

May 4, 2009

The Board of Commissioners of Franklin County, North Carolina, met for its Regular Meeting at 7:00 P.M. in the Commissioner's Meeting Room located in the County Administration Building with the following Commissioners present: Chairman Robert L. Swanson, Vice-Chairman Penny McGhee-Young, Bob Winters, Sidney E. Dunston, Donald C. Lancaster, Harry L. Foy, Jr. Commissioner E. Shane Mitchell arrived at 7:47 P.M.

Chairman Swanson called the meeting to order and presented a gift to Kristen King, Clerk to the Board, in honor of County Clerks Week.

Chairman Swanson then stated Item 1-A would not be considered tonight, but discussed at a later date.

Commissioner Dunston then made the motion to approve the remainder of the consent agenda, seconded by Commissioner Winters. The motion duly carried with all present voting "AYE." The items approved are as follows:

1. CONSENT AGENDA

- ~~A. Payment in lieu of Recreation Fund~~
- B. TDA request to fund a \$1,500 grant for the Lake Donna Party
- C. County Government Week 2009 Resolution
- D. County Clerks Week 2009 Proclamation

2. COMMENTS FROM THE PUBLIC

This was the time set aside by the Board of Commissioners to allow individuals five minutes to address the Board on issues concerning the county.

Sheila Hanna, 2905 NC Highway 39 North, Louisburg, NC

- Mrs. Hanna requested a town hall meeting and stated more feedback from the community is needed.

3. SECURITY OF SENSITIVE AND CONFIDENTIAL INFORMATION AND BREACH RESPONSE PLAN (RED FLAG POLICY)

In accordance with the Federal Trade Commission's Fair and Accurate Credit Transactions Act of 2003, the Identity Protection Act of 2005, North Carolina General Statutes (N.C.G.S.) 75-60 of the Identity Theft Protection Act. N.C.G.S. 14-113.20 Identity Theft, and N.C.G.S. 132-1.10 of the Public Records Act (together, the "Act"), the County is required to safeguard certain information of customers, vendors, employees, and other individuals who provide information to the County that is covered by the Act. The purpose of the policy is to communicate to employees and third parties their responsibility for protecting sensitive and confidential information pursuant to the Act and a response plan in the event that there is a breach of information subject to the Act.

Coy Floyd, Information Technology Director, gave an overview of the plan utilizing the following PowerPoint presentation.

RED FLAG RULES

WHO MUST COMPLY WITH THE RED FLAGS RULES?

The Red Flags Rules apply to "financial institutions" and "creditors" with "covered accounts."

Transaction Account

- ▣ A transaction account is a deposit or other account from which the owner makes payments or transfers. Transaction accounts include checking accounts, negotiable order of withdrawal accounts, savings deposits subject to automatic transfers, and share draft accounts.

Creditor

- ▣ A creditor is any entity that regularly extends, renews, or continues credit; any entity that regularly arranges for the extension, renewal, or continuation of credit; or any assignee of an original creditor who is involved in the decision to extend, renew, or continue credit. Accepting credit cards as a form of payment does not in and of itself make an entity a creditor. Creditors include finance companies, automobile dealers, mortgage brokers, utility companies, and telecommunications companies. Where non-profit and government entities defer payment for goods or services, they, too, are to be considered creditors. Most creditors, except for those regulated by the Federal bank regulatory agencies and the NCUA, come under the jurisdiction of the FTC.

Covered Account

- ▣ A covered account is an account used mostly for personal, family, or household purposes, and that involves multiple payments or transactions. **Covered accounts** include credit card accounts, mortgage loans, automobile loans, margin accounts, cell phone accounts, utility accounts, checking accounts, and savings accounts. A covered account is also an account for which there is a foreseeable risk of identity theft – for example, small business or sole proprietorship accounts

Complying with the Red Flags Rules

- ▣ alerts, notifications, or warnings from a consumer reporting agency;
- ▣ suspicious documents;
- ▣ suspicious personally identifying information, such as a suspicious address;
- ▣ unusual use of – or suspicious activity relating to – a covered account;
- ▣ and notices from customers, victims of identity theft, law enforcement authorities, or other businesses about possible identity theft in connection with covered accounts

Commissioner Dunston then made a motion to approve the Red Flag Policy, seconded by Commissioner Swanson. The motion duly carried with all present voting "AYE."

