioners, Tax Collector and Tax Assessor for direction in fulfilling the responsibilities of their offices.

Section 15: All ordinances, resolutions, prior directives or parts thereof of the Board in conflict with the provisions herein contained are, to the extent of such conflict, hereby superseded and repealed.

Adopted this the 15th day of June, 2021.

Attest:

Clerk to the Board

Buncombe County Board of Commissioners:

Brownie Newman, Chairman

Approval as to form:

Attorney

Exhibit A: School Projects for School Community Impact Funding

Funding Percentages:	**Buncombe County Schools**	84.49%
	Asheville City Schools	15.51%

		Proposed Recurring Funding:	$80,000	$80,000	$80,000	$80,000	$80,000	**$320,000 Total**
Agency	**School**	**Project**	**Type**	**FY2022**	**FY2023**	**FY2024**	**FY2025**	**FY2026**	
ACS	Hall Fletcher	Preschool Playground Equipment	Playground	$7,000					
ACS	AHS	Equipment for Ag Program	ECA*	$3,000					
ACS	Herring	Climbing Set Replace/Relocate	Playground		$7,000				
ACS	AHS	Upgrade Greenhouse Doors	ECA		$1,500				
ACS	AHS	CTE - Fence for Greenhouse Area	ECA			$12,000			
ACS	Hall Fletcher	Asphalt Replacement for Playground	Playground					$30,000	
			Asheville City Schools Total	**$10,000**	**$8,500**	**$12,000**	**$0**	**$30,000**	**$30,500 Total**
			Asheville City Schools Allocation	**$12,405**	**$12,405**	**$12,405**	**$12,405**	**$12,405**	**$49,620 Total**
BCS	Erwin M.	Dropdown video screen for auditorium	Arts/ECA	$18,500					
BCS	Estes	Install Cameras for all playground areas	Playground	$2,700					
BCS	Leicester	Installation of playground artificial turf	Playground		$90,000				
BCS	Emma	Installation of rubberized playground surfacing	Playground			$90,000			
BCS	Owen M.	Improve sound quality in the auditorium	Arts/ECA				$64,000		
BCS	Candler	Installation of playground artificial turf	Playground					$50,000	
BCS	Enka H.	Sound equipment for new sound room	Arts/EEA					$18,300	
			Buncombe County Schools Total	**$21,200**	**$90,000**	**$90,000**	**$64,000**	**$68,300**	**$265,200 Total**
			Buncombe County Schools Allocation	**$67,595**	**$67,595**	**$67,595**	**$67,595**	**$67,595**	**$270,380 Total**

*ECA is Enhanced Curricular Activities. This primarily designates student clubs, but slightly overlaps in areas such as arts or public use.

FY2022 Classification and Compensation Plan

Class Title	Minimum	Midpoint	Maximum	Grade	FLSA
Accountant	$ 58,306.58	$ 77,256.21	$ 96,205.85	74	Exempt
Accounting and Reporting Manager	$ 75,930.73	$ 100,608.22	$ 125,285.71	80	Exempt
Accounting Specialist	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Exempt
Accounting Supervisor	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Exempt
Accounting Technician I	$ 32,898.42	$ 43,590.41	$ 54,282.40	61	Non-Exempt
Accounting Technician II	$ 35,933.69	$ 47,612.14	$ 59,290.59	63	Non-Exempt
Accounting Technician III	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Accounting Technician IV	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Administrative Assistant	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Administrative Coordinator I	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Administrative Coordinator II	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Administrative Coordinator III	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Exempt
Administrative Coordinator IV	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Administrative Officer	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Exempt
Administrative Support Associate I	$ 26,387.27	$ 34,963.14	$ 43,539.00	56	Non-Exempt
Administrative Support Associate II	$ 30,107.93	$ 39,893.01	$ 49,678.09	59	Non-Exempt
Administrative Support Associate III	$ 32,898.42	$ 43,590.41	$ 54,282.40	61	Non-Exempt
Administrative Support Associate IV	$ 35,933.69	$ 47,612.14	$ 59,290.59	63	Non-Exempt
Advanced Practice Clinician	$ 86,652.09	$ 114,814.02	$ 142,975.95	83	Exempt
Agriculture and Land Resource Director	$ 82,882.48	$ 109,819.29	$ 136,756.09	82	Exempt
Air Quality Coordinator	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Air Quality Director	$ 90,519.62	$ 119,938.50	$ 149,357.37	84	Exempt
Air Quality Field Services Program Manager	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Air Quality Permitting Program Manager	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Air Quality Specialist	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Appraisal Supervisor	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Arson Investigator	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Assistant County Manager	$ 117,886.01	$ 156,198.97	$ 194,511.92	90	Exempt
Assistant Finance Director	$ 86,652.09	$ 114,814.02	$ 142,975.95	83	Exempt
Assistant Fire Marshal	$ 44,794.73	$ 59,353.01	$ 73,911.30	68	Non-Exempt
Assistant Investigations Administrator	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Non-Exempt

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Class Title	Minimum	Midpoint	Maximum	Grade	FLSA
Attorney I	$ 79,308.69	$ 105,084.02	$ 130,859.34	81	Exempt
Attorney II	$ 86,652.09	$ 114,814.02	$ 142,975.95	83	Exempt
Attorney Supervisor	$ 94,631.92	$ 125,387.30	$ 156,142.68	85	Exempt
Audit Manager	$ 75,930.73	$ 100,608.22	$ 125,285.71	80	Exempt
Benefits Administrator	$ 58,306.58	$ 77,256.21	$ 96,205.85	74	Exempt
Benefits Specialist	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Exempt
Bioreactor Manager/Operator	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Budget Analyst I	$ 66,531.19	$ 88,153.82	$ 109,776.46	77	Exempt
Budget Analyst II	$ 72,650.69	$ 96,262.16	$ 119,873.63	79	Exempt
Budget Director	$ 94,631.92	$ 125,387.30	$ 156,142.68	85	Exempt
Building Maintenance Supervisor	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Business Administrator I	$ 72,650.69	$ 96,262.16	$ 119,873.63	79	Exempt
Business Administrator II	$ 79,308.69	$ 105,084.02	$ 130,859.34	81	Exempt
Business Administrator III	$ 86,652.09	$ 114,814.02	$ 142,975.95	83	Exempt
Business Property Appraiser	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Captain	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Care Coordinator	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Care Coordinator Supervisor	$ 58,306.58	$ 77,256.21	$ 96,205.85	74	Exempt
Case Manager	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Cataloger	$ 35,933.69	$ 47,612.14	$ 59,290.59	63	Non-Exempt
Centralized Data Entry Supervisor	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Exempt
Chief Equity and Human Rights Officer	$ 86,652.09	$ 114,814.02	$ 142,975.95	83	Exempt
Chief Information Security Officer	$ 90,519.62	$ 119,938.50	$ 149,357.37	84	Exempt
Civil Process Administrator	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Civil Process Supervisor	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Non-Exempt
Clerk to the Board	$ 82,882.48	$ 109,819.29	$ 136,756.09	82	Exempt
Code Enforcement Officer I	$ 40,976.16	$ 54,293.41	$ 67,610.67	66	Non-Exempt
Code Enforcement Officer II	$ 44,794.73	$ 59,353.01	$ 73,911.30	68	Non-Exempt
Code Enforcement Officer III	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Non-Exempt
Commercial Appraiser	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Exempt
Communicable Disease Nurse	$ 58,306.58	$ 77,256.21	$ 96,205.85	74	Exempt

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Class Title	Minimum	Midpoint	Maximum	Grade	FLSA
Communication and Outreach Coordinator	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Non-Exempt
Communication and Public Engagement Director	$ 90,519.62	$ 119,938.50	$ 149,357.37	84	Exempt
Communication Supervisor	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Non-Exempt
Community Development Specialist I	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Exempt
Community Development Specialist II	$ 58,306.58	$ 77,256.21	$ 96,205.85	74	Exempt
Community Health Assistant	$ 26,387.27	$ 34,963.14	$ 43,539.00	56	Non-Exempt
Community Paramedic	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Community Paramedic Program Manager	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Community Services Consultant	$ 44,794.73	$ 59,353.01	$ 73,911.30	68	Exempt
Compensation and Classification Analyst	$ 58,306.58	$ 77,256.21	$ 96,205.85	74	Exempt
Compliance Officer	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Exempt
Control Room Operator	$ 32,898.42	$ 43,590.41	$ 54,282.40	61	Non-Exempt
County Attorney	$ -	$ -	$ -	NG	Exempt
County Manager	$ -	$ -	$ -	NG	Exempt
County Social Services Program Administrator I	$ 79,308.69	$ 105,084.02	$ 130,859.34	81	Exempt
County Social Services Program Administrator II	$ 86,652.09	$ 114,814.02	$ 142,975.95	83	Exempt
Courthouse Security	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Crime Prevention Supervisor	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Crime Scene Analyst	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Customer Service Specialist	$ 35,933.69	$ 47,612.14	$ 59,290.59	63	Non-Exempt
Database Administrator I	$ 58,306.58	$ 77,256.21	$ 96,205.85	74	Exempt
Database Administrator II	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Database Administrator III	$ 66,531.19	$ 88,153.82	$ 109,776.46	77	Exempt
Deputy	$ 40,976.16	$ 54,293.41	$ 67,610.67	66	Non-Exempt
Deputy Clerk to the Board	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Exempt
Deputy Fire Marshal	$ 69,517.50	$ 92,110.69	$ 114,703.88	78	Exempt
Deputy Register of Deeds I	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Deputy Register of Deeds II	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Deputy Register of Deeds Supervisor	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Non-Exempt
Desktop Support Specialist I	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Desktop Support Specialist II	$ 44,794.73	$ 59,353.01	$ 73,911.30	68	Non-Exempt

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Class Title	Minimum	Midpoint	Maximum	Grade	FLSA
Desktop Support Specialist III	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Detective	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Non-Exempt
Detention Deputy	$ 40,976.16	$ 54,293.41	$ 67,610.67	66	Non-Exempt
Detention Officer	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Diesel Mechanic	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Non-Exempt
Director I	$ 90,519.62	$ 119,938.50	$ 149,357.37	84	Exempt
Director II	$ 94,631.92	$ 125,387.30	$ 156,142.68	85	Exempt
Director III	$ 103,297.13	$ 136,868.69	$ 170,440.26	87	Exempt
Director IV	$ 107,947.95	$ 143,031.03	$ 178,114.12	88	Exempt
Director of Elections	$ 90,519.62	$ 119,938.50	$ 149,357.37	84	Exempt
Disbursements Manager	$ 75,930.73	$ 100,608.22	$ 125,285.71	80	Exempt
Division Manager I	$ 69,517.50	$ 92,110.69	$ 114,703.88	78	Exempt
Division Manager II	$ 75,930.73	$ 100,608.22	$ 125,285.71	80	Exempt
Division Manager III	$ 82,882.48	$ 109,819.29	$ 136,756.09	82	Exempt
Election Preparation Specialist	$ 37,549.25	$ 49,752.75	$ 61,956.26	64	Non-Exempt
Election Specialist	$ 37,549.25	$ 49,752.75	$ 61,956.26	64	Non-Exempt
Elections Technical Specialist	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Electrical Specialist	$ 44,794.73	$ 59,353.01	$ 73,911.30	68	Non-Exempt
Emergency Management Specialist	$ 40,976.16	$ 54,293.41	$ 67,610.67	66	Non-Exempt
Emergency Services Director	$ 94,631.92	$ 125,387.30	$ 156,142.68	85	Exempt
Emergency Services Specialist	$ 40,976.16	$ 54,293.41	$ 67,610.67	66	Non-Exempt
Employee Relations Investigator	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Exempt
Employee Relations Manager	$ 75,930.73	$ 100,608.22	$ 125,285.71	80	Exempt
EMS Medical Director	$ 128,754.24	$ 170,599.37	$ 212,444.50	92	Exempt
EMS Operations Supervisor	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Non-Exempt
EMT - Advanced I	$ 31,478.70	$ 41,709.28	$ 51,939.86	60	Non-Exempt
EMT - Advanced II	$ 34,367.10	$ 45,536.40	$ 56,705.71	62	Non-Exempt
EMT - Basic	$ 30,107.93	$ 39,893.01	$ 49,678.09	59	Non-Exempt
EMT - Paramedic I	$ 35,933.69	$ 47,612.14	$ 59,290.59	63	Non-Exempt
EMT - Paramedic II	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Environmental Educator	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Non-Exempt

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Class Title	Minimum	Midpoint	Maximum	Grade	FLSA
Environmental Enforcement Specialist	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Non-Exempt
Environmental Health Administrator	$ 79,308.69	$ 105,084.02	$ 130,859.34	81	Exempt
Environmental Health Program Specialist	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Non-Exempt
Environmental Health Specialist I	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Environmental Health Specialist II	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Non-Exempt
Environmental Health Specialist III	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Non-Exempt
Environmental Health Supervisor	$ 60,901.24	$ 80,694.15	$ 100,487.05	75	Exempt
Equity and Inclusion Specialist	$ 58,306.58	$ 77,256.21	$ 96,205.85	74	Exempt
Erosion Control Officer	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Exempt
Erosion Control Technician	$ 37,549.25	$ 49,752.75	$ 61,956.26	64	Non-Exempt
Evidence & Property Technician	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Executive Administrative Assistant	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Executive Assistant to the County Manager	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Exempt
Executive Lieutenant	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Non-Exempt
Exemption Specialist	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Facilities and Construction Coordinator	$ 66,531.19	$ 88,153.82	$ 109,776.46	77	Exempt
Facilities Coordinator	$ 40,976.16	$ 54,293.41	$ 67,610.67	66	Non-Exempt
Facility Maintenance Supervisor	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Family Justice Division Manager	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Field Investigator	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Finance Business Analyst	$ 79,308.69	$ 105,084.02	$ 130,859.34	81	Exempt
Finance Director	$ 103,297.13	$ 136,868.69	$ 170,440.26	87	Exempt
Financial Analyst	$ 72,650.69	$ 96,262.16	$ 119,873.63	79	Exempt
Fiscal Support Specialist	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Fleet Manager	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Non-Exempt
Foreign Language Interpreter I	$ 34,367.10	$ 45,536.40	$ 56,705.71	62	Non-Exempt
Foreign Language Interpreter II	$ 37,549.25	$ 49,752.75	$ 61,956.26	64	Non-Exempt
General Services Director	$ 103,297.13	$ 136,868.69	$ 170,440.26	87	Exempt
General Services Facilities/Project Manager	$ 82,882.48	$ 109,819.29	$ 136,756.09	82	Exempt
GIS and Land Records Manager	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
GIS Technician	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Non-Exempt

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Class Title	Minimum	Midpoint	Maximum	Grade	FLSA
Grants Manager	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Exempt
Grounds Maintenance Supervisor	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Exempt
Grounds Techician I	$ 34,367.10	$ 45,536.40	$ 56,705.71	62	Non-Exempt
Grounds Techician II	$ 37,549.25	$ 49,752.75	$ 61,956.26	64	Non-Exempt
Grounds Techician III	$ 40,976.16	$ 54,293.41	$ 67,610.67	66	Non-Exempt
Health and Human Services Director	$ 107,947.95	$ 143,031.03	$ 178,114.12	88	Exempt
Health Services Coordinator	$ 66,531.19	$ 88,153.82	$ 109,776.46	77	Exempt
Heavy Equipment Mechanic Operator	$ 35,933.69	$ 47,612.14	$ 59,290.59	63	Non-Exempt
Heavy Equipment Operator	$ 34,367.10	$ 45,536.40	$ 56,705.71	62	Non-Exempt
HRIS Manager	$ 75,930.73	$ 100,608.22	$ 125,285.71	80	Exempt
Human Resources Coordinator	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Exempt
Human Resources Director	$ 103,297.13	$ 136,868.69	$ 170,440.26	87	Exempt
Human Resources Manager	$ 75,930.73	$ 100,608.22	$ 125,285.71	80	Exempt
Human Resources Operations Specialist	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Human Resources Technician I	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Human Resources Technician II	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
HVAC Specialist	$ 44,794.73	$ 59,353.01	$ 73,911.30	68	Non-Exempt
Identification Director	$ 94,631.92	$ 125,387.30	$ 156,142.68	85	Exempt
Identification Supervisor	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Exempt
Identification Technician I	$ 32,898.42	$ 43,590.41	$ 54,282.40	61	Non-Exempt
Identification Technician II	$ 34,367.10	$ 45,536.40	$ 56,705.71	62	Non-Exempt
Identification Technician III	$ 35,933.69	$ 47,612.14	$ 59,290.59	63	Non-Exempt
Income Maintenance Administrator I	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Income Maintenance Administrator II	$ 60,901.24	$ 80,694.15	$ 100,487.05	75	Exempt
Income Maintenance Caseworker I	$ 35,933.69	$ 47,612.14	$ 59,290.59	63	Non-Exempt
Income Maintenance Caseworker II	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Income Maintenance Caseworker III	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Income Maintenance Investigator	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Income Maintenance Supervisor II	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Exempt
Income Maintenance Supervisor III	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Exempt
Information & Communication Manager	$ 60,901.24	$ 80,694.15	$ 100,487.05	75	Exempt

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Class Title	Minimum	Midpoint	Maximum	Grade	FLSA
Information and Communication Specialist I	$ 40,976.16	$ 54,293.41	$ 67,610.67	66	Non-Exempt
Information and Communication Specialist II	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Exempt
Information and Communication Specialist III	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Information Technology Architect	$ 75,930.73	$ 100,608.22	$ 125,285.71	80	Exempt
Information Technology Director	$ 103,297.13	$ 136,868.69	$ 170,440.26	87	Exempt
Information Technology Division Manager	$ 86,652.09	$ 114,814.02	$ 142,975.95	83	Exempt
Information Technology Infrastructure Analyst I	$ 58,306.58	$ 77,256.21	$ 96,205.85	74	Exempt
Information Technology Infrastructure Analyst II	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Information Technology Infrastructure Analyst III	$ 66,531.19	$ 88,153.82	$ 109,776.46	77	Exempt
Information Technology Management Analyst	$ 72,650.69	$ 96,262.16	$ 119,873.63	79	Exempt
Information Technology Manager I	$ 69,517.50	$ 92,110.69	$ 114,703.88	78	Exempt
Information Technology Manager II	$ 75,930.73	$ 100,608.22	$ 125,285.71	80	Exempt
Information Technology Project Manager	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Information Technology Security Analyst I	$ 58,306.58	$ 77,256.21	$ 96,205.85	74	Exempt
Information Technology Security Analyst II	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Information Technology Security Analyst III	$ 66,531.19	$ 88,153.82	$ 109,776.46	77	Exempt
Information Technology Supervisor	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Information Technology Systems Administrator I	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Exempt
Information Technology Systems Administrator II	$ 58,306.58	$ 77,256.21	$ 96,205.85	74	Exempt
Information Technology Systems Administrator III	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Information Technology Systems Engineer	$ 58,306.58	$ 77,256.21	$ 96,205.85	74	Exempt
Information Technology Systems Manager	$ 75,930.73	$ 100,608.22	$ 125,285.71	80	Exempt
Internal Audit Director	$ 86,652.09	$ 114,814.02	$ 142,975.95	83	Exempt
Internal Auditor	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Investigation, Assessment, and Treatment Social Worker	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Non-Exempt
Investigations Administrator	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Non-Exempt
Justice Resource Division Manager	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Justice Services Director	$ 90,519.62	$ 119,938.50	$ 149,357.37	84	Exempt
Laboratory Technician	$ 40,976.16	$ 54,293.41	$ 67,610.67	66	Non-Exempt
Laborer	$ 24,135.30	$ 31,979.28	$ 39,823.25	54	Non-Exempt
Land Records Technician I	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt

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Class Title	Minimum	Midpoint	Maximum	Grade	FLSA
Land Records Technician II	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Landfill Manager	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Landfill Operations Assistant Manager	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Language Access Coordinator	$ 44,794.73	$ 59,353.01	$ 73,911.30	68	Exempt
Lead Electrical Specialist	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Librarian I	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Librarian II	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Exempt
Librarian III	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Exempt
Librarian IV	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Library Assistant	$ 26,387.27	$ 34,963.14	$ 43,539.00	56	Non-Exempt
Library Director	$ 94,631.92	$ 125,387.30	$ 156,142.68	85	Exempt
Library Page	$ -	$ -	$ -	NG	Non-Exempt
Library Specialist	$ 35,933.69	$ 47,612.14	$ 59,290.59	63	Non-Exempt
Library Substitute	$ -	$ -	$ -	NG	Non-Exempt
Lieutenant	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Non-Exempt
Local Health Director I	$ 98,891.09	$ 131,030.69	$ 163,170.30	86	Exempt
Maintenance Coordinator	$ 44,794.73	$ 59,353.01	$ 73,911.30	68	Exempt
Maintenance Technician I	$ 34,367.10	$ 45,536.40	$ 56,705.71	62	Non-Exempt
Maintenance Technician II	$ 37,549.25	$ 49,752.75	$ 61,956.26	64	Non-Exempt
Maintenance Technician III	$ 40,976.16	$ 54,293.41	$ 67,610.67	66	Non-Exempt
Major	$ 75,930.73	$ 100,608.22	$ 125,285.71	80	Exempt
Management Analyst	$ 72,650.69	$ 96,262.16	$ 119,873.63	79	Exempt
Management Analyst Supervisor	$ 79,308.69	$ 105,084.02	$ 130,859.34	81	Exempt
Mechanic I	$ 35,933.69	$ 47,612.14	$ 59,290.59	63	Non-Exempt
Mechanic II	$ 37,549.25	$ 49,752.75	$ 61,956.26	64	Non-Exempt
Medical Billing and Coding Specialist	$ 35,933.69	$ 47,612.14	$ 59,290.59	63	Non-Exempt
Medical Lab Technologist	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Non-Exempt
Medical Office Assistant	$ 32,898.42	$ 43,590.41	$ 54,282.40	61	Non-Exempt
Nutrition Program Manager	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Nutritionist I	$ 40,976.16	$ 54,293.41	$ 67,610.67	66	Non-Exempt
Nutritionist II	$ 44,794.73	$ 59,353.01	$ 73,911.30	68	Non-Exempt

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Class Title	Minimum	Midpoint	Maximum	Grade	FLSA
Nutritionist Supervisor	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Exempt
Operations and Facilities Coordinator	$ 40,976.16	$ 54,293.41	$ 67,610.67	66	Non-Exempt
Operations and Facilities Supervisor	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Organizational Development Coordinator	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Exempt
Organizational Development Manager	$ 75,930.73	$ 100,608.22	$ 125,285.71	80	Exempt
Paralegal	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Park Ranger I	$ 34,367.10	$ 45,536.40	$ 56,705.71	62	Non-Exempt
Park Ranger II	$ 37,549.25	$ 49,752.75	$ 61,956.26	64	Non-Exempt
Park Ranger Supervisor	$ 44,794.73	$ 59,353.01	$ 73,911.30	68	Exempt
Parks and Recreation Director	$ 90,519.62	$ 119,938.50	$ 149,357.37	84	Exempt
Patrol Administrator	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Payroll Specialist	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
PC Specialist I	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
PC Specialist II	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
PC Specialist III	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Performance Management Director	$ 90,519.62	$ 119,938.50	$ 149,357.37	84	Exempt
Permits and Inspections Assistant Director	$ 75,930.73	$ 100,608.22	$ 125,285.71	80	Exempt
Permits and Inspections Director	$ 94,631.92	$ 125,387.30	$ 156,142.68	85	Exempt
Personnel and Training Officer	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Non-Exempt
Pharmacist	$ 86,652.09	$ 114,814.02	$ 142,975.95	83	Exempt
Physician Director II-A	$ 134,531.05	$ 178,253.64	$ 221,976.23	93	Exempt
Physician III-A	$ 128,754.24	$ 170,599.37	$ 212,444.50	92	Exempt
Planner I	$ 44,794.73	$ 59,353.01	$ 73,911.30	68	Exempt
Planner II	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Exempt
Planner III	$ 66,531.19	$ 88,153.82	$ 109,776.46	77	Exempt
Planning Director	$ 94,631.92	$ 125,387.30	$ 156,142.68	85	Exempt
Planning Technician	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Plans Reviewer	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Plumbing Specialist	$ 44,794.73	$ 59,353.01	$ 73,911.30	68	Non-Exempt
Power Plant Operator	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Exempt
Preparedness Officer	$ 60,901.24	$ 80,694.15	$ 100,487.05	75	Exempt

FY2022 Classification and Compensation Plan

Class Title	Minimum	Midpoint	Maximum	Grade	FLSA
Preservation Specialist	$ 34,367.10	$ 45,536.40	$ 56,705.71	62	Non-Exempt
Pre-Trial Release Coordinator	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Pre-Trial Release Program Manager	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Exempt
Pre-Trial Release Supervisor	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Exempt
Pre-Trial Services Screener	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Principal Planner	$ 72,650.69	$ 96,262.16	$ 119,873.63	79	Exempt
Procurement Manager	$ 69,517.50	$ 92,110.69	$ 114,703.88	78	Exempt
Procurement Specialist	$ 34,367.10	$ 45,536.40	$ 56,705.71	62	Non-Exempt
Program Coordinator	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Program Manager I	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Program Manager II	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Program Supervisor	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Exempt
Property Appraiser I	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Property Appraiser II	$ 44,794.73	$ 59,353.01	$ 73,911.30	68	Non-Exempt
Property Appraiser III	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Non-Exempt
Public Health Nurse Administrator	$ 82,882.48	$ 109,819.29	$ 136,756.09	82	Exempt
Public Health Nurse I	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Exempt
Public Health Nurse II	$ 58,306.58	$ 77,256.21	$ 96,205.85	74	Exempt
Public Health Nurse III	$ 60,901.24	$ 80,694.15	$ 100,487.05	75	Exempt
Public Health Nurse Supervisor I	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Public Health Nurse Supervisor II	$ 69,517.50	$ 92,110.69	$ 114,703.88	78	Exempt
Public Information Assistant	$ 35,933.69	$ 47,612.14	$ 59,290.59	63	Non-Exempt
Public Relations Coordinator	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Public Safety Training Facility Manager	$ 69,517.50	$ 92,110.69	$ 114,703.88	78	Exempt
Public Safety Training Facility Technician	$ 44,794.73	$ 59,353.01	$ 73,911.30	68	Non-Exempt
Quality Assurance Manager	$ 66,531.19	$ 88,153.82	$ 109,776.46	77	Exempt
Quality Assurance Specialist I	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Quality Assurance Specialist II	$ 60,901.24	$ 80,694.15	$ 100,487.05	75	Exempt
Radio Systems Analyst I	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Exempt
Radio Systems Analyst II	$ 58,306.58	$ 77,256.21	$ 96,205.85	74	Exempt
Reassurance Coordinator	$ 35,933.69	$ 47,612.14	$ 59,290.59	63	Non-Exempt

FY2022 Classification and Compensation Plan

Class Title	Minimum	Midpoint	Maximum	Grade	FLSA
Recreation Planner	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Non-Exempt
Recreation Program Assistant	$ 26,387.27	$ 34,963.14	$ 43,539.00	56	Non-Exempt
Recreation Services Program Coordinator	$ 44,794.73	$ 59,353.01	$ 73,911.30	68	Non-Exempt
Recreation Services Program Manager	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Non-Exempt
Recruiter	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Non-Exempt
Register of Deeds	$ -	$ -	$ -	NG	Exempt
Risk Manager	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Safety Officer	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Scale House Supervisor	$ 34,367.10	$ 45,536.40	$ 56,705.71	62	Non-Exempt
Security Guard	$ 24,135.30	$ 31,979.28	$ 39,823.25	54	Non-Exempt
Senior Accountant	$ 69,517.50	$ 92,110.69	$ 114,703.88	78	Exempt
Senior Air Quality Specialist	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Non-Exempt
Senior Attorney I	$ 94,631.92	$ 125,387.30	$ 156,142.68	85	Exempt
Senior Attorney II	$ 103,297.13	$ 136,868.69	$ 170,440.26	87	Exempt
Senior Attorney III	$ 107,947.95	$ 143,031.03	$ 178,114.12	88	Exempt
Senior Citizens Affairs	$ 30,107.93	$ 39,893.01	$ 49,678.09	59	Non-Exempt
Sergeant	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Sergeant Detective	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Non-Exempt
Service and Continuity Manager	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Sheriff	$ -	$ -	$ -	NG	Exempt
Sheriff's Data Technician	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Social Services Program Coordinator	$ 60,901.24	$ 80,694.15	$ 100,487.05	75	Exempt
Social Work Program Manager	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Social Work Supervisor II	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Exempt
Social Work Supervisor III	$ 60,901.24	$ 80,694.15	$ 100,487.05	75	Exempt
Social Worker I	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Social Worker II	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Social Worker III	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Non-Exempt
Software Developer I	$ 58,306.58	$ 77,256.21	$ 96,205.85	74	Exempt
Software Developer II	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Software Developer III	$ 66,531.19	$ 88,153.82	$ 109,776.46	77	Exempt

FY2022 Classification and Compensation Plan

Class Title	Minimum	Midpoint	Maximum	Grade	FLSA
Soil Conservationist	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Non-Exempt
Soil Scientist	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Non-Exempt
Solid Waste Coordinator	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Exempt
Solid Waste Director	$ 90,519.62	$ 119,938.50	$ 149,357.37	84	Exempt
Solid Waste Manager (Engineering)	$ 75,930.73	$ 100,608.22	$ 125,285.71	80	Exempt
Solid Waste Manager (Operations)	$ 75,930.73	$ 100,608.22	$ 125,285.71	80	Exempt
Solid Waste Program Manager	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Solid Waste Scale Operator	$ 28,835.08	$ 38,206.48	$ 47,577.88	58	Non-Exempt
Solid Waste Utility Worker	$ 26,387.27	$ 34,963.14	$ 43,539.00	56	Non-Exempt
Staff Development Specialist	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Exempt
Stormwater Engineer/Hydrologist	$ 69,517.50	$ 92,110.69	$ 114,703.88	78	Exempt
Strategic Partnerships Business Officer	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Strategic Partnerships Director	$ 90,519.62	$ 119,938.50	$ 149,357.37	84	Exempt
Sustainability Officer	$ 69,517.50	$ 92,110.69	$ 114,703.88	78	Exempt
Systems Specialist	$ 35,933.69	$ 47,612.14	$ 59,290.59	63	Non-Exempt
Tax Assessor	$ 90,519.62	$ 119,938.50	$ 149,357.37	84	Exempt
Tax Collections Clerk	$ 34,367.10	$ 45,536.40	$ 56,705.71	62	Non-Exempt
Tax Collections Supervisor	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Exempt
Tax Collector	$ 90,519.62	$ 119,938.50	$ 149,357.37	84	Exempt
Tax Data Collector	$ 30,107.93	$ 39,893.01	$ 49,678.09	59	Non-Exempt
Tax Revenue Collector	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Tax Systems Analyst	$ 53,410.99	$ 70,769.56	$ 88,128.13	72	Exempt
Tax Systems Technician	$ 48,858.08	$ 64,736.95	$ 80,615.83	70	Non-Exempt
Telecommunications Supervisor	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Telecommunicator I	$ 35,933.69	$ 47,612.14	$ 59,290.59	63	Non-Exempt
Telecommunicator II	$ 39,213.75	$ 51,958.21	$ 64,702.68	65	Non-Exempt
Telecommunicator III	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Training Officer	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Transfer Station Assistant Manager	$ 42,885.44	$ 56,823.21	$ 70,760.97	67	Non-Exempt
Transfer Station Manager	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Transfer Station Operator	$ 27,562.22	$ 36,519.94	$ 45,477.66	57	Non-Exempt

FY2022 Classification and Compensation Plan

Class Title	Minimum	Midpoint	Maximum	Grade	FLSA
Transfer Truck Driver I	$ 34,367.10	$ 45,536.40	$ 56,705.71	62	Non-Exempt
Transfer Truck Driver II	$ 37,549.25	$ 49,752.75	$ 61,956.26	64	Non-Exempt
Vehicle Maintenance Supervisor	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Veterans Service Officer I	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt
Veterans Service Officer II	$ 51,110.05	$ 67,720.82	$ 84,331.58	71	Non-Exempt
Veterans Service Officer Supervisor	$ 55,760.86	$ 73,883.14	$ 92,005.42	73	Exempt
Warrant Officer	$ 24,135.30	$ 31,979.28	$ 39,823.25	54	Non-Exempt
Website Administrator	$ 63,691.73	$ 84,391.55	$ 105,091.36	76	Exempt
Zoning and Code Compliance Officer	$ 46,801.92	$ 62,012.54	$ 77,223.17	69	Non-Exempt

