Alleghany County Board of Commissioners

County Commissioners Mark Evans Bobby Irwin Bill Osborne Larry Prince John U. Irwin, Jr. 348 South Main Street Post Office Box 366 Sparta, NC 28675 Tel: (336) 372-4179 Fax: (888) 369-2621

County Attorney Donna Shumate

AGENDA Monday, October 7, 2019 6:30 pm

- 6:30 Meeting called to order Pledge of Allegiance and invocation Approval of agenda Motion on minutes from 9/13, 9/16 and 9/27 (pages 1-11)
- A. 6:35 **Public Comments/Agenda Items**: Citizens are encouraged to comment at this time on any item(s) specifically listed on this meeting's agenda. Guidelines for public comment are posted in the meeting room.
- B. 6:35 Public Hearing Requesting New Road Name: Poppies Way (pages 12-16)

Alleghany in Motion (pages 17-18) Public Hearing: Administrative Grant 5311 Public Hearing: Capital Grant 5311 Public Hearing: Operating Grant 5310

C. 6:40 **Presentations to the Board:**

- i. Steve Mason TDA update
- ii. Alleghany Sparta Trail Association (ASTA) update
- iii. Communities in Schools Zach Barricklow

D. 7:00 General Business (Board action requested)

- i. Resolution in Support of HB370 (page 19)
- ii. Alleghany in Motion approval to submit (3) grant applications
- iii. Stormwater Project final balance
- E. 7:15 Consent Agenda (Board action requested)
 - i. Transportation Fund budget amendment #1 in the amount of \$3,400 for surplus sale proceeds to fund grant payback (page 20)
 - ii. General Fund budget amendment #4 in the amount of \$5,000 for 5K Run for the Claus (page 21)

- iii. Updated Alleghany County Personnel Policy EMS Breast Cancer Awareness T-shirts addition (page 22)
- F. 7:25 **Public Comments**: Citizens are encouraged to comment at this time on any item(s) requiring the attention of the Commissioners. Guidelines for public comment are posted in the meeting room.

G. 7:35 Interim County Manager Comments

i. Liability and Property, Workers Comp Fiscal Year Summary (pages 23-24)

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- ii. Court house drawing and update (page 25)
- iii. Davis Field update/PARTF grant
- iv. PSAP discussion
- v. Recreation Director position update
- vi. Marketing agreement discussion
- vii. Fairgrounds financial update
- viii. September permit report (page 26)
- H. County Commissioner Comments John Irwin
 - i. County Ordinances
 - ii. County Ordinance bid requirements
- I. Request for Closed Session pursuant to General Code 143-318.11.(a)-(6) Personnel, G.S. 143-318.11.(a)-)3) Legal

INVHDAT

J. Adjourn



Alleghany County Board of Commissioners

The Alleghany County Board of Commissioners met in special session on Friday, September 13th at 9:30 am at the Alleghany County Courthouse, 12 North Main Street, Sparta, North Carolina.

Present: Chair Mark Evans, Commissioner Larry Prince, Commissioner Bill Osborne, Commissioner Bobby Irwin, Commissioner John Irwin, County Attorney Donna Shumate and Clerk to the Board, Drew Temple.

There was discussion between the plaintiff's representation and Michael Hettleman about Alexander Hall dba Sparta Family Entertainment, his previous business (River Rock Grill), previous bid activity with the Alleghany Sheriff's Department, the bid process for the 2019-2022 jail meals contract, their original 2019 bid, how the original vote and rejection of all of the original bids took place, details of the bid opening, what will happen to Sparta Family Entertainment if they do not have the jail meals contract, their employees and their training, e-mails regarding their health plan review from AppHealthcare, and e-mails regarding claims of the well Alexander Hall uses was being condemned.

There was discussion between Mr. Epstein and Michael Hettleman about the layout of Alexander Hall, contents of the rooms in Alexander Hall, types of meals prepared (using 9/12/19 as an example), the tasks the chefs and food preparers perform on a daily basis (frying, boiling, grilling, sautéing, etc.), special meals, the schedule of a normal day for the chef and food preparer at Alexander Hall (using today, 9/13/19 as an example), the delivery schedule, prep and delivery processes, the process under which Alexander Hall has been the jail meals provider since 2013, specifics of the Request for Bid from the Sheriff's Department, the original bids from Alexander Hall and Horizon Bistro, and e-mails regarding Michael Hettleman's complaint that the RFB was not properly advertised.

There was discussion between the plaintiff's representation and Michael Hettleman about it being difficult to find people willing to perform this type of contract, and it being difficult to keep employees willing to work the hours required.

There was discussion between the plaintiff's representation and Francis Huber about her relationship with John Irwin, Jr. and her call to him before the first vote with concerns about Horizon Bistro being able to fulfill the jail meals contract and the conversation she had with John the day before the 2nd vote at church.