4. WELLNESS PROGRAM UPDATE

Kelly Faulkner, Human Resources Manager, updated the Board on wellness activities that have occurred since the inception of the program in 2007. She provided the following PowerPoint presentation.

W.O.W.

Working on Wellness
Board of County Commissioners Update
May 2009



FYI

Why implement a health promotion program?

Because sickness is expensive!!

Worksite wellness is the simple answer to the double digit healthcare increases that organizations have been incurring over the past few years.

Why a healthy workplace?

Many employees understand that employers can no longer absorb the financial burden of full coverage and are passing the increases to employees. Workplace wellness provides employees with the tools they need to assist with conquering cost.

It also:

- Reduces missed days due to sickness/depression
 - Fully engaged at work (presenteeism)
 - Increased productivity
 - Less turnover

- A well designed wellness program can help low-risk employees to maintain their health status and help high risk employees to improve their risk status.

- The Wellness Councils Of America report that for every \$1 spent on wellness, a organization saves as much as \$3.

What is Wellness?

Wellness Defined-

"An intentional choice of lifestyle characterized by personal responsibility, moderation, and maximum personal enhancement of physical, mental, emotional and spiritual health."

What is a Worksite Wellness Program?

- An organized program in the worksite that is intended to assist employees and their family members (and/or retirees) in making voluntary behavior changes which reduce their health and injury risks, improve their health consumer skills and enhance their individual productivity and well-being.

Wellness Program Overview

- Program created because of request from staff for a wellness program made during a Employee Satisfaction Survey in the fall of 2006.
- Also given the rising cost of health care our provider recommended the creation of a program.
- In May 2007 first wellness meeting held with BCBS and staff.
- The wellness committee consist of 13 members (line staff and department heads) from various departments.

Program Overview Con't.

- In the fall of 2007 the wellness committee began meeting biweekly.
- In December 2007, the BOCC was very generous in supporting the program by authorizing seed money to establish the program.
- Utilize in-house resources as often as possible because of limited funding currently (i.e. Parks & Recreation, Health Department, EMS, etc).

Program Overview Con't.

- To help guide the committee in developing the components of the program, we have conducted two different surveys with staff to gauge individual needs and interest level in various programs.

Funding

- In addition to the budgeted funds the committee continues to seek out grant opportunities to assist with program funding.
- Also working on fund raising ideas and opportunities.
- Previously applied for two grant sources a potential funding streams.

Incentives

Why are Incentives for Wellness even Needed?


- Because new wellness behaviors require a purpose for the change.
- Because wellness requires effort to accomplish.
- Because wellness requires a measure of "deferred gratification".
- Because wellness has to compete with every other life demand.

Incentives Con't.

- The committee continually seeks incentives to use with the wellness program. We will continue to work hard to implement "Carrots" (positive) versus "Sticks" (negative) incentives.
- We do currently have a few saved incentives for use in the next few months. Note: Quite a few of these were donated to the program.

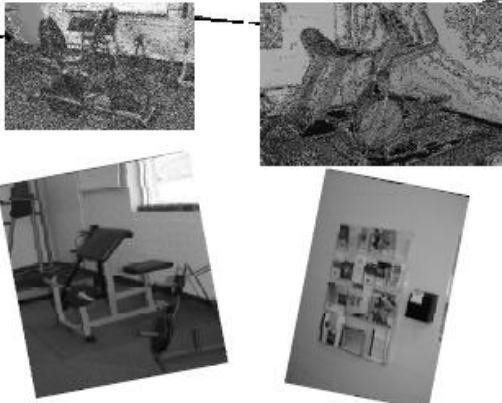
Wellness Facility

- From the seed money we established a wellness facility at the Human Services Building. The facility was opened for use on January 16, 2008. A total of 114 staff attended the event.