FY2022 Classification and Compensation Plan Changes

Class Title	Grade	FLSA	Addition/Change
Appraisal Supervisor	73	Exempt	Addition
Cataloger	63	Non-Exempt	Addition
Chief Equity and Human Rights Officer	83	Exempt	Addition
Chief Information Security Officer	84	Exempt	Addition
Community Paramedic	65	Non-Exempt	Addition
Community Paramedic Program Manager	73	Exempt	Addition
Control Room Operator	61	Non-Exempt	Addition
Deputy	66	Non-Exempt	Addition
Detention Deputy	66	Non-Exempt	Addition
Director I	84	Exempt	Addition
Director II	85	Exempt	Addition
Director III	87	Exempt	Addition
Director IV	88	Exempt	Addition
Division Manager I	78	Exempt	Addition
Division Manager II	80	Exempt	Addition
Division Manager III	82	Exempt	Addition
Environmental Educator	70	Non-Exempt	Addition
Equity and Inclusion Specialist	74	Exempt	Addition
Executive Administrative Assistant	67	Non-Exempt	Addition
Finance Business Analyst	81	Exempt	Addition
Fiscal Support Specialist	67	Non-Exempt	Addition
Information Technology Architect	80	Exempt	Addition
Information Technology Management Analyst	79	Exempt	Addition
Information Technology Manager II	80	Exempt	Addition
Information Technology Project Manager	76	Exempt	Addition
Information Technology Supervisor	76	Exempt	Addition
Program Manager I	73	Exempt	Addition
Program Manager II	76	Exempt	Addition
Property Appraiser I	65	Non-Exempt	Addition
Radio Systems Analyst I	72	Exempt	Addition
Radio Systems Analyst II	74	Exempt	Addition
Recreation Planner	70	Non-Exempt	Addition
Senior Attorney III	88	Exempt	Addition

FY2022 Classification and Compensation Plan Changes

Class Title	Grade	FLSA	Addition/Change
Systems Specialist	63	Non-Exempt	Addition
Tax Systems Analyst	72	Exempt	Addition
Tax Systems Technician	70	Non-Exempt	Addition
Training Officer	73	Exempt	Addition
Zoning and Code Compliance Officer	69	Non-Exempt	Addition
Accounting Specialist I	69	Exempt	Title Change to remove "I"
Accounting Supervisor	71	Exempt	Change to grade
Administrative Officer II	72	Exempt	Change to title
Air Quality Supervisor	73	Exempt	Change to title
Assistant Director of Building Inspections	74	Exempt	Change to totle and grade
Assistant Landfill Operations Supervisor	67	Non-Exempt	Change to title
Assistant Transfer Station Supervisor	67	Non-Exempt	Change to title
Attorney Supervisor I	85	Exempt	Change to remove "I"
Benefits Administrator	72	Exempt	Change to grade
Benefits Specialist	74	Exempt	Change to grade
Budget Analyst	77	Exempt	Change to title
Building Inspections Director	85	Exempt	Change to title
CDE Supervisor	69	Exempt	Change to title
Communication Supervisor	73	Exempt	Change to grade
Customer Service Specialist	66	Non-Exempt	Change to grade
Database Coordinator II	63	Non-Exempt	Change to title
Employee Relations Coordinator	72	Exempt	Change title to Investigator
EMS Operations Supervisor	73	Non-Exempt	Change to grade
Executive Assistant to the County Manager	71	Exempt	Change to grade & FLSA
Financial Analyst I	79	Exempt	Change to title, grade, FLSA
GIS Technician I	70	Non-Exempt	Change Title to remove "I"
GIS/Land Records Analyst - Supervisor	75	Exempt	Change to title "GIS and Land Records Manager" and change grade from 75 to 73
Human Resourtces Coordinator I	76	Exempt	Title Change to remove "I"
Income Maintenance Investigator II	67	Non-Exempt	Remove the "II"
Information Technology Division Manager	82	Exempt	Change to grade
Information Technology Manager I	78	Exempt	Change to title
Information Technology Systems Engineer I	74	Exempt	Change to title

FY2022 Classification and Compensation Plan Changes

Class Title	Grade	FLSA	Addition/Change
Medical Lab Technologist I	71	Non-Exempt	Remove the "I"
Operations and Facilities Coordinator	71	Exempt	Change to grade and FLSA
Organizational Development Coordinator	70	Exempt	Change to grade
Payroll Specialist	69	Non-Exempt	Change to grade
Physician Extender	83	Exempt	Title change (Advanced Practice Clinician)
Pre-Trial Release Program Manager	76	Exempt	Change to Program Manager II + Grade
Program Supervisor	70	Exempt	Change to grade
Quality Assurance Specialist III	77	Exempt	Change to title (QA Manager)
Recreation Program Specialist	56	Non-Exempt	Change to title (from Specialist to Assistant)
Service and Continuity Manager	78	Exempt	Change to grade from 78 to 76
Tax Clerk	62	Non-Exempt	Change to title (Tax Collections Clerk)
Tax Data Collector I	59	Non-Exempt	Remove the "I"
Website Administrator III	76	Exempt	Remove the "III"
911 Communications Division Manager	80	Exempt	Deletion
Accounting Specialist II	71	Exempt	Deletion
Administrative Officer I	65	Non-Exempt	Deletion
Administrative Officer III	75	Exempt	Deletion
Administrative Support Associate V	65	Non-Exempt	Deletion
Assistant Sheriff Communication Supervisor	65	Non-Exempt	Deletion
Budget Manager	80	Exempt	Deletion
Building Automation Technician	68	Non-Exempt	Deletion
Business Systems Specialist I	72	Exempt	Deletion
Business Systems Specialist II	74	Exempt	Deletion
Chief Property Appraiser - Supervisor	75	Exempt	Deletion
Civil Execution Officer	67	Non-Exempt	Deletion
Classification Officer	69	Non-Exempt	Deletion
Code Enforcement Officer III (Lead)	70	Non-Exempt	Deletion
Controller	83	Exempt	Deletion
Court Bailiff Deputy	65	Non-Exempt	Deletion
Customer Service Coordinator	68	Exempt	Deletion
Database Coordinator I	61	Non-Exempt	Deletion

FY2022 Classification and Compensation Plan Changes

Class Title	Grade	FLSA	Addition/Change
Database Coordinator III	65	Non-Exempt	Deletion
Detective Supervisor	71	Non-Exempt	Deletion
Early Chidhood Education Coordinator	76	Exempt	Deletion
Emergency Management Division Manager	80	Exempt	Deletion
Emergency Planner	72	Non-Exempt	Deletion
Employee Relations Officer	82	Exempt	Deletion
EMS Division Manager	80	Exempt	Deletion
EMS Training Officer	73	Exempt	Deletion
EMT-P Shift Supervisor -Temp	70	Non-Exempt	Deletion
End User Technology Architect	76	Exempt	Deletion
ERP Systems Administrator	80	Exempt	Deletion
Facilities/Safety Officer	66	Non-Exempt	Deletion
GIS Analyst	72	Exempt	Deletion
GIS Technician II	72	Exempt	Deletion
Human Resourced Analyst	70	Non-Exempt	Deletion
Human Resources Coordinator II	78	Exempt	Deletion
Human Services Analyst Supervisor	82	Exempt	Deletion
Human Services Program Consultant I	72	Exempt	Deletion
Human Services Program Consultant II	74	Exempt	Deletion
Human Services Program Consultant III	76	Exempt	Deletion
Income Maintenance Trainer	65	Non-Exempt	Deletion
Income Maintenance Trainer Manager	71	Exempt	Deletion
Income Maintenance Trainer Supervisor	69	Exempt	Deletion
Information & Communication Officer	77	Exempt	Deletion
Lead Income Maintenance Caseworker I	63	Non-Exempt	Deletion
Library Associate	62	Non-Exempt	Deletion
Multimedia Specialist	69	Non-Exempt	Deletion
Operations and Facilities Manager	75	Exempt	Deletion
Patrol Deputy	66	Non-Exempt	Deletion
Payroll Technician	67	Non-Exempt	Deletion
Personal Property Manager - Supervisor	75	Exempt	Deletion
Project Coordinator	66	Non-Exempt	Deletion
Property Appraiser III - Commercial Appraisal Supervisor	75	Exempt	Deletion

FY2022 Classification and Compensation Plan Changes

Class Title	Grade	FLSA	Addition/Change
Property Appraiser III - Exemption Supervisor	75	Exempt	Deletion
Quality Assurance Program Consultant I	69	Exempt	Deletion
Quality Assurance Program Consultant II	71	Exempt	Deletion
Senior Administrative Officer	77	Exempt	Deletion
Social Work Trainer	72	Exempt	Deletion
Social Work Trainer Manager	76	Exempt	Deletion
Social Work Trainer Supervisor	75	Exempt	Deletion
Software Services Division Manager	78	Exempt	Deletion
Total Rewards Manager	80	Exempt	Deletion
Training Specialist	75	Non-Exempt	Deletion
Transfer Station Coordinator	71	Exempt	Deletion
Transportation Officer Trainee	61	Non-Exempt	Deletion
Video Technician	68	Non-Exempt	Deletion
Video Technician	68	Non-Exempt	Deletion
Website Administrator I	72	Exempt	Deletion
Website Administrator II	74	Exempt	Deletion

Buncombe County Fee Schedule

Fiscal Year 2022

July 1, 2021 – June 30, 2022

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Introduction

This fee schedule includes Buncombe County fees for the Fiscal Year 2022, July 1, 2021 through June 30, 2022.

North Carolina General Statutes
Fees established by North Carolina General Statutes may be included.

WNC Regional Air Quality Agency Fees
Air quality fees are determined by the WNC Regional Air Quality Agency (WNCRAQA) Board per the Interlocal Agreement between Buncombe County and the City of Asheville. These fees, including definitions and additional details, are included in Chapter 17.0203 of the Agency's regulations, which can be found under *Regulations & Forms* on the website at www.wncairquality.org.

With the exception of the annual Title V tonnage fee, which is determined each year by the Board as part of the budget process, all other fees are adopted into the WNCRAQA Code through the Agency's rule making process, which includes public notice and comment procedures. Chapter 1 of the WNCRAQA Code includes the Interlocal Agreement, the authority under which the program is administered.

Public Health Clinical Services Fees
Buncombe County Public Health monitors price fluctuations and insurance reimbursement rates throughout the year. The clinic has a mechanism in place that allows the Buncombe County Health Director to make mid-year adjustments. These adjustments occur quarterly and are subject to Board approval.

Fee Schedule Changes for FY2022

The following departments are amending fees for FY2022.

Public Health Clinical Services may be changing several fees through its in-year adjustment process. These adjustments occur quarterly and are subject to Board approval.

Elections is changing the following fees:

- Filing fees for county offices: updating to adhere to G.S. 163-107 which states these fees are calculated at 1% of annual salary
- Data request is changing from $3 per compact disk (CD) to $5 per flash drive to accommodate the changing media type
- Data request is changing from $0.30 per sheet/page of mailing labels to $0.35 per sheet/page of mailing labels

The **Library** is eliminating overdue fines for books, audiobooks, music, and DVDs to increase accessibility of materials.

Planning and Development is updating several fee descriptions for clarification purposes, consolidating fees as well as amending, and/or implementing several fees, including:

Type of Fee	Recommended FY2022 Fee
Home Occupations, Change of Uses Within Existing Structures, Establishment or Expansion of Land Uses Where Primary Uses of Land Are Outdoors (Excluding Junkyards)	$125 flat fee
Re-inspection: All permits requiring site inspection	$25 flat fee
Site Plan Review: All new structures, existing structure footprint changes, and site work projects	$25 flat fee
Site Plan/Plat Resubmittal: Stormwater and Erosion Control Plans, Minor and Major Subdivisions, and Commercial and Multi-Family Development Site Plans	$150 flat fee
Stormwater Management: Renewal of guarantee of improvements	$100 flat fee
Stormwater Management: Partial release of guarantee of improvements	$100 flat fee
Work/Use Without Permit: All fees shall be double the base fee if land uses, construction, and/or land disturbing activities are commenced before obtaining a permit.	Double regular permit fee

Recreation Services is amending five fees:

- Annual sailboat storage fee ($700 per year from $400 per year)
- Canoe/kayak storage fee ($400 per year from $200 per year)
- Senior **& Veteran** annual fishing permit (adds veteran to existing senior citizen fee of $10 per year)
- Senior **& Veteran** daily fishing permit (adds veteran to existing senior citizen fee of $3 per day)
- Wetslip ($200 per year from $125 per year)

The **Register of Deeds** is eliminating the Copy of UCC Statement fee as they do not offer this service.

The **Sheriff's Office** is eliminating the Animal Pick-up Fee while continuing to offer this service to the community.

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Agriculture & Land Resources	Cooperative Extension	Plastic Mulch Layer	Daily Use Fee	$ 50.00	per day
Agriculture & Land Resources	Cooperative Extension	Water Wheel Transplanter	Daily Use Fee	$ 40.00	per day
Agriculture & Land Resources	Soil Conservation	No Till Seed Drill	This fee is charged for renting agriculture equipment	$ 10.00	per acre
Agriculture & Land Resources	Soil Conservation	Post Driver	This fee is charged for renting agriculture equipment	$ 50.00	per day
Agriculture & Land Resources	Soil Conservation	Weed Wiper	This fee is charged for renting agriculture equipment	$ 35.00	per day
Air Quality	Annual Small & Area Source Permit Fees	Combustion Sources- Boilers & Other Combustion Sources, 1 to 4.99 MM BTU/hr	Annual Permit Fee	$ 200.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Combustion Sources- Boilers & Other Combustion Sources, 100 and Greater MM BTU/hr	Annual Permit Fee	$ 700.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Combustion Sources- Boilers & Other Combustion Sources, 15 to 34.99 MM BTU/hr	Annual Permit Fee	$ 400.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Combustion Sources- Boilers & Other Combustion Sources, 35 to 74.99 MM BTU/hr	Annual Permit Fee	$ 500.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Combustion Sources- Boilers & Other Combustion Sources, 5 to 14.99 MM BTU/hr	Annual Permit Fee	$ 300.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Combustion Sources- Boilers & Other Combustion Sources, 75 to 99.99 MM BTU/hr	Annual Permit Fee	$ 600.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Federal Standards- MACT or GACT	Annual Permit Fee	$ 300.00	per year

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Air Quality	Annual Small & Area Source Permit Fees	Federal Standards- NSPS	Annual Permit Fee	$ 100.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Generators	Annual Permit Fee	$ 38.00	per 100 kW/ per year
Air Quality	Annual Small & Area Source Permit Fees	Incinerators- Biological	Annual Permit Fee	$ 300.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Incinerators- Waste	Annual Permit Fee	$ 300.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Miscellaneous Processes - Controlled	Annual Permit Fee	$ 300.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Miscellaneous Processes - Uncontrolled	Annual Permit Fee	$ 300.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Non-Metallic Mineral Processing-Conveyors	Annual Permit Fee	$ 10.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Non-Metallic Mineral Processing-Crushers	Annual Permit Fee	$ 100.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Non-Metallic Mineral Processing-Grinders	Annual Permit Fee	$ 300.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Non-Metallic Mineral Processing-Others	Annual Permit Fee	$ 200.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Non-Metallic Mineral Processing-Screens	Annual Permit Fee	$ 50.00	per year

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Air Quality	Annual Small & Area Source Permit Fees	Other Reciprocating Internal Combustion Engines	Annual Permit Fee	$ 25.00	per 100 HP/ per year
Air Quality	Annual Small & Area Source Permit Fees	Other Sources - Dry Cleaners	Annual Permit Fee	$ 100.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Other Sources - Stage 1	Annual Permit Fee	$ 125.00	< 200,000 gallons dispensed per year
Air Quality	Annual Small & Area Source Permit Fees	Other Sources - Stage 2	Annual Permit Fee	$ 250.00	200,000 - 799,999 gallons dispensed per year
Air Quality	Annual Small & Area Source Permit Fees	Other Sources - Stage 3	Annual Permit Fee	$ 375.00	800,000 - 1,500,000 gallons dispensed per year
Air Quality	Annual Small & Area Source Permit Fees	Other Sources - Stage 4	Annual Permit Fee	$ 500.00	>=1,500,000 gallons dispensed per year
Air Quality	Annual Small & Area Source Permit Fees	Particulate Emission Sources-Controlled	Annual Permit Fee	$ 250.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Particulate Emission Sources-Uncontrolled	Annual Permit Fee	$ 250.00	per year
Air Quality	Annual Small & Area Source Permit Fees	Small Source Tonnage Fee	Annual Permit Fee	$ 49.00	per ton

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Air Quality	Annual Small & Area Source Permit Fees	VOC Emission Sources - Others	Annual Permit Fee	$ 300.00	per year
Air Quality	Annual Small & Area Source Permit Fees	VOC Emission Sources - Paint Spray Booths	Annual Permit Fee	$ 300.00	per year
Air Quality	Annual Small & Area Source Permit Fees	VOC Emission Sources - Printing Operations	Annual Permit Fee	$ 300.00	per year
Air Quality	Annual Small & Area Source Permit Fees	VOC Emission Sources - Solvent Cleansers/Degreasers	Annual Permit Fee	$ 100.00	per year
Air Quality	Annual Synthetic Minor and Title V Source Fees	Synthetic Minor - Base Fee	Annual Permit Fee	$ 3,000.00	per year
Air Quality	Annual Synthetic Minor and Title V Source Fees	Synthetic Minor - Tonnage Fee	Annual Permit Fee	$ 49.00	per ton
Air Quality	Annual Synthetic Minor and Title V Source Fees	Title V - Base Fee	Annual Permit Fee	$ 5,000.00	per year
Air Quality	Annual Synthetic Minor and Title V Source Fees	Title V - Tonnage Fee	Annual Permit Fee	$ 53.00	per ton
Air Quality	Annual Synthetic Minor and Title V Source Fees	Title V Nonattainment Area Added Fee	Annual Permit Fee	$ 3,500.00	per year

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Air Quality	Asbestos	40 CFR 61 NESHAP Friable, $100-$400 for the first 500 ft2 + $200 for each additional 500 ft2	Application Fees	$100 & up	by square footage
Air Quality	Asbestos	City of Asheville and Buncombe County Demolition and Renovation Permit Review- Commercial	Permit Review	$ 50.00	per structure
Air Quality	Asbestos	City of Asheville and Buncombe County Demolition and Renovation Permit Review- Single Family Structure	Permit Review	$ 25.00	per structure
Air Quality	Asbestos	Demolition - 40 CFR 62 NESHAP	Application Fees	$150-$500	per application
Air Quality	Asbestos	Demolition - Local	Application Fees	$ 100.00	per application
Air Quality	Asbestos	Local Friable, $100-$400 for the first 500 ft2 + $200 for each additional 500 ft2	Application Fees	$100 & UP	by square footage
Air Quality	Asbestos	Renovation - Commercial Non-friable, $100-$200 for the first 1,000 ft2 + $200 for each additional 2,000 ft2	Application Fees	$100 & up	by square footage
Air Quality	Asbestos	Renovation - Residential Non-friable	Application Fees	$ 75 -150	per application
Air Quality	Non Title V Facilities	Initial Application - 112(r) Sources	Application Fees	$ 250.00	per application
Air Quality	Non Title V Facilities	Initial Application - Dry Cleaners	Application Fees	$ 150.00	per application
Air Quality	Non Title V Facilities	Initial Application - Small Sources	Application Fees	$ 200.00	per application
Air Quality	Non Title V Facilities	Initial Application - Stage 1 Sources	Application Fees	$ 200.00	per application
Air Quality	Non Title V Facilities	Initial Application - Synthetic Minor Sources	Application Fees	$ 500.00	per application

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Air Quality	Non Title V Facilities	Initial Application - Transportation Sources	Application Fees	$ 400.00	per application
Air Quality	Non Title V Facilities	Modifications - Dry Cleaners	Application Fees	$ 100.00	per application
Air Quality	Non Title V Facilities	Modifications - Small Sources	Application Fees	$ 200.00	per application
Air Quality	Non Title V Facilities	Modifications - Stage 1 Sources	Application Fees	$ 200.00	per application
Air Quality	Non Title V Facilities	Modifications - Synthetic Minor Sources	Application Fees	$ 500.00	per application
Air Quality	Non Title V Facilities	Modifications - Transportation Sources	Application Fees	$ 400.00	per application
Air Quality	Non Title V Facilities	Modifications- 112(r) Sources	Application Fees	$ 250.00	per application
Air Quality	Open Burning	Industrial/Commercial Machine Piled Each Acre or Part Thereof	Application Fees	$ 250.00	per acre
Air Quality	Open Burning	Machine Piled- 0-2 acres	Application Fees	$ 150.00	per acre
Air Quality	Open Burning	Machine Piled- Each Acre or part thereof	Application Fees	$ 250.00	per acre
Air Quality	Open Burning	Residential Hand Piled	Application Fees	No charge	per application
Air Quality	Title V Facilities	17.0300 Permit	Application Fees	$ 900.00	per application
Air Quality	Title V Facilities	Initial Application or Major Modification	Application Fees	$ 9,000.00	per application
Air Quality	Title V Facilities	Initial Application or Major Modification (PSD and NSR/NAA)	Application Fees	$ 26,235.00	per application
Air Quality	Title V Facilities	Initial Application or Major Modification (PSD or NSR/NAA)	Application Fees	$ 13,488.00	per application
Air Quality	Title V Facilities	Minor Modification	Application Fees	$ 900.00	per application
Air Quality		Administrative Change Initiated by Facility	Application Fees	$ 100.00	per application

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Air Quality		Limited and Temporary Permit	Application Fees	$ 200.00	per application
Clinical Services	Family Planning	Established patient -- complex visit -- 40 minutes	Office Visit	$ 268.00	per visit
Clinical Services	Family Planning	Established patient -- detailed visit -- 25 minutes	Office Visit	$ 180.00	per visit
Clinical Services	Family Planning	Established patient -- expanded visit -- 15 minutes	Office Visit	$ 116.00	per visit
Clinical Services	Family Planning	Established patient -- limited visit -- 10 minutes	Office Visit	$ 84.00	per visit
Clinical Services	Family Planning	Established patient -- nurse only visit -- 5 minutes	Office Visit	$ 51.00	per visit
Clinical Services	Family Planning	Established patient preventive visit: Age 12 - 17	Office Visit	$ 215.00	per visit
Clinical Services	Family Planning	Established patient preventive visit: Age 18 - 39	Office Visit	$ 209.00	per visit
Clinical Services	Family Planning	Established patient preventive visit: Age 40 - 64	Office Visit	$ 233.00	per visit
Clinical Services	Family Planning	Established patient preventive visit: Age 65+	Office Visit	$ 258.00	per visit
Clinical Services	Family Planning	New patient -- complex visit -- 60 minutes	Office Visit	$ 360.00	per visit
Clinical Services	Family Planning	New patient -- detailed visit -- 30 minutes	Office Visit	$ 195.00	per visit
Clinical Services	Family Planning	New patient -- expanded visit -- 20 minutes	Office Visit	$ 137.00	per visit
Clinical Services	Family Planning	New patient -- limited visit -- 10 minutes	Office Visit	$ 92.00	per visit
Clinical Services	Family Planning	New patient -- moderate visit -- 45 minutes	Office Visit	$ 287.00	per visit
Clinical Services	Family Planning	New patient preventive visit: Age 12 - 17	Office Visit	$ 249.00	per visit
Clinical Services	Family Planning	New patient preventive visit: Age 18 - 39	Office Visit	$ 246.00	per visit

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Clinical Services	Family Planning	New patient preventive visit: Age 40 - 64	Office Visit	$ 293.00	per visit
Clinical Services	Family Planning	New patient preventive visit: Age 65+	Office Visit	$ 317.00	per visit
Clinical Services	Family Planning	Phone established patient visit 11-20 minutes	Office Visit	$ 93.00	per visit
Clinical Services	Family Planning	Phone established patient visit 21-30 minutes	Office Visit	$ 144.00	per visit
Clinical Services	Family Planning	Phone established patient visit 5-10 minutes	Office Visit	$ 67.00	per visit
Clinical Services	Immunization	Diphtheria, Tetanus, and Pertussis Vaccine (DTaP)	Vaccine	$ 50.00	per vaccine
Clinical Services	Immunization	DTaP-Haemophilus influenzae type B-Inactivated Poliovirus	Vaccine	$ 114.00	per vaccine
Clinical Services	Immunization	DTaP-Hepatitis B-Inactivated Poliovirus Vaccine	Vaccine	$ 103.00	per vaccine
Clinical Services	Immunization	DTaP-IPV Vaccine	Vaccine	$ 74.00	per vaccine
Clinical Services	Immunization	Foreign Travel Prescription Fee (per prescription)	Prescription fee	$ 10.00	per vaccine
Clinical Services	Immunization	Foreign Travel Prescription Rewrite Fee (per prescription)	Prescription fee	$ 10.00	per vaccine
Clinical Services	Immunization	Haemophilus influenzae type B (Hib) Vaccine (ActHIB)	Vaccine	$ 37.00	per vaccine
Clinical Services	Immunization	Haemophilus influenzae type B (Hib) Vaccine (PedvaxHIB)	Vaccine	$ 48.00	per vaccine
Clinical Services	Immunization	Hepatitis A and Hepatitis B Vaccine, adult	Vaccine	$ 132.00	per vaccine
Clinical Services	Immunization	Hepatitis A Vaccine, adult	Vaccine	$ 94.00	per vaccine
Clinical Services	Immunization	Hepatitis A Vaccine, pediatric	Vaccine	$ 55.00	per vaccine
Clinical Services	Immunization	Hepatitis B Vaccine, adult (2 shot series)	Vaccine	$ 140.00	per vaccine
Clinical Services	Immunization	Hepatitis B Vaccine, adult (3 shot series)	Vaccine	$ 84.00	per vaccine
Clinical Services	Immunization	Hepatitis B Vaccine, pediatric	Vaccine	$ 46.00	per vaccine

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Clinical Services	Immunization	Human Papillomavirus Vaccine, HPV9	Vaccine	$ 260.00	per vaccine
Clinical Services	Immunization	Influenza Quadrivalent Vaccine, inactivated (6 months of age or older)	Vaccine	$ 38.00	per vaccine
Clinical Services	Immunization	Influenza Quadrivalent Vaccine, live (FluMist)	Vaccine	$ 42.00	per vaccine
Clinical Services	Immunization	Influenza Trivalent High-Dose Vaccine, inactivated (65 years of age & older)	Vaccine	$ 75.00	per vaccine
Clinical Services	Immunization	Influenza Trivalent Vaccine, inactivated, egg-free (18 years of age & older)	Vaccine	$ 75.00	per vaccine
Clinical Services	Immunization	International Certificate of Vaccination (WHO card) Replacement Fee	Vaccine verification card	$ 10.00	per vaccine
Clinical Services	Immunization	Japanese Encephalitis Virus Vaccine	Vaccine	$ 340.00	per vaccine
Clinical Services	Immunization	Lifetime Immunization Card Replacement Fee	Vaccine verification card	$ 5.00	per vaccine
Clinical Services	Immunization	Measles, Mumps, and Rubella Virus Vaccine	Vaccine	$ 102.00	per vaccine
Clinical Services	Immunization	Measles, Mumps, Rubella, and Varicella Virus Vaccine	Vaccine	$ 250.00	per vaccine
Clinical Services	Immunization	Meningococcal Group B Vaccine	Vaccine	$ 205.00	per vaccine
Clinical Services	Immunization	Meningococcal Polysaccharide Conjugate Vaccine	Vaccine	$ 153.00	per vaccine
Clinical Services	Immunization	Meningococcal Polysaccharide Conjugate Vaccine (MenQuadfi)	Vaccine	$ 153.00	per vaccine
Clinical Services	Immunization	Pneumococcal 13-Valent Conjugate Vaccine (PCV13)	Vaccine	$ 235.00	per vaccine
Clinical Services	Immunization	Pneumococcal 23-Valent Polysaccharide Vaccine (PPSV23)	Vaccine	$ 132.00	per vaccine
Clinical Services	Immunization	Poliovirus Vaccine, inactivated	Vaccine	$ 46.00	per vaccine

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Clinical Services	Immunization	Rabies Vaccine for pre- and post-exposure prophylaxis	Vaccine	$ 396.00	per vaccine
Clinical Services	Immunization	Rotavirus Vaccine	Vaccine	$ 109.00	per vaccine
Clinical Services	Immunization	Tetanus and Diphtheria Toxoids	Vaccine	$ 56.00	per vaccine
Clinical Services	Immunization	Tetanus, Diphtheria, and Pertussis Vaccine	Vaccine	$ 65.00	per vaccine
Clinical Services	Immunization	Typhoid VI Polysaccharide Vaccine	Vaccine	$ 109.00	per vaccine
Clinical Services	Immunization	Varicella (chickenpox) Virus Vaccine	Vaccine	$ 163.00	per vaccine
Clinical Services	Immunization	Yellow Fever Vaccine	Vaccine	$ 182.00	per vaccine
Clinical Services	Immunization	Zoster Vaccine, live	Vaccine	$ 251.00	per vaccine
Clinical Services	Immunization	Zoster Vaccine, recombinant	Vaccine	$ 183.00	per vaccine
Clinical Services	Immunization	Vaccine Admin fee, 1st shot	Admin Fee	$ 21.00	per vaccine
Clinical Services	Immunization	Vaccine Admin fee, 2 or more shots	Admin Fee	$ 21.00	per vaccine
Clinical Services	Immunization	30 mcg Pfizer 1st vaccine	COVID Admin Fee	$ 40.00	per vaccine
Clinical Services	Immunization	30 mcg Pfizer 2nd vaccine	COVID Admin Fee	$ 40.00	per vaccine
Clinical Services	Immunization	100 mcg Moderna 1st vaccine	COVID Admin Fee	$ 40.00	per vaccine
Clinical Services	Immunization	100 mcg Moderna 2nd vaccine	COVID Admin Fee	$ 40.00	per vaccine
Clinical Services	Immunization	Johnson & Johnson COVID Admin Fee	COVID Admin Fee	$ 40.00	per vaccine
Clinical Services	Laboratory	Basic Metabolic Panel	Lab test	$ 12.00	per test
Clinical Services	Laboratory	Cervical Cancer Screening (Pap test +/- HPV testing)	Lab test	$ 48.00	per test
Clinical Services	Laboratory	COVID Test	Lab test	$ 100.00	per test
Clinical Services	Laboratory	Fingerstick	Lab test	$ 12.00	per test
Clinical Services	Laboratory	Glucose Blood Test	Lab test	$ 12.00	per test
Clinical Services	Laboratory	Gonorrhea Culture	Lab test	$ 15.00	per test
Clinical Services	Laboratory	Hemoglobin A1c Test	Lab test	$ 13.00	per test
Clinical Services	Laboratory	HIV Confirmatory Test - PrEP Only	Lab test	$ 42.00	per test
Clinical Services	Laboratory	HIV Test - PrEP Only	Lab test	$ 6.00	per test
Clinical Services	Laboratory	RPR Titer Quantitative	Lab test	$ 20.00	per test

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Clinical Services	Laboratory	T-SPOT (blood test for tuberculosis)	Lab test	$ 80.00	per test
Clinical Services	Laboratory	Tuberculosis (TB) Skin Test (PPD)	Lab test	$ 28.00	per test
Clinical Services	Laboratory	Urethral Gram Stain	Lab test	$ 20.00	per test
Clinical Services	Laboratory	Urine Pregnancy Test	Lab test	$ 15.00	per test
Clinical Services	Laboratory	Venipuncture	Lab test	$ 10.00	per test
Clinical Services	Laboratory	Wet Prep	Lab test	$ 21.00	per test
Clinical Services	Methods and Treatments	Birth Control Pills		$2.52-7.56	$ -
Clinical Services	Methods and Treatments	Depo-Provera (intramuscular)		$ 87.00	per dose
Clinical Services	Methods and Treatments	Depo-Provera (intramuscular) - U*	*340B pricing for un/underinsured	$ 0.01	per dose
Clinical Services	Methods and Treatments	Depo-Provera (subcutaneous)		$ 60.32	per dose
Clinical Services	Methods and Treatments	Depo-Provera (subcutaneous) - U*	*340B pricing for un/underinsured	$ 0.01	per dose
Clinical Services	Methods and Treatments	Diaphragm		$ 69.80	per diaphragm
Clinical Services	Methods and Treatments	Diaphragm fitting fee		$ 60.00	per diaphragm
Clinical Services	Methods and Treatments	Emergency contraceptive pill		$ 8.95	per treatment
Clinical Services	Methods and Treatments	Genital Wart -- Initial Treatment		No charge	per treatment
Clinical Services	Methods and Treatments	Genital Wart -- Subsequent Treatments		$ 10.00	per treatment
Clinical Services	Methods and Treatments	IUD - Kyleena		$ 1,031.00	per unit
Clinical Services	Methods and Treatments	IUD - Kyleena - U*	*340B pricing for un/underinsured	$ 249.00	per unit

