

FRIDAY, OCTOBER 10, 2008

The Pender County Board of Commissioners met in regular session on Friday, October 10, 2008 at the Pender County Public Assembly Room, 805 South Walker Street, Burgaw, North Carolina. This meeting was held in lieu of the regularly scheduled October 6th meeting.

MEMBERS PRESENT: Chairman David Williams, presiding; Vice Chairman Jimmy Tate and Commissioners Norwood Blanchard, George Brown and F.D. Rivenbark.

MEMBERS ABSENT: None.

OTHERS PRESENT: Rick Benton, County Manager and Clerk to the Board; Paul Parker, Assistant County Manager; Glenda Pridgen, Deputy Clerk to the Board; other staff and members of the Press and public.

CALL TO ORDER

Chairman Williams called the meeting to order at 9:00 a.m. and welcomed all to the meeting.

INVOCATION

Commissioner Tate offered the Invocation.

PLEDGE OF ALLEGIANCE

Commissioner Blanchard led the Pledge of Allegiance.

PUBLIC HEARING

1. Public Hearing & Resolution Authorizing FY 08-09 Rural Operating Assistance Program Grant Application: \$172,993.

Ms. Judy Cromer of Pender Adult Services said this was actually done six weeks ago but the State had a problem with it because it was advertised for thirteen days and they said it should have been advertised for fourteen days. The public hearing opened and closed at 9:05 a.m. Mr. Tate made a motion to approve the resolution, Mr. Blanchard seconded the motion and it was unanimously approved.

PUBLIC INFORMATION

2. Update on Military Growth Task Force (MGTF): Jay Bender, Deputy Director.

Mr. Williams noted Pender County will host the MGTF meeting in February at the new Surf City Visitor's Center. Mr. Bender thanked the Board for participating in the regional effort and thanked them for their financial assistance. Mr. Bender said the Task Force consists of seven counties – Carteret, Craven, Duplin, Jones, Onslow, Pamlico and Pender – and the main office is based out of Jacksonville. Highlights of his update included: in 2007, the Marine Corps unveiled a five-year plan to increase the nation's total number of active-duty marines to 202,000 by the year 2011; Camp Lejeune, New River and Cherry Point Marine Corps Bases in North Carolina will be impacted by this growth; there will be an additional 25,000 marines to the area, with 11,447 and 9,501 of their dependents that have already arrived; there is the potential for an additional 50,000 to 70,000 people moving to the area, including the marines' dependents; the purpose of the MGTF is to facilitate regional unity of community planning efforts; the MGTF is a special committee of North Carolina's Eastern Region comprised of 27 members consisting of community leaders from the seven counties impacted by the growth, military personnel, and 2 ex-officio members from Wayne County, home of Seymour Johnson AFB; the MGTF objectives are to prepare the communities for growth and transformation and improve the quality of life for the military and the impacted communities, as well as promote North Carolina as a military friendly state; the MGTF received a federal grant from the Department of Defense in the amount of \$1.559 million to conduct a comprehensive impact study and plan for the growth; the MGTF consists of ten working groups which have already begun to identify growth issues and viable solutions to those issues, and they should have the results of the first report by the end of October; a report on a list of priorities and what it will cost should be complete by the end of June, 2009; and this effort is not about Democratic or Republican partisanship, rather it

is one group working together to develop a comprehensive regional growth plan. Mr. Blanchard asked if each marine will bring 3 to 3.5 people to the area and Mr. Bender said it's hard to say because a lot of them are young, single marines. Mr. Blanchard asked if it may be closer to 2 and Mr. Bender responded "possibly." Mr. Rivenbark said that with respect to "Housing" on the working group list, he had been approached by developers concerning this. Mr. Bender said they don't have a firm handle on this yet but there will be some housing outside the gates and their developers will follow guidelines by standard developers that build subdivisions. Mr. Brown said he is proud of the Marines, that he hopes the working committees remember Pender County and said this report has really helped him to better understand the concept. Mr. Williams said committees can't just hand out money - they will have to get grants. He then asked how the MGTF Committee would decide who gets what. Mr. Bender said each county will give the committee their "laundry list" of what they need and they will look at each situation individually. He said that by this being a regional effort, they can secure more funding. Mr. Williams said it is a challenge to explain to folks where we are and where we are going. Mr. Tate said that with respect to "Education" on the list, Cape Fear Community College is building a new campus in Surf City and he would like to see the committee work with them. Mr. Bender said there are Pender County members on each committee. Mr. Bender said they are working with Coastal Carolina Community College and staff was instructed to see if someone from Cape Fear is on the committee, and if not, to see about getting someone appointed. Mr. Williams thanked Mr. Bender for coming down.

