State of North Carolina

Minutes

County of Madison

The Madison County Board of Commissioners met in regular session on Tuesday, May 13, 2025, at 7:00 p.m. at the North Carolina Cooperative Extension-Madison County Center located at 258 Carolina Lane, Marshall, North Carolina.

In attendance were Chairman Matt Wechtel, Vice-Chairman Jeremy Hensley, Commissioner Bill Briggs, Commissioner Alan Wyatt, County Manager Rod Honeycutt, County Attorney Donny Laws, and Clerk Mandy Bradley. Commissioner Michael Garrison was not in attendance.

The meeting was called to order at 7:00 p.m. by Chairman Wechtel and the Pledge of Allegiance and moment of silence were observed.

Agenda Item 1: Agenda Approval

Chairman Wechtel requested to amend the agenda for inclusion of the following:

- Item 7d-Discussion County Human Resource Policy

Upon motion by Chairman Wechtel and second by Vice-Chairman Hensley, the Board voted unanimously to approve the amended agenda to add 7d. (Attachment 1.1)

Agenda Item 2: Consent Agenda

a. Non-Profit Funding Request (Attachment 2.1)
b. Approval of April 4, 2025 (Special) Meeting Minutes; April 8, 2025 (Regular) Meeting Minutes; April 29, 2025 (Special) Meeting Minutes

Chairman Wechtel read the items contained in the consent agenda into the record.

Upon motion by Vice-Chairman Hensley and second by Commissioner Wyatt, the Board voted unanimously to approve the consent agenda as it was presented to us.

Agenda Item 3: Public Comment

Jeff Osborne spoke regarding the Lower Gabriel's Creek community.
Leah Osborne Vines spoke regarding the Lower Gabriel's Creek community. Chairman Wechtel discussed the Board's public comment procedures.
Constantine Forstner spoke regarding the Lower Gabriel's Creek community.
William Osborne spoke regarding the Lower Gabriel's Creek community.
Scott Shearin spoke regarding the Lower Gabriel's Creek community.
Prima Shearin spoke regarding the Lower Gabriel's Creek community.
Connie Molland spoke regarding downtown Marshall.
Marlo Frye spoke regarding the Lower Gabriel's Creek community.
Chuck Burrisama spoke regarding the Lower Gabriel's Creek community.

Upon motion by Commissioner Wyatt and second by Vice-Chairman Hensley, the Board voted unanimously that public comment be closed. (Attachment 3.1)

Agenda Item 4: Jen Barnhart, District Ranger US Forest Service

Ms. Barnhart presented a power point and discussed an update regarding the Forest Service Appalachian Ranger District as well as answered questions from the Board.

Information discussed included the impacts of the Hurricane Helene event, public safety and recovery on National Forest land, statistics, infrastructure, and wildfire strategy.

Agenda Item 5: Kary Ledford, Finance Officer

a. Budget Amendment #11

Ms. Ledford presented and discussed Budget Amendment #11 and answered questions from members of the Board.

Upon motion by Commissioner Wyatt and second by Chairman Wechtel, the Board voted unanimously to approve Budget Amendment #11. (Attachment 5.1)

b. Financial Report

Ms. Ledford presented and discussed the financial report for the month of April 2025 and answered questions from the Board. (Attachment 5.2)

Agenda Item 6: General Discussion, Consideration of Madison County Board of Commissioners Assuming Responsibilities and Duties of Madison County Board of Health Pursuant to N.C.G.S. 153A-77

County Attorney Donny Laws provided legal counsel regarding procedures as set forth N.C.G.S. 153A-77 allowing the Board of Commissioners to assume the responsibilities and duties of the Madison County Board of Health. Information provided included the legal process and requirements, Board authority, statutory requirements, designation of authority, and operational procedures.

Discussion was had by the Board and County Attorney Laws.

Upon motion by Vice-Chairman Hensley and second by Commissioner Wyatt, the Board voted unanimously that we go ahead and start the process and run the notice.

Agenda Item 7: Rod Honeycutt, County Manager

a. County Manager's Update

County Manger Honeycutt provided updates regarding current FEMA public assistance projects, private property debris removal, North Carolina SMART Program, waterway debris removal and safety marker signage, the courthouse and temporary facilities, North Carolina Hazard Mitigation Program, and arena at the County's fairground facility.

b. County Owned Surplus Property

County Manager Honeycutt requested consideration of final approval for a previously accepted bid for parcel identification number 9861-18-6574 of which no upset bids were received. Discussion was had.