There was discussion between Mr. Epstein and Francis Huber about her relationship with Garrison Wagoner, her knowledge of his education, details about the

scholarship the Education Foundation awarded him with the caveat that he would return to the county after college, and her knowledge of his business.

The plaintiff's representation shared videos from the July 8th Commissioner's meeting, July 11th Commissioner's meeting, and August 5th Commissioner's meeting.

Mr. Epstein representation said the plaintiff is not entitled to an injunction and sited general statutes showing this service contract is not subject to bidding procedures.

There was discussion between Mr. Epstein and Sheriff Bryan Maines about the bid process in his first full year as Sheriff, the bid process in subsequent years including 2019, what the request for bid asked for, his experience with the service provided by Alexander Hall, why the jail meals contract request for bids had always been handled informally, specifics of the original bids received, the reason he did not attend the bid opening or award meetings, his conversation with Donna Shumate regarding the e-mail Michael Hettleman sent insisting the county must bid this contract, his attempt to contact the School of Government and the Justice Academy for guidance on this situation, e-mails between Sheriff Maines and Norma Houston with the School of Government regarding this service contract, his conversation with Donna Shumate after receiving an opinion from the School of Government, and his thoughts on whether the county is bound by G.S. 143-129.

There was discussion between the plaintiff's representation and Sheriff Bryan Maines about his conversation with Donna and the decision to put the contract back out for bid even though they agreed the statute did not apply, and the Sheriff's involvement in how the meals are prepared and transported.

There was discussion between Mr. Epstein, plaintiff's representation and Sheriff Bryan Maines about why he didn't include specific language in the advertisement in the newspaper, and why the request for bid was published.

There was discussion between Mr. Epstein and County Attorney, Donna Shumate about her relationship with Alleghany county, specifics of the meetings where jail meals were discussed, primary focus of the presentations of Garrison Wagoner and Katee Hettleman, what the outcome of the original bids would have been if G.S. 143-129 had applied, her recollection of the events of the July 8th meeting with regards to voting on the jail meals contract, who County Attorney, Donna Shumate contacted to ask about whether the jail meals contract must be formally bid, the events that happened on July 11th before and after the Commissioner's meeting, why the contract to be awarded at the August 5th Commissioner's meeting, whether G.S. 143-129 was mentioned at the August 5th meeting, and discussion about the complaint by Alexander Hall.

There was discussion between the Garrison Wagoner's representation and County Attorney, Donna Shumate about the factors considered when the Board of Commissioners voted at the July 8th meeting, and the detail the newspaper advertisement went to (above and beyond) and why. There was discussion between the plaintiff's representation and County Attorney, Donna Shumate about G.S. 143-129, and when and if she informed anyone that G.S. 143-129 did not apply to the contract awarded at August 5th.

There was discussion between Mr. Epstein and County Attorney, Donna Shumate about what she is required to inform the public about.

Mr. Epstein, in his closing statements, reiterated that this is in fact a food service contract and the jail does not have a kitchen to prepare food.

Mr. Niche, in his closing statements, reiterated that G.S 143-129 does not apply and that this is a contract for services, not goods, and the potential damages to Horizon Bistro if a further injunction is granted.

The plaintiff's representation, in his closing statements, said that his client's business will be destroyed if he does not get this contract, that everything is a service contract from buying a car to the jail meals, and that the final product is what the Sheriff's department is contracting for and G.S. 143-129 does apply.

Judge Duncan asked counsel to submit the rest of their documentation by Saturday 9/14 at 6 pm, said the order is extended until Monday.

Respectfully submitted,

Drew Temple, Clerk to the Board Mark Evans, Chairman



Alleghany County Board of Commissioners

The Alleghany County Board of Commissioners met in regular session on Monday, September 16th at 10:00 am in the Board Meeting Room of the County Administration Building, 48 South Main Street, Sparta, North Carolina.

Present: Chair Mark Evans, Commissioner Larry Prince, Commissioner Bill Osborne, Commissioner Bobby Irwin, Commissioner John Irwin, County Attorney Donna Shumate and Clerk to the Board, Drew Temple.

Commissioner Larry Prince made a motion to approve the amended agenda. Commissioner John Irwin seconded. Vote 5:0.

AGENDA Monday, September 16, 2019 10:00 am

- 10:00 Meeting called to orderPledge of Allegiance and invocationApproval of agendaMotion on minutes from 8/19 and 9/3 (pages 1-10)
- A. 10:05 **Public Comments/Agenda Items**: Citizens are encouraged to comment at this time on any item(s) specifically listed on this meeting's agenda. Guidelines for public comment are posted in the meeting room.

