



ORANGE COUNTY
NORTH CAROLINA

FY 2025-26
ANNUAL OPERATING
BUDGET

MANAGER RECOMMENDED

Orange County, North Carolina
Manager Recommended
FY 2025-26 Annual Operating Budget

BOARD OF COUNTY COMMISSIONERS

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Amy Fowler

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North Carolina**

For the Fiscal Year Beginning

July 01, 2024

Christopher P. Morrill

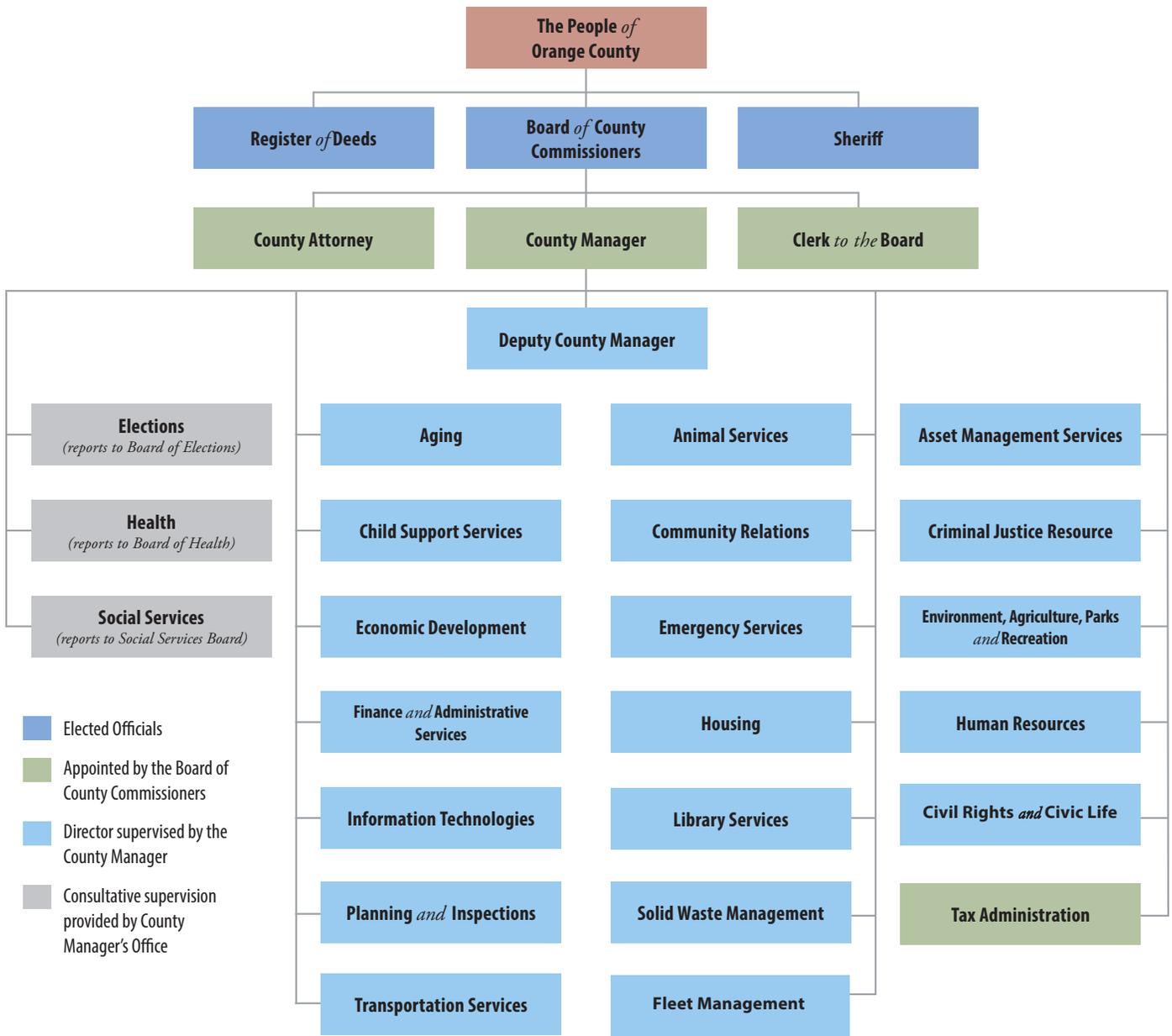
Executive Director

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- Elected Officials
- Appointed by the Board of County Commissioners
- Director supervised by the County Manager
- Consultative supervision provided by County Manager's Office



ORANGE COUNTY

NORTH CAROLINA

MEMORANDUM

May 6, 2025

TO: Board of Orange County Commissioners

FROM: Travis Myren
County Manager

RE: Transmittal of the FY2025-26 Recommended Budget

I am pleased to submit the FY2025-26 Recommended Operating Budget for your review and consideration. This budget is submitted to you amid an environment of extreme uncertainty. In the broader economy, trade tariffs will cause prices to increase on a range of goods from building supplies to technology. For our community, higher prices will cut into family budgets and potentially jeopardize essentials like housing and health care.

For County government, departments will prioritize spending on the most critical needs at a time when demand for County services will increase. County departments are expected to absorb inflationary cost increases, forgo new programs and expenses, reduce travel and training expenses, and manage the continuation of the austerity measures such as a hiring freeze. As the year progresses and uncertainty ebbs, adjustments can be made to relax these stringent financial expectations if financial conditions allow for it.

Federal spending and budget reductions also loom. If these reductions include cuts to Medicaid, Food and Nutrition Services, Housing Choice Vouchers, Child Care Subsidies, or other critical programs, the reductions could extract millions of dollars in benefits going to support the County's most vulnerable residents while also removing that money from the local economy. Federal revenue also supports a variety of critical positions in the Department of Social Services, Health, Housing, Aging, and Transportation Services. If the County maintains service levels in those departments after federal cuts occur, reductions would have to be made in other non-mandated portions of the County budget to compensate.

In response to this extreme uncertainty, the Recommended Budget attempts to build in flexibility and resilience should fears about the economy and federal spending become a reality. This Budget was created with six central priorities in mind:

1. Minimize the Tax Rate Increase
2. Create Budget Flexibility in Anticipation of Economic Downturn and Federal Reductions
3. Maintain the County's Investment in Social Safety Net Services
4. Provide Continuation Funding to Schools

5. Invest in the Employee Compensation Package
6. Align Budget Investments with Strategic Plan Goals

In order to remain flexible, the Recommended Budget also contains judicious revenue projections. Revenues that are sensitive to an economic downturn are set to remain flat at FY2024-25 levels.

General Fund Expenditures

The General Fund is the fund through which services such as education, human services, public safety, community services, planning, and general government services are provided. It is also the part of the budget that is primarily supported by general purpose revenue such as the property tax and sales tax. The proposed General Fund budget is \$311.9 million which represents a \$17.4 million or 6% increase over the current fiscal year.

Debt Service Fund

The Debt Service Fund segregates all debt related revenues and expenditures in one location. Allowable expenses in the Debt Service Fund include payments on school, community college and county debt, issuance costs related to financing, and dedicated capital or debt focused personnel. The amount of money budgeted to be transferred into the Debt Service Fund in any given year is based on expected debt service payments in the next fiscal year. Based on the borrowing package currently proposed by staff for FY2024-25, the transfer for FY2025-26 is \$32,331,700.

General Fund Revenue

The Recommended General Fund Operating Budget includes total revenue of \$311.9 million.

- **Revaluation and the Revenue Neutral Property Tax Rate**

Orange County conducted a revaluation of all real property in FY2024-25 which established an updated tax base for the FY2025-26 Budget. Although the County is on a four-year revaluation cycle, this revaluation was mandated by the State in 2022 when the County's sales ratio fell below 85%. The sales ratio compares current assessed values with sales prices to measure the share of value that is captured by current assessments. When assessed values drop below 85% of sale values, State law requires a revaluation within three years. The notice in 2022 mandated a revaluation in 2025.

As part of the revaluation process, the County is required to publish a revenue neutral property tax rate. The revenue neutral rate is the tax rate that would generate the same amount of revenue as the current year using the new tax base with three adjustments.

1. The total tax base is increased by adding personal property, the value of assets owned by utility companies, and the value of motor vehicles.
2. The tax base is decreased by the amount of value lost due to expected appeals of values of individual properties.
3. The amount of revenue generated is increased based on natural growth that would have occurred in the absence of the revaluation. The county experienced a natural growth rate of 2.52% since the last revaluation. This growth adds \$7,042,417 in revenue to the amount contained in the FY 2024-25 Approved Budget.

The following table details the components that comprise the total tax base for FY2025-26. The total tax base increased from \$23.6 billion in FY2024-25 to \$33.3 billion in FY2025-26 or 42.6%.

Property Type	
Real Property <ul style="list-style-type: none"> Land + Improvements/Buildings Adjusted by 3% for expected appeals 	\$30,269,269,567
Personal Property & Public Utilities <ul style="list-style-type: none"> Unlicensed vehicles, trailers, campers, boats, jet skis, etc. Power company, gas company, railroad, etc. 	\$1,242,143,886
Motor Vehicles	\$1,743,029,203
TOTAL	\$33,254,442,655

As the tax base grows due to the revaluation, the revenue neutral tax rate decreases. **The revenue neutral tax rate drops from 86.29 cents to 62.64 cents per \$100 of assessed value.**

The revenue neutral rate for the Special District Tax as well as the Fire districts also resets to a lower amount and detailed in the following table.

Tax District	FY 2025 Tax Rate	Revenue Neutral Rate
CH-CARR SCHOOL	19.80	14.34
CEDAR GROVE FIRE	9.00	6.54
CHAPEL HILL FIRE	13.87	10.79
DAMASCUS FIRE	12.80	9.79
EFLAND FIRE	10.28	7.38
ENO FIRE	11.98	8.71
LITTLE RIVER FIRE	7.39	5.35
NEW HOPE FIRE	13.84	10.15
ORANGE RURAL FIRE	11.49	8.21
ORANGE GROVE FIRE	8.27	5.81
SOUTH ORANGE FIRE	9.09	6.67
SOUTH TRIANGLE FIRE	12.80	8.75
WHITE CROSS FIRE	13.84	10.30

- Property Tax Rate**

The Recommended Budget increases the Countywide tax rate by 2.95 cents above the revenue neutral tax rate. This increase is comprised of two major drivers.

- The majority of the tax rate increase (1.94 cents) is attributable to funding school planning and design services related to the school bond projects with pay as you go funds or cash. The Board has discussed a goal of providing up to \$10 million per year in pay as you go funding for planning, design, and project management costs related to school construction. The FY2025-35 Capital Investment Plan (CIP) recommended phasing in that funding with \$6.4 million in FY2025-26 and an additional \$3.6 million in FY2026-27. The remaining \$6 million for planning and design is recommended to be borrowed and will be paid off through debt service payments over time.

- The additional 1.01 cents per \$100 of assessed value funds County and school continuation needs.

This tax rate increase generates a total of \$9,733,637 in new revenue. **The tax impact of this rate increase on a home valued at \$500,000 is \$147.50 per year.**

- **Collection Rates**

Property tax collection rates are set to reflect actual performance in recent years. The Budget continues to assume a collection rate of 99.2% for real and personal property and assumes the collection rate of 99.6% for motor vehicles based on recent experience.

- **Sales Tax**

Sales tax collections have already slowed. The FY2024-25 Budget assumed growth of 4% in the Sales Tax Articles that are disbursed on a point of delivery basis and 3% on the Articles based on the per capita allocation. The current sales tax projection for FY2024-25 is that actual collections will not meet budget by as much as \$765,718. This is before the potential impact of tariffs starts to affect retail sales and collections. Because of the three-month lag between the collection of sales taxes and the distribution of sales tax revenue to the counties, the impact of tariffs imposed in April will not be realized until the County's July sales tax payment from the Department of Revenue.

Based on marginal sales tax revenue collection during this fiscal year and the economic uncertainty facing the County next fiscal year, no growth from the FY2024-25 budgeted amount is projected for FY2025-26. This means that the expected sales tax deficit from FY2024-25 will be made up in FY2025-26 which would require growth of 1.8% from FY2024-25 projected collections.

Employee Compensation and Benefits

Employee compensation and benefits comprise 72% of the County's total budgeted expenditures excluding education. Due to slower economic growth and a potential economic downturn, the labor market is expected to relax in FY2025-26. While a more relaxed labor market decreases pressure on wages, it does not shield employees from higher costs due to inflation, potential tariffs, and other factors. This budget provides a modest wage adjustment and continues to offer a robust, County funded benefit package.

- **Two Percent (2%) Wage Adjustment - \$1.8 million**

The FY2025-26 Recommended Budget includes a 2% wage increase for all employees effective July 1, 2025, at a cost of approximately \$1.8 million. This cost increase also captures the corresponding impacts on overtime, performance awards, and the County's 401K contribution.

- **Health Insurance Increase – \$800,000**

The County provides health insurance to employees through a public sector health insurance pool called the North Carolina Health Insurance Pool or NCHIP. This pool allows members to spread risk and increase market competitiveness by creating a large, diverse employee group. Based on the County's claims history, the increased cost of health care services, and the need to maintain reserve levels, the cost of health insurance will increase by 6.5% at a cost of \$800,000. The Budget recommends that the County absorb this entire cost increase and does not recommend increasing employee contributions or altering benefit levels to help pay for the increase. The same health plan will be offered at no increased cost to employees.

- **Mandated Retirement Contribution Increase - \$145,000**

All local government employers participate in the State's Local Government Employee Retirement System. This plan provides a defined benefit retirement structure for local government employees. In order to maintain the financial health of the plan, the State prescribes increases to employer contributions. For

FY2025-26, the Retirement System is mandating an increase of 6% for general employees and 7% for law enforcement employees. This will result in a general fund cost of \$145,000 next year.

- **Retiree Health Benefits Increase - \$500,000**

The County provides retiree health insurance coverage for both pre-65 and post-65 eligible retirees and contributes to the cost of premiums for eligible retirees as required by the Orange County Code of Ordinances. The estimated total retiree health insurance budget for FY2025-26 is \$3,616,413, reflecting a 17.06% overall increase due to an increase in the total number of covered retirees and the increase to premium equivalents based on costs. The total increase in county funding amounts to \$498,810.

- **Living Wage Increase**

A Living Wage increase is applied to the hourly rate for temporary employees. All regular employees currently earn more than the hourly Living Wage. Effective July 1, 2025, the Living Wage will increase from \$17.65 per hour to \$18.18 per hour.

Education

The FY2025-26 Recommended Operating Budget provides a current expense budget increase of 3%. The total current expense budget is divided between the two Districts based on average daily membership (ADM).

- **Average Daily Membership**

The Department of Public Instruction has changed the manner in which average daily membership is projected. The County had historically used March projections, but last year, the Department of Public Instruction began using the best of the 20th day average membership or the 40th day average daily membership to determine funding levels.

Enrollment in both school districts continues to decline. Total budgeted student enrollment will decrease by 123 students in the Chapel Hill-Carrboro City Schools District. Total budgeted student enrollment will decrease by 11 students in Orange County Schools. The combined impact is 134 fewer budgeted students in Orange County.

- **Current Expense Funding**

The FY2025-26 Budget includes a 3% increase in current expense funding which yields an additional \$3,237,729. This increase results in a total local expense budget of \$111,328,011.

The amount of the current expense budget allocated to each district is based on average daily membership. Although enrollment continues to decline in both districts, enrollment in Chapel Hill-Carrboro City Schools is decreasing at a faster pace than Orange County Schools. Since FY2022-23, enrollment has declined by 3.7% in the Chapel Hill-Carrboro District and by 1.2% in the Orange County Schools District. The impact of this difference is that the share of current expense funds allocated to Chapel Hill-Carrboro City Schools declines while the share of current expense funds allocated to Orange County Schools increases. In FY2025-26, the percentage allocated to Chapel Hill-Carrboro City Schools will decrease from 58.40% to 58.16% while the share allocated to Orange County Schools will increase from 41.60% to 41.84%.

Based on these new percentage allocations, Chapel Hill Carrboro City Schools will receive a total current expense budget of \$65,752,786. This represents an increase of \$1,627,880 over FY2024-25. Based on amount of natural growth that is allowed in the revenue neutral tax rate calculation, the budget projects that the Chapel Hill-Carrboro Special District will generate an additional \$381,198 for a total of \$28,800,416 in Special District Tax funding.

The County charges all other taxing jurisdictions, excluding fire districts, a rate of 0.5% of collections for the collection and remittance of property taxes. The Budget recognizes \$135,000 in additional revenue by applying that percentage to the District Tax and increases the District Tax rate by 0.07 cents to compensate for the charge. As a result, the total Special District Tax rate is recommended to be 14.41 cents per \$100 of assessed value.

Chapel Hill-Carrboro City Schools had requested a continuation budget of \$66,949,681. Given the uncertainty in the salary increase for teachers that will be approved in the State Budget, the District based its continuation request on a 3% salary increase for teachers and additional operating costs of over \$485,000. The Senate version of the Budget includes a salary increase of 2.3% for teachers.

At 41.84% of total enrollment, Orange County Schools will receive a current expense budget of \$46,575,225. This represents an increase of \$1,609,849 in total new District funding. Orange County Schools requested a continuation budget increase of \$1,815,000 using the same assumption for teacher salary increases as Chapel Hill-Carrboro and an additional \$175,000 in operating expenses.

The FY2025-26 Recommended Countywide per pupil allocation increases by \$211. The total Countywide per pupil amount increases to \$5,877. The Chapel Hill-Carrboro per pupil amount increased by \$274 to \$8,491 when revenue from the Special District Tax is included.

- **Expenses for New Charter Students - \$147,000**

School Districts are required by law to transmit funds to charter schools for students who reside in the District but attend a charter school. Chapel Hill-Carrboro City Schools is expecting nine fewer charter students in FY2025-26, and Orange County Schools is expecting an increase of 34. The FY2025-26 Budget accommodates the expenses associated with a total of 25 new charter students at a cost of approximately \$147,000.

The changes in charter school enrollment result in a total of 222 charter students in the area served by Chapel Hill Carrboro City Schools and 1,125 charter students in area served by Orange County Schools. The combined charter school enrollment in Orange County is 1,347 students or approximately 7% of total budgeted students.

- **School Health and Safety Contracts - \$120,140**

In addition to current expense funding, the County provides funding equivalent to the cost of School Resource Officers in each middle school and high school and one School Health Nurse in every elementary, middle, and high school. The Budget recommends a 3% increase or \$120,140 for these contracts. The total cost for this program in FY2025-26 is \$4,124,806.

- **Funding Target**

The County has a target to provide 48.1% of General Fund revenues to schools. The formula includes all school related spending – current expenses, school health and safety contracts, and school debt service. The percentage of General Fund revenue allocated to schools for FY2025-26 is 47.9%. This is a 1.1 percentage point increase from the ratio of 46.8% in FY 2024-25.

- **Durham Technical Community College - \$28,361**

The Budget recommends increasing the budget for the Orange County Campus of Durham Technical Community College by 3% or \$28,361. As a result, the total budget increases to \$973,724 to fund non-instructional operating costs. The Community College has seen a significant increase in enrollment over the last four years. Orange County resident usage of either Durham Tech Campus has increased by 29% from FY2020-21 to FY2023-24.

In addition to the General Fund support provided to the College, the County funds workforce development related programs through the economic development portion of the Article 46 sales tax. The Durham Tech Promise provides up to \$1,000 annually to any Orange County high school graduate or General Equivalency Diploma (GED) recipient who attends Durham Technical Community College following completion of their degree. The scholarship fund is maintained at the current level of \$200,000 for FY2025-26.

The Budget also recommends maintaining funding for the College's Back to Work Initiative at \$100,000. This initiative provides a \$500 scholarship to each of the participants.

Article 46 will also continue to support the College's Small Business Support Center at \$70,000 and provides \$20,000 for space in the Innovation Hub in Chapel Hill. The Recommended Budget also continues \$9,083 to support the County's share of an Apprenticeship Coordinator. Orange County's total Article 46 investment in the College is recommended to be \$399,083.

County Department Budget Recommendations

- **Aging – Human Services Functional Leadership Team**

The General Fund contribution to the Department on Aging was increased by \$69,520. During FY2024-25, the County continued a higher level of In-Home Respite Care and continued take out meals that were originally offered during the pandemic using American Rescue Plan Act Funding. The FY2025-26 Budget recommends maintaining the higher caseload for In-Home Respite care at a cost of \$40,204 but phasing out take-out meals by the beginning of August. As a result, \$19,760 is budgeted to continue two months of take-out meals. The Department identified 10 individuals who are receiving take-out meals that are homebound. The Department will actively connect those residents to Meals on Wheels to avoid disruption.

The Carol Woods Retirement Community has continued to provide an annual donation of \$175,000 to the County to support the implementation of the Master Aging Plan. Much of the Department on Aging's operating budget is dedicated to implementing the Master Aging Plan, so \$75,000 is applied to the Department's General Fund expenses consistent with the FY2024-25 Budget. The Department also received a grant to offset the cost of the Fit Lot at the Seymour Center. Master Aging Plan funds had been designated for this purpose, so approximately \$62,000 in MAP funds will be used to fund urgent home repairs for older adults administered through the Housing Department. The total balance in this fund will be \$595,000 after the \$62,000 is used for the home repair program.

- **Alliance Health Maintenance of Effort (MOE) Funding – Human Services Functional Leadership Team**

The Budget continues to fund \$1,411,382 for behavioral health services through the maintenance of effort budget. The County contracts with Alliance Health for \$842,388 to offer services through community nonprofits like Freedom House, Club Nova, and El Futuro. The balance of this fund is used to pay for positions and services in the Criminal Justice Resource Department, Health Department, and Department of Social Services. The FY2025-26 Budget also transfers the Orange Enterprises outside agency contract and the Mental Health Coordinator position that works with the Community Care and Diversion Response Team to the Maintenance of Effort budget through reallocation. This transfer reduces General Fund costs by \$52,294.

- **Animal Services – Community Services Functional Leadership Team**

The Animal Services budget decreases County costs from the base budget by \$8,577. This decrease was largely achieved by reducing overtime and on-call expenses and reducing training and development costs.

- **Asset Management Services – Support Services Functional Leadership Team**

The Asset Management Services Budget includes utility costs for County facilities, building repairs, security systems, and all other expenses associated with operating and maintaining County facilities. Many of the increases in this budget are unavoidable. The Asset Management Services base budget increased by \$262,129.

Of that total, the increased cost of utilities was the primary driver. Electricity, water, and natural gas costs are expected to increase by \$148,254. An additional \$102,834 was also needed to pay for increases in service contracts for generator inspections, fire sprinkler inspections, HVAC control support, and custodial services.

The County has also been contracting out for life safety inspections for fire extinguishers, emergency lighting, and exit signs. The cost of this service was \$46,585 and was going to increase by \$35,000 next fiscal year. The Budget recommends replacing that contract and the painting services contract of \$25,000 with a new Facilities Maintenance Technician position at a cost savings of \$672 and additional avoided costs of \$35,000.

The Asset Management Services Budget also includes the cost of custodial services, utilities, and other costs associated with the operation of the new Southern Branch Library and Skills Development Center in Carrboro. One of the new costs that will be incurred next fiscal year is the addition of a security guard at an annualized cost to the County of \$45,244. The total cost of operating the entire facility is \$296,924 with Carrboro paying \$132,191 for its share of the joint facility.

- **Board of County Commissioners/Clerk to the Board – General Government Functional Leadership Team**

The net County cost to support the Clerk to the Board's Office increased by \$43,903. The increase is attributable to broadcasting additional Board of Commissioners meetings as well as an increase to membership dues.

- **Board of Elections – General Government Functional Leadership Team**

During the next fiscal year, the Board of Elections will administer municipal elections. As a result, operating costs will increase by \$35,500 and personnel costs will increase by an additional \$190,286. Municipalities pay for a portion of the cost of administering municipal elections, so revenue is also increased by \$102,250 for a net County cost increase of \$122,260.

- **Child Support – Human Services Functional Leadership Team**

Child Support Services generates State and Federal Revenue to enforce and facilitate payment of child support to custodial parents. In FY2025-26 this revenue is expected to increase by \$39,669 due to personnel and operating cost increases in the department. One of those cost increases is to maintain software that was required as part of the transition to e-courts. The cost of the software subscription increased by \$3,374 which is partially offset by a reduction in contract services for a net cost increase of \$1,674.

- **Civil Rights and Civic Life – Human Services Functional Leadership Team**

The Budget for the Office of Civil Rights and Civic Life is recommended to decrease by \$400 based on the Countywide travel and training reduction.

- **Community Relations – Support Services Functional Leadership Team**

The net County cost of the Community Relations Department is recommended to decrease by \$200 based on the Countywide travel and training reduction.

- **Cooperative Extension – Community Services Functional Leadership Team**

The Recommended Cooperative Extension Budget is recommended to decrease by \$150 based on the Countywide travel and training reduction.

- **County Attorney – General Government Functional Leadership Team**

The budget for the County Attorney’s Office is recommended to decrease by \$627 based on the Countywide travel and training reduction.

- **County Manager - General Government Functional Leadership Team**

The County Manager’s Office is the administrative home to the Manager’s Division, Budget Office, Strategic Planning Manager, Sustainability Division, and the Arts Commission. Across all units, the Manager’s Office General Fund base budget was reduced by \$1,709.

Arts Commission operations are funded through the occupancy tax. In addition to administering grant programs and promoting the arts in Orange County, the Arts Commission manages Eno River Mill Studio and Arts Incubator. Due to the success of this program, the Budget adds a Program Coordinator to the Arts Commission which is funded by the occupancy tax. Both the State grant revenue and revenue generated by the Eno Mill are expected to increase next year, adding \$9,806 in net revenue.

- **Courts – Public Safety Functional Leadership Team**

The Courts Budget is used to budget for small improvements to the Courthouse, the cost of the Student Community Support Liaison, and the cost of juvenile stays in juvenile detention. Based on the number of juvenile bed days projected in FY2025-26, the budget for juvenile detention can be reduced by \$90,000. The Budget is also adjusted to increase by \$472 to support the Student Community Support Liaison.

- **Criminal Justice Resource Department – Public Safety Functional Leadership Team**

The Board of Commissioners has supported criminal justice reform by consistently increasing the County’s investment in the programs managed by the Criminal Justice Resource Department. Approximately 50% of this work is supported by funds received by the County through the ABC Board and other outside grants. The County has requested a 3% increase from the ABC Board which would add \$25,200 in revenue. The overall net County cost of the Criminal Justice Resource Department increases by \$11,365.

As noted above, the cost of the Mental Health Coordinator position that works with the Community Care and Diversion Response Team was transferred to the Maintenance of Effort budget for a General Fund savings of \$111,691. This position had been supported by a grant from the North Carolina Department of Health and Human Services, but funding for that grant was suspended due to federal budget reductions. The Maintenance of Effort budget allows this collaboration between Social Workers and law enforcement agencies to continue.

The Department also includes a Clinical Coordinator position that performs behavioral health assessments in the Detention Center and works with incarcerated individuals with co-occurring substance use and mental health issues. This work is aligned with the County’s high impact strategies for the use of Opioid Settlement funds. As a result, the cost of this position is transferred to the Opioid Settlement Fund for a \$79,240 savings to the General Fund.

- **Department of Environment, Agriculture, Parks, and Recreation (DEAPR) – Community Services Functional Leadership Team**

The Department of Environment, Agriculture, Parks and Recreation budget represents a net County cost decrease of \$54,027.

The Recreation and Parks Divisions of the Department charge fees for program participation, park shelter rental, concessions and other services that directly benefit individuals. The Budget is recommending a new parking fee for special events, particularly tied to parking at Soccer.com. The proposal is to charge \$5 per car per day which would generate a total of \$15,000 in revenue.

The Recreation Division is also expanding programming by accommodating higher enrollments for programs offered to children to reduce the wait list. The current wait list for summer programming is 127 which is down from 474 before expanding programming. This expansion increases expenses by \$5,825 but is offset by \$14,612 in new revenue.

The Department is responsible for ground maintenance throughout the County. In FY2023-24, the two positions that were assigned this primary responsibility were vacated, so the County moved to a contracted service model for grounds maintenance. This model has proved successful in terms of quality and cost. The Budget recommends eliminating the vacant positions and continuing to fund the grounds maintenance contract for a net savings of \$42,464.

- **Economic Development and the Visitors Bureau – Community Services Functional Leadership Team**

The Economic Development Department is supported by the economic development portion of the Article 46 sales tax fund. Since this fund does not include any General Fund money, the County charges the fund for overhead expenses for finance, human resources, information technology, and other support services that occur in the General Fund. Those costs are expected to increase next fiscal year by \$26,164 which offsets costs in the General Fund.

Costs for operating the Visitors Bureau are paid using the occupancy tax collected from hotels and short-term rentals. Both transient occupancy and the average daily rate charged by hotels and short-term rentals are expected to continue to increase into next fiscal year, resulting in an occupancy tax revenue increase of \$253,529.

The Town of Chapel Hill has historically provided the Visitors Bureau with base funding of \$200,000 and 50% of the revenue collected over \$1 million from the additional occupancy tax levied by the Town as the Town is primary municipal beneficiary of Visitors Bureau spending. The Town's Recommended Budget removes the 50% over \$1 million portion of past Town occupancy tax payments, so revenue to the Visitors Bureau Fund is reduced by \$175,000.

Three tourism related outside agencies are recommended to be funded through the Visitors Bureau. The Hillsborough and Orange County Museum, The Alliance for Historic Hillsborough, and the Historic Hillsborough Commission all reported large visitor attendance from outside the County. Based on outside agency scores, total funding for these agencies is recommended to decrease from \$49,500 to \$44,550.

Finally, the Budget recommends funding for building and accessibility improvements (\$33,070) and an audit of occupancy tax collections (\$15,000). If the Recommended Budget is approved, the Visitors Bureau Fund balance is projected to be \$373,061 at the end of FY26 or 12% of expenditures. As a point of comparison, two months of personnel expenditures would equate to approximately 6% of total expenditures.

- **Emergency Services – Public Safety Functional Leadership Team**

The Department of Emergency Services is responsible for administering Emergency Management, Fire Marshal, Emergency Telecommunications (911), and Emergency Medical Services. This is a large department with total expenditures of over \$18.5 million. For FY2025-26, the total net General Fund cost is budgeted to decrease by \$430,927.

Much of the decrease is driven by an increase in revenue for Emergency Medical Services (EMS). The County is now following the reimbursement rates for EMS as promulgated by the Center for Medicare and Medicaid Services. Those rates increased in FY2024-25 by approximately 2.4%, resulting in an increase in revenue of \$200,000. The Budget also recommends an additional staffing resource in Tax Administration to increase the collection rate of EMS charges. Adding this staff person is expected to increase revenue by an additional \$275,000. This projection was substantiated by reviewing collection rates when an EMS light duty staff person was assisting with billing and when they were not.

In FY2023-24, the Board of Commissioners provided funding for a mobile crisis pilot program in collaboration with the Town of Chapel Hill to respond to non-violent behavioral health crises in lieu of law enforcement. The original team included a community Emergency Medical Technician, a peer support specialist, and a crisis counselor assigned to the 911 Call Center to help divert calls. The County contracted with the Town of Chapel Hill to staff the crisis counselor position.

The program was funded in FY2024-25 through a grant from Alliance Health using funds from the NC Department of Health and Human Services. That grant is expiring at the end of this fiscal year. Although the County has applied for an extension, the Budget currently contemplates that grant funds will not be available. As a result, the Budget recommends eliminating the crisis counselor contract with the Town and moving the cost of the Community Emergency Medical Technician to the General Fund. The realignment recognizes the loss of grant funds while maintaining the core team that is dispatched to crisis events. The program evaluation through the School of Government's Criminal Justice Innovation Lab will continue until the end of the pilot period. The cost of that evaluation was funded in prior fiscal years.

The Budget also provides funding for an electronic document and policy management system that is required to maintain emergency and law enforcement certifications and a medical defense course for workplace violence prevention.

- **Finance and Administrative Services – Support Services Functional Leadership Team**

The Finance and Administrative Services Department provides purchasing, payroll, accounting, and debt management services to County departments. The Recommended Finance and Administrative Services Budget is recommended to decrease by a total of \$7,621. A \$2,050 reduction is based on the Countywide travel and training reduction, and the Department was able to produce an additional \$5,571 in operational savings.

- **Fleet Services - Community Services Functional Leadership Team**

Fleet Services is responsible for the routine maintenance and repair of the County vehicle fleet. The Sheriff's Office has been contracting for these services, but the costs are now exceeding the cost to provide those services internally. The Budget recommends internalizing maintenance of the Sheriff's vehicle fleet by adding two mechanics and a budget for parts. The combined recommendation totals \$306,000. These costs are completely offset by a reduction of contracted services in the Sheriff's Office. This recommendation also avoids an additional \$150,000 in costs next fiscal year based on the vendor's quote.

The Budget decreases overtime and temporary employee funding by \$16,091 to match actual usage and captures cost savings in diesel fuel and leased vehicles (\$22,736).

- **Health Department – Human Services Functional Leadership Team**

The Health Department’s net County cost is budgeted to decrease by \$125,553. Almost all of this reduction came from an additional \$174,868 in fee revenue:

- \$11,745 in Dental Health
- \$28,211 in Community Health
- \$69,958 in Environmental Health, and
- \$64,954 in Personal Health.

The Recommended Budget recognizes the end of pandemic grants. A County contribution of \$50,182 is eliminated and two vacant positions connected to these grants are recommended for elimination. The County had also been receiving grant funds from the federal government to purchase vaccines. Those grant funds have expired, but the Budget recommends transitioning the cost of those vaccines (\$40,000) to the General Fund.

The County maintains a contract with UNC Health to provide Medical Director services for the medical clinics. The Medical Director is authorized to write prescriptions and to oversee all protocols and processes in the clinics. This position is required by law to run the medical clinics to supervise clinical staff in their care of patients. The Department received notice that the cost of this contract is going to increase by \$93,067 in FY2025-26. Since this service is required to operate the medical clinics, the increase is recommended.

- **Housing Department – Human Services Functional Leadership Team**

The Longtime Homeowners Assistance (LHA) program is intended to relieve some of the property tax burden for long time homeowners. The base budget for this program was \$250,000. The Board had expressed support for increasing funding to the program consistent with increases in the tax rate associated with the school construction bond. The Budget is recommending a 1.94 cent increase to the tax rate for school planning and design funds. In order to keep pace with the rate increase, the Longtime Homeowners Assistance program is recommended to grow by \$24,000.

The Emergency Housing Assistance (EHA) program provides rental assistance to residents experiencing a life-changing event or facing imminent eviction. The Budget reallocates \$70,000 within the department to partially cover the loss of remaining American Rescue Plan Act (ARPA) funds used for EHA in FY2024-25.

The Housing Department administers the contract between the County and Community Home Trust. In FY2024-25, the cost of that contract increased, but the budgeted amount was not increased to reflect the full amount. The FY2025-26 Budget increases the budget by \$41,666 to reconcile the amount being paid to Community Home Trust to the actual FY2024-25. The Budget does not recommend an increase in funding for FY2025-26.

The Housing Department has offices in Hillsborough and Chapel Hill. However, office support in Chapel Hill has been provided by temporary personnel that tend to turn over which makes building and maintaining institutional knowledge difficult. During FY2024-25, the Housing Grants Coordinator position became vacant. That position is being reclassified to provide full-time office support to the Chapel Hill Office, and the amount of funding for temporary personnel is reduced resulting in a cost savings to the General Fund.

The County serves as the administrative home for the Partnership to End Homelessness which relies on County and municipal contributions to fund programs and services for those experiencing homelessness. In FY2024-25, the County started a cold weather cot program where additional emergency beds were opened when the temperature was forecast to drop to 32 degrees or lower. The expansion budget for the

Partnership includes an increase of \$25,000 to continue the cold weather cot program based on FY2024-25 actual costs. The County share of that funding is \$9,875. Other costs to continue personnel and operations were also funded through the County and municipal partnership.

HOME funds are federal funds used to support affordable housing, tenant based rental assistance, and home repairs for low-income residents. In FY2024-25, the County's HOME award was reduced by approximately \$60,000. As a result, the FY2025-26 award is adjusted from \$539,438 to \$478,406 to reflect the reduction in FY2024-25.

Finally, the Budget recognizes \$1,101,678 in expenses and revenues that are attached to additional Housing Choice Vouchers. Approximately 80% of this increase represents an increase in per unit costs due to higher rents, not new vouchers. The average subsidy per unit is increasing from \$786 to \$937 per month.

- **Human Resources and Risk Management – Support Services Functional Leadership Team**

The Human Resources Department is responsible for the countywide administration of personnel and benefit programs for County employees as well as Risk Management programs for liability insurance, workers compensation, and property insurance among others. The FY2025-26 Budget increases the net cost to the County by \$146,334. Total funding for insurance related expenses increased by \$171,891, including an \$83,760 increase for the County Bonds & Insurance Package, a \$42,131 increase in Workers Compensation Premiums, and a \$46,000 for Workers Compensation Claims to better align with recent claims experience.

- **Information Technologies – Support Services Functional Leadership Team**

The Department of Information Technologies is responsible for maintaining and supporting Countywide technology needs. One of the ongoing obligations of this department is to budget for software maintenance and licensing. Increasingly, software packages are moving to the cloud as a subscription-based service, so the costs associated with software acquisition must transition from the capital budget to the annual operating budget as an ongoing cost. These costs are expected to increase by approximately \$567,131 next fiscal year.

- **Library Services – Human Services Functional Leadership Team**

The base budget for the Library includes the annualization of personnel costs for the new staff assigned to the Southern Branch Library. The cost of this annualization is \$120,653. Facility operating costs are reflected in the Asset Management Services Department budget.

The Recommended Library Services Budget is recommended to decrease by \$1,740 based on the Countywide travel and training reduction.

- **Planning and Inspections Department – Community Services Functional Leadership Team**

Overall, the Planning Department and Inspection Department's General Fund budget represents a net cost decrease of \$100,425. A new projection for Erosion Control fees contributed approximately \$84,350 in the General Fund.

In an effort to segregate the revenue and expenses of the Inspections Division from the rest of the Department, the Inspections Division is in its own fund. Inspection permit activity is expected to slow by 200 permits in FY2025-26, and the total square feet permitted is also expected to decrease. Although inspection fees are recommended to increase by 5% next year, the lower number of permitted square feet is contributing to a net revenue reduction of \$34,499.

In FY2024-25, one Building Inspector position was reallocated to Information Technologies to serve as the Systems Administrator for the online permit system used by Inspections, Environmental Health, and the Fire Marshal to process and track all permit activity. Due to the declining revenue and activity noted above, the FY2025-26 Recommended Budget recommends removing funding from another position in the Inspections Fund for a savings of \$84,716.

- **Register of Deeds – General Government Functional Leadership Team**

The housing market drives much of the revenue collected by the Register of Deeds. Two factors influence the amount of revenue that is collected. Excise tax revenue is based on sale prices, so as sale prices increase, excise stamp revenue increases, all other things being equal. The other factor driving Register of Deeds revenue is volume or the number of transactions that are processed. Evidence from the revaluation indicates that housing prices have not ebbed, but revenue projections for FY2024-25 show that Register of Deeds revenue is already slowing with revenue projected at \$1,963,000 on a budgeted amount of \$1,967,000. Total revenue in the Register of Deeds Office is projected to be flat, continuing the FY2024-25 budgeted amount of \$1,967,000.

- **Sheriff's Office – Public Safety Functional Leadership Team**

The net County costs in the Sheriff's Office are recommended to increase by \$1,208,621 in FY2025-26. Overtime costs are the primary driver here. In FY2024-25, the Sheriff's Office is projected to spend \$560,000 over the budgeted overtime amount. If these known expenditures are not budgeted, the County risks an exposure of not being able to cover those actual costs at the end of the year because revenues set at the beginning of the fiscal year had not been calibrated to pay for those costs.

Although the Sheriff has taken steps to manage overtime spending through changes made to scheduling, the Budget recommends adding \$400,000 in budgeted overtime so that the overtime budget matches actual spending. The Sheriff's Office also uses temporary staff for court staff, for elementary school resource officers and as administrative staff. Those costs are also expected to exceed the current budgeted amount by \$500,000 in FY2024-25. The same risk analysis is applicable to not budgeting for known expenses. The Recommended Budget adds \$500,000 in temporary staffing funding.

The Mental Health in Policing grant is currently funding a Social Worker in the Sheriff's Office. The grant is expiring, but the Sheriff's Office has proposed retaining that position by reclassifying a vacant, higher cost position and using that savings to fund the Social Worker position.

Finally, the amount of revenue collected from the Federal Marshal for holding federal inmates awaiting adjudication has been declining in recent years. The Budget recognizes this revenue loss of \$491,000.

- **Social Services – Human Services Functional Leadership Team**

Social Services is the largest department funded by the County with total expenditures of approximately \$27.5 million. Overall, the Recommended FY2025-26 Social Services Budget remains flat at its base budget amount. This was accomplished by recognizing increased revenue as well as reducing expenditures.

Medicaid and Food and Nutrition Services administration revenue was increased by \$179,643 based on increased costs. Operational reductions were used to offset an increase in overtime with \$30,000 being incurred in the Medicaid program. Grant revenue was reduced for the NC Integrated Care program. The grant ended in December 2024, but the revenue and position authority were not adjusted at that time. A Social Services Assistant position that is assigned to assist with custodial services at the Social Services facility is eliminated as it has been vacant for more than a year.

Finally, the Budget increases funding for In-Home Aide services by \$100,000. The In-Home Aide budget funds paraprofessional services to assist functionally impaired older and disabled adults and/or their families with essential home management and personal care and/or supervision to enable the adult to remain at home as long as possible. The budgeted increase will fund approximately 60 hours of additional service per week.

The Social Services budget typically contains about \$40,000 in funding for technology, equipment, and furnishings since those expenses may be eligible for partial reimbursement. The FY2025-26 Budget funds Café 113 equipment replacement, replacement of office furniture, a scanning and indexing project, and routine IT upgrades.

- **Solid Waste Management – Community Services Functional Leadership Team**

The Solid Waste Fund is in a strong financial position. The Fund is currently carrying reserves of \$8,857,525 or 65% of total expenses and is paying for high priced capital equipment with available cash. The Solid Waste Management Department is supported by the Solid Waste Program Fee and other program revenue. The Program Fee is a single, countywide fee assessed on each improved parcel within the County, including the municipalities and the portion of the Town of Chapel Hill located in Durham County. This fee is adjusted for parcels in the City of Mebane that also receive solid waste collection services from the City. Based on the health of the Solid Waste Fund, the Recommended Budget maintains the fee at \$138 per parcel for parcels outside the City of Mebane and \$92.07 for parcels in the City.

The Solid Waste Management Department is expecting large cost pressures in several areas including contract services, vehicle maintenance, dumpster replacements, and temporary personnel which are offset by improvements in the recycling processing market, resulting in a net \$457,275 increase in costs to continue. As with other funds outside the General Fund, the Solid Waste Management Department pays for administrative costs provided by departments funded in the General Fund. Those costs will increase by \$119,142 in FY2025-26.

- **Sportsplex – Operating Performance and Debt Coverage - Community Services Functional Leadership Team**

Total Sportsplex revenues are expected to entirely offset operating expenses of \$5,720,578. The Sportsplex is also on track to pay for debt service and cash financed capital expenses in its Replacement and Renewal Fund. Indirect costs will also be added to the Sportsplex budget in FY2025-26 for a General Fund savings of \$183,290.

- **Tax Administration – General Government Functional Leadership Team**

The Tax Administration Department is responsible for Land Records, Tax Assessment, and Tax Collections. The Tax Administration Budget is proposed to increase net County costs by \$29,066. In addition to the new staff added for EMS billing and revenue from charges to collect the Special District Tax, the Budget adds \$25,000 to cover the fees taxpayers would otherwise have to pay to make an electronic bank (ACH) transfer to pay their property taxes and \$15,000 for an occupancy tax audit which is funded with occupancy tax proceeds.

- **Transportation Services – Community Services Functional Leadership Team**

Transportation Services is comprised of the Transit Services Division which provides mobility services to residents and the Transportation Division which is responsible for all transit and transportation planning functions.

The Transit Services Division relies heavily on the Article 43 Transit Tax to support expansion and the cost to continue existing services. This revenue is expected to increase by \$469,451 next fiscal year. Budgeted

expenses are recommended to increase by temporary staffing, overtime, cleaning expenses for buses, and maintenance costs that are being incurred this fiscal year but have not been budgeted in the past.

Outside Agencies and Fire Districts

The Budget continues to recommend structural changes to the way that outside agencies are funded and managed. The Budget transfers three outside agency contracts to the Visitors Bureau and one contract to the Maintenance of Effort budget. Based on these changes, \$119,307 is moved outside of the outside agency budget. This leaves a balance of \$800,146 in the Outside Agency section of the Budget. For FY2025-26, the scoring process was modified to collaborate more closely with the towns and to weight scores for agencies that support elements of the County’s Strategic Plan. Agencies providing social safety net services, for example, are recommended to receive an increase while those that are not as well aligned are recommended to decrease.

Ten of the County’s twelve Fire Districts requested modifications to their District tax rates. The table below shows each District’s revenue neutral rate, the requested tax rate for FY2025-26, and the increase requested over the revenue neutral rate.