Upon motion by Vice-Chairman Hensley and second by Commissioner Wyatt, the Board voted unanimously to accept the bid and put it back on the taxes.

c. County Board Appointments

Discussion was had regarding the Library Board of Trustees and recommendation by the Library for the reappointment of Anna Yount and Beth Honeycutt for three (3) year terms. Upon motion by Vice-Chairman Hensley and second by Commissioner Wyatt, the Board voted unanimously to approve.

Discussion was had regarding the vacancy for the Planning Board for completion of a term until December 2026. Upon motion by Commissioner Wyatt and second by Vice-Chairman Hensley with discussion by the Board, the Board voted unanimously to put Jeff Riddle on the Planning Board.

County Manager Honeycutt discussed recommendations from the Towns of Hot Springs, Marshall, and Mars Hill for the appointment of Dan Myers, Kenny Brown, and Nathan Waldrup as town representatives. Upon motion by Vice-Chairman Hensley and second by Commissioner Wyatt, the Board voted unanimously to approve.

d. Human Resource Policy

County Manager Honeycutt discussed funding and County facility projects with discussion being had by members of the Board.

Proposed amendments to the Madison County Personnel Policy regarding the nepotism provision were presented by County Manager Honeycutt. Human Resources Director Brandi Rice discussed current provisions included in the policy as well as proposed amendments to the policy with counsel being provided by County Attorney Laws and discussion being had by the Board.

Upon motion by Vice-Chairman Hensley and second by Commissioner Wyatt with discussion being had by the Board, the Board voted unanimously that we adopt. (Attachment 7.4)

Agenda Item 8: Adjournment

Upon motion by Commissioner Wyatt and second by Vice-Chairman Hensley, the Board voted unanimously to adjourn at 8:39 p.m.

This the 13th day of May 2025.

MADISON COUNTY

Matt Wechtel, Chairman
Board of Commissioners

ATTEST:

Mandy Bradley, Clerk

Attachment 1.1

Madison County Board of Commissioners
Agenda
May 13, 2025

7:00 P.M. Meeting Called To Order
Pledge of Allegiance
Moment of Silence

1. Agenda Approval

2. Consent Agenda
   a. Non-Profit Funding Request
   b. Approval of April 4, 2025 (Special) Meeting Minutes; April 8, 2025 (Regular) Meeting Minutes; April 29, 2025 (Special) Meeting Minutes

3. Public Comment

4. Jen Barnhart, District Ranger US Forest Service
   Appalachian Ranger District Update

5. Kary Ledford, Finance Officer
   a. Budget Amendment #11
   b. Financial Report

6. General Discussion
   Consideration of Madison County Board of Commissioners Assuming Responsibilities and Duties of Madison County Board of Health Pursuant to N.C.G.S. 153A-77

7. Rod Honeycutt, County Manager
   a. County Manager's Update
   b. County Owned Surplus Property
   c. County Board Appointments
   d. Human Resource Policy

8. Adjournment

Attachment 2.1

COMMUNITY PROMOTIONS FUNDING APPLICATION

Date:____4/24/25_____

Organization name:____Community Housing Coalition of Madison County acting as fiscal agent for Madison Alliance for Rebuilding Communities_____

Mailing Address:_____798 Walnut Creek Rd. Marshall, NC 28753_____

Contact information: (name)_____Daria Uporsky_____
(phone)_____(828)222-3665_____
(email)____daria@madisonarc.org_____

- Nonprofit status: attach IRS letter and latest 990 filing.
- Attach a list of current Board of Directors for your organization.

Area of service - please circle all that apply:

- Agriculture
- Art
- Economic Development
- Education
- History
- Recreation/Health
- Disaster Recovery

Project/Program: Please briefly describe your organization's mission. Please give an overview of the project or program community promotions funding will serve and how it benefits our County and residents:

Madison Alliance for Rebuilding Communities (MARC) is a long-term recovery group that was formed in the wake of the storm to ensure that all Madison County families and individuals impacted by Hurricane Helene are able to recover. MARC's focus areas include home repair, home replacement, emotional & spiritual support, and other unmet needs such as food, clothing, furniture, and household goods. The Community Housing Coalition is serving as MARC's fiscal agent. CHC is also providing MARC with training and resources so that they can build off of existing client and construction management systems to hasten the recovery efforts.

The requested funding will go directly to support MARC's programs by providing partial funding for salaries for disaster case managers, a construction manager, and direct assistance to those with the highest needs. We are asking for these funds to be flexible in use for MARC as we have received funding for direct assistance but are still awaiting funding for salaries and overhead costs. MARC is really in need of general operating dollars to pay the staff to get the resources to those most in need.These funds will leverage hundreds of thousands of state and private dollars to help ensure a full recovery of nearly 100 Madison County households. Assistance will be provided to families based on need, as determined by the MARC Unmet Needs Committee. This committee is composed of local residents and non-profit workers and

works with the goal of maximizing impact while ensuring a fair and equitable distribution of resources.