CONSENT AGENDA

Chairman Williams presented the six items on the Consent Agenda and asked for any questions or discussion. Mr. Blanchard asked about Item Number 7 and said he's "not a fan" of how the sticker program was handled the last time. Administrative Assistant Melinda Knoerzer explained that the County implemented the annual sticker program in 2008 to better control access and use of the County's Convenience Centers; that after the old stickers expired and the new ones became a requirement, the Tax Assessor's Office estimated that they discovered 1,700 new solid waste fees, generating approximately \$170,000 in additional income for the Solid Waste Program; that the 2008 stickers will expire on December 31, 2008 and new ones must be provided; and that there will be a full presentation made on solid waste at the Board Retreat. With respect to Item Number 8, Mr. Blanchard asked why we are hiring people for the Transfer Station when we have a \$30 million contract and are paying \$300 to \$350 a month to haul tires. Ms. Knoerzer explained that the employees at the Transfer Station are county employees because they are responsible for taking in revenue and that we collect tires at all sites, but county employees transport them to centralized locations where they are disposed of by contract with Central Carolina Tires. There being no further comments or questions, Mr. Rivenbark made a motion to approve the Consent Agenda as presented, Mr. Blanchard seconded the motion and the Board voted unanimously to approve the Consent Agenda as follows:

3. Approval of Minutes for the Regular & Closed Session Meeting of September 15, 2008.
4. Resolution Approving the Releases and Refunds to the Individuals Listed Herein.
5. Resolution Authorizing the Execution of a Contract with Thompson, Price, Scott, Adams & Co., P.A. for Audit Services for the Fiscal Year Ending June 30, 2008 and to Authorize a Purchase Order: \$35,000.
6. Resolution Authorizing a Purchase Order to Security Plus Electric to Upgrade Existing Fire Alarm Systems; Install New Fire Alarm Systems in Required Locations; Install Burglar Systems with Fire Protection in other County Buildings: \$103,050.
7. Resolution Authorizing Purchase Orders to McClamrock Business Forms and Professional Mail Services, Inc., for Printing and Mailing of 2009 Solid Waste Stickers: \$5,000 and \$8,500 Respectively.
8. Budget Ordinance Amendment to Transfer Funds between Line Item Accounts within the Solid Waste Management Enterprise Fund. No Funding Increase.

RESOLUTIONS

9. **Resolution Authorizing a Purchase Order to Nash Equipment Company for a Commercial Zero Turn Mower: \$10,379.**

Parks and Recreation Director Dee Turner explained that the Solid Waste Department budgets funding for equipment for the grounds workers to use at the convenience centers and Transfer Station, parks and other county grounds; that the existing equipment consists of a commercial Kubota 326 diesel mower, a commercial

John Deere 1445 diesel mower and a residential Troy-Bilt zero turn gas mower which is used as a back-up; that due to age and the amount of use this mowing season, the John Deere has required several repairs, and as a result the Troy-Bilt has been used much more than anticipated; that the Troy-Bilt has been down often as well, leaving them with only one mower at times; that the Troy-Bilt has had the same problem happen repeatedly in the past year so staff is recommending spending no more money on it; that staff is recommending a commercial Kubota 326 diesel mower be purchased; that the main reason they want to purchase a Kubota is that the blades can be interchanged; and that the price went up \$500 since the one they purchased in February. Mr. Tate asked since they had just purchased a mower in February, what the timeframe to purchase new equipment is. Ms. Turner said all the equipment previously purchased was used except for the Kubota mower. Mr. Blanchard made a motion to approve the resolution, Mr. Rivenbark seconded the motion and it was unanimously approved.

10. Resolution Authorizing a Purchase Order to Southeast Lasergrading: Pender Memorial Park and Hampstead Kiwanis Park: \$35,000.

