State of North Carolina

Minutes

County of Madison

The Madison County Board of Commissioners met in regular session on Tuesday, June 9, 2026, at 7:00 p.m. at the Madison County Courthouse Temporary Facility located at 232 Carolina Lane, Marshall, North Carolina.

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

The meeting was called to order by Chairman Garrison at 7:00 p.m. and the Pledge of Allegiance and moment of silence were observed. Chairman Garrison addressed those in attendance and discussed audience members wishing to speak at the meeting during the public comment period and received input from them, as well as discussed the Board of Commissioners public comment policy and request for a spokesperson be chosen by the group to speak on behalf of those wishing to speak on the same topic.

Counsel was provided by County Attorney Donny Laws regarding the Board of Commissioners public comment policy and discussion was had by County Attorney Laws, members of the audience, and Chairman Garrison.

Agenda Item 1: Agenda Approval

Upon motion by Commissioner Wyatt and second by Commissioner Briggs, the Board voted unanimously to approve the consent agenda. (Attachment 1.1)

Agenda Item 2: Consent Agenda

a. **Tax Refunds and Releases** (Attachment 2.1)
b. **Madison County Public School System Repair and Renovations Fund Request** (Attachment 2.2)
c. **Amendments to Madison County Personnel Policy** (Attachment 2.3)
d. **FY 2026-2027 Resolution Authorizing Increase in Micro-Purchasing Threshold** (Attachment 2.4)
e. **S.L 2023-134 North Carolina Office of State Budget Management Funding Contract Amendment** (Attachment 2.5)
f. **Approval of May 6, 2026 (Special) Meeting Minutes; May 11, 2026 (Special) Meeting Minutes; May 12, 2026 (Regular) Meeting Minutes; May 26, 2026 (Special) Meeting Minutes**

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

Upon motion by Commissioner Wechtel and second by Commissioner Wyatt, the Board voted unanimously that the consent agenda be approved as submitted.

Agenda Item 3: Public Comment

Shannon Dowler spoke regarding the Rural Health Transformation Program.
Discussion was had regarding public comment by members of the Board and members of the audience with counsel being provided by County Attorney Laws.
Jackson Schwartz spoke regarding Flock surveillance.
Handouts were provided to members of the Board by Mr. Schwartz.
Taylor Broussard spoke regarding public transparency and Sheriff's Office records request.
Chairman Garrison called for additional persons wishing to speak regarding other topics.
Daniel Dewit spoke regarding the Pledge of Allegiance, American liberty, and justice for all.

Upon motion by Commissioner Wechtel and second by Commissioner Wyatt, the Board voted unanimously to close public comment. (Attachment 3.1)

Agenda Item 4: Kary Ledford, Finance Officer

a. Budget Amendment #11

Ms. Ledford presented and discussed Budget Amendment #11.

Upon motion by Chairman Garrison and second by Commissioner Wechtel, with discussion being had by Chairman Garrison and Ms. Ledford, the Board voted unanimously to accept it. (Attachment 4.1)

b. Financial Report

Ms. Ledford presented and discussed the May financial report and discussion was had with Chairman Garrison noting that the financial report will stand approved as it's been presented to us.

Agenda Item 5: Rod Honeycutt, County Manager

a. County Manager's Update

County Manager Honeycutt provided a power point presentation regarding the County Manager's update and answered questions from members of the Board with discussion being had by Manager Honeycutt and Board members.

Information contained in the update included letter of intent and proposal for a Marshall Post Office location, and proposed well location near the Public Service Complex for the Town of Marshall as well as request by the County Manager for the Board's permission to begin negotiations with a temporary easement to the land identified as the temporary site for a well.

Upon discussion by the Board and County Manager Honeycutt regarding the proposed well site with motion by Commissioner Wechtel, and second by Commissioner Wyatt, the Board voted unanimously to authorize Colonel Honeycutt as County Manager to begin working on an easement for the Town of Marshall.

Additional updates provided by County Manager Honeycutt included information regarding the animal shelter and the County's fairgrounds facility including covered arena.

b. FY 2026-2027 Proposed Budget Update

An update and power point presentation for the proposed FY 2026-2027 budget was provided by County Manager Honeycutt. Information discussed included the budgetary timeline, history, and considerations contained within the proposed budget.

Discussion was had by members of the Board, County Manager Honeycutt, and Finance Officer Kary Ledford with additional information regarding FEMA funding and projects being provided by County Manager Honeycutt.

c. Policy and Resolution for Remote Participation of County Board Meetings

County Manager Honeycutt presented and discussed the policy and resolution for remote participation of County board meetings with discussion being had.

Upon motion by Commissioner Wyatt and second by Commissioner Wechtel, the Board voted unanimously to adopt this resolution for remote participation for meetings of the Madison County Board of Commissioners and county advisory boards appointed by the Board of Commissioners.

d. County Owned Surplus Property

A bid for parcel identification number 9715-71-2533 was presented and discussed by County Manager Honeycutt.

Upon motion by Commissioner Wyatt and second by Commissioner Wechtel, with discussion being had by the Board, the Board voted unanimously that we accept it.

e. County Board Appointments

Discussion was had regarding the A-B Tech Board of Trustees and recommendation by A-B Tech. Upon motion Commissioner Wechtel and second by Commissioner Briggs, with discussion being had, the Board voted unanimously that we reappoint Chairman Michael Garrison to the A-B Tech Board of Trustees.

Discussion was had regarding the Transportation Advisory Board and consideration of reappointment of Harry McMahan. Upon motion by Commissioner Briggs and second by Commissioner Wyatt, the Board voted unanimously in favor.

Additional information was provided by County Manager Honeycutt regarding items including potential partnerships with A-B Tech, attendance at the upcoming legislative meeting in Raleigh, and potential funding for the public service complex.

Agenda Item 6: Adjournment

Upon motion by Commissioner Briggs and second by Commissioner Wechtel, the Board voted unanimously to adjourn at 8:04 p.m.

This the 9th day of June 2026.

MADISON COUNTY

Michael Garrison, Chairman
Board of Commissioners

ATTEST:

Mandy Bradley, Clerk

Madison County Board of Commissioners
Agenda
June 9, 2026

Attachment 1.1

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

1. Agenda Approval

2. Consent Agenda
   a. Tax Refunds and Releases
   b. Madison County Public School System Repair and Renovations Fund Request
   c. Amendments to Madison County Personnel Policy
   d. FY 2026-2027 Resolution Authorizing Increase in Micro-Purchasing Threshold
   e. S.L. 2023-134 North Carolina Office of State Budget Management Funding Contract Amendment
   f. Approval of May 6, 2026 (Special) Meeting Minutes; May 11, 2026 (Special) Meeting Minutes; May 12, 2026 (Regular) Meeting Minutes; May 26, 2026 (Special) Meeting Minutes

3. Public Comment

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

5. Rod Honeycutt, County Manager
   a. County Manager's Update
   b. FY 2026-2027 Proposed Budget Update
   c. Policy and Resolution for Remote Participation of County Board Meetings
   d. County Owned Surplus Property
   e. County Board Appointments