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Clinical Services	Methods and Treatments	IUD - Liletta		$ 873.00	per unit
Clinical Services	Methods and Treatments	IUD - Liletta - U*	*340B pricing for un/underinsured	$ 93.19	per unit
Clinical Services	Methods and Treatments	IUD - Mirena		$ 1,020.00	per unit
Clinical Services	Methods and Treatments	IUD - Mirena - U*	*340B pricing for un/underinsured	$ 314.73	per unit
Clinical Services	Methods and Treatments	IUD - Paragard		$ 903.00	per unit
Clinical Services	Methods and Treatments	IUD - Paragard - U*	*340B pricing for un/underinsured	$ 269.59	per unit
Clinical Services	Methods and Treatments	IUD - Skyla		$ 1,049.00	per unit
Clinical Services	Methods and Treatments	IUD - Skyla - U*	*340B pricing for un/underinsured	$ 249.00	per unit
Clinical Services	Methods and Treatments	IUD Insertion		$ 150.00	per procedure
Clinical Services	Methods and Treatments	IUD Removal		$ 111.00	per procedure
Clinical Services	Methods and Treatments	Molluscum Treatment		$ 10.00	per treatment
Clinical Services	Methods and Treatments	Nexplanon		$ 1,049.00	per unit
Clinical Services	Methods and Treatments	Nexplanon - U*	*340B pricing for un/underinsured	$ 399.00	per unit
Clinical Services	Methods and Treatments	Nexplanon Insertion		$ 150.00	per procedure
Clinical Services	Methods and Treatments	Nexplanon Removal		$ 173.00	per procedure
Clinical Services	Methods and Treatments	Nexplanon Removal and Insertion		$ 269.00	per procedure
Clinical Services	Methods and Treatments	Nuvaring		$ 170.00	per ring

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Clinical Services	Methods and Treatments	NuvaRing - U*	*340B pricing for un/underinsured	$ 0.01	per ring
Clinical Services	Methods and Treatments	Spermicide		$ 8.72	per dose
Clinical Services	Refugee Health	Change of Status Paperwork	Change of Status Paperwork	$ 30.00	per request
Detention Center		Sick visit	This fee is charged to all non-indigent inmates that request a medical visit	$ 10.00	per new visit
Division of Social Services	Social Work	Pre-placement Assessment and Report to Court	These fees are charged for private adoptions. We provide this service to the community.	$ 450.00	per Assessment and Report
Division of Social Services	Social Work	Report to Court (1808)	These fees are charged for private adoptions. We provide this service to the community.	$ 200.00	per Report
Elections		Asheville City Council	Filing fee	$ 75.00	per candidate
Elections		Asheville City Mayor	Filing fee	$ 100.00	per candidate
Elections		Biltmore Forest Commissioner	Filing fee	$ 5.00	per candidate
Elections		Biltmore Forest Mayor	Filing fee	$ 5.00	per candidate
Elections		Black Mountain Alderman	Filing fee	$ 5.00	per candidate
Elections		Black Mountain Mayor	Filing fee	$ 5.00	per candidate
Elections		Buncombe County Board of Education	Filing fee	$ 5.00	per candidate
Elections		Buncombe County Chairman	Filing fee	1% of annual salary per NCGS	per candidate
Elections		Buncombe County Commissioner	Filing fee	1% of annual salary per NCGS	per candidate

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Elections		Buncombe County Register of Deeds	Filing fee	1% of annual salary per NCGS	per candidate
Elections		Buncombe County Sheriff	Filing fee	1% of annual salary per NCGS	per candidate
Elections		Clerk of Court	Filing fee	1% of annual salary per NCGS	per candidate
Elections		Data request	Fee is collected when data requests are printed ($5 minimum).	$ 0.05	per page
Elections		Data request	Fee is collected for data requests delivered on a flash drive.	$ 5.00	per flash drive
Elections		Data request	Fee is collected for statistics request are printed.	$ 0.25	per page
Elections		Data request	Fee is collected for each sheet/page of mailing labels.	$ 0.35	per page
Elections		Data request	Collected for special requests that require additional data processing.	$ 25.00	per data request
Elections		Map	This fee is collected for creating at printing 8.5" X 11" sized map.	$ 4.00	per map
Elections		Map	This fee is collected for creating at printing 17" X 22" sized map.	$ 12.00	per map
Elections		Map	This fee is collected for creating at printing 22" X 34" sized map.	$ 15.00	per map
Elections		Map	This fee is collected for creating at printing 34" X 44" sized map.	$ 25.00	per map
Elections		Map Special Requests	Collected for special requests that require additional data processing.	$ 25.00	per map request
Elections		Montreat Commissioner	Filing fee	$ 5.00	per candidate

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Elections		Montreat Mayor	Filing fee	$ 5.00	per candidate
Elections		NC House of Representatives	Filing fee	$ 140.00	per candidate
Elections		NC Senate	Filing fee	$ 140.00	per candidate
Elections		Soil and Water Conservation	Filing fee	$ 5.00	per candidate
Elections		Weaverville Mayor	Filing fee	$ 20.00	per candidate
Elections		Weaverville Town Council	Filing fee	$ 20.00	per candidate
Elections		Woodfin Alderman	Filing fee	$ 5.00	per candidate
Elections		Woodfin Mayor	Filing fee	$ 10.00	per candidate
Elections		Woodfin Water and Sewer	Filing fee	$ 5.00	per candidate
Emergency Services	Emergency Management (Fire Marshal)	Fire Marshal Site Time	Time a Fire Marshal is required to be on-site before, during and after a fireworks event	$ 50.00	per hour (2 hour minimum)
Emergency Services	Emergency Management (Fire Marshal)	Fireworks Permit	Permit for use of outdoor fireworks as required by 105.6.14 - rate charged for permits 1 -5 in any given year	$ 100.00	per event
Emergency Services	Emergency Management (Fire Marshal)	Fireworks Permit	Permit for use of outdoor fireworks as required by 105.6.14 - rate charged for permits 6 and above in any given year	$ 500.00	per event
Emergency Services	Emergency Medical Service (EMS)	ALS 2	Advanced Life Support Emergency Level 2	$ 1,237.64	per call
Emergency Services	Emergency Medical Service (EMS)	ALS Emergency	Advanced Life Support Emergency	$ 855.10	per call

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Emergency Services	Emergency Medical Service (EMS)	ALS Non-Emergency	Advanced Life Support Non-Emergency	$ 540.06	per call
Emergency Services	Emergency Medical Service (EMS)	BLS Emergency	Basic Life Support Emergency	$ 720.08	per call
Emergency Services	Emergency Medical Service (EMS)	BLS Non-Emergency	Basic Life Support Non-Emergency	$ 450.06	per call
Emergency Services	Emergency Medical Service (EMS)	EMS Stand-by ALS Bike Team and 2 person crew	Fee charged when EMS requested to stand-by for a special event (ex. marathon)	$ 125.00	per hour
Emergency Services	Emergency Medical Service (EMS)	EMS Stand-by ALS -EMS Personnel	Fee charged when EMS requested to stand-by for a special event (ex. marathon)	$ 50.00	per hour
Emergency Services	Emergency Medical Service (EMS)	EMS Stand-by ALS Transport Unit and 2 person crew	Fee charged when EMS requested to stand-by for a special event (ex. marathon)	$ 200.00	per hour
Emergency Services	Emergency Medical Service (EMS)	EMS Stand-by EMS Coordinator (required for complex events)	Fee charged when EMS requested to stand-by for a special event (ex. marathon)	$ 75.00	per hour
Emergency Services	Emergency Medical Service (EMS)	EMS Stand-by Medical Aid Station and 2 person crew	Fee charged when EMS requested to stand-by for a special event (ex. marathon)	$ 125.00	per hour
Emergency Services	Emergency Medical Service (EMS)	EMS Stand-by UTV with transport and 2 person crew	Fee charged when EMS requested to stand-by for a special event (ex. marathon)	$ 125.00	per hour
Emergency Services	Emergency Medical Service (EMS)	Mileage	Distance traveled from call origin to hospital	$ 15.24	per mile
Emergency Services	Emergency Medical Service (EMS)	Specialty Care Transport		$ 1,462.66	per call

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Emergency Services	Emergency Medical Service (EMS)	Treatment No Transport	Treatment rendered by EMS Staff with no transport to hospital	$ 375.00	per call
Environmental Health	Food, Lodging, & Institutions	Additional Pools or Spas on premises, each	These fees are charged to permit public swimming pools.	$ 50.00	per application
Environmental Health	Food, Lodging, & Institutions	Food Service Plan Review (existing greater than 500 sq. ft)	These fees are charged for food service plan review and evaluation	$ 125.00	per application
Environmental Health	Food, Lodging, & Institutions	Food Service Plan Review (new)	These fees are charged for food service plan review and evaluation	$ 200.00	per application
Environmental Health	Food, Lodging, & Institutions	Food Service Plan Review Renovation/Addition (less than 500 sq. ft)	These fees are charged for food service plan review and evaluation	$ 75.00	per application
Environmental Health	Food, Lodging, & Institutions	In Service Day Care class	This fee is associated with offering continuing education training to child care employees/operators.	$ 40.00	Per application
Environmental Health	Food, Lodging, & Institutions	Limited Food Establishment Permit	These fees are charged for food service plan review and evaluation	$ 75.00	per application
Environmental Health	Food, Lodging, & Institutions	Mobile Food Unit Plan Review	These fees are charged for food service plan review and evaluation	$ 100.00	per application
Environmental Health	Food, Lodging, & Institutions	Public Swimming Pool Permit, annual	These fees are charged to permit public swimming pools.	$ 200.00	per application
Environmental Health	Food, Lodging, & Institutions	Public Swimming Pool Permit, seasonal	These fees are charged to permit public swimming pools.	$ 150.00	per application
Environmental Health	Food, Lodging, & Institutions	Public Swimming Pool Plan Review (per body of water)	These fees are charged to permit public swimming pools.	$ 200.00	per application
Environmental Health	Food, Lodging, & Institutions	Re-Visit Fee (Public swimming pools, if unable to permit)	This fee is charged when a public swimming pool is not adequately prepared for a permitting visit.	$ 50.00	per additional visit
Environmental Health	Food, Lodging, & Institutions	Serve Safe Food Certification classes	This fee is associated with offering the ServeSafe Food Certification class.	$ 200.00	per application
Environmental Health	Food, Lodging, & Institutions	Tattoo Parlor Permit, annual	This fee is charged to permit a tattoo artist.	$ 250.00	per application

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Environmental Health	Food, Lodging, & Institutions	Temporary Food Establishment Permit	These fees are set by NC General Statute and charged for food vendors associated with temporary events/festivals.	$ 75.00	per application
Environmental Health	Food, Lodging, & Institutions	Temporary Tattoo* or Guest Tattoo Artist Permit **	This fee is charged to permit a tattoo artist associated with a temporary tattoo event **OR** a tattoo artist who is a guests tattooer in a permitted tattoo establishment.* A temporary tattoo permit is a permit issued to a tattoo artist at an organized tattooing event not to exceed 7 days. The organized tattoo event must have a minimum of 15 tattoo artists and at a minimum meet the requirements of NCGS 130A-283 and Rules Governing Tattooing 15A NCAC 18A. 3200. **A guest artist is a tattoo artist that has a tattoo permit issued by another county or state and operates out of an existing permitted Buncombe County tattoo establishment for a period not to exceed a total of 90 days per calendar year.	$ 100.00	per application
Environmental Health	Onsite Wastewater & Wells	Construction Authorization, Improvement & Operation Permits - commerical & industrial - First 500 gallons	These fees are charged for septic permits.	$ 450.00	per application
Environmental Health	Onsite Wastewater & Wells	Construction Authorization, Improvement & Operation Permits - commerical & industrial - For each additional 500 gal (round to nearest 500 gal), add:	These fees are charged for septic permits.	$ 225.00	per application
Environmental Health	Onsite Wastewater & Wells	Revisit fee (site not ready)	These fees are charged when a site is not adequately prepared for an evaluation.	$ 50.00	per additional visit

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Environmental Health	Onsite Wastewater & Wells	Authorization to Construct (w/ existing improvement permit) includes operations permit	These fees are charged for septic permits.	$ 300.00	per application
Environmental Health	Onsite Wastewater & Wells	Authorization to Construct (w/o existing improvement permit) includes operations permit	These fees are charged for septic permits.	$ 450.00	per application
Environmental Health	Onsite Wastewater & Wells	Authorization to Construct Revision/Expansion	These fees are charged for septic permits.	$ 150.00	per application
Environmental Health	Onsite Wastewater & Wells	Bacterial + Chemical Analysis Site Visit	These fees are charged for water samples.	$ 75.00	per application
Environmental Health	Onsite Wastewater & Wells	Bacterial Analysis Well Site Visit	These fees are charged for water samples.	$ 50.00	per application
Environmental Health	Onsite Wastewater & Wells	Resample if Positive		No charge	Initial resample only
Environmental Health	Onsite Wastewater & Wells	Chemical Panel	These fees are charged for water samples.	$ 70.00	per application
Environmental Health	Onsite Wastewater & Wells	Chemical Panel w/ Nitrate/Nitrites	These fees are charged for water samples.	$ 70.00	per application
Environmental Health	Onsite Wastewater & Wells	Existing System Inspection	These fees are charged for septic permits.	$ 75.00	per application
Environmental Health	Onsite Wastewater & Wells	Herbicides	These fees are charged for water samples.	$ 75.00	per application
Environmental Health	Onsite Wastewater & Wells	Improvement Permit-Residential, Commercial, & Industrial - First 500 Gallons	These fees are charged for septic permits.	$ 150.00	per application

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Environmental Health	Onsite Wastewater & Wells	Improvement Permit-Residential, Commercial, & Industrial - For each additional 500 gallons (round to the nearest 500 gallons), add	These fees are charged for septic permits.	$ 225.00	per application
Environmental Health	Onsite Wastewater & Wells	Improvement Permit revision	These fees are charged for septic permits.	$ 150.00	per application
Environmental Health	Onsite Wastewater & Wells	Nitrate/Nitrites	These fees are charged for water samples.	$ 30.00	per application
Environmental Health	Onsite Wastewater & Wells	Pesticides	These fees are charged for water samples.	$ 75.00	per application
Environmental Health	Onsite Wastewater & Wells	Petroleum	These fees are charged for water samples.	$ 75.00	per application
Environmental Health	Onsite Wastewater & Wells	Septic system repair	These fees are charged for septic permits.	$ 75.00	per application
Environmental Health	Onsite Wastewater & Wells	Volatile Organic Compounds (VOCs)	These fees are charged for water samples.	$ 75.00	per application
Environmental Health	Onsite Wastewater & Wells	Water Sample - no site visit (Self-Collect)	These fees are charged for water samples.	$ 25.00	per application
Environmental Health	Onsite Wastewater & Wells	Well Permit Fee	These fees are charged for well permits.	$ 300.00	per application

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Identification Bureau		Concealed Handgun Permit (CHP)-NEW*	* Online applications for Concealed Handgun and Pistol Purchase permits will be charged a Vendor/Credit Card convenience fee + tax. The County does not profit from these fees but rather offers the online service as a convenience to the public	$ 90.00	per permit
Identification Bureau		Concealed Handgun Permit (CHP)-RENEWAL*	* Online applications for Concealed Handgun and Pistol Purchase permits will be charged a Vendor/Credit Card convenience fee + tax. The County does not profit from these fees but rather offers the online service as a convenience to the public	$ 75.00	per permit
Identification Bureau		Concealed Handgun Permit (CHP)-Retired NC LEO*	* Online applications for Concealed Handgun and Pistol Purchase permits will be charged a Vendor/Credit Card convenience fee + tax. The County does not profit from these fees but rather offers the online service as a convenience to the public	$ 40.00	per permit
Identification Bureau		Criminal Record Check (Local Only)		$ 5.00	per report
Identification Bureau		Fingerprint services (5 card maximum)		$ 10.00	per card
Identification Bureau		Fingerprint services (each additional card)		$ 1.00	per card
Identification Bureau		Pistol Purchase Permit*	* Online applications for Concealed Handgun and Pistol Purchase permits will be charged a Vendor/Credit Card convenience fee + tax. The County does not profit from these fees but rather offers the online service as a convenience to the public	$ 5.00	per permit
Information Technology		Data Query	This fee is charged per statute for IT staff time to extract and compile data that is not readily available	$ 125.00	per staff hour

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Library		Collection Agency Fee	Fee for when patron is referred to collection agency	$ 8.95	per instance
Library		ILL Charge	Fee for finding and/or borrowing and ILL Material	$ 5.00	per instance
Library		Item Barcode	Replacement fee for Barcode	No charge	$ -
Library		Library Branches Room Rental Fee (for-profit)	Fee for Room Rental at Library Branches for for-profit organizations	$ 50.00	for 3 hours
Library		Library Branches Room Rental Fee (non-profit)	Fee for Room Rental at Library Branches for non-profit organizations	$ 10.00	for 3 hours
Library		Out of County 1-year Card Purchase	Library Card purchase fee for out of county residents	$ 20.00	per year
Library		Overdue Fine Rate for Books/Audiobooks/Music	Fine rate for Books/Audiobooks/Music	$ -	N/A
Library		Overdue Fine Rate for DVDs	Fine rate for Overdue DVDs	$ -	N/A
Library		Pack Memorial Activity Room Rental Fee (for-profit)	Fee for Activity Room Rental at Pack Memorial Library for for-profit organizations	$ 50.00	for 2 hours
Library		Pack Memorial Activity Room Rental Fee (non-profit)	Fee for Activity Room Rental at Pack Memorial Library for non-profit organizations	$ 10.00	for 2 hours
Library		Pack Memorial Computer Lab Room Rental Fee (for-profit)	Fee for Computer Lab Room Rental at Pack Memorial Library for for-profit organizations	$ 100.00	for 2 hours
Library		Pack Memorial Computer Lab Room Rental Fee (non-profit)	Fee for Computer Lab Room Rental at Pack Memorial Library for non-profit organizations	$ 50.00	for 2 hours
Library		Pack Memorial Lord Auditorium Room Rental Fee (for-profit)	Fee for Lord Auditorium Room Rental at Pack Memorial Library for for-profit organizations	$ 75.00	for 2 hours
Library		Pack Memorial Lord Auditorium Room Rental Fee (non-profit)	Fee for Lord Auditorium Room Rental at Pack Memorial Library for non-profit organizations	$ 20.00	for 2 hours
Library		Printouts/Copies	Charge for Printouts from Computers or Copies from Copier	$ 0.25	per page
Library		Repairs (In-House)	Fee for Book Repairs (can go above initial price up cost of material)	$ 3.00	per book / material
Library		Replacement Library Card	Fee for Library Card Replacement	$ 3.00	per card
Library		Replacement: Adult Fiction	Replacement fee for Adult Fiction Book	$ 25.00	per book / material

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Library		Replacement: Adult Language CD	Replacement fee for Adult Language CD	$ 35.00	per book / material
Library		Replacement: Adult Large Print	Replacement fee for Adult Large Print Book	$ 30.00	per book / material
Library		Replacement: Adult Music	Replacement fee for Adult Music	$ 20.00	per book / material
Library		Replacement: Adult New Fiction	Replacement fee for new Adult Fiction Book	$ 30.00	per book / material
Library		Replacement: Adult Non-Fiction/Biography	Replacement fee for Adult Non-Fiction/Biography	$ 30.00	per book / material
Library		Replacement: Adult Paperback	Replacement fee for Adult Paperback Book	$ 10.00	per book / material
Library		Replacement: Adult Reference	Replacement fee for Adult Reference Book	$ 50.00	per book / material
Library		Replacement: Adult Spoken (Audiobook)	Replacement fee for Adult Audiobook	$ 35.00	per book / material
Library		Replacement: Adult Video/DVD	Replacement fee for Adult Video/DVD	$ 30.00	per book / material
Library		Replacement: Audio - CD Multi Disc Case	Replacement fee for Audio - CD Multi Disc Case	$ 7.00	per book / material
Library		Replacement: Audio - CD Single Disc Case	Replacement fee for Audio - CD Single Disk Case	$ 2.00	per book / material
Library		Replacement: Audio Book Bag	Replacement fee for Audio Book Bag	$ 2.00	per book / material
Library		Replacement: Audiobook Disc	Replacement fee for Audiobook Disc	$ 10.00	per book / material
Library		Replacement: ILL	Replacement fee for ILL Book/Material	$ 75.00	per book / material
Library		Replacement: Juvenile Book-CD/Cass. (bagged)	Replacement fee for Juvenile Book-CD/Cass (bagged)	$ 35.00	per book / material
Library		Replacement: Juvenile Caldecott	Replacement fee for Juvenile Caldecott	$ 20.00	per book / material
Library		Replacement: Juvenile Easy	Replacement fee for Juvenile Easy	$ 20.00	per book / material

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Library		Replacement: Juvenile Easy Reader	Replacement fee for Juvenile Easy Reader	$ 20.00	per book / material
Library		Replacement: Juvenile Fiction	Replacement fee for Juvenile Fiction	$ 20.00	per book / material
Library		Replacement: Juvenile Kit	Replacement fee for Juvenile Kit	$ 25.00	per book / material
Library		Replacement: Juvenile Music	Replacement fee for Juvenile Music	$ 20.00	per book / material
Library		Replacement: Juvenile Newberry	Replacement fee for Juvenile Newberry	$ 20.00	per book / material
Library		Replacement: Juvenile Non-Fiction/Biography	Replacement fee for Juvenile Non-Fiction/Biography	$ 25.00	per book / material
Library		Replacement: Juvenile Paperback	Replacement fee for Juvenile Paperback	$ 7.00	per book / material
Library		Replacement: Juvenile Paperback/Board Book	Replacement fee for Juvenile Paperback/Board Book	$ 7.00	per book / material
Library		Replacement: Juvenile Parent-Teacher	Replacement fee for Juvenile Parent-Teacher	$ 30.00	per book / material
Library		Replacement: Juvenile Reference	Replacement fee for Juvenile Reference	$ 30.00	per book / material
Library		Replacement: Juvenile Spoken (Audiobook)	Replacement fee for Juvenile Audiobook	$ 35.00	per book / material
Library		Replacement: Juvenile Story	Replacement fee for Juvenile Story	$ 20.00	per book / material
Library		Replacement: Juvenile Toy	Replacement fee for Juvenile Toy	$ 20.00	per book / material
Library		Replacement: Juvenile Video	Replacement fee for Juvenile Video	$ 30.00	per book / material
Library		Replacement: Oversize	Replacement fee for Oversize Book	$ 100.00	per book / material
Library		Replacement: Professional Collection	Replacement fee for Professional Collection Book	$ 30.00	per book / material
Library		Replacement: Video - DVD Multi Disc Case	Replacement fee for Video - DVD Multi Disc Case	$ 7.00	per book / material

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Library		Replacement: Video - DVD Single Disc Case	Replacement fee for Video - DVD Single Disc Case	$ 2.00	per book / material
Library		Replacement: Young Adult Fiction	Replacement fee for Young Adult Fiction	$ 25.00	per book / material
Library		Replacement: Young Adult Non-Fiction	Replacement fee for Young Adult Non-Fiction	$ 30.00	per book / material
Library		Replacement: Young Adult Paperback	Replacement fee for Young Adult Paperback	$ 10.00	per book / material
Parking Services		11 Sears Alley	This fee is charged for all cars entering 11 Sears Alley Deck who are not visitors to HHS building	$1 per first 1/2 hour $1 per second 1/2 hour $1 per hour after $12 max daily	N/A
Parking Services		164 College Street Parking Deck	This fee is charged for all cars entering the 164 College St. Parking Deck	$1 per first 1/2 hour $1 per second 1/2 hour $1 per hour after $12 max daily	N/A
Permits & Inspections		Administrative Fee	Administrative fee for processing refunds of building permits	$ 80.00	flat fee
Permits & Inspections		Approved Plans	Failure to post approved plans at job site	$ 150.00	per instance
Permits & Inspections		Change of Contractor	Changing contractors on permits after permitted work has started	$ 80.00	flat fee
Permits & Inspections		Commercial Permit Administrative Fee	Administrative fee for processing refunds of commercial & multi-family trade permits	$ 80.00	flat fee

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 100.00	0-5000
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 125.00	5,001-10,000
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 200.00	10,001-15,00
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 350.00	15,001-25,000
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 600.00	25,001-50,000
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 1,000.00	50,001-75,000
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 1,500.00	75,001-100,000
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 1,800.00	100,001-150,000
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 2,400.00	150,001-200,000
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 3,000.00	200,001-275,000
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 3,400.00	275,001-350,000
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 4,000.00	350,001-425,000
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 4,500.00	425,001-500,000
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 5,200.00	500,001-625,000
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 6,200.00	625,001-750,000
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 7,200.00	750,000-875,000
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$ 10,000.00	875,000-1,000,000

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Permits & Inspections		Commercial Permit Fees	Commercial permit fees based on project cost per applicable trade	$10,000/+ applicable fees	$10,000 + .0015 of each million dollar or portion thereof of projects over $1,000,000
Permits & Inspections		Commercial Review Fees	Commercial plan review fees based on project cost	$ 100.00	0-10,000
Permits & Inspections		Commercial Review Fees	Commercial plan review fees based on project cost	$ 125.00	10,001-15,000
Permits & Inspections		Commercial Review Fees	Commercial plan review fees based on project cost	$ 150.00	15,001-25,000
Permits & Inspections		Commercial Review Fees	Commercial plan review fees based on project cost	$ 175.00	25,001-50,000
Permits & Inspections		Commercial Review Fees	Commercial plan review fees based on project cost	$ 200.00	50,001-100,000
Permits & Inspections		Commercial Review Fees	Commercial plan review fees based on project cost	$ 300.00	100,001-250,000
Permits & Inspections		Commercial Review Fees	Commercial plan review fees based on project cost	$ 500.00	250,001-500,000
Permits & Inspections		Commercial Review Fees	Commercial plan review fees based on project cost	$ 750.00	500,001-1,000,000
Permits & Inspections		Commercial Review Fees	Commercial plan review fees based on project cost	$ 1,500.00	Project cost > $1,000,000
Permits & Inspections		Commercial TCO & TU	Fees for Temporary Certificate of Occupancy & Temporary Utilities	$ 300.00	for TCO & TU first 30 days
Permits & Inspections		Commercial TCO & TU	Fees for renewal of Temporary Certificate of Occupancy & Temporary Utilities	$ 150.00	per 30 day renewals
Permits & Inspections		Copies	Paper copies of permitting files	$ 0.25	per copy

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Permits & Inspections		Day Care & ABC License	Day Care and ABC licensing inspection fees	$ 80.00	per Trade
Permits & Inspections		Expedite Service Fee	Fee for special inspections or special processing	$ 100.00	per hour (minimum of 2 hours)
Permits & Inspections		Expedite Service Fee	Commercial expedite fees for special processing & special inspections	$ 100.00	per hour (minimum of 2 hours
Permits & Inspections		Foundation Only	Issuing foundation only permit prior to permitting entire project	$ 200.00	$200/+ applicable fees based on current fee schedule
Permits & Inspections		Foundation Only	Commercial foundation only permit issued prior to issuing permit for entire project	$ 200.00	$200 in addition to applicable permit fees
Permits & Inspections		Homeowner Recovery Fund	Recovery fund per NCGS 87-1	$ 10.00	per instance
Permits & Inspections		Maintenance Permits	Annual maintenance permit fees for county schools & buildings	$ 100.00	per building
Permits & Inspections		Manufactured Homes	HUD Approved homes new & used	$ 275.00	per instance
Permits & Inspections		Manufactured Homes	HUD Approved homes new & used	$ 350.00	per instance
Permits & Inspections		Manufactured Homes	Additional fee for HUD Homes on full basements	$ 100.00	per instance
Permits & Inspections		Manufactured Homes	Additional fee for HUD Homes on full basements located in R1,R2,BVD zoning	$ 100.00	per instance
Permits & Inspections		Minimum Fees	Minimum residential fee for projects not listed on fee schedule	$ 80.00	flat fee
Permits & Inspections		Modular Homes	Modular Homes Single Family	$ 350.00	per instance

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Permits & Inspections		Modular Homes	Modular Homes Single Family greater 1 story	$ 475.00	per instance
Permits & Inspections		Modular Homes	Additional fee for attached garages as part of modular package	$ 80.00	per instance
Permits & Inspections		Modular Homes	Additional fee for attached site built garages up to heated sq. ft	$100/+ $80 per trade	Modular Attached site built garages up to 400 sq. ft
Permits & Inspections		Modular Homes	Additional fee for attached site built garage over 401 sq. ft	$225/+ $80 per trade	Modular Attached site built garages over 401 sq. ft
Permits & Inspections		Modular Offices	Fees for modular offices and classrooms	$ 400.00	flat fee + review fees
Permits & Inspections		Multi-Family Dwelling	Fees for apartments & condominiums	$ 350.00	per unit in addition to shell cost based on applicable fee schedule
Permits & Inspections		New Single Family over 1500 sq. ft	New houses, townhomes & duplexes	$ 500 + .30/additional sq. ft over 1500 heated sq ft	per instance & heated sq. ft.
Permits & Inspections		New Single Family up to 1500 sq ft	New houses, townhomes & duplexes	$ 500.00	per instance
Permits & Inspections		Plan Amendments	Amendments to residential plans	$80/+ applicable fees	flat fee + fee schedule a, b or c

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Permits & Inspections		Plan Review	Plan review of 1 & 2 family dwellings prior to permit issuance	$ 150.00	flat fee
Permits & Inspections		Plan Review Fee	Minimum Residential plan review fee	$ 80.00	flat fee
Permits & Inspections		Re-Inspection Fee	Residential re-inspection fee, 1 free inspection per trade	$ 80.00	per instance
Permits & Inspections		Residential Accessory Buildings up to 400 sq ft	Accessory buildings with/without trades	$100/+$80 per trade	per instance & heated sq. ft.
Permits & Inspections		Residential Accessory Buildings up to 400 sq ft	Accessory buildings with/without trades	$225/+$80 per trade	per instance & heated sq. ft.
Permits & Inspections		Residential Additions	Single Family Additions up to 1500 heated sq ft	$ 500.00	per instance
Permits & Inspections		Residential Additions	Single Family Additions over 1500 heated sq ft	$ 500 + .30/additional sq ft over 1500 heated sq ft	per instance & heated sq. ft.
Permits & Inspections		Residential Decks	Decks- covered, uncovered & screened-in	$ 150.00	per instance
Permits & Inspections		Residential Permit Renewal	One time renewal of expired permits after issuance of permit	50% of original fee	50% of original fee
Permits & Inspections		Residential Renovations/Remodels	Single Family Renovations up to 1500 sq ft	$ 325.00	per instance
Permits & Inspections		Residential Renovations/Remodels	Single Family Renovations over 1500 sq ft	$ 500 + .30/additional sq ft over 1500 heated sq ft	per instance & heated sq. ft.
Permits & Inspections		Residential Re-roof	Reroofs on 1 & 2 family dwellings	$ 80.00	per instance

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Permits & Inspections		Residential TCO & TU	Fees for Temporary Certificate of Occupancy & Temporary Utilities	$ 100.00	for TCO& TU first 30 days
Permits & Inspections		Residential TCO & TU	Fees for renewal of Temporary Certificate of Occupancy & Temporary Utilities	$ 75.00	per 30 day renewals
Permits & Inspections		Residential Trade Permit Administrative Fee	Administrative fee for processing refunds of residential trade permits	$ 40.00	flat fee
Permits & Inspections		Re-stamp Plans	Re-stamp residential 1 &2 family dwelling plans	$ 80.00	flat fee
Permits & Inspections		Retaining Walls	Residential retaining walls not part of foundation	$ 150.00	flat fee
Permits & Inspections		Signs & Retaining Walls	Fees for commercial signs & retaining walls	Based on commercial fees and review fees	Project Cost
Permits & Inspections		Solar Panels	Residential solar panels - ground or roof mounted	$ 150.00	flat fee
Permits & Inspections		Sun Room	Sun Rooms on 1 & 2 family dwellings	$150 /+ $80 per trade	per instance
Permits & Inspections		Swimming Pools	Residential swimming pools	$ 150.00	flat fee
Permits & Inspections		Trade Permits	Residential electrical, mechanical & plumbing permits	$ 80.00	per instance
Permits & Inspections		Trade Permits	Commercial electrical, mechanical & plumbing permits	Based on comm. fees	project cost with $100 minimum fee
Permits & Inspections		Working without permit	Fee for failing to obtain permit on residential projects	Double Current Permit Fee	$ -
Planning & Development		Adult Establishment License	Business License	$ 1,000.00	flat fee
Planning & Development		Adult Establishment License	Entertainer License	$ 1,000.00	flat fee

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Planning & Development		Cases Requiring a Public Hearing	Zoning Text Amendment	$ 500.00	flat fee
Planning & Development		Cases Requiring a Public Hearing	Zoning Map Amendment	$ 350.00	flat fee
Planning & Development		Cases Requiring a Public Hearing	Zoning Map Amendment - More than 1 lot	$ 25.00	per each additional lot
Planning & Development		Cases Requiring a Public Hearing	Zoning Map Amendment- More than 25 Acres	$ 200.00	per each additional 25 acres * Maximum fee per owner is $2000.00
Planning & Development		Cases Requiring a Public Hearing	Conditional Use Permit - Residential	$ 250.00	flat fee plus an additional $10.00 per each proposed lot/unit
Planning & Development		Cases Requiring a Public Hearing	Conditional Use Permit-Commercial/Office/Industrial Development	$ 250.00	Structures less than 10,000 sq ft
Planning & Development		Cases Requiring a Public Hearing	Conditional Use Permit-Commercial/Office/Industrial Development	$ 500.00	Structures 10,000 sq ft to less than 50,000 sq ft
Planning & Development		Cases Requiring a Public Hearing	Conditional Use Permit-Commercial/Office/Industrial Development	$ 750.00	Structures 50,000 sq ft to 100,000 sq ft