Tax District	FY 2025 Tax Rate	Revenue Neutral Rate	FY 2026 Request	Requested Increase Over Revenue Neutral
CEDAR GROVE FIRE	9.00	6.54	7.54	1.00
CHAPEL HILL FIRE	13.87	10.79	11.50	0.71
DAMASCUS FIRE	12.80	9.79	10.20	0.41
EFLAND FIRE	10.28	7.38	8.38	1.00
ENO FIRE	11.98	8.71	8.71	-
LITTLE RIVER FIRE	7.39	5.35	5.35	-
NEW HOPE FIRE	13.84	10.15	12.50	2.35
ORANGE RURAL FIRE	11.49	8.21	9.21	1.00
ORANGE GROVE FIRE	8.27	5.81	7.00	1.19
SOUTH ORANGE FIRE	9.09	6.67	8.17	1.50
SOUTH TRIANGLE FIRE	12.80	8.75	10.20	1.45
WHITE CROSS FIRE	13.84	10.30	14.00	3.70

The recommended rate increases would generate approximately \$1,685,398 in new revenue for the Districts requesting rate increases.

Fund Balance Appropriation

This year’s budget recommends a fund balance appropriation of \$7.06 million to balance the budget and maintain an unassigned reserve of 16%. For the FY2025-26 Budget, the total unassigned fund balance target is \$42.3 million.

Next Steps and Appreciation

The FY2025-26 Budget strives to balance the need to fund basic education and support County services with the financial responsibility placed on taxpayers. Striking this balance would not have been possible without the creative efforts of our leadership team. Each of the department directors and their respective budget teams should be proud of what they have accomplished.

The Budget Office led by Budget Director Kirk Vaughn and supported by Denise Clark, Christy Dodson, and Alex Norwood provided the highest quality technical support throughout the process. Their advice, professionalism,

and responsiveness shaped and produced the document we are presenting today for the Board's consideration. The Budget process was further enhanced this year with the addition of Kelly Guadalupe as the County's Strategic Planning Manager. Her insight provided focus and fidelity to the priorities of the Strategic Plan.

As you know, two public hearings and four work sessions are scheduled for consideration of the FY2025-26 Budget. Final adoption of the Budget is currently scheduled for June 17. I look forward to working with you over the next several weeks to improve upon the Manager's Recommended Budget. Please contact me, the Deputy Manager, or the Budget Director if you have any questions.



Graceful Great Blue,
by Kelly Mieszkalski.



ORANGE COUNTY

NORTH CAROLINA

STRATEGIC PLAN FY2025-2029

Board of Commissioner's Message

After months of engagement, community building and collaboration, we are pleased to present Orange County's five-year Strategic Plan. This plan is an aspirational endeavor for the future of the County – who we are, who we want to be, and how to get there. Its success depends on all of us working together to implement the plan, report and evaluate our progress and make the adjustments necessary to continue moving the County forward.

This strategic plan is an essential tool in laying out ways we can make the County stronger. While we continue with our clear focus on delivering excellent service each day, this document is a public declaration of our commitment to work to achieve the County's

vision. Together, we created a vision for the future of the County: We are a diverse, inclusive, and healthy county working together to strengthen our community and enhance the quality of life for all residents.

Key to the formation of this Strategic Plan is the input and feedback we received from each one of you. It is through your discussions, insights, and input, that this Strategic Plan was developed. It was built and informed by your needs, your priorities, and your dreams. These are your visions and priorities, and we look forward to putting them into action.



Phyllis Portie-Ascott District 2	Amy Fowler At Large	Marilyn Carter District 1	Sally Greene At Large
Earl McKee District 2	Jamezetta Bedford Chair District 1	Jean Hamilton Vice Chair District 1	

Plan at a Glance

Mission Statement

Orange County is a visionary leader in providing governmental services valued by our community, beyond those required by law, in an equitable, sustainable, innovative, and efficient way.

Vision Statement

We are a diverse, inclusive, and healthy county working together to strengthen our community and enhance the quality of life for all residents.

Guiding Principles

Communication and Awareness

We provide information and opportunities for engagement in a transparent manner so that all in our community have knowledge, understanding, and a voice.

Inclusivity and Engagement

We foster an environment in which all are welcomed, represented, and empowered to participate in and feel connected to their community.

Dedication and Respect

We commit to our roles in public service and organizational excellence by fostering the skills, talents, and innovation of our residents, employees, volunteers, and boards needed to carry out this work.

Stewardship and Advocacy

We make proactive data supported decisions and advocate to local, state and Federal governments in response to our community's needs in a way that best utilizes our resources.

Partnership and Collaboration

We build meaningful relationships and connections that allow us to create holistic and integrated systems of support for all.

Social Justice

We reject oppression and inequity by ensuring fair and equitable treatment of all people.

Climate Action and Sustainability

We recognize that our environment is critical to our existence and are deliberate in protecting, preserving, and sustaining our natural resources for the continued good of all.

GOAL STATEMENT

Promote sustainability and resiliency across the County and collaborate with our partners to activate our community, protect and preserve our natural resources, and reduce greenhouse gas emissions.



Objectives

1. Identify the priorities and resources necessary to implement the Climate Action Plan.
2. Invest in our infrastructure to reduce the environmental impact of the County fleet/facilities and improve safety.
3. Improve educational opportunities for County staff and community members on climate action and available resources to advance climate action projects.
4. Incentivize and promote sustainable agriculture and local food systems development through supportive policy, funding, farmland protection and educational outreach.
5. Review land use policies to promote and connect Town, County, and private trails and open spaces.
6. Protect water supply/watersheds.
7. Conserve and protect high priority open space, including Natural Heritage sites, nature preserves, watershed riparian buffers, and prime/threatened farmland.
8. Include environmental stewardship objectives in the Comprehensive Land Use Plan.

Performance Measures

1. Implement 50% (35) of Climate Action Plan Strategies by June 30, 2029, and document strategy status in Climate Action Tracker.
2. Reduce the energy intensity (energy used in KBTU, or one-thousand British thermal units, per building square foot) of county facilities by 10% to 78.5 KBTUs per square foot by June 30, 2029.
3. Increase the annual solar energy generated at County facilities by 167% by June 30, 2029.
4. Replace 75% of County non-first responder vehicles (7-8 vehicles) each year with electric or other alternative fuel vehicles (biodiesel, ethanol, hydrogen, etc.).
5. Increase rating in the bi-annual community survey on the following two questions by one percentage point every 2 years:
How would you rate the County:
 - A. As a community committed to green & sustainable practices
 - B. As a place that prioritizes environmental protection
6. Establish baseline and increase the number of sustainable farming practices* farmers implement after participating in sustainable farming programs, outreach, or education each year.
7. Permanently protect 300 additional acres of farmland, priority natural areas, riparian buffer lands, floodplains, and wildlife habitat over the next 5 years.

**Sustainable Farming practices are defined as practices that improve soil health, water management, biodiversity and/or ability to farm long term.*

GOAL STATEMENT

Increase equitable access to care and social safety net programming to promote the physical, social, and mental well-being of our community.



Objectives

1. Improve harm reduction, prevention, and therapeutic interventions for adults and children experiencing behavioral health issues, substance use disorder, and intellectual or developmental disability.
2. Expand access to quality, affordable healthcare services. (e.g., Crisis Diversion facility, Medicaid expansion, crisis response, behavioral health).
3. Provide protective services for our most vulnerable community members with practices and resources that support reducing risk factors, ensuring safety, and achieving permanency.
4. Support the basic needs and financial security of low-income families through a robust safety net of economic supports that help build long-term financial security.
5. Provide deflection, diversion, therapeutic interventions, and re-entry support, including housing for justice-involved children and adults.
6. Invest in, support, train, and retain our community safety, health, and emergency services employees and direct care workforce.
7. Provide sustainable, equitable, and high-quality community safety and emergency services to meet the community's evolving needs.
8. Invest in services and programs that improve the health and quality of life of the community (e.g., recreation and public open spaces, arts, etc.)

Performance Measures

1. Implement Post Overdose Response Team (PORT):
 - A. PORT contacts 90% of patients referred within 24 hours.
 - B. PORT establishes and maintains an 80% induction to transfer of care and completion of medication assisted treatment for opioid use disorders.
2. Increase enrollment of Medicaid eligible residents by 1% (200 individuals) annually through Fiscal Year 2028-29.
3. Increase by 2% annually the number of individuals deflected or diverted from criminal legal system involvement, by referring individuals to the Criminal Justice Resource Department deflection and diversion programs.
4. Maintain an annual retention rate of 86% or more among:
 - Deputy Sheriffs,
 - EMTs and Paramedics,
 - 911 Call Takers and Telecommunicators, and
 - Protective Services Social Workers through Fiscal Year 2028-29.



5. Achieve by April 1, 2025, and maintain a 65% adherence rate to a 15 minute or less emergent total response time for events requiring critical intervention by Emergency Medical Services.
6. Train 80 individuals annually on mental health topics including Mental Health First Aid and Applied Suicide Intervention Skills.
7. Work with families to collect at least 70% of all current child support owed and collect arrears for at least 70% of the families served by the Child Support Services Program annually.
8. Serve 96% of the estimated eligible food insecure Orange County households with food and nutrition services annually.
9. Provide 128 families annually with case-management through the Family Success Alliance program to connect them to medical/mental health care, housing, or food with support, information, and referral services.
10. Increase the percentage of children achieving permanency through reunification when exiting foster care by 1 percentage point per year.
11. Increase by 10 quarterly the number of 911 responses made by the Mobile Crisis Team (CARE).
12. All first responder county employees complete annual training to ensure cultural competence.
13. Increase positive responses to the statement “County provides adequate amenities, access to leisure activities, & cultural activities” by 1 percentage point in the 2027 and 2029 community surveys.

GOAL STATEMENT

Promote equitable and accessible housing and address housing disparities through policies, partnerships, and collaboration to create a thriving community.



Objectives

1. Use regular federal and local funds to build and/or acquire new affordable housing.
2. Address need and any policy barriers to increase access to emergency shelter beds and other low-barrier housing, including eviction diversion.
3. Invest in permanent supportive housing and help residents achieve housing stability.
4. Prioritize and select County-owned land and/or facilities, including the Greene Tract, as part of an overall plan of facilities to create crisis, bridge, low barrier, affordable, and permanent housing.
5. Review County ordinances, policies, agreements, and the regulatory processes to streamline practices, and increase opportunities and reduce barriers to construct housing.
6. Increase opportunities for public employees to buy and rent homes where they work.
7. Expand resources and invest in housing designed for our aging and disabled residents.
8. Rehabilitate and repair existing housing to preserve naturally occurring affordable housing and avoid displacement.
9. Increase representation of people with lived experience on housing related matters.
10. Support unhoused residents in obtaining temporary and permanent housing.
11. Ensure timely and thorough investigations and dispositions to all civil rights and fair housing complaints.

Performance Measures

1. Increase the number of affordable (80% AMI or below) housing units funded by Orange County by an average of 10 annually over 5 years, prioritizing 60% AMI or below.
2. Increase the amount of immediately accessible cold weather emergency beds available in the community by 25% by 2026.
3. Establish baseline and increase by 5 per year the number of individuals moved from Bridge Housing programs to stable permanent housing.
4. Increase the number of households housed by permanent supportive housing by 10% annually.
5. 70% of residents served by eviction diversion programs avoid eviction in the next 12 months.



6. Establish baseline and decrease by 5% the median amount of time it takes from first development permit application to certificate of occupancy issuance for housing developments by June 30, 2029.
7. Establish baseline and increase by 5% the awareness of available housing and rental assistance programs among county employees by June 30, 2029.
8. Increase by an average of 10% annually over 5 years the number of housing units repaired or rehabilitated.
9. At least 25% of Orange County Partnership to End Homelessness, Housing Choice Voucher, and Affordable Housing Advisory Board Members are individuals who have experienced homelessness or housing insecurity themselves by June 2029.
10. Reduce the number of individuals who are unhoused by 10% per year, prioritizing protection from displacement.
11. Process 8 housing discrimination cases per year.
12. Continue providing rent cost support through federal housing choice vouchers for 650 households annually.

GOAL STATEMENT

Collaborate with our regional partners to expand, integrate/connect, and provide accessible public transportation options.

Objectives

1. Identify priorities and resources necessary to implement the Orange County Transit Plan.
2. Increase community awareness of all modes of transportation including transit, bike and pedestrian, vehicle, and all other modes.
3. Support road projects that address congestion and reduce commute time using the County's Complete Streets policy.
4. Coordinate transit investments with municipal and county land use planning to reduce vehicle miles travelled and to provide more equitable access to shopping, employment, medical centers, college campuses, etc.
5. Invest in implementing the County's Safe Routes to Schools plan.
6. Update transportation related plans to provide more multi-modal options including rural Orange County.

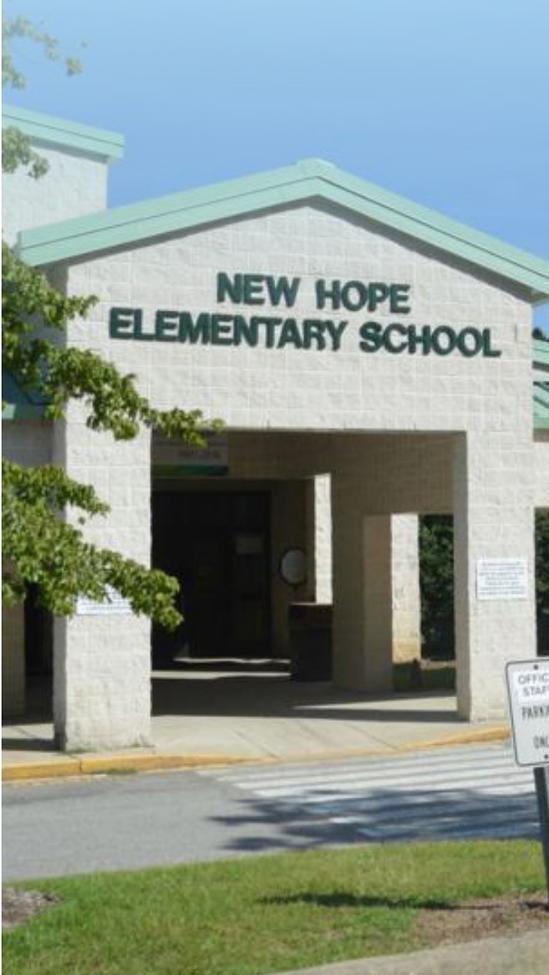
Performance Measures

1. Increase ridership by 5% each year on fixed route, demand response, and mobility on demand transportation services.
2. County transportation information is included in 90 outreach events each year.
3. Increase by 1 percentage point every two years the percentage of residents who are satisfied with biking, walking, and bus travel, as reported in the community survey.
4. Add at least one transportation network connection (sidewalks, trails, transit stops, etc.) each year through implementation of the Transportation Multi-Modal Plan.
5. Increase by 1 percentage point each year the percentage of on time pick ups and drop offs on fixed route, demand response, and mobility on demand transportation services.



GOAL STATEMENT

Enhance and maintain quality school operations and infrastructure and cultivate lifelong learning.



Objectives

1. Foster collaborative relationships with formal and informal educational organizations and agencies to provide opportunities for community members to meet, connect, and learn together.
2. Improve school readiness and educational outcomes by providing access, training, tools, technology, and other resources needed to thrive.
3. Provide support for Durham Tech continuing education, college and career readiness programming.
4. Improve learning environments by investing in facilities that address repair, renovation, and educational adequacy needs.
5. Invest in and implement a plan that supports schools operational and facility funding needs.
6. Implement the recommendations of the Schools Safety Task Force.

Performance Measures

1. Increase by 1% each year the number of children from low-income households enrolled annually in the childcare subsidy program.
2. Reach residents in all 15 zip codes of the county with digital literacy workshops offered annually.
3. Implement the Long-Range School Optimization Plan, funding planning for first construction in FY25-26, followed by construction on the first project in FY26-27. Utilize the remaining funds by the end of the 10-year plan period.
4. Track and report quarterly on school capital spending on high priority needs and other capital uses.
5. Annual meeting of the School Safety Task Force or other group convened by the Board of County Commissioners to review policies that address safety in the school districts and provide education on laws addressing school disruptions. Implement recommendation #3 in the School Safety Task Force Final Report by FY2025-26 and recommendation #8 by FY2026-27.
6. Establish baseline and increase visitors to the Southern Branch Library by 5% annually.
7. Increase by 1 percentage point annually the percentage of Durham Tech Promise scholarship recipients who complete a program or transfer to a four-year college or university.

GOAL STATEMENT

Foster an environment that attracts and retains sustainable and diverse businesses and visitors, employment opportunities, and diversifies our tax base.



Objectives

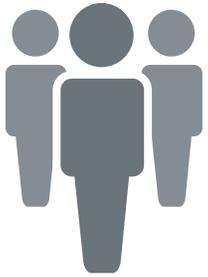
1. Provide family-oriented and inclusive programming or other cultural events for residents and visitors.
2. Review and revise County policies and regulations to support business investment in Orange County.
3. Streamline and digitize business processes to facilitate efficient interactions between employers and County departments.
4. Provide resources to new and expanding, small, creative, and agri-businesses that add character and quality of life to our community to attract employers, employees, and visitors.
5. Increase access to and awareness of resources and assistance available to residents and businesses.
6. Provide workforce and business development resources to enhance the skills of residents of the County.
7. Expand the non-residential tax base.

Performance Measures

1. Establish a baseline of tourism resources invested in community partners producing cultural events by June 30, 2025, and evaluate the economic impact annually.
2. Establish baseline and increase by 1 percentage point each year the percentage of Small Business Investment Grant recipients that are still in business one year after receiving a grant.
3. Establish baseline and increase by 1 percentage point each year the percentage of Agricultural Economic Development Grant Program recipients' farms that are still in operation one year after receiving the grant.
4. Establish baseline and increase by 3 percentage points annually the percentage of residents enrolled in Employment Services who complete an employment or training related program and/or gain employment.
5. Establish baseline and increase by 1 percentage point annually the percentage of residents enrolled in Durham Tech apprenticeship and workforce development programs who complete an employment or training related program and/or gain employment.

Demographics

Orange County Population



134,010
2010

148,911
2020

161,272
2030



\$79,205

Median Household Income*



\$339,900

Median Household Value



93.7%

High School Graduate
or Higher

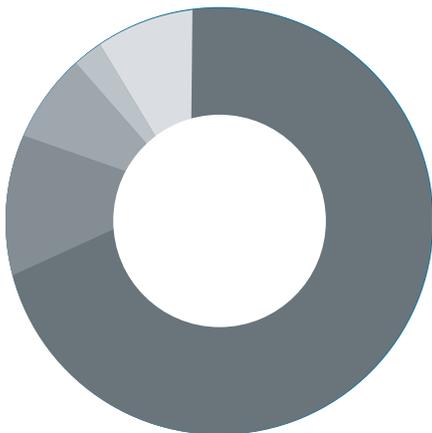


12.2%

Residents Below
Poverty Level

Source: 2022 Population Estimates, US Census Bureau *in 2021 dollars

Race and Ethnicity



68.8%

White or Caucasian
(Non-Hispanic)

12%

Black or African
American

8.8%

Hispanic

8.2%

Asian or
Asian Indian

2.8%

Two or More
Races

Source: North Carolina Office of State Budget & Management, State Demographer

What's Next?

Putting the Plan Into Action

Now that the strategic plan is adopted, the implementation phase commences.

This involves translating the outlined strategies into actionable steps, assigning responsibilities, and establishing timelines.

Regular monitoring and evaluation mechanisms will be put in place to assess progress and make adjustments as needed.

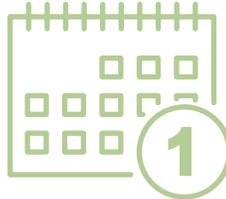
Feedback loops will also be established to help ensure continuous improvement and alignment with the County's overarching goals.

Successful execution of the strategic plan will require adaptability, clear communication, and a commitment to achieving the defined objectives.

Stay involved and curious about the process to learn more about our progress on the plan.

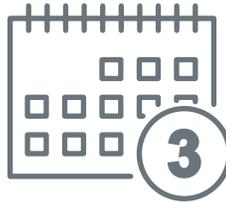
Keeping Track Of Progress

How are we doing? We'll let you know!



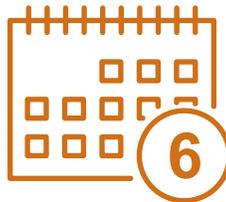
MONTHLY

County staff will evaluate and discuss progress on Strategic Plan goals.



QUARTERLY

County leadership will provide the County Manager's Office with progress updates for each Strategic Plan goal.



TWICE A YEAR

County Manager's Office will prepare an update to the Board for each Strategic Plan goal, including significant wins and challenges.



ANNUALLY

The County Manager's Office will prepare a year end update detailing progress on each Strategic Plan goal. Report to be presented to Board and shared on orangecountync.gov for public access.

How to Read the Budget Document

The operating budget is divided into 44 sections separated by tabs.

- The first two sections, the *Manager's Message* and *Budget Summaries*, provide an overview of the Annual Operating Budget.
- The next forty-one sections, starting with *Aging* and ending with *Transportation Services*, includes sections for the Capital Investment Plan, Courts, Education, Fire Districts, Non-Departmental, Outside Agencies and Sportsplex.
- The *Capital Investment Plan* section includes the FY2025-35 Manager's Recommended Capital Investment Plan and lists all capital project summaries.
- The *Appendix* contains supplemental information to help the reader understand terminology used in the document. Examples of information in this section include *Employee Pay and Benefits* and the *Recommended Fee Schedule*.
- Throughout the document there are references to *Base budget*. *Base budget* is a tool that provides the departments and the County Manager a starting point for evaluating budget decisions for the upcoming budget cycle. The *Base budget* is the same as the current year's original budget with two exceptions:
 - 1) All natural personnel changes that occur in the fiscal year are included.
 - 2) All recurring capital requests are set back to zero as those are typically irregular expenditures.
 - Examples of natural personnel changes: approval of new FTEs by Board after adoption of budget, new hires, vacancies, retirements, reclassifications, as well as all benefit changes such as health, dental and retirement contributions.
 - Vacant positions are still budgeted at the minimum salary for their grade in the department budget. The budgeted savings for hiring freezes are in a non-departmental account, not in individual department budgets.

Appropriations are made at the functional level. *Function Summaries* are included within the Budget Summaries section of the document. This gives the reader a brief summary of departmental funding levels.

Appropriation by Function

Appropriations by Function <i>Summary - General Fund</i>					
	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Community Services					
Animal Services	2,964,409	3,085,869	3,245,765	3,238,138	3,236,788
Cooperative Extension	394,162	545,267	545,267	550,875	544,117
Department of Environment, Agriculture, Parks & Recreation	4,743,264	5,067,682	5,288,422	5,513,792	5,323,378
Fleet Services	1,528,592	1,845,454	2,138,907	2,416,058	2,404,920
Non-Departmental	472,675	195,104	195,104	195,104	195,104
Transportation Services	2,473,979	2,999,286	2,624,377	3,329,707	2,752,642
Planning and Inspections	2,127,931	2,358,287	2,456,690	2,470,184	2,440,615
Community Services Total	\$14,705,012	\$16,096,949	\$16,494,532	\$17,713,858	\$16,897,564

Appropriation by Function summarizes fiscal information at the function level.

Compares budgeted expenditures to the original and Base Budget in addition to one year of historical spending.

Appropriation by Function <i>Other Funds</i>					
	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Debt Service Fund					
Debt Service	37,972,570	34,322,203	34,337,550	34,824,711	34,758,357
Total	\$37,972,570	\$34,322,203	\$34,337,550	\$34,824,711	\$34,758,357
Article 46 Fund					
Education	2,954,881	3,195,999	3,195,999	3,195,999	3,195,999
Community Services	2,954,881	3,195,999	3,195,999	3,195,999	3,195,999
Total	\$5,909,761	\$6,391,998	\$6,391,998	\$6,391,998	\$6,391,998

Appropriation by Function, Other Funds

Programs or activities appropriated in funds other than the General Fund.

Revenue by Category <i>Summary - General Fund</i>					
	2023-24 Actual Revenues	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Property Taxes					
Property Taxes	177,698,983	185,864,654	185,864,654	195,808,394	205,029,894
Motor Vehicles	13,481,108	13,775,985	13,775,985	10,874,662	11,386,798
Gross Receipts	111,246	115,000	115,000	115,000	115,000
Delinquent Taxes	967,817	1,288,068	1,288,068	1,288,068	1,288,068
Interest on Delinquent Taxes	460,877	576,877	576,877	460,000	460,000
Late List Penalties	146,610	114,801	114,801	114,801	114,801
Animal Taxes	550	0	0	0	0
Beer and Wine	265,401	233,960	233,960	265,000	265,000
Property Taxes Total	\$193,132,592	\$201,969,345	\$201,969,345	\$208,925,925	\$218,659,561

Revenue by category compares budgeted revenues to the original and Base Budget in addition to one year of historical spending.

Department/Program Budget Page

Each department/program has a budget page that gives the reader a general description of the department or program, and projected outcomes for the upcoming budget year. *Outcomes* are performance expectations stated in quantitative and qualitative terms. *Measures* provide the reader with historical workload and performance indicators for each department/program. *Department Budget Changes* explain budget fluctuations or other relevant information pertaining to the department or program.

Finance and Administrative Services

Phone Number: (919) 245-2450 Website: <https://www.orangecountync.gov/699/Finance-Administrative-Services>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
By Category (General Fund)					
Personnel Services	1,341,268	1,384,103	1,342,435	1,350,451	1,328,334
Operations	318,104	1,656,669	1,690,869	1,706,239	1,697,349
Capital Outlay	14,889	0	0	0	0
Total Expenditures	\$ 1,674,260	\$ 3,040,772	\$ 3,033,304	\$ 3,056,690	\$ 3,025,683
Total Revenues	0	0	0	0	0
County Costs (net)	\$ 1,674,260	\$ 3,040,772	\$ 3,033,304	\$ 3,056,690	\$ 3,025,683

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Decrease in county costs of \$7,621 due to county wide travel and training cuts alongside other operational savings.

Department/Program Budget Page provides general description of department.

Provides current and historical fiscal information for each category: Personnel Services, Operations, and Capital Outlay.

Finance Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Travel and Training Cuts	\$ (2,050)	\$ -	\$ (2,050)
Operational Savings	\$ (5,571)	\$ -	\$ (5,571)
<i>General Fund Subtotal</i>	\$ (7,621)	\$ -	\$ (7,621)
Net Finance Department Changes	\$ (7,621)	\$ -	\$ (7,621)

Department Changes - describes significant budget changes from Base to Manager Recommended FY2025-26.

Major Divisions/Services

Economic Development / Support for Small Businesses and Agriculture Operations

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Provide resources to small, creative, and agro-businesses that add character and quality of life to our community to attract employers, employees and visitors.					
Outcome Measure: 5% increase of Orange County Agriculture and Business Economic Development Grant awards in support of business creation, innovation, and expansion over the next year.					
Strategic Plan Priority: 6. Diverse and Vibrant Economy					
Business Investment Grant Awards	20	34	32	32	33
Agriculture Grant Awards	10	10	17	18	19

FY 2024-25 Highlights

- Continued to market and disburse funds from the Small Business and Agriculture Grant Programs disbursing approximately 32 business grant awards from the annual allocation of \$173,250.00 to support small, locally owned businesses and 18 Agriculture Grants from the annual allocation of \$157,500 that support Orange County's small farmers and food processors.

Major Services - general description of the services of the department and performance measures aligned with one of the six countywide strategic plan priorities

Fund Structure

The accounts of the County are organized on the basis of funds or account groups with each fund constituting a separate accounting entity. The operations of each fund are accounted for by providing a separate set of self-balancing accounts reflecting its assets, liabilities, fund balance, revenues and expenditures. The funds of the County are created because of the diverse nature of governmental operations and the necessity of complying with legal provisions. Orange County has three broad fund categories: governmental, proprietary and fiduciary. Only two of these, governmental and proprietary, are included in this document.

Government Funds

These funds account for expendable financial resources other than those accounted for in proprietary and fiduciary funds. Most of Orange County's functions are included in this fund type. The modified accrual basis of accounting is used in this fund.

"Basis of accounting" refers to criteria for determining when revenues and expenditures are recorded in the accounting system. The "modified accrual basis" requires that expenditures be recorded when a liability is incurred (time of receipt) for goods or services provided to the County. The expenditure is usually recorded before the funds are disbursed. This type of accounting also requires that most revenues be recorded when they are actually received. The modified accrual basis of accounting helps to keep financial practices on a conservative footing; expenditures are recorded as soon as the liabilities for them are incurred, and most revenues are not recorded until they have actually been received in cash.

The County's individual governmental funds include:

- **General Funds** - the general operating fund of the County, which accounts for normal recurring County activities such as education, human services, public safety, etc. These activities are funded by revenue sources such as property tax, sales tax, charges for services, etc. The second general fund is the debt service fund, which accounts for all expenses for county and school related debt.
- **Special Revenue Funds** - account for the proceeds of specific revenue sources (other than major capital projects) that require separate accounting because of legal restrictions or administrative action. Special revenue funds in Orange County include: Grant Projects Fund, Community Development Fund, Fire Districts Fund, Visitors Bureau Fund, Housing Choice Voucher Fund, E911 Fund and Article 46 Sales Tax Fund.
- **Capital Projects Funds** - account for all resources used for acquisition, construction, or renovation of major capital facilities of Orange County, as well as Orange County Schools and Chapel Hill-Carrboro City Schools. Capital project funds in Orange County include: County Capital Projects Fund and School Capital Projects Fund. Prior to July 1, 1993, several funds were used to account for capital projects.

Proprietary Funds

These funds account for operations, which are similar to those found in the private sector because net income is determined in these funds. The accrual basis of accounting is used for this fund. In the accrual basis of accounting, revenues are recognized when they are earned and expenses are recognized when they are incurred. Orange County operates one type of proprietary funds:

- **Enterprise Funds** - account for operations that are intended to be self-supporting

through charges made to users of services provided or where determination of net income is an important factor. Orange County presently has two enterprise funds - the Solid Waste Enterprise Fund and the Sportsplex Enterprise Fund.

Fiduciary Funds

These funds are used to account for assets held by the County in a trustee capacity or as an agent for individuals, private organizations, other governmental units and/or other funds. Since, by state statutes, these funds are not subject to appropriation by the Board of County Commissioners, these funds are not included in this document. The County's fiduciary funds include:

- **Agency Funds** account for assets held by the County as an agent for other governmental units. These monies are accounted for in essentially the same manner as governmental funds.
- **Non-expendable Trust Funds** account for assets, held by the County in a trustee capacity, which are designated for a particular purpose. These monies are accounted for basically in the same manner as proprietary funds.

Functions

The budget includes the use of functional leadership teams consisting of the following functions: Community Services, General Government, Human Services, Public Safety, and Support Services. Each fund is further divided into functions, which represent the level of authorization by the governing board. Revenue categories/functions include Property Taxes, Sales Tax, Licenses and Permits, Intergovernmental, Charges for Services, Interest Income, Miscellaneous Income and Fund Balance. Orange County's appropriation functions include: Community Services, General Government, Human Services, Public Safety, Support Services, Education, Transfers to Other Funds, and Debt Service.

Departments/Programs

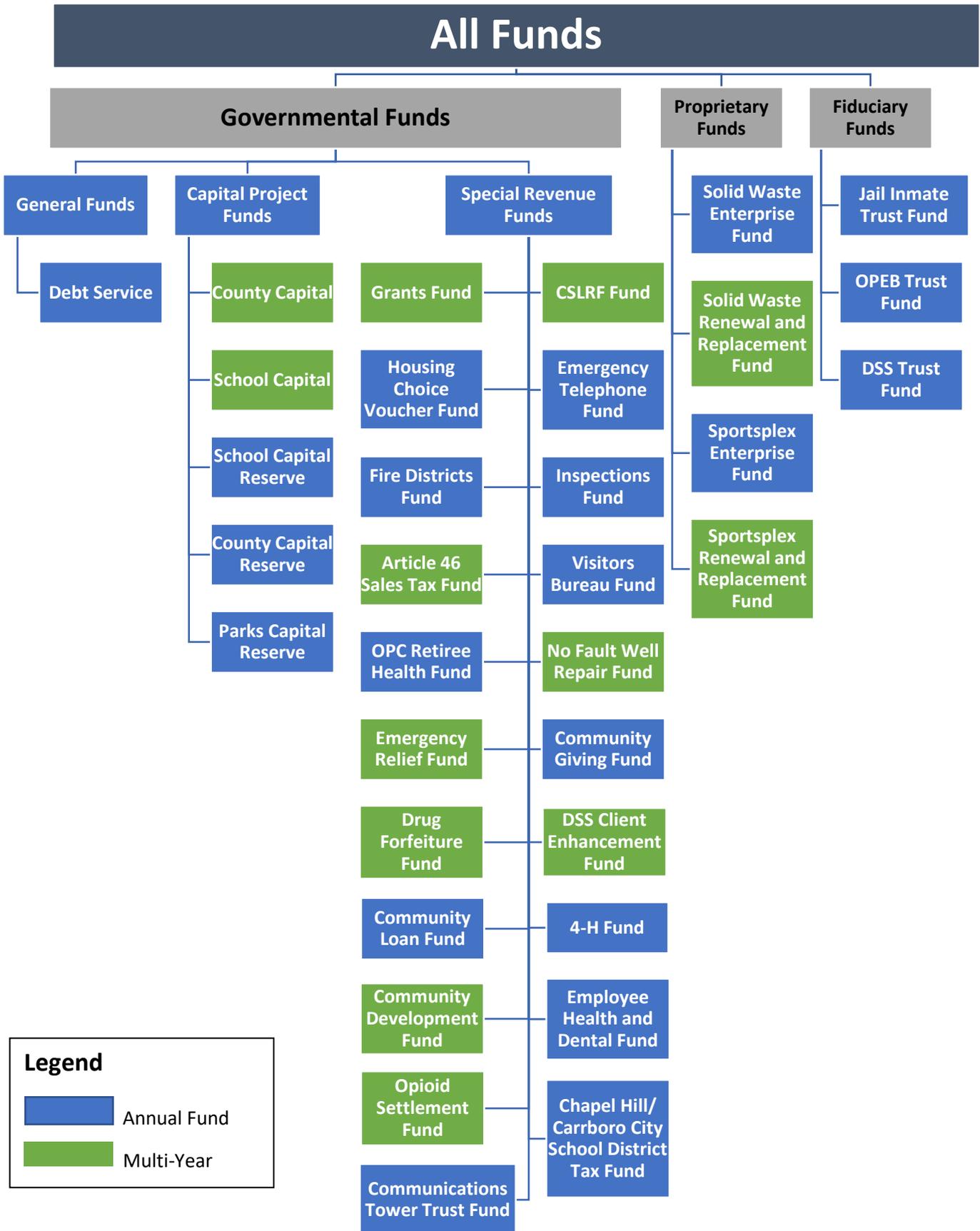
Each function is comprised of two or more departments, and each department may be further represented by a program. In this document, each department or program summary contains a program description, prior year accomplishments, coming year objectives, a budget summary by expenditure category, and offsetting revenues. For departments administering more than one program a department summary precedes the department's program summaries.

Basis of Budgeting

Budgetary accounting is used for management control of all funds of the County. Annual budget ordinances are adopted on the modified accrual basis at the fund level and amended as required for the operations of the general, special revenue, and proprietary funds.

The Annual Comprehensive Financial Report (ACFR) shows the County's finances on the basis of "generally accepted accounting principles" (GAAP). In most cases, this conforms to the way the County prepares its budget. Two exceptions are the treatment of depreciation expense and compensated absences. Depreciation is not budgeted but capital improvements in the ACFR are depreciated. Compensated absences are accrued as expenditures in the ACFR and are not included in the budget. The ACFR shows fund revenues and expenditures on both a GAAP basis and budgetary basis for comparison purposes.

Orange County Fund Structure



Legend

Annual Fund

Multi-Year

Revenue by Category

Summary - General Fund

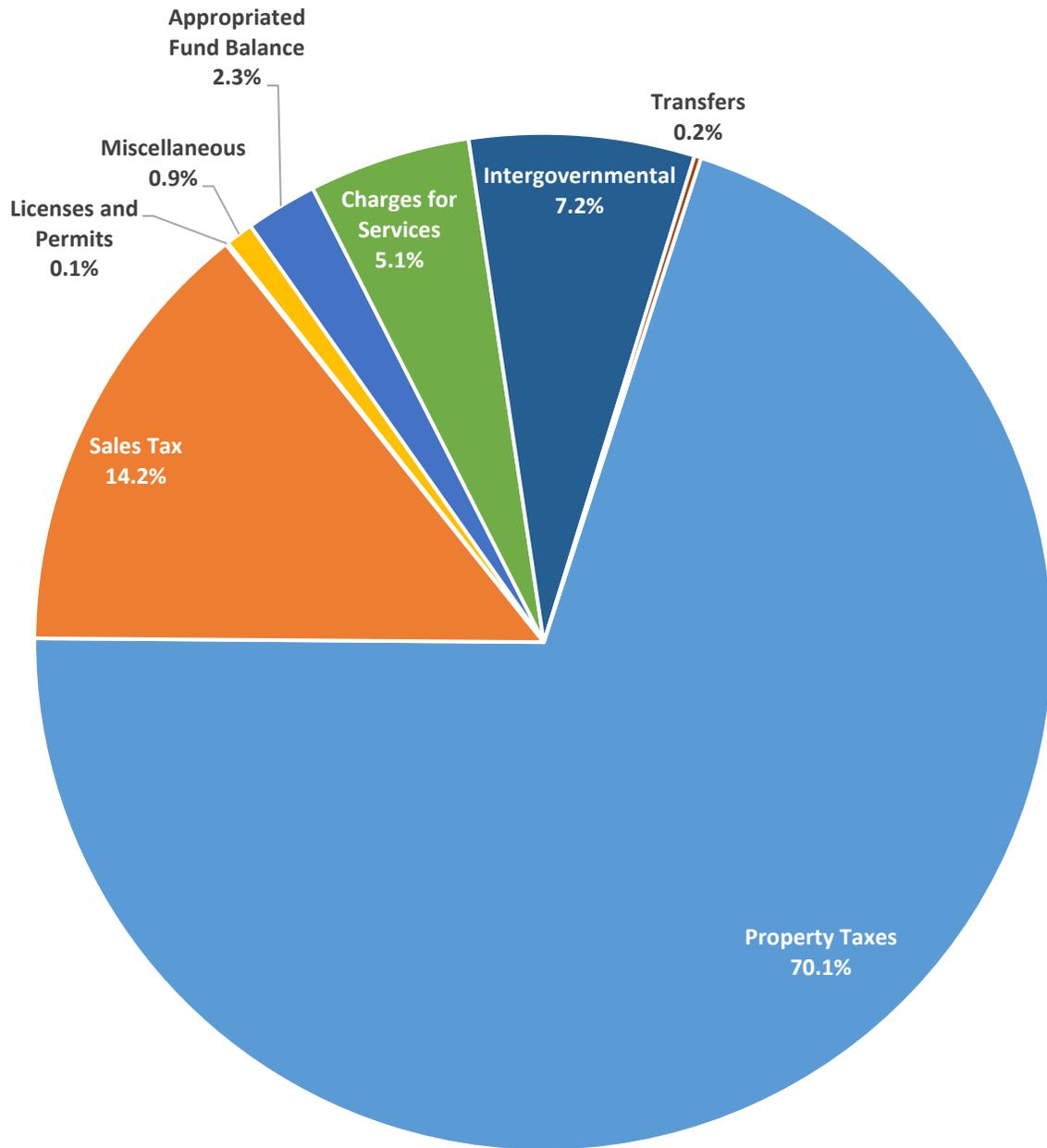
	2023-24 Actual Revenues	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Property Taxes					
Property Taxes	177,698,983	185,864,654	185,864,654	195,808,394	205,029,894
Motor Vehicles	13,481,108	13,775,985	13,775,985	10,874,662	11,386,798
Gross Receipts	111,246	115,000	115,000	115,000	115,000
Delinquent Taxes	967,817	1,288,068	1,288,068	1,288,068	1,288,068
Interest on Delinquent Taxes	460,877	576,877	576,877	460,000	460,000
Late List Penalties	146,610	114,801	114,801	114,801	114,801
Animal Taxes	550	0	0	0	0
Beer and Wine	265,401	233,960	233,960	265,000	265,000
Property Taxes Total	<u>\$193,132,592</u>	<u>\$201,969,345</u>	<u>\$201,969,345</u>	<u>\$208,925,925</u>	<u>\$218,659,561</u>
Sales Tax					
Article 39 One Cent	17,030,801	17,856,804	17,856,804	17,718,846	17,718,846
Article 40 Half Cent	11,946,792	12,503,058	12,503,058	12,429,442	12,429,442
Article 42 Half Cent	8,532,318	8,956,144	8,956,144	8,877,023	8,877,023
Article 44 Half Cent	307,662	323,006	323,006	320,092	320,092
Hold Harmless Article 44	4,826,152	4,500,000	4,500,000	4,800,000	4,800,000
Sales Tax Total	<u>\$42,643,725</u>	<u>\$44,139,012</u>	<u>\$44,139,012</u>	<u>\$44,145,403</u>	<u>\$44,145,403</u>
Licenses and Permits					
Privilege License	13,005	12,000	12,000	12,000	12,000
Franchise Fee	213,523	262,200	262,200	230,000	230,000
Licenses and Permits Total	<u>\$226,528</u>	<u>\$274,200</u>	<u>\$274,200</u>	<u>\$242,000</u>	<u>\$242,000</u>
Investment Earnings Total	<u>\$2,362,680</u>	<u>\$1,800,000</u>	<u>\$1,800,000</u>	<u>\$1,800,000</u>	<u>\$1,800,000</u>
Miscellaneous Total	<u>\$3,734,876</u>	<u>\$1,000,011</u>	<u>\$1,000,011</u>	<u>\$956,775</u>	<u>\$956,775</u>
Appropriated Fund Balance Total	<u>\$0</u>	<u>\$7,100,000</u>	<u>\$7,100,000</u>	<u>\$7,100,000</u>	<u>\$7,068,767</u>

Revenue by Category

Summary - General Fund

	2023-24 Actual Revenues	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Charges for Services					
Aging	140,118	136,800	136,800	136,800	136,800
Planning & Inspections	733,878	618,000	618,000	1,020,430	702,350
Emergency Services	4,995,798	5,241,000	5,241,000	5,708,500	5,708,500
Health	1,943,872	2,250,767	2,250,767	2,753,943	2,350,518
Register of Deeds	2,101,589	1,967,000	1,967,000	2,289,500	1,974,500
Sheriff	1,835,942	2,598,125	2,598,125	2,598,125	2,107,125
Tax Administration	362,684	439,000	439,000	446,000	581,000
Transportation	70,636	87,000	87,000	89,000	89,000
Indirect Costs	913,693	1,033,868	1,033,868	1,185,743	1,401,297
Other	814,072	732,130	732,130	948,212	950,212
Charges for Services Total	<u>\$13,912,281</u>	<u>\$15,103,690</u>	<u>\$15,103,690</u>	<u>\$17,176,253</u>	<u>\$16,001,302</u>
Intergovernmental					
Aging	733,221	855,124	855,124	855,124	855,124
Animal Services	359,400	445,863	445,863	445,838	445,838
Child Support Services	1,580,489	1,709,000	1,643,000	1,643,000	1,682,669
DEAPR	79,432	158,453	158,453	168,949	168,949
Emergency Services	15,063	97,960	97,960	102,360	102,360
Health	2,403,554	1,712,233	1,783,798	1,644,770	1,669,655
Library	135,682	100,000	100,000	100,000	100,000
Sheriff	829,555	792,302	792,302	792,302	792,302
Social Services	10,656,670	12,708,932	12,708,932	12,809,715	12,771,761
Tax Administration	197,122	130,740	130,740	132,000	132,000
Transportation	2,019,043	1,883,331	1,683,331	2,425,782	2,150,782
Other	1,533,638	1,423,880	1,377,982	1,442,487	1,442,487
Intergovernmental Total	<u>\$20,542,869</u>	<u>\$22,017,818</u>	<u>\$21,777,485</u>	<u>\$22,562,327</u>	<u>\$22,313,927</u>
Transfers from Other Funds					
Capital Reserve	1,154,452	356,539	0	0	0
Visitors Bureau	112,000	224,000	224,000	239,000	239,000
Sportsplex Enterprise Fund	158,000	316,000	316,000	316,000	316,000
Article 46 Fund	83,280	109,500	109,500	110,729	110,729
Transfers from Other Funds Total	<u>\$1,507,732</u>	<u>\$1,006,039</u>	<u>\$649,500</u>	<u>\$665,729</u>	<u>\$665,729</u>
Total Revenue	<u>\$278,063,284</u>	<u>\$294,410,115</u>	<u>\$293,813,243</u>	<u>\$303,574,412</u>	<u>\$311,853,464</u>