Ms. Turner explained that the athletic fields under construction at both Hampstead Kiwanis Park and Pender Memorial Park need to be lasergraded (fine graded) to accomplish the necessary slope for proper drainage and to establish a safe playing surface; that Southeast Lasergrading is the vendor that was used to fine grade previous projects; and that this vendor specializes in lasergrading athletic fields and is the only one willing to come down to do it. Mr. Brown noted he had gotten lots of compliments the last time they fine graded projects. Mr. Rivenbark made a motion to approve the resolution, Mr. Tate seconded the motion and it was unanimously approved.

11. Resolution Authorizing the County Manager to Submit a Pender County Housing Finance Agency Single Family Rehabilitation Grant Application and Authorizing a County Local Match.

Mr. Benton explained that Pender County is eligible to apply for a \$400,000 grant; that the application deadline is October 13th; that the existing list of applicants for scattered site CDBG assistance and a public advertisement can be used to identify possible recipients; that funds are sufficient to rehabilitate 9 units; that all units must be occupied by at least one elderly or disabled person and household income must be less than 80% of the county median income for the appropriate household size; that the units must be owner-occupied, not rental; that the application fee is \$50; and that otherwise there is no cost to the county, but it would help the County's competitive position to provide a local match as part of the application. Mr. Williams said this is a good project to invest in. Mr. Blanchard made a motion to approve the resolution along with a local match not to exceed \$10,000, Mr. Tate seconded the motion and it was unanimously approved.

12. Resolution Approving a New Pender County Pay and Classification Plan, and Authorizing the County Manager to Implement an Option as Approved by the Board.

Mr. Benton said the pay study shows that 61% of employees are below the minimum recommended salary range; that he recommends the Board consider adopting Option #5 as recommended by Springsted, Inc., and having it implemented the first of November; that Option 5 is compatible with the resources available; that Springsted had been asked to re-evaluate several position classifications since Springsted's report to the Board on September 15th; and that John Anzivino, Senior Vice President of Springsted is present to answer any questions. Mr. Brown asked if the additional information had any effect on recommending Option 5 and Mr. Anzivino said he is recommending Option 5 based on the County's resources of \$880,000 budgeted to fund the study. He said that the best option is Option 6, but it would cost \$1.6 million to implement; that Option 6 would do away with the percentage pay to time worked for the county and move all employees to at least the minimum of their pay grade; and that Springsted suggests the County move towards Option 6 over time and do performance evaluations. Mr. Rivenbark asked if the County has a timeframe in which to implement Option 6 and Mr. Benton said he thinks it can be done over time. He said the most progress will come with a good performance incentive, so good employees can move up the scale, and said we need to make sure we don't fall behind on salaries again and that would be more efficient than simply implementing Option 6. Mr. Rivenbark said he knows our resources are limited, but we have been fighting a constant battle of people coming here, getting trained and then going elsewhere to work. Mr. Blanchard recommended the County implement Option 5 and suggested that since all the money set aside for the pay study had not been spent, it could be made retroactive. He said he thinks we've made a moral commitment to these folks and suggested taking it back to