B. 10:15 **Presentations to the Board:**

- i. Chamber of Commerce Spotlight Business Mangum-Cater on Main
- ii. Communities in Schools

C. 10:25 General Business

- i. Linda Edwards, EMS Director breast cancer awareness shirts (Board action requested)
- ii. Northwestern Regional Housing Authority board appointment (Board action requested)
- iii. Surplus sale update Drew Temple
- iv. Sheriff's 5K Run for a Clause & Fun Run update Sheriff, Bryan Maines

- v. Unsolicited offer to purchase Utility trailer \$600 (Board action requested)
- D. 10:45 Consent Agenda (Board action requested)
 - i. Rita Miller, Tax Administrator (pages 11-85)
 - a. August auto refunds
 - b. August real and personal property refunds
 - c. Real and personal property releases
 - d. Delinquent taxpayer contracts
 - e. Motor Vehicle appeal
 - f. Solid Waste release requests
- E. 10:55 **Public Comments**: Citizens are encouraged to comment at this time on any item(s) requiring the attention of the Commissioners. Guidelines for public comment are posted in the meeting room.

F. 11:00 Interim County Manager Comments

- i. Pool update Health Department items
- ii. School parking designation at the pool parking lot
- iii. Joint school board meeting date and time
- iv. Trademark
- v. BDC paving
- vi. COA new building
- vii. August permit report (page 86)
- viii. Assisted Living update
 - ix. Recreation Director position update

G. County Commissioner Comments

H. Adjourn

Commissioner John Irwin made a motion to approve minutes from 8/19 and 9/3. Chair Mark Evans seconded. Vote 5:0.

Public Comments/Agenda Items

No comment.

General Business

Linda Edwards, EMS Director - breast cancer awareness shirts for October

Linda Edwards, EMS Director asked if the board would consider letting the EMS team wear breast cancer awareness t-shirts as their uniform shirts.

Commissioner Larry Prince made a motion to approve for EMS to wear breast cancer awareness t-shirts as their uniforms every October. Commissioner John Irwin seconded. Vote 5:0.

Northwestern Regional Housing Authority board appointment

Ned Fowler explained the reason for the Northwestern Regional Housing Authority and asked that David Choate be reappointed to its board.

Commissioner John Irwin made a motion to approve David Choate to the NRHA board. Commissioner Bill Osborne seconded. Vote 5:0.

Surplus Sale Update – Drew Temple

Drew Temple gave an update on the 2019 Surplus sale.

Sheriff's 5K Run for a Clause and Fun Run update

Sheriff Bryan Maines gave an update on the Sheriff's 5K Run for a Clause and Fun Run and thanked everyone who helped and participated.

Unsolicited Offer to Purchase - Utility trailer

Commissioner Larry Prince made a motion to approve the offer of \$600 for the Utility trailer. Commissioner Bill Osborne seconded. Vote 5:0.

Presentations to the Board

Chamber of Commerce Spotlight Business

Mangum-Cater on Main

Karen O'Leary gave a Chamber update, encouraged everyone to come to the Mountain Heritage Festival and introduced Robin Cater of Mangum-Cater on Main.

Robin Cater explained the different items made and sold at Mangum-Cater on Main.

Consent Agenda

Commissioner John Irwin made a motion to approve the consent agenda as recommended. Commissioner Larry Prince seconded. Vote 5:0.

Public Comments

No comment.

Interim County Manager Comments

Chair Mark Evans said the pool will be closed for the season; Megan Lyons has submitted all info for the slides to the Health Department.

Megan Lyons explained exactly what has been requested and submitted with regards to installing the slides.

Chair Mark Evans said Chad Beasley asked if the school could use the pool parking lot during school hours. Chair Mark Evans said there is a standing MOU with the schools regarding the pool/tennis courts/ballfield area and he would like for County Attorney, Donna Shumate to include this revision in the MOU.

Commissioner Bobby Irwin said the pool parking lot is in bad shape and asked if it is on any maintenance schedule to be repaved.

Chair Mark Evans said there will be a joint meeting with the school board on Friday, September 27th at 11:30 am.

Chair Mark Evans said the "Heart of the Blue Ridge Parkway" trademark is complete on our end.

Chair Mark Evans said the BDC paving is underway and going well.

Chair Mark Evans said progress on the new COA building is going well.

Chair Mark Evans went over the August permit report.

Chair Mark Evans said we are waiting on the Assisted Living facility to pull their permit any day now.

Chair Mark Evans said there may be some restructuring of the Recreation Department.

Chair Mark Evans explained we need to get together to go over the applications for County Manager received thus far. The Board decided to meet on Monday, 9/23 at 6:00 pm.

County Commissioner comments

Commissioner Bill Osborne encouraged everyone to attend the Mountain Heritage Festival and Pumpkin Festival coming up.

Commissioner Bobby Irwin said he would like to tour the Fairgrounds before the next meeting and he would like to see the Fairgrounds expense report by next meeting.

Commissioner Larry Prince suggested having Lisa Osborne from DSS report to the citizens and the Board at a meeting in October.