6. Adjournment

Attachment 11

Tax Year	Bill Number	Parcel #	Source Type	Adjustment #	Adjustment Reason	Date of Adj	Additional Owners	Refund Recipient Name	Refund Address Line 1	Refund City	Refund State	Refund Zip Code	Jurisdiction	Refund Amount ($)	Includes Negative Refund	MADISON Portion Refund ($)	Special District Refund ($)	Fire District	Fire Refund ($)
MADISON Refunds																			
2021	0MD0020199-2021-2021-0000-01	17258	REI	7239	Data error	5/12/2026 4:07:17 PM	Secondary	VANN, LUTHER SHANE	194 MEADOW PARK LANE, APT. D	HENDERSONVIL LE	NC	28792	MADISON	267.69	N	0.00	0.00	MARS HILL FD	267.69
2022	0MD0020199-2022-2022-0000-01	17258	REI	7236	Data error	5/12/2026 4:07:16 PM	Secondary	VANN, LUTHER SHANE	401 PINE RIDGE RD	MARS HILL	NC	28754	MADISON	267.93	N	0.00	0.00	MARS HILL FD	267.93
2023	0MD0020199-2023-2023-0000-01	17258	REI	7237	Data error	5/12/2026 4:07:16 PM	Secondary	VANN, LUTHER SHANE	401 PINE RIDGE RD	MARS HILL	NC	28754	MADISON	267.93	N	0.00	0.00	MARS HILL FD	267.93
2024	0MD0020199-2024-2024-0000-01	17258	REI	7238	Data error	5/12/2026 4:07:16 PM	Secondary	VANN, LUTHER SHANE	401 PINE RIDGE RD	MARS HILL	NC	28754	MADISON	507.20	N	0.00	0.00	MARS HILL FD	507.20
2025	0MD0020199-2025-2025-0000-01	17258	REI	7235	Data error	5/12/2026 4:07:15 PM	Secondary	VANN, LUTHER SHANE	401 PINE RIDGE RD	MARS HILL	NC	28754	MADISON	507.20	N	0.00	0.00	MARS HILL FD	507.20
	Subtotal													1,876.49		0.00	0.00		1,876.49

Authorization

_____ Date

5/5/2026

Date run: 6/3/2026 7:08:37 PM

TR-304 Bill Release Report

NCPTS V4

Data as of: 6/2/2026 7:10:26 PM

Report Parameters:

Release Date Start: **5/1/2026**

Release Date End: **6/1/2026**

Tax District: **ALL**

Default Sort-By: **Bill #,Taxpayer Name,Release Date,Billing Date,Operator ID, Release Amount**

Grouping: **No Grouping**

Bill #	Taxpayer Name	Bill Date	Release Reason	Operator ID (Limited)	Release Date	Orig Bill Amount (A)	Release Amount (C)	Bill Amount Fee
0000021230-2025-2025-0000-00-REG	HENNESSEY, PATRICK JAMES	8/22/2025	Exempt Property	APRIL	5/6/2026	3,865.74	3,685.74	180.00
Subtotal							3,685.74	
Total							3,685.74	

DISTRIBUTION REQUEST
PUBLIC SCHOOL BUILDING
REPAIR & RENOVATION FUND
NORTH CAROLINA EDUCATION LOTTERY

DPI Use Only
Approved By: _____
Date: _____

Date of Request: May 27, 2026

County: Madison County
Address: 107 Elizabeth Lane, Marshall, NC 28753
LEA: Madison County Schools
Address: 5738 US 25/70 Hwy., Marshall, NC 28753

Contact Person: Michael Wallin
Title: Finance Officer
Phone: 828-649-9276 ext. 10121
Email: mwallin@madisonk12.net

Project Title: Refinish Gym Floor at Madison Middle School
Project Address: 95 Upper Brush Creek Rd.
Marshall, NC 28753
Type of Facility: School Building

The Public School Building Repair & Renovation Fund was established by S.L. 2021-180, Section 4.4.(a1). The purpose of the Fund is to provide revenue to counties for repair and renovation projects. Per G.S. 115C-546.16, counties are to utilize funds for enlargement, improvement, expansion, repair, or renovation of classroom facilities at public school buildings within local school administrative units (LEAs) located in the county. As used in this context, "Public School Buildings" shall include only facilities for individual schools that are used for instructional and related purposes, and does not include administration, maintenance, or other facilities.

Brief Project Description (Include est. start/end dates): This would be used to refinish the gym floor at Madison Middle School to keep the floor safe for PE and other Classes. End of June would like to complete this.

Estimated Costs:

Planning and Design Services	$
New Construction – Facility Enlargement	$
New Construction – Addition(s)	$
Existing Construction – Facility Improvements	$
Existing Construction – Facility Repairs	$ 32,251.00
Existing Construction – Facility Renovations	$
TOTAL	$ 32,251.00

We, the undersigned, agree to submit a statement of state monies expended for this project within 60 days following completion of the project.

The County Commissioners and the Board of Education do hereby jointly request approval of the above project, and request the release of $ 32,251.00 from the Public School Building Repair & Renovation Fund. We certify that the project herein described is within the parameters of G.S. 115C-546.

Michael Norris — 6/9/26
(Signature – Chair, County Commissioners) (Date)

Karen Blevins — 6/1/26
(Signature – Chair, Board of Education) (Date)

PRINT FORM CLEAR FORM

DISTRIBUTION REQUEST
PUBLIC SCHOOL BUILDING
REPAIR & RENOVATION FUND
NORTH CAROLINA EDUCATION LOTTERY

DPI USE ONLY
Approved By:
Date:

Date of Request: May 27, 2026

County: Madison County
Address: 107 Elizabeth Lane, Marshall, NC 28753
LEA: Madison County Schools
Address: 5738 US 25/70 Hwy., Marshall, NC 28753

Contact Person: Michael Wallin
Title: Finance Officer
Phone: 828-649-9276 ext. 10121
Email: mwallin@madisonk12.net

Project Title: Replace Switch Gear Box at Madison High School
Project Address: 5740 US 25/70 Hwy.
Marshall, NC 28753
Type of Facility: School Building

The Public School Building Repair & Renovation Fund was established by S.L. 2021-180, Section 4.4.(a1). The purpose of the Fund is to provide revenue to counties for repair and renovation projects. Per G.S. 115C-546.16, counties are to utilize funds for enlargement, improvement, expansion, repair, or renovation of classroom facilities at public school buildings within local school administrative units (LEAs) located in the county. As used in this context, "Public School Buildings" shall include only facilities for individual schools that are used for instructional and related purposes, and does not include administration, maintenance, or other facilities.

Brief Project Description (include est. start/end dates): Replace old, outdated Switch Gear Box at Madison High School. Parts/Breakers on the old one are becoming obsolete and the new one will be much safer. First Week of August 2026.

Estimated Costs:

Planning and Design Services	$
New Construction – Facility Enlargement	$
New Construction – Addition(s)	$
Existing Construction – Facility Improvements	$
Existing Construction – Facility Repairs	$ 254,800
Existing Construction – Facility Renovations	$
TOTAL	$ 254,800

We, the undersigned, agree to submit a statement of state monies expended for this project within 60 days following completion of the project.

The County Commissioners and the Board of Education do hereby jointly request approval of the above project, and request the release of $ 254,800 from the Public School Building Repair & Renovation Fund. We certify that the project herein described is within the parameters of G.S. 115C-546.

Michael J Horton — 6/9/26
(Signature – Chair, County Commissioners) (Date)

Karen Blevins — 6/1/26
(Signature – Chair, Board of Education) (Date)

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DISTRIBUTION REQUEST
PUBLIC SCHOOL BUILDING
REPAIR & RENOVATION FUND
NORTH CAROLINA EDUCATION LOTTERY

DPI USE ONLY
Approved By:
Date:

Date of Request: April 27, 2026

County: Madison County
Address: 107 Elizabeth Lane, Marshall, NC 28753
LEA: Madison County Schools
Address: 6738 US 26/70 Hwy., Marshall, NC 28753

Contact Person: Michael Wallin
Title: Finance Officer
Phone: 828-649-9276 ext. 10121
Email: mwallin@madisonk12.net

Project Title: 5 Mini Splits for Hot Spring Elementary Classroom
Project Address: 63 North Serpentine Avenue
Hot Springs, NC 28743
Type of Facility: School Building

The Public School Building Repair & Renovation Fund was established by S.L. 2021-180, Section 4.4.(a1). The purpose of the Fund is to provide revenue to counties for repair and renovation projects. Per G.S. 115C-546.16, counties are to utilize funds for enlargement, improvement, expansion, repair, or renovation of classroom facilities at public school buildings within local school administrative units (LEAs) located in the county. As used in this context, "Public School Buildings" shall include only facilities for individual schools that are used for instructional and related purposes, and does not include administration, maintenance, or other facilities.