October 1st. Mr. Benton said we can do that but will have to see how it works with the pay period. Mr. Blanchard then amended his recommendation and said we should take it back as far as we can with the money set aside. Mr. Tate said he supports the County implementing the pay increases retroactively, but asked when the performance-based evaluations will take place. Mr. Benton said he thinks it will take 90 to 120 days to do the study and it can be in place within six months. He added that it will require a great amount of training. Mr. Anzivino added that it's a slow process but it can be done if all involved are committed to it. Mr. Tate asked if the new plan includes recruiting new employees and if the supervisor can negotiate and not have to start at the minimum. Mr. Benton said we have to set guidelines. Mr. Tate asked what would happen to the employees who recently had moved up to a new position; Mr. Benton said some are not going to get an increase and Mr. Tate responded that could create a big issue. Mr. Williams said the Commissioners had made it clear from the start of the study that all employees may not get a pay increase and added that they had made it clear that the study was no guarantee for an increase. Mr. Benton said pay studies are not meant to address every issue and said issues of lateral moves can be addressed on individual bases. Mr. Tate said he thinks it is very unfair to give raises to 61% of employees and not others; that there should be a bonus or something and asked how we are going to explain this to employees. All Board members generally agreed to make the pay adjustments retroactive. Mr. Brown asked about Option 6 and if we could go retroactive with it. Mr. Blanchard asked if Option 4 and 6 guarantee everybody will get a raise and Mr. Anzivino said he doesn't think so. Mr. Brown asked about the 1% and it was explained that the employees moving up to the minimum would get 1% of their current salary for every two years they've been in their present position. Mr. Tate reiterated that it is very unfair to not give all employees a raise and asked if anyone not receiving a raise with the pay study could be give a COLA. Mr. Tate also gave an example of a case of a twenty-year employee that had been moved up by the supervisor but won't get compensated. Sheriff Carson Smith spoke and said some of his long-time employees may only receive a .5 percent pay increase and a new hire would earn almost as much as them. He asked the Board to seriously consider Option 6. Social Services Director Reta Shiver said she is not comfortable knowing some of her employees are getting a pay increase and others are not. She said everyone should get a cost of living raise and that everyone who works for the County should get more. Mr. Williams said the County typically does a cost-of-living increase every year and Mr. Benton added this year the County did a cost of living increase and a bonus. Mr. Williams said he is open to having the County Manager look at individual cases where an employee did not get a raise. After more discussion and questions, Mr. Tate made a motion to approve the resolution, taking it back retroactively as far as funding permits, with the intent to move towards Option 6 quickly and looking at those who did not receive an increase on individual bases, Mr. Rivenbark seconded the motion and it was unanimously approved.

13. Resolution Authorizing the County Manager to Execute a Memorandum of Agreement with Springsted, Incorporated Providing for Development of a Comprehensive Performance Evaluation System.

Mr. Benton said he recommends approval for a performance evaluation system for the County and that it will cost \$15,725, plus out of pocket expenses. Mr. Tate made a motion to approve the resolution, Mr. Blanchard seconded the motion and it was unanimously approved.

14. Resolution Approving a Pender County Employee Residency Policy.

Mr. Benton explained that at the September 15, 2008 meeting, the Board requested him to draft a policy governing employee residency. He provided two options: Option I – Provides that all County Department Heads, Assistant County Manager and Manager reside within Pender County. For those existing employees that reside outside of Pender County, it gives them three years to establish residency within Pender County. Option II – Requires that all Department Heads and Managers reside in Pender County, but for existing employees who reside outside of Pender County, it provides they relocate residency within the County only at such time as they may transfer to an equivalent or higher position. At such time, they have twelve months in which to establish residency in Pender County. Mr. Benton recommended that the two employees that would be affected by Option II be grandfathered. Mr. Williams asked if we are within our realms for Option II and Mr. Benton said the County Attorney didn't indicate otherwise. Mr. Tate asked if employees were not told when they were hired that they had to move into the County and Mr. Benton said he wasn't aware of any policy stating such. Mr. Tate asked if the employees who live out of the County are commuting with County vehicles and Mr. Benton

responded affirmatively. Mr. Blanchard said there are some unique situations that require commuting with County vehicles. It was noted that commuting would be addressed in the next item. Ms. Nellie Watkins of the Tax Assessor's Office said when Tax Assessor Coby Heath was hired, he was told he had to move to Pender County and said Mr. Heath now has a residence in Pender County. Mr. Tate said he's concerned that some newly hired employees were told they had to move to the County and some weren't. Mr. Williams suggested that in the future, the Manager should be given leeway to handle these type situations. Mr. Brown made a motion to approve the resolution, Mr. Tate seconded the motion and it was unanimously approved.