Funding request for FY25-26: $_45,165_____

The undersigned agent for the above named organization hereby certifies that he/she is authorized to make application for Community Promotion Funding. That he/she will provide all information requested in the application and that the organization agrees to provide any additional information requested by Madison County, including, but not limited to review of financial statements, audits, budgets pertaining to the proposal and other information that may be contained in the funding guidelines. The undersigned certifies that he/she has reviewed the funding guidelines provided with this application. The undersigned understands that funding is not guaranteed in any fiscal year and the organization will be required to enter into a contract with the County prior to receiving funds if so awarded

CHCMC as fiscal agent for Madison Alliance for Rebuilding Communities
NAME OF ORGANIZATION

BY: Chris Watson

Chris Watson, Executive Director
Printed Name and Title

Deadline for consideration of this application is _____

Staff use only:

- Date received:_____
- Application complete
  w/ required attachments:_____
- Legal review:_____
- Award: $_____
- Contract received:_____

Madison County Commissioners Meeting

Public Comment

May 13, 2025
7:00pm

North Carolina Cooperative Extension-Madison County Center

3 Minute Time Limit

----- Public Comment Sign-In Sheet -----

	Name	Signature
1.	Jeff Osborne	
2.	Lea Osborne Vines	
3.	Konstantin Forsther	
4.	WILLIAM Osborne	
5.	Scott Sheerin	
6.	Preeva Sheerin (PREEMA)	
7.		
8.	Connie Holland	
9.	MARLOWE L. FREY	
10.	Chukk Brinerseng	
11.		
12.		
13.		
14.		
15.		
16.		
17.		
18.		
19.		
20.		

Attachment 5.1

Madison County
Board of Commissioners

Budget Amendment #11
May 13, 2025

Description	Line Item	Debit	Credit
Tax Administration			
Capital Equipment	10.4140.5100	$ 16,837.00	
Animal Control			
Capital Equipment	10.4380.5110	$ 2,340.00	
Donations	10.3438.2100		$ 10,000.00
Vet Care Services	10.4380.2670	$ 10,000.00	
Cooperative Extenstion			
Capital Furniture	10.4950.5100	$ 15,000.00	
Capital Outlay	10.4950.5120		$ 30,000.00
Library			
Donations	10.3611.4116		$ 100.00
Friends of the Library	10.3611.4420		$ 2,555.58
Library Dues Books	10.3611.4100		$ 293.57
Harry Ditmore Fund	10.3611.5900		$ 29.72
Childrens programming	10.6110.5801	$ 4,598.06	
E Rate Reimbursement	10.3611.4445		$ 1,619.19
Custodial			
Salaries	10.4260.1210		$ 1,500.00
Salaries Temp	10.4260.1260	$ 1,500.00	
Adjust to actual			
Opioid Settlement Fund			
Opioid Settlement Funds	37.3831.7000		$ 17,481.39
Professional Services	37.6500.1990	$ 17,481.39	
Walgreens Payment 3			
Developmental Services			
Professional Services Legal	10.4355.1920	$ 14,300.00	
Professional Services Other	10.4355.1990	$ 810.00	
Professional Development	10.4355.2650		$ 810.00
Adjust to actual			
Revaluation Fund			
Revaluation Fund	25.4100.1990	$ 85,000.00	

Reval Prop: Transfer from GF	25.3981.9800			$	85,000.00
Transfer Out	10.9900.0025	$	85,000.00		
Transfer for FY26					
Parks and Recreation					
Capital Outlay	10.6130.5110	$	50,000.00		
Management Administration					
Drug Court Coordinator	10.5211.8900			$	30,000.00
Ambulance Service	10.4370.1900	$	145,488.00		
Interest	10.3836.4910			$	118,900.00
Emergency Management					
Sprinkle Shelton (building)	10.3432.1700			$	353,000.00
Sprinkle Shelton (contents)	10.3432.1700			$	18,104.02
Courthouse (Insurance)	10.3432.1600			$	1,027.50
Courthouse (Insurance sub-limit)	10.3432.1600			$	550,914.84
Capital Communication Towers	10.4331.5150	$	81,232.00		
Records payments from NFIP and NCACC /Repair of tower					
Maintenance					
Capital Equipment	10.4261.5900	$	30,000.00		
Jail	10.4261.4100	$	7,600.00		
HVAC for Coop Ext/ architects for pod repair					
Inmate Trust Fund					
Inmate Deposits	14.3836.1100			$	55,000.00
Inmate Payments	14.4310.1100	$	55,000.00		
adjust to actual					
School Helene Recovery Fund					
Helene Recovery Fund	10.3591.2000			$	60,000.00
Helene Recovery Fund	10.5911.6500	$	60,000.00		
Forest Service Funds	10.5911.6700	$	8,005.91		
Sales Tax					
1/4 cent sales tax	10.3232.3115			$	44,895.95
Education/Schools					
1/4 cent sales tax	10.5911.7200	$	44,895.95		
Contingency	10.7000.0000	$	713,899.90		