Wellness Facility Con't.

- Facility equipped with a variety of equipment such as treadmills, elliptical machine, recumbent bikes, and various weight machines/equipment.
- To date (January 08 - March 09) the wellness room is utilized on average 205 times per month.



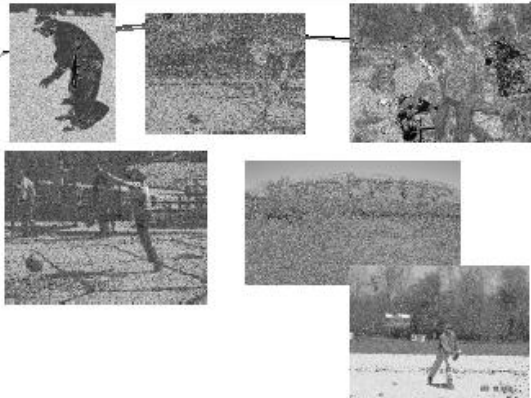
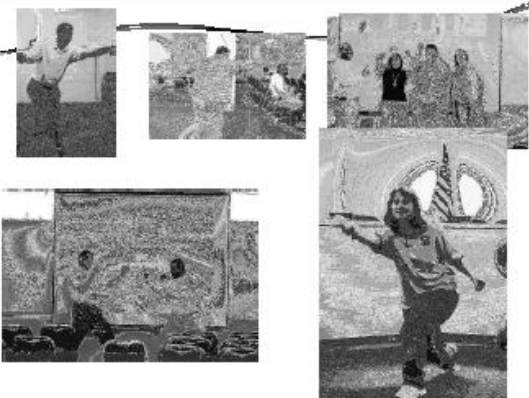
Wellness Facility Con't.

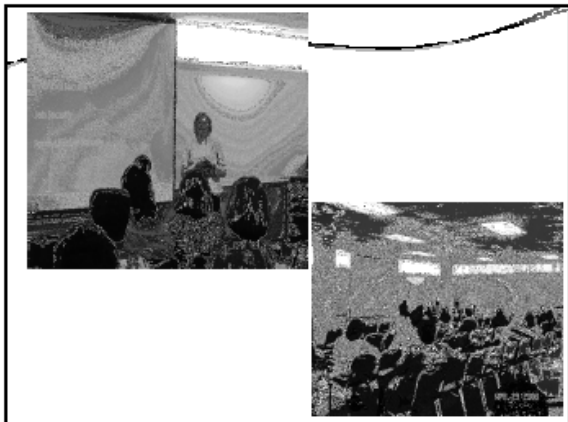
- Open House was held in celebration of the one year anniversary of the facility on February 18th, 2009. A total of 60 employees came to the celebration.




Programs

- Several programs have been offered based on survey results.
- Programs include both physical activity (County Fun Day) such as Yoga, Kickball, Softball, Wii Fun Friday, and Walking Groups.
- As well have hosted educational seminars such as Healthy Eating, Financial Wellness and Coping with Stress.
- Additional programs are offered through BCBS and our EAP provider, Innovative Therapy, that can be utilized outside of working hours.



Health Fair

- First Health Fair was held May 30th, 2008 at VGCC. The event included informational booths about services, free screenings (BP and cholesterol), and chair massages provided by BCBS.
- Around 130 staff came out to the event.
- This years fair is slated for June 19th from 8:30 a.m. – 2:30 p.m. at Terrell Lane Middle School Gymnasium.