Brief Project Description (Include est. start/end dates): Replace 5 units with Mini Splits at Hot Springs Elementary to be able to heat and cool the classroom properly.

Estimated Costs:

Planning and Design Services	$
New Construction – Facility Enlargement	$
New Construction – Addition(s)	$
Existing Construction – Facility Improvements	$
Existing Construction – Facility Repairs	$ 25,663.10
Existing Construction – Facility Renovations	$
TOTAL	$ 25,663.10

We, the undersigned, agree to submit a statement of state monies expended for this project within 60 days following completion of the project.

The County Commissioners and the Board of Education do hereby jointly request approval of the above project, and request the release of $ 25,663.10 from the Public School Building Repair & Renovation Fund. We certify that the project herein described is within the parameters of G.S. 115C-546.

Michael Harris — 6/9/26
(Signature – Chair, County Commissioners) (Date)

Karen Blevins — 4/26/26
(Signature – Chair, Board of Education) (Date)

PRINT FORM CLEAR FORM

DISTRIBUTION REQUEST
PUBLIC SCHOOL BUILDING
REPAIR & RENOVATION FUND
NORTH CAROLINA EDUCATION LOTTERY

DPI USE ONLY
Approved By:
Date:

Date of Request: April 27, 2026

County: Madison County
Address: 107 Elizabeth Lane, Marshall, NC 28753
LEA: Madison County Schools
Address: 5738 US 25/70 Hwy., Marshall, NC 28753

Contact Person: Michael Wallin
Title: Finance Officer
Phone: 828-649-9276 ext. 10121
Email: mwallin@madisonk12.net

Project Title: Replace Intercom System at Brush Creek Elementary
Project Address: 265 Upper Brush Creek Rd.
Marshall, NC 28753
Type of Facility: School Building

The Public School Building Repair & Renovation Fund was established by S.L. 2021-180, Section 4.4.(a1). The purpose of the Fund is to provide revenue to counties for repair and renovation projects. Per G.S. 115C-546.16, counties are to utilize funds for enlargement, improvement, expansion, repair, or renovation of classroom facilities at public school buildings within local school administrative units (LEAs) located in the county. As used in this context, "Public School Buildings" shall include only facilities for individual schools that are used for instructional and related purposes, and does not include administration, maintenance, or other facilities.

Brief Project Description (include est. start/end dates): Replace intercom system at Brush Creek Elementary that has stopped working. Safety Reason. Hope to have completed in the next 2 weeks (First weeks of May)

Estimated Costs:

Planning and Design Services	$
New Construction – Facility Enlargement	$
New Construction – Addition(s)	$
Existing Construction – Facility Improvements	$
Existing Construction – Facility Repairs	$ 12,492.26
Existing Construction – Facility Renovations	$
TOTAL	$ 12,492.25

We, the undersigned, agree to submit a statement of state monies expended for this project within 60 days following completion of the project.

The County Commissioners and the Board of Education do hereby jointly request approval of the above project, and request the release of $ 12,492.25 from the Public School Building Repair & Renovation Fund. We certify that the project herein described is within the parameters of G.S. 115C-546.

Michael J. Wallin — 6/9/26
(Signature – Chair, County Commissioners) (Date)

Karen Blevins — 4/27/26
(Signature – Chair, Board of Education) (Date)

PRINT FORM CLEAR FORM

Proposed Definitions to be added to the current
Madison County Employee Personnel Policy:

Section 1.10 – Definitions

I. Administration Leave: A form of paid, non-duty status authorized by the County Manager for specific, limited circumstances without charging an employee's annual or sick leave balances. Only applies to an employee's regularly scheduled working hours, at the same hourly rate of pay, during the time the County Manager has authorized the leave. Administration Leave is not considered hours worked in the calculation of Overtime.

II. Compensatory Time (proposing to replace the current definition listed in the Employee Personnel Policy): Time off earned by FLSA non-exempt employees in lieu of payment for overtime.

III. Disaster: A disaster is a serious disruption of the functioning of a community or a society involving widespread human, material, economic or environmental losses and impacts, which exceeds the ability of the affected community to cope using its own resources.

IV. Emergency: An occurrence or imminent threat of widespread or severe damage, injury, loss of life or property resulting from any natural or man-made accidental, military, paramilitary, terrorism, weather related, public health, or technological failure or accident. NC GS 166A-19.3. (6)

V. Emergency Period: The specific timeframe during which a disaster-causing incident occurs and necessitates immediate action to save lives and protect property. This period covers the duration of the event and any immediate, short-lived threats to public health or safety.

VI. Emergency Response Work: Work performed by an employee during the time period this policy is in effect and such work is performed in furtherance of the duties of Madison County Government to protect the health, safety and welfare of the public against the cause of the disaster or emergency.

VII. Engaged to Wait: When the employee is restricted to the employer's premises or required to be available so quickly that they cannot use the time for themselves. As directed and advised by the County Manager.

VIII. Essential Employee: As named and directed by the County Manager, those employees who are deemed essential to the continuity of operations during disasters and/or public health emergencies, that can include the departments of Emergency Services, Law Enforcement, Public Works & Infrastructure, Healthcare, Government Operations, Transportation, and Information Technology, that conduct a range of operations and services necessary to maintain critical infrastructure, public safety, and health, in the County of Madison.

IX. Essential Recovery Personnel: Employees directed by the County Manager that are responsible for enabling, coordinating, and executing the timely restoration, strengthening, and revitalization of infrastructure, housing, and the economy, as well as the health, social and environmental fabric of communities.

X. Fair Labor Standards Act (FLSA): The Fair Labor Standards Act is a federal law establishing the minimum wage rate, overtime pay, recordkeeping requirements, prohibiting gender-based wage discrimination between men and women performing the same work, and child labor standards affecting full and part time workers in the private sector and in Federal, State, and Local Governments.

XI. Federal Emergency Management Agency (FEMA): The US Agency that helps people before, during, and after disasters by coordinating federal response, providing financials and technical aid, and leading recovery efforts for events like floods, hurricanes, and earthquakes, working with state and local governments to build resilience and assist survivors.

XII. Inclement Weather: Abnormal, dangerous, or unfavorable climatic conditions, such as hurricanes, tornadoes, floods, heavy snow, ice storms, and extreme temperatures, that cause significant, widespread disruption to daily life, infrastructure, and business operations.

XIII. Non-Essential Employee: Those whose work is not vital to the immediate safety of life or protection of property during a disaster or emergency. Employees who perform tasks that are not required to maintain critical infrastructure, public health, or safety, and their duties can be temporarily suspended without causing a threat to the public.

XIV. On Call Premium: Compensation in addition to the normal salary paid to FLSA non-exempt employees who are required to remain available to work outside of their regular working hours.

XV. Post-Impact Period: The time immediately following a hazard event, focusing on restoring services, repairing damage, and rebuilding the community.

XVI. Pre-Impact Period: The time prior to a disaster incident dedicated to mitigation, preparedness, and planning activities to reduce vulnerability and improve response capabilities.

XVII. Recovery Period: The process of restoring, redeveloping, and revitalizing a community's infrastructure, housing, economy, and social fabric after a disaster. Involves short-term, intermediate, and long-term actions, designed to return to normal or build back stronger.

XVIII. Severe Inclement Weather: Dangerous atmospheric conditions – such as high winds, heavy snow, ice, or intense storms that cause significant disruption to daily life, threaten public safety, and hinder transportation. These events, including tornadoes, hurricanes, floods, and blizzards, require protective actions to mitigate risks like power outages and structural damage.