Attachment 5.2

We are at 83.66% of the FY25 budget.

Bank balances at April 30, 2025 are as follows:

	Unrestricted	Restricted
General Fund	$ 9,782,339.86	
Debt Service Fund		$ 288,872.59
Capital Outlay Fund	$ 426,650.04	
Capital Management	$ 23,642,616.76	$ 1,857,775.88
Occupancy Tax Fund		$ 59,532.76
Revaluation Fund		$ 174,900.66
Tourism Development		$ 810,466.21
Automation Fund		$ 178,006.94
Drug Seizure Fund		$ 26,147.69
Inmate Trust Fund		$ 59,445.75
Soil & Water Conservation		$ 46,813.35
Opioid Settlement		$ 799,454.28
Courthouse SCIF Grant GPO		$ 1,174,174.80
Fairgrounds GPO		$ 1,200,944.36
Arpa Cash Management Fund	$ 4,034,758.27	$ -
Total of All Accounts:	$ 37,886,364.93	$ 6,676,535.27
New Jail Loan	$ -	(Due in February)
School Debt Service	$ -	(Due in February)
40-42 Set Aside for Schools	$ (1,996,152.56)	
Unspent Grant/Restricted Proceeds	$ (855,000.00)	
Adoption Promotion Fund	$ (50,182.18)	
Encumbered Amounts	$ (1,992,323.08)	
911 Funds	$ (101,969.88)	
Goldenleaf Funds	$ (78,195.00)	
Arpa Funds	$ -	
Total assigned and restricted Bank I	$ (5,073,822.70)	

	General	Landfill
Unassigned and Unrestricted totals	$ 26,136,006.96	$ (1,197,288.69)

SUMMARIES:

Percentage of budget at April 30, 2025 is:

General Fund:			YTD		
Revenues	$	1,976,122.52	$	33,877,943.60	83.46
Expenditures	$	2,401,051.92	$	23,958,985.00	68.23

General Fund	MTD		YTD		Encumbered	% OF BUDGET	Year to Date 04/24	
Revenues to Date:	$	1,976,122.52	$	33,877,943.60		83.46	$	30,691,998.13
Expenditures to Date:	$	2,401,051.92	$	23,958,985.00	$ 1,560,170.00	68.23	$	24,863,195.22
Gain/Loss to Date:	$	(424,929.40)	$	9,418,958.60			$	5,828,802.91

Contingency

Landfill	MTD		YTD		Encumbered	% OF BUDGET	Year to Date 04/24	
Revenues to Date:	$	71,073.09	$	2,761,946.27		95.10		
Expenditures to Date:	$	202,036.25	$	2,131,226.30		73.38	$	1,937,602.58
Gain/Loss to Date:	$	(130,963.16)	$	630,719.97				

Contingency

911 Emergency Telephone Services	MTD		YTD		% OF BUDGET	Year to Date 04/24	
Revenues	$	7,281.71	$	49,162.67	56.26	$	65,668.00
Expenditures	$	32,891.12	$	55,881.12	46.30	$	451,157.38
Gain/Loss	$	(25,609.41)	$	(6,718.45)		$	(385,489.38)

Contingency $-

GENERAL FUND:

DEPARTMENT	MTD	YTD	% OF BUDGET	Year to Date 04/24
Vehicle Tax	$ 106,973.63	$ 957,117.91	112.07	$ 1,058,839.18
Overages/Underages				
Ad Valorem Tax Interest	$ 16,679.21	$ 142,197.89	113.76	$ 182,972.86
Late Listing Fee	$ 2,283.20	$ 25,905.49	102.80	$ 20,968.47
Legal Fees				
2012 Ad Valorem Tax				
2013 Ad Valorem Tax	$ 6.29	$ 697.25		
2014 Ad Valorem Tax	$ 362.44	$ 2,080.88	34.68	$ 6,728.09
2015 Ad Valorem Tax	$ 503.75	$ 3,619.38	51.70	$ 5,624.50
2016 Ad Valorem Tax	$ 761.82	$ 4,084.71	51.06	$ 6,434.82
2017 Ad Valorem Tax	$ 503.75	$ 4,201.05	52.51	$ 11,091.23
2018 Ad Valorem Tax	$ 313.68	$ 4,770.23	53.00	$ 13,951.31
2019 Ad Valorem Tax	$ 987.67	$ 7,084.40	70.84	$ 22,253.82
2020 Ad Valorem Tax	$ 367.33	$ 10,144.45	101.44	$ 27,757.41
2021 Ad Valorem Tax	$ 1,182.46	$ 21,454.42	85.82	$ 65,881.43
2022 Ad Valorem Tax	$ 1,800.50	$ 35,850.34	59.75	$ 199,150.43
2023 Ad Valorem Tax	$ 12,094.71	$ 170,836.15	85.42	$ 12,908,167.79
2024 Ad Valorem Tax	$ 156,537.32	$ 14,952,484.83	110.60	$ 29,012.55
Collection Fees: Marshall				
Collection Fees: Mars Hill				
Collection Fees: Hot Springs				
Sale of Tax Maps				
Tax Office Copies				
Returned Check				
Refunds/Overpayment of Taxes				
Contra: Returned Check				
Sale of Foraclosed Property				
Contra: Foreclosed Property Expenses				
Sales Tax/Video Programming				
Sales Tax	$ 557,156.80	$ 5,044,688.28	70.87	$ 5,727,473.89
Gas Tax Refund/State		$ 15,008.21	55.59	$ 19,757.72
Payment In Lieu of Taxes				
Forest Service Timber Sales	$ 8,005.91	$ 8,005.91	80.06	$ 70,347.51
Clerk of Court	$ 7,917.64	$ 50,101.15	96.35	$ 52,284.22
Board of Elections		$ 4,611.79		$ 14,207.20
Register of Deeds	$ 33,015.50	$ 330,835.60	88.65	$ 445,468.15
Sheriff's Department	$ 217,593.92	$ 2,592,213.12	78.32	$ 3,074,886.53
Emergency Management		$ 65,790.06	100.00	$ 20,625.00
Inspections	$ 34,280.30	$ 199,915.15	85.00	$ 331,252.25
Animal Control		$ 65,973.02	82.98	$ 55,851.05
Transportation	$ 19,625.00	$ 421,813.50	51.01	$ 514,453.90
Cooperative Extension Service				
Soil & Water Conservation				
Grant Revenues/JCPC/DJJDP	$ 83,203.17	$ 286,493.52	25.27	$ 721,456.30

DEPARTMENT	MTD	YTD	% OF BUDGET	Year to Date 04/24
Health Department	$ 353,350.76	$ 1,935,809.92	65.38	$ 2,180,292.67
Medicaid Hold Harmless Tax		$ 104,047.37	100.00	$ 18,295.02
Social Services	$ 37,650.74	$ 1,662,300.67	59.72	$ 1,448,069.80
AFDC				
Foster Care	$ 13,354.12	$ 108,399.00	46.93	$ 137,117.54
Medicaid				
Adoption		$ 1,800.00	11.08	$ 2,700.00
Child Support Enforcement	$ 1,448.30	$ 100,351.70	110.73	$ 76,699.68
In Home Aides	$ 1,031.00	$ 13,499.00	17.40	$ 20,235.26
Beech Glen Center	$ 1,440.00	$ 10,364.20	104.16	$ 7,881.00
Nutrition	$ 44,944.05	$ 278,039.26	158.52	$ 172,843.99
State Lottery Funds/Education	$ 134,031.00	$ 370,245.10	119.34	$ 1,306,211.31
Library	$ 8,165.00	$ 152,388.05	90.55	$ 102,504.13
Parks & Recreation	$ 1,260.00	$ 4,665.00	38.68	$ 5,018.00
Interest Earned	$ 101,734.63	$ 1,020,197.59	127.66	$ 1,000,374.86
Rent of County Property	$ 4,660.25	$ 46,356.00	77.14	$ 51,897.50
Finance/Other	$ 4,375.97	$ 314,933.96	98.58	$ 204,932.80
Miscellaneous Income		$ 61,281.55		
Fund Transfer In				
Totals	$ 1,976,122.52	$ 33,377,943.60	83.46	$ 30,691,998.13