Wellness Website

- Website to spotlight the wellness program and its activities was launched this month. (Thanks Kristen!)
- <http://franklincountyworkingonwellness.shutterfly.com/>

Health Risk Assessments

- Health Risk Assessments (HRA) is a confidential questionnaire that measures health risks by asking about the various aspects of a persons health and lifestyle. The health assessment takes about 20 minutes to complete, and then results are received in a personalized health report. Participants discover if they are at a healthy weight, if their cholesterol is normal, if they have a healthy diet, if they exercise enough, are overly stressed, sleeping enough or if they may be at risk for a chronic disease.

Health Risk Assessment Con't.

- Conducted first Health Risk Assessments with staff from February 13th – March 16th. A total of 113 employees participated in the HRA which is about 24% of eligible employees.

And the results are.....

- **Overall Health Risk Assessment Score (HRAS):** is 74.6.
Average Score:(Benchmark) 78.2

(Average is derived from our population's HRAS over time and versus benchmark figures, which are derived from book-of-business averages. The HRAS ranges from 0 to 100, with higher scores correlated to a relatively healthy population.)

Health Risk Assessment Con't.

- **Number of Risk Factors Identified in the HRA:**

Participants	Benchmark
Low (0-2) 58.4%	74.7%
Medium (3-4) 33.6%	20.1%
High (5+) 8.0%	5.2%

- Health care utilization, absenteeism, and presenteeism increase as the number of risk factors increases. On average, compared with their colleagues without risk factors, individuals with 3 or more risk factors will consume 4 times the health care spending, miss 2 more days of work, and have 3 additional visits to a physician in the next 12 months.

Health Risk Assessment Con't.

- **Cost Implications:** Based on the health risk factors present in our population, the following summarizes the impact of health risks on health care-related costs.

Cost Category Total Estimated Costs:

Excess Modifiable Health Care Costs	\$82,457
Overall Expected Medical Costs	\$501,360
Time Away From Work Costs	\$90,039
Presenteeism Costs	\$775,543

Health Risk Assessment Con't.

Intervention Opportunity Index: The Intervention Opportunity Index (IOI) is an index of the most financially valuable intervention targets. Based upon the IOI, the following table summarizes the top three intervention targets for our population.

- **IOI**
Stress
Depression
Weight
- To encourage participation employees received 2 hours of vacation for completion of the HRA.

Other Items

- Flu Shots were offered in October 2008 in partnership with our Health Department . A total of 136 individuals participated.

A Success Story



Mike Howell - Tax

"I have dropped from 170 to 157. I feel better and am more active now than I have been in years. The biggest factor was being able to exercise no matter what the weather and taking the proper sized portion sizes and eating smart to limit. I feel I am still not where I want. I just learned to be reasonable about how much and not eat until I feel sleep or full. That really helps productivity in the afternoon at work also."

In closing – A Case for Wellness

Wellness Programs Increase Productivity
 Healthier employees are more productive. Presenteeism, employees who are physically present but ineffective, is reduced in workplaces that have wellness programs.

Other benefits include:

- Wellness programs improve employee morale and enhance the working environment.
- Organizational image improves and serves as attractive benefit for prospective employees.
- A company that cares about the health of employees is often seen as a better place to work. Such companies save money by retaining workers and they have a competitive edge in recruiting new employees.

There are Overwhelming Statistics for Substantial ROI

What is the return on your investments for preventive care through wellness programs employees? These are some of the statistics:

- An employee that has Type 2 Diabetes statistically spends an average of \$14,000 per year in health care costs. Type 2 Diabetes can be reversible through proper diet and exercise. —American Diabetes Association
- JP Morgan established that productivity loss due to presenteeism has been established as high as 60% of the total cost of workers illness claims.
- A Harvard study claims that an employee that is operating at maximum health potential has an improvement of 2.6 hours per week in work functioning.
- A sedentary employee costs a company approximately \$1,900 per year. —Workforce Management Magazine

Stay Tuned

- The committee will continue to work hard on the program for the employees of Franklin County.
- Program needs continual support.
- Future activities to be planned (i.e. Tobacco Cessation, County Fun Days, Seminars, Weight Loss Competition, etc.)