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Planning & Development		Cases Requiring a Public Hearing	Conditional Use Permit-Commercial/Office/Industrial Development	$ 1,000.00	Structures more than 100,000 sq ft
Planning & Development		Cases Requiring a Public Hearing	Conditional Use Permit-Commercial/Office/Industrial Development - More than 25 Acres	$ 200.00	per each additional 25 acres in addition to applicable fees on current fee schedule *Maximum fee per owner is $2000.00
Planning & Development		Cases Requiring a Public Hearing	Variance (Includes Variances from Other Ordinances Administered by the Department)	$ 250.00	flat fee
Planning & Development		Cases Requiring a Public Hearing	Variance (Includes Variances from Other Ordinances Administered by the Department) - More than 1 lot	$ 25.00	per each additional lot in addition to applicable fees on current fee schedule

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Planning & Development		Cases Requiring a Public Hearing	Variance (Includes Variances from Other Ordinances Administered by the Department) - More than 25 Acres	$ 200.00	per each additional 25 acres in addition to applicable fees on current fee schedule *Maximum fee per owner is $2000.00
Planning & Development		Cases Requiring a Public Hearing	Re-advertisement of Public Hearing due to Applicant Request	$ 150.00	Flat fee
Planning & Development		Cases Requiring a Public Hearing	Appeal of Zoning Administrator	$ 500.00	flat fee
Planning & Development		Change of Use Fee	Home Occupations, Change of Uses Within Existing Structures, Establishment or Expansion of Land Uses Where Primary Uses of Land Are Outdoors (Excluding Junkyards)	$ 125.00	flat fee
Planning & Development		Copies	Black & White, Legal or Letter Size	$ 0.25	per page
Planning & Development		Copies	Color, Legal or Letter Size	$ 0.35	per page
Planning & Development		Copies	Black & White Plotted	$ 15.00	per page
Planning & Development		Copies	Color, Plotted	$ 15.00	per page

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Planning & Development		Erosion & Sedimentation Control	Lot in Subdivision Subject to Sec. 70-68, Hillside Subdivisions	$ 400.00	For 0.25 to less than 1 acre
Planning & Development		Erosion & Sedimentation Control	All Properties, One Acre or Greater Disturbance	$ 525.00	per acre, prorated
Planning & Development		Floodplain Development	Residential Development - Utility Change Out Existing Structure	$ 25.00	flat fee
Planning & Development		Floodplain Development	Residential Development- Single Family Manufactured Home	$ 150.00	flat fee
Planning & Development		Floodplain Development	Residential Development- Single Family Residential Stick Built or Modular	$ 250.00	flat fee
Planning & Development		Floodplain Development	Residential Development- Duplex	$ 350.00	flat fee
Planning & Development		Floodplain Development	Residential Development- Other Single Family Residential Development (Fill, Non-habitable Buildings, Infrastructure)	$ 100.00	flat fee
Planning & Development		Floodplain Development	Residential Development- Lateral Addition to Existing Building	$ 150.00	flat fee
Planning & Development		Floodplain Development	Residential Development- Multiple Residential Lots: Land/Site Development	$ 400.00	flat fee
Planning & Development		Floodplain Development	Commercial Development- Utility Change-Out of Existing Structure	$ 25.00	flat fee
Planning & Development		Floodplain Development	Commercial Development- Commercial Structure	$ 350.00	flat fee
Planning & Development		Floodplain Development	Commercial Development- Commercial Structure Non-habitable (i.e. shed, garage)	$ 200.00	flat fee
Planning & Development		Floodplain Development	Commercial Development- Lateral Addition to Existing Building	$ 250.00	flat fee
Planning & Development		Floodplain Development	Commercial Development- Single Commercial Lot: Land/Site Development	$ 350.00	flat fee
Planning & Development		Floodplain Development	Commercial Development- Multiple Commercial Lots: Land/Site Development	$ 500.00	flat fee

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Planning & Development		Junkyard Permit	Annual Registration	$ 200.00	flat fee
Planning & Development		Junkyard Permit	New Junkyard	$ 200.00	flat fee
Planning & Development		Manufactured Home Park Permit	Manufactured Home Park	$ 75.00	flat fee plus an additional $10.00 per space
Planning & Development		Re-Submittal of Plats Due to Failure or Inadequacies	Re-review of Plats, excluding Major and Minor	$ 25.00	flat fee
Planning & Development		Re-inspection	All Permits Requiring Site Inspection	$ 25.00	flat fee
Planning & Development		Retaining Walls	Single Family Residential	$ 50.00	flat fee
Planning & Development		Retaining Walls	Multi Family, Commercial, Office or Industrial	$ 125.00	flat fee
Planning & Development		Sign Permit	Off-Premise or Illuminated Sign Permit	$ 100.00	flat fee
Planning & Development		Site Plan Review	All New Structures, Existing Structure Footprint Changes, and Site Work Projects	$ 25.00	flat fee

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Planning & Development		Site Plan/Plat Resubmittal	Stormwater and Erosion Control Plans, Minor and Major Subdivisions, and Commercial and Multi-Family Development Site Plans	$ 150.00	flat fee
Planning & Development		Stormwater Management	Up to One Acre Disturbance	$ 525.00	flat fee
Planning & Development		Stormwater Management	One Acre or Greater Disturbance	$ 525.00	per acre, prorated
Planning & Development		Stormwater Management	Renewal of Guarantee of Improvements	$ 100.00	flat fee
Planning & Development		Stormwater Management	Partial Release of Guarantee of Improvements	$ 100.00	flat fee
Planning & Development		Street Addressing	Address Determination Letter	$ 25.00	Flat fee
Planning & Development		Street Addressing	Private Road Name Change	$ 500.00	flat fee
Planning & Development		Street Addressing	Readdressing Subdivisions 10 Lots or Less	$ 250.00	flat fee
Planning & Development		Street Addressing	Readdressing Subdivision More than 10 Lots	$ 500.00	flat fee

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Planning & Development		Subdivision Application Review Fees	Plat Review	$ 25.00	flat fee
Planning & Development		Subdivision Application Review Fees	Minor Subdivisions (4-10 Lots)	$ 75.00	flat fee plus additional $10.00 per lot
Planning & Development		Subdivision Application Review Fees	Minor Subdivisions (4-10 Lots) with Hillside Development	$ 50.00	in addition to applicable fees based on current fee schedule
Planning & Development		Subdivision Application Review Fees	Major Subdivisions (11 Lots or More)	$ 175.00	flat fee plus additional $15.00 per lot
Planning & Development		Subdivision Application Review Fees	Major Subdivisions (11 Lots or More) with Hillside Development	$ 100.00	In addition to applicable fees based on current fee schedule
Planning & Development		Subdivision Application Review Fees	Revised Plan Review, Minor Subdivision	$ 25.00	flat fee
Planning & Development		Subdivision Application Review Fees	Revised Plan Review, Major Subdivision	$ 50.00	flat fee
Planning & Development		Subdivision Application Review Fees	As-built Drawing Review	$ 25.00	flat fee
Planning & Development		Subdivision Application Review Fees	Guarantee of Improvements	$ 50.00	flat fee
Planning & Development		Subdivision Application Review Fees	Renewal of Guarantee of Improvements	$ 100.00	Flat fee
Planning & Development		Subdivision Application Review Fees	Partial Release of Guarantee of Improvements	$ 100.00	flat fee

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Planning & Development		Subdivisions - Hillside	Hillside Development Individual Lot Plan Review	$ 50.00	In addition to applicable fees based on current fee schedule
Planning & Development		Subdivisions - SS/PR	Exempt Subdivision within Steep Slope/High Elevation Overlay or Protected Ridge Overlay	$ 50.00	flat fee
Planning & Development		Water Supply Watershed	Single Family Residential	$ 50.00	flat fee
Planning & Development		Water Supply Watershed	All Other	$ 100.00	flat fee
Planning & Development		Wireless Communication Facility	Application Review and Processing Fee	$ 5,000.00	flat fee
Planning & Development		Wireless Communication Facility	Annual Renewal	$ 250.00	flat fee
Planning & Development		Work / Use Without Permit	All fees shall be double the base fee if land uses, construction, &/or land disturbing activities are commenced before obtaining a permit.	Double Regular Permit Fee	per base fee
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Single Family (attached and detached) and duplex units	$ 50.00	per unit
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Residential Addition/Accessory	$ 25.00	flat fee
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Zoning Determination Letter	$ 25.00	flat fee
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Commercial/Office Sign, Addition, or Accessory/Structure	$ 125.00	Less than 10,000 sq. ft
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Commercial/Office Sign, Addition, or Accessory/Structure	$ 300.00	10,000 sq. ft to less than 50,000 sq. ft
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Commercial/Office Sign, Addition, or Accessory/Structure	$ 450.00	50,000 sq. ft to 100,000 sq. ft

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Commercial/Office Sign, Addition, or Accessory/Structure	$ 600.00	More than 100,000 sq. ft
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Short Term Accommodations - Vacation Rental **(2 unit maximum)**	$ 50.00	Flat fee
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Short Term Accommodations -Recreational Vehicle **(2 unit maximum)**	$ 50.00	Flat fee
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Short Term Accommodations - Campground **(2 unit maximum)**	$ 50.00	Flat fee
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Short Term Accommodations - Vacation Rental Complex	$ 250.00	Flat fee
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Short Term Accommodations - Recreational Vehicle Park (more than 2 units)	$ 250.00	Flat fee
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Short Term Accommodations- Campground (more than 2 units)	$ 250.00	Flat fee
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Short Term Accommodations - Rooming House	$ 250.00	Flat fee
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Short Term Accommodations - Bed and Breakfast	$ 250.00	Flat fee
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Multi Family Development (per building shell)	$ 200.00	3-10 units per building
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Multi Family Development (per building shell)	$ 300.00	11-20 units per building
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Multi Family Development (per building shell)	$ 400.00	>20 units per building
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Steep Slope/High Elevation, Protected Ridge, Blue Ridge Parkway Overlay	$ 50.00	in addition to applicable fees based on current fee schedule
Planning & Development		Zoning "By Right" & Use Subject to Special Requirements	Beaverdam Zoning District Review	$ 50.00	In addition to applicable fees based on current fee schedule

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
PR & Communications		Public Records Request: Adobe PDF		No charge	$ -
PR & Communications		Public Records Request: Certified Copies (each additional page)		$ 2.00	per page
PR & Communications		Public Records Request: Certified Copies (first page)		$ 5.00	per first page
PR & Communications		Public Records Request: Extensive Personnel Time and Use of Technology	Communications and Public Relations reserves the right (under NCGS 132-6.2b) to charge a service fee based on the actual cost incurred for extensive use of information technology resources or labor costs of personnel providing the services.	Varies	$ -
PR & Communications		Public Records Request: Flash Drive		$ 3.95	per flash drive
PR & Communications		Public Records Request: Hard Copies	BXW / Color	$ 0.10	per page
PR & Communications		Public Records Request: Postage		Varies	based on rates set by the United States Postal Service
Recreation Services	Enka Sports Park	Adult Soccer Field Rental - Class 1	for a nonprofit, school, or government organization	$ 40.00	per hour
Recreation Services	Enka Sports Park	Adult Soccer Field Rental - Class 2	for a private or for profit organization	$ 50.00	per hour
Recreation Services	Enka Sports Park	Facility Rental - Class 1	Fee for renting out various facilities to a nonprofit, school, or government organization	$ 25.00	per hour
Recreation Services	Enka Sports Park	Facility Rental - Class 2	Fee for renting out various facilities to a private or for profit organization	$ 35.00	per hour
Recreation Services	Enka Sports Park	Picnic Shelter	daily rental of a covered picnic area at Owen or the Sports Park	$ 75.00	per day

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Recreation Services	Enka Sports Park	River Park Rental- Class 1	Fee for renting out a river park to a nonprofit, school, or government organization	$ 400.00	per day
Recreation Services	Enka Sports Park	River Park Rental- Class 2	Fee for renting out a river park to a private or for profit organization	$ 600.00	per day
Recreation Services	Enka Sports Park	Sports Park Rental - Class 1	with field us and restrooms	$ 2,500.00	per day
Recreation Services	Enka Sports Park	Sports Park Rental - Class 1	without field use	$500 or $100	per day or per hour
Recreation Services	Enka Sports Park	Sports Park Rental - Class 1	without field use and restrooms	$400 or $75	per day or per hour
Recreation Services	Enka Sports Park	Sports Park Rental - Class 2	with field us and restrooms	$ 3,500.00	per day
Recreation Services	Enka Sports Park	Sports Park Rental - Class 2	without field use	$600 or $120	per day or per hour
Recreation Services	Enka Sports Park	Sports Park Rental - Class 2	without field use and restrooms	$500 or $100	per day or per hour
Recreation Services	Enka Sports Park	Youth Soccer Field Rental - Class 1	for a nonprofit, school, or government organization	$ 30.00	per hour
Recreation Services	Enka Sports Park	Youth Soccer Field Rental - Class 2	for a private or for profit organization	$ 40.00	per hour
Recreation Services	Lake Julian	Alcohol Permit	allows for the consumption of alcohol in a picnic shelter that has been payed for	$ 75.00	per day
Recreation Services	Lake Julian	Annual Boat Launch	from month of purchase	$ 50.00	per year
Recreation Services	Lake Julian	Annual Fishing Permit	One year from date of purchase	$ 25.00	per year
Recreation Services	Lake Julian	Annual Sailboat Fee	allows for on site sailboat storage at Lake Julian (runs from Jan to Dec)	$ 700.00	per year
Recreation Services	Lake Julian	Boat Launch	for putting one's watercraft on the lake	$ 8.00	per day
Recreation Services	Lake Julian	Canoe/Kayak Storage	allows for on site canoe/kayak storage at Lake Julian (runs from Jan to Dec)	$ 400.00	per year
Recreation Services	Lake Julian	Daily Fishing Permit		$ 4.00	per day

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Recreation Services	Lake Julian	Jon Boat 4 hours		$ 15.00	per 4 hours
Recreation Services	Lake Julian	Jon boat all day		$ 25.00	per day
Recreation Services	Lake Julian	Large Picnic Shelter	daily rental of a covered picnic area	$ 100.00	per day
Recreation Services	Lake Julian	Lifetime Fishing Permit	For people 70+ or the disabled	$ 10.00	lifetime
Recreation Services	Lake Julian	Locker	additional charge for use of a storage locker at the sailboat storage area	$ 50.00	per year
Recreation Services	Lake Julian	Paddle Boat 1 hour		$ 12.00	per hour
Recreation Services	Lake Julian	Paddle Boat 1/2 hour		$ 8.00	30 min
Recreation Services	Lake Julian	Senior & Veteran Annual Fishing Permit	For people 65+ and veterans	$ 10.00	per year
Recreation Services	Lake Julian	Senior & Veteran Daily Fishing Permit	For people 65+ and veterans	$ 3.00	per day
Recreation Services	Lake Julian	Small Picnic Shelter		$ 75.00	per day
Recreation Services	Lake Julian	Wetslip	additional charge for someone storing their sailboat in the water instead of on a trailer	$ 200.00	per year
Register of Deeds		Additional subsequent Instrument Index Reference, each (Assignments only)	This fee is added to a document that has additional subsequent instruments attached	$ 10.00	per Additional Subsequent Instrument
Register of Deeds		Birth Certificate Amendment	This fee is charged to customers doing certain amendments to birth certificates	$ 35.00	per Amendment
Register of Deeds		Birth/Death certificate plain copy	This fee is charged to customers getting an uncertified copy or birth/death certificate	$ 0.25	per Copy
Register of Deeds		Certified Birth Certificate	This fee is charged to customers getting a certified copy of a birth/death/marriage certificate	$ 10.00	per Certificate

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Register of Deeds		Certified copies of condo plans	This fee is charged to customers for certified copies of condo plans	$ 5.00	per Copy
Register of Deeds		Certified copies of recordings; 1st page	This fee is charged to customers for the first page of a certified copy of recorded documents	$ 5.00	per 1st page
Register of Deeds		Certified copies of recordings; each additional page	This fee is charged to customers for each additional page after the first of a certified copy of recorded documents	$ 2.00	per add'l page
Register of Deeds		Certified copy of a plat	This fee is charged to customers for a certified copy of a plat	$ 5.00	per Plat
Register of Deeds		Certified Death Certificate	This fee is charged to customers getting a certified copy of a death certificate	$ 10.00	per Certificate
Register of Deeds		Certified Marriage Certificate	This fee is charged to customers for each certified copy of a marriage certificate	$ 10.00	per Certificate
Register of Deeds		Condo Plans	This fee is charged to customers to record condo plans	$ 21.00	per Page
Register of Deeds		Delayed Birth Certificate	This fee is charged to customers that need to have a delayed birth certificate created by the State	$ 35.00	per Delayed Birth Certificate
Register of Deeds		Department of Transportation Right of Way Plans: 1st page	This fee is charged for the recording of the 1st page of a DOT Right of Way plan	$ 21.00	per 1st page
Register of Deeds		Department of Transportation Right of Way Plans: each add'l page	This fee is charged for the recording of every page after the 1st page of a DOT Right of Way Plan	$ 5.00	per add'l page
Register of Deeds		Legitimation	This fee is charged to legitimize a birth	$ 35.00	per Legitimation
Register of Deeds		Marriage Certificate plain copy	This fee is charged to customers for each uncertified copy of a marriage certificate	$ 0.25	per Copy
Register of Deeds		Marriage License Application	This fee is charged to receive a marriage license	$ 60.00	per Application
Register of Deeds		Multiple Instruments Fee	This fee is added to any document that has multiple instruments attached as one recording	$ 10.00	per Document

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Register of Deeds		Nonstandard Documents	This fee is added to any document that doesn't meet set State requirements	$ 25.00	per Nonstandard Document
Register of Deeds		Notary Certification	This fee is charged to customers to verify that a Notary is still qualified to be a Notary in Buncombe County	$ 5.00	per Certification
Register of Deeds		Notary Oath	This fee is charged to customers to administer the Notary Oath to, for them to become Notaries	$ 10.00	per Oath
Register of Deeds		Plats	This fee is charged to customers to record a plat	$ 21.00	per Page
Register of Deeds		Recording all real estate document (except for Deeds of Trust or Mortgages): Each additional page	This fee is charged to record any page after the first 15 pages of any document except for Deeds of Trust or Mortgages	$ 4.00	per additional page after 15
Register of Deeds		Recording all real estate document: Extra party names over the first 20 party names	This fee is charged to record every additional party name after the first 20 party names of any recorded document	$ 2.00	per Name
Register of Deeds		Recording Deeds of Trust and Mortgages: Each additional page	This fee is charged to record any page after the first 35 pages of Deeds of Trust or Mortgages	$ 4.00	per additional page after 35
Register of Deeds		Recording Deeds of Trust and Mortgages: The first 35 pages	This fee is charged to record the first 35 pages of Deeds of Trust or Mortgages	$ 64.00	Up to the first 35 pages
Register of Deeds		Recording real estate document (except for Deeds of Trust or Mortgages): First 15 Pages	This fee is charged to record the first 15 pages of any document except for Deeds of Trust or Mortgages	$ 26.00	Up to the first 15 pages
Register of Deeds		UCC recordings: 1 - 2 pages	This fee is charged to customers for the recording of UCC's that are 1 - 2 pages	$ 38.00	per Document
Register of Deeds		UCC recordings: 3 - 10 pages	This fee is charged to customers for the recording of UCC's that are 3 - 10 pages	$ 45.00	per Document
Register of Deeds		UCC recordings: over 10 pages	This fee is charged to customers for the recording of UCC's that are over 10 pages	$ 2.00	per add'l page over 10 pages

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Register of Deeds		Uncertified copies of condo plans	This fee is charged to customers for uncertified copies of condo plans	$ 1.50	per Copy
Register of Deeds		Uncertified copies of plats	This fee is charged to customers for an uncertified copy of a plat	$ 1.50	per Plat
Register of Deeds		Uncertified copies of recordings	This fee is charged to customers for uncertified copies of recorded documents	$ 0.25	per Page
Sheriff's Office	Animal Services	Trap deposit	Refundable deposit for use of dog traps	$ 40.00	per unit
Sheriff's Office	Civil Process	Service Fee	This fee is charged for service of civil process originating in NC courts.	$ 30.00	per item served
Sheriff's Office	Civil Process	Service Fee	This fee is charged for service of civil process originating outside NC	$ 50.00	per item served
Solid Waste	Landfill	33-gallon bags		$ 2.00	per bag
Solid Waste	Landfill	4ft Fluorescent Light Bulbs	Up to 5 free each HHW	$ 1.00	per bulb
Solid Waste	Landfill	8ft Fluorescent Light Bulbs	Up to 5 free each HHW	$ 1.00	per bulb
Solid Waste	Landfill	All Tires on rim		$ 2.00	per tire
Solid Waste	Landfill	Bagged Leaves		$ 1.00	per bag
Solid Waste	Landfill	Co-Mingled Recycling (Blue Bag)		No charge	per bag
Solid Waste	Landfill	Computer monitors		$ 10.00	per monitor
Solid Waste	Landfill	Corrugated Cardboard		No charge	per trip
Solid Waste	Landfill	Electronic recycling (limit 5 units)		$ 0.30	per pound
Solid Waste	Landfill	Farm Animals		$ 50.00	per animal
Solid Waste	Landfill	Flammable Liquids (i.e. gas, kerosene)		$ 2.00	per gallon
Solid Waste	Landfill	Friable asbestos	$100 minimum	$ 100.00	per ton
Solid Waste	Landfill	Large farm animals (i.e. cow, horse)		$ 100.00	per animal
Solid Waste	Landfill	Less than 33-gallon bag		$ 1.00	per bag
Solid Waste	Landfill	Motor oil (5 gallon per household limit monthly),antifreeze, lead acid batteries		No charge	per trip
Solid Waste	Landfill	Mulch sale		$ 20.00	per 4 yards
Solid Waste	Landfill	Paint and Paint related items		$ 2.00	per gallon

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Solid Waste	Landfill	Pesticides, herbicides, insecticides		No charge	per trip
Solid Waste	Landfill	Pick-up trucks, vans, small trailers	$10 minimum	$ 43.75	per ton
Solid Waste	Landfill	Residential Sharps		No charge	per trip
Solid Waste	Landfill	Scrap Metal		No charge	per trip
Solid Waste	Landfill	Special Disposal Accommodation	$100 minimum	$ 100.00	per ton
Solid Waste	Landfill	Televisions		$ 10.00	per television
Solid Waste	Landfill	Tires w/proper certification form		No charge	per trip
Solid Waste	Landfill	Tires without form		$ 2.00	per tire
Solid Waste	Landfill	Trucks, roll-offs, flat beds	$10 minimum	$ 43.75	per ton
Solid Waste	Landfill	White Goods		No charge	per trip
Solid Waste	Landfill	Wood Pallets	$10 minimum	$ 30.00	per ton
Solid Waste	Landfill	Yard waste, untreated wood, limbs	$10 minimum	$ 30.00	per ton
Solid Waste	Transfer Station	33-gallon bags		$ 2.00	per bag
Solid Waste	Transfer Station	Co-Mingled Recycling (Blue Bags)		No charge	per bag
Solid Waste	Transfer Station	Corrugated cardboard		No charge	per trip
Solid Waste	Transfer Station	Lead acid batteries		No charge	per trip
Solid Waste	Transfer Station	less than 33-gallon bag		$ 1.00	per bag
Solid Waste	Transfer Station	Pick-up trucks, vans, small trailers	$12 minimum	$ 47.75	per unit
Solid Waste	Transfer Station	Residential Sharps		No charge	per trip
Solid Waste	Transfer Station	Scrap Metal		No charge	per trip
Solid Waste	Transfer Station	Trucks, roll-offs, flat beds		$ 47.75	per ton
Solid Waste	Transfer Station	White Goods		No charge	per trip
Tax Assessment		Aerial Maps	this fee is charged when taxpayers request a copy of an aerial map	$ 10.00	per PIN#
Tax Assessment		non-Aerial Maps	this fee is charged when taxpayers request a copy of a non-aerial map	$ 5.00	per PIN#
Tax Assessment		property record card	this fee is charged when taxpayers request copies of the property record card	$ 1.00	per PIN#

Department	Program	Fee Name	Fee Description	Fee	Fee Unit
Tax Assessment		reports	this fee is charged when taxpayers request reports such as Adjacency Reports	$ 1.00	per PIN#
Transportation	Mountain Mobility	Deviated Fixed Route - Single Trip		No charge	per trip
Transportation	Mountain Mobility	Rural General Public - Single Trip		$ 3.00	per trip

Buncombe County Health and Human Services -- Department of Health

BILLING GUIDE for FY 2022

Effective 07/01/2021

Billing and Collection Policies
Program Information
Sliding Fee Scales
Service Fee Schedule

Approved by Buncombe County Health and Human Services Board
XX/XX/2021

Approved by Board of County Commissioners
XX/XX/2021

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Introduction

North Carolina law[1] allows a local health department to charge fees for services as long as:

1. Service fees are based on a plan recommended by the Health Director. This plan is approved by the Buncombe County Health and Human Services (BCHHS) Board and the County Commissioners.
2. The health department does not provide the service as an agent of the State.
3. And the fees are not against the law in any way.

The State requires health departments to provide certain services, and no one may be denied these services. It is in the best interest of our community for the Department of Health to:

1. First, assure that all residents can get all legally required public health services.
2. Then provide as many other recommended and needed health services as possible, within the resources we still have available to use.

The purpose of charging fees is to increase resources and use them to meet residents' needs in a fair and balanced way. Fees are necessary to help cover the full cost of providing recommended and needed health services. We consider the market rate, cost of service and Medicaid rate when establishing fees.

The information in the document is the fee plan for FY22, effective on July 1, 2021. This Billing Guide for FY22 replaces all earlier plans. Fees are reviewed and approved annually by the BCHHS Board and the County Commissioners prior to the start of the new Fiscal Year. Additionally, fees are reviewed throughout the Fiscal Year to account for fluctuations in acquisition costs, cost to provide services, reimbursement rates and market rates. Changes to the fee schedule mid-fiscal year are approved by the Health Director. Clients may request a list of current fees at any time.

Fees

General Information

BCHHS – Department of Health (DH) charges and collects fees for most of its services.

- All fees are the responsibility of the client or responsible party.
- We accept cash and major credit or debit cards for payment of all fees.
- Most fees – but not all – can also be paid by check.
- Full payment is expected at the time of service.
- Clients will be informed of their account status at each visit.
- An itemized receipt will be provided to clients at time of payment.
- Under some conditions of client need, we can arrange a payment plan.

BCHHS-DH provides some services at no cost to the client. (There may be eligibility requirements.) Some examples are:

- WIC nutritional support services
- Certain immunizations for children
- Health education services
- Tuberculosis (TB) screening and treatment support
- Sexually transmitted disease (STD) testing and treatment (excluding genital wart molluscum treatment)
- Contagious disease investigations
- Post Exposure Prophylaxis (PEP)

1 North Carolina General Statue 153A-77(d)

We may bill Medicaid, Medicare, or insurance for these services. Medicaid is not billed greater than 340B pricing for pharmaceuticals purchased through the 340B program. There may be separate fees – for the client or a third-party payer – for medications, supplies, lab services, X-rays, and/or other medically related services.

Payment by a "Third Party" – Medicaid, Medicare, and Insurance

- State rules require the Department of Health to bill participating third party payers for services we provide. Current participating providers are:
  - Medicaid
    - Blue Cross Blue Shield Medicaid
    - United Health Care Medicaid
    - Wellcare Medicaid
    - AmeriHealth Caritas Medicaid
  - Medicare- including Medicare Replacement Plans
  - NC Health Choice
  - Blue Cross Blue Shield (except Blue Care)
  - Cigna
  - United Healthcare (except Managed Care Plans)
  - MedCost
  - Aetna
  - Coventry
  - Humana
  - Tricare
  - Bright Health Insurance
  - Wellcare
- As a courtesy to clients, we may bill non-participating third party payers for medical services provided. The client is ultimately responsible for any uncovered charges (i.e., out-of-network and deductibles).
- Medicaid will be billed as the payer of last resort.
- Clients who have health insurance must show a valid insurance card when they come for their medical appointment.
- Clients presenting with third party health insurance coverage where copayments are required shall be subject to collection of the required copayment at the time of service (exceptions are outlined below for Family Planning).
- Third party is billed the total amount of the service provided. They do not receive the benefit of the Sliding Fee Scale (SFS). The charge and any remaining balance (minus copayments) is billed to the client based on the Sliding Fee Scale. This may include copays, coinsurance, deductibles, and non-allowed charges (applied to sliding fee scale). Family Planning clients will pay the lesser of the copay or where they fall on SFS as required by Title X.
- Clients electronically sign a consent allowing BCHHS-DH to file insurance. A copy of the insurance card is scanned at that time into the patient's medical record.
- Whenever possible, we will determine if a client is eligible for Medicaid.
  - Clients must present all social security numbers and names they have used for employment purposes.
  - Social security number and name will be used *by authorized staff only* for online income verifications.
- Insurance claims are processed through an Electronic Medical Record application (EMR) and electronically filed through a claims management web-based application. Payments are posted electronically/manually to client accounts. If applicable, secondary insurance is filed.

- Insurance denials are researched using the Remittance Advice (RA) for Medicaid and the Explanation of Benefit's for private insurance. Any denials deemed incorrect are resubmitted as quickly as possible. Any remittance or final denial is posted to the patient's account. Any remaining balance for Medicaid clients are adjusted off (unless it was for a non-covered service that the client was made aware of prior to the service being rendered).

Payment by Client

- The client is responsible for paying charges that are not covered by third-party payers (insurance plans, including Medicaid and Medicare).
- The client pays any insurance co-pay amounts at the time of services.
- BCHHS-DH mails a bill to clients based upon the following.
  - Quarterly bills are mailed for accounts with a balance between $5 and $24.99.
  - Monthly bills are mailed for accounts with a balance of $25 and greater.
  - Bills are not sent for "confidential services", regardless of account balance.
- A payment plan can be arranged, when a client shows good cause for needing one.
- Clients with low income may qualify for a reduced fee, based on a sliding fee scale for certain services (detail in Appendix 1, below).

Family Planning Billing Policy for Self-Pay and Third Parties

- Bills are submitted to a third party when a third party is responsible.
- Third parties authorized or legally responsible to pay for clients at or below 100% of the Federal Poverty Level are properly billed.
- Third party bills show total charges without any discounts.
- Insured clients cannot be charged more in copayments, deductibles, or other fees than what they should be paying according to the sliding fee scale.

Account Collections and Delinquent Accounts

Payment for Services

Clients are expected to make payment at the time they receive services, and/or to provide up-to-date information about their third party insurance, Medicare, or Medicaid coverage.

Payments Accepted

- Cash
- Credit Cards (MasterCard, Visa, American Express, and Discover)
- Debit Cards
- Personal Checks
- Business Checks for business transactions
- Money Orders
- Cashier Checks

Collection of Monies Owed

If payment for service is not made in full on the date of service, BCHHS-DH may use the following methods to pursue collection of client accounts:

- Billing statements
- Past due notices
- NC Local Government Debt Setoff Clearinghouse (deduction from a client's tax refund of money

client owes BCHHS-DH), administered by the NC Department of Revenue

Delinquent Accounts and Collection

- Accounts are considered delinquent if a payment balance remains 90 days after the charge activity or after the most recent payment made (whichever is later).
- Delinquent accounts are subject to collection through the North Carolina Debt Setoff program for local governments[2].
    - All State laws and guidelines are followed for this program, including annual reporting of any qualifying delinquent accounts for collection.
- Accounts will be reviewed annually each July by each department for outstanding accounts receivable from the prior fiscal year. Bad debts that are greater than two years old and $25 or less will be considered for write-off. If determined by the department and the Finance department that no further collections are expected, the debt may be written off.
- Delinquent accounts that are active in the North Carolina Debt Setoff program shall remain in the program until satisfied.
- At no time will a client be notified that the account has been written off as a bad debt.
- If after a debt has been written off, payment is received against that account, the Finance department should be notified to account for those funds as appropriate.

Service Consequences for Client of Delinquent Account

Unless state and federal program rules prohibit restricting or denying services, persons who have a delinquent account may be:

- required to pay fees before they can get more services
- denied services unless they make a good faith effort to make payment within 90 days

Exception: Any client who has Medicaid coverage will not be denied services because of an unpaid account balance. No Family Planning or STD client will be denied services or subjected to variation in quality of service because of an unpaid account balance or the inability to pay for services received.

Donations

Voluntary donations are accepted from clients for all programs including family planning services. Clients will NOT be pressured to make donations, and donations are not a prerequisite for the provision of services or supplies.

Returned Check Policy

If a client's check is returned:

1. We will notify the client.
    - We notify the client by telephone, if possible.
    - If a telephone number is not available, we will mail a notice.
    - We will inform and give the client a copy of Buncombe County's Returned Check Policy.