General Fund Revenue by Category



Revenue By Category

Other Funds

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Debt Service Fund					
General Government Revenue	283,715	410,816	410,816	410,816	410,816
Intergovernmental Revenue	1,847,675	271,674	271,674	343,009	343,009
Financing Proceeds	360,908	0	0	0	0
From General Fund	31,997,646	31,390,000	31,390,000	32,331,700	32,331,700
Appropriation Fund Balance	0	2,249,713	2,249,713	1,739,186	1,672,832
Total	<u>\$34,489,944</u>	<u>\$34,322,203</u>	<u>\$34,322,203</u>	<u>\$34,824,711</u>	<u>\$34,758,357</u>
Article 46 Fund					
Sales Tax	5,909,761	6,391,998	6,391,998	6,391,998	6,391,998
Total	<u>\$5,909,761</u>	<u>\$6,391,998</u>	<u>\$6,391,998</u>	<u>\$6,391,998</u>	<u>\$6,391,998</u>
Emergency Telephone System Fund					
Charges for Services	578,160	428,404	428,404	365,006	365,006
Interest on Investments	18,866	0	0	0	0
Appropriation Fund Balance	0	0	0	55,056	54,056
Total	<u>\$597,026</u>	<u>\$428,404</u>	<u>\$428,404</u>	<u>\$420,062</u>	<u>\$419,062</u>
Employee Health and Dental Fund					
General Government Revenue	13,802,001	14,872,653	14,872,653	15,724,204	15,724,204
From General Fund	3,183,405	3,172,894	3,172,894	3,674,204	3,674,204
Total	<u>\$16,985,406</u>	<u>\$18,045,547</u>	<u>\$18,045,547</u>	<u>\$19,398,408</u>	<u>\$19,398,408</u>
Fire Districts					
Property Tax	8,723,269	9,355,837	9,355,837	11,000,685	11,000,685
Intergovernmental Revenue	25,000	0	0	0	0
Interest on Investments	23,547	6,550	6,550	17,100	17,100
Appropriated Fund Balance	0	45,000	45,000	75,000	75,000
Total	<u>\$8,771,816</u>	<u>\$9,407,387</u>	<u>\$9,407,387</u>	<u>\$11,092,785</u>	<u>\$11,092,785</u>
Inspections Fund					
Charges for Services	1,166,460	1,381,840	1,381,840	1,310,913	1,349,341
From General Fund	387,005	384,377	384,377	404,510	335,774
Total	<u>\$1,553,465</u>	<u>\$1,766,217</u>	<u>\$1,766,217</u>	<u>\$1,715,423</u>	<u>\$1,685,115</u>
Opioid Settlement Fund					
Intergovernmental	2,738,015	886,657	886,657	1,019,496	1,019,496
Total	<u>\$2,738,015</u>	<u>\$886,657</u>	<u>\$886,657</u>	<u>\$1,019,496</u>	<u>\$1,019,496</u>
Multi-Year Grants Fund					
Intergovernmental	237,248	182,000	182,000	183,500	183,500
Donations	216,459	100,000	100,000	100,000	100,000
Total	<u>\$453,707</u>	<u>\$282,000</u>	<u>\$282,000</u>	<u>\$283,500</u>	<u>\$283,500</u>
Housing Choice Voucher Fund					
Intergovernmental	7,227,081	7,534,000	7,534,000	8,628,000	8,628,000
Interest on Investments	7,941	8,500	8,500	8,500	8,500
Total	<u>\$7,235,021</u>	<u>\$7,542,500</u>	<u>\$7,542,500</u>	<u>\$8,636,500</u>	<u>\$8,636,500</u>

Revenue By Category

Other Funds

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Community Development Fund					
From General Fund	417,103	463,864	463,864	645,940	513,671
Intergovernmental	\$2,326,205	\$1,036,806	\$1,036,806	1,053,697	1,053,286
Program Income	13,306	13,306	13,306	\$13,306	13,306
Total	<u>\$2,756,614</u>	<u>\$1,513,976</u>	<u>\$1,513,976</u>	<u>\$1,712,943</u>	<u>\$1,580,263</u>
Visitors Bureau Fund					
Occupancy Tax	2,223,599	2,126,700	2,126,700	2,169,234	2,363,229
Sales & Fees	542,715	443,082	443,082	457,500	274,536
Intergovernmental	95,760	94,280	94,280	95,956	95,956
General Government Revenue	74,699	86,269	86,269	87,945	104,945
Appropriated Fund Balance	0	307,790	307,790	495,611	482,444
Total	<u>\$2,936,771</u>	<u>\$3,058,121</u>	<u>\$3,058,121</u>	<u>\$3,306,246</u>	<u>\$3,321,110</u>
Solid Waste Operations Enterprise Fund					
Sales & Fees	10,870,051	10,585,886	10,585,886	10,633,231	10,705,231
Intergovernmental	584,690	428,000	428,000	440,000	440,000
Miscellaneous	68,569	65,000	65,000	63,700	63,700
Interest on Investments	428,435	135,000	135,000	135,000	135,000
Appropriated Fund Balance	0	1,753,402	1,753,402	3,313,446	2,351,917
Total	<u>\$11,951,745</u>	<u>\$12,967,288</u>	<u>\$12,967,288</u>	<u>\$14,585,377</u>	<u>\$13,695,848</u>
Sportsplex Operations Enterprise Fund					
Charges for Services	5,497,730	5,214,172	5,214,172	5,720,578	5,720,578
Total	<u>\$5,497,730</u>	<u>\$5,214,172</u>	<u>\$5,214,172</u>	<u>\$5,720,578</u>	<u>\$5,720,578</u>
4-H Fund					
General Government Revenue	6,251	14,200	14,200	19,200	19,200
Charges for Services	10,170	15,000	15,000	15,000	15,000
Appropriated Fund Balance	0	3,425	3,425	3,306	3,306
Total	<u>\$16,421</u>	<u>\$32,625</u>	<u>\$32,625</u>	<u>\$37,506</u>	<u>\$37,506</u>
Orange-Person-Chatham Retiree Health Fund					
Interest on Investment	8,688	4,454	4,454	18,000	18,000
Total	<u>\$8,688</u>	<u>\$4,454</u>	<u>\$4,454</u>	<u>\$18,000</u>	<u>\$18,000</u>
Parks Capital Reserve					
Community Services	37,929	10,500	10,500	10,500	10,500
Total	<u>\$37,929</u>	<u>\$10,500</u>	<u>\$10,500</u>	<u>\$10,500</u>	<u>\$10,500</u>
County Capital Reserve					
General Government	295,206	356,539	356,539	0	0
Total	<u>\$295,206</u>	<u>\$356,539</u>	<u>\$356,539</u>	<u>\$0</u>	<u>\$0</u>

Revenue By Category

Other Funds

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
DSS Trust Fund					
General Government Revenue	260,000	260,000	260,000	260,000	260,000
Total	<u>\$260,000</u>	<u>\$260,000</u>	<u>\$260,000</u>	<u>\$260,000</u>	<u>\$260,000</u>
Jail Inmate Trust Fund					
Miscellaneous	276,621	315,000	315,000	315,000	315,000
Total	<u>\$276,621</u>	<u>\$315,000</u>	<u>\$315,000</u>	<u>\$315,000</u>	<u>\$315,000</u>
Community Giving Fund					
General Government	0	90,000	90,000	90,000	90,000
Total	<u>\$0</u>	<u>\$90,000</u>	<u>\$90,000</u>	<u>\$90,000</u>	<u>\$90,000</u>
CHCCS District Tax Fund					
Property Tax	28,026,693	28,419,218	28,419,218	28,419,218	28,800,416
Total	<u>\$28,026,693</u>	<u>\$28,419,218</u>	<u>\$28,419,218</u>	<u>\$28,419,218</u>	<u>\$28,800,416</u>

Appropriations by Function

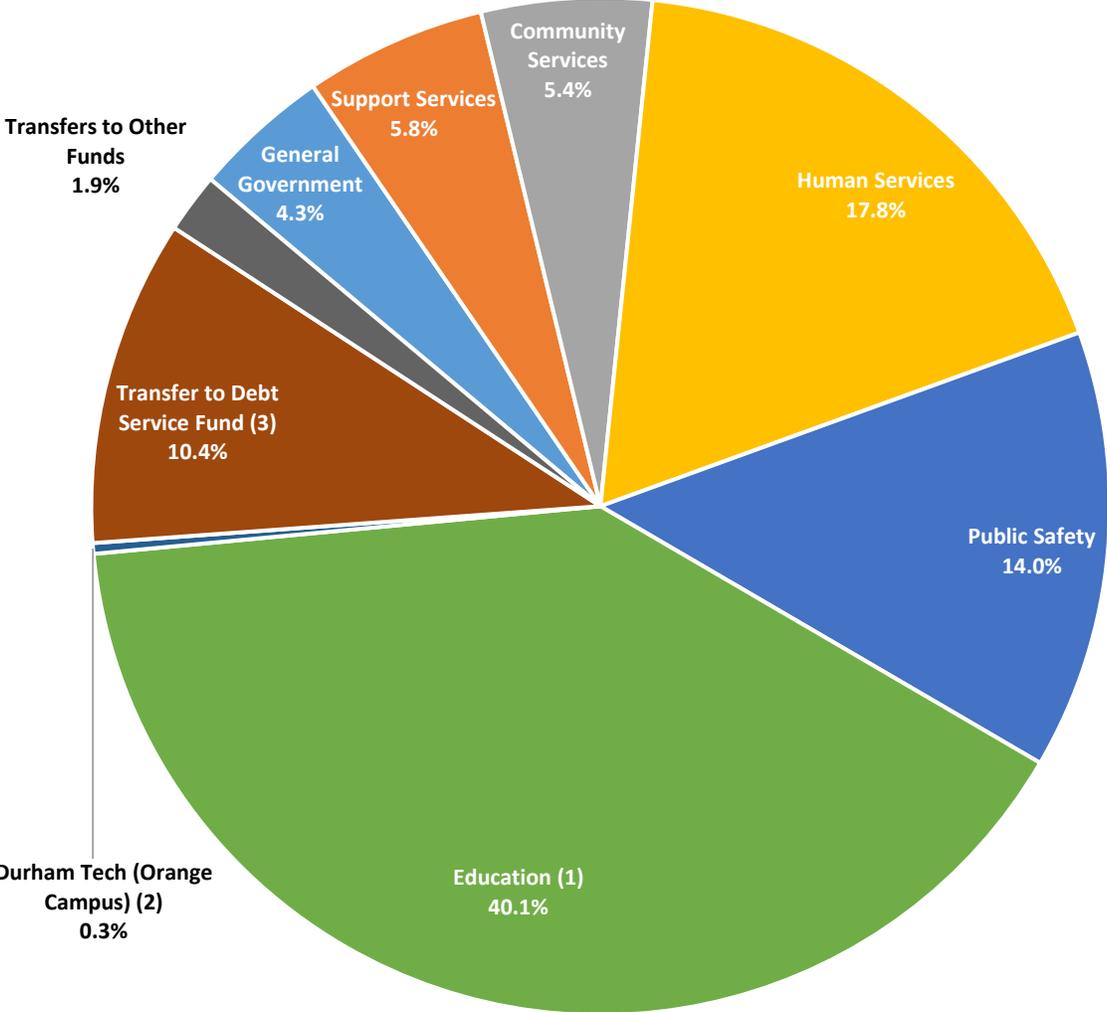
Summary - General Fund

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Community Services					
Animal Services	2,964,409	3,085,869	3,245,765	3,238,138	3,236,788
Cooperative Extension	394,162	545,267	545,267	550,875	544,117
Department of Environment, Agriculture, Parks & Recreation	4,743,264	5,067,682	5,288,422	5,513,792	5,323,378
Fleet Services	1,528,592	1,845,454	2,138,907	2,416,058	2,404,920
Non-Departmental	472,675	195,104	195,104	195,104	195,104
Transportation Services	2,473,979	2,999,286	2,624,377	3,329,707	2,752,642
Planning and Inspections	2,127,931	2,358,287	2,456,690	2,470,184	2,440,615
Community Services Total	<u>\$14,705,012</u>	<u>\$16,096,949</u>	<u>\$16,494,532</u>	<u>\$17,713,858</u>	<u>\$16,897,564</u>
General Government					
Board of County Commissioners	837,471	903,769	971,879	1,015,782	1,015,782
Board of Elections	1,190,663	1,119,967	1,126,764	1,457,455	1,351,274
County Attorney's Office	888,285	900,452	949,144	949,144	948,517
County Manager's Office	1,865,604	2,096,831	2,124,120	2,244,776	2,122,411
Outside Agencies	1,023,174	899,439	899,439	1,100,157	800,146
Non-Departmental	386,564	375,000	375,000	375,000	375,000
Register of Deeds	1,257,809	1,296,853	1,390,223	1,448,273	1,425,658
Tax Administration	4,917,450	5,107,519	5,353,736	5,924,868	5,467,930
General Government Total	<u>\$12,367,019</u>	<u>\$12,699,830</u>	<u>\$13,190,305</u>	<u>\$14,515,455</u>	<u>\$13,506,718</u>
Public Safety					
Courts	254,824	286,163	274,996	185,468	185,468
Criminal Justice Resource Dept.	1,286,124	1,373,278	1,580,769	1,639,939	1,617,334
Emergency Services	15,177,133	17,604,347	18,513,245	18,592,761	18,554,218
Non-Departmental	530,952	519,658	519,658	506,825	506,825
Sheriff	20,834,661	21,147,133	21,963,926	21,961,297	22,681,547
Public Safety Total	<u>\$38,083,693</u>	<u>\$40,930,579</u>	<u>\$42,852,594</u>	<u>\$42,886,290</u>	<u>\$43,545,392</u>
Human Services					
Department on Aging	2,851,265	2,830,401	2,862,923	2,930,774	2,932,443
Alliance MOE	830,973	894,682	894,682	842,388	842,388
Child Support Services	1,283,749	1,527,147	1,472,065	1,473,739	1,472,689
Civil Rights and Civic Life	551,340	433,771	751,645	751,645	751,245
Health Department	12,331,435	13,061,653	14,309,657	14,718,338	14,169,712
Housing Department	2,231,794	3,135,585	3,082,800	3,208,416	3,026,903
Library Services	2,772,946	3,490,734	3,694,026	3,694,147	3,692,286
Non-Departmental	926,885	1,142,027	1,142,027	1,245,694	1,201,732
Department of Social Services	22,646,400	26,507,027	27,455,366	27,573,332	27,497,445
Human Services Total	<u>\$46,426,786</u>	<u>\$53,023,027</u>	<u>\$55,665,191</u>	<u>\$56,438,473</u>	<u>\$55,586,843</u>

Appropriations by Function Summary - General Fund

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Education					
Current Expenses	102,942,576	108,090,282	108,090,282	122,483,807	111,328,011
Durham Tech (Orange Campus)	975,346	1,020,363	1,020,363	1,267,252	1,048,724
School Health & Safety Contracts	3,556,981	4,004,666	4,004,666	4,124,806	4,124,806
Enrollment Projection Contract	0	0	0	36,000	36,000
School Equity Training	119,850	0	0	0	0
Education Total	<u>\$107,594,753</u>	<u>\$113,115,311</u>	<u>\$113,115,311</u>	<u>\$127,911,865</u>	<u>\$116,537,541</u>
Support Services					
Asset Management Services	15,389,601	6,659,873	6,759,239	7,230,845	7,062,593
Community Relations	439,250	476,124	469,181	469,181	468,981
Finance and Administrative Services	1,674,260	3,040,772	3,033,304	3,056,690	3,025,683
Human Resources	3,381,648	3,552,231	3,594,724	3,863,799	3,741,058
Information Technologies	5,194,318	5,888,700	6,032,377	6,528,614	6,526,180
Non-Departmental	98,013	(829,900)	(829,900)	(2,821,638)	(2,821,638)
Support Services Total	<u>\$26,177,089</u>	<u>\$18,787,800</u>	<u>\$19,058,925</u>	<u>\$18,327,491</u>	<u>\$18,002,857</u>
Non-Departmental					
Transfer to Debt Service Fund	31,997,646	31,390,000	31,390,000	32,331,700	32,331,700
Transfers to Other Funds	7,238,247	8,366,619	8,366,619	15,580,337	15,444,849
Non-Departmental Total	<u>\$39,235,893</u>	<u>\$39,756,619</u>	<u>\$39,756,619</u>	<u>\$47,912,037</u>	<u>\$47,776,549</u>
Total Expenditures	<u>\$284,590,245</u>	<u>\$294,410,115</u>	<u>\$300,133,477</u>	<u>\$325,705,469</u>	<u>\$311,853,464</u>

General Fund Appropriation by Functional Leadership Team



(1) Includes CHCCS and OCS current expenses, short-and long-range capital, health and safety contracts.

(2) Includes Durham Technical Community College's current and recurring capital expenses.

(3) Since FY 2023-24, Debt Service expenses are split into a separate Debt Service Fund

Appropriation by Function *Other Funds*

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Debt Service Fund					
Debt Service	37,972,570	34,322,203	34,337,550	34,824,711	34,758,357
Total	<u>\$37,972,570</u>	<u>\$34,322,203</u>	<u>\$34,337,550</u>	<u>\$34,824,711</u>	<u>\$34,758,357</u>
Article 46 Fund					
Education	2,954,881	3,195,999	3,195,999	3,195,999	3,195,999
Community Services	2,954,881	3,195,999	3,195,999	3,195,999	3,195,999
Total	<u>\$5,909,761</u>	<u>\$6,391,998</u>	<u>\$6,391,998</u>	<u>\$6,391,998</u>	<u>\$6,391,998</u>
Emergency Telephone System Fund					
Public Safety	610,432	428,404	428,404	420,062	419,062
Total	<u>\$610,432</u>	<u>\$428,404</u>	<u>\$428,404</u>	<u>\$420,062</u>	<u>\$419,062</u>
Employee Health and Dental Fund					
Support Services	16,607,734	18,045,547	18,045,547	19,398,408	19,398,408
Total	<u>\$16,607,734</u>	<u>\$18,045,547</u>	<u>\$18,045,547</u>	<u>\$19,398,408</u>	<u>\$19,398,408</u>
Fire Districts					
Public Safety	8,636,336	9,407,387	9,407,387	11,092,785	11,092,785
Total	<u>\$8,636,336</u>	<u>\$9,407,387</u>	<u>\$9,407,387</u>	<u>\$11,092,785</u>	<u>\$11,092,785</u>
Inspection Fund					
Community Services	1,512,814	1,766,217	1,793,095	1,715,423	1,685,115
Total	<u>\$1,512,814</u>	<u>\$1,766,217</u>	<u>\$1,793,095</u>	<u>\$1,715,423</u>	<u>\$1,685,115</u>
Opioid Settlement Fund					
Human Services	376,438	886,657	886,657	1,019,496	1,019,496
Total	<u>\$376,438</u>	<u>\$886,657</u>	<u>\$886,657</u>	<u>\$1,019,496</u>	<u>\$1,019,496</u>
Multi-Year Grants Fund					
Public Safety	189,066	182,000	182,000	183,500	183,500
Human Services	130,659	100,000	100,000	100,000	100,000
Total	<u>\$319,725</u>	<u>\$282,000</u>	<u>\$282,000</u>	<u>\$283,500</u>	<u>\$283,500</u>
Housing Choice Voucher Fund					
Human Services	7,128,736	7,542,500	7,534,822	8,636,500	8,636,500
Total	<u>\$7,128,736</u>	<u>\$7,542,500</u>	<u>\$7,534,822</u>	<u>\$8,636,500</u>	<u>\$8,636,500</u>
Community Development Fund					
Human Services	1,829,165	1,513,976	1,608,173	1,712,943	1,580,263
Total	<u>\$1,829,165</u>	<u>\$1,513,976</u>	<u>\$1,608,173</u>	<u>\$1,712,943</u>	<u>\$1,580,263</u>
Visitors Bureau Fund					
Arts and Tourism	2,898,005	3,058,121	3,069,241	3,306,246	3,321,110
Total	<u>\$2,898,005</u>	<u>\$3,058,121</u>	<u>\$3,069,241</u>	<u>\$3,306,246</u>	<u>\$3,321,110</u>

Appropriation by Function *Other Funds*

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Solid Waste Operations Enterprise Fund					
Community Services	10,578,639	11,008,818	11,170,981	11,811,602	11,742,062
Transfer to Other Funds	2,244,897	1,958,470	1,958,470	2,773,775	1,953,786
Total	<u>\$12,823,536</u>	<u>\$12,967,288</u>	<u>\$13,129,451</u>	<u>\$14,585,377</u>	<u>\$13,695,848</u>
Sportsplex Operations Enterprise Fund					
Community Services	4,583,569	4,098,503	3,714,172	4,468,240	4,468,240
Transfer to Other Funds	904,694	1,115,669	1,115,669	1,252,338	1,252,338
Total	<u>\$5,488,263</u>	<u>\$5,214,172</u>	<u>\$4,829,841</u>	<u>\$5,720,578</u>	<u>\$5,720,578</u>
4-H Fund					
Community Services	18,849	32,625	32,625	37,506	37,506
Total	<u>\$18,849</u>	<u>\$32,625</u>	<u>\$32,625</u>	<u>\$37,506</u>	<u>\$37,506</u>
Orange-Person-Chatham Retiree Health Fund					
Support Services	16,166	4,454	4,454	18,000	18,000
Total	<u>\$16,166</u>	<u>\$4,454</u>	<u>\$4,454</u>	<u>\$18,000</u>	<u>\$18,000</u>
Parks Capital Reserve					
Community Services	0	10,500	10,500	10,500	10,500
Total	<u>\$0</u>	<u>\$10,500</u>	<u>\$10,500</u>	<u>\$10,500</u>	<u>\$10,500</u>
County Capital Reserve					
General Government	1,458,202	356,539	356,539	0	0
Total	<u>\$1,458,202</u>	<u>\$356,539</u>	<u>\$356,539</u>	<u>\$0</u>	<u>\$0</u>
DSS Trust Fund					
Human Services	260,000	260,000	260,000	260,000	260,000
Total	<u>\$260,000</u>	<u>\$260,000</u>	<u>\$260,000</u>	<u>\$260,000</u>	<u>\$260,000</u>
Jail Inmate Trust Fund					
Public Safety	284,790	315,000	315,000	315,000	315,000
Total	<u>\$284,790</u>	<u>\$315,000</u>	<u>\$315,000</u>	<u>\$315,000</u>	<u>\$315,000</u>
Community Giving Fund					
Support Services	0	90,000	90,000	90,000	90,000
Total	<u>\$0</u>	<u>\$90,000</u>	<u>\$90,000</u>	<u>\$90,000</u>	<u>\$90,000</u>
CHCCS District Tax Fund					
Education	28,131,037	28,419,218	28,419,218	28,419,218	28,800,416
Total	<u>\$28,131,037</u>	<u>\$28,419,218</u>	<u>\$28,419,218</u>	<u>\$28,419,218</u>	<u>\$28,800,416</u>

Full-Time Equivalent (FTE) Budgeted Positions

All Funds

	2023-24	2024-25	2025-26	2025-26	2025-26
	Actual FTE	Commissioner Approved	Base Budget	Department Requested	Manager Recommended
General Fund					
Community Services					
Animal Services	32.000	32.000	32.000	32.000	32.000
DEAPR					
Parks	15.000	15.000	15.000	15.000	13.000
Recreation	8.000	8.000	8.000	8.000	8.000
Natural & Cultural Resources	4.000	4.000	4.000	4.000	4.000
Admin/Support Services	6.000	6.000	6.000	6.000	6.000
Soil & Water	4.000	4.000	4.000	4.000	4.000
DEAPR Total	37.000	37.000	37.000	37.000	35.000
Fleet Services	6.750	6.750	6.750	8.750	8.750
Planning & Inspections	19.000	19.000	19.000	19.000	19.000
Transportation Services	26.000	26.000	26.000	31.000	26.000
Community Services Total	120.750	120.750	120.750	127.750	120.750
General Government					
Commissioners	3.000	3.000	3.000	3.000	3.000
Elections	5.000	5.000	5.000	6.000	5.000
County Attorney	4.500	4.500	4.500	4.500	4.500
County Manager	10.000	12.000	12.000	13.000	12.000
Register of Deeds	13.125	13.125	13.125	13.125	13.125
Tax Administration	43.000	43.000	43.000	48.500	44.000
General Government Total	78.625	80.625	80.625	88.125	81.625
Public Safety					
Sheriff	176.500	176.500	175.500	176.500	176.500
EMS					
Administration	5.000	5.000	5.000	5.000	5.000
Medical Services	91.000	90.000	90.000	91.000	91.000
Emergency Management	7.000	7.000	7.000	7.000	7.000
Fire Marshal	4.000	4.000	4.000	4.000	4.000
Telecommunications	43.000	42.000	42.000	42.000	42.000
EMS Total	150.000	148.000	148.000	149.000	149.000
Criminal Justice Resource Department	10.000	10.000	10.000	11.500	10.500
Public Safety Total	336.500	334.500	333.500	337.000	336.000
Human Services					
Social Services					
Administration	27.000	25.000	22.000	22.000	21.000
Children/Family Services	71.250	72.250	72.750	72.750	72.750
Economic Services	95.375	96.375	97.375	97.375	97.375
Social Services Total	193.625	193.625	192.125	192.125	191.125

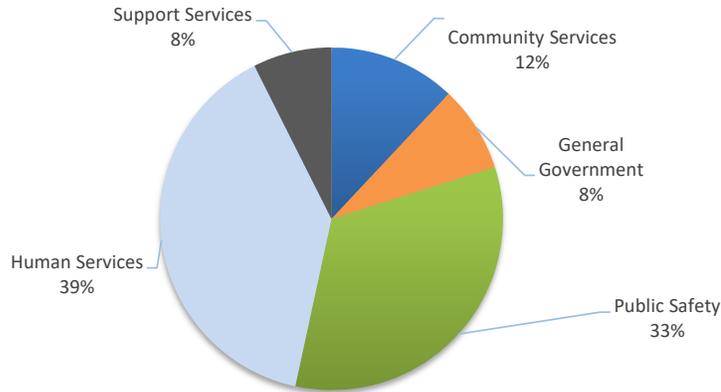
Full-Time Equivalent (FTE) Budgeted Positions All Funds

	2023-24	2024-25	2025-26	2025-26	2025-26
	Actual FTE	Commissioner Approved	Base Budget	Department Requested	Manager Recommended
Health					
Finance and Admin Operations	12.000	11.000	11.000	11.000	11.000
Dental Health	14.800	13.900	14.800	15.800	14.800
Community Health Services	27.550	28.550	27.550	27.550	27.550
Personal Health	46.100	43.900	44.900	49.900	44.900
Environmental Health	19.000	19.000	19.000	19.000	19.000
Health Total	119.450	116.350	117.250	123.250	117.250
Aging					
Administration	3.000	3.000	3.000	3.000	3.000
Community Based Services	10.005	10.005	10.005	10.005	10.005
Aging Transitions	5.750	5.750	5.750	6.000	5.750
Volunteer Connect 55+	2.500	2.500	2.500	2.500	2.500
Senior Health Coordination	1.000	1.000	1.000	1.000	1.000
Aging Total	22.255	22.255	22.255	22.505	22.255
Civil Rights and Civic Life	5.000	3.000	6.000	6.000	6.000
Housing	15.020	15.350	13.350	14.350	14.350
Library Services	24.125	30.750	30.750	30.750	30.750
Child Support Services	13.750	13.750	13.750	13.750	13.750
Human Services Total	393.225	395.080	395.480	402.730	395.480
Support Services					
Asset Management Services	32.000	32.000	32.000	33.000	33.000
Community Relations - Public Affairs	3.000	3.000	3.000	3.000	3.000
Finance and Administrative Services	11.000	11.000	11.000	11.250	11.000
Human Resources	10.000	10.000	10.000	10.000	10.000
Information Technologies	16.700	16.700	17.700	17.700	17.700
Support Services Total	72.700	72.700	73.700	74.950	74.700
General Fund Total	<u>1,001.800</u>	<u>1,003.655</u>	<u>1,004.055</u>	<u>1,030.555</u>	<u>1,008.555</u>

Full-Time Equivalent (FTE) Budgeted Positions All Funds

	2023-24	2024-25	2025-26	2025-26	2025-26
	Actual FTE	Commissioner Approved	Base Budget	Department Requested	Manager Recommended
Other Funds					
Housing - Voucher Fund	5.850	6.650	6.650	6.650	6.650
Housing - Homelessness Programs	9.690	8.000	8.000	6.000	6.000
Housing - Housing Helpline	0.440	0.000	0.000	0.000	0.000
Planning - Inspections	17.000	17.000	16.000	16.000	16.000
Solid Waste Management	66.675	66.675	66.675	69.675	66.675
County Manager - Arts Commission	3.000	3.000	3.000	4.000	4.000
CJRD - Local Reentry Grant	2.000	2.000	2.000	2.000	2.000
CJRD/Sheriff- Mental Health Diversion Grant	0.000	2.000	2.000	0.000	0.000
CJRD - COVID Recovery Grant	2.000	0.000	0.000	0.000	0.000
CJRD/ Housing - Street Outreach Grant	4.000	4.000	4.000	4.000	4.000
CJRD - Opioid	0.000	2.000	2.000	2.750	2.750
Emergency Services - Opioid	0.000	3.000	3.000	3.000	3.000
Emergency Services - CARES Grant	0.000	1.000	1.000	0.000	0.000
Health - Opioid	0.000	2.000	2.000	2.000	2.000
AMS - Administration	2.000	2.000	2.000	2.000	2.000
Finance and Administrative Services	0.000	0.000	0.000	0.750	0.000
Economic Development	3.000	3.000	3.000	3.000	3.000
Economic Development - Visitors Bureau	6.000	6.000	6.000	6.000	6.000
Other Funds Total	121.655	128.325	127.325	127.825	124.075
Grand Total	<u>1,123.455</u>	<u>1,131.980</u>	<u>1,131.380</u>	<u>1,158.380</u>	<u>1,132.630</u>

General Fund FTE by Function



Summary of Manager Recommended New Positions for FY 2025-26

GENERAL FUND - RECOMMENDED

Department	Position Name	Start Date	FTE	Annual Salary	Benefits	Total Salary and Benefits	Operating and Start-up Costs	Off-Setting Revenue or Budget Reduction	Total County Cost
Asset Management Services	Facilities Maintenance Technician I	7/1/2025	1.000	44,503	25,135	69,638	1,275	71,585	(672)
Solid Waste - Fleet	Automotive Mechanic	10/1/2025	1.000	38,600	20,016	58,616	4,641	63,257	0
Solid Waste - Fleet	Automotive Mechanic	10/1/2025	1.000	38,600	20,016	58,616	4,641	63,257	0
Tax Administration	Emergency Management Billing & Collection Technician I	7/1/2025	1.000	38,405	23,740	62,145	3,080	275,000	(209,775)
Totals			4.000	160,108	88,907	249,015	13,637	473,099	(210,447)

VISITOR'S BUREAU FUND - RECOMMENDED

Department	Position Name	Start Date	FTE	Annual Salary	Benefits	Total Salary and Benefits	Operating and Start-up Costs	Off-Setting Revenue or Budget Reduction	Total County Cost
County Manager - Arts Commission	Program Coordinator	7/1/2025	1.000	54,223	27,348	81,571	3,645	0	85,216

OPIOID FUND - RECOMMENDED

Department	Position Name	Start Date	FTE	Annual Salary	Benefits	Total Salary and Benefits	Operating and Start-up Costs	Off-Setting Revenue or Budget Reduction	Total County Cost
Criminal Justice Resource Department	Clinical Coordinator ⁽¹⁾	7/1/2025	0.250	23,730	5,221	28,951	0	0	28,951

(1) .250 FTE increase to position is time-limited through 6/30/2026. Existing .500 FTE will remain permanent.

GENERAL FUND - NOT RECOMMENDED

Department	Position	Start Date	FTE	Annual Salary	Benefits	Total Salary and Benefits	Operating and Start-up Costs	Off-Setting Revenue or Budget Reduction	Total County Cost
Finance	Debt Analyst	7/1/2025	0.250	14,962	7,155	22,117	0	0	22,117
County Manager	Sustainability Specialist	7/1/2025	1.000	54,223	27,948	82,171	4,995	29,141	58,025
Board of Elections	Elections Coordinator	7/1/2025	1.000	46,755	25,651	72,406	0	0	72,406
Health	Foreign Language Coordinator	7/1/2025	1.000	42,360	24,645	67,005	740	38,862	28,883
Health	Certified Medical Assistant	7/1/2025	1.000	42,360	24,645	67,005	5,515	86,400	(13,880)
Health	Certified Medical Assistant	7/1/2025	1.000	42,360	24,645	67,005	5,515	86,400	(13,880)
Health	Advanced Practice Provider I	7/1/2025	1.000	103,035	38,383	141,418	1,115	145,000	(2,467)
Health	Public Health Nurse II/Family Planning Coordinator	7/1/2025	1.000	66,064	30,025	96,089	1,150	35,625	61,614
Health	Mobile Dental Clinic Coordinator	7/1/2025	1.000	40,316	24,177	64,493	680	50,000	15,173
Tax	Revenue Technician I	7/1/2025	1.000	38,884	23,850	62,734	0	0	62,734
Tax	Part-Time GIS Tech I	7/1/2025	1.000	23,378	20,301	43,679	0	0	43,679
Tax	Tax Systems Analyst	7/1/2025	1.000	66,064	30,025	96,089	4,365	0	100,454
Tax	GIS Technician II	7/1/2025	1.000	51,608	26,757	78,365	3,555	0	81,920
Tax	Vehicle Appraisal Technician I	7/1/2025	1.000	40,316	24,177	64,493	3,555	0	68,048
Transportation	Mobility on Demand Driver	12/1/2025	1.000	38,884	23,850	62,734	0	0	62,734
Transportation	Mobility on Demand Driver	12/1/2025	1.000	38,884	23,850	62,734	0	0	62,734
Transportation	Mobility on Demand Driver	12/1/2025	1.000	38,884	23,850	62,734	0	0	62,734
Transportation	Mobility on Demand Driver	12/1/2025	1.000	38,884	23,850	62,734	0	0	62,734
Transportation	Mobility on Demand Driver	12/1/2025	1.000	38,884	23,850	62,734	0	0	62,734
Totals			18.250	867,105	471,634	1,338,739	31,185	471,428	898,496

DEBT SERVICE FUND - NOT RECOMMENDED

Department	Position	Start Date	FTE	Annual Salary	Benefits	Total Salary and Benefits	Operating and Start-up Costs	Off-Setting Revenue or Budget Reduction	Total Fund Cost
Finance	Debt Analyst	7/1/2024	0.750	44,889	21,465	66,354	0	0	66,354
Totals			0.750	44,889	21,465	66,354	0	0	66,354

SOLID WASTE FUND - NOT RECOMMENDED

Department	Position	Start Date	FTE	Annual Salary	Benefits	Total Salary and Benefits	Operating and Start-up Costs	Off-Setting Revenue or Budget Reduction	Total Fund Cost
Solid Waste	Solid Waste Material Handler	10/1/2025	1.000	28,725	17,756	46,481	765	31,770	15,476
Solid Waste	Solid Waste Material Handler	10/1/2025	1.000	28,725	17,756	46,481	765	31,770	15,476
Solid Waste	Solid Waste Material Handler	10/1/2025	1.000	28,725	17,756	46,481	765	31,770	15,476
Totals			3.000	86,175	53,268	139,443	2,295	95,310	46,428

Summary of Manager Recommended Time Limited Positions for FY 2025-26

GENERAL FUND - RECOMMENDED (TIME LIMITED CONVERTED TO PERMANENT)

Dept Name	Position Number	Position Name	FTE
Criminal Justice Resource Department	1370	Mental Health Diversion Coordinator	1.000
Sheriff	1369	Diversion Social Worker	1.000
Total			2.000

GENERAL FUND - RECOMMENDED EXTENSION

Dept Name	Position Number	Position Name	Time-Limited End Date	Recommended Extended End Date	FTE
Health	1339	Laboratory Tech	6/30/2025	6/30/2026	1.000
Social Services	1222	Social Services Assistant	6/30/2025	6/30/2026	1.000
Social Services	1340	Human Services Specialist I	6/30/2025	6/30/2026	1.000
Social Services	1341	Human Services Specialist I	6/30/2025	6/30/2026	1.000
Social Services	1366	Human Services Specialist I	6/30/2025	6/30/2026	1.000
Social Services	1367	Human Services Specialist I	6/30/2025	6/30/2026	1.000
Aging	1150	Transportation Coordinator I	6/30/2025	6/30/2026	1.000
Total					7.000

VISITOR BUREAU FUND - RECOMMENDED EXTENSION

Dept Name	Position Number	Position Name	Time-Limited End Date	Recommended Extended End Date	FTE
Arts Commission	1335	Grant & Ops Coordinator	6/30/2025	6/30/2026	1.000
Total					1.000

GRANT FUND - RECOMMENDED EXTENSION

Dept Name	Position Number	Position Name	Time-Limited End Date	Recommended Extended End Date	FTE
Criminal Justice Resource Department	1260	Local Reentry Case Manager	6/30/2025	6/30/2026	1.000
Criminal Justice Resource Department	1261	Local Reentry Council Coordinator	6/30/2025	6/30/2026	1.000
Total					2.000

COMMUNITY DEVELOPMENT FUND - RECOMMENDED EXTENSION

Dept Name	Position Number	Position Name	Time-Limited End Date	Recommended Extended End Date	FTE
Housing	1406	Rapid Rehousing Specialist III	6/30/2025	6/30/2026	1.000
Housing	1291	Homeless Program Coordinator	6/30/2025	6/30/2026	1.000
Housing	1306	Coord Entry Housing Specialist	6/30/2025	6/30/2026	1.000
Housing	1293	Coord Entry Housing Specialist	6/30/2025	6/30/2026	1.000
Housing	1294	Coord Entry Housing Specialist	6/30/2025	6/30/2026	1.000
Housing	1319	Peer Support Navigator	6/30/2025	6/30/2026	1.000
Housing	1302	Peer Support Navigator	6/30/2025	6/30/2026	1.000
Housing	1301	Peer Support Navigator	6/30/2025	6/30/2026	1.000
Housing	1300	Harm Reduction Clinical Coordinator	6/30/2025	6/30/2026	1.000
Total					9.000

OPIOID SETTLEMENT FUND - RECOMMENDED EXTENSION

Dept Name	Position Number	Position Name	Time-Limited End Date	Recommended Extended End Date	FTE
		Public Health Education Program Manager - Harm			
Health	1400	Reduction Coordinator	6/30/2025	6/30/2026	1.000
Health	1318	Community Health Aide	6/30/2025	6/30/2026	1.000
Criminal Justice Resource Department	1315	Recovery Diversion Coordinator	6/30/2025	6/30/2026	1.000
Criminal Justice Resource Department	1314	Reentry Recovery Navigator	6/30/2025	6/30/2026	1.000
Emergency Management	1401	Community Paramedic - Post Overdose Response	12/31/2026	6/30/2026	1.000
Emergency Management	1402	Community Paramedic - Post Overdose Response	12/31/2026	6/30/2026	1.000
Emergency Management	1403	Peer Support Specialist	12/31/2026	6/30/2026	1.000
Total					7.000

Summary of Manager Recommended Reductions in FTE for FY 2025-26

GENERAL FUND - RECOMMENDED

Dept Name	Position Number	Position Name	Prior FTE	Recommended FTE
DEAPR	533	Landscape Tech II	1.000	0.000
DEAPR	878	Landscape Tech I	1.000	0.000
Health	1354	Support (RIPS) Team Coordinator Regional Infection Prevention	1.000	0.000
Health	1338	Public Health Nurse II	1.000	0.000
DSS	1223	Social Services Assistant	1.000	0.000
DSS	1218	Community Social Services Tech	0.500	0.000
Total			5.500	0.000

COMMUNITY DEVELOPMENT FUND - RECOMMENDED

Dept Name	Position Number	Position Name	Prior FTE	Recommended FTE
Housing	1320	RRH Specialist III	1.000	0.000
Total			1.000	0.000

Assessed Valuation, Tax Rate and Estimated Collections *General Fund*

	FY 2024-25 Commissioner Approved	FY 2024-25 Projected	FY 2025-26 Manager Recommended	% Change from FY2024-25 Approved
Assessed Valuation of Real, Personal and Corporate Excess	\$21,713,241,752	\$21,855,009,676	\$31,511,413,453	45.1%
Assessed Valuation of Motor Vehicles	<u>\$1,602,886,809</u>	<u>\$1,692,261,362</u>	<u>\$1,743,029,203</u>	<u>8.7%</u>
Total Assessed Valuation	\$23,316,128,561	\$23,547,271,038	\$33,254,442,655	42.6%
Ad Valorem Tax Rate per \$100 of Assessed Valuation	0.8629	0.8629	0.6559	-24.0%
General Fund Levy	\$201,194,873	\$203,189,402	\$218,115,889	8.4%
Collection Rate (excluding Motor Vehicles)	99.20%	99.40%	99.20%	0.0%
Collection Rate (Motor Vehicles only)	99.60%	99.60%	99.60%	0.0%
Property Tax Collections (Real, Personal, Corporate Excess)	\$185,864,655	\$187,455,357	\$205,029,894	10.3%
Property Tax Collections (Motor Vehicles only)	\$13,775,985	\$14,544,113	\$11,386,798	-17.3%
1 Cent on the Tax Rate Equals:	\$2,313,601	\$2,340,937	\$3,299,538	42.6%

Totals may be slightly off due to rounding.

Department on Aging

Phone Number: (919) 245-2015

Website: <https://www.orangecountync.gov/154/Aging>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	2,201,400	2,189,877	2,238,399	2,256,195	2,238,399
Operations	648,864	624,524	624,524	674,579	694,044
Capital Outlay	1,002	16,000	0	0	0
Total Expenditures	\$ 2,851,265	\$ 2,830,401	\$ 2,862,923	\$ 2,930,774	\$ 2,932,443
Total Revenues	873,340	1,068,424	1,068,424	1,068,424	1,068,424
County Costs (net)	\$ 1,977,926	\$ 1,761,977	\$ 1,794,499	\$ 1,862,350	\$ 1,864,019
<i>Senior Health Coordination (Grant Supported Fund)</i>					
Personnel Services	0	0	0	0	0
Operations	17,364	0	0	0	0
Capital Outlay	0	0	0	0	0
Total Expenditures	\$ 17,364	\$ 0	\$ 0	\$ 0	\$ 0
Total Revenues	19,963	0	0	0	0
County Costs (net)	\$ (2,599)	\$ 0	\$ 0	\$ 0	\$ 0
<i>Master Aging Plan (Multi-year Grant Fund)</i>					
Personnel Services	78,886	0	0	0	0
Operations	51,774	100,000	100,000	100,000	100,000
Capital Outlay	0	0	0	0	0
Total Expenditures	\$ 130,660	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000
Total Department Revenues	216,459	100,000	100,000	100,000	100,000
Fund Costs (net)	\$ (85,799)	\$ 0	\$ 0	\$ 0	\$ 0
Total Aging and Related Expenditures	\$ 2,999,289	\$ 2,930,401	\$ 2,962,923	\$ 3,030,774	\$ 3,032,443

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Total General fund expenditure increase of \$69,520 includes an increase for In-Home Respite Care, two months of funding for Take-Away Meals program with an expected end date of August 31, 2025, and other operational costs increases offset by a savings in travel and training.

Department on Aging – continued

Aging Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Providing two months of funding for Take-Away Meals	\$ 19,760	\$ -	\$ 19,760
Strategic Priority 2 Healthy Community: Increase for Aging in Place In-Home Respite Care	\$ 40,204	\$ -	\$ 40,204
Reduction to travel & training	\$ (295)	\$ -	\$ (295)
Cost to continue	\$ 9,851	\$ -	\$ 9,851
Net Aging Department Changes	\$ 69,520	\$ -	\$ 69,520

Mission Statement

To provide leadership in planning and operating a system of integrated aging services through state-of-the-art senior centers, serving as focal points for coordinated community and individualized programs designed to educate seniors and their families and maximize health, well-being, community engagement and independence of older adults at all functional levels.

Major Divisions/Services

Administration

- FY 2024-25 Highlights
 - Continued 2022-27 Master Aging Plan (MAP) implementation and continuation of seven quarterly workgroups. MAP implementation matrix was updated quarterly and shared on county website and with the BOCC. Ending Year 3 with 79% of the goals either completed or are in progress. Continued to consult and remain a best practice model in helping other communities develop their own aging plans and work to become age-friendly communities.
 - Continued “Aging Well Together” Community Radio Show with WCOM. 50 shows aired live this year and are available as a podcast at www.orangecountync.gov/AWT-show. Updated the Aging Well Together (AWT) Radio Show webpage, significantly improving load times; 90% faster in some cases.
 - Continued outreach efforts to underserved communities and developed programs and resources as identified by this outreach. Expanded communications database containing over 200 contacts from the Orange County Community Relations team to enhance engagement with underrepresented groups.
 - Continued work to keep community informed of programs and services including issuing press releases to 75+ media contacts to promote major events, such as: How to Be a Trans Ally panel, Hispanic Heritage Celebration, and *The Man Behind the Counter* Black History Month documentary. Weekly program listserv continues to grow with 3500+ subscribers. Created 3 volunteer spotlight videos for our YouTube channel to highlight VC 55+, Handy Helper, and R Place Program volunteers.
 - R Place respite model served 20 friends living with dementia, 20 care partners with respite, with 1-1 volunteer support from 37 volunteers. This program has served 77 Orange County families this year (4,160 hours of respite, and 7,396 hours of meaningful volunteer service)

Department on Aging – continued

- Dementia Friendly Business became Dementia Friendly Community training to include both businesses/organizations and individuals and Dementia Friendly Campuses and students at the UNC Chapel Hill worked with OCDOA to create Dementia Friends @ Carolina to increase student dementia awareness and build intergenerational connections. This program has trained 400+ Orange County residents including volunteers, students, community members, faith-based and county organizations to be Dementia Friendly.
- FY 2025-26 Highlights
 - Continue 2022-27 MAP implementation (Year Four) and continuation of quarterly workgroups. Remain a best practice model for developing an age friendly community.
 - Offer an ageism awareness program to 8th grade students in the Orange County and Chapel Hill-Carrboro Schools.
 - Continuing outreach efforts to underserved communities and develop programs and resources as identified by this outreach.
 - Update department video and complete R Place promotion video to be used as outreach tools at events and on our county website.
 - Plans are underway to replicate the R Place Respite model to our faith communities.
 - Launch a “How to Use Our Website” tool, with translation options in Spanish, Mandarin, Karen, Burmese, and other emerging priority languages, across OCDOA products and outlets.