Thank You

- The committee would like to thank the Board of County Commissioners and the County Manager for their support of the Wellness Program.
- I personally want to thank the committee for their hard work and dedication. Without them this would not be possible!

No action was needed.

5. GREEN COMMITTEE UPDATE

Cedric Jones, Cooperative Extension Director, provided a report on the progress of the Green Committee.

Mr. Jones commented the committee’s focus is to determine ways that County Government can become more “green.”

Commissioner Winters questioned Mr. Jones about one of the projects of the Green Committee. He wanted to know if the County is applying for grants to finish the cistern system at the Animal Shelter. Mr. Jones stated the grant funds are approximately 12 to 18 months away. He stated the project was two-phase.

6. BOARD, MANAGER AND CLERK’S COMMENTS

County Clerk Kristen G. King: Mrs. King thanked the Board and fellow county employees for their support during the recent death of her father.

Commissioner Lancaster: No report.

Commissioner Mitchell: No report.

Commissioner Dunston: No report.

Commissioner Foy: No report.

Commissioner Winters: Commissioner Winters stated he participated in a tour held earlier in the day regarding economic development in the county.

Commissioner Young: Commissioner Young also participated in the tour and stated that she enjoyed it.

Commissioner Swanson: No report.

County Manager Angela L. Harris: Mrs. Harris mentioned the following items:

- County Assembly Day
- Four individuals have been selected for interviews for the position of Health Director
- High Flight Community Day
- Franklin County Farm Fresh Tour
- A Southeast High Speed Rail concept meeting will be held May 21, 2009 at the Youngsville Community House to talk about the concept of trails.
- Mrs. Harris asked Randy Likens, Emergency Services Director, to give an update on the H1N1 flu. Mr. Likens said at present there is one confirmed case in North Carolina. He said the County has received a portion of the vaccine. He stressed the importance of taking preventive precautions such as frequent hand washing and keeping a distance of six feet from individuals who are ill. He also suggested that infected individuals stay home and avoid contact with others. He also asked that people keep the H1N1 outbreak in perspective. He said each year 36,000 people die every year from flu complications. He said the county is preparing in the event the flu should hit the county hard.
- Mrs. Harris mentioned the need to reschedule the Jail Expansion meeting that was originally set for May 1, 2009. The meeting will now be held on May 18, 2009 at 5:00 P.M.
- After input from the Board, Mrs. Harris set the first budget work session for Tuesday, May 12, 2009 at 2:00 P.M.

7. CLOSED SESSION

The Board was asked to consider going into Closed Session pursuant to NCGS 143-318.11 (a)(3) to consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body, which privilege is hereby acknowledged.

Commissioner Dunston made the motion to enter into closed session, seconded by Commissioner Swanson. The motion carried 6 to 1, with Commissioner Foy voting "NO."

Following the closed session, it was announced that no action was taken.

Mrs. King then asked the Board to be reminded of the State of the Region breakfast scheduled for May 21, 2009 at the Sheraton Imperial RTP.

Christy Shearin, Communications Director, then provided a brief update on legislation regarding the E911 fund. Mrs. Shearin stated she spent many hours working to move the legislation forward but said there is still much work to be done. In passing the bill, she said the County is up against the North Carolina 911 Board and the North Carolina Chapter of the NENA (National Emergency Number Association). She asked that the Board assist in any way possible.

Commissioner Young asked Mrs. Shearin to keep the Board informed of when the bill would be heard at the General Assembly.

At 8:21 P.M., Commissioner Swanson then recessed the meeting until May 12, 2009 at 2:00 P.M.

Robert L. Swanson, Chairman

Kristen G. King, Clerk to the Board