XIX. State of Emergency: An official designation, often via executive order, recognizing that a natural or man-made, crisis has occurred or is imminent, necessitating the activation of emergency plans, deployment of state resources, and enabling potential federal aid.

XX. Waiting to be Engaged: "Off duty waiting time" that refers to a period where an employee is completely relieved from duty and is not required to remain on the employer's premises.

XXI. Work Time or Hours Worked: All time an employee is required to be on duty, on the employer's premises, or at a prescribed workplace, as well as any additional time the employee is permitted to work.

Section 5.19- Inclement Weather

The Services of Madison County Government must continue to operate at all times including periods of inclement and severe inclement weather. In cases where exceptionally adverse weather conditions exist, producing hazardous travel conditions, County offices may be delayed in opening, may be closed early, or closed for the entire day.

Decisions regarding the closings due to inclement or severe inclement weather shall be made by the County Manager.

If the County Manager elects to delay the opening of, close early, or close County Offices entirely, employees will be paid for the hours in which the County Offices are closed. If an employee is already scheduled to be off on a day when inclement weather impacts County operations, the employee will be required to use personal leave, as planned, for the full shift.

Department Directors, following the County Manager's review and approval, will inform their employees if they are considered Essential on at least an annual basis. Changes to this status should be communicated when the change is made. All updates and changes should be reported to the County Human Resources Department.

Following the County Manager's implementation of the Inclement Weather Plan:

I. All Essential Employees and Essential Recovery Personnel are expected to be at work at scheduled times, as directed by the County Manager, not at the time of the delayed opening, unless otherwise advised differently by the County Manager.

II. Employees *not* designated as Essential may, during a declared weather emergency or declared State of Emergency by the NC State Governor, report to work by the opening time designated by the County Manager, or leave at an early closing time, designated by the County Manager, and still be considered as having worked their entire normal duty day.

    i. Those who do not report to work at all will be charged vacation leave, leave without pay, or may use compensatory time, for all hours missed during a normal workday.

    ii. Exempt employees may not be charged leave without pay in increments of less than a whole day.

    iii. Other (not benefit eligible) employees will be paid only for the actual hours worked.

Each department, following review and approval from the County Manager, especially ones offering direct public services, (DSS, Health Department, Sheriff Office, Emergency Services, Dispatch), may develop a more detailed operating procedure regarding attendance during inclement weather. This individual Policy must be reviewed and approved by the County Manager and align with the guidelines set forth below:

I. Each Department Director within the County is responsible for determining which employee/s are Essential within their department and must communicate the designation to the County Manager for review and approval.

II. Each employee that has been designated as Essential must be notified and each employee must be listed with the Human Resources Department.

III. Essential Employees are expected to update their director regularly in advance of personal circumstances, such as the care for small children or elderly family, that could possibly prevent them from fulfilling their duties, should their services be needed during an irregular inclement weather schedule.

IV. If a Department Director, with the County Manager's review and approval, chooses to close a facility or program early, or directs employees not to report to work, the employees will not be charged leave for the hours not worked on the designated County inclement weather schedule.

Employees will inform the Department Director if they have a personal or family situation that would have any type of impact on their ability to meet the County's expectations for attendance in inclement weather.

Because every employee's situation is different, each employee must evaluate the circumstances and use their best judgment in deciding whether to report to or leave work. Individual safety is the primary consideration for each employee of Madison County Government.

Employee Responsibilities:

I. Employees are expected to make a *"good faith effort"* to report to work at their regular start time during periods of inclement weather or other conditions of a non-emergency nature when County offices are facilities are open.

II. Employees who do not report to work when County offices and facilities are open must contact their Department Director within at least 1 hour of their regular start time to inform them of their absence and must use accrued compensatory leave hours or accrued vacation leave.

III. Employees who leave early when County offices and facilities are open must inform their Department Director prior to leaving and must use accrued compensatory leave hours or accrued vacation leave.

IV. Employees who do not work a full day when County offices and facilities are open may, with approval from the Department Director, work alternate hours in the ***same workweek*** to make up the time in lieu of using available compensatory leave hours or vacation hours.

V. Employees must record all actual time worked in accordance with regular timekeeping policies, as well as vacation or compensatory time used, if applicable.

Department Head Responsibilities:

I. Designate Essential Employees following the County Manager's review and approval, who are required to work during inclement weather and/or a declared state of emergency.

II. Consider the safety and welfare of all employees of utmost importance during periods of inclement weather and emergency conditions, and ensure adequate supplies and equipment are available and in good operating condition to provide necessary services.

III. Obtain approval from the County Manager to pay exempt employees for additional hours worked in accordance with the conditions listed.

IV. If applicable, review and approve time sheets from named Essential Employees to ensure all are completed accurately in accordance with federal wage and hour laws and policy.

Section 5.20- Emergency Essential Personnel & Emergency or Disaster Compensation Policy

Madison County Government must continue to operate at all times, including periods of inclement weather, severe inclement weather, emergencies, disasters, and/or declared State of Emergencies. Many County services such as Emergency Services, Public Works, Transportation, Information Technology, Law Enforcement, and Public Health Services, become more critical during poor weather conditions, emergencies, or disasters. There are times when employees will be called in to work at times that differ from their normally scheduled working hours. Under such conditions, employees may be required to work extended hours or times outside of their regularly scheduled working hours to staff County operations.

In the event of a declared State of Emergency, the NC State Governor will issue an emergency declaration that will establish the official beginning date of the emergency and will also identify the ending date by rescinding the emergency declaration. The declaration will include the counties affected by the emergency. The beginning and ending dates, as well as the counties identified in the emergency declaration, will set the initial parameters for the payment of overtime to the employees deployed in response to the emergency.

Madison County Government complies with federal wage and hour laws and pays overtime in accordance with the Fair Labor Standards Act (FLSA) for actual hours worked over forty (40) in a workweek. The County Manager may authorize paid Administrative Leave when the County facilities close due to emergency conditions/situations. During periods of inclement weather or emergency conditions resulting in the modification of operational hours or closing of County facilities, both exempt and non-exempt employees are eligible to be paid Administrative Leave, per the County Managers review and authorization, following a formal State of Emergency Declaration by the State Governor.

The County Manager may assign employees to any duty to the extent that the County of Madison is not in violation of any State or Federal Laws. This includes employees in one department serving in an emergency capacity for any other department or function, as assigned.

Following the issuance of State of Emergency by the NC State Governor, the Madison County Manager will formally state the Emergency or Disaster Compensation Policy is in effect.

Procedures

When the County Manager announces that the Emergency or Disaster Compensation Policy is in effect, those Essential or Emergency Response personnel are required to work will be paid as follows:

I. The safety of all employees is paramount to the County of Madison. At no time is an employee, exempt or non-exempt, authorized to work more than two (2) consecutive 24-hour periods without a designated break period of at least one 24-hour period. This includes Department Heads, and those working in the Emergency Operations Center.

II. No Essential Personnel or Emergency Response worker may work in excess of 17 hours per 24-hour period without a designated Rest, Relaxation, and Sleeping period of at least 7 hours, without the express written permission of the County Manager.

III. All employees will be paid their regular rate of pay in accordance with the FLSA for all hours "suffered or permitted to work."

IV. Non-Exempt employees who are "suffered or permitted to work" during the period this policy is in effect shall be paid one and one-half times their regular rate of pay for all overtime hours worked during the employee's designated FLSA workweek or work period.

V. Exempt Employees who are "suffered or permitted to work" in excess of 40 hours in a designated FLSA work week shall be paid overtime during this period, following review and approval by the County Manager, at one and one-half times their regular hourly rate of pay for all overtime worked.

