



Triangle J Board of Delegates Meeting Minutes

Wednesday – May 24, 2023.
Hybrid Meeting

Delegates and Alternate Delegates

Attending:

Wilma Laney, Town of Aberdeen
Bob Smith, Town of Angier
Brett Gantt, Town of Apex
Jerry Medlin, Town of Benson
Thomas Beal, Town of Broadway
Jennifer Robinson, Town of Cary
Jason Thompson, Town of Clayton
DeDreana Freeman, City of Durham
Heidi Carter, Durham County
Ken Marshburn, Town of Garner
Kathleen Ferguson, Town of Hillsborough
Timothy Forrest, Town of Holly Springs
Bill Carver, Lee County
Katy Garcia, Town of Micro

Steve Rao, Town of Morrisville (A)
Jeff Morgan, Village of Pinehurst
John Bonitz, Town of Pittsboro (A)
Pamela Baldwin, Town of
Pittsboro Donald Rains, Town of
Princeton Ronnie Currin, Town of
Rolesville Rebecca Salmon, City of
Sanford Byron McAllister, Town
of Selma Bill Haiges, Town of Siler
City Andy Moore, Town of
Smithfield Susan Evans, Wake
County
Chad Sary, Town of Wake Forest
David McGowan, Town of Wilson's Mills
Larry Loucks, Town of Zebulon

Delegates and Alternate Delegates Absent:

Teresa Beaver, Town of Aberdeen (A)
Mark Wilson, Town of Archer Lodge
Mark Jackson, Town of Archer Lodge
Cassandra Stack, Town of Benson (A)
Donald Andrews, Town of Broadway (A)
Ranee Haven O'Donnell, Town of Carrboro
Don Bonillo, Town of Carthage
Lori Bush, Town of Cary (A)
Michael Parker, Town of Chapel Hill (A)
Mike Dasher, Chatham County
Nida Allam, Durham County (A)
Javiera Caballero, City of Durham (A)
Larry Smith, Town of Fuquay Varina
Matt Hughes, Town of Hillsborough (A)
Aaron Wolff, Town of Holly Springs
Jessica Day, Town of Knightdale
Latatious Morris, Town of Knightdale (A)
Butch Lawter, Johnston County
Frank Quis, Moore County
Satish Garimella, Town of Morrisville
Sally Greene, Orange County
Jeff Holt, Town of Pine Level
Jane Hogeman, Village of Pinehurst Amy
West Whitley, Town of Selma (A) Lewis
Fadely, Town of Siler City (A) John
Dunn, Town of Smithfield (A) Carol
Haney, Village of Southern Pines Bill
Pate, Village of Southern Pines (A) Jane
Harrison, City of Raleigh
Nikki Bradshaw, Town of Robbins
Michelle Medley, Town of Rolesville (A) Al
Mosley, Town of Vass

Shinica Thomas, Wake County (A)
Vivian Jones, Town of Wake Forest (A)
Deans Eatman, Town of Wendell
Joe DeLoach, Town of Wendell
Linda Vandercook, Village of Whispering Pines
Philip Wright, Town of Wilson's Mills

TJCOG Staff Attending:

Lee Worsley, Executive Director
Jenny Halsey, Assistant Exec.
Director
Alana Keegan, Member Engagement Mgr.
Lindsay Whitson, Community & Econ. Dev.
Director
Mary Warren, Area Agency on Aging Director
Jenisha Henneghan, Area Agency on Aging
Assistant Director
Jacqlyn Holeman, Aging Program Associate
Beth Davis, Communications Coordinator

Others Attending:

Kimberly Moffett, Interim Board Clerk
Monique Holsey-Hyman, City of Durham

1. CALL TO ORDER

- a. Call to Order and Welcome
Official: DeDreana Freeman
- b. Roll Call
- c. Declaration of Quorum
Official: DeDreana Freeman

Chair Freeman called the meeting to order at 6:08 p.m. Ms. Keegan completed Roll Call and it was determined there was a quorum present at the meeting.

2. REVIEW OF AGENDA

- a. Review of Agenda
Official: DeDreana Freeman

It was requested that a correction be made to the April 2023 minutes to indicate that Pamela Baldwin was in attendance. She was incorrectly added to the list of those members who were not in attendance.