GENERAL FUND EXPENDITURES

DEPARTMENT	MTD	YTD	Encumbered	% OF BUDGET	Year to Date 04/24
Governing Body	$ 10,622.64	$ 90,181.56		59.73	$ 105,242.95
Finance Office	$ 40,795.12	$ 540,670.13		57.23	$ 599,159.05
Tax Collector	$ 89,366.63	$ 608,289.83		65.78	$ 498,302.79
Land Records	$ 5,468.86	$ 87,271.22	$ 47,500.00	80.45	$ 76,764.53
Professional Services	$ 16,737.50	$ 30,062.50		44.90	$ 32,500.00
Court Facilities	$ 289.40	$ 6,844.60	$ 3,472.00	18.03	$ 28,890.98
Board of Elections	$ 17,721.01	$ 232,838.84	$ 44,665.00	67.81	$ 266,186.31
Register of Deeds	$ 38,697.84	$ 294,165.77		80.16	$ 328,825.84
Register of Deeds- Automation		$ 14,135.00		100.00	
Custodial	$ 7,841.99	$ 100,341.58		63.62	$ 70,424.49
Maintenance	$ 39,923.42	$ 537,831.17	$ 87,506.00	63.49	$ 919,581.50
Sheriff's Department	$ 371,726.69	$ 4,208,706.43	$ 38,213.00	79.18	$ 4,308,773.05
Emergency Management	$ 5,374.72	$ 84,587.85		54.41	$ 56,531.61
911 Dispatchers	$ 64,076.20	$ 621,966.23	$ 21,572.00	72.84	$ 627,316.04
Fire Contract/Forest Service	$ 14,928.77	$ 63,695.91		49.00	$ 79,016.60
Inspections	$ 23,538.76	$ 239,497.77		76.03	$ 263,341.22
Zoning and Planning	$ 11,144.55	$ 173,384.82		90.30	$ 38,530.05
Economic Development	$ 8,338.09	$ 96,780.16		4.59	$ 124,342.10
Medical Examiner	$ 4,025.00	$ 21,800.00		87.20	$ 15,300.00
Ambulance Service Contract	$ 142,916.67	$ 1,429,166.70	$ 282,500.00	82.67	$ 1,429,166.70
Animal Control	$ 37,949.23	$ 275,740.12		59.18	$ 283,928.93
Transportation - Admin	$ 2,807.52	$ 110,324.20		72.29	$ 105,081.09

DEPARTMENT	MTD	YTD	Encumbered	% OF BUDGET	Year to Date 04/24
Transportation - Operating	$ 57,741.05	$ 528,963.23	$ 1,164.00	67.27	$ 597,956.72
Transportation - Capital Outlay		$ -		-	
Transportation - EDTAP		$ 109.80			
Planning & Development	$ 2,300.00	$ 34,655.41		9.95	$ 92,272.83
Information Technology	$ 21,112.16	$ 447,501.74	$ 43,657.00	69.46	$ 261,899.83
Cooperative Extension	$ 27,412.27	$ 258,592.75	$ 33,159.00	65.93	$ 253,604.56
Soil & Water	$ 9,273.91	$ 119,616.20	$ 7,200.00	71.52	$ 118,476.01
Health Department	$ 328,161.50	$ 2,824,591.01	$ 286,977.00	65.20	$ 2,976,086.35
Drug Free Community	$ 9,103.30	$ 113,394.32	$ 2,000.00	83.61	$ 105,358.35
MHAT	$ 7,886.99	$ 69,913.84	$ 2,200.00	52.98	$ 62,889.71
Management Admin.	$ 70,823.52	$ 516,210.49	$ 14,555.00	34.54	$ 375,763.70
Social Services	$ 272,607.65	$ 2,468,113.65	$ 5,017.00	58.79	$ 1,993,219.81
AFDC	$ -	$ 333.00		4.16	$ 1,143.79
Special Assistance	$ 7,932.00	$ 87,041.00		102.62	$ 80,055.00
State Foster Care	$ 17,913.26	$ 170,916.97		71.22	$ 125,143.42
Foster Care Program	$ 3,167.04	$ 38,740.45		19.37	$ 71,246.19
Medical Assistance Program					
Adoption Assistance	$ 11,288.68	$ 134,166.03		50.04	$ 156,325.94
Crisis Intervention	$ 2,700.00	$ 2,700.00		50.00	$ 161,305.23
Child Support	$ 7,863.20	$ 81,983.71	$ 1,253.00	58.30	$ 96,342.69
In Home Aides	$ 6,583.33	$ 67,867.26		33.28	$ 712,622.93
Nutrition	$ 58,717.41	$ 499,650.50	$ 4,800.00	65.16	$ 475,469.04
Education	$ 446,732.05	$ 4,942,390.36	$ 609,040.00	89.03	$ 5,760,709.18
A-B Technical College	$ 9,542.00	$ 95,420.00	$ 19,080.00	83.34	$ 95,420.00
Bank Charges	$ 1,101.97	$ 17,451.15		69.80	$ 16,414.10
Library	$ 52,590.27	$ 523,184.23	$ 4,640.00	68.60	$ 536,134.32
Parks & Recreation	$ 10,871.99	$ 151,154.49		53.89	$ 165,577.20
Debt Services					
Debt Services Interest					
Fund Transfer In/ Landfill & Library					
Fund Transfer Out/Revaluation					
TOTALS	$ 2,401,051.92	$ 23,958,985.00	$ 1,560,170.00	63.23	$ 24,863,195.22