Commissioner Larry Prince said the investment made in the Extension service has a return of 27:1.

Commissioner John Irwin said the foster children count is 53 and the Opioid Epidemic is still very much a problem.

Chair Mark Evans encouraged citizens to continue supporting our downtown businesses during Streetscape.

Commissioner Larry Prince made a motion to adjourn. Commissioner John Irwin seconded. Vote 5:0.

Respectfully submitted,

Drew Temple, Clerk to the Board

Mark Evans, Chairman



Alleghany County Board of Commissioners

The Alleghany County Board of Commissioners met in special session on Friday, September 27th at 11:30 am in the Commissioners meeting room of the Alleghany Administration Building, 348 South Main Street Sparta, NC.

Present: Chair Mark Evans, Commissioner Larry Prince, Commissioner Bill Osborne, Commissioner Bobby Irwin, Commissioner John Irwin, Superintendent Chad Beasley, Assistant Superintendent Brent Long, School Board Chair Amy Bottomley, Member Jason Carpenter, Member Donna Rhea, Member Suzanne Irwin, Member Chad Loggins, and Clerk to the Board, Drew Temple.

Commissioner Larry Prince made a motion to approve the agenda. Commissioner Bill Osborne seconded. Vote 5:0.

AGENDA Friday, September 27th, 2019 11:30 am

11:30 Meeting called to order Pledge of Allegiance and invocation Approval of agenda

A. 11:35 **Presentations to the Board:**

i. Schneider Electric

B. 11:50 General Business

- i. Funding for Alleghany High School track and stadium area
- ii. Auditorium discussion

C. 12:20 Superintendent Comments

- D. School Board Comments
- E. Interim County Manager Comments
- F. County Commissioner Comments
- G. Adjourn

Presentations to the Board

Graham Lewis with Schneider Electric gave a presentation about a project the school board wants to pursue to update Alleghany County Schools' HVAC and lighting systems.

Commissioner Larry Prince made a motion to support the energy savings project. Commissioner John Irwin seconded. Vote 5:0.

General Business

Funding for Alleghany High School track and stadium area

Brent Long explained the problems with the current Alleghany High School track and stadium area.

Brent Long said the track is not in compliance to hold track meets and the visitor bleachers are on the verge of being condemned and need to be replaced.

Brent Long said renovations to the track and stadium will be roughly \$700,000.

There was discussion between the boards about the financial status of the county and when and if this project is a possibility.

Auditorium discussion

Chad Beasley highlighted the potential opportunities and challenges at the auditorium building.

Superintendent comments

Chad Beasley thanked the Commissioners for the opportunity to meet, asked that the boards meet quarterly moving forward and talked about 5 and 10-year needs.

School Board comments

Amy Bottomley thanked the Commissioners for their support and for listening to the School Board's plans.

Suzanne Irwin agreed the boards should meet quarterly.

Interim County Manager comments

Chair Evans encouraged the School Board to go look at the lockdown device in the Tax/Tag office.

County Commissioner comments

Commissioner Larry Prince asked for a status update of the SROs.

Chad Beasley said the SROs are working out great and there may be some additional funding becoming available to offset the cost to the county.

Commissioner John Irwin thanked the School Board for being open and honest with the Commissioners about upcoming projects.

Commissioner Bobby Irwin said the auditorium could be a year-round venue for Alleghany county and asked to discuss the Lion's Club responsibilities with the school system.

Commissioner Bobby Irwin said he had the opportunity to spend time with the Special Education class today and it was an enjoyable experience.

Commissioner Bill Osborne thanked the School Board for keeping the lines of communication open and thanked Graham Lewis for his presentation.