15. Resolution Approving a Pender County Vehicle Commuting Policy.

Mr. Benton explained that at the September 15, 2008 Board meeting, the Board requested him to draft a policy governing using county-owned vehicles for commuting purposes. He provided two options: Option I – Prohibits any county-owned vehicles from being used to commute outside of Pender County, other than for occasional use where efficiency or cost savings would result. Employees who reside outside of Pender County would have to park their commuting vehicle within Pender County and drive their personal vehicle from that point to their home. Option II – Prohibits any county-owned vehicles from being used to commute outside of Pender County, but it grandfathers existing employees allowing them to continue commuting out of county, until such time as they transfer or get promoted to a new position. Both options exempts law enforcement vehicles from out of county commuting and both options provides that only the Board of Commissioners shall have the authority to authorize positions that are approved for using a county vehicle for commuting purposes. Mr. Benton recommended that if Option I is chosen, to grandfather the five employees who drive county-owned vehicles to their homes. Mr. Brown asked why these five drive home and if they are emergency vehicles. Mr. Benton said some are out of Utilities and on-call, some are appraisers who are out in the field and don't have to go back to the office everyday at the end of the day and the Emergency Services vehicles are on call twenty-four hours a day. Mr. Benton noted the County Attorney said any employment contract an employee has supersedes these options. Mr. Brown said if the policy is adopted and someone new is hired in Utilities, they wouldn't be able to drive a vehicle for calls. He said a policy needs to be established for which vehicles can be driven home. Mr. Tate questioned the number of after-hour calls made by Utilities; Mr. Mack said it has averaged at least one or two a month since he started six months ago. Mr. Brown asked if the calls are necessary and Mr. Mack responded affirmatively. After more discussion, it was decided they needed more time and information to study the item. Mr. Brown made a motion to table the resolution, Mr. Blanchard seconded the motion and it was unanimously approved.

16. Resolution Authorizing the North Carolina Geodetic Survey to Survey the County Boundary Line with the County's Consent at No Charge.

IT Director Erik Harvey demonstrated the location on a map and explained that there is a discrepancy between the location of the Pender and Onslow County boundary line, which dates back to 1905 when an act was passed to allow both counties to have the line surveyed. He said GIS Administrator Jerry Simmons has recently discovered that land which may belong to Pender County is being zoned and taxed by Onslow County and that currently Onslow County is accounting for about 8,000 acres that is located within Pender County's historical county boundary. Mr. Blanchard asked if we're going to be a "winner" in this and Mr. Harvey responded "yes." Mr. Simmons explained the map in more detail and explained that the land consists of approximately 8,900 acres and 35 parcels at a tax value of approximately \$4,885,520; that survey maps and deeds are being recorded using this "approximate" county line and the line needs to be identified for the safety and well being of the citizens of Pender County; and that no residential structures will be affected. In response to question, Mr. Simmons said the location is between Highways 50 and 17 and pinpointed the exact location on the map. Mr. Harvey said the resolution has to be approved and a "Special Commissioner of Boundaries" appointed before the survey can be done. Mr. Rivenbark made a motion to approve the resolution, Mr. Blanchard seconded the motion and it was unanimously approved as follows: 1. As a result of the age of the current tax maps and the unavailability of reliable survey data, the Board deems that the boundary line between Onslow and Pender are uncertain. 2. The Board hereby appoints Mr. Jerry Simmons, GIS Administrator, as Pender County's Special Commissioner of Boundaries. 3. The Board of Commissioners requests that Pender County's lines be surveyed by the North Carolina Geodetic Survey. 4. This resolution shall be in full force and effect upon its adoption this the 10th day of October, 2008.

Mr. Blanchard said unrelated to this item, he thinks there is a statute that states when the Forestry Service cuts timber out of Holly Shelter Gamelands, a portion of the funds should go to the County.

APPOINTMENTS

17. Resolution Approving Appointments to the Pender County Board of Adjustment, Pender County Library Board and Pender County Tourism Development Authority.

Mr. Williams noted an additional application for the Library Board for Kathleen Sabella, which was received after the agenda had been printed. Mr. Williams indicated he would like to see Ms. Sabella appointed but said he couldn't make the motion. Mr. Blanchard made a motion to approve Ms. Sabella to the Pender County Library Board to serve a three-year term representing District 1, with term to expire January 31, 2012, Mr. Tate seconded the motion and it was unanimously approved. Mr. Blanchard indicated he would like to see Mr. Tate and Mr. Wharton appointed to the Tourism Development Authority (TDA). Mr. Blanchard made a motion to appoint Mr. Tate to the Tourism Development Authority to serve a two-year term representing an at-large position, with term to expire August 31, 2010, Mr. Brown seconded the motion and it was unanimously approved. Mr. Williams said he had served on the TDA with Mr. Libby and Mr. Libby had brought a lot of good points to the TDA. Mr. Brown made a motion to approve appointing Mr. Libby to the TDA but it died for lack of a second. It was noted that applicant Suellen Brooks doesn't live in Pender County and staff was instructed not to bring any applications for Board approval if the applicant doesn't reside in the County. Mr. Tate said he was impressed by all that he had heard about Mr. Libby and asked if they could defer this appointment until he could talk to the applicants. It was the consensus of the Board to table this appointment. Mr. Blanchard said he would like more time to consider the Board of Adjustment appointment. Mr. Williams clarified with Ms. Pridgen that the position had been properly advertised and no one else had applied. Mr. Brown made a motion to approve Nick Ferrante to serve the remainder of a three-year term on the Pender County Board of Adjustment representing District 1, Mr. Tate seconded the motion and it was unanimously approved.