LANDFILL FUND

REVENUES	MTD	YTD	% OF BUDGET	Year to Date 04/24
Transfer From Fund Balance				
Landfill Miscellaneous Fees		$ 1,735.59		
Returned Check Fees				
Surplus Property Proceeds				
State Tire Disposal Fee		$ 30,518.16	169.55	$ 30,681.05
Local Tire Disposal Fee	$ 438.75	$ 2,823.00	188.20	$ 3,346.30
White Goods Tax		$ 1,497.40	22.65	$ 7,198.80
Sale of White Goods	$ 3,532.10	$ 28,544.20	184.16	$ 18,614.70
Household Hazardous Waste	$ 1,331.00	$ 1,331.00	95.07	$ 1,086.00
Temporary Disposal Cards	$ 6,385.00	$ 53,959.48	145.84	$ 78,135.66
Duplicate Disposal Cards	$ 1,385.00	$ 3,070.00	10.96	$ 4,596.35
Landfill Disposal Cost Fees	$ 13,237.55	$ 118,584.82	85.94	$ 104,892.34
Landfill Sale of Recyclables	$ 3,444.38	$ 67,957.19	178.80	$ 57,261.59
Nuisance Tires				
Disposal Cards	$ 36,179.81	$ 2,389,659.73	93.11	$ 2,317,265.70
Construction Demolition	$ 5,139.50	$ 46,517.35	104.84	$ 44,882.99
Solid Waste Disposal Distribution		$ 15,261.09	152.61	$ 14,464.01
Grant/State				
Electronics Management		$ 457.32		
Electronics (County)		$ 30.00	0.50	$ 1,292.80
Interest				
Totals	$ 71,073.09	$ 2,761,946.27	95.10	$ 2,709,717.69

EXPENSES:	MTD	YTD	Encumbered	% OF BUDGET	Year to Date 04/24
Landfill	$ 175,496.11	$ 1,868,337.91	$ 419,289.08	72.53	$ 1,691,722.75
Recycling	$ 26,295.79	$ 242,694.96	$ 5,401.00	82.13	$ 219,794.79
Scrap Tires	$ 244.35	$ 20,193.43	$ 7,463.00	76.20	$ 26,085.04
White Goods					
Closure/Post Closure					
Totals	$ 202,036.25	$ 2,131,226.30	$ 432,153.08	73.38	$ 1,937,602.58

This personnel policy and all rules and regulations adopted pursuant thereto shall be binding on all County employees. The County Manager, County Attorney, elected officials, appointed members of the County Board and advisory boards and commissions will be exempted except in sections where specifically included. An employee violating any of the provisions of this policy shall be subject to appropriate disciplinary action as set forth in this policy, as well as prosecution under any civil or criminal laws which have been violated.

Section 1.09 Departmental Rules and Regulations

Due to the particular personnel and operational requirements of the various departments of the County, each department is authorized to establish supplemental rules and regulations applicable only to the personnel of that department. All such rules and regulations shall be subject to the approval of the County Manager and shall not in any way conflict with the provisions of this policy but shall be considered as a supplement to this chapter.

Section 1.10 Definitions

Adverse Action: An involuntary demotion, reduction in pay, or transfer, a suspension without pay, reduction in force, or a dismissal.

Applicant: One who applies for a vacant position by completing and applying for employment regardless of current employment status (e.g. a current county employee becomes an applicant when an application for another position is submitted.)

Board of Commissioners: The local governmental unit charged with the legislative affairs of the county.

Class: A position or group of positions having similar duties and responsibilities requiring similar qualifications, which can be properly designated by one title indicative of the nature of work performed and which carry the same salary range.

Compensatory time: Time earned by an employee for work in excess of the workweek.