Adjourn

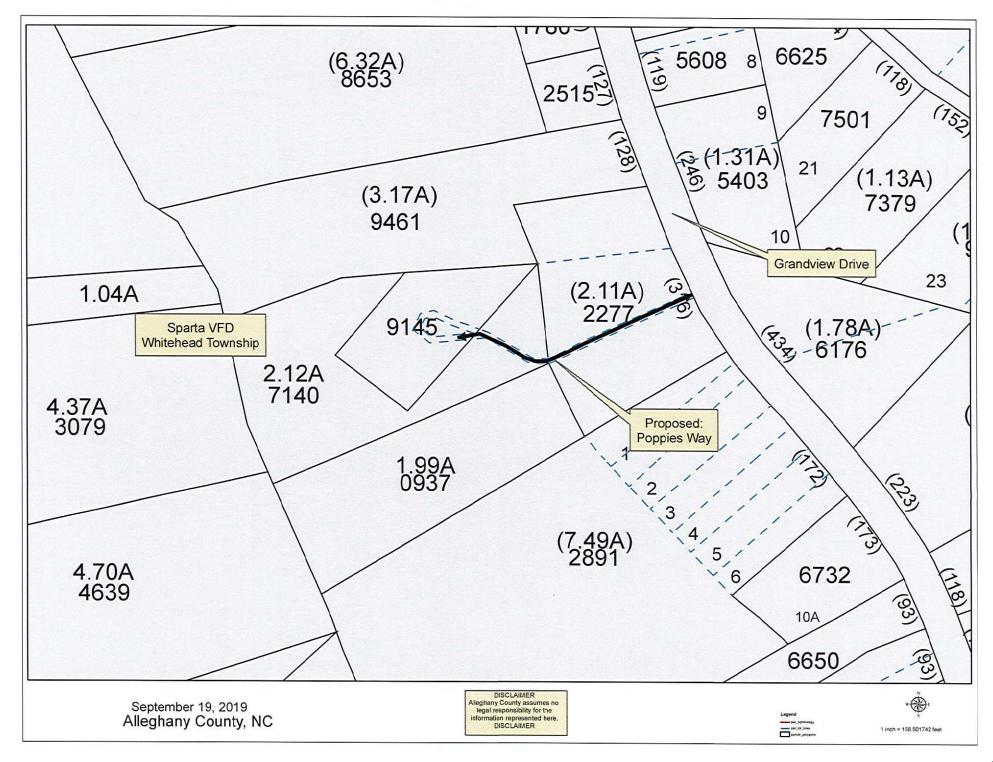
Commissioner Larry Prince made a motion to adjourn. Commissioner John Irwin seconded. Vote 5:0.

Respectfully submitted,

Drew Temple, Clerk to the Board Mark Evans, Chairman

Road Name Submitted for Approval October 7, 2019

Proposed Road Name:	Request Submitted by:	Reason for request:	Road Location:	Fire District:	Township:
Poppies Way	Mike Sprinkle et al	2+ Structures on Drive	off Grandview Drive	Sparta	Whitehead





Alleghany County E-911 Road Name Form

Please return form to Alleghany County E-911 Office PO Box 263 Sparta, NC 28675 Phone:336-372-7920 Fax: 336-372-1438

Do you live on a road that has two or more houses, mobile homes, or businesses?_____ If an apartment is attached to a home or business, count both as one structure. Do not count barns, garages, or storage buildings.

Do you live in a development?_____Νυ List development name_____

Your road intersects with which road? Grandview Drive Road ends with what road?______ Is it a dead end road?______

More than 50% plus one of the residents/business owners along the road being named must be in agreement to the selected name. Each home or business is entitled to one vote. Private Roads/Lanes cannot end with Road, Ave., or Blvd. If there is a survey showing the road in question, a copy must be submitted with this form.

1ST CHOICE FOR ROAD NAME Open Klenthere Poppies way 2ND CHOICE FOR ROAD NAME Sprinkle lane

Please select a different 1st and 2nd choice

911 Office Only

911 Coordinator 9-6-19

Date JOSEPH MCGRIDY VIA TEXT 9-19-19

Fire Chief

Serving the people of Alleghany County

County Commissioner

Date



Road Name Petition

As Residents/Business owners of the road being named, we are in agreement of the road name

1st Choice <u>POPPies</u> Way or 2nd Choice Sprinkle Jane

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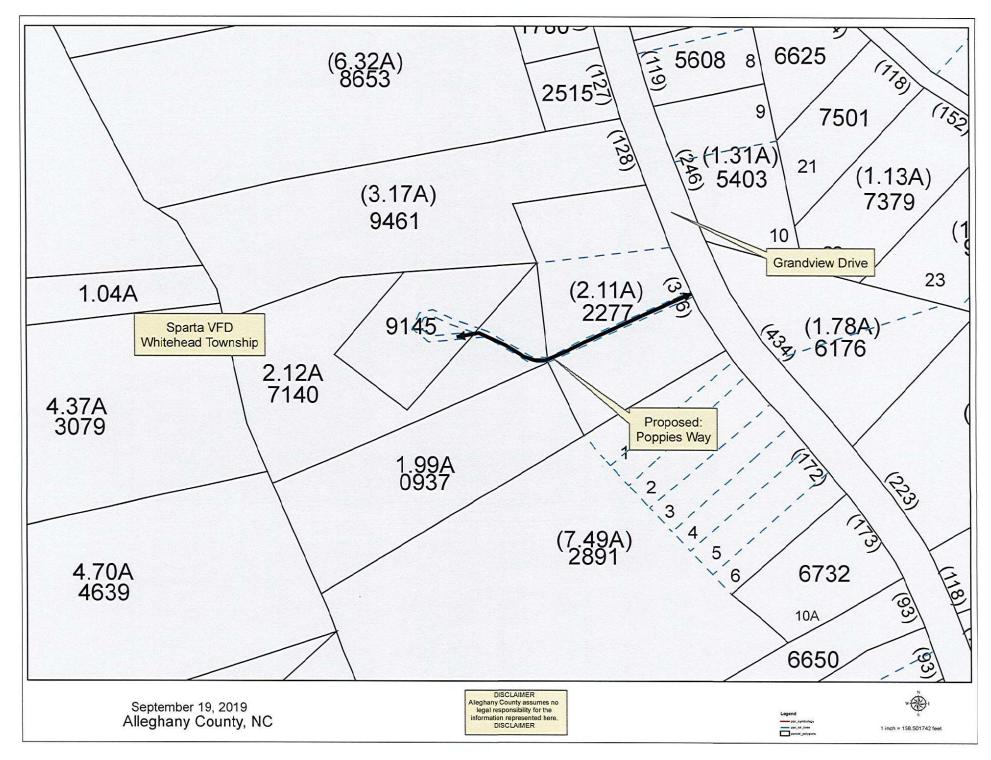
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C q.b	-19