Aging Transitions

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Helping older adults age in community.					
Outcome Measure: Provide assistance to help older adults age in community					
Strategic Plan Priority:	2. Healthy Community				
Calls to the Aging Helpline	4,600	5,979	8,000	7,300	7,500
Durable Medical Equipment Items Loaned	441	459	500	480	500
Durable Medical Equipment Clients served	225	296	275	300	320
Telephone Reassurance and Friend to Friend Program- number of clients served.	46	54	50	50	60

- FY 2024-25 Highlights
 - Provided contracted in-home and /or adult day services, support groups and other support services to over 1900 older adults and family caregivers to support their aging in community goals.
 - Community based Occupational Therapist, and Durable Medical Equipment Program Assistant supported increasing community home safety and aging in-place needs by providing over 100 home visits.

Department on Aging – continued

- Offered 80 free behavioral health counseling sessions to 12 older adults and their caregivers by onboarding new Licensed Clinical Social Worker Associate through expansion of clinical supervision offerings.
- Received 956 calls to the transportation helpline and facilitated access to transportation services including assistance with applications to demand response services, and travel training.
- Performed extensive outreach to replicate the R Place respite model to 13 faith-based and community organizations in Orange County and the state of NC.
- FY 2025-26 Highlights
 - Increase supports for older adults to age in place through contracted in-home and adult day services to community members and family caregivers who fall in the gap between affording private pay services and qualifying for Medicaid assistance.
 - Launch a choral program in partnership with Encore Creativity, a national nonprofit, to enhance social engagement opportunities to people living with dementia.
 - Support the growing number of older adults wishing to age in community through home safety consultations and durable medical equipment loans to increase feelings of safety in the home.
 - Address mental health challenges among older adults and family caregiver through free clinical counseling services.
 - Increase support offered by transportation specialist through mobility management training.

Community Based Services

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Senior center programming					
Outcome Measure: Improving health, social and physical well being of older adults					
Strategic Plan Priority:	2. Healthy Community				
Senior Center attendance	92,364	109,352	100,000	100,000	115,000
Unduplicated participants at the Senior Centers	3,792	5,332	6,000	6,000	6,000
Service: Provide resources to reduce food insecurity among older adults.					
Outcome Measure: Improve food access for older adults.					
Strategic Plan Priority:	2. Healthy Community				
Senior Lunch Program Meals served	25,643	27,755	30,000	30,000	20,000
CSFP- Commodity Supplemental Food program for older adults	3,052	3,300	3,080	3,200	3,200

- FY 2024-25 Highlights
 - Initiated 58 new strategic community partnerships through outreach, significantly expanding our programming reach and accessibility both onsite and offsite. New key partnerships include Durham Technical Community College, Carrboro Arts Center, Orange County Civil Air Patrol, Hillsborough Historical Society, Solace Health, and

Department on Aging – continued

AuthoraCare Collective. These collaborations have strengthened our community presence and created new pathways for diverse engagement and programming delivery.

- Addressed community food insecurity by providing daily lunch program at both centers, serving 130+ participants weekly; maintained supplemental food pantry operations at Seymour Center, reaching 50+ older adult contacts monthly; distributed 100 Farmers Market Vouchers; and continued promoting enrollment in the Commodity Supplemental Food Box program and Supplemental Nutrition Assistance Program (SNAP) benefits, expanding access to essential nutrition resources.
- Strategically delivered 18 state-mandated virtual and hybrid programs, carefully designed to meet participant interests while fostering social connections and expanding accessibility through remote options.
- Strengthened multicultural engagement by hiring part-time Mandarin speaking outreach staff and expanding bilingual programming, now reaching 105 participants daily through cultural events, drop-in activities, and multilingual programs. In addition, enhanced language accessibility by translating core materials and facility signage into Spanish, Mandarin, and other participant languages, supported by bilingual staff, instructors, and communications manager.
- Expanded health equity initiatives through targeted wellness programming, including HEAL (Health Education and Literacy) a collaborative effort with Orange County Emergency Services, University of North Carolina – Chapel Hill School of Nursing and Orange County Department on Aging to improve healthcare literacy and provide health education, Mandarin-language Healthcare. 101 sessions and specialized fitness classes like Sit to Be Fit, serving 1,357 bilingual and underserved participants annually.

- **FY 2025-26 Highlights**

- Streamline facility usage tracking through consistent key fob monitoring to demonstrate community impact and inform programming decisions, maximizing funding opportunities to support our growing participant base.
- Expand wellness opportunities through our new outdoor FitLot, providing both personalized and group fitness instruction to enhance older adults' exercise experiences beyond traditional indoor settings. Program will specifically target underserved persons and non-English speaking participants.
- Introduce quarterly dining initiatives optimizing meaningful connections among lunch participants during congregate meals and track effectiveness of dining experience through surveys.
- Maintain cultural programming by expanding recruitment of bilingual volunteer support to enrich programs and services for our growing diverse aging community.
- Support unhoused older adults through intentional community partnerships, connecting them to resources while simultaneously encouraging social programming, lunch, and wellness activities to facilitate meaningful connections within our senior center community.

Department on Aging – continued

Volunteer Connect 55+

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Facilitating a senior volunteer program that provides support and services to older adults.					
Outcome Measure: : Improve mental well-being of program recipients and volunteers. Recipients will report positive impacts of 85% or greater.					
Strategic Plan Priority:					
Percentage of volunteer program participants reporting positive impact on mental well-being	86%	92%	88%	88%	85%
Service: Supporting older adults to age in community					
Outcome Measure: Improve safety and accessibility aid for aging in community					
Strategic Plan Priority:					
2. Healthy Community					
Percentage of recipients reporting positive impacts to aging in place as a result of safety and accessibility repairs provided by our volunteer Handy Helper program			50%	50%	70%
Service: Volunteers providing support to expand services of the department to older adults and their families					
Outcome Measure: Total number of Volunteer Hours equivalent to FTEs					
Strategic Plan Priority:					
2. Healthy Community					
Total Number of Active VC55+	243	356	300	300	330
Total Number of Volunteer Service Hours	21,081	30,113	26,000	26,000	30,000
Value of Volunteer Hours based on living wage (FTE)	11	15	13	13	15
Total dollar value of volunteer hours	379,808	517,920	475,904	475,904	550,000

- FY 2024-25 Highlights

- As of February 2025, have trained and placed 33 new volunteers to serve older adults, particularly those with low-moderate income, special needs such as dementia and social isolation. We are on track to meet our goal of 85 by the end of the FY.
- Provided programs, services, and events for 3,575 people.
- As of February 2025, trained and placed 12 new community-based volunteers and are on track to meet our goal of 25 by the end of the fiscal year.
- Participated in 4 community-based volunteer recruitment/outreach events.
- Completed 2 large-scale events with our rural community centers serving 500+ at these events.
- Initiated multiple wellness programs in partnership with our Wellness Program, UNC, and Cooperative Extension that are offered at our rural community centers utilizing community volunteers.

Department on Aging – continued

- Maintained an enrollment of approximately 300 older adults in the Commodity Supplemental Food Program and continued distribution at 5 sites.
 - As of February 2025, completed 19 safety and accessibility projects (ramps, railings, grab bars, desk, and stair repairs). The fluctuating cost of each project and the volunteer availability directly impact the total number of projects we are able to complete. We anticipate completing an additional 15 projects this year.
 - Completed 1,584 tax returns for FY 23-24; 1,426 were clients with low AGI (Adjusted Gross Income), 919 were older adults. Volunteers provided 4,628 hours of service.
 - Seniors' Health Insurance Information Program (SHIIP) provided Medicare enrollment services to 1,086 clients with a total cost savings of \$508,963; SHIIP volunteers provided 31 presentations and volunteers provided 1,362 hours of service.
 - Project EngAGE provided 714 programs designed to provide educational and social opportunities and events to help prevent social isolation and improve overall well-being. Project EngAGE End of Life Senior Resource Team (SRT) hosted Orange County's first End of Life Expo – providing end-of-life resources to 185 participants. Project EngAGE Intergenerational SRT hosted its annual back-to-school partnership event with Efland Cheeks Community Center in August 2024 and provided resources and school supplies to over 200 participants.
- FY 2025-26 Highlights
 - Recruit and train 85 new volunteers of all ages, to serve older adults, particularly those with low-moderate income, special needs including dementia and social isolation; Recruit 25 new community-based volunteers; Participate in 5 community-based volunteer recruitment events; Strengthen partnerships with leaders and community participants at Efland-Cheeks and Cedar Grove Community Centers.
 - Maintain current enrollment in the Commodity Supplemental Food Program
 - Provide safety and accessibility repairs (ramps, railings, grab bars, etc.) for 45 older adults.
 - Volunteer Income Tax Assistance (VITA) program will complete 1500 tax returns; provide service to 90% low AGI (Adjusted Gross Income) clients; recruit and train 70 volunteer tax preparers; volunteers will provide 4,600 hours of service.
 - Seniors' Health Insurance Information Program (SHIIP) will assist 1000 clients; SHIIP counselors will provide 30 seminars for the community; volunteers will provide 1,300 hours of service.
 - Provide support to Project EngAGE Senior Leader volunteers and to 7 Project EngAGE Senior Resource Teams (SRTs), by providing ongoing technical and programmatic support to Project EngAGE Senior Leader graduates; holding and facilitating monthly meetings for each SRT, as well as regular meetings with all Senior Leader graduates; managing multiple SRT sponsored events and initiatives.
 - Successfully launch and complete Project EngAGE Class 7.

Alliance (Maintenance of Effort Funds)

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	0	0	0	0	0
Operations	830,973	894,682	894,682	842,388	842,388
Capital Outlay	0	0	0	0	0
Total Expenditures	\$ 830,973	\$ 894,682	\$ 894,682	\$ 842,388	\$ 842,388
Total Revenues	66,593	70,000	70,000	70,000	70,000
County Costs (net)	\$ 764,380	\$ 824,682	\$ 824,682	\$ 772,388	\$ 772,388

Orange County Commissioners confirmed a Management, Merger, and Dissolution Agreement dissolving its relationship with Cardinal Innovations effective December 1, 2021, and transferring its service responsibilities for residents needing mental health, developmental disabilities, and substance abuse services to Alliance Health, a Managed Care Organization and Area Authority.

The FY 2025-26 Manager Recommended budget provides maintenance of effort funding for Alliance in the amount of \$842,388. The \$70,000 in offsetting revenues includes the ABC bottle tax revenue, which is used for Community Based Substance Abuse Services. Maintenance of effort funds to County programming includes: Two (2) Criminal Justice Resource Department positions, one (1) Behavioral Health position, one (1) Rapid Rehousing position, temporary and programming funds in the Criminal Justice Resource Department and programming funds in DSS. The total funding for the county's maintenance of effort has increased to \$1,411,382. Orange County maintenance of effort dollars will be allocated by Alliance according to best practice models and in consultation with county staff and the directors of the Criminal Justice Resource, Health and Social Service Departments.

Animal Services

Phone Number: (919) 942-7387

Website: <http://www.orangecountync.gov/155/Animal-Services>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	2,670,444	2,794,158	2,957,099	2,958,076	2,958,076
Operations	289,265	288,666	288,666	277,108	275,758
Capital Outlay	4,701	3,045	0	2,954	2,954
Total Expenditures	\$ 2,964,409	\$ 3,085,869	\$ 3,245,765	\$ 3,238,138	\$ 3,236,788
Total Revenues	564,777	620,643	620,643	620,243	620,243
County Costs (net)	\$ 2,399,632	\$ 2,465,226	\$ 2,625,122	\$ 2,617,895	\$ 2,616,545

Budget Highlights

The FY 2025-26 Manager Recommend budget contains the following changes from Base Budget:

Decrease from base for revenue and operations.

Animal Services Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Decrease in anticipated revenue	\$ -	\$ (400)	\$ 400
Net increase for personnel, operations and capital	\$ (8,977)	\$ -	\$ (8,977)
Net Animal Services Department Changes	\$ (8,977)	\$ (400)	\$ (8,577)

Mission Statement: The Animal Services Department strives to meet the needs of residents by working with volunteers and other partners to deliver cost-effective and integrated animal sheltering, animal control and animal protection services that ensure the health, safety and wellbeing of humans, pets, and the community as a whole. Addressing the problem of pet overpopulation with a proactive and positive approach is an integral ingredient of the department's mission.

Animal Services – continued

Major Divisions/Services

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Animal sheltering					
Outcome Measure: Number of animals leaving the shelter with a live release					
Strategic Plan Priority: 2. Healthy Community					
Live release rate cats	92%	92%	92	91%	91%
Live release rate dogs	92%	92%	90	91%	91%
Live release rate other animals	95%	95%	92	96%	91%
Animal shelter admissions cats	1,243	1,757	1250	1,910	1,798
Animal shelter admissions dogs	1,018	1,002	1100	1,100	1,015
Animal shelter admissions other animals	69	87	70	90	87
Service: Animal Protection					
Outcome Measure: Animal Control service to the community					
Strategic Plan Priority: 2. Healthy Community					
Animal Control service responses	4,027	4,257	3900	3,600	3,800
Rabies exposure and animal bite investigations	270	422	350	350	325
Cruelty and neglect investigations	359	424	275	275	300
Service: Community Programs					
Outcome Measure: Achieve strong community engagement in animal welfare through animal service					
Strategic Plan Priority: 2. Healthy Community					
Subsidized spay neuter surgeries	696	648	650	400	550
Low cost rabies vaccines	279	432	525	450	450
Number of active OCAS volunteers	96	250	400	300	350
Number of community animals served	1,677	1,893	1,725	2,020	2,000

Field Services Animal Protection and Public Health

- FY 2024-25 Highlights
 - Worked within the community to decrease unwanted kitten births via low-cost surgery vouchers, community cat management programs, including partnering with other organizations and providing in-house community cat sterilizations, and community education with a focus on the humane control of free-roaming cats, especially in areas with large numbers of free-roaming cats
 - Supported a focus on community-oriented animal services by choosing the least punitive approach to each service call, reserving animal impoundment and citations for cases involving public safety, animal cruelty, or repeated animal ordinance violations. Promoted a dedication to keeping pets with families and out of the municipal shelter system.

Animal Services – continued

- FY 2025-26 Highlights

- Prioritize reuniting lost pets with their owners in the field while providing education on responsible pet ownership and strategies to keep pets safely at home. Strengthen the human-animal bond by ensuring pets are successfully returned and remain out of the shelter system.
- Actively participate in community and animal services-sponsored events to enhance public education on animal control and shift public perception of animal control officers from enforcers to educators and public safety professionals. Focus on proactive outreach and support, promoting responsible pet ownership while prioritizing non-punitive solutions for residents.

Open Admissions Sheltering

- FY 2024-25 Highlights

- Promoted a humane community by prioritizing a 90% or higher live release rate for animals sheltered by Orange County Animal Services over the next five years. Strengthened collaborative partnerships such as animal transfer partners, foster homes, barn cat placement, community cat sterilization, and University-Government partnerships.
- Worked with community partners to promote student engagement with Animal Services to connect the next generation of leaders with municipal opportunities, supported the human animal bond, and taught the One Health approach to animal management. This goal incorporated strategies to involve black, indigenous, and people of color in training opportunities.

- FY 2025-26 Highlights

- Enhance support for individuals who find stray animals by providing resources such as fostering options and guidance on reuniting pets with their families. Encourage community involvement in lost pet reunification while reducing the strain on the shelter system.
- Continue to promote a humane community by prioritizing a 90% or higher live release rate for animals sheltered by Orange County Animal Services over the next five years. Continue strengthening collaborative partnerships in order to achieve positive live outcomes.

Animal Services Programs

- FY 2024-25 Highlights

- Promoted strong community engagement in animal welfare and encouraged pet retention as reflected by the number of community animals served by Animal Services programs.
- Continued to grow initiatives that support live animal placement and community engagement for animals entering the shelter. Specifically focused on increasing volunteer hours, removing barriers for community involvement with Animal Services, and growing the dog foster program for longer length of stay dogs.

- FY 2025-26 Highlights

- Expand long-term foster opportunities for animals with extended shelter stays, providing them with a home environment that reduces stress, improves behavior, and enhances their adoptability. By placing these animals in foster care, we can better assess their

Animal Services – continued

- needs, increase their visibility to potential adopters, and create more shelter space for incoming animals, ultimately improving overall outcomes.
- Continue to strengthen our engagement with underserved communities by providing resources that help residents keep and care for their pets, reinforcing the human-animal bond. Through increased access to services such as pet food assistance, veterinary care, and education, the aim is to reduce pet relinquishment, enhance public safety, and build stronger community trust. This will proactively support both pets and their families while reducing intake pressure on the shelter system.

Article 46 Sales Tax

The Article 46 One-Quarter Cent (1/4 cent) County Sales and Use Tax was approved by Orange County voters in the November 2011 election, and became effective April 1, 2012. A Special Revenue Fund has been established to receive and account for the One-Quarter Cent (1/4 cent) Sales and Use Tax proceeds. The sales and use tax proceeds are divided 50% to the County’s two school systems and 50% to Economic Development initiatives. The funds will remain separate from the County’s General Fund to allow for more isolated and accurate tracking of revenues and expenditures. In September 2022, the Board of County Commissioners reaffirmed a ten-year commitment to allocate the proceeds as follows:

- 50% of the funding will be allocated in an equitable manner between the County’s two school systems, based on the Average Daily Membership (ADM) of each school system excluding charter students, for the dedicated purpose of funding capital projects, including but not limited to, facility improvements at older schools and the procurement of technology.
- 50% of the funding will be allocated to Economic Development initiatives.

The tables below reflect recommended uses of the anticipated proceeds of \$6,391,998 by the two school systems and Economic Development in FY 2025-26:

School Systems Recommended Use for FY 2025-26	Amount
Technology – Student Access Computing Devices (Chapel Hill-Carrboro City Schools)	\$1,960,745
Technology – Upgrades (District-Wide – Orange County Schools)	\$1,235,254
TOTAL	\$3,195,999

Economic Development Recommended Use for FY 2025-26	Amount
Debt Service on Infrastructure	\$1,009,605
Incentives	\$577,921
Piedmont Food and Agricultural Processing Center Audit	\$10,000
Agricultural Grants	\$165,375
Business Investment Grants	\$181,913
Agricultural Summit	\$6,000
Durham Tech Promise (Scholarships)	\$200,000
Durham Tech Back-to-Work Initiative	\$100,000
Breeze Farm Contribution	\$15,000
Economic Development Department Budget for FY 22-25	\$458,060
Indirect Costs associated with Economic Development Department, as per County’s Cost Allocation Plan	\$165,963

Article 46 Sales Tax – continued

County's 75% share of Agricultural Economic Development Position – in Cooperative Extension Department	\$92,729
Part-Time Breeze Farm position in Cooperative Extension Department	\$18,000
Chamber Dues	\$14,350
Chapel Hill Chamber of Commerce Contract	\$30,000
Research Triangle Regional Partnership	\$52,000
DTCC Innovation Hub	\$20,000
DTCC Apprenticeship Coordinator	\$9,083
Durham Tech Small Business Program	\$70,000
TOTAL	\$3,195,999

Asset Management Services

Phone Number: (919) 245-2625

Website: <http://www.orangecountync.gov/438/Asset-Management-Services>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	2,340,677	2,617,638	2,807,444	2,882,421	2,882,421
Operations	4,524,693	3,951,795	3,951,795	4,159,156	4,142,305
Capital Outlay	8,524,231	90,440	0	189,268	37,867
Total Expenditures	\$ 15,389,601	\$ 6,659,873	\$ 6,759,239	\$ 7,230,845	\$ 7,062,593
Total Revenues	8,877,047	476,806	476,806	518,031	518,031
County Costs (net)	\$ 6,512,554	\$ 6,183,067	\$ 6,282,433	\$ 6,712,814	\$ 6,544,562
<i>By Category (Debt Service Fund)</i>					
Personnel Services	209,519	235,547	250,894	250,894	250,894
Operations	0	0	0	0	0
Capital Outlay	0	0	0	0	0
Total Expenditures	\$ 209,519	\$ 235,547	\$ 250,894	\$ 250,894	\$ 250,894
Total Revenues	0	0	0	0	0
County Costs (net)	\$ 209,519	\$ 235,547	\$ 250,894	\$ 250,894	\$ 250,894
<i>Total Asset Management Services Expenditures</i>					
	\$ 15,599,120	\$ 6,895,420	\$ 7,010,133	\$ 7,481,739	\$ 7,313,487

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Total Expenditure increase includes replacement of increasingly expensive contracted services with a Facilities Technician FTE to conduct county facility life safety checks and costs associated with the Southern Branch Library including the addition of a security guard. Additional increases are occurring in electricity, equipment replacement, facility maintenance contracts, building repair, and other operational expenses offset by a reduction in building leases and travel & training savings. Total Revenue increase is primarily associated with the Town of Carrboro's support of the new library based on their share of expenses.

Asset Management Services – continued

Asset Management Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Increase in Lease revenue offset by reduction in facility rental fees based on usage	\$ -	\$ 920	\$ (920)
Strategic Priority 1 Environmental Protection and Climate Action: FTE and associated operating expenses to in-house facility life safety checks to avoid external vendor contract increases	\$ (672)	\$ -	\$ (672)
Adjustments to temporary personnel and overtime based on change in rates and hours	\$ 5,339	\$ -	\$ 5,339
Strategic Priority 5 Public Education/Learning Community: Increase in costs associated with the Southern Branch Library offset by revenue from Town of Carrboro	\$ 90,532	\$ 40,305	\$ 50,227
One-time recurring capital funds to replace facility improvement tools & equipment, furniture and signage	\$ 37,867	\$ -	\$ 37,867
Reductions to travel & training	\$ (1,244)	\$ -	\$ (1,244)
Cost to continue	\$ 171,532	\$ -	\$ 171,532
Net Asset Management Department Changes	\$ 303,354	\$ 41,225	\$ 262,129

Mission Statement

AMS strives for excellence in providing safe, reliable, sustainable, clean, and comfortable facilities and related assets to Orange County residents, employees, and visitors.

Major Divisions/Services

Administration

Provides customer service support, meeting and event coordination, security systems management, small renovations, signage, and other administrative services to the residents and staff of Orange County.

- FY 2024-25 Highlights
 - Implementation of the Facilities Master Plan
 - Design of the Crises Diversion Center
 - Conduct two department-wide training events
 - Update of the wayfinding and ADA signage at Southern Human Services
 - Update the intruder alarm systems at 2 county buildings
 - Occupancy of the Drakeford Library Complex
- FY 2025-26 Highlights
 - Design of the Sheriff's Office Evidence Storage Facility

Asset Management Services – continued

- Sales of multiple county-owned stub-out parcels
- Completion of the Efland Cheeks Community Center renovation
- Update of badge access levels for all county facilities
- Begin construction of the Crisis Diversion Center

Capital Projects

Manages and supports County building projects as identified in the County's Capital Investment Plan (CIP), including departmental oversight, support, and guidance for building projects managed by Solid Waste; Planning & Inspections; Department of Environment, Agriculture, Parks and Recreation (DEAPR); Emergency Services; and the Orange County Sportsplex.

• FY 2024-25 Highlights

- Completed the Drakeford Library Complex, Southern Branch Library. \$22,229,437(County's portion)
- Completed the Orange County Emergency Services Efland EMS Station and Medical Examiner's Review Quarters. \$7,206,409
- Completed the construction for the Richard E. Whitted Stormwater Improvements. \$840,090.

Completed construction on the following capital projects:

- Orange County Sportsplex Fire Alarm Replacement: \$209,100.
- Justice Facility Fire Alarm Replacement: \$432,419
- Piedmont Food Processing Center Generator Installation: \$106,750.
- Hillsborough Commons Fire Alarm Replacement: \$282,368
- Installed (3) Bus Shelter Units alongside Orange Public Transportation.
- Installed HVAC equipment for the Gateway facility, Passmore Center, select units at Hillsborough Commons and controls upgrades at Passmore Center and Gateway facilities.

• FY 2025-26 Highlights

- Substantial completion of multiple architectural projects, including Cedar Grove Community Center flooring replacement, Richard E Whitted Complex window replacement and cornice trim repair, and elevator modernization for elevators at Whitted, Gateway, and the Justice Facility.
- Equipment procured for multiple County heating, air conditioning, and ventilation (HVAC) projects.
- Substantial completion of multiple parking lot improvement projects.
- Substantial completion of the Sportsplex Cooling Tower and Chiller Replacement.
- Solar Feasibility award for professional services.
- Professional Services award and design for the Historic Courthouse Square – Building and Grounds Improvements.

Facilities Environment and Support

Provides routine cleaning and floor care, including contractor management, of County owned and leased facilities (24 buildings comprising 325,000 cleanable square feet). Researches and implements

Asset Management Services – continued

technological advancements in floor coverings that increase life, appearance, and durability, to reduce signs of aging in County-owned facilities.

- FY 2024-25 Highlights
 - Maintained a high level of service despite a 46% attrition rate.
 - Completion of the flooring at the Southern Human Services main lobby, health clinic with a more durable urethane covering mimicking the high traffic R & P Seymour Center main lobby.
 - Completed restroom flooring rejuvenation using the Sanaglaze/Sanamax Seal allowing more efficient cleaning throughout the next several years at the Southern Human Services location.

- FY 2025-26 Highlights
 - Continue hard surface maintenance largely by moving much of the VCT from a yearly wax coating process to Epic Urethane zero-VOC finishes, reducing the hard surface yearly strip and wax function to a 7–10-year program under current budgeting.
 - Retention of the 15 Facility Environment FTE workforce and the Facility Environment and Support Manager leading the group, increase efficiencies to create a highly effective workforce that does both cleaning of the facilities prior to regular business hours along with having availability throughout the mornings for emergencies and continued cleanings.

Facilities Maintenance

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Manage energy use of Orange County facilities					
Outcome Measure: Ensure Orange County facilities are energy efficient					
Strategic Plan Priority:	1. Environmental Protection and Climate Action				
Annual energy Intensity (energy used in KBTU per Square Foot) of County Facilities	86	87.2	85	86.8	85
Service: Maintenance of County Facilities					
Outcome Measure: Complete the repair of maintenance items in a timely basis					
Strategic Plan Priority:	1. Environmental Protection and Climate Action				
% of work orders completed within standard times	60%	74%	75%	65%	75%

Provides preventative maintenance, corrective and restorative services to over 1,000,000 square feet across more than 42 County-owned and leased facilities in areas including electrical, heating, air conditioning, and ventilation (HVAC); plumbing; painting; carpentry; sidewalks; parking lots; roofing;

Asset Management Services – continued

drainage; and security systems, through a combination of in-house staff and contracted service providers. Leads organization in inclement weather preparation and response.

- FY 2024-25 Highlights
 - Retrofit existing fluorescent light fixtures to LED for energy savings at Southern Human Services and Seymour Center.
 - Initiate a new preventative maintenance plan for electric vehicle chargers.

- FY 2025-26 Highlights
 - Hiring of a new facility maintenance painter to complete painting needs for County facilities.
 - Continue to retrofit existing florescent light fixtures to LED for energy savings at selected County facilities.

Board of County Commissioners/Clerk to the Board's Office

Phone Number: (919) 245-2130

Website: <http://orangecountync.gov/bocc>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	610,811	639,038	723,948	723,948	723,948
Operations	222,893	264,731	247,931	291,834	291,834
Capital Outlay	3,767	0	0	0	0
Total Expenditures	\$ 837,471	\$ 903,769	\$ 971,879	\$ 1,015,782	\$ 1,015,782
Total Revenues	0	0	0	0	0
County Costs (net)	\$ 837,471	\$ 903,769	\$ 971,879	\$ 1,015,782	\$ 1,015,782

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

The increase in operations costs is mainly to cover the new quote for Cable Casting Community Meetings and the cost of additional meetings for the summer months. The increase in contract services was offset by eliminating some unnecessary contracts. Department exempted from travel and training reductions.

Board of County Commissioners Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Increase in operations costs to cover quotes and additional meetings related to cable casting, as well as a rise in membership dues and contracts.	\$ 43,903	\$ -	\$ 43,903
Net Board of County Commissioners Department Changes	\$ 43,903	\$ -	\$ 43,903

Mission Statement

The mission of the Orange County Clerk to the Board's Office is to provide permanent official records required by North Carolina General Statutes for present and future generations; to provide the Orange Board of County Commissioners (BOCC) a guided focus and direction through meetings and agendas; and to provide for citizen participation and involvement in county government through the oversight of 20+ volunteer boards and commissions appointed by the BOCC.

Board of County Commissioners/Clerk to the Board's Office – continued

Major Divisions/Services

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Maintain the legislative record of the Board of Commissioners and all other committees, boards, and commissions; manage the maintenance of minutes, resolutions, ordinances, appeals, licenses, permits, and other documents that come					
Outcome Measure: Departmental contracts recorded in a timely manner for public					
Strategic Plan Priority: Not applicable					
100% of contracts posted to document management software within two weeks of completion	98.6%	99.6%	99%	98%	98%

Custodian for the county seal and the retention of official records including minutes, ordinance books, records of county-appointed boards and committees, resolutions, contracts, agreements, and leases, etc., in accordance with the North Carolina General Statutes; prepares official copies of documents including ordinances, resolutions and meeting minutes as adopted by the Board; certifies legal documents on behalf of the county

Administers appointment process for 20+ volunteer boards and commissions internally and 20+ multi-jurisdictional boards externally

Ensures public access to county records as required by state public records laws

Manages the maintenance of the legislative record of the Board of Commissioners and all other committees, boards, and commissions; manages the maintenance of minutes, resolutions, ordinances, appeals, licenses, permits, and other documents that come under the jurisdiction of the Clerk to the Board

Researches past and current Board actions as requested; ensure that county staff and the public have access to all aspects of the legislative history in a timely manner.

FY 2024-25 Highlights

- Provided administrative support for 39 Board of County Commissioners meetings and acted as the administrative lead for Granicus (web streaming)
- Published 39 agendas and meeting highlights before and after BOCC meetings
- Approval of approximately 39 sets of meeting minutes and 15 sets of closed session meeting minutes
- Attended community outreach meetings to educate residents on advisory boards and commissions
- Published agendas in electronic format within 24 hours of receipt from the County Manager's Office
- Post BOCC actions following meetings within 48 hours
- Developed online training tool for advisory boards and commissions volunteers

FY 2025-26 Highlights

- Publish agendas in electronic format within 24 hours of receipt from the County Manager's Office
- Post BOCC actions following meetings within 48 hours
- Increase number of applications for advisory boards and commissions
- Develop electronic records policy with Information Technology
- Begin multi-year process for upgrading technology in BOCC meeting rooms

Board of Elections

Phone Number: (919) 245-2350

Website: <http://www.orangecountync.gov/1720/Elections>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
By Category (General Fund)					
Personnel Services	848,827	846,355	883,152	1,145,843	1,073,438
Operations	341,836	243,612	243,612	311,612	277,836
Capital Outlay	0	30,000	0	0	0
Total Expenditures	\$ 1,190,663	\$ 1,119,967	\$ 1,126,764	\$ 1,457,455	\$ 1,351,274
Total Revenues	93,141	350	350	102,600	102,600
County Costs (net)	\$ 1,097,522	\$ 1,119,617	\$ 1,126,414	\$ 1,354,855	\$ 1,248,674

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Increase to expenses and revenue due to scheduled elections.

Board of Elections Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Increase revenue from Municipal Elections	\$ -	\$ 102,250	\$ (102,250)
Increase in operation expenses for Elections	\$ 35,500	\$ -	\$ 35,500
Increase in personnel for election support	\$ 190,286	\$ -	\$ 190,286
Reduction in Travel and Training	\$ (1,276)	\$ -	\$ (1,276)
Net Board of Elections Department Changes	\$ 224,510	\$ 102,250	\$ 122,260

Mission Statement

The Board of Elections is responsible for conducting all elections held in Orange County in accordance with mandates set by Federal and State law and policies set by the State Board of Elections. Our mission is to maintain the integrity of elections, ensure election results are accurate, and make the electoral process inclusive for all eligible voters.

Board of Elections - continued

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Conduct list maintenance					
Outcome Measure: Maintain the integrity of elections					
Strategic Plan Priority: 2. Healthy Community					
Registrations Removed	12821	17294	14000	17000	13000
Voter Mailings Sent	32252	30423	70000	65000	40000
Service: Maintain an accurate voter registration database					
Outcome Measure: Ensure election results are accurate					
Strategic Plan Priority: 2. Healthy Community					
Registrations Processed	30409	19644	78000	60000	30000
Service: Administer absentee and early voting					
Outcome Measure: Make the electoral process inclusive for all eligible					
Strategic Plan Priority: 2. Healthy Community					
Ballots Cast on Election Day	20668	24480	19550	12646	25000
Absentee Ballots Processed	5304	977	15000	10793	1200
Ballots Cast Prior to Election Day	46001	28205	78200	75421	25000

Major Services

- Conduct all elections held in Orange County
- Receive candidate filings and issue certifications to elected officials
- Receive, audit, and post campaign finance reports
- Receive and process voter registration forms
- Conduct required list maintenance
- Receive and process absentee ballot requests
- Process and research provisional ballot applications
- Recruit and train election officials
- Secure voting locations ensuring ADA compliant accessibility

FY 2024 – 25 Outcomes

- Effectively and efficiently conducted the November 5, 2024, Presidential Election
- Successfully operated six early voting sites with extended night and weekend hours
- Timely processed absentee ballot requests and mailed absentee ballot packages
- Timely processed registrations received to maintain an accurate voter registration database
- Certified “Multi-Partisan Assistance Teams” to assist with requesting and/or casting mail-in absentee ballots for voters in assisted living facilities resulting in teams making multiple visits to assist in requesting absentee ballots and returning to assist in marking ballots as needed

Board of Elections - continued

FY 2025 – 26 Fiscal Year Objectives

- Effectively and efficiently conduct:
 - October 7, 2025 Durham Municipal Primary
 - November 4, 2025 Municipal and Chapel Hill – Carrboro School Board Election
 - March 3, 2026 Primary and Orange County School Board Election
 - May 12, 2026 Second Primary and Orange County School Board Runoff Election (if required)
 - Recounts as required

- Successfully operate up to six early voting sites with extended hours

- Staff to maintain designation as Certified North Carolina Election Administrators (CNCEA)

- Director and deputy director to obtain and maintain designation as nationally Certified Election and Registration Administrators (CERA) through the Election Center's professional education program with Auburn University

- Ensure full compliance with major changes to election law by updating policies, procedures, and training programs to align with new legal requirements while maintaining a strong commitment to supporting voters through clear communication, accessibility, and assistance.

**Manager Recommended
FY 2025-35 Capital Investment Plan**

The Manager Recommended FY 2025-35 Capital Investment Plan (CIP) was presented to the Board of County Commissioners on April 1, 2025. The following CIP Summaries were included as part of the presented Plan. The Board held a work session on April 22, 2025 to begin review and discussion. The Board will consider approval of FY 2025-26 (Year 1) funding of the FY 2025-35 CIP on June 17, 2025.

Orange County Capital Investment Plan - Plan Summary - RECOMMEND
Fiscal Years 2025-35

Appropriations	Current Fiscal Year 2024-25	Year 1 Fiscal Year 2025-26	Year 2 Fiscal Year 2026-27	Year 3 Fiscal Year 2027-28	Year 4 Fiscal Year 2028-29	Year 5 Fiscal Year 2029-30	Year 6 Fiscal Year 2030-31	Year 7 Fiscal Year 2031-32	Year 8 Fiscal Year 2032-33	Year 9 Fiscal Year 2033-34	Year 10 Fiscal Year 2034-35	Ten Year Total
County	15,838,308	38,528,288	17,165,251	82,794,102	44,288,843	31,454,784	28,995,136	31,537,110	10,681,553	20,882,549	8,288,387	314,616,003
Proprietary												
Solid Waste	2,138,979	3,274,294	7,245,062	2,989,558	207,556	1,671,359	2,331,855	2,759,569	5,559,469	391,597	513,001	26,943,320
Sportsplex	325,000	470,000	1,690,000	230,000	700,000	355,000	105,000	175,000	275,000	375,000		4,375,000
Water & Sewer Utilities	500,000											
Proprietary Total	2,963,979	3,744,294	8,935,062	3,219,558	907,556	2,026,359	2,436,855	2,934,569	5,834,469	766,597	513,001	31,318,320
School												
Chapel Hill-Carrboro City Schools	16,224,511	22,361,044	62,223,109	66,104,228	9,186,609	19,227,920	16,024,051	83,163,815	17,095,053	13,079,760	18,435,665	326,901,254
Orange County Schools	16,060,560	10,746,296	58,750,418	8,857,626	13,395,377	11,758,719	36,698,817	45,819,434	7,498,087	12,100,481	7,342,051	212,967,306
Project Management		1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	10,000,000
School Total	32,285,071	34,107,340	121,973,527	75,961,854	23,581,986	31,986,639	53,722,868	129,983,249	25,593,140	26,180,241	26,777,716	549,868,560
Appropriations Total	51,087,358	76,379,922	148,073,840	161,975,514	68,778,385	65,467,782	85,154,859	164,454,928	42,109,162	47,829,387	35,579,104	895,802,883

Revenues/Funding Sources												
Article 46 Sales Tax Proceeds	3,195,999	3,379,920	3,442,837	3,525,930	3,666,967	3,870,489	4,033,562	4,124,840	4,289,834	4,522,957	4,644,684	39,502,020
Contributions from Other Infrastructure Partners			112,000		50,000	15,000	98,000		172,500	1,552,500		2,000,000
Debt Financing	14,515,324	35,096,167	15,311,731	70,336,037	39,807,792	29,093,941	26,340,766	18,667,775	7,376,733	16,179,519	4,995,505	263,205,966
Debt Financing - Article 46 Sales Tax	500,000			812,092	267,051			180,335	243,320			1,502,798
Debt Financing - Bond Proceeds		6,000,000	98,983,000	52,679,868		8,095,832	29,274,130	104,967,170				300,000,000
Debt Financing - School Improvements	24,626,718	13,518,312	4,608,678	4,700,852	4,794,869	4,890,766	4,988,581	5,088,353	5,190,120	5,293,922	5,399,800	58,474,253
Debt Financing - Solid Waste	1,181,869	2,269,432	5,972,206	2,860,000		784,574	1,086,860	1,701,948	4,468,967			19,143,987
Debt Financing - Sportsplex	220,000	400,000	1,565,000	130,000	675,000	140,000		150,000	150,000	165,000		3,375,000
Grant Funding					500,000							500,000
Lottery Proceeds	1,402,354	1,807,908	1,807,908	1,807,908	1,807,908	1,807,908	1,807,908	1,807,908	1,807,908	1,807,908	1,807,908	18,079,080
Medicaid Maximization Funds								10,000,000				10,000,000
Partner Funding - County Capital	9,000	9,000	9,000	9,765,973	1,584,000	9,000	9,000	9,000	9,000	9,000	9,000	11,421,973
Register of Deeds Fees	80,000	80,000	80,000	80,000	80,000	80,000	80,000	80,000	80,000	80,000	80,000	800,000
Solid Waste Funds	957,110	1,004,862	1,272,856	129,558	207,556	886,785	1,244,995	1,057,621	1,090,502	391,597	513,001	7,799,333
Sportsplex Funds	105,000	70,000	125,000	100,000	25,000	215,000	105,000	25,000	125,000	210,000		1,000,000
Transfer from Cardinal Reserve		1,823,121										1,823,121
Transfer from General Fund	4,345,484	10,921,200	14,783,624	15,047,296	15,312,242	15,578,487	16,086,057	16,594,978	17,105,278	17,616,984	18,129,206	157,175,352
Revenues/Funding Sources Total	51,138,858	76,379,922	148,073,840	161,975,514	68,778,385	65,467,782	85,154,859	164,454,928	42,109,162	47,829,387	35,579,104	895,802,883

County Capital Projects Summary - RECOMMEND

Fiscal Years 2025-35

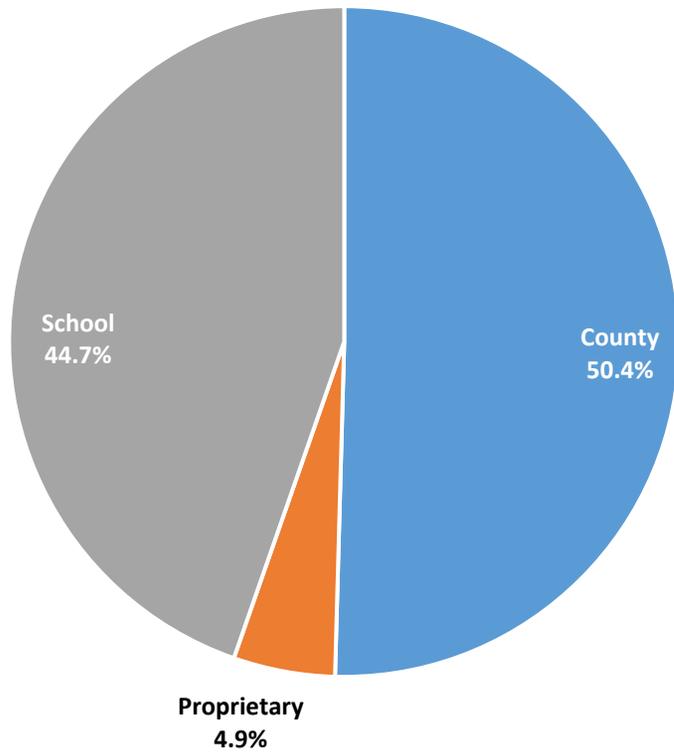
	Current Fiscal Year 2024-25	Year 1 Fiscal Year 2025-26	Year 2 Fiscal Year 2026-27	Year 3 Fiscal Year 2027-28	Year 4 Fiscal Year 2028-29	Year 5 Fiscal Year 2029-30	Year 6 Fiscal Year 2030-31	Year 7 Fiscal Year 2031-32	Year 8 Fiscal Year 2032-33	Year 9 Fiscal Year 2033-34	Year 10 Fiscal Year 2034-35	Ten Year Total
510 Meadowslands Administration Facility					3,641,385							3,641,385
9-1-1 Backup Center				1,459,885								1,459,885
Affordable Housing				5,000,000			5,000,000		5,000,000			15,000,000
Animal Services		818,720										818,720
Behavioral Health Crisis Diversion Facility	1,100,000	22,656,195										22,656,195
Blackwood Farm Park				100,000								100,000
Board of Elections Storage	296,000	381,000										381,000
Cedar Grove Community Center			216,000	2,419,200				161,685				2,796,885
Climate Change Mitigation Project	262,500	267,750	273,105	278,567	284,138	289,821	295,618	301,530	307,561	313,712	319,986	2,931,788
Communication System Improvements	50,000	300,000										300,000
Community Resilience Hubs							212,000	212,000	212,000	212,000	212,000	1,060,000
Conservation Easements						500,000		500,000		500,000		1,500,000
County Recreation Center					2,080,902	19,549,801						21,630,703
Courtroom Audio Visual Upgrades	60,000											
Deconstruction of old Central Recreation Building								1,095,784				1,095,784
Efland-Cheeks Community Center	150,000											
Electric Vehicle & Infrastructure Study		100,000										100,000
Electrical Upgrades	291,344	175,787	627,500	837,156	1,773,864	721,396	2,081,043	1,965,205	667,180	455,658	137,000	9,441,789
Emergency Services Headquarters			2,805,957		30,765,527							33,571,484
Emergency Services Renewal & Replacement	593,205	598,955	547,137	613,035	614,613	626,821	2,498,664	611,881	675,571	695,008	800,926	8,282,611
Emergency Services Substations			3,600,000			390,000		4,000,000				7,990,000
Evidence Storage Building		3,708,500										3,708,500
Facades	210,285	1,365,800	14,300	100,800		24,193	49,685	74,200	829,400	59,440	93,500	2,611,318
Facility Accessibility, Safety and Security Improvements	318,886	25,000	330,000	27,300	655,000	427,400	392,782	725,000	39,700	132,432	25,000	2,779,614
Fairview Park Improvements							178,153	1,781,530				1,959,683
Fire Alarm, Fire Suppression System Replacements	1,079,600	511,740	25,000	751,362	181,200	170,300	113,168	63,375	300,512	582,763	577,147	3,276,567
Fuel Station - Pump, Tanks & Tank Monitoring Replacement		297,200										297,200
Generator Projects	235,400									277,200		277,200
Historic Courthouse Square - Building and Grounds Improvements		1,370,500										1,370,500
Hollow Rock Nature Park (New Hope Preserve)			224,000			30,000	196,000					450,000
HVAC Projects	255,509	427,224	285,780	1,099,910	826,528	533,170	554,895	2,189,392	50,000	351,730	514,400	6,833,029
Information Technologies Governance Council Initiatives		145,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	250,000	2,395,000
Information Technologies Infrastructure	882,000	988,000	721,049	736,549	746,549	756,549	826,700	836,700	846,700	856,700	866,700	8,182,196
Interior Finish Replacements	270,100	152,000			35,350	310,239	341,050	525,000	797,086	1,439,007	888,550	4,488,282
Justice System Space Needs & Improvements				16,914,576								16,914,576
Lake Orange - Dam Rehabilitation		970,000					347,400	3,474,700				4,792,100
Lands Legacy Program					250,000	250,000	250,000	250,000	250,000	250,000	250,000	1,750,000
Little River Park, Phase II				100,000								100,000
Millhouse Road Park									345,000		3,105,000	3,450,000
Mountains to Sea Trail						693,000						693,000
Neuse River (Falls Lake) Rules - Nutrient Management	175,000	175,000	175,000	175,000	175,000	175,000	175,000	175,000	175,000	175,000	175,000	1,750,000