2. The client must replace all returned checks with cash, money order, and/or certified check. **We charge an additional $25.00 fee per returned check.**

3. If a client has two returned checks within a one-year period:
    - They will have to pay for services using cash, money order, and/or certified check for a period of one year.
    - After the one-year period expires, if another returned check occurs, the client must pay all

[2] Ref: NCGS 105A-1 et seq.

future bills with cash, money order, and/or certified check.

Refunds

If a client or other third-party payer has overpaid their charges, the credit balance is either:

- Applied to future charges, or
- Refunded to the payer within thirty (30) days of discovery or request.

For the Environmental Health refund policy, see the program-specific information below (page 12).

Residency Requirements for Services

Some health services at BCHHS-DH are available only to persons who are residents of Buncombe County. The State requires that we provide some services regardless of a client's county of residence:

MUST be Buncombe County Resident

- Breast & Cervical Cancer Control Program (BCCCP) and WISEWOMAN program
- Health Promotion
- Immunizations—some adult vaccines (see note at right**)
- Nurse-Family Partnership
- WIC/Nutrition

County Residency NOT Required

- Communicable Disease Services (such as STDs, TB)
- Environmental Health (client does not have to be county resident, but services are provided only within Buncombe County)
- Family Planning
- ** Some immunizations, including child vaccines required for school attendance, certain adult vaccines (according to state guidelines)
- Refugee Health Screening and Immunizations
- Pre and Post Exposure Prophylaxis (PrEP/PEP)

Proof of Residency

- For services requiring Buncombe County Residency, proof of Buncombe County Residency is required for all new clients and at the yearly income assessment review.
- Clients are required to report any change of address.
- Documentation of residency may include:
  - Government-issued ID (such as a driver's license)
  - Utility receipt
  - Rent or mortgage statement
  - Collateral Statement completed by a non-relative
- We may make exceptions about documentation for homeless individuals who reside in Buncombe County.

Clients who move out of Buncombe County have 30 days to obtain another provider. During these 30 days, they may continue to receive services at BCHHS-DH.

Program-Specific Information: Personal Health Services

Breast and Cervical Cancer Control Program (BCCCP) and WISEWOMAN Program

Is there a fee?

- No.

Is there a residency requirement?

- Yes. Clients must be residents of Buncombe County.

Program policies to note? (detailed below)

- BCCCP/WISEWOMAN Program Eligibility Requirements

BCCCP / WISEWOMAN Program Eligibility Requirements

- A person must be uninsured or under-insured to be eligible for the BCCCP and WISEWOMAN programs.
- Also, their family unit must have annual gross income at or below 250% of the Federal Poverty Income Level.

Persons in Family Unit	250% FPG (Annual)[3]
1	$32,200
2	$43,550
3	$54,900
4	$66,250
for each additional person, add	$11,350

The following persons are counted as part of the family unit, when determining income-based eligibility:

- Client
- Spouse of client
- All children under 18 years of age, including step-children who live in the home
- All children under the age of 26 and attending or enrolled in a university, a community college, or accredited private institution.
- (see Appendix 1, below, for further detail)

Family Planning

Priority for Family Planning services is to persons from low-income families and to individuals who would not otherwise have access to care. Inability to pay is not a barrier to the receipt of services. Services must be provided without the imposition of any durational residency requirement or requirement that the client be referred by a physician.

Is there a fee?

- Yes, based on the service requested and client's income (see "Confidential Services" note, below, about individual income and sliding fee scale).

How is the fee paid?

- Full payment, co-pay, or sliding scale percentage is due at time of service.
- BCHHS-DH currently participates with Medicaid (all 4 Managed Care Plans), Medicare, Blue Cross Blue Shield (except Blue Care), Cigna, United Healthcare (except Managed Care Plans), MedCost, Aetna, NC Health Choice, Coventry, Tricare, and Humana, Wellcare, Bright Health.
- BCHHS-DH will bill other third party payers, only as a courtesy.

[3] NC BCCCP and WISEWOMAN Income Guidelines; Effective January 11, 2019

- The client is ultimately responsible for any uncovered charges based on a sliding fee scale.

Is there a sliding fee scale?

- Yes. There is a sliding fee scale for Family Planning. (See Appendix 1, page 15, top table.) Also, see policy below on Confidential Services.

Program policies to note? (detailed below)

- Confidential Services

Is there a residency requirement?

- No. Services and sliding fee scale are available regardless of county of residence.

Confidential Services

All BCHHS-DH services are confidential. Teens and other family planning clients may have added privacy by requesting that no mailings are sent to their residence, no appointment reminders are left on voicemail, etc. For sliding fee scale eligibility (Appendix 1 below), clients requesting these additional privacy measures are considered to be a separate family unit. We only look at their own income, and the "economic unit" size is one person on the income table.

Health Promotion

Is there a fee?

- We may charge fees for health education and promotion services we provide to individuals or groups. Details and policies are specific to the program offered.

Is there a residency requirement?

- Yes. Clients must be residents of Buncombe County

Program policies to note?

- None

Immunizations

Is there a fee?

- There are fees for some adult and child immunizations.
- State Supplied vaccine is available at no charge to those who qualify.
- Contact the BCHHS Immunizations Clinic for further information.

How is the fee paid?

- For child immunizations only, we bill all insurance plans directly. After we receive the insurance payment, we send the client a bill if there is any unpaid balance (i.e., non-covered, out-of-network, or unmet deductible). If you are not able to pay in full at that time, you can contact our Accounting Office to make a payment plan.
- BCHHS-DH currently participates with these insurance programs: Medicaid (all 4 of Managed Care plans), Medicare, Blue Cross Blue Shield (except Blue Care), Cigna, United Healthcare (except Managed Care Plans), MedCost, Aetna, NC Health Choice, Coventry, Tricare, Wellcare, Bright Health, and Humana. If you are under one of these plans, we bill them directly for both adult and child immunizations.

- For adults who use some other insurance company or have no insurance at all, the client must pay in full at the time of service.

Is there a sliding fee scale?

- No, except for post-exposure rabies treatment provided here at BCHHS-DH. (See note below).

Is there a residency requirement?

- No, not for those childhood immunizations that are required for school attendance.
- Yes, for some adult immunizations, the client must be a resident of Buncombe County. In accordance with state guidelines, some adult vaccines are provided regardless of county residency. (Contact the BCHHS Immunization Clinic for further information.)

Program policies to note? (detailed below)

- Post-Exposure Treatment for Rabies

Post-Exposure Treatment for Rabies

Rabies infection is fatal unless the person begins treatment right away. BCHHS-DH works with Mission Hospital to make sure any county resident who is exposed to rabies can receive the needed vaccine. After the initial exam and treatment at Mission, we can give any follow-up shots that are due during normal clinic hours.

The client is responsible for the cost of treatment at BCHHS-DH and at Mission Hospital. At BCHHS-DH, we do not require payment in advance for rabies treatment. No Buncombe County resident is turned away from getting follow-up rabies shots in our clinic. We will bill any insurance plan. If a client gets a bill from BCHHS-DH and cannot pay at that time, they can ask for a payment plan. To apply for the sliding fee scale, the client must also apply for any Rabies Vaccine Assistance Program for which they may be eligible. Proof of income is required. If a client is approved for the sliding fee scale, we apply this to any unpaid balance.

Nurse-Family Partnership

Is there a fee?

- There are no client fees for Nurse-Family Partnership services.
- We bill Medicaid, where appropriate.

Is there a residency requirement?

- Yes. Clients must be residents of Buncombe County.

Program policies to note?

- None

Refugee Health (Limited Services)

Is there a fee?

- There is a fee for refugees seeking **Change of Status** and requesting completion of the I-693 Vaccination Record for the US Citizenship and Immigration Services.
- TB and blood lead screening are provided at no charge to clients who qualify for Refugee Health services.
- State Supplied vaccine is available at no charge to those who qualify.

- Clients must go elsewhere for their Refugee Health Medical Exam and for any medical treatment that may be needed. Any fee for follow-up care is a matter between the client and whichever medical office provides the service.

Is there a residency requirement?

- No

Program policies to note?

- The state's policy on "Refugee Health Assessments Provided in Health Departments" can be found at https://files.nc.gov/ncdma/documents/files/1d1.pdf.

Sexually Transmitted Disease (STD) and HIV Control

Is there a fee?

- There are no client fees for routine STD screenings.
- Client fees may be associated with non-routine STD screenings.
- We may bill Medicaid, Medicare, and third party payers where appropriate.

Is there a residency requirement?

- No

Program policies to note?

- None

HIV Pre-Exposure Prophylaxis

Is there a fee?

- Yes, based on the service requested and client's income (see "Confidential Services" note, below, about individual income and sliding fee scale).

Is there a residency requirement?

- No

Is there a sliding fee scale?

- Yes. There is a sliding fee scale for PrEP.

Program Policy to Note?

- No

How is the fee paid?

- Full payment, co-pay, or sliding scale percentage is due at time of service.
- BCHHS-DH currently participates with Medicaid, Medicare, Blue Cross Blue Shield (except Blue Care), Cigna, United Healthcare (except Managed Care Plans), MedCost, Aetna, NC Health Choice, Coventry, Tricare, and Humana.
- BCHHS-DH will bill other third party payers, only as a courtesy.
- The client is ultimately responsible for any uncovered charges based on a sliding fee scale.

HIV Post-Exposure Prophylaxis

Is there a fee?

- No

Is there a residency requirement?

- No

Is there a sliding fee scale?

- No

Program policies to note?

- None

Tuberculosis (TB)

Is there a fee?

- There are client fees for routine TB skin tests (or test waivers) for reasons such as employment or school admission.
- There are no client fees for routine TB control services.
- Client fees may be associated with non-routine TB testing (i.e., T-SPOT that is only available to certain clients).

How is the fee paid?

- Full payment or co-pay is the responsibility of the client or client's guardian.
- BCHHS-DH currently participates with Medicaid, Medicare, Blue Cross Blue Shield (except Blue Care), Cigna, United Healthcare (except Managed Care Plans), NC Health Choice, Coventry, Tricare, and Humana.
- We may bill Medicaid, as appropriate, for TB control services.

Is there a sliding fee scale?

- No

Is there a residency requirement?

- No
- All local health departments in North Carolina coordinate TB prevention and control efforts in their county. To better ensure continuity of care, out-of-county residents are strongly encouraged to work with their local county health department. We are happy to help clients contact their health department to arrange for needed services.

Program policies to note?

- None

WIC / Nutrition

Is there a fee?

- There are no client fees for WIC services.

Is there a residency requirement?

- Yes. This service is only available to North Carolina residents.

Program policies to note?

- WIC Program Eligibility Requirements

Program-Specific Information: Property Owners & Businesses

Environmental Health

Is there a fee?

- Yes
- For tests not listed on the BCHHS-DH fee schedule, water sample fees charged by Environmental Health will follow the NC State Laboratory of Public Health's fee schedule with the addition of an administrative fee.

How is the fee paid?

- Fees are collected before services are rendered.

Is there a sliding fee scale?

- No

Is there a residency requirement?

- No

Program policies to note? (detailed below)

- Refund Policy
- Rate Adjustment Policy
- Fee Reduction/Waiver Policy
- Definition of Temporary Tattoo Permit and Guest Artist

Refund Policy

Fee payments are generally non-refundable once a service has been rendered by the agency. Service is considered rendered when an Environmental Health Specialist has substantially delivered the requested service. Fees cannot be refunded because the applicant no longer wishes to pursue the original project, except under the conditions described below.

General Refund Procedure:

- Program supervisor makes a recommendation to issue a refund.
- Director of Environmental Health must sign and approve all such refunds.
- Director of Environmental Health may approve exceptions to the policies below, when there are unusual or extenuating circumstances.
- Applications not acted upon within 60 days will be considered inactive, until the Department is notified by the applicant. Inactive applications may be refunded upon request, within one year of the application date.
- If the original service has not been rendered, client may request that fee payments be transferred to other services. The transfer must be accomplished upon cancellation of the original service.

Specific Refund Procedures:

Improvement Permits (Initial site evaluation to determine site suitability)

- May be refunded if the service has not been rendered. In this case, refunds for this service are to be the full amount of the original fee.
- Refunds are not to be issued where the Environmental Health Specialist determines that

the property cannot be used for the intended project. In this case, services are considered rendered regardless of the outcome or the amount of time spent making the determination.

Authorization to Construct (May be issued in conjunction with Improvement Permit)

- Fees are collected for three separate services:
  - *Improvement Permit* (initial site evaluation to determine site suitability)
  - *Construction Authorization* (for the purpose of obtaining a building permit)
  - *Operations Permit* (for the purpose of obtaining final approval)
- Because there are three separate services, applicants may be entitled to a refund for one or all services.
- If no service has been rendered the applicant may request a full refund or transfer of the fee to another service.
- If the applicant has received a Construction Authorization Permit but does not wish to pursue installing the approved septic system, they are entitled to a refund equal to one-third the original fee.
- Property that is denied a Construction Authorization will receive a refund equal to two-thirds of the original fee.

Authorization to Construct/Existing System (Revision/Expansion/Relocation)

- If no service has been rendered the applicant may request a full refund or transfer of the fee to another service.
- No refund will be made when service is rendered and authorization is denied.

Existing System Inspection

- If no service has been rendered the applicant may request a full refund or transfer of the fee to another service.
- No refund will be made when service is rendered and approval is denied.

Well Permit / Inspection

- If no service has been rendered the applicant may request a full refund or transfer of the fee to another service.
- If an applicant has received a service related to well construction, but does not wish to pursue drilling the approved well or well approval is denied, he/she is entitled to a refund equal to half the original fee.

Rate Adjustment Policy

Payment for an application is valid for 6 months. If initial action on the application is requested more than 6 months from initial payment of the fee, the applicant will be required to pay the difference (if any) between the original fee and the current fee before action can proceed. In the event of a reduction in fees, the applicant will be refunded the difference between the old fee and any reduced fee amount.

Fee Waiver/Reduction Policy

It is the policy of Buncombe County Environmental Health to waive or reduce fees related to septic systems and wells during environmentally extenuating circumstances, which include man-made or natural disasters such as fire, flooding, drought, etc.

Definition of Temporary Tattoo Permit and Guest Tattoo Artist

A temporary tattoo permit is a permit issued to a tattoo artist at an organized tattooing event not to exceed 7 days. The organized tattoo event must have a minimum of 15 tattoo artists and at a minimum meet the requirements of NCGS 130A-283 and Rules Governing Tattooing 15A NCAC 18A. 3200.

A guest artist is a tattoo artist that has a tattoo permit issued by another county or state and operates out of an existing permitted Buncombe County tattoo establishment for a period not to exceed a total of 90 days per calendar year. Guest artist applications must be received 15 days prior to permitting.

Appendix 1: Sliding Fee Scales

Buncombe County Health and Human Services-Department of Health – Sliding Fee Scales for FY22

For services that are eligible for Sliding Fee Scale payment, BCHHS-DH uses the current DHHS Federal Poverty Guidelines as published in the *Federal Register*. Fees may be subject to change during the fiscal year.

Sliding Fee Scale for Family Planning Services

# Persons in Econ. Unit	% of Clinic Fee Charged to Client, According to Economic Unit Size & Income																					
	0% Pay			20% Pay			40% Pay			60% Pay			80% Pay			100% Pay					
1	0	-	12,880	12,881	-	17,710	17,711	-	22,540	22,541	-	27,370	27,371	-	32,199	32,200	-	Over
2	0	-	17,420	17,421	-	23,953	23,954	-	30,485	30,486	-	37,018	37,019	-	43,549	43,550	-	Over
3	0	-	21,960	21,961	-	30,195	30,196	-	38,430	38,431	-	46,665	46,666	-	54,899	54,900	-	Over
4	0	-	26,500	26,501	-	36,438	36,439	-	46,375	46,376	-	56,313	56,314	-	66,249	66,250	-	Over
5	0	-	31,040	31,041	-	42,680	42,681	-	54,320	54,321	-	65,960	65,961	-	77,599	77,600	-	Over
6	0	-	35,580	35,581	-	48,923	48,924	-	62,265	62,266	-	75,608	75,609	-	88,949	88,950	-	Over
7	0	-	40,120	40,121	-	55,165	55,166	-	70,210	70,211	-	85,255	85,256	-	100,299	100,300	-	Over
8	0	-	44,660	44,661	-	61,408	61,409	-	78,155	78,156	-	94,903	94,904	-	111,649	111,650	-	Over
9	0	-	49,200	49,201	-	67,650	67,651	-	86,100	86,101	-	104,550	104,551	-	122,999	123,000	-	Over
10	0	-	53,740	53,741	-	73,893	73,894	-	94,045	94,046	-	114,198	114,199	-	134,349	134,350	-	Over
11	0	-	58,280	58,281	-	80,135	80,136	-	101,990	101,991	-	123,845	123,846	-	145,699	145,700	-	Over
12	0	-	62,820	62,821	-	86,378	86,379	-	109,935	109,936	-	133,493	133,494	-	157,049	157,050	-	Over
13	0	-	67,360	67,361	-	92,620	92,621	-	117,880	117,881	-	143,140	143,141	-	168,399	168,400	-	Over
14	0	-	71,900	71,901	-	98,863	98,864	-	125,825	125,826	-	152,788	152,789	-	179,749	179,750	-	Over
15	0	-	76,440	76,441	-	105,105	105,106	-	133,770	133,771	-	162,435	162,436	-	191,099	191,100	-	Over
	≤100% FPL			>100% & ≤137.5% FPL			>137.5% & ≤175% FPL			>175% & ≤212.5% FPL			>212.5% & <250% FPL			≥250% FPL					
	Client's Economic Unit Income as % of Federal Poverty Level																					

Sliding Fee Scale for Any Other Eligible Service

# Persons in Econ. Unit	% of Clinic Fee Charged to Patient, According to Economic Unit Size & Income																					
	0% Pay			20% Pay			40% Pay			60% Pay			80% Pay			100% Pay					
1	0	-	12,880	12,881	-	16,100	16,101	-	19,320	19,321	-	22,540	22,541	-	25,759	25,760	-	Over
2	0	-	17,420	17,421	-	21,775	21,776	-	26,130	26,131	-	30,485	30,486	-	34,839	34,840	-	Over
3	0	-	21,960	21,961	-	27,450	27,451	-	32,940	32,941	-	38,430	38,431	-	43,919	43,920	-	Over
4	0	-	26,500	26,501	-	33,125	33,126	-	39,750	39,751	-	46,375	46,376	-	52,999	53,000	-	Over
5	0	-	31,040	31,041	-	38,800	38,801	-	46,560	46,561	-	54,320	54,321	-	62,079	62,080	-	Over
6	0	-	35,580	35,581	-	44,475	44,476	-	53,370	53,371	-	62,265	62,266	-	71,159	71,160	-	Over
7	0	-	40,120	40,121	-	50,150	50,151	-	60,180	60,181	-	70,210	70,211	-	80,239	80,240	-	Over
8	0	-	44,660	44,661	-	55,825	55,826	-	66,990	66,991	-	78,155	78,156	-	89,319	89,320	-	Over
9	0	-	49,200	49,201	-	61,500	61,501	-	73,800	73,801	-	86,100	86,101	-	98,399	98,400	-	Over
10	0	-	53,740	53,741	-	67,175	67,176	-	80,610	80,611	-	94,045	94,046	-	107,479	107,480	-	Over
11	0	-	58,280	58,281	-	72,850	72,851	-	87,420	87,421	-	101,990	101,991	-	116,559	116,560	-	Over
12	0	-	62,820	62,821	-	78,525	78,526	-	94,230	94,231	-	109,935	109,936	-	125,639	125,640	-	Over
13	0	-	67,360	67,361	-	84,200	84,201	-	101,040	101,041	-	117,880	117,881	-	134,719	134,720	-	Over
14	0	-	71,900	71,901	-	89,875	89,876	-	107,850	107,851	-	125,825	125,826	-	143,799	143,800	-	Over
15	0	-	76,440	76,441	-	95,550	95,551	-	114,660	114,661	-	133,770	133,771	-	152,879	152,880	-	Over
	≤100% FPL			>100% & ≤125% FPL			>125% & ≤150% FPL			>150% & ≤175% FPL			>175% & <200% FPL			≥200% FPL					
	Client's Economic Unit Income as % of Federal Poverty Level																					

Guidelines for Determining Eligibility for Sliding Fee Scale

How does the Sliding Fee Scale work?

- Clients must show proof of income and family size.
- Staff will use this information to determine what percent of fees a client must pay, based on the sliding fee scale (above).
- If income cannot be confirmed at the time of screening, or if a client declines to provide information to verify employment, the charge for services will be at 100% pay.
- If proof of income is received at a later date, retroactive adjustments are limited to charges within the past business 30 days based on the applicable fiscal year fee scale at the time of service.
- If clients report false information, they will no longer be allowed to use the sliding scale, except for Family Planning service fees.
- Eligibility for reduced fees will be re-checked:
    - Anytime the client's income and household size changes, and/or once every 12 months.

- A client's sliding Fee Scale percentage can change based on updated Federal Poverty level guidelines.

- A Clinical Services Nurse Supervisor or Practice Manager may make exceptions to the fee policies for those who are unable, for good cause, to pay for family planning services. If this situation occurs, documentation of the process is required.
- Clients are not denied services or subjected to variation in quality of services because of the inability to pay.
- Clients at or below 100% of the Federal Poverty Level are not charged for Family Planning services.
- Income reported for Family Planning financial eligibility screening can be obtained from other programs offered in the agency.

Which BCHHS-DH services offer a Sliding Fee Scale*?

- Family Planning services, HIV Pre-Exposure Prophylaxis services and post-exposure rabies treatment.

*There may be conditions on when the sliding fee scale applies (see sections above).

When does the Sliding Fee Scale discount NOT apply?

- For insurance co-payments
- For certain service charges, including:
  - **Pharmaceutical** charges for **Foreign Travel** medications
  - **Environmental Health** services
  - **Immunization** services, except post exposure rabies injections
  - **Refugee** services
  - **Medical Records** copies
  - Certain other "Miscellaneous" services

How often is a client screened for Sliding Fee Scale eligibility?

We review financial information on clients to see if they are eligible for reduced fees on the BCHHS-DH Sliding Fee Scale (tables on page 16). The Economic Unit is the method of income collection used to determine financial eligibility for patient fees. We do financial screening:

- on all new clients;
- when clients report that family size and/or income has changed;
- if it has been **1 year** or more since they were last screened.
- when the Federal Sliding Fee Scales updates each year.

Who is considered a member of the "family" for determining eligibility?

Definition of Family Size/Household and Countable Gross Income

1. **Family**: A family of two or more is defined as a group of persons related by birth, marriage, adoption, or a defined dependent relationship, who live together in a household. Persons are considered members of a "family" when their production of income and consumption of goods are related.
   - A client with no income must be considered part of the larger family unit that is providing support to the client.
   - Groups of persons living in the same house with other people may be considered a separate family unit. For example, if two sisters and their children live in the same house and both work and support their own children, they would be considered two separate households.

2. **Dependent Status**: Dependent household members are defined as those persons for whom the head of household:
   - has a legal responsibility to support, or
   - has voluntarily extended support

   These relationships are usually defined as legal adoptions and guardianships. Guardianship status must be supported by court documents defining the guardian relationship/responsibility.
   Exceptions:
   - A foster child assigned by DSS shall always be considered a family of one.
   - **Teens and others requesting confidential Family Planning Services will have their income assessed as a family of one.**

3. **Family/Household Income:** Dollar amounts represent gross monthly income, the total cash receipts before taxes, from all sources. This is the total of all household income from each "counted" family member.

4. **Income Sources**: All income from full or part time employment, produced by all dependents, must be declared as part of the household income**.** Income sources include:
   - Salaries and wages
   - Earnings from self-employment (deduct business expenses, except depreciation)
   - Interest income
   - All investment and rental income
   - Public assistance
   - Unemployment benefits
   - Worker's compensation
   - Military allotments
   - Social Security benefits
   - VA benefits
   - Retirement and pension pay
   - Insurance or annuity plans
   - Gaming proceeds and any other income not represented here that contributes to the household consumption of goods. This list is not all-inclusive.

5. **Income Verification:** We require income verification before a client can be eligible for a sliding scale discount. Any **one** of the following is acceptable:
   - Current pay stubs
   - Signed note from employer that shows client's income before taxes are taken out
   - W-2 Forms
   - Unemployment letter
   - Award letter from Social Security Office, VA, or Railroad Retirement Board
   - 1099's received from IRS
   - Paper from the IRS that shows client did not file taxes
   - Self-employed clients may bring accounting records or income tax return for the most recent calendar year. (Entire tax return must be provided in order to allow deductions for business expenses.)

Appendix 2: Service Fees

Service Fees are subject to change throughout the year. We are happy to speak with you by phone or in person to tell you what a service costs, answer questions about our fees, and provide fee documentation on request. To speak with the Accounting Department, call 828-250-5218.

Medical Records Copy Charges

The BCHHS-DH charges for Medical Record and Environmental Health Record copies are within the limits set by North Carolina state law (GS §90-411).

Copying charges are:

- $.75 per page for up to 25 pages;
- $.50 per page for pages 26 through 100;
- $.25 for each page thereafter.

The table at right shows the specific charge from 1 to 150 pages.

For copy requests greater than 150 pages, the charge is $68.75 plus an additional $.25 for each page over 150.

#Pgs	Charge	#Pgs	Charge	#Pgs	Charge
1	$ 0.75	51	$ 31.75	101	$ 56.50
2	$ 1.50	52	$ 32.25	102	$ 56.75
3	$ 2.25	53	$ 32.75	103	$ 57.00
4	$ 3.00	54	$ 33.25	104	$ 57.25
5	$ 3.75	55	$ 33.75	105	$ 57.50
6	$ 4.50	56	$ 34.25	106	$ 57.75
7	$ 5.25	57	$ 34.75	107	$ 58.00
8	$ 6.00	58	$ 35.25	108	$ 58.25
9	$ 6.75	59	$ 35.75	109	$ 58.50
10	$ 7.50	60	$ 36.25	110	$ 58.75
11	$ 8.25	61	$ 36.75	111	$ 59.00
12	$ 9.00	62	$ 37.25	112	$ 59.25
13	$ 9.75	63	$ 37.75	113	$ 59.50
14	$ 10.50	64	$ 38.25	114	$ 59.75
15	$ 11.25	65	$ 38.75	115	$ 60.00
16	$ 12.00	66	$ 39.25	116	$ 60.25
17	$ 12.75	67	$ 39.75	117	$ 60.50
18	$ 13.50	68	$ 40.25	118	$ 60.75
19	$ 14.25	69	$ 40.75	119	$ 61.00
20	$ 15.00	70	$ 41.25	120	$ 61.25
21	$ 15.75	71	$ 41.75	121	$ 61.50
22	$ 16.50	72	$ 42.25	122	$ 61.75
23	$ 17.25	73	$ 42.75	123	$ 62.00
24	$ 18.00	74	$ 43.25	124	$ 62.25
25	$ 18.75	75	$ 43.75	125	$ 62.50
26	$ 19.25	76	$ 44.25	126	$ 62.75
27	$ 19.75	77	$ 44.75	127	$ 63.00
28	$ 20.25	78	$ 45.25	128	$ 63.25
29	$ 20.75	79	$ 45.75	129	$ 63.50
30	$ 21.25	80	$ 46.25	130	$ 63.75
31	$ 21.75	81	$ 46.75	131	$ 64.00
32	$ 22.25	82	$ 47.25	132	$ 64.25
33	$ 22.75	83	$ 47.75	133	$ 64.50
34	$ 23.25	84	$ 48.25	134	$ 64.75
35	$ 23.75	85	$ 48.75	135	$ 65.00
36	$ 24.25	86	$ 49.25	136	$ 65.25
37	$ 24.75	87	$ 49.75	137	$ 65.50
38	$ 25.25	88	$ 50.25	138	$ 65.75
39	$ 25.75	89	$ 50.75	139	$ 66.00
40	$ 26.25	90	$ 51.25	140	$ 66.25
41	$ 26.75	91	$ 51.75	141	$ 66.50
42	$ 27.25	92	$ 52.25	142	$ 66.75
43	$ 27.75	93	$ 52.75	143	$ 67.00
44	$ 28.25	94	$ 53.25	144	$ 67.25
45	$ 28.75	95	$ 53.75	145	$ 67.50
46	$ 29.25	96	$ 54.25	146	$ 67.75
47	$ 29.75	97	$ 54.75	147	$ 68.00
48	$ 30.25	98	$ 55.25	148	$ 68.25
49	$ 30.75	99	$ 55.75	149	$ 68.50
50	$ 31.25	100	$ 56.25	150	$ 68.75

Department	Program (if applicable)	Fee Name	FY2021 Fee	FY2021 Unit	Proposed Change	Reason
Environmental Health	Onsite Wastewater & Wells	Improvement Permit-Residential, Commercial, & Industrial				
Environmental Health	Onsite Wastewater & Wells	First 500 Gallons	$ 150.00	Per application		
Environmental Health	Onsite Wastewater & Wells	For each additional 500 gallons (round to the nearst 500 gallons), add	$ 225.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Improvement Permit revision	$ 150.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Authorization to Construct (w/ existing improvement permit) includes operations permit	$ 300.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Authorization to Construct (w/o existing improvement permit) includes operations permit	$ 450.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Authorization to Construct Revision/Expansion	$ 150.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Septic system repair	$ 75.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Existing System Inspection	$ 75.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Construction Authorization, Improvement & Operation Permits - commercial & industrial				
Environmental Health	Onsite Wastewater & Wells	First 500 gallons	$ 450.00	Per application		
Environmental Health	Onsite Wastewater & Wells	For each additional 500 gal (round to nearest 500 gal), add:	$ 225.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Revisit fee (site not ready)	$ 50.00	Per additional visit		
Environmental Health	Onsite Wastewater & Wells	Well Permit Fee	$ 300.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Bacterial Analysis Well Site Visit	$ 50.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Resample if Positive	FREE	Initial resample only		
Environmental Health	Onsite Wastewater & Wells	Bacterial + Chemical Analysis Site Visit	$ 75.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Water Sample - no site visit (Self-Collect)	$ 25.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Pesticides	$ 75.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Herbicides	$ 75.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Petroleum	$ 75.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Volatile Oraganic Compounds (VOCs)	$ 75.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Chemical Panel w/ Nitrate/Nitrites	$ 70.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Chemical Panel	$ 70.00	Per application		
Environmental Health	Onsite Wastewater & Wells	Nitrate/Nitrites	$ 30.00	Per application		
Environmental Health	Food, Lodging, & Institutions	Food Service Plan Review (new)	$ 200.00	Per application		
Environmental Health	Food, Lodging, & Institutions	Food Service Plan Review (existing greater than 500 sq ft)	$ 125.00	Per application		
Environmental Health	Food, Lodging, & Institutions	Food Service Plan Review Renovation/Addition (less than 500 sq. ft)	$ 75.00	Per application		
Environmental Health	Food, Lodging, & Institutions	Mobile Food Unit Plan Review	$ 100.00	Per application		
Environmental Health	Food, Lodging, & Institutions	Limited Food Establishment Permit	$ 75.00	Per application		
Environmental Health	Food, Lodging, & Institutions	Temporary Food Establishment Permit	$ 75.00	Per application		
Environmental Health	Food, Lodging, & Institutions	Public Swimming Pool Permit, seasonal	$ 150.00	Per application		
Environmental Health	Food, Lodging, & Institutions	Public Swimming Pool Permit, annual	$ 200.00	Per application		
Environmental Health	Food, Lodging, & Institutions	Additional Pools or Spas on premises, each	$ 50.00	Per application		
Environmental Health	Food, Lodging, & Institutions	Public Swimming Pool Plan Review (per body of water)	$ 200.00	Per application		
Environmental Health	Food, Lodging, & Institutions	Re-Visit Fee (Public swimming pools, if unable to permit)	$ 50.00	Per additional visit		
Environmental Health	Food, Lodging, & Institutions	Tattoo Parlor Permit, annual	$ 250.00	Per application		
Environmental Health	Food, Lodging, & Institutions	Temporary Tattoo* or Guest Tattoo Artist Permit **	$ 100.00	Per application		
Environmental Health	Food, Lodging, & Institutions	Serve Safe Food Certification classes	$ 200.00	Per application		
Environmental Health	Food, Lodging, & Institutions	In Service Day Care class	$ 40.00	Per application		
Clinical Services	Refugee Health	Change of Status Paperwork	$ 30.00	Per request		
Clinical Services	Immunization	Diphtheria, Tetanus, and Pertussis Vaccine (DTaP)	$ 50.00	Per vaccine		
Clinical Services	Immunization	DTaP-Hepatitis B-Inactivated Poliovirus Vaccine	$ 103.00	Per vaccine		
Clinical Services	Immunization	DTaP-Haemophilus influenzae type B-Inactivated Poliovirus	$ 114.00	Per vaccine		
Clinical Services	Immunization	DTaP-IPV Vaccine	$ 74.00	Per vaccine		
Clinical Services	Immunization	Haemophilus influenzae type B (Hib) Vaccine *(ActHIB)*	$ 37.00	Per vaccine		
Clinical Services	Immunization	Haemophilus influenzae type B (Hib) Vaccine *(PedvaxHIB)*	$ 48.00	Per vaccine		
Clinical Services	Immunization	Hepatitis A Vaccine, adult	$ 94.00	Per vaccine		
Clinical Services	Immunization	Hepatitis A Vaccine, pediatric	$ 55.00	Per vaccine		
Clinical Services	Immunization	Hepatitis A and Hepatitis B Vaccine, adult	$ 132.00	Per vaccine		
Clinical Services	Immunization	Hepatitis B Vaccine, adult (3 shot series)	$ 84.00	Per vaccine		
Clinical Services	Immunization	Hepatitis B Vaccine, adult (2 shot series)	$ 140.00	Per vaccine		
Clinical Services	Immunization	Hepatitis B Vaccine, pediatric	$ 46.00	Per vaccine		
Clinical Services	Immunization	Human Papillomavirus Vaccine, HPV9	$ 260.00	Per vaccine		
Clinical Services	Immunization	Influenza Quadrivalent Vaccine, inactivated (6 months of age or older)	$ 40.00	Per vaccine	$ 38.00	Purchase price change