The County Manager has authorization to approve overtime pay to salaried, exempt employees for actual hours worked over forty (40) in a workweek, as time and a half when all of the following conditions occur:

1. The NC State Governor has declared a State of Emergency
2. Salaried, Exempt employees are required to work additional hours for only purposes of response and/or recovery during the stated emergency.
3. Funds are available, and the Department Director has obtained approval from the County Manager to use such funds for this purpose.

Essential personnel will be required to be available immediately before, during, and after the emergency event. Essential personnel shall remain with the Emergency Operations Center, or a location designated by the County Manager, to perform duties directly related to the emergency conditions, as determined by the County Manager. Mandatory residency at the Madison County Emergency Operations Center or a location designated by the County Manager may vary by department as determined by the County Manager.

If an employee, for any reason, does not present oneself or check-in when the County Manager ceases operations under this Policy, the employee shall utilize accrued vacation, compensatory, or sick leave for each regularly scheduled workday in which the employee does not report. It is the employee's responsibility to notify their Department Director if they are unable to report to work.

During an emergency, any unauthorized absence from work or assignment will be considered job abandonment and is sufficient cause for disciplinary action, up to and including dismissal from employment.

Employees on pre-approved sick or vacation leave will be deducted for sick or vacation in the normal manner during an emergency or disaster. Employees who rescind their pre-approved sick or vacation leave, in writing, prior to the suspension of normal County operations will not be deducted sick or vacation leave.

"As Needed," PRN/Temporary/Seasonal employees are not eligible for any paid Administrative Leave.

For an employee to be considered for Administrative Leave:

1. The employee must be a regular employee.
2. The day on which operational hours are altered, or the County offices and facilities are closed must be a day on which the employee would normally work or is normally scheduled to work.
3. The hours during which the County offices are altered or closed must fall within the employees' normally scheduled workday.

Work Schedules and Administrative Leave:

1. If an employee has already exceeded the hours of his/her standard workweek (i.e., 40 hours), the employee does not receive Administrative Leave for the hours the County is closed.
2. If actual hours worked on the day in which operational hours are altered are greater than the employee's scheduled workday, the employee does not receive Administration Leave.
3. Employees who are required to use leave to make up for his/her standard workweek must use compensatory time, vacation leave, or leave without pay – in that order. This make-up time must be within the same workweek.
4. Administrative Leave cannot exceed the time difference between the employee's normal start of the workday and the time of a late opening.

Pay During Periods of All-Day Closings

All benefit-eligible full-time employees (30 hours or more, weekly) will be paid their usual rate of pay for the first three (3) full days of closure under this policy. This time will be accounted for as Administrative Leave and does not count towards actual hours worked in acc the FLSA.

I. Should Madison County Government remain closed for more than three (3) consecutive working days, all benefit-eligible non-exempt employees not required to work as part of an emergency response under this policy will be required to account for time not worked by the use of accrued compensatory time, vacation time, or sick leave. If no compensatory time, vacation or sick leave is available, the employee will not be paid for any hours after the first three (3) consecutive full days of closure.
    a. Administrative Leave under this policy will only be rewarded for three (3) business days following the activation of this policy. No employee, whether actively working during a period of disaster, or not working during a period of disaster will be awarded more than three (3) days of Administration Leave under this policy.

II. Exempt employees who are told not to report to work will be paid in accordance with 29CFR541.602(a). They will not be required to charge their absences for any accrued leave.

III. Temporary, Seasonal, or temporary, part-time workers will not receive any compensation during a closure period for hours not worked.

IV. In the event of a significant emergency or disaster that results in the closing of the County for a prolonged period of time, the County Manager has the discretion to authorize additional paid Administrative Leave days beyond what is generally allowed for, three (3) consecutive working days. If authorized by the County Manager, this time will be accounted for as Administrative Leave and does not count towards actual hours worked in accordance with the FLSA.

Timesheets

During the declared State of Emergency, all employees who are deployed to the disaster or assigned area will record hours worked on department timesheets and complete the Form FF-104-FY-21-137, the Force Account Labor Summary, as required by the Federal Emergency Management Agency (FEMA). In the comments section on the timesheet, employees must clearly indicate the following information for each day they are deployed:

- The number of hours worked
- The duties performed or assigned by the Department Director and/or the County Manager in response to the State of Emergency.
- The primary county to which the employee was deployed each day and in which the duties were performed.
- The county in which the employee typically works.
- An indication that overtime is earned due to an emergency response deployment.

The County Manager and the Department Director of selected employee/s for the Emergency Response will be designated as the Emergency Response Overtime Tracking Coordinators. The Department Director will track overtime incurred in response to the emergency, identify the anticipated length of deployment, and communicate this information to the County Manager and Finance Department, as necessary, for budgetary purposes.

Reimbursement from FEMA

Madison County Government will seek reimbursement from FEMA for overtime expenses in response to emergencies shortly after the emergency deployments have ended, via the Force Account Labor Summary Forms. FEMA provides reimbursement for costs associated with emergencies to be eligible for state and local governments.

County of Madison
State of Emergency Essential Employee Timesheet

Employee Name	
Employee Title	
Department	
Department Director	

Assigned Location / Site	
Category	
Period Covering	
Reassigned Position	
Description of work performed	

Date	
Total Working Hours	
Equipment Type Used (if any)	

Employee Signature: _____

Date: _____

Department Director Signature: _____

Date: _____

County Manager Signature: _____

Date: _____

Section 3.11 On Call and Call Back Compensation

It is necessary for several Departments of Madison County Government to provide a continuous twenty-four hour a day, seven day a week service. Therefore, it is pertinent for certain employees to respond to any reasonable request for service at any given time, outside of regular business working hours, and on weekends.

One of the conditions of employment with Madison County Government is the acceptance of a share of responsibility for continuous service, "on-call" status, in accordance with the nature of each job position.

This section reviews the On-Call and Call Back Compensation requirements for the Departments of Madison County Government when an on-call status is necessary for an employee within that department.

All Madison County Government employees who are on the active call back rotation list for their department will be compensated at the rate of $100 per work week, for each working week they are actually on routine call back duty.

Essential Employees or Essential Recovery Personnel, and/or those who are directed on special assignment by the County Manager to work due to anticipated inclement weather, etc., will not receive the $100 per week call back pay unless they are already on routine call back assignment for that week.

On-Call is when an employee must remain available to be called back to work on short notice if the need arises.

Time spent by an employee who is required to remain on call, whether a scheduled on-call or not scheduled, on the employer's premises, or so close thereto that the time cannot be used for the employee's own purposes, is considered working time, and must be compensated at the employee's regular rate of pay or overtime rate of pay, after 40 hours in one (1) regular work week. Time spent responding to a call received, while on call, is time worked.

Overtime Pay: Per FLSA Guidelines, when an hourly, non-exempt, employee works overtime, (over 40 hours in one work week), while receiving on-call, the on-call pay must be included in calculating the employee's regular hourly rate for overtime pay. The time on-call status is *not* included for determining overtime hours, unless the employee is called back to work.

Employee Callback –

I. Employees returning to work, an actual physical location, shall receive a minimum of two hours additional pay at the straight-time rate of pay for each occasion of a callback.
II. Employees responding via telephone/computer shall receive a minimum of 30 minutes additional pay at the straight-time rate for each occasion of callback. If

more than one callback occurs within a given shift, total callback time cannot exceed two hours unless the work time exceeds two hours.

III. If the time on callback is more than the two hours allowed, the employee shall be compensated for the actual time on callback.

IV. The Department Director shall determine a reasonable time for which preparation and travel to the worksite shall be compensated.

V. Shift pay, holiday pay and overtime pay shall be received in addition to call back pay.

VI. Employees whose work continues following the end of the regularly scheduled hours of work are *not* eligible for the callback.

VII. Time actually worked and travel to the physical worksite shall be included in hours worked for determining overtime hours.