It was stated that the nomination slate item would be removed from the agenda this evening and would be presented at a later date.

ACTION: Approval on Consent Agenda

3. PRESENTATIONS AND RECOGNITIONS

- a. New Employee Introductions
Presenter: Jenny Halsey, Assistant Executive Director

Ms. Halsey turned the floor over to Ms. Mary Warren who introduced Jacquelyn Holeman. Ms. Holeman is an Aging Program Associate who has been with the COG since November 2022. Ms. Holeman stated how happy she was to be part of the COG. She shared that she previously worked at a DaVita Dialysis, as Community Liaison with WellCare Health Care and worked as a Forms Designer with Fairfax Imaging. She stated in her off time she loves to spend time with her puppy. Ms. Halsey said it was great to have her on the team.

- b. RTI Update on Workforce Survey
Presenter: Alana Keegan, Member Engagement Manager & Michael Hogan, RTI

Ms. Keegan stated that in 2022, the COG had partnered with RTI to for a workforce survey regarding challenges. Ms. Keegan introduced both Michael Hogan and Pearl Sullivan from RTI. Mr. Hogan shared the results of the RTI Survey. Additionally, he provided background information about RTI. He shared details about the survey and stated that a 2018 survey indicated burnout, stress, low wages and more with reference to governmental employees. He further stated that currently 23% of NC jobs are vacant as compared to pre-pandemic rates which were at 12%. He further stated that the turnover rate for governmental employment is 17%.

It was stated that the survey was sent to a total of 364 individual contacts across the region. The total number of responses received was 118, a 32% response rate, which is a high return rate. Further, it was added that participation was completely voluntary, and the represented data was strictly a point in time.

A detailed report was provided that shared details about how the workforce has changed in the last two years. In the response/data were reasons for leaving with wage as the highest reason. Also shared were benefits that employees would like to see versus what is currently being offered. The biggest takeaway is that wages are a big driving factor for recruitment and retention of employees. A current concern was the expectation to work beyond normal hours and additional responsibilities being seen as a final straw for making the decision to leave. Other concerns included staff not feeling valued.

Public Safety faces struggles with its' own unique challenges. It was stated that competition is fierce, and it is exceedingly difficult to compare and or compete with the private sector. Currently some public safety areas are operating at a staffing level of only 70%, adding further pressure to those already working in an incredibly stressful and dangerous environment.

Mr. Hogan thanked everyone and stated there is additional information available on the COG website.

Board Member Marshburn asked if the survey had been completed pre-covid. Mr. Hogan stated a survey was not done pre-covid. He stated lengthy discussion took place about the timing of the survey and what the results may have been if survey was completed pre-covid. He further added that while much had changed, it was more difficult for everyone over the last two years.

Board Member Carver questioned a possible disconnect regarding professional development and training, to which Ms. Keegan stated that HR Directors are having conversations about career ladders. Board Member Carver asked about any feedback on higher management and professional development. Mr. Hogan stated it was offered but there was no percentage available on how many were taking advantage of it.

Board Member Gantt questioned the issue regarding respect concerns. Mr. Hogan stated additional information was available on the website and added the concern regarding respect was different within various departments. He stated that the public had the worst perception of Planning Departments.

Board Member Rains asked about those working from home and if there were any numbers related to depression and feeling isolated. Mr. Hogan stated it was difficult to ask those questions due to HIPAA.

Board Member Robinson stated the information gathered was very appreciated. She stated some of the concerns raised were difficult to tackle, including pay. She stated

other concerns were easily addressed to include lack of respect from elected officials. She suggested it might be helpful to share best practices with newly elected officials. She also shared how important it was to ensure that elected officials defend staff.

Board Member Ferguson stated the League had recently shared a similar presentation and she would love to compare all information provided in both. Overtime was also discussed, and what it means in the public vs. private sector.

Ms. Keegan stated she believed the survey prepared by the League was done in conjunction with the SOG and believed it was more of a broad survey.

Board Member Carter stated she was surprised that childcare concern had such a low percentage attached to it. Mr. Hogan stated he was also surprised by the low number and further stated a large private sector survey was completed last year and the number in that survey was 60%.

Ms. Keegan added that currently wages are the highest priority focused on with most HR professionals.

Board Member Marshburn asked if there are negotiations taking place with current employees when they indicate they may be leaving. Ms. Keegan stated that does occur and is common.