Close relationship: means a mutually acceptable relationship, including dating, living together as man and wife, co- habitation, or other personal relationship between county employees.

Demotion: Demotion is the movement of an employee to a position or classification having a lower salary range than the position or classification from which the reassignment is made.

Department Heads: The highest level of supervision and coordination within a department or agency.

Exempt: An employee's classification who is not required to be compensated for overtime, in accordance with the Fair Labor Standards Act, for work performed beyond forty hours in a work week.

d) Repeatedly disappearing from the work area without permission or without an acceptable reason.
e) Allowing personal relations in the workplace to become disruptive.
f) Removing County property from the premises without permission from the proper authority.
g) Theft or misuse of County property or services (e.g., mailing personal things, personal use of a county car, extensive use of cell phone or office phone for personal calls, billing personal long-distance phone calls to the County, personal use of tools or supplies, etc.).
h) Intentionally falsifying County records.
i) Using County Internet access, e-mail, the telephone, or a facsimile machine to view, generate, send, or receive materials that could be construed as fraudulent, illegal, harassing, obscene, indecent, profane, or intimidating.
j) Violating the Madison County drug and alcohol-free workplace policy.
k) Fighting or provoking a fight on County property; using abusive, obscene, profane, or threatening language; or engaging in immoral conduct while on duty.
l) Engaging in workplace violence includes, but is not limited to intimidation, threats, physical attack, domestic violence, or property damage.
m) Operating a county vehicle without a valid N.C. driver's license or otherwise in violation of policies regarding the use of County vehicles.
n) Unwelcome or unsolicited speech or conduct based on age, race, color, religion, sex, national origin, disability, or any other factor that creates a hostile work environment.

Section 5.05 Secondary or Outside Employment

The work of the County shall have precedence over other occupational interests of employees. All outside employment for salaries, wages, or commission and all self - employment must be reported in advance by completing the Request for Approval of Secondary Employment Form and submitting the form to the employee's supervisor and the department head for approval and who in return will forward it to the Human Resources Director. The Human Resources Director will review such employment for possible conflict of interest and then approve or deny secondary or outside employment. The assumption of secondary or outside employment without prior approval by the County may be deemed improper conduct and subject the employee to disciplinary action, up to and including dismissal. If an employee changes positions during their employment with Madison County, they must resubmit a request to continue their secondary employment. All forms will be maintained by Human Resources and placed in the employees' personnel file.

Section 5.06 Limitation on Employment of Relatives

No employees are permitted to supervise, directly or indirectly, immediate family or those of a close relationship, as defined under Section 1.10. Supervision includes, but is not limited to, any participation

in the hiring decisions, promotional decision, work assignment decision, shift assignment decision, pay decision, disciplinary decision, or the evaluation process of another employee.

Violations of this policy occurring as a result of marriage, living arrangement, promotion, or reorganization shall be resolved by transfer of one of the employees to another department, where qualified (in the opinion of the County) for such transfer. The provisions of this section shall not be retroactive, and no action will be taken concerning members of the same family employed in conflict with this section before the adoption of this policy.

The Board of County Commissioners shall approve the appointment by the Sheriff or the Register of Deeds of a relative by blood or marriage or nearer kinship than first cousin as required by Chapter 153A-103(1) of the North Carolina General Statutes.

Section 5.07 Residency Requirement

Any person hired or promoted into the position of County Manager must be or become residents of the geographic limits of the county within twelve months from the date of the appointment or employment unless otherwise approved by the Board of Commissioners prior.

Section 5.08 Workplace Harassment

Madison County has a zero-tolerance policy against any form of unlawful workplace harassment, including harassment defined as sexual, race, religion, color, national origin, sex, age, color, disability, or genetic information. No employee, regardless of position, may engage in conduct that falls under the definition of unlawful workplace harassment. This is generally defined as unwelcome or unsolicited comments or conduct based upon race, religion, color, national origin, sex, age, disability, or genetic information that creates a hostile work environment or circumstances involving quid pro quo situations. All employees have the expectation of working in an environment free from unlawful harassment and retaliation. Indifference by supervisors and other employees with authority will not be condoned either. All complaints made by employees will be investigated and appropriate remedial or disciplinary action taken on complaints that are substantiated.

a) Reporting a complaint of any kind is difficult since complaints generally involve a supervisor or coworker. However, an employee who believes that they may have a complaint of harassment is advised to file the complaint according to the procedures outlined in Article X Section 10.04 of this policy.
b) All complaints will be investigated pursuant to the procedure outlined in Article X Section 10.04.