	Current Fiscal Year 2024-25	Year 1 Fiscal Year 2025-26	Year 2 Fiscal Year 2026-27	Year 3 Fiscal Year 2027-28	Year 4 Fiscal Year 2028-29	Year 5 Fiscal Year 2029-30	Year 6 Fiscal Year 2030-31	Year 7 Fiscal Year 2031-32	Year 8 Fiscal Year 2032-33	Year 9 Fiscal Year 2033-34	Year 10 Fiscal Year 2034-35	Ten Year Total
Appropriations												
Northeast District Park											277,265	277,265
Orange County Bidirectional Antenna (BDA) Upgrade	800,000											
Parking Lot Improvements	533,742	191,029	30,000	50,350	42,920	30,000	146,328	30,000	214,800	49,404	164,555	949,386
Parks and Recreation Facility Renovations, Repairs, and Safety Impr	255,400	210,000	216,691	222,592	228,670	234,930	241,378	248,019	254,860	261,903	268,988	2,388,031
Piedmont Food Processing Center - Building Improvements		120,000	52,520	812,092	267,051	56,843	67,370	180,335	243,320	61,530	4,800	1,865,861
Plumbing Repairs	160,655	8,900	4,225	374,545	2,250,250	29,610	37,200	10,300	43,546	628,721	502,250	3,889,547
Public EV Chargers	50,000		50,000		50,000		50,000		50,000		50,000	250,000
Public Safety Software Enhancements	2,800,000											
Register of Deeds Automation	80,000	80,000	80,000	80,000	80,000	80,000	80,000	80,000	80,000	80,000	80,000	800,000
Rogers Road Community Center				265,000	2,625,000							2,890,000
Roofing	55,000	221,710	200,000	755,256	1,571,862	215,633	1,694,825	388,125	187,000	1,618,777	55,000	6,908,188
Soccer.com Soccer Center, Phase II				360,000	3,600,000			420,000	524,000	580,000		5,484,000
Solar Photovoltaic Systems	779,559		33,289	498,825	86,650	897,683	11,500	150,347	6,527	115,505		1,800,326
Southern Human Services Expansion							2,943,851	16,684,821				19,628,672
Staff EV Chargers	225,000	362,448	373,321	384,521	396,057	407,939	420,177	432,782	445,765	459,138	472,912	4,155,060
Sustainability Revolving Fund	50,000											
Upper Eno Nature Preserve							38,000	400,000				438,000
Vehicle Replacements	3,619,123	3,567,530	2,262,677	2,383,388	4,561,278	3,457,056	2,375,049	794,099	2,886,025	2,371,921	1,302,408	25,961,431
VIPER Radio Tower Construction	200,000		2,100,000	31,993,242								34,093,242
Appropriations Total	15,838,308	38,528,288	17,165,251	82,794,102	44,288,843	31,454,784	28,995,136	31,537,110	10,681,553	20,882,549	8,288,387	314,616,003

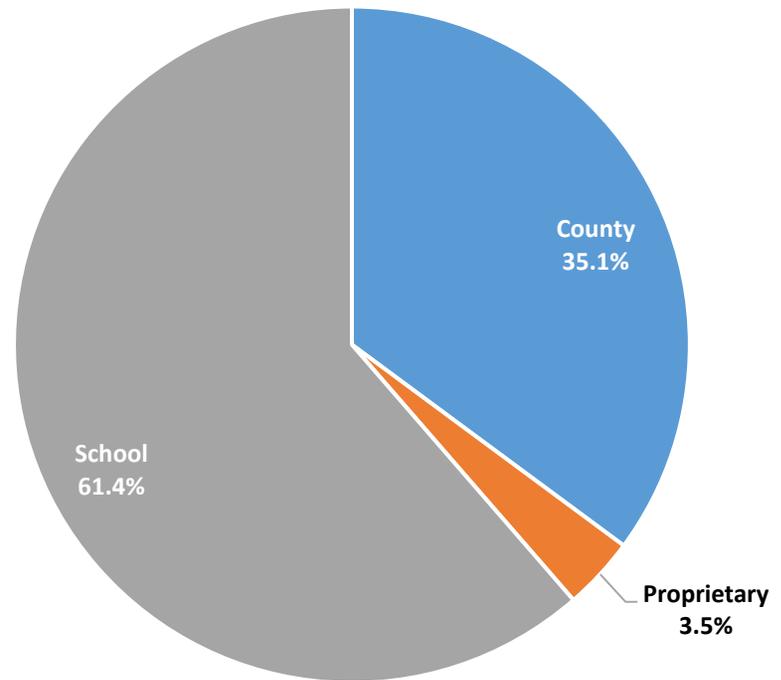
Revenues/Funding Sources												
Article 46 Sales Tax Proceeds		120,000	52,520			56,843	67,370			61,530	4,800	363,063
Contributions from Other Infrastructure Partners			112,000		50,000	15,000	98,000		172,500	1,552,500		2,000,000
Debt Financing	14,515,324	35,096,167	15,311,731	70,336,037	39,807,792	29,093,941	26,340,766	18,667,775	7,376,733	16,179,519	4,995,505	263,205,966
Debt Financing - Article 46 Sales Tax				812,092	267,051			180,335	243,320			1,502,798
Grant Funding					500,000							500,000
Medicaid Maximization Funds								10,000,000				10,000,000
Partner Funding - County Capital	9,000	9,000	9,000	9,765,973	1,584,000	9,000	9,000	9,000	9,000	9,000	9,000	11,421,973
Register of Deeds Fees	80,000	80,000	80,000	80,000	80,000	80,000	80,000	80,000	80,000	80,000	80,000	800,000
Transfer from Cardinal Reserve		1,823,121										1,823,121
Transfer from General Fund	1,285,484	1,400,000	1,600,000	1,800,000	2,000,000	2,200,000	2,400,000	2,600,000	2,800,000	3,000,000	3,199,082	22,999,082
Revenues/Funding Sources Total	15,889,808	38,528,288	17,165,251	82,794,102	44,288,843	31,454,784	28,995,136	31,537,110	10,681,553	20,882,549	8,288,387	314,616,003

FY 2025-35 Orange County Capital Investment Plan Projects County-Wide Summary - Appropriation

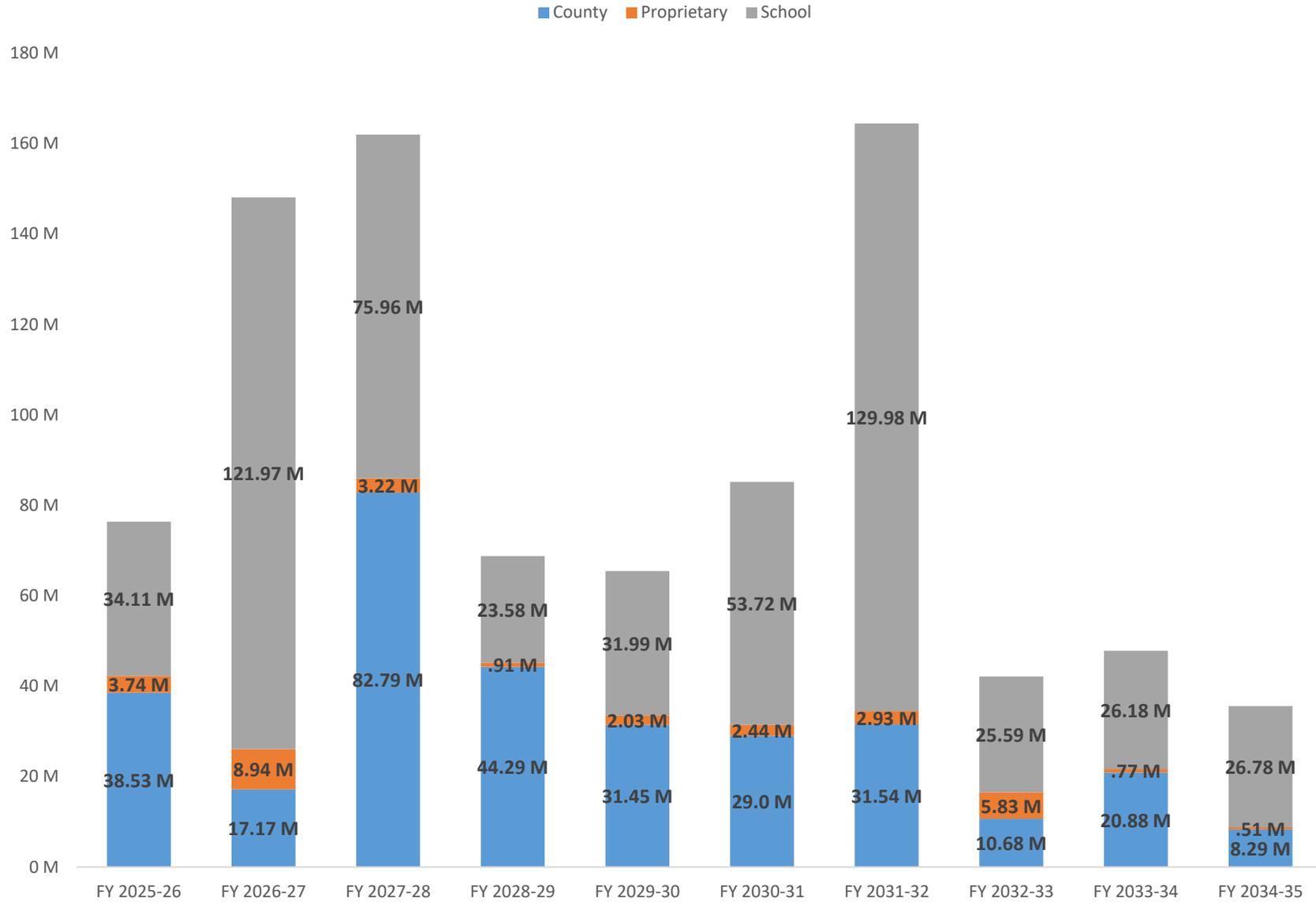
Year 1: FY 2025-26
\$76,379,922



Years 1-10: FY 2025-35
\$895,802,883

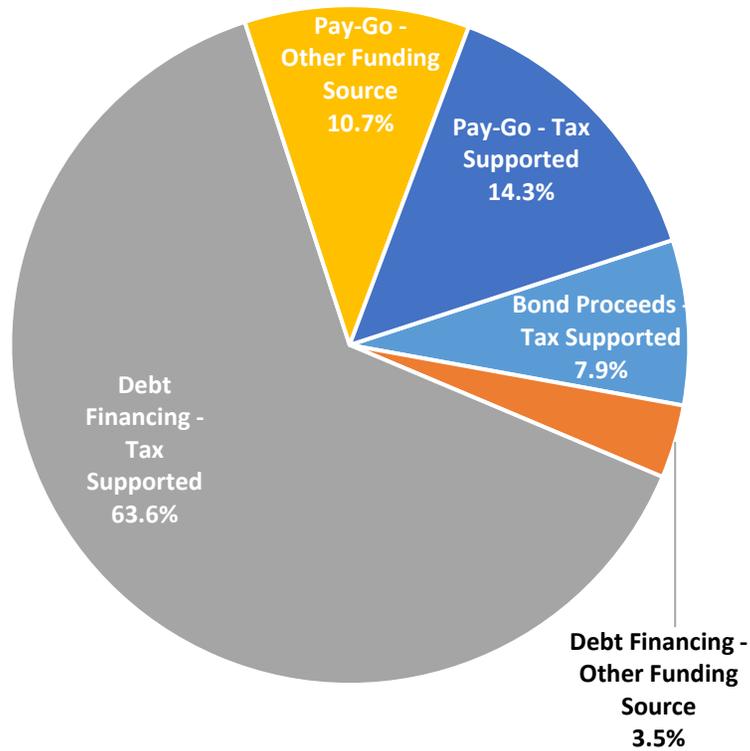


FY 2025-35 Orange County Capital Investment Plan Projects County-Wide Summary By Fiscal Year - Appropriation

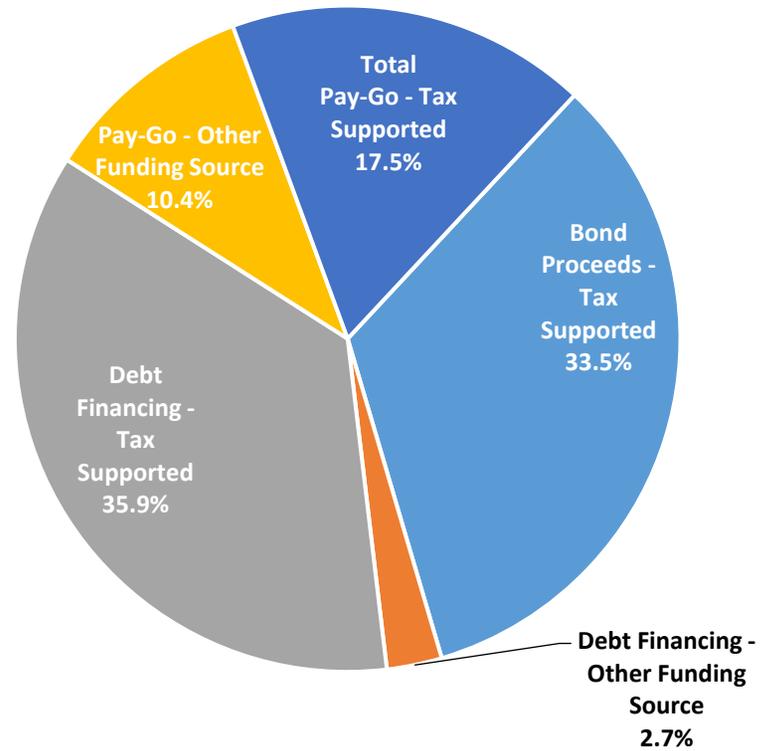


FY 2025-35 Orange County Capital Investment Plan Projects County-Wide Summary - Funding Plan

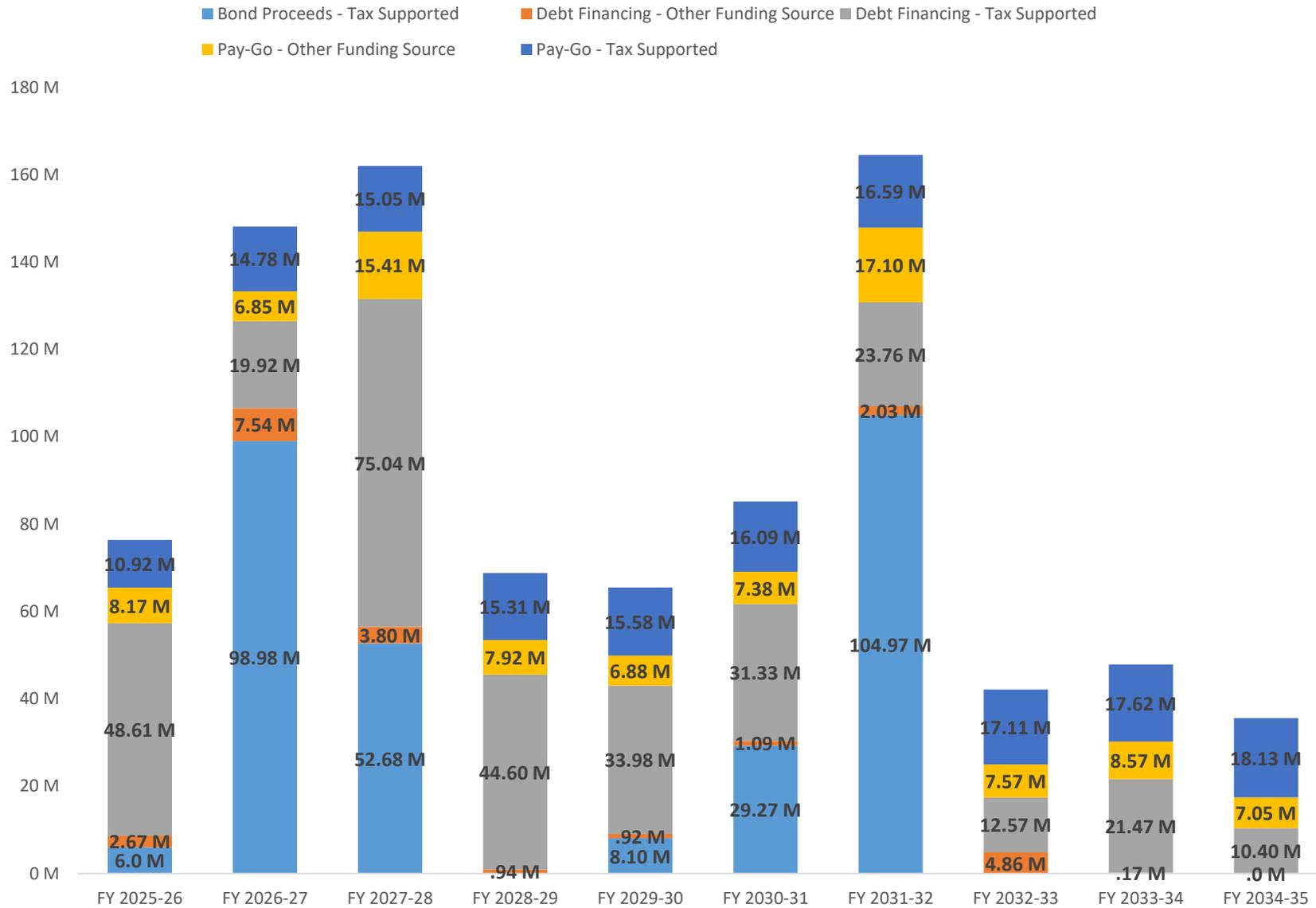
Year 1: FY 2025-26
\$76,379,922



Years 1-10: FY 2025-35
\$895,802,883



FY 2025-35 Orange County Capital Investment Plan Projects County-Wide Summary By Fiscal Year - Funding Plan

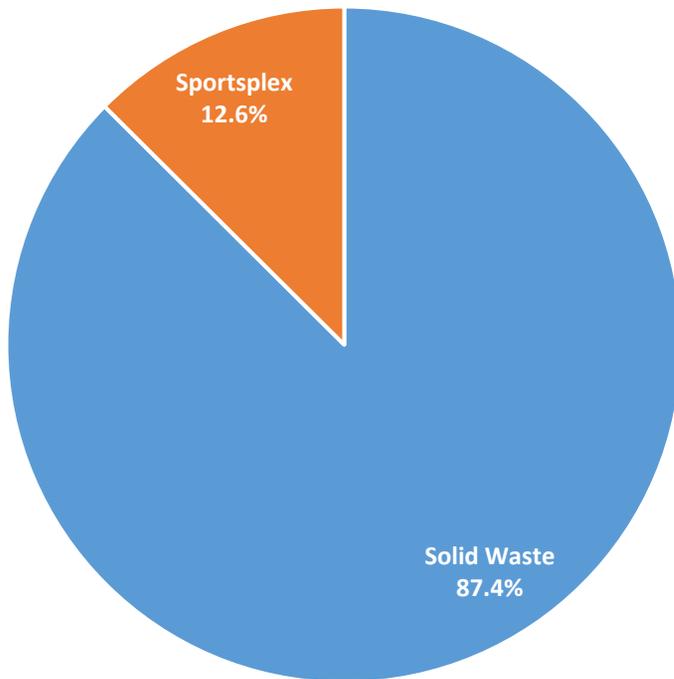


Proprietary Projects Summary - RECOMMEND
Fiscal Years 2025-35

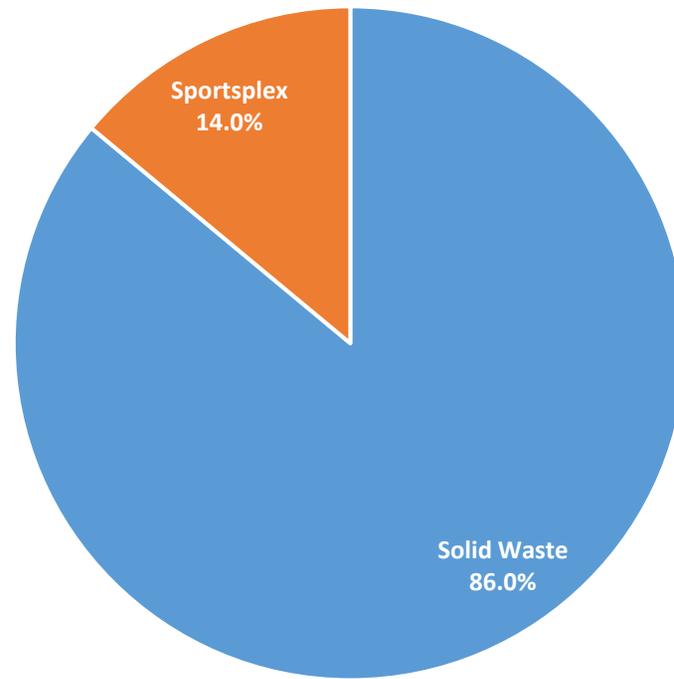
Appropriations	Current Fiscal Year 2024-25	Year 1 Fiscal Year 2025-26	Year 2 Fiscal Year 2026-27	Year 3 Fiscal Year 2027-28	Year 4 Fiscal Year 2028-29	Year 5 Fiscal Year 2029-30	Year 6 Fiscal Year 2030-31	Year 7 Fiscal Year 2031-32	Year 8 Fiscal Year 2032-33	Year 9 Fiscal Year 2033-34	Year 10 Fiscal Year 2034-35	Ten Year Total
Solid Waste												
Solid Waste Operations Building		286,000		2,860,000								3,146,000
Solid Waste Vehicle & Equipment Replacements	2,138,979	2,988,294	2,856,282	129,558	207,556	1,671,359	2,331,855	2,759,569	5,559,469	391,597	513,001	19,408,540
Waste & Recycling Center Expansions			4,388,780									4,388,780
Solid Waste Total	2,138,979	3,274,294	7,245,062	2,989,558	207,556	1,671,359	2,331,855	2,759,569	5,559,469	391,597	513,001	26,943,320
Sportsplex												
Sportsplex - Facilities Maintenance/Replacement	45,000	150,000	150,000	180,000		140,000	50,000	150,000		190,000		1,010,000
Sportsplex - Fitness			125,000			125,000		125,000				375,000
Sportsplex - Ice Rink		35,000	140,000			40,000				50,000		265,000
Sportsplex - Kidsplex	55,000			50,000			55,000			60,000		165,000
Sportsplex - New Facilities	50,000	120,000	1,200,000									1,320,000
Sportsplex - Pool	175,000	165,000	75,000		700,000	50,000		25,000	150,000	75,000		1,240,000
Sportsplex Total	325,000	470,000	1,690,000	230,000	700,000	355,000	105,000	175,000	275,000	375,000		4,375,000
Water & Sewer Utilities												
Mebane Water Line Expansion	500,000											
Water & Sewer Utilities Total	500,000											
Appropriations Total	2,963,979	3,744,294	8,935,062	3,219,558	907,556	2,026,359	2,436,855	2,934,569	5,834,469	766,597	513,001	31,318,320
Revenues/Funding Sources												
Debt Financing - Article 46 Sales Tax	500,000											
Debt Financing - Solid Waste	1,181,869	2,269,432	5,972,206	2,860,000		784,574	1,086,860	1,701,948	4,468,967			19,143,987
Debt Financing - Sportsplex	220,000	400,000	1,565,000	130,000	675,000	140,000		150,000	150,000	165,000		3,375,000
Solid Waste Funds	957,110	1,004,862	1,272,856	129,558	207,556	886,785	1,244,995	1,057,621	1,090,502	391,597	513,001	7,799,333
Sportsplex Funds	105,000	70,000	125,000	100,000	25,000	215,000	105,000	25,000	125,000	210,000		1,000,000
Revenues/Funding Sources Total	2,963,979	3,744,294	8,935,062	3,219,558	907,556	2,026,359	2,436,855	2,934,569	5,834,469	766,597	513,001	31,318,320

FY 2025-35 Orange County Capital Investment Plan Projects Proprietary Summary - Appropriations

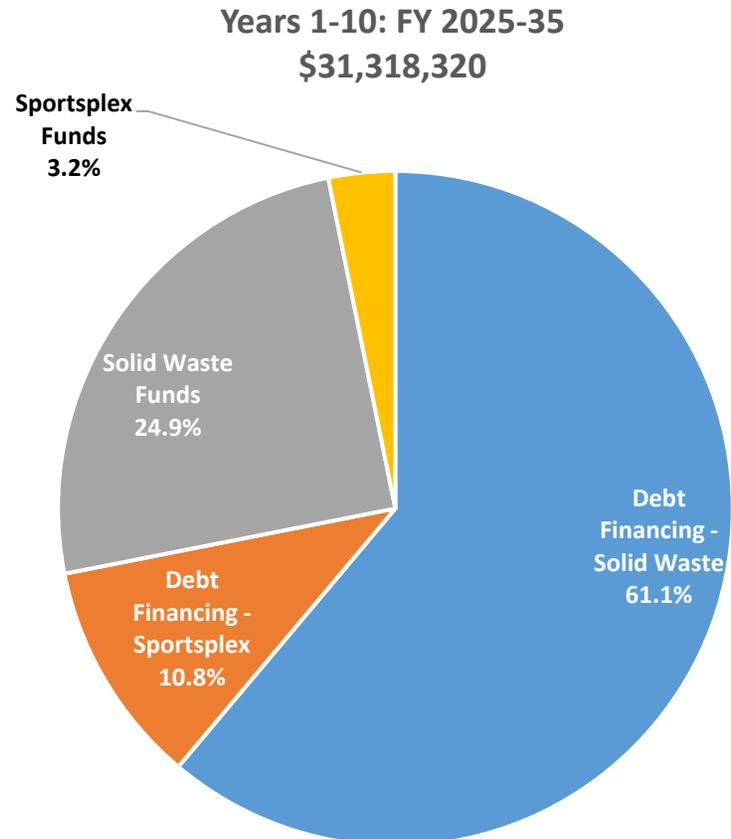
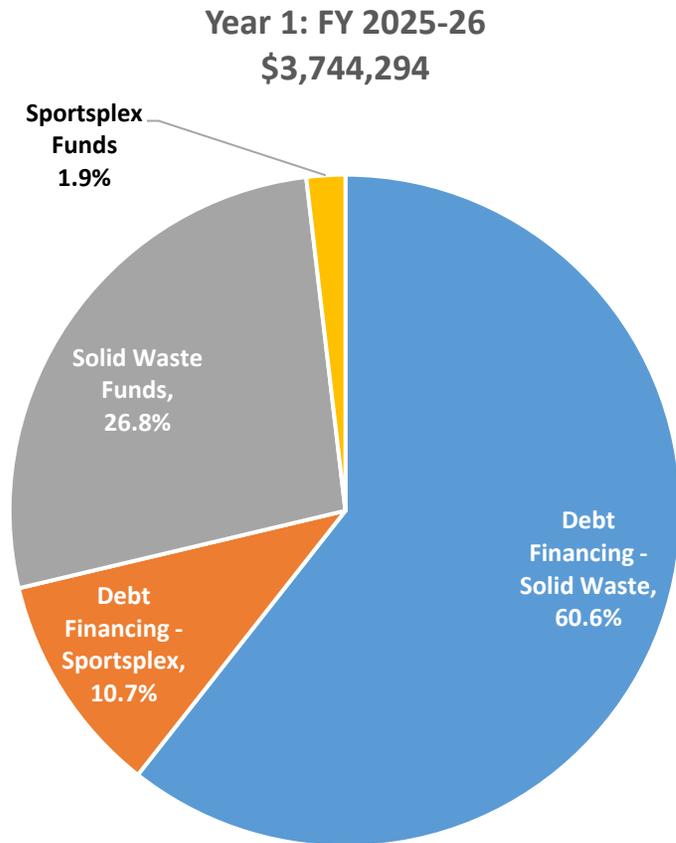
Year 1: FY 2025-26
\$3,744,294



Years 1-10: FY 2025-35
\$31,318,320



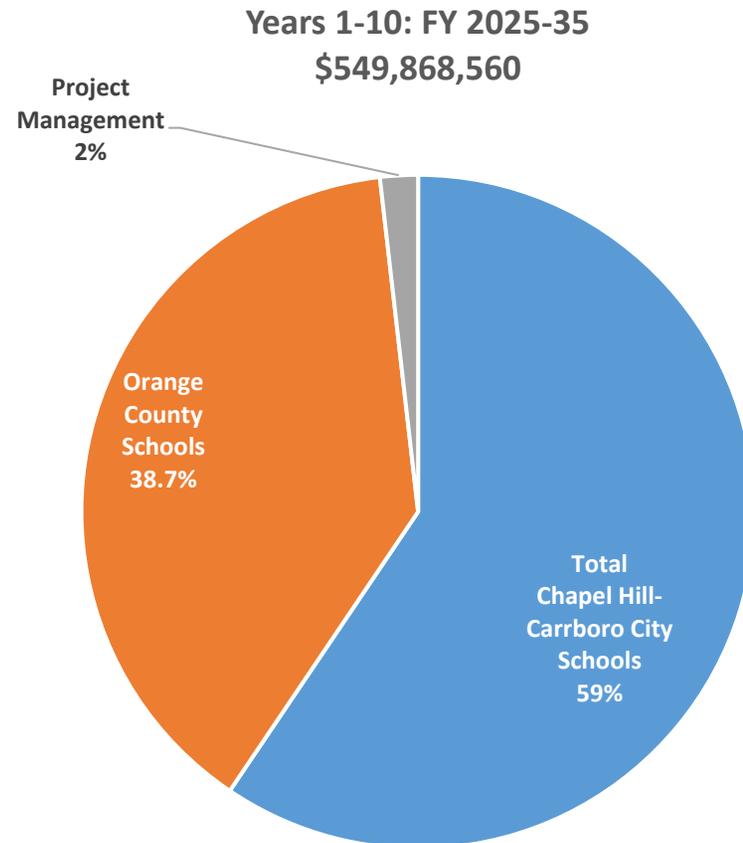
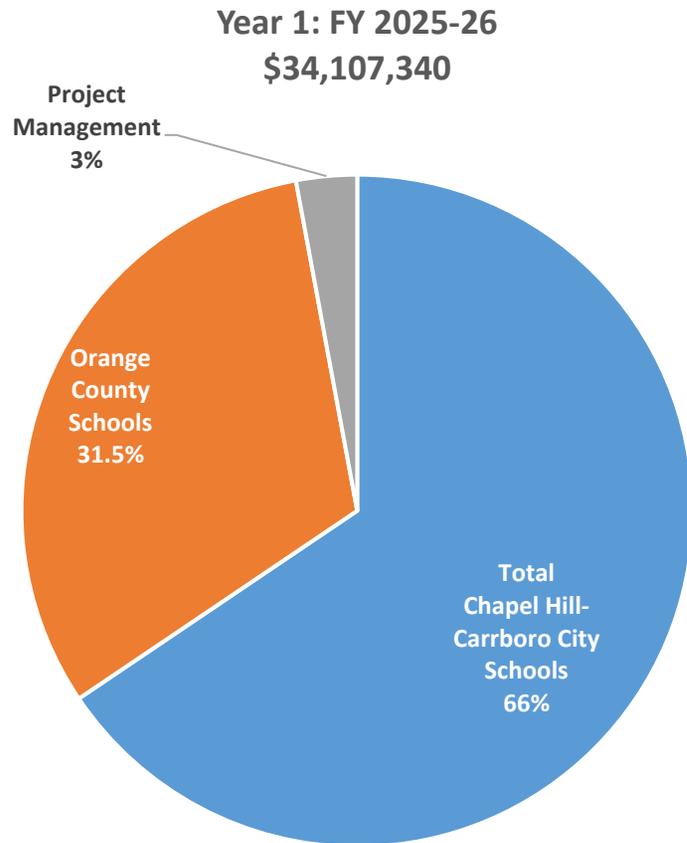
FY 2025-35 Orange County Capital Investment Plan Projects Proprietary Summary - Funding Sources



School Projects Summary -RECOMMEND
Fiscal Years 2025-35

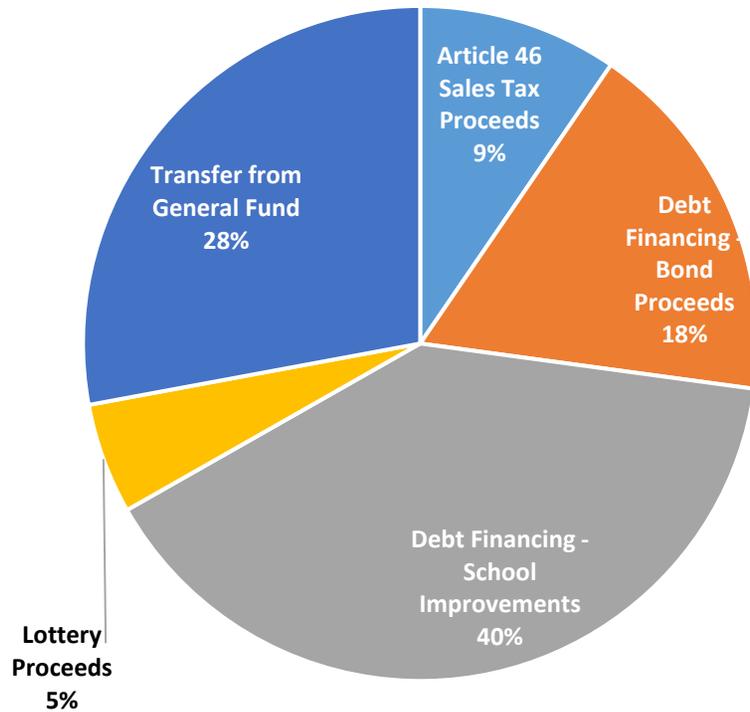
	Current Fiscal Year 2024-25	Year 1 Fiscal Year 2025-26	Year 2 Fiscal Year 2026-27	Year 3 Fiscal Year 2027-28	Year 4 Fiscal Year 2028-29	Year 5 Fiscal Year 2029-30	Year 6 Fiscal Year 2030-31	Year 7 Fiscal Year 2031-32	Year 8 Fiscal Year 2032-33	Year 9 Fiscal Year 2033-34	Year 10 Fiscal Year 2034-35	Ten Year Total
Chapel Hill-Carrboro City Schools												
Major Projects		5,300,000	53,983,000	57,679,868	572,648	10,418,832	7,014,130	73,947,170	7,665,600	3,431,214	8,561,537	228,573,999
High Priority Needs		4,235,042	4,297,523	4,361,255	4,426,261	4,492,567	4,560,199	4,629,184	4,699,548	4,771,320	4,844,527	45,317,426
Other Capital Uses		3,826,002	3,942,586	4,063,105	4,187,700	4,316,521	4,449,722	4,587,461	4,729,905	4,877,226	5,029,601	44,009,829
Chapel Hill-Carrboro City Schools	5,369,871											
Recurring Capital Items	1,787,040											
Supplemental Deferred Maintenance Program	9,067,600	9,000,000										9,000,000
Chapel Hill-Carrboro City Schools Total	16,224,511	22,361,044	62,223,109	66,104,228	9,186,609	19,227,920	16,024,051	83,163,815	17,095,053	13,079,760	18,435,665	326,901,254
Orange County Schools												
Major Projects		6,100,000	54,000,000	4,000,000	8,427,352	6,677,000	31,500,000	40,500,000	2,054,400	6,528,786	1,638,463	161,426,001
High Priority Needs		2,091,178	2,119,063	2,147,505	2,176,516	2,206,107	2,236,290	2,267,077	2,298,480	2,330,510	2,363,181	22,235,907
Other Capital Uses		2,555,118	2,631,355	2,710,121	2,791,509	2,875,612	2,962,527	3,052,357	3,145,207	3,241,185	3,340,407	29,305,398
Orange County Schools	3,658,200											
Recurring Capital Items	1,272,960											
Supplemental Deferred Maintenance Program	11,129,400											
Orange County Schools Total	16,060,560	10,746,296	58,750,418	8,857,626	13,395,377	11,758,719	36,698,817	45,819,434	7,498,087	12,100,481	7,342,051	212,967,306
Project Management		1,000,000	10,000,000									
Appropriations Total	32,285,071	34,107,340	121,973,527	75,961,854	23,581,986	31,986,639	53,722,868	129,983,249	25,593,140	26,180,241	26,777,716	549,868,560
Revenues/Funding Sources												
Article 46 Sales Tax Proceeds	3,195,999	3,259,920	3,390,317	3,525,930	3,666,967	3,813,646	3,966,192	4,124,840	4,289,834	4,461,427	4,639,884	39,138,957
Debt Financing - Bond Proceeds		6,000,000	98,983,000	52,679,868		8,095,832	29,274,130	104,967,170				300,000,000
Debt Financing - School Improvements	24,626,718	13,518,312	4,608,678	4,700,852	4,794,869	4,890,766	4,988,581	5,088,353	5,190,120	5,293,922	5,399,800	58,474,253
Lottery Proceeds	1,402,354	1,807,908	1,807,908	1,807,908	1,807,908	1,807,908	1,807,908	1,807,908	1,807,908	1,807,908	1,807,908	18,079,080
Transfer from General Fund	3,060,000	9,521,200	13,183,624	13,247,296	13,312,242	13,378,487	13,686,057	13,994,978	14,305,278	14,616,984	14,930,124	134,176,270
Revenues/Funding Sources Total	32,285,071	34,107,340	121,973,527	75,961,854	23,581,986	31,986,639	53,722,868	129,983,249	25,593,140	26,180,241	26,777,716	549,868,560

FY 2025-35 Orange County Capital Investment Plan Projects School Summary - Appropriation

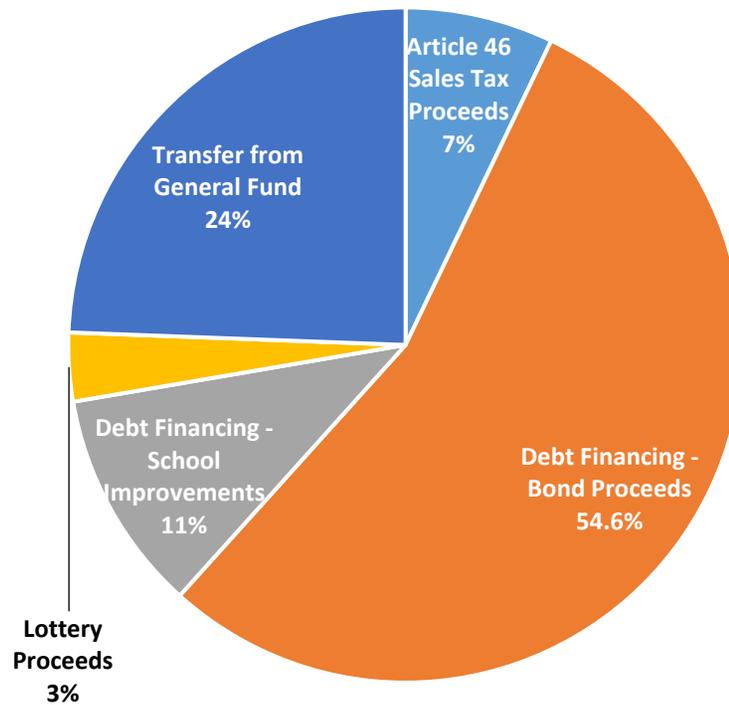


FY 2025-35 Orange County Capital Investment Plan Projects School Summary - Funding Sources

Year 1: FY 2025-26
\$34,107,340



Years 1-10: FY 2025-35
\$549,868,560



Operational Impact of CIP Projects - RECOMMEND
Fiscal Years 2025-35

Operational Impact	Current	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Ten
	Fiscal Year 2024-25	Fiscal Year 2025-26	Fiscal Year 2026-27	Fiscal Year 2027-28	Fiscal Year 2028-29	Fiscal Year 2029-30	Fiscal Year 2030-31	Fiscal Year 2031-32	Fiscal Year 2032-33	Fiscal Year 2033-34	Fiscal Year 2034-35	Year Total
County												
Behavioral Health Crisis Diversion Facility			1,630,910	3,035,910	3,035,910	3,035,910	3,035,910	3,035,910	3,035,910	3,035,910	3,035,910	25,918,190
Cedar Grove Community Center					60,637	60,637	60,637	60,637	60,637	60,637	60,637	424,459
Emergency Services Headquarters					538,564	538,564	538,564	538,564	538,564	538,564	538,564	3,769,948
Emergency Services Substations				521,564	521,564	521,564	521,564	1,043,128	1,043,128	1,043,128	1,043,128	6,258,768
Fairview Park Improvements									32,000	32,000	32,000	96,000
Hollow Rock Nature Park (New Hope Preserve)				2,000	2,000	2,000	2,000	9,000	9,000	9,000	9,000	44,000
Information Technologies Governance Council Initiatives			72,500	197,500	322,500	447,500	572,500	625,000	625,000	625,000	625,000	4,112,500
Information Technologies Infrastructure			161,000	252,000	357,000	469,000	504,000	546,000	553,000	595,000	651,000	4,088,000
Little River Park, Phase II						5,000	5,000	5,000	5,000	5,000	5,000	30,000
Mountains to Sea Trail							42,000	42,000	42,000	42,000	42,000	210,000
Rogers Road Community Center						16,475	17,052	17,649	18,266	18,906	19,568	107,916
Soccer.com Soccer Center, Phase II						112,000	112,000	112,000	112,000	112,000	112,000	672,000
Southern Human Services Expansion									106,207	106,207	106,207	318,621
Upper Eno Nature Preserve									57,000	57,000	57,000	171,000
County Total		1,864,410	4,008,974	4,838,175	5,208,650	5,411,227	6,034,888	6,237,712	6,280,352	6,337,014		46,221,402
Proprietary												
Sportsplex - New Facilities				(254,000)	(327,000)	(368,000)	(404,000)	(404,000)	(404,000)	(404,000)	(404,000)	(2,969,000)
Proprietary Total				(254,000)	(327,000)	(368,000)	(404,000)	(404,000)	(404,000)	(404,000)	(404,000)	(2,969,000)
Operational Impact Total		1,864,410	3,754,974	4,511,175	4,840,650	5,007,227	5,630,888	5,833,712	5,876,352	5,933,014		43,252,402

Child Support Services

Phone Number: (919) 245-2175

Website: <https://www.orangecountync.gov/489/Child-Support-Services>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
By Category (General Fund)					
Personnel Services	1,138,664	1,269,392	1,322,310	1,322,310	1,322,310
Operations	139,880	249,755	149,755	151,429	150,379
Capital Outlay	5,205	8,000	0	0	0
Total Expenditures	\$ 1,283,749	\$ 1,527,147	\$ 1,472,065	\$ 1,473,739	\$ 1,472,689
Total Revenues	1,580,949	1,710,000	1,644,000	1,644,000	1,683,669
County Costs (net)	\$ (297,200)	\$ (182,853)	\$ (171,935)	\$ (170,261)	\$ (210,980)

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

The increase in revenue estimates reflect the state’s 66% reimbursement of department costs. Increases in operations primarily due to an increase in software subscription costs. Also, it includes reductions for countywide travel and training cuts.

Child Support Services Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Increase in revenue estimate for state subsidy of department	\$ -	\$ 39,669	\$ (39,669)
Increase in operations costs anticipated for additional hours of software maintenance with slight offset in contract services.	\$ 1,674	\$ -	\$ 1,674
Reduction in travel and training.	\$ (1,050)	\$ -	\$ (1,050)
Net Child Support Services Department Changes	\$ 624	\$ 39,669	\$ (39,045)

Mission Statement

The Child Support Services Department strives to obtain child support for Orange County children, thereby strengthening the family’s potential for economic independence and self- sufficiency and reducing the taxpayers’ costs of public assistance.