Ms. Keegan identified the four focus areas; employee well-being and reduced burnout, improved equity and pay resources, better data on trends & workforce needs, and coordinated & improved pipeline. She shared information about the market moving faster than pay & classification studies.

c. Celebrating Older American's Act

Presenter: Mary Warren, Area Agency on Aging Director

Ms. Warren spoke about Older American's Act Month, which is in May of each year and stated the 2023 theme is "Aging Unbound" . . . Celebrating Diversity and Combating Stereotypes.

Ms. Warren shared suggestions for thinking about activity unbound. Suggestions include Senior Games that are coordinated by the State as well as Local Parks & Recreation Departments. She also spoke about the importance of engaging local artists, musicians/entertainers, and large personalities.

Also discussed were services offered to include supplemental food, home delivered meals, and the building of ramps for homes. She also shared the vital importance of creating joy in many ways to include celebrations, dressing up and simply having fun.

Ms. Freeman read the 2023 Proclamation for Older American's Act. This item will be placed on the Consent Agenda

d. Staffing Announcement – Area Agency on Aging

Presenter: Lee Worsley, Executive Director

Mr. Worsley shared information about staffing changes. He stated that with mixed emotions Mary Warren has announced her retirement will take place at the end of July. Mr. Worsley stated it has been a pleasure working with Mary and she was his first director appointment. He stated she was a natural choice and exceeded every expectation. She is extremely knowledgeable and does a fabulous job with a great staff.

Board Members acknowledged and offered their thanks and appreciation to Ms. Warren, and she received a round of applause.

Board Member Rains noted how phenomenal the services that were offered during COVID. Ms. Warren stated she appreciated the kind words and stated everything was able to happen because of the great staff surrounding her.

Mr. Worsley announced that Ellison Jones has also announced his retirement after 22 years. His retirement will also be at the end of July. Mr. Worsley stated that Ellison is a joy to work with, he is always positive, always shares such cool adventures and stories, always encouraging others, always willing to challenge the status quo, and cares deeply about the folks who are caring for others. He is a great supporter to those who support others.

Mr. Jones offered his thanks and stated he has collaborated with a great team.

Mr. Worsley spoke about the upcoming vacancy that will be created with Mary's retirement/departure. He stated he was excited that Jenisha Heneghan will become the new Director. She currently serves as the assistant director, and this was an extremely easy decision. He stated that Jenisha is very capable, and added that an official announcement would be sent out tomorrow morning.

Ms. Henneghan stated she was honored to be working with such a talented team and outstanding mentors. She stated she was very thankful for the opportunity.

4. BUSINESS

a. Interlocal Agreement between City of Durham & TJCOG – Transition Lead Planning Responsibilities from City of Durham to TJCOG

Presenter: Lee Worsley, Executive Director

Mr. Worsley shared information about the agreement and was excited to welcome eleven staff members who are currently with the City of Durham. He stated employee benefits have already been worked on and the new employees have been included in staff meetings. This agreement will formalize the transition between Triangle J COG and City of Durham.

b. Branding & Charter Update

Presenter: Alana Keegan, Member Engagement Manager

Ms. Keegan shared updates on the progress. She stated to date a total of eighteen out of thirty-two charter adoptions have been received. She further stated that thirty-two members have indicated the charter adoption was on an upcoming agenda. She stated she would continue to keep everyone updated.

- c. ~~Nominating Committee Report~~
~~Presenter: DeDreana Freeman~~

This item was removed from the agenda.

- d. Recognition Honoring the Life of David Seiberling, Town of Cameron
Presenter: Lee Worsley, Executive Director

Ms. Worsley provided background on the passing of Mr. Seiberling. Ms. Freeman read the Proclamation.

- e. Resolution Adopting 2023-2024 Budget
Presenter: Lee Worsley, Executive Director

Mr. Worsley shared details about the Resolution that would adopt the 2023-2024 budget. He provided background of timeline regarding the budget preparation. He stated member dues would be increased and further added they have not been increased in over 20 years. He stated there was an increase in the population size cap category from 150,000 to 200,000. There is an addition of some new positions that are primarily positions from the City of Durham as well as some administrative and finance positions to assist with increased staff size. He also added that area agency numbers are never settled by this time so budget amendments would be brought forward shortly. He stated a balanced budget was presented and he offered thanks to Hope Tally, Chief Finance Officer. He stated Ms. Tally has been with the COG for approximately one year and is doing an excellent job.