Clinical Services	Immunization	Influenza Trivalent High-Dose Vaccine, inactivated (65 years of age & older)	$	71.00	Per vaccine	$	75.00	Purchase price change
Clinical Services	Immunization	Influenza Quadrivalent Vaccine, live (*FluMist*)	$	42.00	Per vaccine			
Clinical Services	Immunization	Influenza Trivalent Vaccine, inactivated, egg-free (18 years of age & older)	$	71.00	Per vaccine	$	75.00	Purchase price change
Clinical Services	Immunization	Japanese Encephalitis Virus Vaccine	$	340.00	Per vaccine			
Clinical Services	Immunization	Measles, Mumps, and Rubella Virus Vaccine	$	102.00	Per vaccine			
Clinical Services	Immunization	Measles, Mumps, Rubella, and Varicella Virus Vaccine	$	250.00	Per vaccine			
Clinical Services	Immunization	Meningococcal Group B Vaccine	$	205.00	Per vaccine			
Clinical Services	Immunization	Meningococcal Polysaccharide Conjugate Vaccine	$	153.00	Per vaccine			
Clinical Services	Immunization	Meningococcal Polysaccharide Conjugate Vaccine (MenQuadfi)	$	153.00	Per vaccine			
Clinical Services	Immunization	Pneumococcal 23-Valent Polysaccharide Vaccine (PPSV23)	$	132.00	Per vaccine			
Clinical Services	Immunization	Pneumococcal 13-Valent Conjugate Vaccine (PCV13)	$	235.00	Per vaccine			
Clinical Services	Immunization	Poliovirus Vaccine, inactivated	$	46.00	Per vaccine			
Clinical Services	Immunization	Rabies Vaccine for pre- and post-exposure prophylaxis	$	396.00	Per vaccine			
Clinical Services	Immunization	Rotavirus Vaccine	$	109.00	Per vaccine			
Clinical Services	Immunization	Tetanus and Diphtheria Toxoids	$	56.00	Per vaccine			
Clinical Services	Immunization	Tetanus, Diphtheria, and Pertussis Vaccine	$	65.00	Per vaccine			
Clinical Services	Immunization	Typhoid VI Polysaccharide Vaccine	$	109.00	Per vaccine			
Clinical Services	Immunization	Varicella (chickenpox) Virus Vaccine	$	163.00	Per vaccine			
Clinical Services	Immunization	Yellow Fever Vaccine	$	182.00	Per vaccine			
Clinical Services	Immunization	Zoster Vaccine, live	$	241.00	Per vaccine	$	251.00	Medicaid Rate increase
Clinical Services	Immunization	Zoster Vaccine, recombinant	$	183.00	Per vaccine			
Clinical Services	Immunization	Vaccine Admin fee, 1st shot	$	21.00	Per vaccine			
Clinical Services	Immunization	Vaccine admin fee, 2 or more shots	$	21.00	Per vaccine			
Clinical Services	Immunization	30 mcg Pfizer 1st vaccine	$	40.00	Per vaccine			
Clinical Services	Immunization	30 mcg Pfizer 2nd vaccine	$	40.00	Per vaccine			
Clinical Services	Immunization	100 mcg Moderna 1st vaccine	$	40.00	Per vaccine			
Clinical Services	Immunization	100 mcg Moderna 2nd vaccine	$	40.00	Per vaccine			
Clinical Services	Immunization	Johnson & Johnson COVID Admin Fee	$	40.00	Per vaccine			
Clinical Services	Immunization	Foreign Travel Prescription Fee *(per prescription)*	$	10.00	Per vaccine			
Clinical Services	Immunization	Foreign Travel Prescription Rewrite Fee *(per prescription)*	$	10.00	Per vaccine			
Clinical Services	Immunization	International Certificate of Vaccination (WHO card) Replacement Fee	$	10.00	Per vaccine			
Clinical Services	Immunization	Lifetime Immunization Card Replacement Fee	$	5.00	Per vaccine			
Clinical Services	Laboratory	Basic Metabolic Panel	$	12.00	Per test			
Clinical Services	Laboratory	Cervical Cancer Screening (Pap test +/- HPV testing)	$	48.00	Per test			
Clinical Services	Laboratory	COVID Test	$	100.00	Per test			
Clinical Services	Laboratory	Fingerstick	$	12.00	Per test			
Clinical Services	Laboratory	Glucose Blood Test	$	12.00	Per test			
Clinical Services	Laboratory	Gonorrhea Culture	$	15.00	Per test			
Clinical Services	Laboratory	Hemoglobin A1c Test	$	13.00	Per test			
Clinical Services	Laboratory	HIV Test - PrEP Only	$	6.00	Per test			
Clinical Services	Laboratory	HIV Confirmatory Test - PrEP Only	$	42.00	Per test			
Clinical Services	Laboratory	RPR Titer Quantitative	$	20.00	Per test			
Clinical Services	Laboratory	T-SPOT (blood test for tuberculosis)	$	80.00	Per test			
Clinical Services	Laboratory	Tuberculosis (TB) Skin Test (PPD)	$	28.00	Per test			
Clinical Services	Laboratory	Urethral Gram Stain	$	20.00	Per test			
Clinical Services	Laboratory	Urine Pregnancy Test	$	15.00	Per test			
Clinical Services	Laboratory	Venipuncture	$	10.00	Per test			
Clinical Services	Laboratory	Wet Prep	$	21.00	Per test			
Clinical Services	Family Planning	New patient -- limited visit -- 10 minutes	$	92.00	Per visit			
Clinical Services	Family Planning	New patient -- expanded visit -- 20 minutes	$	137.00	Per visit			
Clinical Services	Family Planning	New patient -- detailed visit -- 30 minutes	$	195.00	Per visit			
Clinical Services	Family Planning	New patient -- moderate visit -- 45 minutes	$	287.00	Per visit			
Clinical Services	Family Planning	New patient -- complex visit -- 60 minutes	$	360.00	Per visit			
Clinical Services	Family Planning	Established patient -- nurse only visit -- 5 minutes	$	51.00	Per visit			
Clinical Services	Family Planning	Established patient -- limited visit -- 10 minutes	$	84.00	Per visit			
Clinical Services	Family Planning	Established patient -- expanded visit -- 15 minutes	$	116.00	Per visit			

Clinical Services	Family Planning	Established patient -- detailed visit -- 25 minutes	$	180.00	Per visit		
Clinical Services	Family Planning	Established patient -- complex visit -- 40 minutes	$	268.00	Per visit		
Clinical Services	Family Planning	New patient preventive visit: Age 12 - 17	$	249.00	Per visit		
Clinical Services	Family Planning	New patient preventive visit: Age 18 - 39	$	246.00	Per visit		
Clinical Services	Family Planning	New patient preventive visit: Age 40 - 64	$	293.00	Per visit		
Clinical Services	Family Planning	New patient preventive visit: Age 65+	$	317.00	Per visit		
Clinical Services	Family Planning	Established patient preventive visit: Age 12 - 17	$	215.00	Per visit		
Clinical Services	Family Planning	Established patient preventive visit: Age 18 - 39	$	209.00	Per visit		
Clinical Services	Family Planning	Established patient preventive visit: Age 40 - 64	$	233.00	Per visit		
Clinical Services	Family Planning	Established patient preventive visit: Age 65+	$	258.00	Per visit		
Clinical Services	Family Planning	Phone established patient visit 5-10 mintues	$	67.00	Per visit		
Clinical Services	Family Planning	Phone established patient visit 11-20 mintues	$	93.00	Per visit		
Clinical Services	Family Planning	Phone established patient visit 21-30 mintues	$	144.00			
Clinical Services	Methods and Treatments	Birth Control Pills		$2.52-7.56			
Clinical Services	Methods and Treatments	Depo-Provera (intramuscular)	$	87.00	Per dose		
Clinical Services	Methods and Treatments	Depo-Provera (intramuscular) - U*	$	0.01	Per dose		
Clinical Services	Methods and Treatments	Depo-Provera (subcutaneous)	$	60.32	Per dose		
Clinical Services	Methods and Treatments	Depo-Provera (subcutaneous) - U*	$	0.01	Per dose		
Clinical Services	Methods and Treatments	Diaphragm	$	69.80	Per diaphram		
Clinical Services	Methods and Treatments	Spermicide	$	8.72	Per dose		
Clinical Services	Methods and Treatments	Diaphragm fitting fee	$	60.00	Per diaphram		
Clinical Services	Methods and Treatments	Emergency Contraceptive Pill	$	8.95	Per treatment		
Clinical Services	Methods and Treatments	Genital Wart -- Initial Treatment	$	-	Per treatment		
Clinical Services	Methods and Treatments	Genital Wart -- Subsequent Treatments	$	10.00	Per treatment		
Clinical Services	Methods and Treatments	Molluscum Treatment	$	10.00	Per treatment		
Clinical Services	Methods and Treatments	IUD - Paragard	$	903.00	Per unit		
Clinical Services	Methods and Treatments	IUD - Paragard - U*	$	269.59	Per unit		
Clinical Services	Methods and Treatments	IUD - Liletta	$	775.00	Per unit	$ 873.00	Increase in insurance reimbursement
Clinical Services	Methods and Treatments	IUD - Liletta - U*	$	93.19	Per unit		
Clinical Services	Methods and Treatments	IUD - Mirena	$	973.00	Per unit	$ 1,020.00	Increase in insurance reimbursement
Clinical Services	Methods and Treatments	IUD - Mirena - U*	$	314.73	Per unit		
Clinical Services	Methods and Treatments	IUD - Skyla	$	887.00	Per unit	$ 1,049.00	Increase in insurance reimbursement
Clinical Services	Methods and Treatments	IUD - Skyla - U*	$	249.00	Per unit		
Clinical Services	Methods and Treatments	IUD - Kyleena	$	985.00	Per unit	$ 1,031.00	Increase in insurance reimbursement
Clinical Services	Methods and Treatments	IUD - Kyleena - U*	$	249.00	Per unit		
Clinical Services	Methods and Treatments	IUD Insertion	$	150.00	Per procedure		
Clinical Services	Methods and Treatments	IUD Removal	$	111.00	Per procedure		
Clinical Services	Methods and Treatments	Nexplanon	$	1,000.00	Per unit	$ 1,049.00	Increase in insurance reimbursement
Clinical Services	Methods and Treatments	Nexplanon - U*	$	399.00	Per unit		
Clinical Services	Methods and Treatments	Nexplanon Insertion	$	150.00	Per procedure		
Clinical Services	Methods and Treatments	Nexplanon Removal	$	173.00	Per procedure		
Clinical Services	Methods and Treatments	Nexplanon Removal and Insertion	$	269.00	Per procedure		
Clinical Services	Methods and Treatments	NuvaRing			Per ring	$ 170.00	New addition - Insurance pricing
Clinical Services	Methods and Treatments	NuvaRing - U*	$	0.01	Per ring		

BUNCOMBE COUNTY
ORDINANCE MAKING APPROPRIATIONS TO THE CAPITAL PROJECTS FUNDS
FOR THE FISCAL YEAR BEGINNING JULY 1, 2021

BE IT ORDAINED by the Board of County Commissioners of Buncombe County, North Carolina this the 15th day of June, 2021:

Section 1: The following is hereby appropriated and revenues estimated to be available for the Article 46 Sales Tax Fund for the fiscal year beginning July 1, 2021. This increases the expenses for FY2022 Capital Plan Maintenance, Debt Service, and the interfund transfer for AB Tech while increasing the Article 46 sales tax. Additionally, the project, Fund 333 Professional Services is being pulled from the previously consolidated Fund 333 Administration for tracking purposes.

FUND	APPROPRIATION	REVENUE
Article 46 Sales Tax Fund:		
Debt Service	**$** 7,909,942	
Interfund Transfer	5,000,000	
Capital Plan Maintenance	3,480,841	
Fund 333 Professional Services	1,411,912	
Fund 333 Administration	(1,411,912)	
Total Project Appropriations	**$16,390,783**	
Sales Tax		$16,390,783
Total Revenue		**$16,390,783**

Section 2: The following is hereby appropriated and revenues estimated to be available for the Public School ADM Sales Tax and Lottery Projects Fund for the fiscal year beginning July 1, 2021. This establishes budgets for the receipt and distribution of the share of Article 40 and Article 42 sales tax that is directed by North Carolina to be passed directly to Buncombe County and Asheville City Schools for school capital funding. The source of funding is 30% of ½ cent of Article 40 and 60% of ½ cent of Article 42 sales tax. Funds will be distributed to each local education agency by Average Daily Membership (ADM).

FUND	APPROPRIATION	REVENUE
Public School ADM Sales Tax and Lottery Projects Fund:		
Education	$17,175,386	
Total Project Appropriations	**$17,175,386**	
Sales Tax		$17,175,386
Total Revenue		**$17,175,386**

Section 3: The following is hereby appropriated and revenues estimated to be available for the Public School Capital Needs Fund for the fiscal year beginning July 1, 2021. This establishes budget for the anticipated share of Article 39 sales tax and investment earnings revenue as well as the expense budget for existing debt service payments on behalf of Buncombe County and Asheville City Schools.

FUND	APPROPRIATION	REVENUE
Public School Capital Needs Fund:		
Debt Service	$21,366,602	
Total Project Appropriations	**$21,366,602**	
Sales Tax		$21,366,602
Total Revenue		**$21,366,602**

Section 4: The following is hereby appropriated and revenues estimated to be available for the Capital Projects Fund for the fiscal year beginning July 1, 2021. This appropriates budget for the projects approved as part of the FY2022 Capital Plan. Through the capital planning process, staff identified $8,413,029 in Debt Service projects (to include an increase to the FY20 Fleet Complex budget of $4,800,000), $866,801 in projects to be paid from a General Fund transfer, and $1,213,615 from excess debt proceeds. Additionally, this appropriates the $525,000 in FY2022 funding commitments for the Woodfin Greenway and sidewalks fund, to be funded by an authorized General Fund transfer.

FUND	APPROPRIATION	REVENUE
Capital Projects Fund:		
Administration Building Envelope Repair	$ 2,458,869	
Lake Julian Bathroom Additions	674,160	
Solar Panel Installation Phase 2	400,000	
FY20 Fleet and General Services Complex (increase budget)	4,880,000	
FY22 40 Coxe Interior Renovation	1,213,615	
Fund 341 Administration	(1,213,615)	
BAS system for Detention Center	174,052	
Planning for Forward Facing Building	200,000	
Boat Launch at Lake Julian Park	40,000	
Buncombe County Sports Park Dog Park	80,500	
Lake Julian Paddle Boat Replacement	88,000	
New Restroom Facility for Sports Park	159,000	
Owen Park Playground Upgrade	125,249	
Woodfin Greenway	500,000	
Sidewalks Fund	25,000	
Total Project Appropriations	**$ 9,804,830**	

FUND	APPROPRIATION	REVENUE
Bond Proceeds		$ 8,413,029
Transfers from Other Funds		1,391,801
Total Revenue		**$ 9,804,830**

Section 5: The following is hereby appropriated and revenues estimated to be available for the Special Projects Fund for the fiscal year beginning July 1, 2021.

FUND	APPROPRIATION	REVENUE
Special Projects Fund:		
East Haven Apartments	$ 850,000	
Home FY19	(62,092)	
Home FY20	(75,000)	
Affordable Housing Service Program (FY20)	(296,334)	
Affordable Housing Services Program (FY21)	(613,297)	
Affordable Housing Services Program (FY22)	2,508,568	
Future Conservation Easements	750,000	
Total Project Appropriations	**$3,061,845**	
Transfers from Other Funds		$3,061,845
Total Revenue		**$3,061,845**

Section 6: The following is hereby appropriated and revenues estimated to be available for the Solid Waste Capital Projects Fund for the fiscal year beginning July 1, 2021. Through the capital planning process, the Solid Waste department will begin a compost feasibility study, look to continue development to Cell 7, begin Phase 7 of the Landfill space for construction and demolition materials, expand Cell 6 gas collection and control, and purchase a new floor trailer for the Transfer Station and six new semi-trucks for Transfer Station hauling.

FUND	APPROPRIATION	REVENUE
Solid Waste Capital Projects Fund:		
Compost Feasibility Study	$ 100,000	
Cell 7 (Engineering)	13,500,000	
Landfill Phase 7 C&D	1,800,000	
MSW Landfill Cell 6 Gas Collection and Control System Expansion	350,000	
Floor Trailer for Transfer Station	100,000	
Vehicles	845,000	
Total Project Appropriations	**$ 16,695,000**	
Bond Proceeds		$ 15,300,000
Transfers from Other Funds		1,395,000
Total Revenue		**$ 16,695,000**

Section 7: The following is hereby appropriated and revenues estimated to be available for the Grant Projects Fund for the fiscal year beginning July 1, 2021. The French Broad MPO Grant provides 80% of the funding for a Multimodal Master Plan for Buncombe County. The remaining dollars will be a local match. The FY22 Camp Wild and Envirothon Grant is funded by dollars from the Pigeon River Fund for Agriculture and Land Resources educational programming. Additionally, the Enka Destination Grant budget is to be reduced by $200,000 due to a technical error.

FUND	APPROPRIATION	REVENUE
Grant Projects Fund:		
French Broad MPO Grant	$ 120,000	
Grant Revenue		$ 100,000
Transfer from Other Funds		20,000
FY22 Camp Wild and Envirothon Grant	10,000	10,000
Enka Destination Grant	(200,000)	(200,000)
Methodist Home for Children	900,000	900,000
Total Revenues and Appropriations	**$ 830,000**	**$ 830,000**

Section 8: Copies of this Project Ordinance will be furnished to the County Manager, Finance Director, Budget Director, Human Resources Director, Clerk of Board of Commissioners, Tax Collector and Tax Assessor for direction in fulfilling the responsibilities of their offices.

Adopted this the 15th day of June, 2021 to be effective July 1, 2021.

Attest:

Clerk to the Board

Buncombe County Board of Commissioners:

Brownie Newman, Chairman

Approval as to form:

Attorney

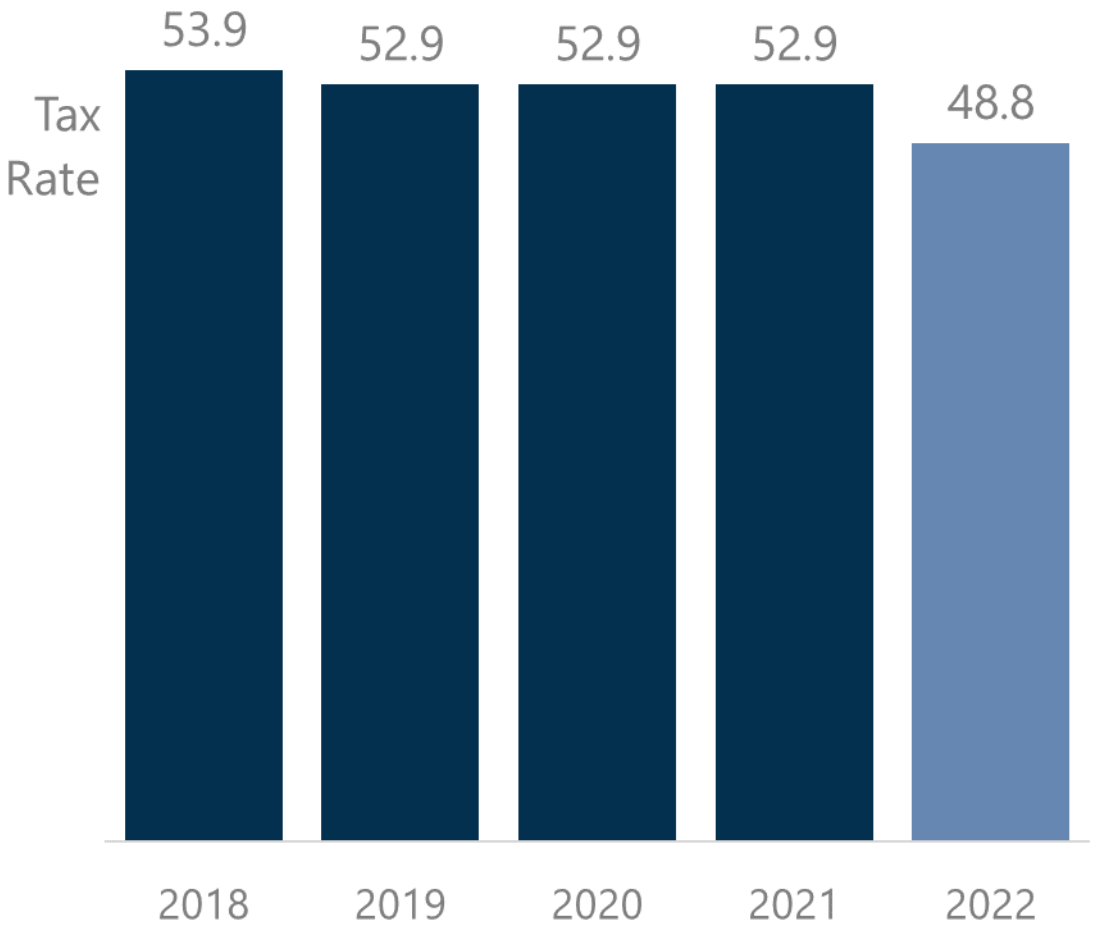
FY2022 Budget Adoption

Presented by

Jennifer Barnette, Budget Director

June 15, 2021

FY2022 Recommended General Fund Budget



2.0¢ above Revenue-Neutral

Note: Tax reappraisal effective in FY2022

FY2022 Recommended Tax Rates

Asheville City Schools
10.62

Tax District	FY2021 Tax Rate	FY2022 Revenue-Neutral	FY2022 Recommended
Asheville Special	8.6	8.36	8.36
Asheville Suburban	8.5	8.97	8.97
Barnardsville	20.0	17.61	**20.00**
Broad River	16.0	15.06	**16.00**
East Buncombe	12.0	10.69	10.69
Enka-Candler	10.5	9.80	**10.50**
Fairview	14.5	13.64	**14.50**
French Broad	17.0	15.21	**17.20**
Garren Creek	15.0	13.84	13.84
Jupiter	12.0	10.75	10.75
Leicester	14.0	13.09	**14.03**
North Buncombe	12.0	10.77	10.77
Reems Creek	15.0	13.08	**15.07**
Reynolds	12.3	11.24	11.24
Riceville	14.5	12.78	**14.60**
Skyland	10.1	9.80	9.80
Swannanoa	14.0	12.25	**14.00**
Upper Hominy	16.5	15.24	**16.56**
West Buncombe	14.0	12.67	**13.50**
Woodfin	10.0	9.03	**10.59**

Note: Buncombe County recommended tax rate is 2.0¢ above the revenue-neutral tax rate (RNTR). Asheville City Schools recommended tax rate is the RNTR

Two ordinances:

- Annual funds ordinance
  - Fee schedule
  - Position classification & pay plan
- Capital project funds ordinance

Approve the following:

- Annual funds ordinance
- Capital project funds ordinance

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

New Business

Department: Buncombe County Commission

Presenter(s): Brownie Newman

Contact(s): Brownie Newman

Subject: AN ENVIRONMENTAL and ENERGY STEWARDSHIP SUBCOMMITTEE

Brief Summary: North Carolina General Statutes § 153A-76 authorizes a board of commissioners to create, change, abolish, and consolidate offices, positions, departments, boards, commissions, and agencies of the county government in order to promote orderly and efficient administration of county affairs. Recognizing that the Board has established a strategic priority to foster energy and environmental stewardship and that climate science and observations of climate change are having dangerous impacts on human populations and the environment, this Board recognizes a duty and obligation to provide leadership in responding to the climate crisis.

In order to facilitate action on this strategic priority and related goals this Board proposes to appoint a subcommittee of its membership as a Climate and Environment Working Group to review and provide recommendations to this Board on items related to these strategic priorities.

Recommended Motion & Requested Action: Approve the Resolution Establishing an Environmental and Energy Stewardship Subcommittee

County Manager's comments and Recommendation: Manager recommends approval as presented.

Resolution #21-06-12

RESOLUTION ESTABLISHING AN
ENVIRONMENTAL and ENERGY STEWARDSHIP SUBCOMMITTEE

_____

WHEREAS, North Carolina General Statutes § 153A-76 authorizes a board of commissioners to create, change, abolish, and consolidate offices, positions, departments, boards, commissions, and agencies of the county government in order to promote orderly and efficient administration of county affairs;

WHEREAS, recognizing that climate science and observations of climate change are having dangerous impacts on human populations and the environment, this Board recognizes a duty and obligation to provide leadership in responding to the climate crisis;

WHEREAS, this Board has established a strategic priority to foster Environmental and Energy Stewardship in Buncombe County to give rise to high quality air, water, farmland, and renewable energy for future generations, including efforts to reduce greenhouse gas emissions and to preserve farmland and environmentally sensitive tracts;

WHEREAS, in order to facilitate the purposes and intents of this strategic priority and related goals this Board is of the opinion that it is in the best interests of the citizens and residents of the County to appoint a subcommittee of its membership as a Climate and Environment Working Group to review and provide recommendations to this Board on items related to these strategic priorities.

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

1. That the Board of Commissioners hereby establishes an Environmental and Energy Stewardship Subcommittee;

2. That the Subcommittee will have six (6) or seven (7) members to be determined by the Board at a later date; this Subcommittee will be comprised as follows:

    - three (3) Commissioners each appointed to serve a term of two (2) years, or until their term on the Commission expires, whichever occurs first, beginning July 1, 2021;
    - three (3) or (4) community members appointment by the Board;
    - community members will be appointed to serve a term of two (2) years limited to two consecutive terms; and
    - two (2) community members will initially be appointed to serve one year terms, but these initial appointments will not count toward the two term limit;

3. That in order to provide recommendations for action to this Board, the Subcommittee is authorized to examine opportunities environmental and energy stewardship including, but not limited to, the following:

    - conservation easement strategies
    - reduction of greenhouse gas emissions
    - renewable energy development and access
    - preservation of farmlands and natural resources
    - solar and other renewable energy
    - solid waste management and recycling
    - air and water quality
    - green building;

4. That the Subcommittee may establish a set of by-laws, a meeting schedule, and other business necessities in order to carry on its business;

5. That the Subcommittee may be staffed by County personnel through the County Manager's office;

6. That this Subcommittee will serve as an advisory body to the County Commission and has no authority to bind Buncombe County; and

7. That this resolution is effective upon adoption.

This the 15th day of June, 2021.

ATTEST

Lamar Joyner, Clerk

BOARD OF COMMISSIONERS FOR THE COUNTY OF BUNCOMBE

By: _____
Brownie Newman, Chairman

APPROVED AS TO FORM

County Attorney

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

New Business

Department: General Services

Presenter(s): Mike Mace, Rachel Nilson

Contact(s): Mike Mace

Subject: Comprehensive Facility Study

Brief Summary: In FY20, staff engaged with CPL Architecture to conduct a Comprehensive Facility study. The study goals were twofold- 1) assess and determine the maintenance needs and costs for existing county facilities and 2) conduct a space needs study.

CPL scanned and analyzed 38 county facilities and provided cost estimates for short and long-term maintenance needs. For the space needs study, CPL surveyed and interviewed staff to gather data about existing and future space needs.

CPL presented an update to the BOC in January and provided two updates at Commissioner Briefings. Since then, additional feedback was received from citizens regarding the options presented for the libraries, and as a result, the libraries (with the exception of Pack Library) have been removed from the final presentation. Further public outreach will be conducted to gather additional feedback and staff will present these findings to the BOC.

As a result of the study, funding for renovations at 40 Coxe, the addition of space for General Services and Grounds to the already approved Fleet Facility, and advanced planning for 35 Woodfin are included in the FY22 budget.

If approved, the results of the study will be considered each year as part of the CIP process.

Recommended Motion & Requested Action: Approve the Comprehensive Facility study as presented.

County Manager's comments and Recommendation: Recommends approval.

BUNCOMBE COUNTY

COMPREHENSIVE FACILITIES PLAN

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June 15, 2021

AGENDA

1. BACKGROUND

2. REVIEW OF BUILDING + DEPARTMENT ASSESSMENTS

3. SPACE NEEDS ANALYSIS KEY DRIVERS

4. CAPITAL PLANNING PROJECT TIMELINE
    - BOARD OPPORTUNITIES

AGENDA

1. **BACKGROUND**

2. REVIEW OF BUILDING + DEPARTMENT ASSESSMENTS

3. SPACE NEEDS ANALYSIS KEY DRIVERS

4. CAPITAL PLANNING PROJECT TIMELINE
    - BOARD OPPORTUNITIES

BACKGROUND - STUDY PRIORITIES

1. AVOID LEASING COSTS

2. PLAN FOR/REDUCE MAINTENANCE COSTS

3. BEST USE OF SPACE/CUSTOMER SERVICE

METHODOLOGY - BUILDING ASSESSMENT

- 3D SCANS OF FACILITIES
- LIST OF DEFICIENCIES AND MAINTENANCE ITEMS

Spatial Data Example

ROOF				
Roof	S	3	5 story roof is1 yr old; 3 story roof is 10 yrs old	
Skylights			N/A	
Parapets	S	3		
Flashings		3		
ARCHITECTURAL -STRUCTURAL				
Foundation	S	3	Potentila issues in basement with water infiltration	
Chimneys	S		N/A	
Interior bearing walls and fire walls	S	3		
Structural Floors	S	3	concrete column damage at ceiling/floor intersections See photos	
ARCHITECTURAL-EXTERIOR				
Exterior Walls/Columns	S	2	Stucco walls and windows leaking	
Exterior Doors		4		
Exterior Steps, Stairs, and Ramps	S	4		
Fire Escapes	S	2	Interior stairs at storage need repairs	
Windows		3	leaks at stucco/window areas at rear and side of bldg	
ARCHITECTURAL-INTERIOR				
Other Interior Walls (Non-bearing)		4		
Ceilings		3	Generallly OK, but Issues in storage areas	
Lockers			N/A	
Interior Doors and Hardware		3		
Interior Stairs	S	2		
Wood		2	Some stairs (at Storage) in poor condition	
Restroom ADA	H	3	Non compliant restrooms	

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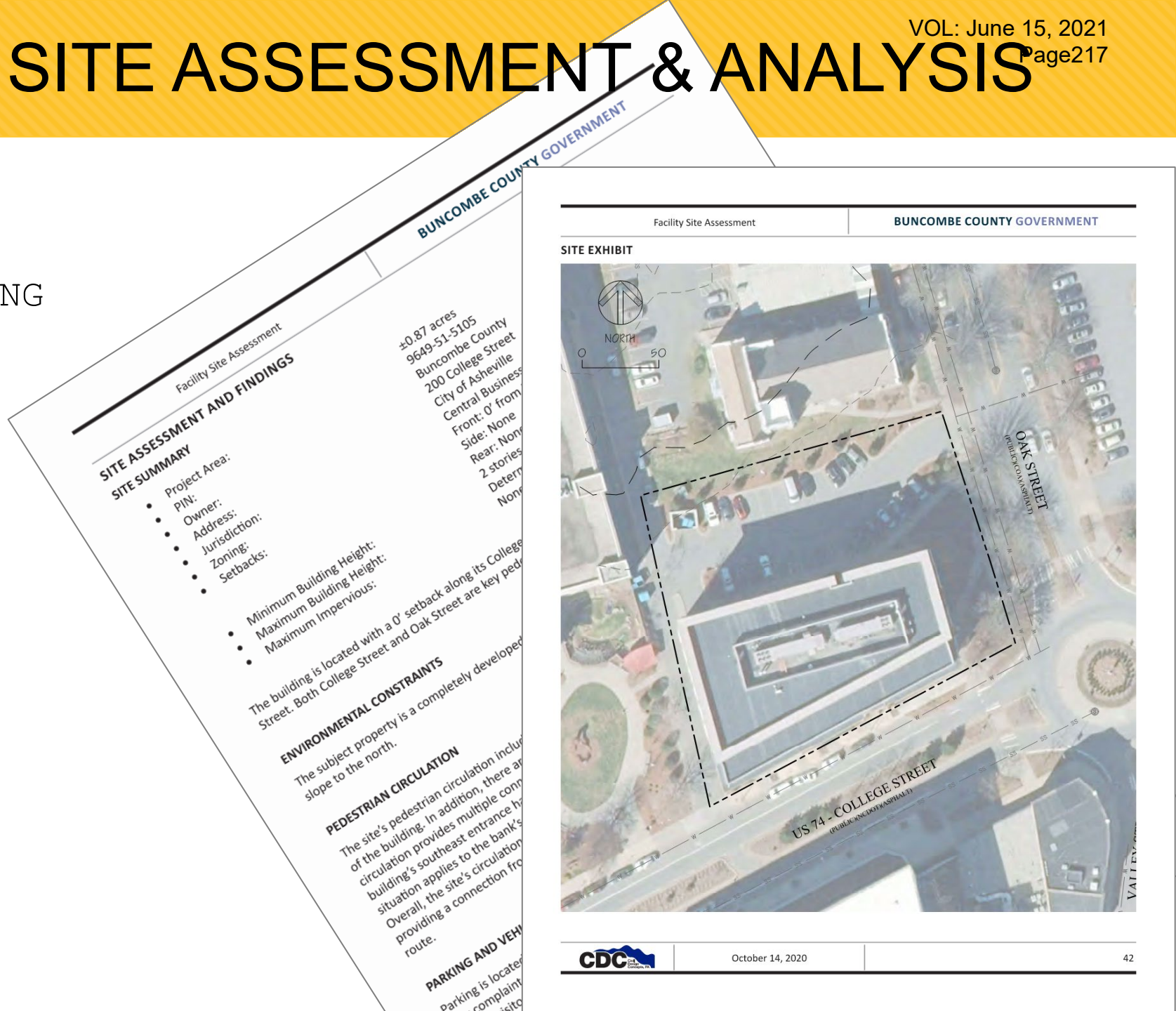
METHODOLOGY - SITE ASSESSMENT & ANALYSIS

- ASSESSMENT OF BUILDING SITES
- ZONING, SETBACK AND BUILDING HEIGHT RESTRICTIONS
- CONSTRAINTS



Facility Site Assessment | BUNCOMBE COUNTY GOVERNMENT

SITE ASSESSMENT AND FINDINGS

SITE SUMMARY

- Project Area: ±0.87 acres
- PIN: 9649-51-5105
- Owner: Buncombe County
- Address: 200 College Street
- Jurisdiction: City of Asheville
- Zoning: Central Business
- Setbacks: Front: 0' from
- Side: None
- Rear: None
- Minimum Building Height: 2 stories
- Maximum Building Height: Determ
- Maximum Impervious: None

The building is located with a 0' setback along its College Street. Both College Street and Oak Street are key ped

ENVIRONMENTAL CONSTRAINTS

The subject property is a completely developed slope to the north.