Child Support Services – continued

Major Divisions/Services

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Secure child support, a needed source of financial support, for families.					
support owed and collect arrears for at least 70% of the families served by the Child Support Services Program annually.					
Strategic Plan Priority:	2. Healthy Community				
Income withholdings to employers	1268	1095	1200	1000	1000
Enforcement actions other than court to secure payments	5464	5920	5500	5200	5200
Court hearings scheduled to secure child support payments	782	625	400	450	400
Paternity establishment rate	104.07%	98%	100%	98%	98%
Percentage of cases under order	85.49%	87%	84%	87%	87%
Percentage of current support collected	73.22%	73%	70%	72%	70%
Percentage rate for arrears collections	76%	74%	70%	73%	70%
Service: Cultivate collaborative relationships with other county departments to increase awareness of child support services.					
Outcome Measure: 2-5% annual increase in departmental and interdepartmental inclusive community engagement/outreach activities.					
Strategic Plan Priority:	2. Healthy Community				
Number of community engagement/outreach activities	2	4	8	4	4
Referrals to employment services programs	311	326	450	400	400

- Paternity Establishment
 - FY 2023-24 Highlights
 - Paternity Establishment Rate: 98.09%
 - Paternity Established for 102 Children
 - FY 2024-25 Highlights
 - Paternity Establishment Projected Outcome: 98%
 - Paternity Establishment Projected Outcome: 90 Children
 - FY 2025-26 Highlights
 - Paternity Establishment Budgeted Goal: 98%
 - Paternity Establishment Budgeted Outcome: 90 Children
- Cases Under Order
 - FY 2023-24 Highlights
 - Percent of Cases Under Order Rate: 87.51%
 - Orders Established for 77 Families
 - FY 2024-25 Highlights

Child Support Services – continued

- Percent of Cases Under Order Projected Outcome: 87%
 - Order Establishment Projected Outcome: Orders Established for 70 Families
 - FY 2025-26 Highlights
 - Percent of Cases Under Order Budgeted Rate Goal: 87%
 - Order Establishment Budgeted Outcome: Orders Established for 70 Families
- Current Support Collected
 - FY 2023-24 Highlights
 - Current Support Collection Rate: 73.37%
 - Income Withholdings to Employers Completed: 1095
 - FY 2024-25 Highlights
 - Projected Current Support Collection Rate: 72%
 - Projected Income Withholdings to Employers Completed: 1000
 - FY 2025-26 Highlights
 - Budgeted Current Support Collection Rate Goal: 70%
 - Budgeted 1000 Income Withholdings to Employers
- Cases with an Arrears Payment
 - FY 2023-24 Highlights
 - Percent of Cases with an Arrears Payment Rate: 74.34%
 - Court Hearings Scheduled to Collect Arrears: 625
 - FY 2024-25 Highlights
 - Projected Arrears Payment Rate: 73%
 - Projected Court Hearings to Collect Arrears: 450
 - FY 2025-26 Highlights
 - Budgeted Arrears Payment Rate Goal: 70%
 - Budgeted Court Hearings to Collect Arrears: 400
- Total Collections
 - FY 2023-24 Highlights
 - Total Collections: \$4,406,457
 - Enforcement Actions Other Than Court Taken to Collect Support: 5920
 - FY 2024-25 Highlights
 - Projected Total Collections: \$4,200,000
 - Projected Enforcement Actions Other Than Court Action to Collect Support: 5200
 - FY 2025-26 Highlights
 - Total Collections Goal: \$4,200,000
 - Budgeted Enforcement Actions Other Than Court Action to Collect Support: 5200

Office of Civil Rights and Civic Life

Phone Number: (919) 245-2487

Website: <https://orangecountync.gov/3011/Office-of-Civil-Rights-Civic-Life>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
By Category (General Fund)					
Personnel Services	486,853	313,767	631,641	631,641	631,641
Operations	64,487	120,004	120,004	120,004	119,604
Capital Outlay	0	0	0	0	0
Total Expenditures	\$ 551,340	\$ 433,771	\$ 751,645	\$ 751,645	\$ 751,245
Total Revenues	0	0	0	0	0
County Costs (net)	\$ 551,340	\$ 433,771	\$ 751,645	\$ 751,645	\$ 751,245

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Reduction in countywide travel cuts.

Office of Civil Rights and Civic Life Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Reduction in Travel and Training	\$ (400)	\$ -	\$ (400)
Net Office of Civil Rights and Civic Life Department Changes	\$ (400)	\$ -	\$ (400)

Mission Statement

The Orange County Office of Civil Rights and Civic Life is dedicated to promoting policies, practices, and programming that create bridges, address disparities, and dismantle barriers throughout Orange County.

Major Divisions/Services

- FY 2024-25 Goals
 - Refine and revise the countywide language access plan to improve support for county departments in defining tasks, setting deadlines and priorities, assigning responsibilities, and allocating the necessary resources to ensure service delivery standards are met.
 - Continued development and alignment of department programs and services to the One Orange Countywide Community Impact Framework.
 - Deeper development and growth of the education, outreach, and engagement services to improve responsiveness to emerging community-level and system-wide needs by centering the lived experiences of the most vulnerable populations in Orange County.
 - Enter Phase II of the Racial Equity Index dashboard for Orange County, which includes the dashboard production, compilation, cleaning and analysis of the data, and data visualization.

Office of Civil Rights and Civic Life – continued

- Implementation for the Spanish Assessment provided by Language Testing International (LTI), the exclusive licensee of the American Council on the Teaching of Foreign Languages (ACTFL), which outlines language proficiency levels as ranges and details what individuals can and cannot do with language, regardless of how they acquired it. These ACTFL Guidelines depict a proficiency continuum from highly articulate users to those with limited functional ability.
- Aligning budgetary practices to improve benchmarking around community engagement and implement performance measures that would provide the department with practical guidance around meeting the strategic objectives of anti-discrimination throughout Orange County.
- FY 2024-25 Outcomes
 - This year has been one of significant progress and impact as we continue advancing equity and inclusion across the county. A major milestone was the successful completion of the countywide Language Access Plan. With implementation now underway, we are ensuring that language barriers do not prevent residents from accessing critical services. The requested budget will allow us to sustain and expand these efforts.
 - Simultaneously, we completed a Request for Proposals (RFP) for a comprehensive Racial Equity Action Plan, laying the foundation for a structured and strategic approach to advancing racial equity in county operations. As part of our commitment to accessibility, we have expanded our tracking of translation services, ensuring a more responsive and data-driven approach to meeting language needs. In alignment with this, we successfully renegotiated contracts with service providers, maintaining continuity while introducing the flexibility needed to support the evolving translation needs of the Health Department.
 - Internally, we have undergone a realignment following the department's separation from the Housing Department, ensuring a more focused and streamlined approach to our work. This transition included the successful onboarding of a Veterans Services Officer (VSO) and a new director, while also integrating VSO services into our office.
 - Training and education remain a cornerstone of our efforts. Over the past year, we have provided numerous trainings to county departments and advisory boards, equipping staff and leadership with the knowledge and tools to advance equity in their work. Additionally, we have restructured and enhanced the Racial Equity Dashboard, expanding the data, improving clarity and usability, and redesigning the tool to better serve the community.
 - Collaboration has been another key driver of success. We led a reorganized version of the OneOrange team, strengthening interdepartmental coordination around equity initiatives. Our engagement efforts extended beyond internal operations, as we successfully orchestrated over ten community events, with more planned before the end of the fiscal year. Our partnerships with local community groups and leaders have grown, fostering meaningful collaborations that have already resulted in successful joint events and will continue to enhance community engagement in the future.
 - Our work has also supported talent development and performance measurement. We administered Spanish language assessments to 9 employees so far this fiscal year, providing interpretation of test scores to department directors to support language access capacity within the county. Additionally, in partnership with Kelly Guadalupe, we incorporated a community centered lens into performance measures for the countywide Strategic Plan, ensuring that equity remains a key consideration in how success is measured and achieved.

Office of Civil Rights and Civic Life – continued

Accessibility Services

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Assess the need for access throughout communities.					
Outcome Measure: Language Access Activities (LAS)					
Strategic Plan Priority:	6. Diverse and Vibrant Economy				
Number of LAS Trainings Led	23	10	15	14	12
Language Assessments for Employees	15	17	17	12	20

- FY 2024-25 Outcomes
 - We have successfully completed a countywide language access plan and are currently in the process of implementing the plan for the county. Requested budget will allow us to continue this work
 - Expanded tracking for translation services.
 - Successfully renegotiated contracts with service providers to maintain continuity of services while providing flexibility for health department translation needs.
 - Successfully administered Spanish Assessment to several employees and provided interpretation of test scores to department directors.
- FY 2025-26 Objectives
 - Expand Language access training for staff and directors. Specifically, offer Plain language training to department directors and front line staff responsible for creating materials for public consumption.
 - Revise and update bilingual employee program to better leverage bilingual employees and reduce dependency on outside translators and interpreters.

Community Engagement, Education, & Outreach

Service: Facilitate outreach and education on services and initiatives					
Outcome Measure:					
Strategic Plan Priority:	5. Public Education/Learning Community				
Number of Workshops and Presentations to Community	15	6	12	18	20
Presentations to Staff/Leadership		4	4	4	4
Number of Outreach Activities Attended		18	20	20	24
Number of Programs and Events Led		13	10	10	12

- FY 2024-25 Outcomes

Office of Civil Rights and Civic Life – continued

- Successfully offered numerous trainings to county departments and county advisory boards.
- Successfully reorganized and improved the Racial Equity Dashboard. Data was expanded and reordered for clarity and utility, along with a redesign to make the tool easier for the community.
- Successfully led a reorganized version of the OneOrange team.
- Successfully orchestrated over 10 community events with more to come before the end of the fiscal year.
- Partnerships expanded with local community groups and community leaders. These partnerships have already led to successful partnership in community events and will continue to pay dividends for future events.
- FY 2025-26 Objectives
 - Conduct an Organizational Cultural Impact Assessment to evaluate the values, behaviors, and systems that shape Orange County's workplace environment and influence employee experiences. This assessment will identify strengths, gaps, and opportunities for fostering a more inclusive, equitable, and welcoming culture. By gathering data and insights, we will develop targeted strategies to enhance engagement, equity, and overall organizational inclusivity. Through this assessment we will align culture with the mission, values, and Strategic Plan for Orange County.
 - The Office of Civil Rights and Civic Life will develop a comprehensive annual calendar of approximately 12 signature events designed to promote anti-discrimination in Orange County. This calendar will showcase events that the department leads, produces, or strategically partners on, ensuring meaningful engagement and impact.

Veteran Services

- FY 2024-25 Outcomes
 - Successfully onboarded VSO and new director while rolling VSO into the Office.
- FY 2025-26 Objectives
 - We will enhance engagement and outreach efforts to better serve Orange County veterans. The VSO will also collaborate with other county departments to gain a comprehensive understanding of available services and identify opportunities to leverage them for the veteran community. This includes developing in-depth knowledge of programs that support veterans within Orange County, as well as those offered by state agencies and nonprofit organizations.

Community Relations

Phone Number: (919) 245-2302

Website: <http://www.orangecountync.gov/492/Community-Relations>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	363,734	402,284	395,341	395,341	395,341
Operations	75,515	73,840	73,840	73,840	73,640
Capital Outlay	0	0	0	0	0
Total Expenditures	\$ 439,250	\$ 476,124	\$ 469,181	\$ 469,181	\$ 468,981
Total Revenues	0	0	0	0	0
County Costs (net)	\$ 439,250	\$ 476,124	\$ 469,181	\$ 469,181	\$ 468,981

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Reductions for countywide travel and training cuts.

Community Relations Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Reduction to Travel and Training	\$ (200)	\$ -	\$ (200)
Net Community Relations Department Changes	\$ (200)	\$ -	\$ (200)

Mission Statement

The Community Relations Department focuses on public information and engagement with the community. The department works to strengthen communication with residents and businesses through online materials, brochures, social media, and traditional news outlets.

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Public Engagement					
Outcome Measure: Grow social media platforms each year					
Strategic Plan Priority:					
Facebook	3522	4100	4300	4100	4500
Instagram	100	787	900	787	1000
YouTube subscribers	n/a	134	200	134	150
Newsletter subscribers	1452	2263	1700	2263	2500
Service: Public Records requests					
Outcome Measure: Respond to 95% of public records request within two weeks					
Strategic Plan Priority:					
Number of requests received	203		400	204	400
Number answered within 2 weeks	195		380	191	380

Community Relations – continued

Major Divisions/Services

- FY 2024-25 Highlights
 - Led bond education committee to educate the community about the 2024 school bond, which passed by 68%.
 - Hosted three County roadshow events.
 - Hosted Orange County Government Academy.
 - Planned the joint grand opening of the Drakeford Library Complex with the Town of Carrboro.
- FY 2025-26 Highlights
 - Work with the Office of Civil Rights and Civic Life to develop a community engagement plan for all county departments.
 - (If approved by the ITGC) Implement the use of Citibot, a multilingual chatbot for the Orange County website.
 - Host the Orange County Government Academy with a renewed goal of converting the cohort to volunteer for boards and commissions and serve as champions for Orange County. Use the content from the eight classes to produce outreach for each county department.

Increase video communications

- FY 2024-25 Highlights
 - Responded to departmental requests for videos from all departments in a timely manner.
 - Collaborated with the Department on Aging, Animal Services, the Clerk to the Board, and the Orange County Arts Commission to produce volunteer spotlight videos.
 - Worked in partnership with Asset Management Services on a video about how to use the A/V equipment in the West Campus Office Building.
 - Created reel videos, which are short, have a vertical orientation and are meant to target younger generations. One good example was the “Walk like a Penguin” video to help remind the community about how to safely walk on the snow and ice. It received 698 views on Facebook, 198 views on YouTube, and 94 views on Instagram Stories.
 - Created an animated orientation video for the Clerk to the Board to eliminate the need for an in-person orientation and make the information more easily accessible to volunteers.
- FY 2025-26 Highlights
 - Collaborate with Asset Management Services on a video series about how to use the A/V equipment in the county’s meeting rooms.
 - Create more reel videos, which are short, have a vertical orientation and are meant to target younger generations.
 - Increase accessibility to meetings and programs by offering video services as well as the option of using Facebook Live.

External Communications

- FY 2024-25 Highlights

Community Relations – continued

- Expanded use of digital messaging screens.
- Increased readership of This Week in Orange County newsletter by 75% by adding Orange County staff to the audience and featuring it on social media.
- FY 2025-26 Highlights
 - Expand use of digital messaging screens to include the Orange County Arts Commission and the three community centers.
 - Expand cooperation with neighborhood organizations and other local governments and agencies to increase communications.
 - Find ways to enhance and improve graphic communication, including the use of motion graphics to capture attention for county digital signage and social media outreach.
 - Encourage the use of plain language in all government communications and facilitate bilingual and multilingual versions of materials and graphics to broaden the reach of communication.

Enhance services with other departments

- FY 2024-25 Highlights
 - Continued to train staff as needed on various software programs.
 - Expanded services to include projects for all departments. Recently Community Relations presented its services and offerings to the Department of Social Services managers which has resulted in increased collaboration and use of Community Relations services.
- FY 2025-26 Highlights
 - Work with the internal communicator workgroup to align communications, break down silos, and prepare for the possibility of communicating in an emergency in which all cell phone and power services are disrupted.
 - Increase collaboration with departments that have not previously worked closely with Community Relations.

Orange County Cooperative Extension

Phone Number: (919) 245-2050

Website: <https://orange.ces.ncsu.edu/>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
By Category (General Fund)					
Personnel Services	366,373	502,705	502,705	507,000	507,000
Operations	27,789	42,562	42,562	43,875	37,117
Capital Outlay	0	0	0	0	0
Total Expenditures	\$ 394,162	\$ 545,267	\$ 545,267	\$ 550,875	\$ 544,117
Total Revenues	5,661	19,000	19,000	18,000	18,000
County Costs (net)	\$ 388,500	\$ 526,267	\$ 526,267	\$ 532,875	\$ 526,117
By Category (4-H Fund)					
Personnel Services	0	1,425	1,425	4,306	4,306
Operations	18,849	31,200	31,200	33,200	33,200
Capital Outlay	0	0	0	0	0
Total Expenditures	\$ 18,849	\$ 32,625	\$ 32,625	\$ 37,506	\$ 37,506
Total Revenues	16,421	32,625	32,625	37,506	37,506
Fund Costs (net)	\$ 2,429	\$ 0	\$ 0	\$ 0	\$ 0
Total Cooperative Extension and Related Expenditures	\$ 413,011	\$ 577,892	\$ 577,892	\$ 588,381	\$ 581,623

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Total net county cost decrease is \$150. This is due to the 10% county-wide travel and training cut.

Cooperative Extension Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Travel and Training Cuts	\$ (150)	\$ -	\$ (150)
<i>General Fund Subtotal</i>	<i>\$ (150)</i>	<i>\$ -</i>	<i>\$ (150)</i>
Net Cooperative Extension Department Changes	\$ (150)	\$ -	\$ (150)

Mission Statement: N.C. Cooperative Extension partners with communities to deliver education and technology that enrich the lives, land, and economy of North Carolina. In short, we improve the lives of North Carolinians and grow our state.

Major Divisions/Services

4-H Youth Development

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: 4-H Youth Development					
Outcome Measure: 4-H Youth Development provides youth between the ages of 5 and 18 opportunities to prepare for future careers and develop life skills through a "learn by doing" approach using research based curriculum					
Strategic Plan Priority: 5. Public Education/Learning Community					
Number of Youth enrolled in 4-H clubs	323	368	370	398	380
Number of adults serving in volunteer roles with 4-H	91	423	420	375	420

Cooperative Extension – continued

FY 2024-25 Highlights

- 398 youth ages 5-18 enrolled in 4-H in 2024. 3966 total youth served through 4-H camps, clubs, afterschool programs, and special interest programs. 19 youth attended residential camp at Eastern 4-H Center, 6 sponsored by the Department of Social Services. 375 adult volunteers were engaged in 4-H programs in 2024 as one-time or ongoing volunteers.
- 590 Orange County youth across 31 second-grade classes engaged with our 4-H *Winged Wonders* curriculum to learn about the life cycle of a butterfly.
- 116 FFA and 4-H members from grades Kindergarten through twelfth exhibited a total of 154 animals at the Central Piedmont Junior Livestock Show in 2024.
- 747 Orange County youth up to age 18 participated in the Kids Voting North Carolina mock election in Fall 2024. Program partners included Ephesus Elementary School, Orange County Public Library, and Eno River Academy. A group of teen leaders also developed a civic education and voter guide containing the responses of elected leaders to questions posed by 4-H teens concerning issues of importance to their generation.

FY 2025-26 Highlights

- As part of annual 4-H adult volunteer leader professional development, we have set a goal to certify all volunteers in Youth Mental Health First Aid, aiming to become the first county 4-H program in North Carolina to have at least one certified volunteer working directly with all our community clubs.
- 4-H members look forward to attending summer camps. We are aiming to offer seven weeks of day camps and one week of residential camp. We are striving to offer at least one opportunity for all age groups.
- We are planning to grow our existing program by offering Embryology to 2nd and 8th grade classrooms across both County school systems.
- The Orange County 4-H Teen Council will be reinstated, with plans to hold monthly meetings. Council members will help plan an achievement celebration, county- wide community service projects, and develop their leadership skills.

Agriculture

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Agricultural Education					
Outcome Measure: Extension connects producers with research-based information and technology they need to grow and become more sustainable.					
Strategic Plan Priority: 1. Environmental Protection and Climate Action					
Number of farmers increasing/improving knowledge, attitudes, and/or skills in the area of sustainable agriculture (ex. Research-based practices on pesticide and fertilizer application, nutrient management, pond maintenance, forest management) through technical assistance and field days.	39	49	60	168	176

Cooperative Extension – continued

Number of volunteers engaged in the installation and maintenance of sustainable and native Extension landscape demonstration projects .	N/A	65	70	74	80
Number of farmers trained on best practices for sustainability and climate sensitive farming at the Orange County Agricultural Summit.	61	125	90	90	125
Number of farm and home visits conducted by Livestock and Crop Agents to assess agricultural challenges and provide research-based recommendations to improve productivity and achievement of property owner goals.	N/A	189	200	200	220

FY 2024-25 Highlights

- Triangle Prescribed Burn Association (PBA): Chartered October 2023, the Triangle PBA burned 30 Acres in the 2023-24 burn season. 2024-25 TPBA burned 31 acres thus far and expect to burn another 24 acres this burn season. Recently, our PBA received a grant from the NC Forest Service who provided a burn trailer and equipment worth more than \$10K. The trailer allows the PBA to pull the trailer to the burn site and have the tools needed to prepare the land and conduct a prescribed burn. We continue to build capacity by training team members and conducting check-off certifying Burns for newly certified burn bosses. Our PBA is committed to use fire as a tool for 'Best Land Management Practice' to restore the land and prevent catastrophic wildfires in our area.
- Bonnie B. Davis Demonstration Gardens: The very active Master Gardener Volunteer Program in Orange County continues to improve demonstration gardens around the Davis Center. Ongoing projects include using captured rainwater from the cisterns to water our gardens as an irrigation system. Installation of a weather station to educate the public and long term, we are seeking funding for an educational greenhouse to enhance teaching classes to interested county urban consumers. Orange County MGVs provide over 8212 volunteer hours in 2024. The financial impact of volunteer hours is valued over \$245,964.00.
- Tri-County Pasture Field Day: Orange County continued its partnership with Person and Durham Counties to deliver management strategies to help livestock producers improve their forage resources. In September 2024, 56 producers attended to learn more about fire ant management, weed management, and other important strategies to cultivate strong forage resources.
- Livestock Farm/Site Visits: Over 100 individuals received direct technical assistance for livestock, forages, or ponds from the Orange County Cooperative Extension office. Over 150 digital correspondences were also conducted during that time.

FY 2025-26 Highlights

- Orange County Cooperative Extension Horticulture will pilot a 12-month Master Naturalist Program starting January 2025 and continuing through the end of 2025. Sessions will be 3 hours each, one Saturday per month. Participants will partner with a conservation agency on a local impact project.
- Orange County Cooperative Extension will continue to conduct programming focused on promoting improved grazing practices to local livestock producers. Temporary fencing demonstrations, pasture walks, and other presentations will be employed strategies to accomplish this goal.

Cooperative Extension – continued

- Orange County Cooperative Extension will organize a youth livestock judging program to encourage youth to learn more about agriculture. Other programs aimed at youth will strive to increase.

Family & Consumer Sciences (FCS)

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Family & Consumer Sciences					
Outcome Measure: Teach Safe Plates (course taught in Spanish and in English), a food protection manager certification program, to help reduce the risk of foodborne illness.					
Strategic Plan Priority:	5. Public Education/Learning Community				
Percent of food protection manager certification program examinees who pass with grade 75 or higher	81%	75%	65%	65%	65%

FY 2024-25 Highlights

- Provided 54 classes in-person and virtually, with 629 people participating. Also provided technical assistance to 103 individuals with questions about food safety, financial literacy, bulk food purchase, mental health, and housing affordability.
- 5,860 people received educational information through outreach events and 15,508 through digital sources such as website articles and Facebook posts.
- 28 school nutrition, grocery store, and restaurant employees received training to become certified Food Safety Managers. 65% of them were certified. Also, 39 Orange County Schools nutrition employees were trained in food safety, personal hygiene/health, eliminating cross-contamination, handling allergens, and correct temperatures for storing, preparing, and holding foods. This training is required by all school systems to meet the Conference for Food Protection standard for retail food employees and the USDA Standards for Child Nutrition Programs.
- 32 FCS volunteer members of the Extension & Community Association (ECA) offered 4,080 hours of their time and provided \$29,000 in donations serving our communities. This resulted in a combined in-kind contribution of \$148,595 to Orange County residents.

FY 2025-26 Highlights

- FCS strives to increase efforts reaching non-English speakers in the county through food safety classes and nutrition education so they can take advantage of the research-based information we provide to improve their lives.
- Work with partnering agencies such as the Health Department and Department of Aging will continue through new collaborations such as “A Matter of Balance” falls prevention program and nutrition education programs for adults.
- Volunteer engagement is part of the work FCS focuses on to strengthen bonds within the communities. ECA members will be participating in new engagement activities to increase their involvement in county-wide service projects and increase their leadership skills.

Cooperative Extension – continued

Community & Rural Development

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Community & Rural Development					
Outcome Measure: Community and Rural Development leverages, connects, and strengthens the research and education in Extension Programs to transform communities and promote economic prosperity. In Orange County, the Agent focuses specifically on Community & Economic Development, assisting existing and new farms and agribusinesses to develop and thrive.					
Strategic Plan Priority:	6. Diverse and Vibrant Economy				
Number of site visits and consults conducted by Community & Rural Development Extension Agent to provide research-based advice on farm planning and business development.	N/A	32	36	40	45

FY 2024-25 Highlights

- In addition to ongoing activities such as the very successful Agricultural Economic Development Grant, many landowner farm planning consultations, and assistance to County initiatives (2050 Comp Plan, Farmland Protection Plan update, Strategic Plan, etc.), three specific ongoing projects include; planning and funding search for an agrivoltaics research and demonstration facility at the W. C. Breeze Farm, development of a master plan concept for additional infrastructure at Breeze, and the development of a regional programming effort on farm planning and farmland protection.

FY 2025-26 Highlights

- Regional conference on farm planning and design and coordination among regional planning staff and landowners
- Application for Department of Energy grant (\$2-3 million) for agrivoltaics at Breeze Farm
- Completion of Concept Master facilities plan at Breeze Farm in coordination with NCSU facilities and design team.

Food Security

FY 2024-25 Highlights

- Cooperative Extension was designated as the administrative department to manage the outside food security agency contracts in Orange County as part of the County budget. As a result, Cooperative Extension has been more engaged with these outside agencies regarding food security efforts and programming across the County.
- The Food Security Extension Agent is currently in the process of developing an advisory council for food security programming that will be reflective of the Orange County population and have representation from partner organizations.

FY 2025-26 Highlights

- The Food Security Agent will coordinate the development of a county food security action plan that will identify initial strategies to address food insecurity in the County.
- Using GIS, we will examine available data to identify factors in our communities that are contributing to food insecurity and identify what communities have the highest risk of food insecurity. We will work with nonprofits, churches, and other organizations to identify who is already being supported through current efforts and what gaps exist that still need to be addressed.

County Attorney

Phone Number: (919) 245-2320

Website: <http://orangecountync.gov/>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
By Category (General Fund)					
Personnel Services	853,314	857,049	905,741	905,741	905,741
Operations	33,809	43,403	43,403	43,403	42,776
Capital Outlay	1,162	0	0	0	0
Total Expenditures	\$ 888,285	\$ 900,452	\$ 949,144	\$ 949,144	\$ 948,517
Total Revenues	0	0	0	0	0
County Costs (net)	\$ 888,285	\$ 900,452	\$ 949,144	\$ 949,144	\$ 948,517

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Total expenditure decrease of \$627 due to the 10% county-wide travel and training cut.

County Attorney Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Travel and Training Cuts	\$ (627)	\$ -	\$ (627)
Net County Attorney Department Changes	\$ (627)	\$ -	\$ (627)

Mission Statement: Our mission is to provide effective legal services to the Orange County Board of Commissioners and all departments and offices within Orange County Government.

Major Services

- Advise the County Commissioners and County Departments on the legal aspects of county operations.
- Advise the County Commissioners and Manager on the legal authority for county actions.
- Draft and review contracts, documents, agreements, etc., for legal sufficiency.
- Review and interpret federal, state, and local laws, rules, and regulations.
- Represent Orange County in Litigation.
- Track pending and new legislation impacting Orange County.

County Attorney – continued

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: General Legal Services					
Outcome Measure: Legal Reviews					
Strategic Plan Priority: All					
Complete most legal review in <10 days (fluctuations due to long term leave)	91%	92%	95%	94%	95%
Track pending and new legislation to determine potential impact to Orange County (fluctuation due to legislative filings)	1659	900	800	1900	800

FY 2024-25 Highlights

- The collections program, initiated in 2010, continues to be productive. Total collections have exceeded \$1 million since inception.
- Child Support Enforcement responsibilities involved assisting the department with hundreds of enforcement and establishment cases in Orange County District Court.
- Achieved positive results in multiple cases in district and superior court including dismissals.
- Achieved positive results in multiple quasi-judicial cases.
- Achieved positive results in several administrative hearings.
- No negative judicial outcomes involving Orange County as a party in 2024.
- Three complaints for damages were filed in 2024 bringing the total number of pending judicial damages cases to five (5).

FY 2025-26 Highlights

- Objectives to be determined during the County Attorney’s annual review with the Board of County Commissioners.
- Measurable objective to maintain legal review times at or above 90% as in prior years and continue achieving positive outcomes in judicial and quasi-judicial cases, hearings, and appeals.
- Continued legislative reporting.
- Numerous ordinance amendments, general and UDO, are anticipated this fiscal year.

County Manager's Office

Phone Number: (919) 245-2300

Website: <https://orangecountync.gov/countymanager>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	1,660,182	1,866,117	1,893,406	1,975,577	1,893,406
Operations	205,422	230,714	230,714	266,404	229,005
Capital Outlay	0	0	0	2,795	0
Total Expenditures	\$ 1,865,604	\$ 2,096,831	\$ 2,124,120	\$ 2,244,776	\$ 2,122,411
Total Revenues	0	0	0	0	0
County Costs (net)	\$ 1,865,604	\$ 2,096,831	\$ 2,124,120	\$ 2,244,776	\$ 2,122,411
<i>By Category (Visitor Bureau Fund)</i>					
Personnel Services	215,780	302,201	319,956	403,541	403,541
Operations	260,573	248,954	248,954	348,166	318,735
Capital Outlay	0	0	0	3,445	3,445
Total Expenditures	\$ 476,353	\$ 551,155	\$ 568,910	\$ 755,152	\$ 725,721
Total Revenues	223,849	248,631	248,631	257,901	258,437
Fund Costs (net)	\$ 252,504	\$ 302,524	\$ 320,279	\$ 497,251	\$ 467,284
Total Department Expenditures	\$ 2,341,957	\$ 2,647,986	\$ 2,693,030	\$ 2,999,928	\$ 2,848,132

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Total General Fund expenditure decrease of \$1,709 is primarily based on travel and training savings offset by small base operation increases. There is also a net increase in the Visitors Bureau Fund of \$145,296 for a Program Coordinator FTE and general operating expenses to support increased programming based on demand, overhead costs associated with county support of the Art Commission Division, and additional funding for the summer UpRoar event. These expenses are offset by travel and training savings and increased revenue due to Eno Mill rates and occupancy trends.

County Manager's Office – continued

County Manager Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Reduction to travel & training	\$ (2,027)	\$ -	\$ (2,027)
Cost to continue	\$ 318	\$ -	\$ 318
<i>General Fund Subtotal</i>	\$ (1,709)	\$ -	\$ (1,709)
Net increase in State Art Grant and Eno Mill revenue offset by increase in State Art Grant Awards	\$ 838	\$ 9,806	\$ (8,968)
Strategic Priority 2 Healthy Community and 6 Diverse and Vibrant Economy: FTE increase for Program Coordinator and associated operating expenses to support Art Commission activities	\$ 85,216	\$ -	\$ 85,216
Reduction to travel & training	\$ (300)	\$ -	\$ (300)
Cost to continue to meet increased level of demand	\$ 18,793	\$ -	\$ 18,793
Accounting for County's overhead associated with the Art Commission Division	\$ 32,264	\$ -	\$ 32,264
Strategic Priority 2 Healthy Community and 6 Diverse and Vibrant Economy: Provide additional funding for summer UpRoar festival	\$ 20,000	\$ -	\$ 20,000
<i>Visitor's Bureau Fund Subtotal</i>	\$ 156,811	\$ 9,806	\$ 147,005
Net County Manager Department Changes	\$ 155,102	\$ 9,806	\$ 145,296

Mission Statement

The Orange County Manager's Office oversees, coordinates, and evaluates the services of all County departments to ensure that County residents receive responsive, effective, and efficient government services. The Orange County Manager's Office also implements the policies of the Board of Orange County Commissioners (BOCC) and collaborates with other government agencies to provide effective Countywide and regional services to the public.

Major Divisions/Services

County Manager

- FY 2024-25 Highlights
 - Continuation of finalizing and implementing new performance measures for the Countywide Strategic Plan.
 - Coordinate an ongoing effort to secure land use entitlements for the Crisis Diversion Facility and purchase a site for the building.
 - Countywide Fee Study currently in process
 - Assure alignment of department business plans to Strategic Plan, Climate Action Plan, Comprehensive Land Use Plan, and other Countywide foundational documents.
- FY 2025-26 Highlights

County Manager's Office – continued

- Manager's Work Group on Low-Barrier Housing Needs will issue its first report and recommendations.
- Human Services Departments engaged in mapping process of services will work with Community Relations to increase transparency and awareness of services and performance measures and report to the BOCC on recommendations for enhancing efficiencies.

Arts Commission

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Provide social safety net programming and the resources needed for our most vulnerable community members (e.g., veterans, unhoused people, foster children, older adults, etc.).					
Outcome Measure: Develop a baseline measure for the number of residents engaged in County programs that support the arts, recreation, and well-being including demographics when available.					
Strategic Plan Priority: 2. Healthy Community					
Number of youth served by LGBTQ Teen Arts Collective	20	80	80	80	80
Number of marginalized-identifying (BIPOC/LGBTQ/Disabled) studio artists at Eno Arts Mill	30%	56%	30%	43%	30%
Service: Invest in services and programs that improve the health and quality of life of the community (e.g., recreation and public open spaces, arts, etc.)					
Outcome Measure: Develop a baseline measure for the number of residents engaged in County programs that support the arts, recreation, and well-being including demographics when available.					
Strategic Plan Priority: 2. Healthy Community					
Number of class participants served at Eno Arts Mill	698	878	1100	800	800
Number of youth hosted during Summer Camp at Eno Arts Mill	77	103	100	100	100
Number of first-time applicants to OCAC's annual grants program	27%	24%	20%	33%	20%

o FY 2024-25 Highlights

- Continued to grow programming at the Eno Arts Mill, including the new grant-funded "Studio Be" youth-serving space, to provide the community a place to connect with other creatives.
- Began work on Uproar 2025, focusing on incorporating 2023's lessons learned to improve and grow the festival to become a signature event for Orange County.
- Issued \$105,851 in arts grants to local artists, organizations, and schools, with 30% of FY25 applicants being first-time applicants.

County Manager's Office – continued

- FY 2025-26 Highlights
 - Will continue to provide arts experiences for the community accessible programming at the Eno Arts Mill.
 - Will execute the 2nd Uproar Festival of Public Art in August 2025.
 - In celebration of the 40th birthday of the Orange County Art Commission, we will undergo a rebrand including a new logo and website.
 - Will work in partnership with the Town of Hillsborough on a feasibility study of a possibly cultural arts facility at Hillsborough Station.

Sustainability Division

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Provide tree giveaways and organized tree plantings					
Outcome Measure: Increase tree canopy for carbon sequestration and heat mitigation					
Strategic Plan Priority:	1. Environmental Protection and Climate Action				
Number of tree seedlings given away to Orange County residents	N/A	N/A	N/A	100	150
Service: Provide volunteer opportunities that promote sustainable actions within the community.					
Outcome Measure: Increase awareness, education and community participation in climate action					
Strategic Plan Priority:	1. Environmental Protection and Climate Action				
Number of sustainability volunteers	N/A	N/A	N/A	45	60

The Orange County Sustainability Program develops innovative and equitable initiatives to address climate change by reducing greenhouse gas emissions and enhancing community resilience to climate-related events. Key programs include:

- Implementing the County's Climate Action Plan
 - Managing the annual Community Climate Action Grant Program
 - Securing grant funding to advance climate action goals
 - Providing educational resources on sustainable practices and programs
- FY 2024-25 Highlights
 - Completed four solar installations for low-to-moderate-income households through the *Solarize the Triangle* program in partnership with Central Pines Regional Council.
 - Secured a \$1.5 million U.S. Department of Energy grant, partnering with Durham and Granville Counties, to launch the Energy Burden and Emissions Reduction Program (EBERP), focused on lowering energy costs, building local capacity, and developing clean energy skills across rural and urban communities.

County Manager's Office – continued

- Collaborated with multiple local jurisdictions and Central Pines Regional Council on a \$500,000 *Energy Futures* grant to support community engagement and conduct feasibility studies for establishing senior and community centers as resilience hubs (currently on hold).
 - Converted lighting to LED at Hillsborough Commons, Hillsborough Library, Southern Human Services Center, and the Seymour Center, enhancing energy efficiency and reducing emissions and saving costs.
 - Received a \$25,000 Duke Energy Foundation grant to support a countywide tree-planting initiative and a heat mapping study.
 - Launched and currently lead a regional heat cohort to develop an Orange County Heat Action Plan.
 - Partnered with the ArtsCenter to host a *Climate & Sustainability Art Exhibit*, raising community awareness of climate change and action through creative expression.
 - Developed and adopted an internal anti-idling policy, created anti-idling training for County staff, and launched a countywide anti-idling awareness campaign.
 - Produced electric vehicle (EV) orientation guides for County employees operating EVs.
 - Organized and hosted a National Drive Electric Week event, featuring EV ambassador volunteers.
 - Promoted *Leave the Leaves* and *No Mow March* campaigns to enhance pollinator habitats and improve soil health.
 - Expanded the Community Climate Action Grant Program, receiving a record 25 applications and awarding \$262,500 to support local climate initiatives.
- FY 2025-26 Highlights
- Advance the strategies outlined in the Climate Action Plan
 - Finalize the Solar Feasibility Study
 - Launch the Electrify program
 - Continued mentorship of UNC Chapel Hill Eco Studio interns
 - Solar installation on Southern Human Services and Cedar Grove Community Center
 - Promote and administer the Community Climate Action Grant Program
 - Pursue grant opportunities to facilitate implementation of Climate Action Plan strategies

Budget Division

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Provide considered and reasonable estimates of the county's major revenue and expenditure trends					
Outcome Measure: Estimate General Fund Revenues and Expenses Accurately within 1% margin of error					
Strategic Plan Priority:	Not applicable				
Actual Revenues at 100% of Budget	104%	101%	100%	99%	100%
Actual Expenses at 96.5% of Budget	98.5%	97.5%	96.5%	98.0%	96.5%

County Manager's Office – continued

- Meet all timelines, as required by the North Carolina Local Government Budget and Fiscal Control Act, and as establish by the Board of County Commissioners (BOCC).
 - Produce the County's annual operating budget and ten-year Capital Investment Plan (CIP).
 - Review revenues and expenses to ensure all funds remain in budget and retain an adequate fund balance.
 - Provide support for special projects, including service delivery models, cost analysis, fee study analysis, emergency operations and performance measurement.
 - Provide analytical support for all County departments through technology primarily Microsoft Business Intelligence and financial systems reporting.
 - Support the management and coordination of the School District, Outside Agency and Fire Districts funding processes.
- FY 2024-25 Highlights
 - Created processes to align CIP and Budget Document to Strategic Plan and Climate Action Plan.
 - Support the Strategic Plan Implementation and align performance measure processes and budget development with new Board Goals and Priorities.
 - Lead revisions of major school capital funding and major project planning policy documents
 - Researched and presented to board budgetary and statutory analysis of Opioid Settlement Funds, Occupancy Tax, and the Master Aging Plans.
 - FY 2025-26 Highlights
 - Conduct a comprehensive fee study of Planning, DEAPR and Emergency Services departments.
 - Integrate budget into ClearGov software to improve efficiency of the office and comply with upcoming ADA guidelines.
 - Provide critical support to school districts on the implementation of the school bond and create board reporting procedures.
 - Maintain county financial stability through period of economic and political turbulence.

Strategic Planning Division

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Provide up to date performance data to inform management decisions					
Outcome Measure: Strategic plan performance measures are updated quarterly					
Strategic Plan Priority:					
100% of measures are up to date	N/A	N/A	100%	100%	100%

County Manager's Office – continued

Strategic Planning provides performance management data to county management to inform decisions and implement service priorities of the Board of Orange County Commissioners as identified in the Countywide Strategic Plan. The division also facilitates collaboration between county departments and relevant stakeholders to improve performance and builds staff capacity in performance measurement.

- FY 2024-25 Highlights
 - Finalized and implemented performance measures for the Countywide Strategic Plan
 - Served on various cross-departmental groups, including the Outside Agency application review panel and Comprehensive Land Use Plan Staff Working Group, to ensure the strategic plan goals and objectives are incorporated into county decision-making.
 - Facilitated quarterly strategic plan goal meetings for each of the six goals among relevant departments to encourage collaboration toward achieving performance measure targets.
 - Co-facilitated Human Services Department workgroup meetings to map out the county's human services to identify gaps, inequities, redundancies, and opportunities to collaborate.
- FY 2025-26 Highlights
 - Assure alignment of department business plans to Strategic Plan
 - Provide for language accessibility of strategic plan information.
 - Manage the contract for the 2025 Community Satisfaction Survey and reporting of results.
 - Facilitate quarterly strategic plan goal meetings for each of the six goals among relevant departments to encourage collaboration toward achieving performance measure targets.
 - Facilitate cross-departmental meetings for collaboration to improve the effectiveness of county services.
 - Provide educational workshops on performance management tools and strategies to build staff capacity in performance measurement and management techniques.

Courts

Website: <https://www.nccourts.gov/locations/orange-county>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	4,500	4,500	4,500	4,500	4,500
Operations	216,742	281,663	270,496	180,968	180,968
Capital Outlay	33,582	0	0	0	0
Total Expenditures	\$ 254,824	\$ 286,163	\$ 274,996	\$ 185,468	\$ 185,468
Total Revenues	0	0	0	0	0
County Costs (net)	\$ 254,824	\$ 286,163	\$ 274,996	\$ 185,468	\$ 185,468

Budget Highlights

The changes to the FY 2025-26 budget include a decrease of \$89,528 primarily for a reduction in days incurred for juvenile jail stays offset by a slight increase in the support for the Student Community Support Liaison.

Major Services

The County is required under section 74 of the NC General Statutes to provide space, equipment, and law books for the District Attorney's Office, Superior Court, the Clerk of Court and District Court.

Criminal Justice Resource Department

Phone Number: (919) 245-2303

Website: <https://www.orangecountync.gov/432/Criminal-Justice-Resource-Department>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
By Category (General Fund)					
Personnel Services	989,659	1,065,151	1,258,642	1,279,480	1,279,480
Operations	294,896	308,127	322,127	360,459	337,854
Capital Outlay	1,568	0	0	0	0
Total Expenditures	\$ 1,286,124	\$ 1,373,278	\$ 1,580,769	\$ 1,639,939	\$ 1,617,334
Total Revenues	819,684	730,226	840,000	865,200	865,200
County Costs (net)	\$ 466,441	\$ 643,052	\$ 740,769	\$ 774,739	\$ 752,134
By Category (Multi-year Grant Fund)					
Personnel Services	146,509	150,000	150,000	150,000	150,000
Operations	42,556	33,500	33,500	33,500	33,500
Capital Outlay	0	0	0	0	0
Total Expenditures	\$ 189,065	\$ 183,500	\$ 183,500	\$ 183,500	\$ 183,500
Total Revenues	215,046	183,500	183,500	183,500	183,500
County Costs (net)	\$ (25,981)	\$ 0	\$ 0	\$ 0	\$ 0

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Total expenditure increase of \$36,565 includes an increase for the Mental Health Diversion Coordinator position and associated expenses to be supported by Maintenance of Effort (MOE) funding due to loss of grant funding. This expense in addition to a slight increase for continued operations are offset by the Clinical Coordinator position moving to the Opioid Fund, reduction in temporary personnel, and a reduction in travel and training. Total revenue increase of \$25,200 is due to a 3% ABC Board Contribution request to offset expense increases.

Criminal Justice Resource Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
3% increase in ABC Board Funding to offset expense increases	\$ -	\$ 25,200	\$ (25,200)
Strategic Priority 2 Healthy Community: FTE increase for Mental Health Diversion Coordinator and associated operating expenses funded by MOE	\$ 111,691	\$ -	\$ 111,691
Reduction to travel & training	\$ (1,020)	\$ -	\$ (1,020)
Cost to continue	\$ (74,106)	\$ -	\$ (74,106)
Net Criminal Justice Resource Department Changes	\$ 36,565	\$ 25,200	\$ 11,365

Criminal Justice Resource Department – continued

Mission Statement:

The Criminal Justice Resource Department (CJRD) directly oversees and staffs the county’s Pretrial Services program, two substance use treatment courts, four pre-arrest and post-charge diversion programs, the CJRD Clinical Coordinator, the Youth Behavioral Health Liaison, the Restoration Legal Counsel office, the Lantern Project, the Policing and Mental Health Diversion Collaboration (CCDR team), the Street Outreach, Harm Reduction and Deflection (SOHRAD) program and OC Youth Build. The CJRD also serves as the Intermediary Agency for the Local Reentry Council.

The CJRD seeks to support individuals at risk of legal system involvement, those currently in the legal system and those facing barriers due to legal system involvement by increasing jail alternatives, opportunities for deflection and diversion from the criminal legal system, and providing treatment needs assessment, case management, harm reduction outreach and programming for justice-impacted individuals with the objective of safely reducing the numbers of individuals diagnosed with mental illness and/or substance use issues in the legal system and in detention, safely and successfully reducing overall rates of pretrial detention, reducing recidivism and addressing pervasive racial and economic disparities.