VIII. Callback pay must be included in calculating the employee's regular hourly rate for overtime pay.

If an employee fails to respond to reasonable calls for emergency service, either special or routine, the employee shall be subject to disciplinary action up to and including dismissal.

Whether hourly, nonexempt employees must be paid for their on-call time depends on whether they are "Waiting To Be Engaged" or are "Engaged To Wait" as defined by the Fair Labor Standards Act (FLSA). According to the FLSA regulations at 29 C.F.R. §785.17, "An employee who is required to remain on-call on the employer's premises or so close thereto that he cannot use the time effectively for his own purposes is working while 'on-call.'" These employees are engaged to wait and are therefore compensated for the time they are on-call.

If an employee who is on-call can use his or her time freely and is not performing a specific assigned task, that employee is waiting to be engaged. The employee can be available immediately, at any time, by telephone if needed; however, since the employee is waiting (off-duty), the employee is not compensated for that time.

If an on-call employee must carry a device to be contacted at any given time, such as a cellular phone, and the employee is relieved of his or her duties, the time is unpaid. Therefore, the unpaid, waiting-to-be-engaged status would apply to those employees who are not required to wait at or near the worksite.

cap. Alternatively, employees may also elect to be paid for up to 40 hours of accrued and unused compensatory time pending availability of funds in each department. If funding is available, Department Heads may seek approval from the County Manager to offer comp time buy-back in excess of 40 hours.

Availability of funds will be dependent on lapsed salaries, unused departmental funds for each fiscal year, and the County's financial standing at the end of each fiscal year. Department Head's will be notified of availability of funds each year. If funds are available, Department Head's may extend the Compensatory Leave Buy-back option to employees.

Employees wishing to sell back their compensatory time must complete the Madison County Governments Compensatory Leave Buy-Back Form. The completed form must be signed by the Employee's supervisor and turned in by no later than May 31st of each year.

Payment will be calculated at the employee's current rate of pay, as of May 31st. Payment will be made, via direct deposit, separate from the biweekly payroll. All applicable payroll taxes will apply to this program.

Section 3.11 On-Call and Call-Back Compensation

The County provides compensation for employees who are required to be available for after-hours on-call coverage. Compensation for time spent while on-call and for time spent when actually called back to work shall be determined according to the following:

a) On-call standby time consists of scheduled non-work hours in excess of the standard work period when an employee is required to be available to be called back to work on a regularly scheduled or emergency basis. Called back to work time consists of actual time spent when called back to work to handle a scheduled or emergency situation.
b) On-call standby schedules must be approved by the County Manager or designee. The Finance Office shall maintain a list of employees who are approved for on-call compensation arrangements.
c) Compensation for on-call employees shall be determined by the County Manager or designee and shall consist of either compensatory time off or a flat payment for the time period one is on-call in accordance with the department plan.
d) Compensation for employees called back to work shall be for actual time worked. Should this additional time exceed the standard hours of work for the workweek or pay period, overtime pay rules and regulations shall apply.

Section 3.12 Advance on Wages

medical treatment, the absences during his or her normal work hours will be compensated as hours worked.

g) Any period of leave for a Workers' Compensation injury or illness that qualifies as a "serious health condition" under the Family and Medical Leave Act (FMLA) will run concurrently with FMLA leave.

h) Madison County's personnel policies shall continue to apply to an employee on Workers' Compensation leave in the same manner as they would apply to an employee who continues to work or is absent while on some other form of leave.

Section 7.13 Adverse Weather-Unusual Conditions

It is the policy of the County that County offices will usually be open and operate on a regular schedule during periods of adverse weather. Each Department head is responsible for ensuring that his/her department or office is open to the public at the usual times.

In cases where exceptionally adverse weather conditions exist, producing very hazardous traveling conditions, County offices may be delayed in opening, may be closed early, or closed for the entire day. Decisions regarding the closings due to adverse weather shall be made by the County Manager. If the County Manager elects to delay the opening, close early, or close County Offices entirely, employees will be paid for the hours County Offices are closed. If an employee elects not to report to work following a delayed opening or if they leave prior to County Offices being closed, they will be required to use their personal leave for their full shift. Employees will not be paid for the delayed hours or early release hours unless they report to work at the end of the delay or stay until the official early release time as set forth by the County Manager. If an employee is already scheduled to be off on a day when inclement weather impacts County operations, the employee will be required to use personal leave for the full shift.

Even though other offices may be closed or delayed in opening, employees in some County positions which are identified as critical services may be required to work. Those employees will be notified by their supervisors of this status and will be advised that attendance at work for their normal shift during inclement weather is a condition of employment. Employees in those positions will not be excused from scheduled work on inclement days except in the most, dire of extenuating circumstances.

Because everyone's situation is different, each employee must evaluate the circumstances and use his/her judgment in deciding whether to report to or leave work. Individual safety should be the primary consideration for each employee. Any employee who is unable to report to work must notify the department head or his/her supervisor within one hour of the start of the scheduled work time. An employee leaving early due to weather conditions may do so only with the approval of his/her supervisor.

Employees who leave work early, report to work late, or do not report for work at all will be required to first use previously accrued compensatory time and then earned vacation time for the days or hours taken.

RESOLUTION AUTHORIZING INCREASE IN MICRO-PURCHASE THRESHOLD
Fiscal Year 2026-2027

WHEREAS, from time to time, Madison County Government (the "*Unit*") purchases goods and services using federal funding subject to the procurement standards in 2 C.F.R. Part 200, Subpart D; and

WHEREAS, the *Unit*'s procurement of such goods and services is subject to The Madison County Purchasing and Payables Manual; and

WHEREAS, the *Unit* is a non-Federal entity under the definition set forth in 2 C.F.R. § 200.1; and

WHEREAS, pursuant to 2 C.F.R. 200.320(a)(1)(ii), a non-Federal entity may award micro-purchases without soliciting competitive price or rate quotations if the non-Federal entity considers the price to be reasonable based on research, experience, purchase history or other information and documents that the non-Federal entity files accordingly; and

WHEREAS, pursuant to 2 C.F.R. 200.320(a)(1)(iii), a non-Federal entity is responsible for determining and documenting an appropriate micro-purchase threshold based on internal controls, an evaluation of risk, and its documented procurement procedures; and

WHEREAS, pursuant to 2 C.F.R. § 200.320(a)(1)(iv), a non-Federal entity may self-certify on an annual basis a micro-purchase threshold not to exceed $50,000 and maintain documentation to be made available to a Federal awarding agency and auditors in accordance with 2 C.F.R. § 200.334; and

WHEREAS, pursuant to 2 C.F.R. § 200.320(a)(1)(iv), such self-certification must include (1) a justification for the threshold, (2) a clear identification of the threshold, and (3) supporting documentation, which, for public institutions, may be a "higher threshold consistent with State law"; and

WHEREAS, G.S. 143-129(a) and G.S. 143-131(a) require the *Unit* to conduct a competitive bidding process for the purchase of (1) "apparatus, supplies, materials, or equipment" where the cost of such purchase is equal to or greater than $30,000, and (2) "construction or repair work" where the cost of such purchase is greater than or equal to $30,000; and

WHEREAS, North Carolina law does not require a unit of local government to competitively bid for purchase of services other than services subject to the qualifications-based selection process set forth in Article 3D of Chapter 143 of the North Carolina General Statutes (the "Mini-Brooks Act"); and

WHEREAS, G.S. 143-64.32 permits units of local government to exercise, in writing, an exemption to the qualifications-based selection process for services subject to the Mini-Brooks Act for particular projects where the aggregate cost of such services do not exceed $50,000; and

WHEREAS, pursuant to 2 C.F.R. 200.320(a)(1)(iv), the Madison County Board of Commissioners now desires to adopt higher micro-purchase thresholds than those identified in 48 C.F.R. § 2.101.