There were no questions regarding the proposed budget and the budget resolution will be placed on the Consent Agenda for adoption.

5. CONSENT

Items on the Consent Agenda are considered routine and will be enacted by a single motion unless a member of the Board of Delegates requests an item be removed. Any item that is removed from the Consent Agenda will be considered individually after the Consent Agenda.

- a. Approval of Agenda as Presented
- b. DRAFT Minutes with addition of
 - April 20, 2023
- c. Resolution Adopting 2023-2024 Budget

- d. Interlocal Agreement –City of Durham & TJCOG
- e. Resolution -Transition Lead Planning Agency Responsibilities to TJCOG
- f. ~~Nominating Committee Assignments~~
- g. Proclamation Honoring Older Americans Month
- h. Recognition of Life of David Seiberling, Town of Cameron

ACTION: Adoption of Consent Agenda with Amendments as Noted

Motion: Board Member Marshburn
Second: Board Member Ferguson
Vote: Unanimous

Ms. Keegan completed Roll Call for vote.

6. ITEMS REMOVED FROM CONSENT AGENDA

7. PUBLIC HEARINGS

8. EXECUTIVE DIRECTOR'S REPORT

- a. Executive Director's Report
Presenter: Lee Worsley

Mr. Worsley stated he wanted to ensure that Ms. Katy Garcia from Micro is with us this evening. He introduced her to the board and welcomed her aboard. She stated she was excited to be a part of the board.

Mr. Worsley offered an update on building renovations. He thanked Apex for hosting tonight's board meeting as well as hosting it for the next several months. It was stated that staff have now moved into temporary space and the old suite is completely gutted. All required permits have been obtained and construction will begin at the end of this week/beginning of next week. We are currently looking at August 1 for construction completion and being fully settled into new office space by September 1. A celebration will be held when the new space is completed.

Mr. Worsley offered his thanks to Kimberly Moffett for her assistance with Triangle J, the towns of Micro, and Kenly. He stated that Beth Davis will be appointed as the new Board Clerk, and she will assume those responsibilities in the next few months.

Board Member Smith of Angier offered thanks to Mr. Worsley and his team for assisting with the hiring of the new town manager.

9. CHAIR'S REPORT

- a. Chair's Report
Official: DeDreana Freeman

Ms. Freeman offered her welcome to Micro Board Member Katy Garcia. Ms. Garcia thanked everyone for the welcome. Ms. Freeman thanked staff for the amazing work they do and reminded everyone it is so important not to get burnt out.

10. AROUND THE REGION

- a. Around the Region Reports/Updates

Ms. Freeman invited everyone to Durham for the June 3 festival.

Board Member Rains of Princeton offered thanks to Mr. Worsley on behalf of Johnston County and the ongoing discussion of the Water Sewer Authority. He stated that to date they have held two great meetings, and everyone has been excited.

Board Member McAllister of Selma also offered his thanks and stated the next meeting is in June. He also offered his thanks for everything being done in both Micro and Princeton.

Board Member Carver of Lee County appreciated all the work being done regarding advocacy and reducing the number of LME COM's and making it more centralized.

Board Member Rao stated Morrisville is in the process of building a new high school, a pickle ball court recently opened in one of their parks. He also stated their IT team recently won a national award.

Board Member Ferguson of Hillsborough shared information about an art festival that will be happening in July. Also stated she attended Legislative Day for COG Forum and had the opportunity to meet with leadership and local delegations on COG priorities. She stated the day was well attended.

Board Member Laney of Aberdeen stated she attended a Tri-Cities meeting yesterday and that COG staff attended and did an outstanding job.

11. OTHER BUSINESS

- a. Other Business
Official: DeDreana Freeman

12. ADJOURNMENT


a. Adjourn the Meeting

With there being nothing further, the meeting was adjourned at 7:49 p.m.

ACTION: Motion to Adjourn

Motion: Board Member Robinson
Second: Board Member Thompson
Vote: Unanimous

Duly adopted this the 23rd day of August, 2023 while in regular session.



Butch Lawter
Board Chair

ATTEST:



Lee Worsley
Executive Director
Triangle J COG