Major Divisions/Services

Pretrial Services:

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Pretrial Services					
Outcome Measure: Safely reduce unnecessary pretrial incarceration in Orange County without decreasing court appearance rates					
Strategic Plan Priority:	2. Healthy Community				
Number of Individuals Screened	622	725	625	810	790
Percentage of Successful Pretrial Clients	81%	73%	76%	76%	73%

- FY 2024-25 Highlights
 - Completed technical assistance work with the Center for Effective Public Policy on training and implementation of the evidence-based risk assessment tool, the Public Safety Assessment (PSA). The start of using the PSA has been delayed by software migration issues. However, a risk and needs assessment is still being completed on every individual for their first appearance in custody.
 - Worked tirelessly to migrate from CePretrial software to AIMS Pretrial software. This has proved to be an incredibly labor-intensive and frustrating process, but ultimately it will allow for improved data tracking and reporting.
- FY 2025-26 Highlights
 - Work with court stakeholders to mitigate the increase in pretrial detention numbers due to the Pretrial Integrity Act passage in 2024. This law mandates that only a judge (not a magistrate at the initial appearance) can set pretrial release conditions on 14 new offenses and anyone that has another criminal matter pending. This law has led to an increase in individuals being detained pre-trial until they can be reviewed by a judge.

Criminal Justice Resource Department – continued

- New .75 FTE temporary position has provided needed support to Ted Dorsi and Pretrial Services clients in the Director’s absence and with the increased volume at the Detention Center. This position will be funded next fiscal year with the VERA Grant to complete intakes for diversion programs and collaboration with the District Attorney’s office and courts.

Clinical and Treatment Services:

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Court and Jail Clinical Assessment and Treatment Services					
Outcome Measure: Increase clinical assessments to court-involved individuals in custody and out of custody with behavioral health issues and link them to treatment resources that improve outcomes in court					
Strategic Plan Priority:		2. Healthy Community			
Number of court-involved individuals assessed	248	311	385	320	330
Percentage of individuals provided treatment resources	81%	90%	79%	90%	90%

Treatment Courts:

- FY 2024-25 Highlights
 - UNC Horizons was awarded a grant to support women in the Orange County Treatment Courts with resources and staff to support their needs beyond treatment and recovery, including employment, transportation, education, and housing. This work is just getting underway.
 - Six participants have graduated this fiscal year and two more are expected to graduate in the next month. All graduates have regained custody of their children or avoided a prison sentence, in addition to being in long-term recovery, housed, and employed.
 - Treatment Court Case Manager Shana Harper was recognized by WCHL Radio as a Hometown Hero in March 2024. Her nomination was made by Judge Pendergrass.
- FY 2025-26 Highlights
 - The Treatment Court multi-disciplinary teams will continue to participate in new trainings together offered by the State through the Administrative Office of the Courts. This will result in updated, evidence-based best practice policies being created.

Criminal Justice Resource Department – continued

Restoration Legal Counsel:

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Restoration Legal Counsel					
Outcome Measure: Increase number of Orange County residents obtaining relief from criminal records and drivers license suspension/revocation					
Strategic Plan Priority:	2. Healthy Community				
Number of individuals referred to Restoration Counsel*	413	948	1300	6,010	350
Percentage of clients obtaining direct expunctions or legal restoration relief	66%	71%	70%	97%	57%
*Legal restoration numbers are increasing significantly because of a mass relief effort by DA's Office and Restoration Counsel for juvenile expunctions after Raise the Age passed. This will take approximately three years to complete.					

- FY 2024-25 Highlights
 - Restoration Legal Counsel (RLC) worked with the District Attorney in filing mass debt relief motions for individuals in traffic and charges where there was a failure to comply with monetary obligations and 18 months had passed since disposition. 5,835 individuals received this debt relief remitting all their fees!
 - RLC provided legal restoration information at Orange Correctional Center's reentry classes, presented to UNC Horizons residents and lectured at High Point University School of Law to encourage law students to pursue public interest work.
- FY 2025-26 Highlights
 - RLC will expand his legal services to directly assist Orange County residents with license suspensions from surrounding counties and at DMV hearings.
 - RLC will assist the Wilson Center at Duke Law with a qualitative study regarding the impact on individuals from license suspensions.

Deflection/Diversion:

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Deflection and Diversion					
Outcome Measure: Increase the number of individuals deflected and diverted from the criminal legal system					
Strategic Plan Priority:	2. Healthy Community				
Number of individuals deflected or diverted from criminal legal system	370	354	450	370	330

- FY 2024-25 Highlights
 - The CCDR Team's Mental Health and Policing Diversion Coordinator has supervised the deflection and diversion case management and clinical work for 50 individuals with serious, persistent mental illness who were court-involved.

Criminal Justice Resource Department – continued

- Through February 2025, the CCDR Coordinator has given 8 Mental Health First Aid Trainings to law enforcement, detention center staff and community members involving a total of 70 individuals.
- The Lantern Project, the Mental Health and Policing Diversion Collaboration (CCDR) Team, the OC-Pre-Arrest Diversion (OC-PAD) program and the Youth Deflection Program (YDP) continue to see high rates of engagement, connection to treatment, healthier outcomes, and reduced recidivism.
- FY 2025-26 Highlights
 - The DA's Office and CJRD were awarded a grant from the Vera Institute entitled "Expanding Equitable Access to Diversion." Work will begin to ensure policies and practices are in place at the DA's Office and CJRD to ensure equitable access to diversion programming.

Other CJRD Highlights:

- FY 2024-25
 - Lethality Assessment Protocol fully implemented with law enforcement agencies and the Compass Center to provide 24/7 domestic violence survivor support at the scene of the incident.
 - Local Reentry Council has collaborated with the Arts Commission to host an April reentry month art exhibit and installation entitled "Rekindling: Voices of Restoration and Resilience." The exhibit will increase awareness of incarceration, its impacts and barriers in reentry, as well as celebrate the artistry of the exhibitors.
 - Orange County's first bridge housing program, the Wonderful House, opened in September, and provides short-term housing and stability supports for 6 individuals in reentry and exiting homelessness with behavioral health diagnoses.
 - OC Youth Build program coordinator has provided intensive case management and community and family engagement for 11 high-risk, high-needs youth in the juvenile justice system.
 - In-person visitation has re-started at the Detention Center and Medication for Opioid Use Disorder (MOUD) induction is now in place.
- FY 2025-26 Highlights
 - Expansion of the Mobile Crisis CARE Team to respond to 911 calls in Carrboro.
 - In-person group programming by CJRD clinical staff to start at the Detention Center.
 - Implementation of Diversion software to connect all CJRD clients and programming.

Department of Environment, Agriculture, Parks and Recreation

Phone Number: (919) 245-2510 Website: <https://www.orangecountync.gov/459/Dept-of-Environment-Agriculture-Parks-Re>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	3,806,101	4,184,166	4,400,080	4,383,230	4,258,353
Operations	898,632	883,516	888,342	989,028	1,065,025
Capital Outlay	38,531	0	0	141,534	0
Total Expenditures	\$ 4,743,264	\$ 5,067,682	\$ 5,288,422	\$ 5,513,792	\$ 5,323,378
Total Revenues	633,029	732,896	732,896	819,879	821,879
County Costs (net)	\$ 4,110,234	\$ 4,334,786	\$ 4,555,526	\$ 4,693,913	\$ 4,501,499

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Net county cost decrease of \$54,027. Total expenditure increase of \$34,956 due to inflationary increases and an increase in program staff due to higher enrollment. Total revenue increase of \$88,983 due to fee increases and updated projections in program revenue.

Department of Environment, Agriculture, Parks and Recreation Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Fee Increases and updated projections for program revenue.	\$ -	\$ 88,983	\$ (88,983)
2.0 FTE decrease in grounds maintenance positions. Savings generated by moving to contracted grounds maintenance services and less need for seasonal employees.	\$ (42,464)	\$ -	\$ (42,464)
Operational Increases	\$ 77,601	\$ -	\$ 77,601
Travel and Training Cuts	\$ (181)	\$ -	\$ (181)
Net DEAPR Changes	\$ 34,956	\$ 88,983	\$ (54,027)

Mission Statement

The Department of Environment, Agriculture, Parks, and Recreation (DEAPR) works to conserve and manage the natural and cultural resources of Orange County. Included within this “green infrastructure” are natural areas and nature preserves, open spaces, parks and recreation facilities, water resources, and agricultural and cultural resource lands. Consistent with the strong environmental ethic of the community, DEAPR also strives to bring environmental education, recreation, athletics, agricultural programs and services and other programs to residents of the County - with a goal of promoting cultural, physical, natural, and agricultural stewardship and well-being.

Department of Environment, Agriculture, Parks & Recreation – continued

Administrative and Business Services

FY 2024-25 Highlights

- To date the Administration Services has registered 2193 participants in RecTrac and 483 participants in after school programming, all before summer camp registration has started. Summer Camp is anticipated to increase registration numbers from last FY.
- Administrative Services worked to replace all four benches in River Park along with the anticipated John Jeffries memorial bench and honorary plaque. Steps have been made to implement improvements in the Green Initiative. A new EV mower was purchased and is in use at Cedar Grove, multiple small equipment replacements for Parks, and staff is in the process of purchasing a new EV utility vehicle for Blackwood Farm Park. The lights at Soccer.com Center are being replaced, gravel at Blackwood is being installed for future use, and the soft surface at Efland Cheeks Park is being replaced.
- Recorded a significant increase in special events including weddings, personal events, and specialized programs. Orange County hosted the Harvest Fest in Blackwood that logged around one thousand attendees while fully utilizing the new Amphitheater for the first time. Hog Day and the Concert in the Park continued to see a surge in attendance while Last Fridays, the Hillsborough Half-Marathon, and a continuing event at Little River Regional Park, Le Femme Du Tour, were very successful. Requests for events are surging for several reasons. Requests for everyday reservations continue to rise. Blackwood Farm Park hosted a Chapel Hill High School Cross County meet in the fall, and more meets are expected in the Spring. Other festivals have shown interest and are in discussions with staff. Continued work with the Farmer’s Market staff is ongoing to ensure these events can coexist.

FY 2025-26 Highlights

- Special event requests as well as the number of reserved days at park facilities continue to climb. The number of people visiting parks and facilities are expected to increase as well as an increase in revenue. Plans are underway for another large festival at Blackwood Farm Park utilizing the amphitheater in 2025, along with large weddings. The Cooperative Extension Annual Plant Sale will be held at Blackwood in 2025, as well as the annual Employee Appreciation Day hosted by Human Resources.

Recreation Services

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Recreation Programming					
Outcome Measure: Development and implementation of a wide range of recreation programs for youth and adults					
Strategic Plan Priority: 2. Healthy Community					
Recreation Program Enrollments	7654	7816	8216	8250	8250
Recreation Division Cost Recovery	41.90%	48%	41.42%	47%	49.00%

FY 2024-25 Highlights

- Expanded general recreation class offerings. Chess program grew substantially with beginner classes enrolling up to 20 students, opportunities for promotion through intermediate and advanced sessions, added monthly tournament play, and offering a second week of chess camp in 2025. The Piano program returned with opportunities for both beginner lessons and promotion into intermediate lessons. Playtime Pals program added which exposes children and caregivers to parks and natural play spaces throughout Orange County

Department of Environment, Agriculture, Parks & Recreation – continued

and serves as an early family introduction to the programs and services of Orange County Recreation.

- Implemented a younger age group in the girls' volleyball league for participants ages 8-10-years-old in response to parent and participant request. Rules, including lowered net heights and shorter service line, adapted for this younger age group. Enrollment was 38 in the inaugural season.
- Expanded wellness class offerings, primarily with new programs scheduled for Blackwood Farm Park. Both Yoga and Tai Chi instructors currently teaching regular programming at the Central Recreation Center are offering new classes hosted at Blackwood Farm Park.
- Improved child participant safety by increasing the frequency of volunteer background checks to annually as opposed to every two years.

FY 2025-26 Highlights

- Increase hours and days of childcare coverage available to parents by implementing "School's Out" camps on Orange County Schools Teacher Workdays.
- Implement Ready, Set, Run!, a character-building running program that trains kids ages 8-13-years-old to participate in a 5k run. This curriculum-based program equips kids with the physical training and goal-setting mentality needed to accomplish their running goals. Issues like enhancing confidence and self-esteem, respecting authority, dealing with peer pressure, and fueling their bodies through proper nutrition are also covered during the 12-week program. This program was last offered in 2019 and has been suspended since COVID.
- Restructured league scheduling to both improve participant experience and maximize use of limited gymnasium space. Teams still play a minimum of 8 games. Regular season shortened to 6 games with a one-game division match-up followed by two tournament brackets limited to like-skill-level teams. This creates a more balanced competitive tournament experience at the end of the season for players and parents.
- Increased usage of the mobile food trailer at various parks during scheduled rental activity to increase revenue.
- Increase use of volunteers in Preschool Academy including both parent volunteers and broader community members who may have subject matter expertise that supports the program's academic objectives.
- Implement a parking fee for special events held at the Soccer.com Center, consistent with operations of similar events held at other facilities.
- Enhanced layout of the gymnasium to better accommodate volleyball game play. Current gymnasium infrastructure only supports volleyball play "cross-court" which necessitates moving bleachers, scorer's table, player benches, etc. away from a basketball configuration into a volleyball configuration and condenses the area of play and spectators to just half of the gymnasium. Installation of a volleyball court that runs the same direction as the basketball court would improve the player and spectator experience, shorten transitions between activities, and reduce burden on staff for program implementation.

Department of Environment, Agriculture, Parks & Recreation – continued

Natural and Cultural Resources (NCR)

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Environmental Education Outreach					
Outcome Measure: Plan and host Environmental Education events.					
Strategic Plan Priority:	5. Public Education/Learning Community				
Environmental education programs conducted	29	30	34	34	35

FY 2024-25 Highlights

- The Lands Legacy Program worked with willing landowners and other partners (land trusts, universities, other units of gov't.) to conserve high priority natural and cultural resource lands in adherence with the County Strategic Plan and conservation goals set for 2025-2029.
- Pursued and investigated initiatives and research needed for the Commission for the Environment (CFE), and items or tasks referred to the Commission. The CFE is currently working toward a new State of the Environment Report for 2026. Provided primary staff support to the CFE.
- Supervised consultants and contractors in the design and development of parks and recreation facilities and assist other departments with site planning, consultant selection and construction drawing documentation. Initiatives include the development of the Perry Hills Mini-Park; Expansion of the Fairview Park tennis/Pickleball Courts and the Disc Golf Course at Blackwood Farm Park.
- Planned for and provided environmental education information; programs and community events such as Earth Evening, Earth Walk, Envirothon, Farm to Table, and Creek Week.

FY 2025-26 Highlights

- Continue to look for stormwater retrofit opportunities within the Falls Lake Watershed of Orange County to improve water quality in the lake.
- Continue to identify and secure recognition for historic and archaeological sites of significance throughout the County jurisdiction.
- Promote rainwater capture through public education and provide rainwater capture kits to Orange County residents with available funding.
- Completion of historic resources book.
- Continue project to document, research and map unmarked Black burial grounds and Indian sites and increase scope by creating partnerships with non-profits.
- Seek funding to create a small grant program to protect endangered burial grounds, farm buildings and sites of importance to underrepresented communities.
- Completion of major project to update the 2009 farmland protection plan.

Department of Environment, Agriculture, Parks & Recreation – continued

Soil & Water

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: New Voluntary Agricultural District (VAD) Acreage					
Outcome Measure: Expand the VAD program					
Strategic Plan Priority:	1. Environmental Protection and Climate Action				
New VAD Acreage	459.703	67.37*	300	189	200
*some acreage in FY 23' - 24' deferred due to staff absence					

FY 2024-25 Highlights

- Staff completed four projects associated with the first round of Streamflow Rehabilitation Assistance Program (StRAP) funds with Orange Soil and Water Conservation District’s (SWCD) initial award of \$60,097. An additional \$59,296 for four new projects was allocated to Orange SWCD in FY25. The goal of the program is to assist landowners with beaver management and debris removal to mitigate flooding impacts to farmland and timber.
- Orange SWCD hosted the Tri-County Pasture Field Day in fall 2024. This is an essential annual educational event that provides resources and learning opportunities related to pasture management for livestock producers in our region.
- Staff successfully increased Earth Walk Program outreach events, benefiting 600 seventh graders by enhancing their awareness of natural resources. The Discovery Trail signage at Blackwood Farm Park has been completed along with Book Buddy Backpacks featuring hands-on nature crafts.
- Managed the Voluntary Agricultural District Program, including the addition of new acreage to the program and hosting the annual Voluntary Agricultural District Recognition Breakfast. Staff also hosted a Farm Succession Planning event, with a primary goal of assisting our farm and forestry owners with planning for farmland preservation.

FY 2025-26 Highlights

- Will provide technical and financial assistance to agricultural and non-agricultural landowners to conserve our natural resources. Plan to encumber all state allocated cost share funds from the Agriculture Cost Share Program and Agricultural Water Resources Assistance Program to improve water quality and increase water quantity for participating cooperators. Also plan to assist with administering up to \$100,000 in Swine and Dairy Assistance Program funds for a lagoon closure project to protect water quality.
- Orange Soil and Water Conservation District is scheduled to host a Pond Clinic, in partnership with Durham SWCD, at Blackwood Farm Park in May 2026. This is an invaluable opportunity to provide education and outreach for Orange County citizens related to pond management.
- Staff plan to increase environmental education initiatives by expanding outreach programs through the Envirothon, Earth Walk, and annual educational contests focused on soil or water conservation themes.
- Staff will integrate the new Landscape software for the Orange County Voluntary Agricultural District Program to maximize efficiency for program management.

Department of Environment, Agriculture, Parks & Recreation – continued

Parks

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Park Amenities					
Outcome Measure: Research methods to improve upon services and amenities the County provides and the methods utilized to maintain parks, open space and facility grounds					
Strategic Plan Priority:	1. Environmental Protection and Climate Action				
Park Shelter Reservations	531	804	550	800	850

FY 2024-25 Highlights

- Continued to manage and maintain county parks, public access areas within nature preserves, and future park sites to a high level.
- Continued to maintain all county playgrounds, meeting or exceeding the National Playground Safety Institute, the National Park and Recreation Association and the American Society of Testing Materials standards and codes.
- Hosted the first “Harvest Fest” festival at Blackwood Farm Park with almost 1000 attendees.
- Oversaw contract for management of County grounds with private landscape company in keeping with County policies and protocols.
- Partnered with local trail running group to hold event that generated a donation of \$9,000 for park improvements.
- Conducted environmental education programs for over 500 children and adults.

FY 2025-26 Highlights

- Continue to maintain all county parks and public access areas within nature preserves to provide safe and enjoyable natural space for residents. Manage land banked future park sites and ensure grounds maintenance at County facilities is performed satisfactorily by contractor.
- Continue to maintain all county playgrounds to meet or exceed the National Playground Safety Institute, the National Park and Recreation Association and the American Society of Testing Materials standards and codes.
- Continue to research methods, programs, and procedures to further improve our overall maintenance to our parks and facilities.
- Explore ways to obtain and maintain licenses, certifications, and programming for staff with a very limited budget.
- Continue to plan and conduct park improvement projects using and incorporating staff skills.
- Replace landscape maintenance equipment with alternative-fuel alternatives where feasible, as per the Climate Action Plan and Strategic Plan. Research the practicality of other larger electric equipment for park maintenance and when applicable and affordable, purchase.
- Begin operating Perry Hills Mini Park and maintain new tennis/pickleball courts at Fairview Park.
- Participate in master plan revisions for parks with planned additional facilities in the next two years.
- Complete and open a new mountain bike skills area at Little River Regional Park & Natural Area.

Debt Service Fund

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Debt Service (Debt Service Fund)					
Principal - School Debt Service	15,008,682	13,339,486	13,339,486	13,344,360	13,344,360
Interest - School Debt Service	6,223,986	5,842,718	5,842,718	7,495,795	7,495,795
Total School Debt Service	\$21,232,668	\$19,182,204	\$19,182,204	\$20,840,155	\$20,840,155
Capital Personnel Costs	209,519	235,547	250,894	317,248	250,894
Debt Issuance Costs	440,481	52,000	52,000	52,000	52,000
Principal - County Debt Service	12,269,912	11,189,522	11,189,522	9,641,501	9,641,501
Interest - County Debt Service	3,819,991	3,662,930	3,662,930	3,973,807	3,973,807
Total County Debt Service	\$16,739,903	\$15,139,999	\$15,155,346	\$13,984,556	\$13,918,202
Debt Revenues	2,492,298	682,490	682,490	753,825	753,825
Appropriated Fund Balance	0	2,249,713	2,249,713	1,739,186	1,672,832
Transfer from General Fund	31,997,646	31,390,000	31,390,000	32,331,700	32,331,700
Total Debt Service Expenditure	\$ 37,972,570	\$ 34,322,203	\$ 34,337,550	\$ 34,824,711	\$ 34,758,357

These funds repay principal and interest due on non-enterprise fund debt. This includes outstanding voter approved General Obligation (GO) bonds and other alternative financing issuances related to School and County capital projects.

In FY 2022-23, the board authorized the creation of the Debt Service Fund and seeded it with \$6,000,000 of excess General Fund fund balance. The purpose of the fund is to represent all restricted debt related revenues and expenditures in one location, and to utilize a restricted fund balance to insulate the General Fund from sudden increases in debt service expenses. Based on the Recommended FY 2025-35 Capital Investment Plan, the General Fund will not need to raise taxes to fund annual debt service payments until FY 2026-27.

The allowable expenses in the Debt Service Fund include the projected annual school, community college and county debt, issuance costs related to financing, and dedicated capital or debt focused personnel. In FY 2025-26, the fund is approved to support 2 FTEs, a Capital Projects Manager and a Capital Projects Field Coordinator.

Debt Management

Orange County's primary objective in managing the amount of debt issued to meet long-term capital needs is to keep the level of indebtedness within available resources. The Board has a longstanding Debt Management Policy that establishes parameters, procedures and other objectives related to debt issuance. A major benchmark included in the Policy provides for the County's annual non-enterprise fund debt service payments to be no more than 15 percent of the County's total General Fund revenues. Fifteen percent of the fiscal year 2025-26 Manager Recommended Budgeted Revenues equals \$ 45,717,705 compared to our anticipated debt service payments of \$34,455,463. The table below compares the County's current level of debt with the levels outlined in the Debt Management Policy.

Debt Service – continued

County's Debt Level for Fiscal Year 2025-26			
	Per County's Adopted Debt Management Policy	Legal Debt Limit per NC General Statute	As Included in FY 2025-26 Recommended Budget
Annual Debt Service Payments as a Percentage of General Fund Revenues	No greater than 15%	N/A	11.30%
Total Outstanding Debt as a Percentage of Total Assessed Valuation	No greater than 3%	No greater than 8%	1.27%

Bond Ratings

Current bond ratings for the three rating agencies are as follows:

- Fitch – AAA
- Standards and Poors – AAA
- Moody's – Aaa

Economic Development

Phone Number: (919) 245-2325/ (919) 245-4320

Website: <https://www.orangecountync.gov/578/Economic-Development>
& <http://www.VisitChapelHill.org>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
By Category (Article 46 Sales Tax Fund)					
Overhead	69,774	139,799	139,799	165,963	165,963
Personnel Services	395,323	408,494	431,726	431,726	431,726
Operations	68,334	0	0	26,334	25,403
Capital Outlay	0	0	0	0	0
Total Expenditures	\$ 533,431	\$ 548,293	\$ 571,525	\$ 624,023	\$ 623,092
Total Revenues	0	0	0	0	0
Article 46 Sales Tax Fund Cost (net)	\$ 533,431	\$ 548,293	\$ 571,525	\$ 624,023	\$ 623,092
By Category (Visitors Bureau Fund)					
Overhead	83,592	99,042	99,042	105,611	105,611
Personnel Services	663,262	692,366	710,731	705,349	705,349
Operations	1,517,798	1,436,847	1,436,847	1,461,423	1,438,098
Capital Outlay	0	25,000	0	25,000	33,070
Transfer to General Fund	112,000	112,000	224,000	224,000	239,000
Total Expenditures	\$ 2,376,652	\$ 2,365,255	\$ 2,470,620	\$ 2,521,383	\$ 2,521,128
Total Department Revenues	2,712,922	2,501,700	2,501,700	2,552,734	2,580,229
Transfer from General Fund	0	0	0	0	0
Appropriated Fund Balance	0	307,790	307,790	495,611	482,444
Visitors Bureau Costs (net)*	\$ (336,270)	\$ (444,235)	\$ (338,870)	\$ (526,962)	\$ (541,545)
Total Department Expenditures	\$ 2,910,083	\$ 2,913,548	\$ 3,042,145	\$ 3,145,406	\$ 3,144,220

*Applied towards Arts Commission & Arts Outside Agencies

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

The Economic Development division is budgeted in the Article 46 Sales Tax Fund. Net operations increase of \$25,403 due to reduced carry forward funds from FY25. A \$26,164 increase in overhead expenses paid to the General Fund is due to increased use of IT support. Net fund cost increase of \$51,567.

Visitors Bureau division expenditure increase of \$50,508 from building improvements, increased overhead costs, and funding for an audit of the occupancy tax. Total revenue increase of \$78,529 based on projected occupancy taxes. Partially offset by a reduction in Chapel Hill Occupancy Tax revenue due to their anticipated policy change. The approved budget includes utilization of \$472,444 in fund balance.

Economic Development – continued

Economic Development Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Increased overhead expenses due to more demand for IT support	\$ 26,164	\$ -	\$ 26,164
Operational increases due to reduced carry forward balance	\$ 26,334	\$ -	\$ 26,334
Travel and Training Cuts	\$ (931)	\$ -	\$ (931)
<i>Article 46 Sales Tax Fund Subtotal</i>	\$ 51,567	\$ -	\$ 51,567
Increase in Occupancy Tax and Interest on Investments	\$ -	\$ 253,529	\$ (253,529)
Reduction in Chapel Hill Occupancy Tax Revenue	\$ -	\$ (175,000)	\$ 175,000
Increase in Overhead Costs	\$ 6,569	\$ -	\$ 6,569
Operational Savings	\$ (2,731)	\$ -	\$ (2,731)
Travel and Training Cuts	\$ (1,400)	\$ -	\$ (1,400)
Improvements to the Visitor Center Building	\$ 33,070	\$ -	\$ 33,070
Occupancy Tax Audit Costs	\$ 15,000	\$ -	\$ 15,000
<i>Visitors Bureau Fund Subtotal</i>	\$ 50,508	\$ 78,529	\$ (28,021)
Net Economic Development Department Changes	\$ 102,075	\$ 78,529	\$ 23,546

Mission Statement

The Economic Development Department serves to diversify Orange County's local economy by promoting the growth, retention and recruitment of small and locally-owned businesses, local agricultural and food processing ventures, entrepreneurial innovation start-ups, and large business employers engaged in a variety of retail trades, hospitality centers such as hotels and restaurants, light industrial manufacturing, logistics distribution centers, research and commercial office development. The Department strives to identify specific business prospects in these strategic sectors which are determined to be desirable, growth-oriented, environmentally clean, that pay at or above the Orange County living wage, and offer health care and related employment benefits. The underlying goal is to achieve a net increase in retail and property tax revenues to the County, and employment opportunities for our residents.

Major Divisions/Services

Economic Development / Support for Small Businesses and Agriculture Operations

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Provide resources to small, creative, and agro-businesses that add character and quality of life to our community to attract employers, employees and visitors.					
Outcome Measure: 5% increase of Orange County Agriculture and Business Economic Development Grant awards in support of business creation, innovation, and expansion over the next year.					
Strategic Plan Priority:	6. Diverse and Vibrant Economy				
Business Investment Grant Awards	20	34	32	32	33
Agriculture Grant Awards	10	10	17	18	19

FY 2024-25 Highlights

- Continued to market and disburse funds from the Small Business and Agriculture Grant Programs disbursing approximately 32 business grant awards from the annual allocation of \$173,250.00 to support small, locally owned businesses and 18 Agriculture Grants from the annual allocation of \$157,500 that support Orange County's small farmers and food processors.

Economic Development – continued

- Continued to promote the SizeUp cloud-based resource that provides free access to local business intelligence demographic information and business advisory support on over 50 topics, as well as a local business search component.

FY 2025-26 Highlights

- Focus on adopted Countywide Strategic Plan Performance Measures (attributed to the Economic Development Department) within the Diverse and Vibrant Economy section of the plan.
- Complete the Economic Development Department Strategic Plan development process and begin implementation, with a goal to complete and deliver to BOCC by September 2025.
- Find ways to support The Chamber for a Greater Chapel Hill-Carrboro as it implements its Business Success Navigator staff member to serve the business/entrepreneur and minority-owned business community.

Economic Development / Business Recruitment & Expansion Efforts

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Promotes the growth, retention and recruitment of commercial enterprises to diversify our tax base, to include additional investments in the County's Economic Development Districts.					
Outcome Measure: Increase the non-residential tax base by 2% over the next five years					
Strategic Plan Priority:	6. Diverse and Vibrant Economy				
Industrial and Commercial Inquiries	103	144	120	129	130
Responses to State Site Selection Proposals	20	60	32	46	45

FY 2024-25 Highlights

- Assisted commercial & industrial development firms that are establishing new business parks in the County's Buckhorn and Hillsborough Economic Development Districts.
- Collaborated with the 3 Towns' economic development staff, 2 Chambers of Commerce, UNC, the Chapel Hill Downtown Partnership, Piedmont Food Processing Center, and other local economic development allies to promote greater employment and revenue growth.

FY 2025-26 Highlights

- Increase the number of investor inquiries and visits by 5%.
- Continue to pursue diversification of job opportunities and financial support to small businesses.

Economic Development – continued

Orange County Visitors Bureau

Mission Statement

The mission of the Chapel Hill/Orange County Visitors Bureau is to develop and coordinate visitor services in Orange County and to implement marketing programs that will enhance the economic activity and quality of life in the community.

Major Divisions/Services

Visitors Bureau / Fulfill inquiries of potential visitors and business travelers.

FY 2024-25 Highlights

- 2% increases from last year to 6,800 inquiries and request for tourism information on Orange County. This increase is based on several new events coming to Orange County including a July international event at Kenan Stadium: Manchester City versus Celtic on July 23, 2024 and upcoming June 2025 match.

FY 2025-26 Highlights

- Achieve a 3% increase, bringing the total to 7,000 visitors reached through phone and email inquiries, guide and map distributions, and requests for tourism information on Orange County through our welcome center. This growth is driven by several major upcoming events in 2025/26, including the UpRoar Public Arts Event, the rising national profile of Bill Belichick as UNC Football's head coach, the completion of a new hotel on Rosemary Street, and the America250 festivals and events in 2026.
- Boost visitor attendance to 2.5 million, reflecting expanded engagement across UNC, UNC Healthcare, athletics, intramural events, Hillsborough, Cat's Cradle, international soccer, and other major new events.

Visitors Bureau / increased number and variety of leads to hotel properties with meeting space.

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Tourism Sales					
Outcome Measure: Increase number and variety of leads to hotel properties with meeting space.					
Strategic Plan Priority: 6. Diverse and Vibrant Economy					
Definite meeting bookings	31	34	36	36	38
Sales leads for hotels	154	156	135	140	145

Economic Development – continued

Visitors Bureau / Publish updated visitor guides, maps, and restaurants information.

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Tourism Communications					
Outcome Measure: Increased media coverage, visitation, and interest in visiting Orange County.					
Strategic Plan Priority:	6. Diverse and Vibrant Economy				
Build attraction visitations (in millions) – The Visitors Bureau tracks numbers of visitors visiting 25 major select attractions throughout Orange County.	1.97	2.18	2.5	2.4	2.5
Media Stories on Orange County – The Visitors Bureau sends press releases and works with travel writers and digital influencers to write stories about Orange County. Includes stories with and without Bureau assistance.	276	258	260	270	280
Fulfill inquiries of potential visitors and business travelers and service welcome center walk-ins	4,905	6,690	6,800	6,800	7,000
Annual Tourism impact (in millions) – Economic impact is measured by spending, employment, payroll and tax revenues from the hospitality industry.	\$236	\$266	\$268	\$268	\$270

FY 2024-25 Highlights

- Created new 2025 Visitor Guide and Visitors Map with print run to meet demand.
- Updated restaurants list and publish 2025 new dining map at quantity to meet demand.
- Communicated with stakeholders by producing 52 Weekly Orange Slices newsletter; 12 monthly Event focused newsletters; 12 monthly Tourism Talks newsletters, and monthly newsletters that promotes statistics reflecting performance of industry.

FY 2025-26 Highlights

- Develop and distribute the 2026 Visitor Guide and Visitors Map with a print run aligned to meet anticipated demand, ensuring comprehensive coverage of key attractions and experiences in Orange County.
- Update and publish the 2026 Dining Map featuring an expanded restaurant list, with production quantities set to match demand and highlight the area's evolving culinary scene.
- Celebrate America's 250th birthday with the publication of "Voices from Orange County," a special book showcasing the region's historical narratives, along with a series of events recognizing Orange County's role in the American Revolution through 2026.
- Strengthen stakeholder engagement by producing 52 weekly Orange Slices newsletters, 12 monthly event-focused newsletters, a monthly industry performance report, delivering key insights and updates to support tourism growth, and monthly updates from Executive Director called Tourism Talk

Economic Development – continued

Visitors Bureau / Increase diversity in tourism and convention programming.

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Diverse tourism opportunities in Orange County					
Outcome Measure: Increased diversity in tourism and convention programming					
Strategic Plan Priority:	6. Diverse and Vibrant Economy				
Social media boosts promoting local businesses and events	N/A	N/A	2	12	50
Monthly videos surrounding local businesses boosted to national audience.	N/A	N/A	3	4	5
Host BIPOC-related conventions in Orange County Annually	N/A	N/A	5	2	3
Publish monthly stories on BIPOC Businesses in Orange County	N/A	N/A	2		
Promote local farms, events & ag-related businesses through social media, newsletters, blogs, Visit NC Farm app	N/A	N/A	N/A	N/A	12

FY 2024-25 Highlights

- Maintained and update photo/video library with diverse imaging for tourism publications.
- Re-secured the annual Black Alumni Reunion in Orange County.
- Promoted the annual LGBTQ Pride Piper Parade in Carrboro which includes an LGBT celebration at Carrboro town commons.
- Produced a 2025 Accessibility Guide update that lists restaurants and hotels amenities for who need different access to services.
- Maintained the Chapel Hill Diversity Website that highlights diverse leadership, businesses, events, history. <https://chapelhilldiversity.com/>

FY 2025-26 Highlights

- Collaborate with the Chapel Hill Mayor to host the Winter 2025 Metro Mayors Group in Chapel Hill, positioning the town as a key destination for leadership discussions and regional collaboration.
- Secure an international soccer match at Kenan Stadium in Summer 2025, reinforcing Chapel Hill as a premier venue for high-profile sporting events.
- Work with Coach Bill Belichick to bring an AA Coaching Forum to Chapel Hill, leveraging his influence to attract top coaching talent and further elevate the town's reputation in athletics.

Visitors Bureau / Maintain a presence on digital marketing platforms.

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Social Media					
Outcome Measure: Maintain a presence on digital marketing platforms					
Strategic Plan Priority:	6. Diverse and Vibrant Economy				
Facebook likes (follows) – Visitor engagement.	22,954	24,797	26,000	26,000	26,400
Facebook posts – Visitor engagement.	240	230	220	210	215
Twitter follows – Visitor engagement.	5692	5695	5710	5500	5000

Economic Development – continued

Instagram follows – Visitor engagement.	5987	7386	7200	8500	9200
Instagram posts – Visitor engagement.	64	105	105	105	120
Website visits	562985	599443	583500	560000	562000
Social Media Campaigns	16	21	15	19	20
E-Newsletter Requests	N/A	N/A	600	400	700

FY 2024-25 Highlights

- Paid advertising performance: From July to December, Meta reached 274,736 unique users through 1.5M video views, resulting in 1,164,124 Sneak Pique ThruPlays. Search generated 30,710 clicks with an 8.95% CTR. Direct buys with Carolina Alumni Review, including four planned fall placements and six added value placements, helped build brand awareness and loyalty, with additional placements planned for the spring.
- Managed the following social media and website platforms to include weekly content updates. Each platform includes adjacent social media channels such as Twitter (X), Facebook and Instagram.
 - www.visitchapelhill.org
 - ocveteransmemorial.com
 - www.chapelhilldiversity.com
 - LinkedIn

FY 2025-26 Highlights

- Develop and implement digital-first strategies, recognizing that print serves as a secondary medium for attracting new visitors.
- Maintain and expand special initiative websites, including OC Veterans and Chapel Hill Diversity, ensuring they remain valuable resources for targeted audiences.
- Support rural economy, restaurants, and artisanal trades through agritourism via social media marketing.
- Manage and update key digital platforms with fresh, engaging weekly content to maximize visitor engagement and reach. Platforms include:
 -  VisitChapelHill.org
 -  ocveteransmemorial.com
 -  ChapelHillDiversity.com
 -  Social Media: LinkedIn, Instagram, Facebook, Bluesky, YouTube, Pinterest, and Google Search—focusing on platforms frequented by visitors and fans of Orange County, NC.

Education

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Local School Systems					
Current Expenses (General Fund)					
Orange County Schools	42,784,038	44,965,376	44,965,376	49,055,746	46,575,225
Chapel Hill/Carrboro City Schools	60,158,538	63,124,906	63,124,906	73,428,061	64,752,786
Total Current Expenses	\$ 102,942,576	\$ 108,090,282	\$ 108,090,282	\$ 122,483,807	\$ 111,328,011
Recurring Capital/Capital Pay-Go (General Fund)					
Orange County Schools	654,986	1,272,960	1,259,496	1,384,686	1,384,686
Chapel Hill/Carrboro City Schools	926,373	1,787,040	1,800,504	7,136,514	7,136,514
Joint Project Management	0	0	0	1,000,000	1,000,000
Total Recurring Capital Expenses	\$ 1,581,358	\$ 3,060,000	\$ 3,060,000	\$ 9,521,200	\$ 9,521,200
Debt Service (Debt Service Fund)					
Principal & Interest Bonds	21,431,700	19,182,204	19,182,204	20,840,155	20,840,155
Total Debt Service Expenses	\$ 21,431,700	\$ 19,182,204	\$ 19,182,204	\$ 20,840,155	\$ 20,840,155
Other School-Related Programs (General Fund)					
School Health & Safety Contracts ⁽¹⁾	3,556,981	4,004,666	4,004,666	4,124,806	4,124,806
Enrollment Projection Contract	0	0	0	36,000	36,000
School Equity Training	119,850	0	0	0	0
Total Other School-Related Programs	\$ 3,676,831	\$ 4,004,666	\$ 4,004,666	\$ 4,160,806	\$ 4,160,806
Total Local School Systems Expenditures	\$ 129,632,466	\$ 134,337,152	\$ 134,337,152	\$ 157,005,968	\$ 145,850,172
Durham Technical Community College (DTCC)					
Current Expenses (General Fund)					
Durham Technical Community College	900,346	945,363	945,363	1,192,252	973,724
Total Current Expenses	\$ 900,346	\$ 945,363	\$ 945,363	\$ 1,192,252	\$ 973,724
Recurring Capital (General Fund)					
Durham Technical Community College	75,000	75,000	75,000	75,000	75,000
Total Recurring Capital Expenses	\$ 75,000	\$ 75,000	\$ 75,000	\$ 75,000	\$ 75,000
Debt Service (General Fund & Debt Service Fund)					
Principal & Interest Non-GO Bonds	199,033	191,318	191,318	183,935	183,935
Total Debt Service Expenses	\$ 199,033	\$ 191,318	\$ 191,318	\$ 183,935	\$ 183,935
Total DTCC	\$ 1,174,379	\$ 1,211,681	\$ 1,211,681	\$ 1,451,187	\$ 1,232,659
Total Education Expenditures	\$ 130,806,845	\$ 135,548,833	\$ 135,548,833	\$ 158,457,155	\$ 147,082,831

(1) The FY 2025-26 Manager Recommended budget includes contracted payments for the costs of supplying a Nurse in every school in both CHCCS and OCS, as well as supplying School Resource Officers in the middle and high schools in both CHCCS and OCS.

Note: In addition to the funding outlined here, in Fiscal Year 2025-26 Chapel Hill-Carrboro City Schools anticipate receiving approximately \$28,800,416 from its special district tax proceeds.

Education - continued

Local School Systems

In North Carolina, each county is responsible for supplementing state and federal appropriations to public education. Local current expense appropriations are allocated to each school system based on an equal amount per pupil. In addition, counties provide funds to each system for recurring and long-range capital projects. School systems in North Carolina do not have separate taxing authority and are not allowed to issue debt for school construction and renovation projects. Therefore, issuance and repayment of long-term debt, such as general obligation bonds and private placement loans, are the responsibility of county government. Many school units in the state also have special district taxes. These voter-approved taxes, levied within the unit’s boundaries, further supplement county funding.

Student Enrollment Projections

In accordance with North Carolina General Statutes, the State Department of Public Instruction (DPI) certifies the estimated number of students who will attend public school in each district during the next academic year. Starting in FY 2024, DPI no longer makes an estimate of future enrollment, but instead funds districts based on the current year’s enrollment on the best of the 20th and 40th day. DPI allows counties to modify these totals to incorporate the number of students residing in each district who are expected to attend charter schools the following academic year. The resulting total projected student populations for each system are multiplied by the per pupil appropriation approved by the Board of County Commissioners to determine the total current expense appropriation for each district.

- **Student Enrollment Projections for the Orange County Schools**

The Orange County School district enrollment for fiscal year 2025-26 totals 6,915, a decrease of 75 students from the budgeted enrollment for 2024-25. The district continues to experience a growing number of charter students, with a current enrollment of 1,125 students, as of March 2025, which represents an increase of 34 students. Out of district students are budgeted at 115 students. This brings the total district enrollment to 7,925 for FY 2025-26.

- **Student Enrollment Projections for the Chapel Hill-Carrboro City Schools**

The Chapel Hill-Carrboro City School District DPI projections total 11,114, a decrease of 105 from the budgeted enrollment for 2024-25. Charter students are budgeted at the current enrollment of 222, as of March 2025, which represents a decrease of 9 students. Out of district students are budgeted at 318 students. This brings the total district enrollment to 11,018 for FY 2025-26.

2024-25 Enrollment Projections

	CHCCS	OCS	Total
Department of Public Instruction ADM	11,219	6,990	18,209
Less: Out of District	(309)	(145)	(454)
	10,910	6,845	17,755
<i>Plus:</i> Budgeted Charter Students	<u>231</u>	<u>1,091</u>	<u>1,322</u>
Total Budgeted Students	11,141	7,936	19,077
	58.40%	41.60%	

Education - continued

2025-26 Enrollment Projections

	CHCCS	OCS	Total
Department of Public Instruction ADM	11,114	6,915	18,029
Less: Out of District	<u>(318)</u>	<u>(115)</u>	<u>(433)</u>
	10,796	6,800	17,596
<i>Plus:</i> Budgeted Charter Students	<u>222</u>	<u>1,125</u>	<u>1,347</u>
Total Budgeted Students	11,018	7,925	18,943
	58.16%	41.84%	

Current Expense

As stated earlier, local current expense funding supplements State and Federal funds received by each district for the operation of the schools. North Carolina law requires boards of county commissioners to provide equal per pupil appropriations to each system in counties that have more than one school administrative unit, as is the case in Orange County.

It is important to note that the Chapel Hill-Carrboro City School system also receives proceeds from a special district tax approved many years ago by the voters of that district. At this time, the Orange County School system does not have a similar taxing authority.

The approved fiscal year 2025-26 budget provides a total of \$111,328,011 in current expense funding or an increase of three (3%) or \$3,237,729 over the FY2024-25 current expense budget. The resulting per pupil amount for each of the 18,943 students in the two school systems is \$5,877 which represents an increase of \$211 per pupil over FY2024-25.

- **Current Expense Funding for the Orange County Schools**

The approved budget increases the current year funding level by \$1,609,849 and brings the total appropriation in current expense funding to \$46,575,225.

- **Current Expense Funding for the Chapel Hill-Carrboro City Schools**

The approved budget increases the current year funding level by \$1,627,880 and brings the total current expense funding for the District to \$65,752,786.

- **District Tax – Chapel Hill-Carrboro City Schools**

The revenue neutral rate for the special district tax rate for the Chapel Hill Carrboro City Schools would be 14.34 cents per \$100 assessed value. The rate is recommended to increase to 14.41 cents per \$100 assessed value for FY 2025-26. This increase holds the district harmless to the county Tax Office charging a .5% collection fee on the district tax. Each penny on the Chapel Hill-Carrboro district tax rate for fiscal year 2024-25 is expected to produce \$2,002,756. Anticipated revenue from this special tax is estimated to generate approximately \$2,613.94 per student for the district. Projected revenue from district tax proceeds for fiscal year 2025-26 totals approximately \$28,800,416.

Education - continued

School Health and Safety Contracts

The FY 2024-25 approved budget includes funds totaling \$4,124,806, outside of the per pupil funding, to cover the costs of School Resource Officers in every middle and high school, and a School Health Nurse in every elementary, middle, and high school in both school systems with a 3% increase over the FY 2023-24 total. These services are provided through a contractual agreement with both school systems to provide these safety and health initiatives.

Long-Range Capital and School Capital Projects

The County plans and programs long-range school capital funding through the County's Capital Investment Plan (CIP). Projects are funded by a combination of State and local bonds, non-bond financing and pay-as-you-go funding sources. The latter includes dedicated half-cent sales tax revenues and property tax earmarked under the Board's Capital Funding Policy. The recommended budget for FY 2025-26 includes \$22,361,044 for Chapel Hill-Carrboro City Schools, \$10,746,296 for Orange County Schools, and \$1,000,000 for joint project management for a total of \$34,107,340.