NOW THEREFORE, BE IT RESOLVED BY THE MADISON COUNTY BOARD OF COMMISSIONERS AS FOLLOWS:

1. In accordance with 2 C.F.R. § 200.320(a)(1)(iv) and the applicable provisions of North Carolina law, the *Unit* hereby self-certifies the following micro-purchase thresholds, each of which is a "higher

threshold consistent with State law" under 2 C.F.R. § 200.320(a)(1)(iv)(C) for the reasons set forth in the recitals to this resolution:

A. $30,000, for the purchase of "apparatus, supplies, materials, or equipment"; and
B. $30,000, for the purchase of "construction or repair work"; and
C. $50,000, for the purchase of services not subject to competitive bidding under North Carolina law; and
D. $50,000, for the purchase of services subject to the qualifications-based selection process in the Mini-Brooks Act; provided that such threshold shall apply to a contract only if the *Unit* has exercised an exemption to the Mini-Brooks Act, in writing, for a particular project pursuant to G.S. 143-64.32. If the exemption is not authorized, the micro-purchase threshold shall be $0.

2. The self-certification made herein shall be *effective as of the date hereof and shall be applicable until the end of the current fiscal* year of the *Unit*, but shall not be applicable to Federal financial assistance awards issued prior to November 12, 2020, including financial assistance awards issued prior to that date under the Coronavirus Aid, Relief, and Economic Support (CARES) Act of 2020.

3. In the event that the *Unit* receives funding from a federal grantor agency that adopts a threshold more restrictive than those contained herein, the *Unit* shall comply with the more restrictive threshold when expending such funds.

4. The *Unit* shall maintain documentation to be made available to a Federal awarding agency, any pass-through entity, and auditors in accordance with 2 C.F.R. § 200.334.

5. The Finance Officer of the *Unit* is hereby authorized to revise the Purchasing Policy of the *Unit* to reflect the increased micro-purchase thresholds specified herein, and to take all such actions, individually and collectively, to carry into effect the purpose and intent of the foregoing resolution.

Adopted this the 9th day of June, 2026.

Michael Garrison, Chairman
Madison County Board of Commissioner

ATTEST:

Mandy Bradley, Clerk
Madison County Board of Commissioners

Contract Amendment for North Carolina Grant

This Amendment modifies Contract # 20402 between the North Carolina Office of State Budget and Management (the "AGENCY") and Madison County (the "RECIPIENT").

The North Carolina General Assembly appropriated nonrecurring funds for the North Carolina Grant under this Contract in Session Law (S.L.) 2023-134 for the 2023-2024 and 2024-2025 fiscal years. The grant was subsequently amended by S.L. 2024-1 and S.L. 2026-1 to extend the reversion date. The original Contract established a reversion date of October 3, 2025, which was later extended to June 30, 2026. Pursuant to S.L. 2026-1, any unexpended funds will now revert on June 30, 2027.

Therefore, the following change to said agreement is made:

By replacing the following:

1. EFFECTIVE TERM

The RECIPIENT's performance period for this Agreement shall be effective starting July 1, 2023, through June 30, 2026. The PARTIES' duties of record-keeping, monitoring, reporting, and auditing continue thereafter as provided below.

If the RECIPIENT also received funding under this Agreement for the 2024-2025 fiscal year, the RECIPIENT's performance period for that funding shall be effective starting July 1, 2024, through June 30, 2026. The PARTIES' duties of record-keeping, monitoring, reporting, and auditing continue thereafter as provided below.

To be replaced with the following:

1. EFFECTIVE TERM

The RECIPIENT's performance period for this Agreement shall be effective starting July 1, 2023, through June 30, 2027. The PARTIES' duties of record-keeping, monitoring, reporting, and auditing continue thereafter as provided below.

If the RECIPIENT also received funding under this Agreement for the 2024-2025 fiscal year, the RECIPIENT's performance period for that funding shall be effective starting July 1, 2024, through June 30, 2027. The PARTIES' duties of record-keeping, monitoring, reporting, and auditing continue thereafter as provided below.

All other terms and conditions set forth in the original Agreement shall remain in full force and effect for the duration of this Agreement.

Therefore, as a representative of my organization, I acknowledge that I have read this Amendment, am authorized to execute it on behalf of my organization, and agree that my organization will comply with the Agreement as amended.

This Amendment shall become effective on June 30, 2026, in accordance with S.L. 2026-1, Section 1.1.(c).

Docusign Envelope ID: 467604E6-153E-8A7C-823F-FEB03B4A7037

Madison County

Michael Garrison
Chairman, Board of Commissioners

6/9/26
Date

North Carolina Office of State Budget and Management

Date

Kristin Walker
State Budget Director

Attachment 3.1

Madison County Commissioners Meeting

Public Comment

June 9, 2026
7:00pm

Madison County Courthouse Temporary Facility

3 Minute Time Limit

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

	Name	Signature
1.	Teresa Cowan	Teresa Cowan
2.	Sandy Duffy	Sandy Duffy
3.	Shannon Dowler	
4.	Rebecca Sharp	
5.	Kenneth Cowan	K B Cowan
6.	CARL BATCHELDER	
7.	Will Aisnaer	
8.	Justin Gardner	
9.	Aaron Squires	
10.	MARY GIBSON	Mary Gibson
11.	CHRIS HOKE	Chris Hoke
12.	~~Nathan Schamber~~	
13.	~~JACKSON SCHWARTZ~~	
14.	~~Daniel de wit~~	
15.	~~Taylor Broussard~~	Taylor B
16.	Thomas James Lesley	
17.	Rexann Wood	Rexann Wood
18.	TerryHopkins	Terry Hopkins
19.	David Jensen	
20.	Catherine Hubbard	Catherine Hubbard
21.	LYNN HOCKER	Lynn Hocker

Attachment 4.1

Madison County
Board of Commissioners

Budget Amendment #11
June 9, 2026

Description	Line Item	Debit	Credit
Tax Administration			
2018 Ad Valorem	10.3100.2018	$ 300.00	
2022 Ad Valorem	10.3100.2022		$ 588.00
2023 Ad Valorem	10.3100.2023		$ 10,000.00
2024 Ad Valorem	10.3100.2024		$ 23,000.00
Technology Improvement	10.4140.5110		$ 174,000.00
Professional Services	10.4140.1990		$ 85,000.00
Child Support			
CSE: Enforcement	10.3537.3300		$ 25,000.00
Travel	10.5373.3110	$ 2,600.00	
Salaries	10.5373.1210	$ 2,129.00	
Soil and Water			
Salaries	10.4961.1210	$ 382.00	
IT			
Salaries	10.4931.1210	$ 921.00	
Software	10.4931.4000	$ 7,900.00	
Vehicle Maintenance	10.4931.3530	$ 1,700.00	
E-911			
Salaries	10.4330.1210	$ 4,531.00	
Parks and Recreation			
Salaries	10.6130.1210	$ 953.00	
Fairgrounds	10.6130.6000	$ 27,200.00	
Inspections			
Zoning Fees	10.3435.4110		$ 11,000.00
Land Use Violation	10.3435.4115	$ 5,000.00	
Salaries	10.4350.1210	$ 1,618.00	
Finance			
Banking Services	10.6000.7510	$ 2,500.00	
Electric	10.4130.3310	$ 7,500.00	

Sheriff's Office Capital Vehicle	10.4310.5110	$	109,000.00		
Cooperative Extension Salaries	10.4950.1210	$	391.00		
Transportation Salaries	10.4522.1210	$	3,963.00		
Maintenance Building Maintenance	10.4261.3510	$	150,000.00		
Sales Tax 1/4 cent sales tax	10.3232.3115			$	45,255.41
Education/Schools 1/4 cent sales tax	10.5911.7200	$	45,255.41		
Contingency	10.7000.0000				

REMOTE PARTICIPATION POLICY FOR MEETINGS OF THE MADISON COUNTY BOARD OF COMMISSIONERS AND COUNTY ADVISORY BOARDS APPOINTED BY THE BOARD OF COMMISSIONERS

A. Upon issuance of a declaration of a state of emergency under N.C.G.S. 166A-19.20, any public body within the emergency area may conduct remote meetings in accordance with N.C.G.S 166A-19.24 and Article 33C of Chapter 143 of the General Statutes throughout the duration of that declaration of emergency.