Date

Parcel ID #

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alletrans@skybest.com

October 3, 2019

Re: CTP Grant Application and 5310 Grant Application FY 20-21

Administrative Budget	
Salary & Fringe Benefits	\$112,405.00 (director, admin/billing, ½ dispatch,
	FICA, Longevity, Retirement)
Drug & Alcohol/Backgrounds	1,500.00 (with background checks)
Supplies/Uniforms	2,150.00 (with safety vests)
Computer Supplies/Repairs	100.00
Travel/Education	1,200.00
Telephone/Cell/Internet	7,800.00
Utilities	4,550.00
Postage	200.00
Copier	950.00
Advertising (legal & marketing	2%) 3,110.00
Employee Development	600.00
Subscriptions	500.00
Indirect Costs	20,074.00 (actual reimburse \$17,062.90)
Vehicle Insurance	16,796.00
Total application	\$171,935.00 (\$124,076.00 Total Application)
- · · · · · ·	
Reimbursement amount	\$105,465.00 (85% State & Federal match)
Cost to County	\$ 18,611.00 (15% Required County match)
outry	*actual cost w/ indirect \$239.90
\$47 859 00 + 239 90 = \$	18 098 90 Total cost to county as submitted

\$47,859.00 + 239.90 = <u>\$48,098.90 Total cost to county as submitted</u>

Capital Application

(1) Minivans	\$ 35,000.00
(2) Replacement Lift Conversion Van	\$ 131,000.00
Logos for (3) Vans	\$ 1,020.00
Total Capital Request	\$ 167,020.00
Reimbursement amount	\$ 150,318.00 (90%)
AIM Operating Fund match	<u>\$ 16,702.00</u>

5310 Grant Application FY 20-21

Operation Budget	
Purchase of Service	\$ 14,000.00
Total Operating Request	\$ 14,000.00
County Match	<u>\$ 7,000.00</u>

RESOLUTION IN SUPPORT OF HOUSE BILL 370, AN ACT TO REQUIRE COMPLIANCE WITH IMMIGRATION DETAINERS AND ADMINISTRATIVE WARRANTS

WHEREAS, House Bill 370 requires the administrator or equivalent of any County jail, local or district confinement facility, satellite jail or work release unit (facility) to attempt to determine if any prisoner who is confined for any period in their facility and charged with a criminal offense is a legal resident; and,

WHEREAS, HB370 requires the administrator to make a query to Immigration and Customs Enforcement ("ICE") if the administrator is unable to determine that the prisoner is a legal resident or citizen; and

WHEREAS, HB370 establishes requirements for instances in which ICE has notified the administrator or equivalent that it has issued a detainer and administrative warrant that reasonably appears to be for any person charged with a criminal offense and confined in a facility for any period of time; and

WHEREAS, HB370 includes requiring that, prior to release, the prisoner be taken before a State judicial official and provided with the detainer and administrative warrant prior to the prisoner's release, and the judicial official issue an order directing the prisoner be held in custody if the prisoner appears to be the person subject to the detainer and the administrative warrant, subject to release upon the earlier of 48 hours from receipt of the detainer and administrative warrant, ICE takes custody, or the detainer is rescinded by ICE; and,

WHEREAS, the North Carolina Sheriffs' Association was instrumental in working closely with the Bill sponsors in drafting the Bill, and supports its passage; and,

NOW THEREFORE, BE IT RESOLVED, that the Alleghany County Board of Commissioners supports the passage of House Bill 370 and encourages Governor Cooper to sign the Bill in support of the safety of the citizens of North Carolina.

ADOPTED, this 7th day of October, 2019.

Attest:

Alleghany County Board of Commissioners:

Drew Temple Clerk to the Board Mark Evans, Chair

Larry Prince, Vice-Chair

Bill Osborne, Member

Bobby Irwin, Member

John U. Irwin, Member

Alleghany County Budget Amendment Transportation Fund #1

Be it resolved by the Alleghany County Board of Commissioners that the following amendment be made to the Budget Resolution for the fiscal year ending June 30, 2020.