18. ITEMS FROM THE COUNTY MANAGER

Mr. Benton noted the Planning Department will have several public hearings that would normally be scheduled for the second monthly meeting and asked the Board for direction for advertising these hearings either for December 1st or January 19th. Mr. Davenport added they will have several minor rezoning/text amendments. After discussion Mr. Brown made a motion to change the December 1st meeting from a morning meeting to 4:00/7:00 p.m., Mr. Tate seconded the motion and it was unanimously approved.

ITEMS FROM THE COUNTY COMMISSIONERS

Mr. Tate thanked Melinda Knoerzer, Michael Mack, Rick Benton and the media for attending the meetings in the Columbia/Union Water & Sewer District and said he is planning another one for October 27th at 6:00 p.m. and he hopes to get more people in the district to attend. Mr. Tate thanked Mr. Parker for his efforts on the drainage issue and said he's been hearing good things about it. He said he's been working with Representative Sandra Spaulding-Hughes to secure funding for drainage and Ms. Spaulding-Hughes will also work with Representative Justice and Senator Soles in this effort. Mr. Tate asked why the Board has to have so many closed sessions and said he wants more open meetings.

Mr. Rivenbark said DOT had done some work on Penderlea Highway, including cleaning culverts, and he really appreciates it. He also said he noticed that parking lines are needed at some county buildings.

Mr. Williams said he's not looking for an answer today, but he wants the Board to continue to evaluate the property being vacated by the County and to work with the Topsail Humane Society to secure the property. He said no one has come to him saying it's a bad idea for the Topsail Humane Society to use the property. Mr. Brown added he has gotten calls about valuable property being leased.

PUBLIC COMMENT

Ms. Kathy Lewis of the Topsail Humane Society gave a history and financial report of the Humane Society. She noted they had been providing free services for the County for six years; that they now have a contract with the County for \$60,000 per year; that they don't have a place of their own; that they take dogs from the Animal Shelter to keep them from being euthanized; that they take abandoned animals that have been dropped off; that they are a 501-C non-profit organization; and that every penny that comes in goes to the Society. She said that they had previously expected to be funded by a large trust fund but it had fallen through. Mr. Williams asked if they are all volunteer and Ms. Lewis said all except three people are full volunteers. Mr. Brown asked how much land they need and Ms. Lewis said twelve acres, but they can get by with six. Mr. Tate thanked Ms. Lewis for their organization taking on the Animal Shelter for only \$60,000 per year.

Mr. Al Freimark cautioned the Board about giving out pay raises to employees during the tough economy at this time and said that in the end, taxpayers would be paying for employee wage increases.

CLOSED SESSION

At 11:45 a.m. Mr. Rivenbark made a motion to enter into closed session pursuant to NCGS 143-318.11: (5) to establish, or instruct the public body's staff or negotiating agents concerning the position to be taken by or on behalf of the public body in negotiating (i) the price or other material terms of a contract or proposed contract for the acquisition of real property by purchase, option, exchange, or lease; or (ii) the amount of compensation and other material terms of an employment contract or proposed employment contract; and (6) to consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee; or to hear or investigate a complaint, charge, or grievance by or against an individual public officer or employee. The Closed Session will not include discussion of the appointment of a member of the public body, or a vacancy on the public body, and any final action on appointment, discharge or removal by the public body will be made in open session. Mr. Blanchard seconded the motion and the Board unanimously approved going into Closed Session. A break was taken and the Board then went into closed session. The Board came out of closed session at 12:40 p.m. There were no announcements made upon exiting the closed session.

ADJOURNMENT

There being no further business, the meeting adjourned at 12:40 p.m.

Respectfully Submitted,



Glenda Pridgen, Deputy Clerk to the Board

Reviewed By:



Rick Benton, Clerk to the Board