B. In the absence of a state of emergency pursuant to N.C.G.S. 166A-19.20, members of the Madison County Board of Commissioners (Board) may remotely participate in briefings and official meetings of the Board and meetings of any committees thereof, subject to the following rules and procedures:

I. Remote participation may be used only in limited circumstances. A Commissioner desiring to participate in a meeting remotely must assert one or more of the following four reasons for being physically unable to attend the meeting:
   a. Personal illness or disability;
   b. Family or other emergency, including a state of emergency; or
   c. To participate in other scheduled activities that make it impracticable to attend the Board meeting.

II. Remote participation shall be allowed only during open sessions when a quorum of the Board is physically present at the meeting and the Commissioner participating remotely is not necessary to establish a quorum.

III. Remote participation shall be allowed only during closed sessions when a quorum of the Board is physically present at the meeting, and a secure connection is maintained by the Commissioner participating remotely.

IV. A Commissioner desiring to participate in a meeting remotely must notify the Clerk to the Board of the need for remote participation and request approval by the Chairman of his/her remote participation at least 48 hours prior to the start of the meeting, unless advance notice is impractical. Remote participation may occur only if approved by the Chairman.

V. At the start of the official meeting and prior to participating in deliberations, the Chairman of the Board shall announce which Commissioners are participating remotely. Such Commissioners shall identify themselves by roll call and state the reason they are Participating remotely.

VI. A Commissioner participating remotely shall be allowed to participate in all open session Board briefing discussions, committee meetings, open session official Board meeting discussions, and closed session discussions with the exception of quasi-judicial hearings when there is no state of emergency. A Commissioner participating remotely shall not be allowed to vote under this policy.

VII. A Commissioner participating remotely shall be provided with all documents to be considered during the briefing session, committee meeting, and the official meeting.

VIII. A Commissioner participating remotely shall participate via simultaneous communication and must be fully heard and, seen by other members of the Board and any other individuals in attendance at the official meeting. Use of telephone, internet, or satellite enabled audio or video conferencing, or any other technology that enables the remote participant and all persons present at the meeting location to be clearly audible to one another is necessary. If clear audio is not available, the Chairman may elect to disallow or discontinue the remote participation.

IX. A Commissioner participating remotely shall provide a voice roll call which can be heard and recorded.

C. In the absence of a state of emergency pursuant to N.C.G.S. 166A-19.20, members of Madison County boards, committees, and commissions (collectively "County Advisory Boards") created and appointed by the Board of Commissioners may remotely participate in briefings and official meetings of a County Advisory Board, subject to the following rules and procedures:

I. Remote participation applies to the following County Advisory Boards created and appointed by the Board of Commissioners:

a. Economic Development Advisory Board
b. Library Board of Trustees
c. Parks and Recreation Advisory Board
d. Public Safety Board
e. Transportation Authority Advisory Board
f. Any future County Advisory Board created and appointed by the Board of Commissioners

II. Each County Advisory Board, as included in the adoption of the yearly regular meeting schedule, must vote to determine whether it will meet in-person, in a hybrid fashion, or remotely for the year. In the event that the initial yearly regular meeting schedule of the Advisory Board has already been adopted prior to the enactment of this policy, the Advisory Board shall have the option to amend the yearly regular meeting schedule in accordance with N.C.G.S. for the remainder of that year's regular meeting schedule. If a County Advisory Board votes to meet remotely, all board members and County staff shall participate by simultaneous communication for the year. If the County Advisory Board votes to meet in a hybrid fashion, the meetings will be in-person, with members allowed to participate remotely. Remote meetings shall be simultaneously streamed live online so that simultaneous live audio, and video, if any, of such meeting is available to the public. If the remote meeting is conducted by conference call, the public body may comply with this subdivision by providing the public with an opportunity to dial in or stream the audio live and listen to the remote meeting.

III. Regardless of whether its meetings are remote, hybrid, or in person, each County Advisory Board must comply with statutory open meeting, public hearing, and notice requirements, and if public attendance is required to be offered by law, allow the public to attend in-person meetings or view remote meetings simultaneously.

IV. At the start of the official meeting and prior to participating in the meeting, the Chairman of the County Advisory Board shall announce which board members are participating remotely. All board members participating remotely shall identify themselves for roll call.

V. A board member participating remotely shall be allowed to participate in all meeting

discussions with the exception of quasi-judicial hearings when there is no state of emergency, subject to Section B.III. A Commissioner participating remotely shall be able to vote on matters allowed under this section.

VI. A board member participating remotely shall be provided with all documents to be considered during the briefing session and the official meeting.

VII. A board member participating remotely shall participate via simultaneous communication and must be fully heard and seen by other members of the Board and any other individuals in attendance at the official meeting. Use of telephone, internet, or satellite enabled audio or video conferencing, or any other technology that enables the remote participant and all persons present at the meeting location to be clearly audible to one another is necessary. If clear audio is not available, the Chairman may elect to disallow or discontinue the member's remote participation. The member shall be counted as present for quorum purposes only during the period while simultaneous communication is maintained for that member. Pursuant to the establishment of a quorum, if a majority of member participation is not maintained via simultaneous communication, and a quorum is no longer present, the meeting shall automatically adjourn.

VIII. A board member participating remotely shall provide a voice vote by roll call which can be heard.

IX. The minutes of the remote meeting shall reflect that the meeting was conducted by use of simultaneous communication, which members were participating by simultaneous communication, and when such members joined or left the remote meeting.

D. Notwithstanding anything to the contrary herein, all County Board and County Advisory Board meetings shall be subject to all applicable North Carolina Statutes.

Adopted June 9, 2026.

RESOLUTION ADOPTING A REMOTE PARTICIPATION POLICY FOR MEETINGS OF THE MADISON COUNTY BOARD OF COMMISSIONERS AND COUNTY ADVISORY BOARDS APPOINTED BY THE BOARD OF COMMISSIONERS

WHEREAS pursuant to N.C.G.S. 166A-19.24, which was subsequently enacted and is applicable during the issuance of a declaration of emergency under N.C.G.S. 166A-19.20, members of boards, committees, and commissions appointed by the Board of Commissioners ("County-Appointed Boards") may conduct meetings remotely;

WHEREAS the County of Madison has successfully developed and implemented technology to ensure the identity of remote participants and real-time participation in discussion and voting by remote participants;

WHEREAS the Board of Commissioners successfully participated in remote meetings during the issuance of a previous declaration of a state of emergency under N.C.G.S 166A-19.20, and wishes to adopt such policy to allow for remote meetings to be held outside of a statewide declaration of a state of emergency;

WHEREAS remote participation allows greater and more efficient participation by board members and the public;

WHEREAS, the Madison County Board of Commissioners desires to allow remote participation by County Commissioners and County Advisory Boards appointed by the Board of Commissioners in briefings and meetings, where appropriate and complying with all statutory open meeting, public hearing, quasi-judicial, and notice requirements; and

NOW, THEREFORE, BE IT RESOLVED that the Madison County Board of Commissioners hereby adopts the attached Remote Participation Policy for Meetings of the Madison County Board of Commissioners and County Advisory Boards appointed by the Board of Commissioners, which is incorporated herein by reference.

Adopted this 9th day of June 2026.

Michael Garrison, Chairman

ATTEST:

Mandy Bradley, Clerk