Description	Debit	Credit						
Amendment Explanation: To budget for surplus sale proceeds to fund grant payback								
Expenditures:								
Payback RGP								
40-400-0655	3,400							
Revenues:								
Sale of Fixed Assets		3,400						
40-383-000	00							
		Over-all Budget						
Total Appropriation in Current Budget		398,763						
Amount of Debit/Credit of above Amendment		3,400						
		402,163						

We the Board of County Commissioners of Alleghany County hereby approve the changes in the Budget as indicated above, and have made entry of these changes on the minutes of said Board, this the 7th day of October, 2019.

Budget Officer

Chairman, Board of County Commissioners

Appropriated Fund Balance Since July 1

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Alleghany County Budget Amendment General Fund #4

Be it resolved by the Alleghany County Board of Commissioners that the following amendment be made to the Budget Resolution for the fiscal year ending June 30, 2020.

,000
5,000
Over-all Budget
18,540,213
5,000
18,545,213

We the Board of County Commissioners of Alleghany County hereby approve the changes in the Budget as indicated above, and have made entry of these changes on the minutes of said Board, this the 7th day of October, 2019.

Budget Officer

Chairman, Board of County Commissioners

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Alleghany County Personnel Policy July 2019

- Clothing that is revealing that shows your back, chest, stomach, or underwear is not appropriate for a place of business.
- County employees in departments that require uniforms must adhere to the uniform code of dress appropriate for that department.
 - a) All EMS employees will be allowed to wear Breast Cancer Awareness T-shirts as part of their official uniform for the month of October each year

Examples of Inappropriate Dress

- Denim blue jeans, unless approved for a specific event or job task, or Casual Fridays; must be without holes or fraying, with finished seams
- Sweatshirts/pants, athletic outfits, jogging suits, wind suits, exercise pants, unless approved for a specific event or job task, or Casual Fridays
- Shorts or skorts, unless approved for a specific event or job task (no shorter than 3 inches above the knee); short shorts and cutoffs
- o Dresses, shirts, or tops with inappropriate cutouts, excessive armpit cutouts.
- Dresses, shirts, or tops that do not cover the back, waist and midriff
- T-shirts, tank, spaghetti, halter, tube tops or tops with bare shoulders, unless worn under another blouse, shirt, jacket, or dress

Examples Regarding Grooming

Personal Hygiene

Personal hygiene is very important. Daily baths, shaving, use of deodorant, and daily mouth hygiene are essential to providing a professional image.

Makeup, Perfume, Cologne

Because some people are allergic to the chemicals in perfumes and make-up, these substances should be worn with restraint.

Hair, Hairstyles

Hair (including facial hair) must be neat and clean. Extreme hairstyles and hair color are inappropriate for the workplace.

Jewelry

Jewelry should not be worn in excessive amounts and must not interfere with the County employee's ability to perform their job duties. Visible body piercing should be limited to a professional standard

Tattoos

Tattoos bearing offensive language or logos that are or could be seen by others as profane, racist, sexist or discriminatory in nature are to be covered.



Liability and Property Fiscal Year Summary

ALLEGHANY COUNTY

Fiscal Year	Open	Closed	Totai Claims	Total Incurred	Total Paid	Total Outstanding	Total Recovery	Total Incurred (Net)
2013	0	8	8	\$5,922. 9 9	\$5,922.99	\$0.00	\$0.00	\$5,922.99
2014	0	5	5	\$9,249.61	\$9,249.61	\$0.00	\$0.00	\$9,249.61
2015	0	9	9	\$108,279. 29	\$108,279.29	\$0.00	\$77,729.40	\$30,549.89
2016	0	5	5	\$10,262.60	\$10,262.60	\$0.00	\$6,911.65	\$3,350.95
2017	0	8	8	\$22,696.66	\$22,696.66	\$0.00	\$0.00	\$22,696.66
2018	0	8	8	\$13,783.18	\$13,783.18	\$0.00	\$1,454.78	\$12,328.40
2019	0	1	1	\$2,564.40	\$2,564.40	\$0.00	\$0.00	\$2,564.40
Total	0	44	44	\$172,758.73	\$172,758.73	\$0.00	\$86,095.83	\$86,662.90