PEDESTRIAN CIRCULATION

The site's pedestrian circulation includ of the building. In addition, there ar circulation provides multiple conn building's southeast entrance ha situation applies to the bank's Overall, the site's circulation providing a connection fro route.

PARKING AND VEHI

Parking is locate complaint

Facility Site Assessment | BUNCOMBE COUNTY GOVERNMENT

SITE EXHIBIT

CDC | October 14, 2020 | 42

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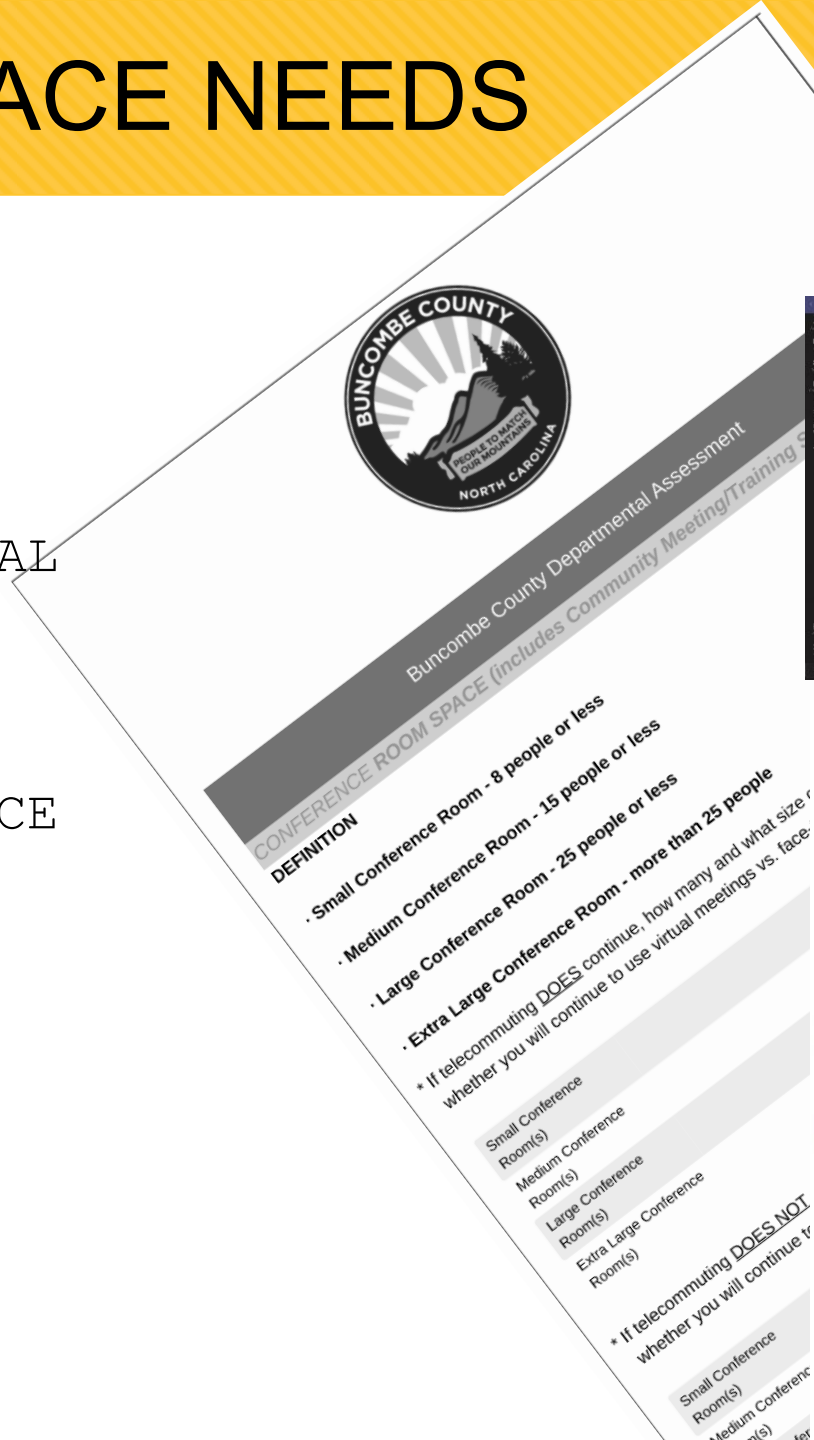
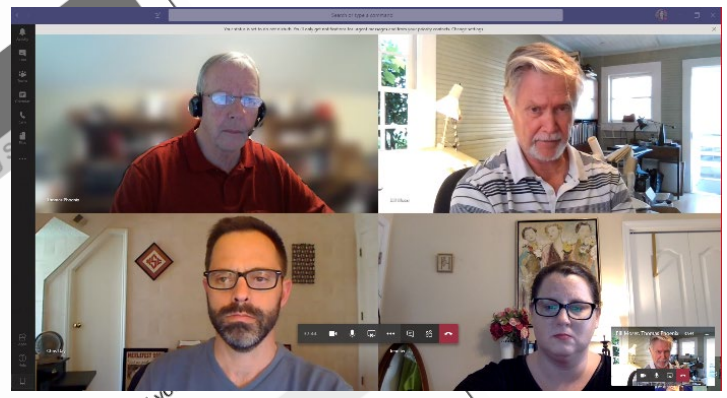
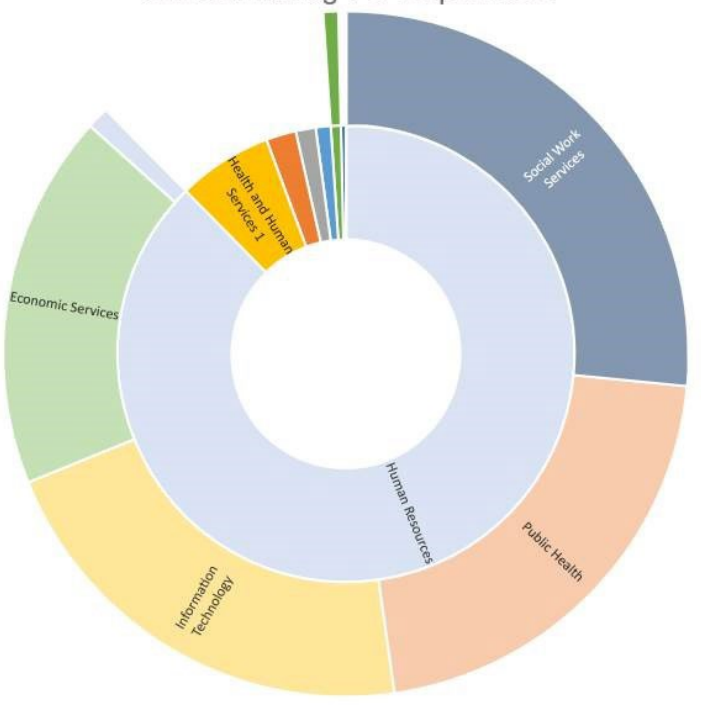
METHODOLOGY - SPACE NEEDS

- DEPARTMENTAL SURVEY
- ANALYSIS OF TELECOMMUTERS BY DEPARTMENT AND POTENTIAL FOR TELECOMMUTING POST-PANDEMIC
- TWO INTERVIEWS WITH EACH DEPARTMENT TO DISCUSS SPACE NEEDS, DEPARTMENT NEEDS, ADJACENCIES AND GROWTH PROJECTIONS







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AGENDA

1. BACKGROUND

2. **REVIEW OF BUILDING + DEPARTMENT ASSESSMENTS**

3. SPACE NEEDS ANALYSIS KEY DRIVERS

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    - BOARD OPPORTUNITIES

BUILDING MAINTENANCE

CONDITION ANALYSIS

- 38 buildings evaluated on a scale from 1(poor)-5(excellent)
- 26 buildings rated 3.5 or below
- Significant funding is needed over the next 15 years to improve quality of county buildings
- Deliverable: 15-year plan for upgrading facilities and moving

Location	Average Condition
SWANNANOA LIBRARY	1.69
HUGHES BUILDING	2.40
GROUNDS GARAGE	2.49
COUNTY GARAGE	2.77
52 COXE AVE. HHS	2.78
ALLPORT BUILDING, PERMITS, PLANNING, PARK'S AND REC.	2.81
Mt. MOBILITY, 2000 RIVERSIDE Dr.	2.83
COUNTY COURTHOUSE	2.90
BOARD OF ELECTIONS	2.90
WEST ASHEVILLE LIBRARY	2.93
SOUTH ASHEVILLE LIBBRARY / OAKLEY+B64	2.94
INTERCHANGE BUILDING, I.T.	2.95
SOUTH BUNCOMBE LIBRARY	2.95
BLACK MOUNTAIN LIBRARY	3.1
FAIRVIEW LIBRARY	3.15
WESTERN N.C. COMMUNITY HEALTH	3.19
WEAVERVILLE LIBRARY	3.2
EMS/911 CENTER (The Castle)	3.24
LEICESTER LIBRARY	3.24
94 COXE AVE, TAX OFFICE	3.33
REGISTER OF DEEDS / COMMUNITY ENGAGEMENT	3.35
LEICESTER CROSSING, (Land of Sky, Evidence storage Sheriff Patrol)	3.39
DETENTION CENTER A	3.40
49 MOUNT CARMEL, SOIL AND WATER	3.41
ALLPORT BUILDING, PERMITS, PLANNING, PARK'S AND REC.	3.43
NORTH ASHEVILLE LIBRARY	3.44

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BUILDING MAINTENANCE

- Roof Replacements
- HVAC Unit Replacements
- Finishes updates
- Includes all county buildings including libraries
- **15 year plan** – includes escalation
- Years indicate target year for work to take care of deferred maintenance and not create deferred maintenance in the future.
- Maintenance list assumes Year 0 as FY 2023

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		Escalated Costs by Severity Assessment					
		0-2 Years	3-6 Years	7-10 Years	11-15 Years		
Facility Name	CURRENT COST	Priority 1	Priority 2	Priority 3	Priority 4	Blank Escalated	ESCALATED COST
1 - Allport Building 30	$2,530,242	$731,808	$605,167	$1,183,208	$510,120	$0	**$3,030,304**
1 - Allport Building 44	$3,527,974	$1,958,999	$1,245,236	$686,732	$0	$0	**$3,890,967**
2 - Register of Deeds	$1,247,547	$0	$641,112	$679,763	$0	$174,369	**$1,495,244**
2 - Community Engagement	$165,654	$56,807	$43,937	$59,385	$0	$30,909	**$191,038**
3 - Interchange Building	$2,775,604	$576,868	$1,413,061	$809,454	$229,576	$214,079	**$3,243,038**
4 - EMS/911 Center	$1,876,938	$98,907	$1,249,701	$845,495	$3,638	$5,657	**$2,203,397**
5 - County Courthouse	$8,906,497	$8,796,485	$0	$479,305	$96,644	$0	**$9,372,434**
6 - 94 Coxe Avenue Tax Office	$883,522	$247,149	$341,260	$426,962	$7,275	$0	**$1,022,646**
7 - General Services	$233,914	$202,531	$37,141	$8,095	$0	$0	**$247,766**
8 - Grounds Garage	$152,935	$13,197	$159,179	$0	$0	$0	**$172,376**
9 - 40 Coxe Avenue Health and Human Services	$10,500,818	$0	$906,249	$656,144	$13,356,226	$0	**$14,918,619**
10 - Hughes Building	$0	$0	$0	$0	$0	$0	**$0**
11 - County Garage	$317,780	$26,185	$332,103	$0	$0	$0	**$358,288**
12 - Leicester Crossing	$1,650,309	$0	$13,904	$9,664	$2,372,172	$0	**$2,395,740**
13 - 50 Coxe Avenue Board of Elections Warehouse.	$15,168	$9,639	$3,405	$3,640	$0	$0	**$16,683**
14 - 52 Coxe Avenue, HHS	$529,562	$69,293	$407,535	$122,182	$9,481	$0	**$608,491**
15 - Mt Carmel Soil and Water	$222,033	$13,345	$53,429	$72,021	$152,397	$0	**$291,192**
16, 17 - Detention Center	$6,044,574	$71,608	$5,817,385	$142,139	$1,072,354	$0	**$7,103,485**
18 - 200 College Street	$58,743	$61,093	$0	$0	$0	$0	**$61,093**
19 - 177 Erwin Hills	$701,839	$43,892	$234,330	$30,047	$624,537	$0	**$932,806**
20 - Animal Shelter	$298,295	$0	$336,295	$2,510	$0	$0	**$338,805**
21 - Courts Complex	$914,213	$0	$0	$1,022,080	$145,219	$0	**$1,167,299**
22 - EMS Garages	$35,335	$0	$37,268	$0	$3,638	$0	**$40,905**
23 - 35 Woodfin	$4,931,983	$2,050,791	$2,184,477	$6,275	$0	$1,273,857	**$5,515,399**
24 - Community Health 257 & 283 Biltmore	$11,200	$624	$6,356	$6,275	$0	$0	**$13,255**
24 - Community Health Child Crisis Center 277 Biltmore	$211,955	$11,863	$891	$250,703	$0	$0	**$263,457**
25 - Board Of Elections	$533,212	$121,340	$224,493	$96,173	$0	$175,691	**$617,697**
26 - 356 Biltmore	$3,985,817	$7,280	$1,014,634	$1,660,039	$2,563,893	$0	**$5,245,846**
27 - Mountain Mobility	$394,023	$84,579	$232,265	$135,613	$0	$0	**$452,457**
28 - West Asheville Library	$139,130	$62,435	$70,621	$3,284	$20,745	$0	**$157,086**
29 - Enka	$357,038	$35,448	$0	$207,625	$229,184	$0	**$472,257**
30 - Swannanoa	$502,315	$477,618	$42,732	$0	$7,883	$0	**$528,233**
31 - Black Mountain	$384,514	$171,056	$130,354	$18,914	$131,120	$0	**$451,444**
32 - Pack	$2,323,185	$59,978	$2,088	$83,698	$3,196,609	$0	**$3,342,374**
33 - South Buncombe Library	$296,074	$135,010	$11,895	$6,275	$219,381	$0	**$372,560**
34 - Fairview	$247,825	$16,118	$115,029	$314	$190,212	$0	**$321,673**
35 - Leicester	$117,528	$0	$45,721	$11,723	$98,800	$0	**$156,244**
36 - South Asheville Library	$278,677	$202,437	$80,752	$0	$18,739	$0	**$301,928**
37 - Weaverville Library	$155,675	$159,180	$2,970	$0	$0	$0	**$162,151**
39 - North Asheville	$100,288	$0	$50,990	$3,284	$75,709	$880	**$130,864**
TOTAL COSTS	$58,559,935	$16,573,564	$18,093,963	$9,729,019	$25,335,553	$1,875,442	**$71,607,540**

BUILDING MAINTENANCE - Using Maintenance Costs in decision making

- Roof Replacements
- HVAC Unit Replacements
- Finishes updates
- Includes all county buildings including libraries
- **15 year plan** – includes escalation
- Years indicate target year for work to take care of deferred maintenance and not create deferred maintenance in the future.
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		Escalated Costs by Severity Assessment					
		0-2 Years	3-6 Years	7-10 Years	11-15 Years		
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1 - Allport Building 44	$3,527,974	$1,958,999	$1,245,236	$686,732	$0	$0	**$3,890,967**
2 - Register of Deeds	$1,247,547	$0	$641,112	$679,763	$0	$174,369	**$1,495,244**
2 - Community Engagement	$165,654	$56,807	$43,937	$59,385	$0	$30,909	**$191,038**
3 - Interchange Building	$2,775,604	$576,868	$1,413,061	$809,454	$229,576	$214,079	**$3,243,038**
4 - EMS/911 Center	$1,876,938	$98,907	$1,249,701	$845,495	$3,638	$5,657	**$2,203,397**
5 - County Courthouse	$8,906,497	$8,796,485	$0	$479,305	$96,644	$0	**$9,372,434**
6 - 94 Coxe Avenue Tax Office	$883,522	$247,149	$341,260	$426,962	$7,275	$0	**$1,022,646**
7 - General Services	$233,914	$202,531	$37,141	$8,095	$0	$0	**$247,766**
8 - Grounds Garage	$152,935	$13,197	$159,179	$0	$0	$0	**$172,376**
9 - 40 Coxe Avenue Health and Human Services	$10,500,818	$0	$906,249	$656,144	$13,356,226	$0	**$14,918,619**
10 - Hughes Building	$0	$0	$0	$0	$0	$0	**$0**
11 - County Garage	$317,780	$26,185	$332,103	$0	$0	$0	**$358,288**
12 - Leicester Crossing	$1,650,309	$0	$13,904	$9,664	$2,372,172	$0	**$2,395,740**
13 - 50 Coxe Avenue Board of Elections Warehouse.	$15,168	$9,639	$3,405	$3,640	$0	$0	**$16,683**
14 - 52 Coxe Avenue, HHS	$529,562	$69,293	$407,535	$122,182	$9,481	$0	**$608,491**
15 - Mt Carmel Soil and Water	$222,033	$13,345	$53,429	$72,021	$152,397	$0	**$291,192**
16, 17 - Detention Center	$6,044,574	$71,608	$5,817,385	$142,139	$1,072,354	$0	**$7,103,485**
18 - 200 College Street	$58,743	$61,093	$0	$0	$0	$0	**$61,093**
19 - 177 Erwin Hills	$701,839	$43,892	$234,330	$30,047	$624,537	$0	**$932,806**
20 - Animal Shelter	$298,295	$0	$336,295	$2,510	$0	$0	**$338,805**
21 - Courts Complex	$914,213	$0	$0	$1,022,080	$145,219	$0	**$1,167,299**
22 - EMS Garages	$35,335	$0	$37,268	$0	$3,638	$0	**$40,905**
23 - 35 Woodfin	$4,931,983	$2,050,791	$2,184,477	$6,275	$0	$1,273,857	**$5,515,399**
24 - Community Health 257 & 283 Biltmore	$11,200	$624	$6,356	$6,275	$0	$0	**$13,255**
24 - Community Health Child Crisis Center 277 Biltmore	$211,955	$11,863	$891	$250,703	$0	$0	**$263,457**
25 - Board Of Elections	$533,212	$121,340	$224,493	$96,173	$0	$175,691	**$617,697**
26 - 356 Biltmore	$3,985,817	$7,280	$1,014,634	$1,660,039	$2,563,893	$0	**$5,245,846**
27 - Mountain Mobility	$394,023	$84,579	$232,265	$135,613	$0	$0	**$452,457**
28 - West Asheville Library	$139,130	$62,435	$70,621	$3,284	$20,745	$0	**$157,086**
29 - Enka	$357,038	$35,448	$0	$207,625	$229,184	$0	**$472,257**
30 - Swannanoa	$502,315	$477,618	$42,732	$0	$7,883	$0	**$528,233**
31 - Black Mountain	$384,514	$171,056	$130,354	$18,914	$131,120	$0	**$451,444**
32 - Pack	$2,323,185	$59,978	$2,088	$83,698	$3,196,609	$0	**$3,342,374**
33 - South Buncombe Library	$296,074	$135,010	$11,895	$6,275	$219,381	$0	**$372,560**
34 - Fairview	$247,825	$16,118	$115,029	$314	$190,212	$0	**$321,673**
35 - Leicester	$117,528	$0	$45,721	$11,723	$98,800	$0	**$156,244**
36 - South Asheville Library	$278,677	$202,437	$80,752	$0	$18,739	$0	**$301,928**
37 - Weaverville Library	$155,675	$159,180	$2,970	$0	$0	$0	**$162,151**
39 - North Asheville	$100,288	$0	$50,990	$3,284	$75,709	$880	**$130,864**
TOTAL COSTS	$58,559,935	$16,573,564	$18,093,963	$9,729,019	$25,335,553	$1,875,442	**$71,607,540**

SPACE NEEDS PRIORITIES

PLAN FOR/AVOID MAINTENANCE COSTS

EXAMPLE FACILITIES	CONDITION	COST
Allport – 30/44	2.81	$6,921,271 (15-yrs)
Register of Deeds	3.35	$1,495,244 (15-yrs)
52 Coxe (HHS and Air Quality)	2.78	$608,491 (15-yrs)
Interchange (IT)	2.95	$3,243,038 (15-yrs)
35 Woodfin	3.73	$5,515,399 (15-yrs)

AGENDA

1. BACKGROUND

2. REVIEW OF BUILDING + DEPARTMENT ASSESSMENTS

3. **SPACE NEEDS ANALYSIS KEY DRIVERS**

4. CAPITAL PLANNING PROJECT TIMELINE
    - BOARD OPPORTUNITIES

KEY DRIVERS

If Telecommuting continues →	Space is created at 40 Coxe (HHS) and Interchange (IT) buildings
If HHS staff moves from 35 Woodfin to 40 Coxe →	Forward facing departments (Planning, Permitting, Tax, Air Quality, Register of Deeds) can move to 35 Woodfin
If General Services moves all divisions to old landfill →	Emergency Management moves to General Services building, creating a second ambulance location
If HHS and AQ move from 52 Coxe →	Construction of new Elections facility and Elections can vacate leased space at 77 McDowell

AGENDA

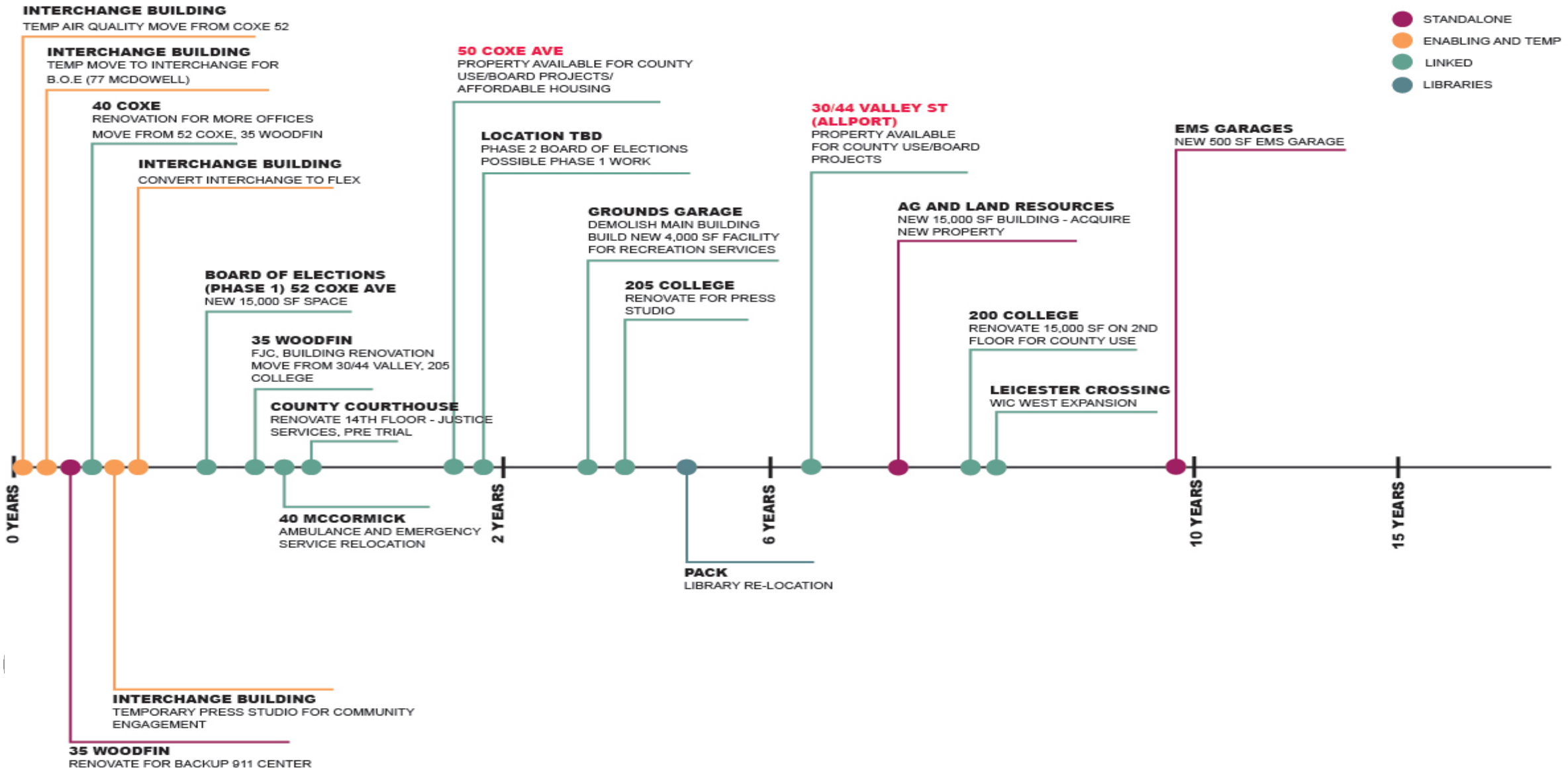
1. BACKGROUND

2. REVIEW OF BUILDING + DEPARTMENT ASSESSMENTS

3. SPACE NEEDS ANALYSIS KEY DRIVERS

4. **CAPITAL PLANNING PROJECT TIMELINE**
   - BOARD OPPORTUNITIES

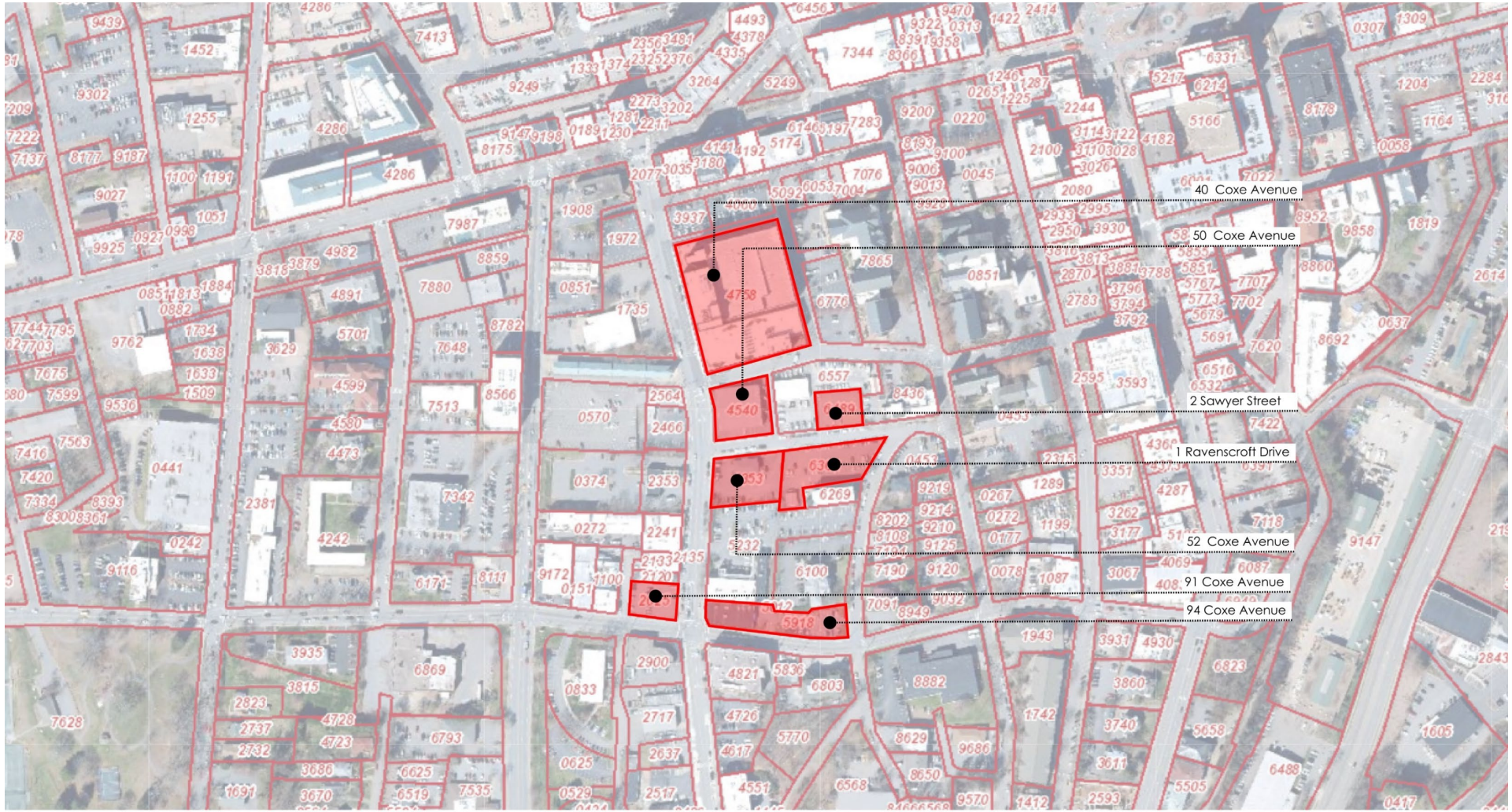
CAPITAL PLANNING PROJECTS



VARIABLES

- The Comprehensive Facility Study has been developed from a maintenance and space needs perspective only. Many variables can impact the study over time.
- This is a living document and could be impacted by any of the following:
  1. Funding availability
  2. Staff capacity
  3. Community input
  4. Land availability
  5. Changes in service delivery
- The timeline document will be reviewed and updated annually as part of the CIP process

SITE AVAILABILITY FOR BOARD PROJECTS



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Buncombe County

Coxe Avenue County Properties Map

SITE AVAILABILITY FOR BOARD PROJECTS

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KEY DRIVERS AND COSTS FOR CIP FY 2022

40 Coxe Renovation	→	Space is created at 40 Coxe (HHS) through telecommuting and more offices are created.
		$1.2M
Fleet/General Services Complex	→	Additional funding for all three departments to move to new facility (General Services, Fleet and Grounds) – Phase 1 + 2
		$8.38M
Planning for Forward Facing Building	→	Advanced Planning efforts to move all forward facing departments and address FJC concerns (Planning, Permitting, Tax, Air Quality, Register of Deeds) to 35 Woodfin
		$200K

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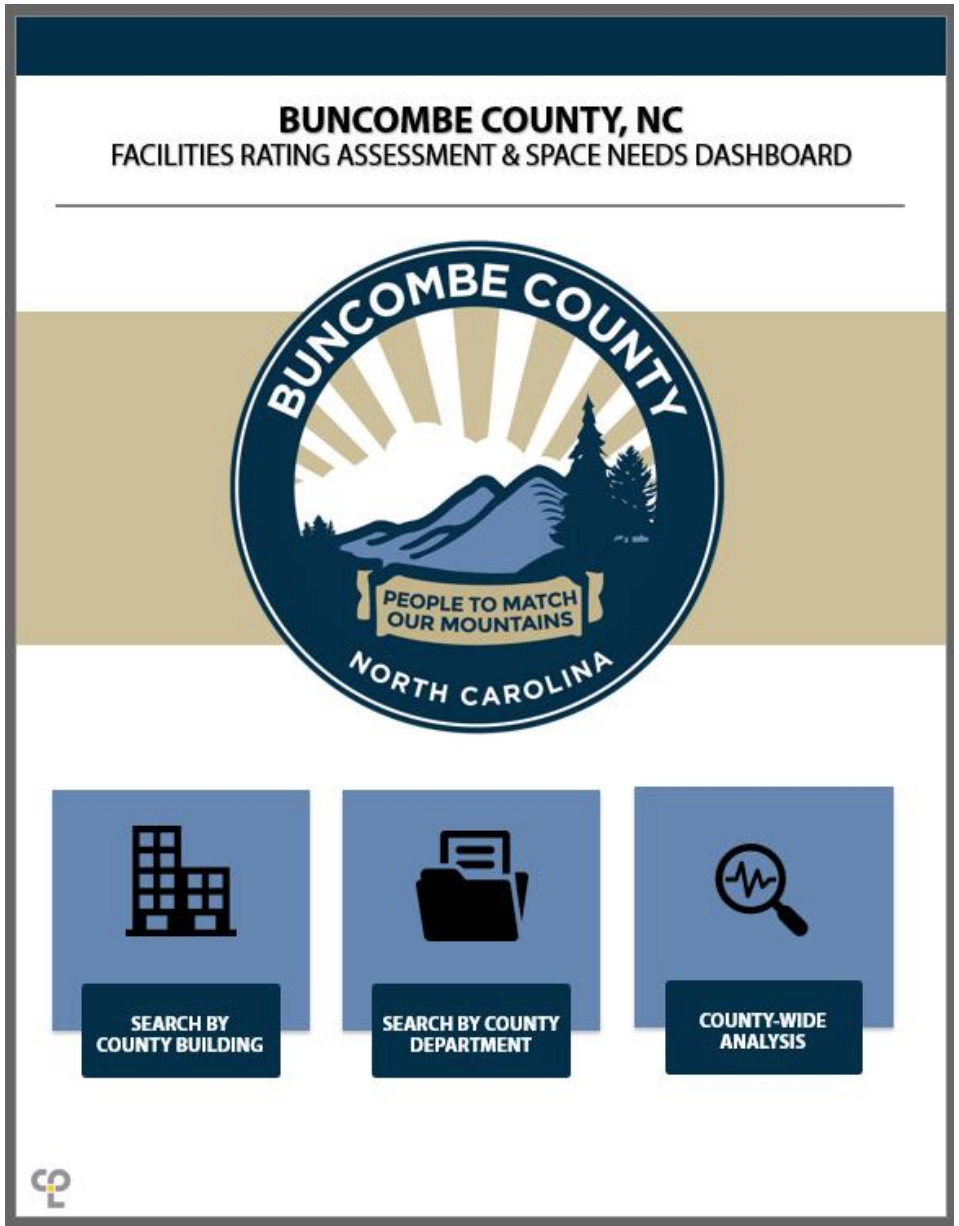
FINAL DELIVERABLE



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REQUEST and NEXT STEPS

REQUEST

- Adopt the Comprehensive Facility study for county facilities, including Pack Library, but excluding all other libraries

NEXT STEPS

- Buncombe County Staff to continue to gather community input about Regional Library plan
- Continue to evaluate and/or pilot alternative service options
- Present Library recommendations
- Include Library capital needs in FY23 CIP

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

New Business

Department: Emergency Services & Planning

Presenter(s): Angela Ledford, CEM, CFM and Nathan Pennington, CFM

Contact(s): Angela Ledford

Subject: Adoption of Buncombe/Madison Regional Hazard Mitigation Plan

Brief Summary:

The Federal Government through the Disaster Mitigation Act of 2000 requires local jurisdictions to have a FEMA approved Hazard Mitigation Plan in place in order to be eligible for federal disaster assistance and federal mitigation funding. Buncombe County's first Hazard Mitigation Plan received FEMA approval in 2005. Plans must be updated and reapproved every five years. Prior to our 2016 plan update the North Carolina Division of Emergency Management established mitigation planning regions and paired Buncombe and Madison Counties and their incorporated municipalities into a unified region. The first Buncombe/Madison Regional Hazard Mitigation Plan received FEMA approval in 2016. This current plan expires in July of 2021. The five year update has been completed and has received FEMA approval pending Board of Commissioners adoption.