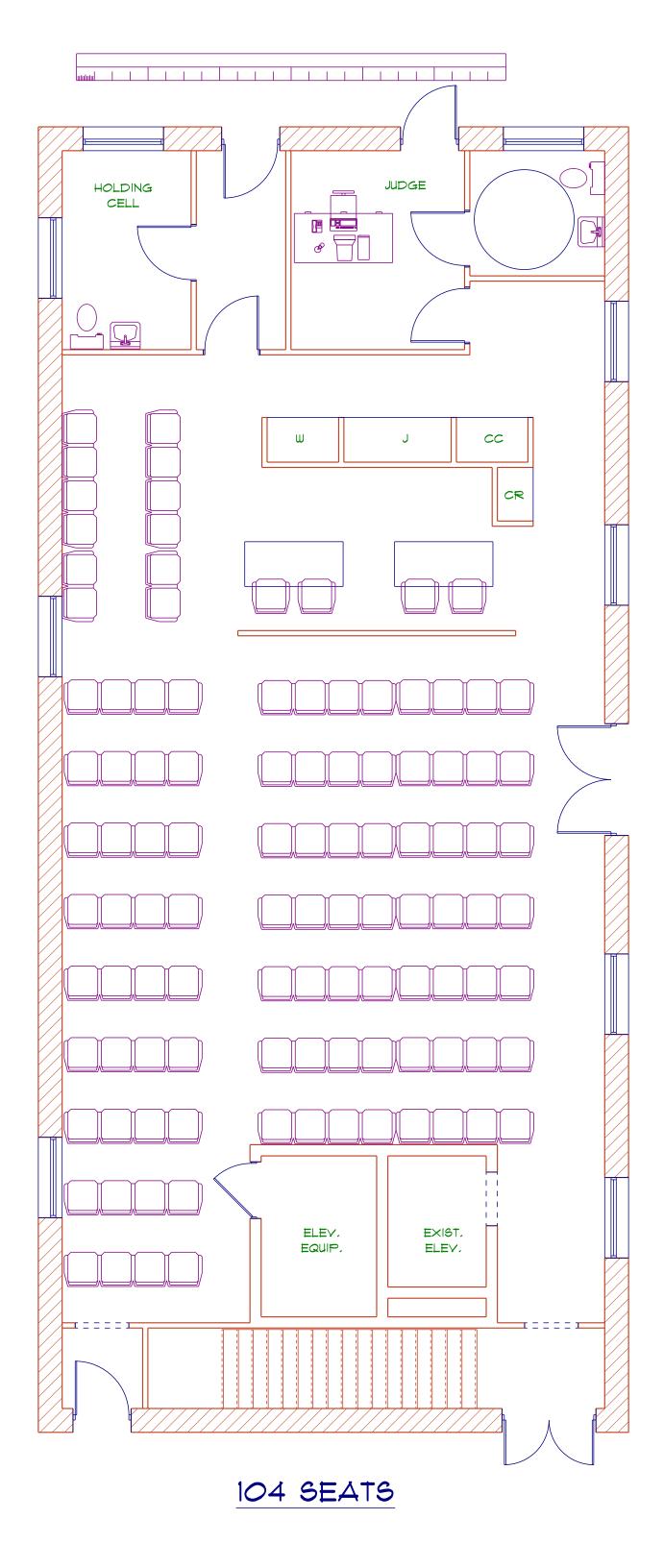
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Workers Compensation Fiscal Year Summary

ALLEGHANY COUNTY

Fiscal Year	Open i	Closed	Total Claims	Total Incurred	Total Paid	Total Outstanding	Total Recovery	Total Incurred (Net)
2015	0	1	1	\$427.37	\$427.37	\$0.00	\$0.0 0	\$427.37
2016	O	7	7	\$11,318.84	\$11,318.84	\$0.00	\$6,108.51	\$5,210.33
2017	0	3	3	\$5,633.25	\$5,633.25	\$0.00	\$0.00	\$5,633.25
2018	0	4	4	\$2,328.55	\$2,328.55	\$0.00	\$0.00	\$2,328.55
2019	1	D	1	\$31,097.68	\$891.34	\$30,206.34	\$0.00	\$31,097.68
Total	1	15	16	\$50,805.69	\$20,599.35	\$30,206,34	\$6,108.51	\$44,697.18



		Monthly	Report	Septen	nber-19				
	# of Permits	Additions	New	Total Construction Cost		Permit Cost		Permits - Previous Year	Atcual Income
Residential									
One-family building								7	
Two or more family									\$ 4,828.00
Mobile Home	2		2			\$	300.00	2	
Recovery Fund									
Garages	4		4	\$59,	000.00	\$	520.00	1	
Utility									
Decks	1		1	\$29,	000.00	\$	55.00	3	
Roofing	4		4	\$ 39,	000.00	\$	165.00		
Non-Residential									
Industrial									
OfficeProf.	1	1		\$2,	000.00	\$	265.00		
Retail/Service								1	
Churches, Etc.									
Hosp./School/Ins.									
Other Non-Res	3		3	\$ 221,	000.00	\$	1,768.00	1	
MISC.PERMITS			1						
Electrical	19		19			\$	965.00	9	
Plumbing	6		6			\$	385.00	1	
Mechanical	4		4			\$	275.00	14	
Total	44	1	43	\$ 350,	000.00	\$	4,698.00	39	
Total To Date	152	7	145	\$ 3,133,			21,569.00	130	