Recommended Motion & Requested Action: Approve the 2021 Buncombe/Madison Regional Hazard Mitigation Plan

County Manager's Comments and Recommendation: Recommends approval.

Buncombe Madison Regional Hazard Mitigation Plan

Presented by

Angela Ledford

Emergency Management Division Manager - Emergency Services

Nathan Pennington

Director – Planning Department

Buncombe Madison Regional Hazard Mitigation Plan

Buncombe Madison

Regional Hazard Mitigation Plan

Mitigation OVERVIEW

“mit-i-gate”

1: to cause to become less harsh or hostile.

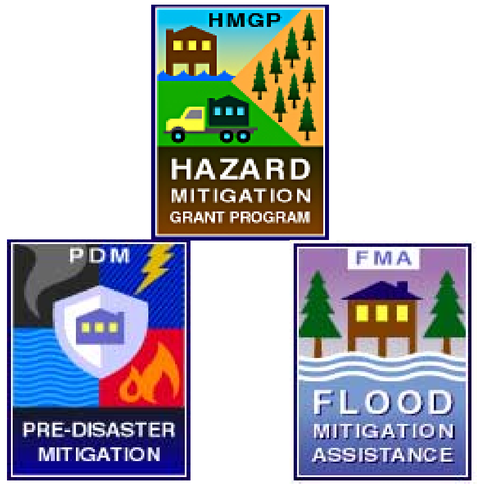
2: to make less severe or painful.

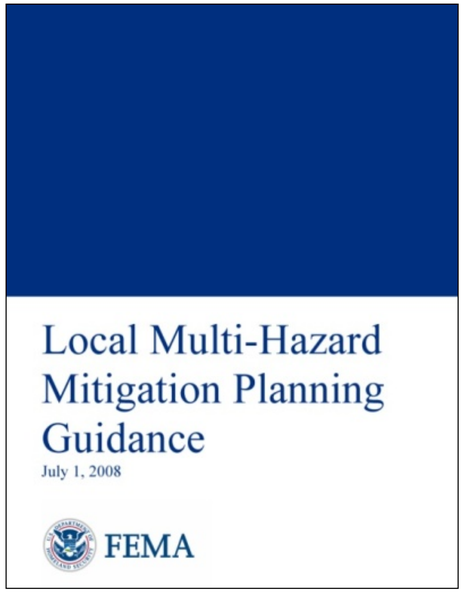
Hazard Mitigation

Any sustained action taken to reduce or eliminate the long-term risk to human life and property from hazards.

Disaster Mitigation Act of 2000

- Revitalized Federal Planning Requirements
  - State and Local Hazard Mitigation Plans
- Federal Grant Funding Eligibility
  - Hazard Mitigation Grant Program (HMGP)
  - Building Resilient Infrastructure and Communities (BRIC) Program
    - Replaced Pre Disaster Mitigation (PDM)
  - Flood Mitigation Assistance (FMA)
- DMA 2000 is intended to facilitate cooperation between state and local authorities on risk reduction measures and expedite funding allocation



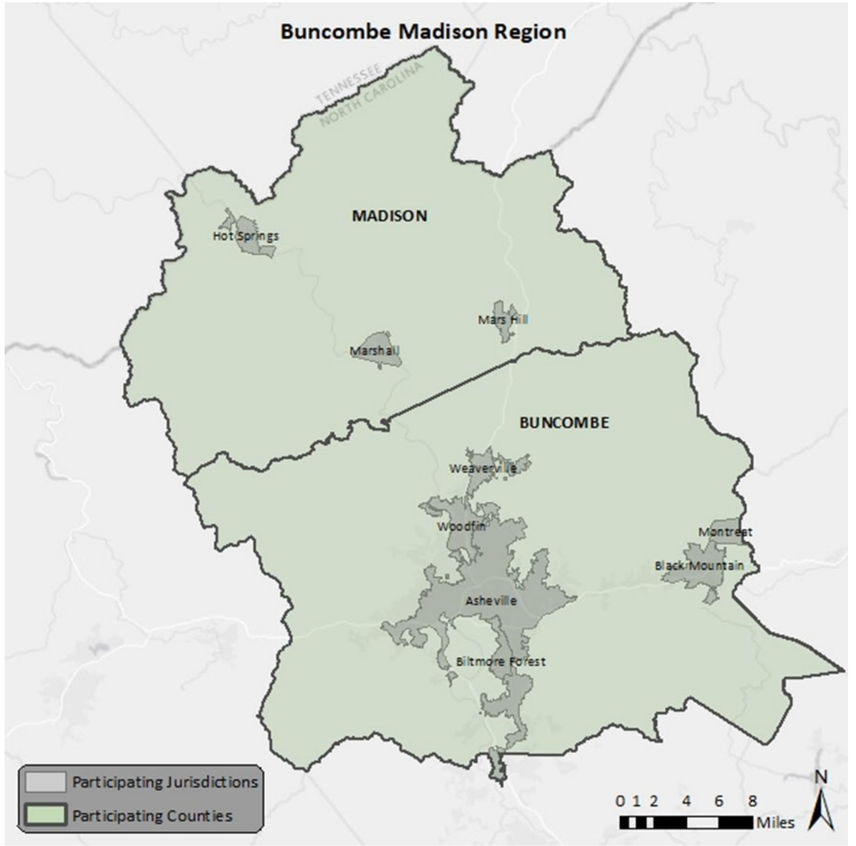


History of Mitigation Planning in Buncombe County

- Initial Buncombe County Hazard Mitigation Plan – 2005
- Buncombe County Update – 2011
- NC Division of Emergency Management establishes Mitigation Planning Regions
- First Buncombe/Madison Regional Hazard Mitigation Plan – 2016
- Buncombe/Madison Regional Mitigation Plan Update – 2021 – FEMA approval pending adoption

Participating Jurisdictions

Buncombe County	• Asheville • Biltmore Forest • Black Mountain • Montreat • Weaverville • Woodfin
Madison County	• Hot Springs • Marshall • Mars Hill



Presidential Disaster Declarations

Since the last plan (2015)

- DR-4393 – Hurricane Florence (Madison County)
  - September 14, 2018
- DR-4487-NC – COVID-19 Pandemic
- DR-4543 – Severe Storms, Tornadoes and Flooding (Madison County)

Buncombe County – Flat Creek rising during Hurricane Florence
Source: https://www.blackmountainnews.com/story/news/2018/09/16/eastern-buncombe-county-officials-prepared-florence-approaches/1327286002/

Project Tasks

1. Planning Process
2. Risk Assessment
3. Capability Assessment
4. Mitigation Strategy
5. Plan Maintenance
6. Documentation

Timeline for Current Update

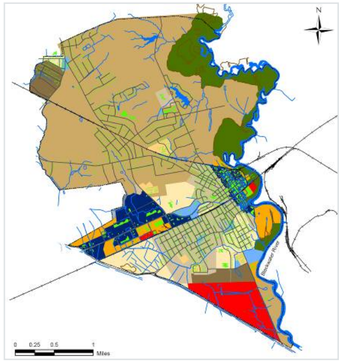
- NC Emergency Management (NCEM) secures funding for Regional Plan Updates – 2018
- NCEM contracts with ESP Associates for the Buncombe/Madison Regional Hazard Mitigation Plan Update – August 2018
- Kickoff Meeting for Plan Update – August 2019
- Public Meeting – September 2019
- On-line Public Input Survey – September to December 2019 – 92 Responses
- Mitigation Strategy Meeting – August 2020
- Plan Submitted to NCEM for Review – September 2020
- Plan Submitted to FEMA for Review – December 2020
- FEMA Approval Pending Adoption – May 2021

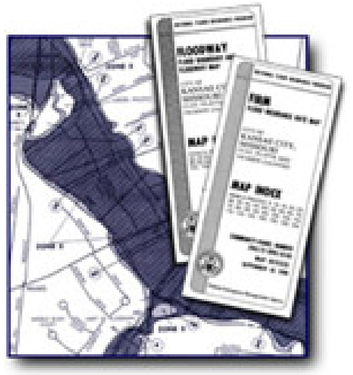
Conclusions on Hazards Risk

HIGH RISK	Severe Winter Weather Tornadoes / Thunderstorms Flood Cyber Geological Hazards (Landslides)
MODERATE RISK	Drought Wildfire Hazardous Substances Hurricane /Coastal Hazards Earthquake Dam Failure Infectious Disease
LOW RISK	Terrorism EMP Radiological Emergencies

Think of mitigation in this way…

1) We want to mitigate hazard impacts on the existing development in our communities
   - Houses, businesses, infrastructure, critical facilities, etc.
2) We want to ensure that future development is conducted in a way that doesn't increase our vulnerability
   - Best done by having good plans, policies and procedures in place





MITIGATION TECHNIQUES

Prevention	Property Protection	Natural Resource Protection	Structural Projects	Emergency Services	Public Education/ Awareness
Planning and zoning	Acquisition	Floodplain protection	Reservoirs	Warning systems	Outreach projects
Building codes	Relocation	Watershed management	Dams, levees, dikes	Emergency response equipment	Speaker series/ demonstration events
Open space preservation	Building elevation	Riparian buffers	Floodwalls	Shelter Operations	Hazard map information
Floodplain regulations	Critical facilities protection	Forest management	Stormwater diversions	Evacuation planning and management	Real estate disclosure
Stormwater management regulations	Retrofitting	Erosion and sediment control	Detention/ retention basins	Emergency response training and exercises	Library materials
Drainage system maintenance	Safe rooms, shutters, shatter-resistant glass	Wetland preservation and restoration	Channel modification	Sandbagging for flood protection	School children educational programs
Capital improvements programming	Insurance	Habitat preservation	Storm sewers	Temporary shutters	Hazard expositions
Setbacks					

Buncombe County Mitigation Actions

- Incorporate hazard mitigation into the planning process of each jurisdiction.
- Continue to carry out the hazard mitigation planning process and seek funding for emerging needs.
- Evaluate participation in the National Flood Insurance Program Community Rating System (CRS)
- Adopt new standards to limit the loss of life and damage to property in flood prone areas. Primary tenet of CRS – higher standards

Buncombe County Mitigation Actions

- Further evaluate Buncombe County's regulations that guide development on steep slopes especially in areas with known colluvial soil deposits.
- Evaluate road construction standards for large scale commercial developments and residential subdivisions in coordination with Emergency Management and the Fire Marshal's Office.
- Create and implement hazard mitigation recommendations through the new Comprehensive Planning process.

Buncombe County Mitigation Actions

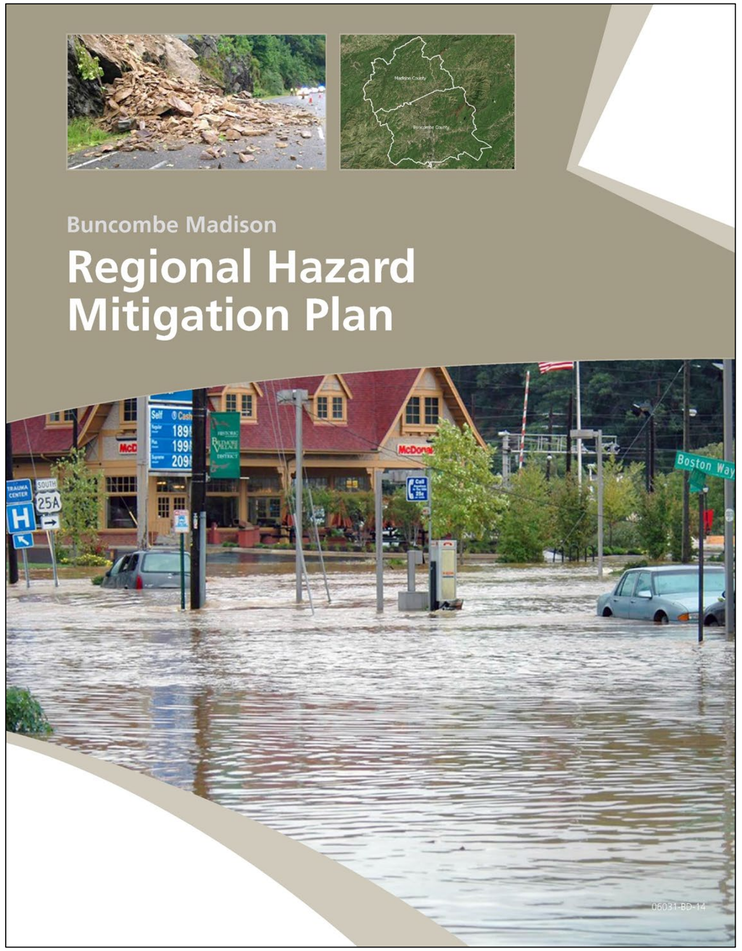
- Continue to evaluate and adjust our development ordinances specifically those related to flood, erosion control and stormwater to further protect against and mitigate the impacts of hazards from severe weather events.
- Ensure consistent enforcement of ordinances through regular evaluation, audit and long range planning initiatives.
- Continue to implement NextGen e-911 addressing requirements. Assure that our Fire Departments are utilizing addressing data from the CAD/GIS database. Do not rely on Google, MapQuest, etc.
- Educate the public regarding hazard mitigation x1000 to the Nth degree.

Mitigation action plan

Action #	Description	Hazard Addressed	Priority	Lead Agency/ Department	Potential Funding Sources	Implementation Schedule	Status
PP-1	Strengthen the road design and construction as it pertains to the Manufactured Home Park Ordinance.	All	Moderate	County FM / Planning Department	Local	Completed	County Fire Marshals approve based on Emergency Vehicle Access according to street construction standards specified in the ordinance.

Next steps

- Plans will be presented to local governing body Councils and Boards between now and Plan Expiration
- Current plan expires **July 6, 2021**



Questions?

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

New Business

Department:
Budget

Presenter(s):
Jennifer Barnette, Budget

Contact(s): Jennifer Barnette, Budget

Subject: Increase Budget For Sales Tax Revenue Passthrough

Brief Summary:
For the FY2021 budget, the Board of Commissioners approved almost $7.5M for budgeted sales tax revenues in the Fire & Service Districts Special Revenue Fund. This estimate was based on available data at the time of budget development and the current year's growth has so far exceeded those expectations. To date, we've received nearly $5.6M with four months to go. This amendment will increase the available expense budget by an additional $1M to estimated additional sales tax revenue for distribution to Fire Districts per NCGS 105-472(b)(2).

Recommended Motion & Requested Action:
Approve budget amendment

County Manager's Comments & Recommendation:
County Manager recommends as presented

ORDINANCE #21-06-13

BUNCOMBE COUNTY, NORTH CAROLINA
Fire & Service Districts Special Revenue Fund

BOARD MEETING DATE: June 15, 2021

WHEREAS, the Budget Director recommends and the Board now desires to amend the FY2020-2021 Fire & Service District Special Revenue Fund as outlined below in Exhibit "A" to the budget,
NOW THEREFORE,

BE IT ORDAINED by the Board of Commissioners for the County of Buncombe as follows:

1. That the FY 2020-2021 amendments listed in Exhibit A below be hereby adopted.
2. That this ordinance shall be effective upon adoption.

ADOPTED this 15th day of June, 2021.

Requesting Department: Budget
Budget Amendment Item: Increase Budget For Sales Tax Revenue Passthrough

Description:
For the FY2021 budget, the Board of Commissioners approved almost $7.5M for budgeted sales tax revenues in the Fire & Service Districts Special Revenue Fund. This estimate was based on available data at the time of budget development and the current year's growth has so far exceeded those expectations. To date, we've received nearly $5.6M with four months to go. This amendment will increase the available expense budget by an additional $1M to estimated additional sales tax revenue for distribution to Fire Districts per NCGS 105-472(b)(2).

Funding Source:
Sales tax revenues.

Exhibit A:	Increase (Decrease)	
Account Description	**Revenues**	**Expenditures**
Public Safety		$ 1,000,000
Sales Tax	$ 1,000,000	
TOTAL	$ 1,000,000	$ 1,000,000

ATTEST:

Clerk to the Board

BOARD OF COMMISSIONERS FOR THE COUNTY OF BUNCOMBE:

By:

Chairman of the Board

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

New Business

Department:
Budget

Presenter(s):
Jennifer Barnette, Budget

Contact(s): Tim Fierle, Buncombe County Schools

Subject: State Lottery Application Project - Security Hardware Upfit - BCS - Multiple Schools

Brief Summary:
This project for Buncombe County Schools has been awarded for NC Education Lottery dollars in the amount of $1,000,000 by the State of North Carolina. The funds will be for security hardware upfits at perimeter check with doors at schools. The application was approved by the Board of Commissioners at their May 18th meeting.

Recommended Motion & Requested Action:
Approve budget amendment

County Manager's Comments & Recommendation:
County Manager recommends as presented

ORDINANCE #21-06-14

BUNCOMBE COUNTY, NORTH CAROLINA
Public School ADM Capital Fund Project Ordinance

BOARD MEETING DATE: June 15, 2021

WHEREAS, the Budget Director recommends and the Board now desires to amend the FY2020-2021 Projects outlined below in Exhibit "A" to the budget,
NOW THEREFORE,

BE IT ORDAINED by the Board of Commissioners for the County of Buncombe as follows:

1. That the FY 2020-2021 amendments listed in Exhibit A below be hereby adopted.
2. That this ordinance shall be effective upon adoption.

ADOPTED this 15th day of June, 2021.

Project Name:	State Lottery Application Project - Security Hardware Upfit - BCS - Multiple Schools

Project Description:
This project for Buncombe County Schools has been awarded for NC Education Lottery dollars in the amount of $1,000,000 by the State of North Carolina. The funds will be for security hardware upfits at perimeter check with doors at schools. The application was approved by the Board of Commissioners at their May 18th meeting.

Funding Source:
NC Education Lottery Funding - Public School Building Capital Fund

Exhibit A:	**Increase (Decrease)**	
Account Description	**Revenues**	**Expenditures**
Fund 335 - Restricted Intergovernmental	$ 1,000,000	
Fund 335 - BCS Security Hardware Upfit - Multiple Schools		$ 1,000,000
TOTAL	$ 1,000,000	$ 1,000,000

ATTEST:

Tamara Laymer
Clerk to the Board

BOARD OF COMMISSIONERS FOR THE COUNTY OF BUNCOMBE:

By: Brownie Newman
Chairman of the Board

PUBLIC SCHOOLS OF NORTH CAROLINA
DEPARTMENT OF PUBLIC INSTRUCTION | Mark Johnson, *Superintendent of Public Instruction*
WWW.NCPUBLICSCHOOLS.ORG

May 26, 2021

MEMORANDUM

To: Don Warn, Buncombe County — Don.Warn@buncombecounty.org
Tina Thorpe, Buncombe County Schools — tina.thorpe@bcsemail.org

From: Dennis Hilton, School Planning Consultant
NC Department of Public Instruction

The below listed Application(s) have been approved for transferring the following funds from the North Carolina Education Lottery Fund, Need Base Lottery Fund, and/or ADM Fund, through the Public School Building Capital Fund:

	Project Title	ADM Fund	Lottery Fund	Needs Based Lottery Fund
1.	**Security hardware upfit - multiple schools**	**$0.00**	**$1,000,000.00**	**$0.00**
	Total this month:	**$0.00**	**$1,000,000.00**	**$0.00**

The funds, as noted above, will be transferred to the county disbursing account in the State Treasurer's Office on the last day of this month and will be available for drawdown on the first or second working day of next month. Questions concerning the disbursing account, checks, signature cards, etc. should be directed to Mr. Mark Carlson, Disbursing Account Services Supervisor, in the State Treasurer's Office: Phone Number 919-814-3904.

A final report is required showing the actual state and local expenditures and the actual completion date. If the expenditures of state funds are less than the amount approved and transferred to the disbursing account in the State Treasurer's Office, request that the balance be released from the disbursing account for re deposit into the county account in the Public School Building Capital Fund for reallocation to additional construction projects.

If you have any questions, please do not hesitate to call.

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

New Business

Departments:
Sheriff's Office & Budget

Presenters:
Sarah Gayton, Sheriff's Office
Jennifer Barnette, Budget

Contacts: Sarah Gayton, Sheriff's Office
Tiffany Iheanacho, Justice Services
Phillip Hardin, Health & Human Services
Lynn Smith, Sheriff's Office

Subject: Substance Use Disorder (SUD) Justice Support Grant

Brief Summary:
NC DHHS has awarded the Buncombe County Sheriff's Office & Detention Center a $700,000 grant. The grant will support the continuance and expansion of services offered to persons judicially involved and with substance use disorders during the COVID-19 pandemic. The objectives are to divert individuals from arrest and detainment, address untreated substance use, and increase access to care for those in the judicial systems of Pretrial, Child Support Court, and Probation.

The grant will be managed by the Sheriff's Office in coordination with HHS & Justice Services. The grant will fund one county position in the Justice Services department's Diversion Services program and one contracted position in the HHS Child Support program. The program will last 20 months, beginning June 1, 2021.

An overview of the program was presented to the Justice Resource Advisory Council (JRAC) on June 4th, 2021. The JRAC recommended the program move forward for Board of Commissioner consideration and approval.

No county funds are required.

Recommended Motion & Requested Action:
1) Accept grant
2) Approve related budget amendment
3) Approve one (1) grant funded position, as long as grant funding is available

County Manager's Comments & Recommendation:
County Manager recommends as presented

ORDINANCE #21-06-15

BUNCOMBE COUNTY, NORTH CAROLINA
Grant Projects Ordinance

BOARD MEETING DATE: June 15, 2021

WHEREAS, the Budget Director recommends and the Board now desires to amend the FY2020-2021 Grants Projects outlined below in Exhibit "A" to the budget,
NOW THEREFORE,

BE IT ORDAINED by the Board of Commissioners for the County of Buncombe as follows:

1. That the FY 2020-2021 amendments listed in Exhibit A below be hereby adopted.
2. That this ordinance shall be effective upon adoption.

ADOPTED this 15th day of June, 2021.

Granting Agency:	NC Department of Health & Human Services (NC DHHS)
Grant Name:	Substance Use Disorder (SUD) Justice Support

Description:
NC DHHS has awarded the Buncombe County Sheriff's Office & Detention Center a $700,000 grant. The grant will support the continuance and expansion of services offered to persons judicially involved and with substance use disorders during the COVID-19 pandemic. The objectives are to divert individuals from arrest and detainment, address untreated substance use, and increase access to care for those in the judicial systems of Pretrial, Child Support Court, and Probation.

The grant will be managed by the Sheriff's Office in coordination with HHS & Justice Services. The grant will fund one county position in the Justice Services department's Diversion Services program and one contracted position in the HHS Child Support program. The program will last 20 months, beginning June 1, 2021.

Funding Source:
$700,000 awarded by the NC Department of Health & Human Services. No county funds are required.

Exhibit A:	**Increase (Decrease)**	
Account Description	**Revenues**	**Expenditures**
Fund 327 - Substance Use Disorder Justice Support Grant - 4210: Restricted Intergovernmental	$ 700,000	
Fund 327 - Substance Use Disorder Justice Support Grant - Expenditures		$ 700,000
TOTAL	$ 700,000	$ 700,000

ATTEST:

Tamara Laymon
Clerk to the Board

BOARD OF COMMISSIONERS FOR THE COUNTY OF BUNCOMBE:

By: Brownie Newman
Chairman of the Board

Sheriff's Office

Presented by

FY21 Grant Announcement

Justice System Partners: Sheriff's Office, Pretrial and Child Support Services

NCHHS, Justice System Innovation Grant

$700,000 Grant, 20-month term

Resource response to barriers of success, for the justice involved.

2019/2020 Arrest Average	
Technical Violations	2326.5
Non Support	248.5

Services and Objectives

1) Pre-arrest Diversion

2) Resource expansion for current services (Addressing treatment needs)
   - Linkage to Care, BCHHS
   - Detention MAT Program
   - Pretrial, Diversion Services
   - Child Support

Basic Needs
Shelter
Food
Clothing

Recovery Support
Linkage to Treatment
Medical care
Overdose Reversal Kits

Life Stabilization
Phone Access
Employment Support
Peer Support Services
System Navigation

Impact Programming for Direct Results

Resources work. Treatment Works.

Budget Allocations

- ❑ Support resources for those assigned to Pretrial or Child Support, to reduce arrests linked to untreated addiction and unmet basic needs.
- ❑ 2 Staff positions (1 county, 1 contract)
- ❑Overdose reversal kits for participants
- ❑ Training: Direct staff, program participants and justice partners

Program Partners

Buncombe County Sheriff's Office

Sarah Gayton
Sarah.Gayton@buncombecounty.org

Justice Services

Tiffany Iheanacho
Tiffany.Iheanacho@buncombecounty.org

Health and Human Services

Phillip Hardin
Phillip.Hardin@buncombecounty.org

Request for Board Action

- Accept grant
- Approve budget amendment
- Approve 1 grant-funded position, for duration of grant funding or as otherwise provided for by Commission

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

New Business

Department: Commissioners **Presenter:** Chairman Brownie Newman

Contact: Avril Pinder, County Manager

Subject: NCACC Voting Delegate

Brief Summary: The NCACC 114th Annual Conference will be held Saturday, August 14th, at 12:45 p.m. in New Hanover County.
A voting delegate must be appointed and submitted to NCACC by August 9, 2021. The County may also assign an alternate voting delegate. During the business session, each county will be entitled to one vote on items that come before the membership.

Recommended Motion & Requested Action:
Appoint a voting delegate (and alternate)

County Manager's comments and Recommendation:
Recommend appointment of voting delegate

Designation of Voting Delegate to NCACC Annual Conference

I, _____, hereby certify that I am the duly designated voting delegate for _____ County at the 114th Annual Conference of the North Carolina Association of County Commissioners to be held during the Annual Business Session on August 14, 2021, at 12:45 p.m. in New Hanover County.

Voting Delegate Name: _____

Title: _____

In the event the designated voting delegate is unable to attend, _____ has been selected as _____ County's alternate voting delegate.

Alternate Voting Delegate Name: _____

Title: _____

Article VI, Section 2 of our Constitution provides:

"On all questions, including the election of officers, each county represented shall be entitled to one vote, which shall be the majority expression of the delegates of that county. The vote of any county in good standing may be cast by any one of its county commissioners who is present at the time the vote is taken; provided, if no commissioner be present, such vote may be cast by another county official, elected or appointed, who holds elective office or an appointed position in the county whose vote is being cast and who is formally designated by the board of county commissioners. These provisions shall likewise govern district meetings of the Association. A county in good standing is defined as one which has paid the current year's dues."

Please return this form to Alisa Cobb via email by **Monday, August 9, 2021** close of business**:**

Email: **alisa.cobb@ncacc.org**

Buncombe County Board of Commissioners

Request for Board Action

Meeting Date: 6/15/2021

New Business

Department: Emergency Services / Legal and Risk

Presenter(s): Angela Ledford **Contact(s):** Taylor Jones and Michael Frue

Subject: Rescission of Local State of Emergency

Brief Summary: In response to the COVID-19 pandemic, this Board declared a local state of emergency and thereby activated the Buncombe County Emergency Management Plan and all applicable mutual assistance compacts and agreements. Local Health professionals report that the COVID-19 pandemic data and trends, vaccination rates, and metric data continue to improve. Also, while the pandemic is not over and efforts to increase vaccination rates and to continue being vigilant to slow spread of the virus, there is no longer a need for day-to-day operations of the Emergency Operations Center. Therefore, Emergency Services recommends rescinding the Local State of Emergency.

Recommended Motion & Requested Action: Approve the Rescission of Local State of Emergency.

County Manager's comments and Recommendation: Manager recommends approval as presented.

STATE OF NORTH CAROLINA
COUNTY OF BUNCOMBE

RESCISSION OF
LOCAL STATE OF EMERGENCY

The following declaration is issued by Board of Commissioners of Buncombe County:

Pursuant to the authority contained in Ch. 21, Buncombe County Code of Ordinances and Article 1A of the N.C.G.S. Chapter 166A, the Board of Commissioners do hereby rescind the Local State of Emergency for Buncombe County dated March 12, 2020. That declaration activated the Buncombe County Emergency Management Plan and opened the Emergency Operations Center.

We direct that copies of this Rescission of Local State of Emergency be disseminated to the mass communications media for publication and broadcast.

This Rescission of Local State of Emergency is effective upon its adoption.

Adopted this the 15th day of June, 2021.

ATTEST:

Lamar Joyner, Clerk

BOARD OF COMMISSIONERS FOR THE COUNTY OF BUNCOMBE

By: _____
Brownie Newman, Chairman