Debt Service

These funds repay principal and interest due on School related debt, including general obligation bonds and private placement loans.

Durham Technical Community College (DTCC) – Orange County Campus

The Orange County Satellite Campus of Durham Technical Community College, located at the Waterstone Development located just south of Hillsborough off Highway 86, opened in May 2008.

As with local school districts, counties in North Carolina are responsible for supplementing state and federal appropriations to community colleges. For the most part, counties are responsible for day-to-day operating costs such as utilities, security and custodians. Counties are not responsible for teaching staff.

The FY 2025-26 Manager Recommended budget provides a total of \$1,631,742 to DTCC. This includes current expense funding of \$973,724, recurring capital of \$75,000 and debt service of \$183,935. DTCC's FY 2025-26 requested amount included \$200,000 for 200 scholarships for Orange County residents attending DTCC, \$70,000 for small business support, \$20,000 for an Innovation Hub in Chapel Hill, as well as \$100,000 to support unemployed and underemployed residents in Back-to-Work courses, and \$9,083 for an Apprenticeship Coordinator.

Emergency Services

Phone Number: (919) 245-6100

Website: <https://www.orangecountync.gov/emergencyservices>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	13,666,464	16,036,357	16,945,255	16,993,705	16,986,215
Operations	1,461,068	1,567,990	1,567,990	1,599,056	1,568,003
Capital Outlay	49,602	0	0	0	0
Total Expenditures	\$ 15,177,133	\$ 17,604,347	\$ 18,513,245	\$ 18,592,761	\$ 18,554,218
Total Revenues	5,010,961	5,338,960	5,338,960	5,810,860	5,810,860
County Costs (net)	\$ 10,166,172	\$ 12,265,387	\$ 13,174,285	\$ 12,781,901	\$ 12,743,358
<i>By Category (Emergency Telephone Fund)</i>					
Personnel Services	0	0	0	0	0
Operations	542,607	428,404	428,404	420,062	419,062
Capital Outlay	67,825	0	0	0	0
Total Expenditures	\$ 610,432	\$ 428,404	\$ 428,404	\$ 420,062	\$ 419,062
Total Revenues	597,026	428,404	428,404	420,062	419,062
Fund Costs (net)	\$ 13,406	\$ 0	\$ 0	\$ 0	\$ 0
Total Emergency Services and Related Expenditures	\$ 15,787,565	\$ 18,032,751	\$ 18,941,649	\$ 19,012,823	\$ 18,973,280

Budget Highlights

The FY 2025-26 Manager Recommended Budget contains the following changes from Base Budget:

Total General Fund Expenditure increase of \$40,973 is primarily due to the Crisis Response Community EMT moving to the General Fund due to grant expiration, an increase in overtime based on hourly rate and additional hours needed to provide coverage, certification requirements, and safety training offset by a reduction in temporary personnel, preceptor pay, other operational expenses based on trends and travel and training savings. Total General Fund Revenue increase of \$471,900 is primarily due to increase in emergency medical rates, collection rate, and fire service contract with Town of Hillsborough.

Emergency Services – continued

Emergency Services Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Increase in revenue due to rate changes & increased collection rate with other minor changes	\$ -	\$ 471,900	\$ (471,900)
Strategic Priority 2 Healthy Community: FTE increase for Crisis Response Community EMT moving to County funds due to expiration of Grant	\$ 76,087	\$ -	\$ 76,087
Adjustments to temporary personnel and overtime based on change in rates and hours	\$ (35,127)	\$ -	\$ (35,127)
Software for document and policy management system as required for emergency and law enforcement certifications	\$ 15,855	\$ -	15855
Gracie Medical Defense Course for workplace violence prevention training	\$ 17,500	\$ -	17500
Reduction to travel & training	\$ (2,643)	\$ -	\$ (2,643)
Cost to continue	\$ (30,699)	\$ -	\$ (30,699)
Net Emergency Services Department Changes	\$ 40,973	\$ 471,900	\$ (430,927)

Major Divisions/Services

Business Services Division

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Personnel Education, Training, Development, Recruitment and Retention					
Outcome Measure: Invest in, support, train, and retain emergency services personnel to support a high quality, equitable, and effective service delivery.					
Strategic Plan Priority:		2. Healthy Community			
Emergency Services retention rate	75.0%	81.0%	85%	91%	94%
Number of Paramedic Academy Participants	1	4	4	4	4
Percentage of retained Paramedic academy graduates beyond contract.	92%	87%	90%	88%	88%

- FY 2024-2025 Highlights
 - Continued efforts at streamlining the recruitment, engagement and on-boarding process to be more efficient. These changes resulted in keeping the vacancy rate well below 16%.
 - Conducted eleven recruitment and/or promotional processes due to vacancies in critical positions and three Emergency Services new hire academies. Two personnel retired in FY24-25.
 - Hosted our annual event to recognize promotions and professional achievements of ES team members.

Emergency Services – continued

- Continued to monitor Key Performance Indicators (KPSs) of EMS Billing operations.
- FY 2025-26 Goals
 - Continue focus on recruitment and community engagement to build broad and meaningful relationships with our personnel and the communities we serve.
 - Continue efforts on short and long-term strategic planning to align with the County strategic plan.
 - Continue guiding the capital investment projects, develop a new leadership academy/development program, and identify equitable formula for establishing future EMS rates.

Emergency Management Division

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Resilience and Emergency Preparedness					
Outcome Measure: Improve resilience and emergency preparedness.					
Strategic Plan Priority:	1. Environmental Protection and Climate Action 2. Healthy Community				
Number of first responders, County staff, and response partners trained.	268	116	150	200	150
Number of community members who engaged in emergency preparedness training, education, and outreach.	30	532	100	400	150
Number of mitigation/resilience planning items active or completed in the year from the Eno Haw Hazard Mitigation and Climate Action Plan.	14	14	23	18	20
Service: Emergency Management Operations					
Outcome Measure: Improve situational awareness, coordination, and logistical/resource support to large complex incidents					
Strategic Plan Priority:	2. Healthy Community				
Percent increase in the number of public OC Alerts registrants.	11%	6%	10%	30%	25%
Number of physical resource/asset deployments by the Emergency Management Division	N/A	N/A	10	75	50

Emergency Services – continued

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Facilities, Fleet and Equipment Maintenance					
Outcome Measure: Reduce preventable vehicle collisions and idling, while optimizing asset management and safety.					
Strategic Plan Priority:	2. Healthy Community				
Percentage of vehicle time spent idling.	44%	42%	25%	25%	31%
Percentage of responses utilizing lights and sirens (less is better)	38%	31%	26%	28%	26%

- FY 2024-25 Highlights
 - Coordinated eight activations of the Emergency Operations Center to include responses to Hurricane Helene, the 2024 President Election, and numerous winter weather events. Additionally, the Emergency Management Division supported seventeen local or regional special events and incidents and broke resource deployment with over 130 resourced deployed this year. Many of these deployments were part of the statewide Hurricane Helen response.
 - Continued to support disaster preparedness and recovery efforts resulting in over \$400,000 in new grant funding.
 - Increased local emergency response capabilities through a robust training and education program. In total, 271 individuals in the community received training in subject areas including disaster preparedness, active assailant response, hazardous materials response, and incident command.
 - Completed the demolition of all flood-prone structures at 503 Brandywine Road structures and returned the property to green space.

- FY 2025-26 Goals
 - The Emergency Management Division will oversee and support the continued development of both the Comprehensive Countywide Emergency Operations Plan and Eno-Haw Regional Hazard Mitigation Plan in coordination with the Towns of Chapel Hill, Carrboro, and Hillsborough.
 - The Emergency Management Division will complete the update of the Mass Casualty Incident (MCI) Response Plan and provide updated training and equipment to first response personnel.
 - Continue public outreach and education to include hosting two Community Emergency Response Team classes, our annual MyPI Youth Preparedness summer camp in collaboration with the Orange County Cooperative Extension, as well as a professional development workshop for young women in emergency management in partnership with state and regional organizations.

Emergency Services – continued

Public Safety Communications Division

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Answer all emergency and non-emergency public safety calls for service					
Outcome Measure: Answer 90% of 911 calls in ≤ 10 seconds					
Strategic Plan Priority:	2. Healthy Community				
911 Calls Answered	86,903	84,070	90,880	87,254	89,300
Administrative Calls Answered	91,992	90,244	89,700	89,157	91,000
Percentage of 911 calls answered in ≤ 10 Seconds	98%	96%	95%	97%	96%
Service: Dispatch all emergency and non-emergency public safety calls for service within the jurisdiction of the partner agencies we service.					
Outcome Measure: Average Fire/EMS Dispatch Time 45 Seconds					
Strategic Plan Priority:	2. Healthy Community				
Average Fire Process Time (Seconds)	107.86	112	90	93	90
Average Fire Dispatch Time (Seconds)	68.88	71	45	58	57
Average EMS Process Time (Seconds)	183.43	168	155	169	165
Average EMS Dispatch Time (Seconds)	75.91	57	45	55	50
Average Law Process Time (Seconds)	230.49	259	230	240	243
Average Law Dispatch Time (Seconds)	119.04	139	115	119	119

- **FY 2024-25 Highlights**

- Migrated Public Safety Communications Center administrative phone lines to SIP trunks managed and funded by the NC911 Board to improve reliability and reduce cost.
- Implemented Automated Secure Alarm Protocol (ASAP) enabling twenty alarm monitoring companies to automatically enter alarm calls for service in Orange County's Computer Aided Dispatch (CAD) System improving accuracy and call processing times. ASAP now handles over 60% of alarm calls for service, reducing Telecommunicator workload.
- Implemented an automated Fire/EMS station alerting system to simplify the process of dispatching a Fire/EMS call for service and reduce call processing/dispatch times.
- Began replacement of the CAD system serving both the Communications Center and all public safety agencies within the County. Estimated completion in Summer 2026.
- Began replacement of the Fire/EMS radio paging network.
- Began replacement of and additions to the backup radio equipment in the Communications Center.
- Implemented a robust quality assurance/quality improvement program as the first step in working towards Division accreditation.

Emergency Services – continued

- FY 2025-26 Goals
 - Continue work towards the implementation of the replacement CAD system in collaboration with our public safety partner users.
 - Continue collaboration with UNC-CH Police Communications to implement a shared CAD system and identify opportunities for possible co-location of primary and backup Public Safety Answering Point (PSAP) sites in geo-diverse areas of Orange County furthering the goal of a unified public safety response and common operating picture within the County.
 - With guidance from the 911 Board, diversify our PSAP backup plan for Orange County by identifying additional alternate call routes to operate in geo-diverse parts of the state, allowing for resiliency in response by leveraging the use of the ESInet and CAD data sharing opportunities with adjacent counties.
 - Continue working towards accreditation through the International Academy of Emergency Dispatch using case review feedback to drive quality improvement measures.

Emergency Services – continued

Emergency Medical Services Division

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Provide high quality, effective, and efficient emergency medical services.					
Outcome Measure: Deliver timely, high quality and effective services to serve the evolving needs of our community.					
Strategic Plan Priority:	2. Healthy Community				
EMS CAD Incidents	23,238	20,936	25,000	21,773	21,773
EMS Reponses	19,280	16,822	20,600	17,220	17,909
Number of patients evaluated	13,257	15,093	16,100	15,062	15,665
Number of patients transported	10,295	11,666	11,900	11,911	12,388
BLS Unit Reponses	254	3,059	2,472	2,658	3,044
Community Paramedic Contacts	652	821	1,000	692	720
Number of EMS emergent (time-sensitive) Responses	5,114	4,677	4,532	4,582	4,765
Percentage of EMS emergent (very time sensitive) responses where an ALS unit arrived within 9 minutes or less.	55%	54%	60%	50%	60%
Service: Crisis and Risk Reduction					
Outcome Measure: Establish and maintain a 70% completion of medication assisted treatment for opioid use disorders.					
Strategic Plan Priority:	2. Healthy Community				
Total number of opioid overdose EMS Responses	146	96	128	78	74
Percentage of EMS patients experiencing a repeat overdose	8%	4.6%	4.6%	1.35%	2.00%
Number of Post Overdose Response Team Responses	N/A	N/A	26	130	135
Percent of PORT responses that occurred within 24 hours post overdose.	N/A	N/A	100%	46%	50%
Post Overdose Response Team (PORT) Response to individuals suffering opioid overdose	N/A	N/A	26	130	135
Number of patients screened by the PORT Team	N/A	N/A	26	102	106
Number of patients provided medication by the PORT Team	N/A	N/A	13	46	48
Number of patients receiving referral to opioid treatment programs by the PORT Team	N/A	N/A	13	38	40

Emergency Services – continued

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Outcome Measure: Improve reponse to behavioral health incidents.					
Number of embedded Crisis Response Counselor Responses.	N/A	0	100	25	50
Number of Crisis Assistance, Response and Engagement (CARE) team responses.	N/A	19	700	668	700

- FY 2024-25 Highlights

- EMS has enhanced the quality of care and equitable pain management by expanding EMTs' scope of practice and introducing new treatments. This past year we implemented nitrous oxide in BLS ambulances and are working on non-dissociative analgesics. Pain management for communities of color has improved by 11% since FY 22/23, 5% of which occurred in FY24-25. Overall, pain management has increased by 6% across all communities since FY 22/23.
- The Post Overdose Response Team (PORT) was established and has shown promising initial results. Since launching on July 1, 2024, PORT has responded to 130 service calls, screened 102 individuals for withdrawal symptoms, and administered medication for opioid use disorder (MOUD) to 46 consenting individuals. The team achieved an 83% success rate in connecting individuals to treatment referral programs and provided harm reduction supplies, transportation to referrals, and assistance with prescription retrieval.
- The division transitioned our blind airway devices from the King Airway® to the I-Gel®. This rollout involved close coordination with Fire Departments and the South Orange Rescue Squad, as well as initial training sessions for Orange County EMS. Although the overall success rates for advanced airways stand at 96%, EMS remains committed to enhancing the first-pass blind airway insertion success rates, which are expected to reach 81%.

- FY 2025-26 Goals

- EMS will continue to strive towards a 90% first pass success rates through performance improvement interventions and the delivery of the difficult airway course with the goal of reaching a 9% improvement.
- EMS aims to expand access to medication for opioid use disorder by providing it to ambulances and EMS Battalion Chiefs. We will align protocols with established evidenced based practices to ensure that anyone who receives opioid reversal agents (naloxone) is also eligible for medication to manage precipitative withdrawal and be referred for PORT Team Bridge therapies. This initiative will expand access to medication for opioid use disorders to twenty-four hours a day for individuals experiencing withdrawal or at risk of withdrawal.
- EMS will improve provider capability of de-escalating, evading and surviving violent patient encounters through the Gracie Medical Defense (GMD) program is

Emergency Services – continued

a comprehensive workplace violence prevention initiative designed specifically for healthcare professionals. Verbal de-escalation, situational awareness, personal defense skills, non-physical intervention, and documentation are taught to improve provider preparedness, self-confidence, and overall safety.

- **Fire and Life Safety Division**

- FY 2024-25 Highlights

- Increased smoke alarm installations in the most vulnerable/at risk communities by 45% from 2023-24.
- Continued at multi-department and multi-county fire prevention workgroup to provide consistent fire prevention and education message and lesson plans throughout Orange County and surrounding counties.
- Completed moving all fire operational permits to the County's web portal and completed required upgrades.
- Implemented fire investigation software to automate and track fire origin and cause data.
- Provided fire prevention, education and training using eco-friendly practices to more than 130 individuals in high-risk communities.

- FY 2025-26 Goals

- Continue targeted risk reduction efforts in high-risk and historically underserved communities.
- Continued next multi-department and county fire prevention and safety education message and lesson plans.
- Provide two fire extinguisher training courses that are equitable and inclusive by utilizing the laser-based fire extinguisher training system in communities with functional and access needs and historically underserved communities.
- Continue risk mitigation through fire code enforcement, including permitting and plan reviews, for new development.

Finance and Administrative Services

Phone Number: (919) 245-2450

Website: <https://www.orangecountync.gov/699/Finance-Administrative-Services>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
By Category (General Fund)					
Personnel Services	1,341,268	1,384,103	1,342,435	1,350,451	1,328,334
Operations	318,104	1,656,669	1,690,869	1,706,239	1,697,349
Capital Outlay	14,889	0	0	0	0
Total Expenditures	\$ 1,674,260	\$ 3,040,772	\$ 3,033,304	\$ 3,056,690	\$ 3,025,683
Total Revenues	0	0	0	0	0
County Costs (net)	\$ 1,674,260	\$ 3,040,772	\$ 3,033,304	\$ 3,056,690	\$ 3,025,683

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Decrease in county costs of \$7,621 due to county wide travel and training cuts alongside other operational savings.

Finance Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Travel and Training Cuts	\$ (2,050)	\$ -	\$ (2,050)
Operational Savings	\$ (5,571)	\$ -	\$ (5,571)
<i>General Fund Subtotal</i>	\$ (7,621)	\$ -	\$ (7,621)
Net Finance Department Changes	\$ (7,621)	\$ -	\$ (7,621)

Mission Statement

The Department strives to be a strategic partner in providing fiscal leadership, excellent service delivery, and financial accountability for all residents and stakeholders.

Major Services

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service:					
Outcome Measure: Provide fiscal leadership, excellent service delivery, and financial accountability for residents and stakeholders.					
Strategic Plan Priority:					
Invoices paid ≤ 30 days	92.1%	89.1%	90.0%	95.8%	90.0%
Revenue recorded ≤ 30 days	90.3%	84.0%	93.5%	88.3%	89.0%
P-Card transactions reconciled ≤ 15 days	98.1%	99.0%	98.5%	98.0%	98.5%
Electronic Payments, as percent of Total Disbursements	75.5%	76.5%	80.0%	75.4%	78.0%

Finance and Administrative Services – continued

Unassigned Fund Balance, as percent of General Fund Expenditures (Target: ≥ 16%)	17.0%	16.2%	16.0%	16.0%	16.0%
Debt Service, as a percent of General Fund Expenditures (Target: ≤ 15%)	14.9%	13.7%	11.8%	11.8%	11.3%

- Complete the Annual Comprehensive Financial Report (ACFR) as required by law.
- Provide transparent financial data to various audiences through the Poplar Annual Financial Report (PAFR).
- Maintain the County's sound financial condition through accounting and internal controls, in accordance with the Generally Accepted Accounting Principles (GAAP) and North Carolina General Statutes.
- Provide prompt, accurate, and efficient payment of all County obligations, including accounts payable and payroll.
- Strategic planning and management of County Investments and Debts with adherence to legal and financial guidelines, and careful monitoring to ensure fiscal stability to meet both short-term and long-term financial obligations.
- Ensure efficient and cost-effective procurement of goods and services.
- Adhere to County fiscal policies and department standard operating procedures.

FY 2024-25 Highlights

- Completed the submittal of the Annual Comprehensive Financial Report (ACFR), Annual Financial Information Report (AFIR), and Cash and Investment Report to the North Carolina Department of State Treasurer's Local Government Commission.
- Earned the Award for Excellence in Financial Reporting from the Government Finance Officers Association (GFOA) for the 32nd year.
- Successfully implemented GASB 96 to meet the accounting requirements for Subscription-Based Information Technology Arrangements (SBITAs) and established policy revisions for reporting thresholds related to GASB 87 (Leases)
- Fully implemented automated Workflow Business Processing in all areas of Finance to reduce risk, improve efficiency, and enhance accuracy in handling financial transactions.

FY 2025-26 Highlights

- Continue investing in Professional Development so the County can ensure employees receive targeted training that enhances performance, aligns with organizational goals, and adapts to generally accepted accounting principles (GAAP). Strengthening employees' expertise will improve service delivery and job satisfaction and retention, ultimately reducing long-term costs associated with inefficiencies and turnover.
- Implementing Tyler Executime to streamlines timekeeping, scheduling, and payroll processing, enhancing workforce management and ensuring compliance. This project will utilize enhancements in timekeeping including mobile phones and browser-based technology to meet employee needs while reducing administrative burden. Labor distribution for allocating time for Federal and State grant reporting purposes and public safety advance scheduling are priorities in the new system.
- Tyler ERP Migration to the Cloud enhances security, scalability, and system reliability. Software as a Service (SaaS) model pricing which reduces capital expenses through elimination of on-premises servers. This migration supports remote access, real-time data availability, and improved disaster recovery capabilities, ensuring long-term operational resilience. Disaster recovery and redundancy systems to ensure data integrity and business continuity.

Fire Districts

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Fire Districts (Fire District Funds)					
Cedar Grove	347,312	360,002	360,002	429,321	429,321
Chapel Hill	280,604	288,885	288,885	312,077	312,077
Damascus	132,465	147,547	147,547	155,598	155,598
Efland	971,282	1,009,707	1,009,707	1,178,086	1,178,086
Eno	1,003,606	1,244,121	1,244,121	1,277,588	1,277,588
Little River	457,765	449,274	449,274	466,751	466,751
New Hope	985,050	1,110,858	1,110,858	1,394,288	1,394,288
Orange Grove	843,790	868,986	868,986	1,144,337	1,144,337
Orange Rural	1,890,239	2,151,867	2,151,867	2,425,395	2,425,395
South Orange	634,393	659,916	659,916	834,673	834,673
Southern Triangle	342,558	353,295	353,295	420,868	420,868
White Cross	747,272	762,929	762,929	1,053,803	1,053,803
Total Fire District Expenditures	\$ 8,636,336	\$ 9,407,387	\$ 9,407,387	\$ 11,092,785	\$ 11,092,785
<i>Total Revenue</i>	8,771,816	9,407,387	9,407,387	11,092,785	11,092,785
Net Cost	\$ (135,480)	\$ 0	\$ 0	\$ 0	\$ 0

Fire protection in the unincorporated areas of Orange County is provided in twelve tax supported fire districts. In most districts, fire services are provided under contract with various incorporated volunteer fire departments. In two cases, service is provided to district residents under agreements with municipal fire departments. In addition to fire protection, many of these departments provide first responder and early defibrillation services to medical emergencies within their district. Coordination of these services is provided by Orange County Emergency Services.

Cedar Grove Fire District

\$429,321

- The tax rate for this district is recommended to increase from the revenue neutral rate of 6.54 cents to 7.54 cents for FY 2025-26. This increase will let the district support increasing costs in existing personnel, and fire equipment.
- In FY 2024-25 the department received a state grant, put a new brush truck into service and ordered a new fire engine to replace 23 year old engine.
- In FY 2024-25, the department plans to continue recruiting members, purchase equipment for new engine and install additional water points.
- Their Five-Year plan includes recruiting new members, applying for grants and installing water points to improve ISO.

Greater Chapel Hill Fire Service District

\$312,077

- The tax rate for this district is recommended to increase from the revenue neutral rate of 10.79 cents to 11.50 cents for FY 2025-26. This increase will let the district support increasing costs in fire equipment and supplies.

Fire Districts - continued

- In FY 2024-25, the department has begun design phase of replacing Station 4 and in process of submitting an RFP for joint design of Station 3 with County Emergency Services.
- In FY 2025-26, the department will begin construction of Station 4 and design of Station 3. Anticipate 7 new members graduating from Academy.
- The Town of Chapel Hill provides fire protection for the Greater Chapel Hill Fire Service District.

Damascus Fire District **\$155,598**

Southern Triangle Fire Service District **\$420,868**

- The tax rate for both the Damascus Fire Protection District and the Southern Triangle Fire Service District are both recommended to increase from 9.79 and 8.75 respectively to 10.20 cents in FY 2025-26. This increase will allow the districts to meet growing demand and transition to a full scope medical program.
- In FY 2024-25, the department lowered its ISO rating from 4 to 3 within 5 miles of a fire station, and added living quarters and additional bays to station 2.
- In FY 2025-26, the department will continue to hire additional staffing, transition to a full scope medical program, enhance their Safe Kids program, continue training specialty teams, and research a training facility.
- The North Chatham Fire Department will continue to contract with Orange County to provide fire services to the residents in both the Damascus Fire Protection District and the Southern Triangle Fire Service District within Orange County. There will be a separate agreement for the Damascus Fire Protection District since a different NC General Statute provides the County authority to contract for Fire Protection.

Efland Fire District **\$1,178,086**

- The tax rate for this district is recommended to increase from the revenue neutral rate of 7.38 cents to 8.38 cents for FY 2025-26. This increase will let the district support increasing costs in existing personnel, and fire equipment.
- In FY 2024-25, completed renovation of Station 1 and updated computers. New engine arrived in April. Continue to conduct certification classes through delivery agency.
- In FY 2025-26, the department plans to purchase new EMS vehicle, relocate station generators so all stations have back up power, and paint exterior of Station 2.
- Their Five-Year plan includes building a training facility at Station 2 and replace 1991 tanker.

Eno Fire District **\$1,277,588**

- The tax rate for this district will remain at the revenue neutral rate of 8.71 cents for FY 2025-26.
- In FY 2024-25, the department improved their ISO rating to 4, purchased additional rescue equipment, PPE, radios and pagers, and installed new alert system at Station 1.
- In FY 2025-26, the department plans to add additional paid staff, purchase new PPE, certify new drivers and continue high standard of training in Water Rescue and trench rescue.
- Their Five-Year plan includes replace 2000 Fire Engine, 1995 Tanker, replace older fire gear and airpicks, and purchase land for a new Station 1 location.

Fire Districts - continued

Little River Fire District

\$466,751

- The tax rate for this district will remain at the revenue neutral rate of 5.35 cents for FY 2025-26.
- In FY 2024-25, the department completed their financial audit, maintain ISO rating of 4 and sent one member through ACC Fire Academy.
- In FY 2025-26 the department will apply for grants to update firefighting equipment, continue Firefighter recruitment and community outreach, obtain more ponds for water supply and maintain their ISO 4 Rating.
- Their Five-Year plan includes continuing to apply for additional grants to upgrade equipment to meet standards; conduct their annual financial audit; research the feasibility of hiring additional part-time staff; maintain their ISO rating of 4, and continue fire prevention and community outreach.

New Hope Fire District

\$1,394,288

- The tax rate for this district is recommended to increase from the revenue neutral rate of 10.15 cents to 12.50 cents for FY 2025-26. This increase will let the district support increasing costs in existing personnel, and fire equipment.
- In FY 2024-25, the department has provided extensive training for its volunteers. Five members have begun in-house driving training and five members have begun firefighter certification. Department has replaced the computer systems at the stations and have upgraded radio systems to ensure FCC compliance.
- In FY 2025-26, the department will assist new members in completing certifications and driver training. Upgrade medical response program by offering Narcan and EpiPen administration.
- Their Five-Year plan includes continuing certification training and offering specialized training courses, including OSHA required training courses; revise strategic plans for the department to increase efficiency; maintain a viable volunteer membership, increase pay and improve benefits for both full-time and part-time employees; continue to replace personal protective equipment on rotating basis to meet National Fire Protection Agency requirements.

Orange Grove Fire District

\$1,144,337

- The tax rate for this district is recommended to increase from the revenue neutral rate of 5.81 cents to 7.00 cents for FY 2025-26. This increase will let the district support increasing costs in existing personnel, fire equipment, and prepare for capital replacements.
- In FY 2024-25, the upgraded software to allow for increased interoperability, remodel of Station 1 kitchen, make improvements in driveway at Station 2.
- In FY 2024-25, the department plans to increase software capabilities, outfit new apparatus into service, start construction of Station 2 expansion.
- Their Five-Year plan includes continuing ISO improvement plan with goal of reducing homeowner insurance costs; continue collaboration with other county fire departments; continue working relationships with the County; and acquire equipment as per NFPA recommendations and update aging equipment.

Fire Districts - continued

Orange Rural Fire District

\$2,425,395

- The tax rate for this district is recommended to increase from the revenue neutral rate of 8.21 cents to 9.21 cents for FY 2025-26. This increase will let the district support increasing costs in fire equipment, and pay for capital replacements and Waterstone Station debt service.
- In FY 2024-25, the department has improved ISO grade from 5 to 3 , increased part-time staffing, replaced radios, certified employees on collapse rescue, railway incident and response to bombing trainings, and continue process of building training center.
- In FY 2025-26, the department plans to complete training center, remodel oldest station, replace 2015 first responder truck, and send staff to confined space and trench rescue training.
- Their Five-Year plan includes relocating station 1 and increasing staffing levels.

South Orange Fire Service District

\$834,673

- The tax rate for this district is recommended to increase from the revenue neutral rate of 6.67 cents to 8.17 cents for FY 2025-26. This increase will let the district support increasing costs in existing personnel, add a dedicated chief-level command officer on incident scenes, and fire equipment.
- The Town of Carrboro will continue to provide fire protection for the South Orange Fire Insurance District through a contract with Orange County.
- In FY 2024-25, the department ordered a replacement aerial ladder truck, completed a restructuring process and updated all department radios.
- In FY 2025-26, the department plans to complete risk management review, create a comprehensive emergency operations plan with response partners and will perform a community risk analysis.

Southern Triangle Fire Service District (See Damascus Fire District)

- Refer to the section regarding Damascus Fire District for this department's information.
- North Chatham Volunteer Fire Department serves people in this district as well as those in the Damascus Fire Protection District.

White Cross Fire District

\$1,053,803

- The tax rate for this district is recommended to increase from the revenue neutral rate of 10.30 cents to 14.00 cents for FY 2025-26. This increase will let the district replace fire engine, meet increased costs of existing personnel and fire equipment.
- In FY 2024-25, the department hosted two county wide training sessions and held multiple public education programs for community members. Installed AED at White Cross Recreation Center, and upgraded medical airways with I Gel.
- In FY 2025-26, the department plans to receive new engine replacing 20-year old truck, and increase salaries to livable wages.
- Their Five-Year plan includes replacing 1999 rescue truck and all rescue ropes. Host water rescues, large animal, and trench courses.

Fleet Services

Phone Number: (919) 245-2632

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
By Category (General Fund)					
Personnel Services	496,590	684,043	715,175	816,316	816,316
Operations	1,032,002	1,161,411	1,423,732	1,560,244	1,549,106
Capital Outlay	0	0	0	39,498	39,498
Total Expenditures	\$ 1,528,592	\$ 1,845,454	\$ 2,138,907	\$ 2,416,058	\$ 2,404,920
Total Revenues	0	0	0	0	0
County Costs (net)	\$ 1,528,592	\$ 1,845,454	\$ 2,138,907	\$ 2,416,058	\$ 2,404,920

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Total expenditure increase is driven primarily by the in-housing of the Sheriff's Department Fleet Maintenance including two FTE's, ongoing vehicle maintenance expenses, and one-time purchase of equipment & parts to develop an inventory for servicing the vehicles. These expenses are offset by decreases in other personnel costs, diesel fuel, reduction in leased vehicles and travel and training savings.

Fleet Services Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Increase of two FTEs and vehicle maintenance costs to in-house Sheriff's Department Fleet Maintenance and Repair to avoid external vendor increases. Offset by reduction in Sheriff's Department	\$ 266,502	\$ -	\$ 266,502
One-time purchase of equipment and parts to create inventory for servicing Sheriff vehicles	\$ 39,498	\$ -	\$ 39,498
Reduction in temporary personnel and overtime based on actual usage	\$ (16,091)	\$ -	\$ (16,091)
Reduction to travel & training	\$ (1,160)	\$ -	\$ (1,160)
Cost to Continue	\$ (22,736)	\$ -	\$ (22,736)
Net Fleet Services Department Changes	\$ 266,013	\$ -	\$ 266,013

Mission Statement

The mission of Fleet Service is to provide safe, reliable and environmentally efficient vehicle maintenance and equipment services for all county departments; enhancing fleet operations by using innovative methods and fleet technology.

Fleet Services – continued

Major Services

- Maintain County Fleet of over 350 vehicles to include Emergency Response Vehicles, Buses, Hybrid, Electric, and a Mobile Dental Van.
- Maintain more than 100 other pieces of equipment to include trailers, mowers, and vehicle mounted chair lifts, animal service equipped boxes, compressors, and small generators.
- Coordinate and implement preventative maintenance program amongst all county vehicles to thereby decrease major component failures.

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Purchase and Maintenance of EV					
Outcome Measure: Number of EV in Fleet					
Strategic Plan Priority:	1. Environmental Protection and Climate Action				
% of EV within the County		4%	14%	14%	23%

FY 2024-25 Highlights

- Installed Heavy Duty Lift leading to increased service capabilities for Emergency Medical Services (EMS) and Orange Public Transit (OPT) units.
- Began in-housing of Orange County Administrative Sheriff vehicles.
- In-housed the sale of county vehicles resulting in a cost savings.

FY 2025-26 Highlights

- Provide services to all Sheriff vehicles.
- Obtain EV Certification for Technicians.

Health

Phone Number: (919) 245-2400

Website: <https://www.orangecountync.gov/204/Health-Department>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
By Category (General Fund)					
Personnel Services	10,683,678	11,371,380	12,616,400	13,029,501	12,526,487
Operations	1,514,785	1,690,273	1,693,257	1,688,837	1,643,225
Capital Outlay	132,972	0	0	0	0
Total Expenditures	\$ 12,331,435	\$ 13,061,653	\$ 14,309,657	\$ 14,718,338	\$ 14,169,712
Total Revenues	4,358,109	3,965,000	4,036,565	4,400,713	4,022,173
County Costs (net)	\$ 7,973,326	\$ 9,096,653	\$ 10,273,092	\$ 10,317,625	\$ 10,147,539

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

The net county cost for the Health Department decreased by \$125,553 primarily due to the ending of a pandemic recovery project. There was a significant increase in revenue due to updated service projections, fee increases across multiple divisions, and increases in grant revenue. Operational changes included an increase in the UNC Medical Director contract, an increase in vaccine costs, and a county wide 10% cut to travel and training costs.

Health Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Increase in Fees, Projected Revenue from Services, and Grants	\$ -	\$ 174,868	\$ (174,868)
End of Pandemic Recovery Project	\$ (239,442)	\$ (189,260)	\$ (50,182)
Increase to UNC Medical Director Contract	\$ 93,067	\$ -	\$ 93,067
Increase in vaccine costs due to loss of grant funding.	\$ 40,000	\$ -	\$ 40,000
Operational Decreases	\$ (28,123)	\$ -	\$ (28,123)
Travel and Training Cuts	\$ (5,447)	\$ -	\$ (5,447)
Net Health Department Changes	\$ (139,945)	\$ (14,392)	\$ (125,553)

Mission Statement

Our mission is to promote and protect health, enhance the quality of life, and preserve the environment for everyone in Orange County.

Finance and Administrative Services

Major Services

- Provide administration, operations, communications, financial reporting, statistical analysis, medical billing, technical support services, and language services to the Orange County Health Department and the Board of Health.
- Process all birth and death certificates, burial transit permits, and other vital records in compliance with state general statutes.

Health – continued

- Coordinate Health Department HIPAA privacy and security policies, training requirements, strategic planning, and accreditation standards.

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Organizational Competencies – Financial management of OCHD service fees					
Outcome Measure: Improve departmental financial management by establishing a structured, transparent system for determining fees for services or products, with clear guidelines and consistent application across all program areas.					
Strategic Plan Priority:		2. Healthy Community			
Number of requests for Service Fee approvals by the BOH and BoCC by fiscal year end (as opposed to one off updates throughout the year.)	N/A	4 BOH; 1 BOCC	New Measure	4 BOH; 1 BOCC	2 BOH; 1 BOCC
Number of fee reviews with other Region 5 Counties	N/A	N/A	N/A	1	1
Service: Assessment & Surveillance – Timely foundational data for decision making					
Outcome Measure: Collect timely and sufficient foundational data to guide health department planning and decision making (in number of times)					
Strategic Plan Priority:		2. Healthy Community			
Deliver monthly Clinical and Financial Dashboard data for PH and DH via report (*.pdf file) to OCHD leads.	n/a	1	New measure	5	12
Prepare and present to the OCHD Leadership Team (including the Health Director’s direct reports) reviews of the Financial Reports at least quarterly to monitor revenue budget performance and quality assurance of client services provided.	n/a	5	New measure	12	12
Prepare and present financial and billing performance reports for submission to the Board of Health at the end of each quarter.	n/a	4	4	4	4

FY 2024-2025 Outcomes

- Updated and re-designed our clinical Fee process so that we all can view the full process end-to-end, including key trigger points and resources involved, from inception to BOCC approval. Has had a direct effect on driving consistency across all our divisions (initiating fee updates annually during the February BOH meetings and referencing the BOCC approved fees list as our final source for all fees.) Another result is improving our patient billing accuracy and timeliness.
- Gained an increased understanding of the Medicaid Cost Settlement Reporting requirements and submitted all required documentation and reports to FORVIS consultant by February 15, 2025.
- Worked to stabilize EPIC medical billing work queue statuses and backlogs through process improvements and holding meetings to resolve work queue issues with key team members. Backlog stabilization was met once the volume of backlogged transactions became manageable by the work queue owners weekly.

Health – continued

FY 2025-26 Objectives

- Develop MOA and Billing-related metrics to drive process improvement of quality of patient experience, and revenue earnings specific to: 1. Patient no-show rates captured and reduced over time by the MOAs and 2. Clean Charges and Claims Summary metrics.
- Help CHS to select an affordable software solution for their FSA team’s case management tracking and reporting needs. Ensure historical data is migrated from Redcap to new the new database software. Help FSA team with testing and onboarding to successfully use the software.

Dental Health Services

Major Services

- Provide routine dental treatment including fillings, extractions, and cleanings to residents of Orange County; primarily to patients who are Medicaid eligible and to those who meet the Federal Poverty Guidelines.
- Provide preventative dental services and education with a primary focus on children through application of fluoride varnish and dental sealants and on prenatal patients through early oral health evaluation, prophylaxis, and treatment.

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Provide preventive services (oral health screening, cleaning, fluoride, and sealants) to children of Orange County					
Outcome Measure: Increase access to dental health services for children in Orange County.					
Strategic Plan Priority: 2. Healthy Community					
Number of children that receive toothbrush prophies (cleanings)	798	869	900	1084	1000
Number of children that receive oral health screenings in schools	82	60	140	416	420
Service: Provide dental care to economically disadvantaged Orange County Residents					
Outcome Measure: Increase access to dental health services for economically disadvantaged Orange County residents.					
Strategic Plan Priority: 2. Healthy Community					
Number of total dental patient visits	3804	5003	5000	5018	5000
Percentage of Medicaid/Health Choice visits	34%	32%	40%	41%	40%
Service: Provide dental health services to prenatal patients.					
Outcome Measure: Increase dental health services to prenatal patients.					
Strategic Plan Priority: 2. Healthy Community					
Total number of prenatal patients seen	9	25	20	46	40
Service: Provide access to dental care by opening Mobile Dental Clinic.					
Outcome Measure: Increase dental health services to remote patients.					
Strategic Plan Priority: 2. Healthy Community					
Total number of patients seen on Mobile Dental Clinic	413	366	500	410	500

Health – continued

FY 2024-25 Outcomes

- Continued operations on our Mobile Dental Clinic at SHSC along with establishing relationships with schools and community centers for outreach efforts and providing preventive care to students.
- Met goal of 40% of patient visits being covered by Medicaid.
- Provided preventive services to 120 students through our outreach events at two elementary schools in Orange County.

FY 2025-26 Objectives

- Continue efforts to provide services on our Mobile Dental Clinic by expanding operations into more schools and community centers with the addition of a Mobile Dental Clinic Coordinator.
- Develop recurring visits with 3 current and/or new outreach projects.
- Increase number of patients seen with Medicaid by 2% (120 patients).

Community Health Services

Major Services

- Collaborate and engage with communities to plan, develop, implement, and evaluate policies and interventions for community health priorities and social determinants of health, prioritizing racial and health equity, diversity, and inclusion across the breadth of our work.
- Care coordination and Community Health Worker support services for vulnerable communities to include families facing barriers as they relate to the social determinants of health, at-risk pregnant women and children with special health care needs; post-partum/newborn home visiting services and formerly incarcerated individuals.

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Provide case management services to formerly incarcerated individuals with chronic conditions.					
Outcome Measure: Increase access to medical care/Opioid Use Disorder treatment for formerly incarcerated individuals of Orange County.					
Strategic Plan Priority:	2. Healthy Community				
Percentage of referrals to FIT Wellness connected to treatment to support OUD/SUD and SMI (Serious Mental Illness).	New measure	New measure	100%	100%	100%
Percentage of referrals connected to treatment for OUD and Substance Use Disorder	New measure	New measure	100%	100%	100%
Service: Provide a home visit to women and their newborn child by a registered nurse.					
Outcome Measure: Improve access to postnatal care for eligible residents of Orange County.					
Strategic Plan Priority:	2. Healthy Community				
Percentage of home visits made within 2-4 weeks of delivery	100%	90%	90%	90%	90%
Percentage of mothers that attended clinical post-partum visit	90%	90%	75%	80%	80%

Health – continued

Service: Provide Tobacco Cessation and Counseling to eligible Orange County residents.					
Outcome Measure: Increase the number of participants who attempt to quit after attending cessation services.					
Strategic Plan Priority:		2. Healthy Community			
Percentage of cessation participants attending 3 of 4 Freshstart classes that have made a quit attempt at 3 months	16%	75%	100%	75%	100%

FY 2024-2025 Outcomes

- NC FIT worked with UNC to secure funding for an additional Community Health Worker to support the FIT Wellness program in Orange and Durham Counties. This program connects people coming out of the prison system with serious mental illness to appropriate health care services and helps put together a comprehensive reentry plan working with local reentry partners. The program allows a Community Health Worker to provide in-reach services to develop a more in-depth case plan prior to release.
- To increase the number of mothers who engage with our clinic for follow-up maternal health appointments, FSA and the clinic developed a partnership that embeds the navigators into clinic services to provide better integrated care. Navigators can work with clients in need of resources the same day of their appointment and follow-up with clients who are at-risk of missing appointments or who don't show up for appointments due to various barriers.
- As a member of the Orange Resilience Initiative (ORI), OCHD has partnered with various agencies to address mental health needs in our county by hosting numerous mental health first aid trainings for community members and leaders.
- The Tobacco Cessation coordinator partnered with Orange County Schools to initiate a program at Orange High School to address the issue of vaping.

FY 2025-26 Objectives

- The Healthy Carolinians Coalition will work to identify strategies to support the objectives and metrics identified in the Community Health Improvement Plans for the following priority areas: Access to Care, Behavioral Health and Community Resource Support
- Increase mental health supports/partnerships within Orange County communities. OCHD needs a mental health provider for children. Our providers specialize in supporting adults, specifically maternal health patients.
- Develop health education campaigns that involve creating programming that engages and supports the health of adolescents and men.

Environmental Health Services

Major Services

- Assuring proper construction and operation of septic systems and private water wells through education/ outreach, permitting, evaluation, inspections, enforcement, and water sampling.
- Assuring proper sanitation in retail food businesses, lodging facilities, childcare centers, institutions/ rest homes, school buildings, adult day facilities, local confinement, residential care homes, tattoo artists, public swimming pools, and other establishments as required by education/ outreach, permitting, evaluation, inspection, enforcement, and verification visits.
- Assuring public health preparedness response readiness.

Health – continued

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Assure proper construction and operation of septic systems and private water wells through permitting, evaluation, inspections, enforcement, and water sampling.					
Outcome Measure: Improve efficiency and efficacy in processing activities of the On Site Water Protection (OSWP) assurance					
Strategic Plan Priority:	2. Healthy Community				
Percentage of new OSWP applications that receive response within the first 14 days	68%	84%	84%	90%	90%
Number of revoke and replace Permits because the applicant elected site plan changes after permitting	51	28	30	18	30
Average number of days until new permit for IP/CA issuance	36/27	27/22	35/35	30/24	35/35
Number of New Well Water Samples	251	217	N/A	300	250
Service: Assure proper food handling and food safety in retail food businesses through permitting, evaluation, inspection, and verification visits.					
Outcome Measure: Assure proper food handling and food safety in retail food businesses.					
Strategic Plan Priority:	2. Healthy Community				
Average review time of Retail Food Program plan reviews	7 days	5 days	6 days	5 days	5 days
Number of New Establishments Permitted	58	63	60	60	55
Compliance with Verification Visits on Retail Food Critical Violations	100%	97%	100%	100%	100%
Compliance with Verification Visits on Retail Food Critical Violations	75%	86%	90%	90%	90%
Compliance with Quality Assurance Requirement to verify the operator receives the inspection prior to leaving the establishment	N/A	N/A	70%	90%	90%
Service: Assure safe public swimming pools through permitting and regular inspections.					
Outcome Measure: Improve swimming pool water quality and safety by increasing oversight during the operational period					
Strategic Plan Priority:	2. Healthy Community				
Public Swimming Pools inspected during the operational period	75%	100%	100%	100%	100%

Health – continued

FY 2024-25 Outcomes

Measurable Results

- Staff used results-based accountability to reduce the amount of time interval between an application for new well and septic permitting and the date of the first site visit to fourteen (14) days or less. This was accomplished 90% of the time during 2024-2025 and met the budgeted goal of 85%.
- Staff increased critical violation compliance with required verification visits from 80% to 100% and documentation reported on time during the 3-day or 10-day time interval of the verification from 85% to 90%. These indicators are also monitored by DHHS.
- Staff increased compliance with NC DHHS QA Requirements for the Retail Food, Lodging, and Institutions Program by verifying the operator received the inspection prior to leaving the establishment to 90%.
- Staff fully implemented compliance water sampling [for potability] prior to issuance of Certificate of Completion on new well construction which ensures that new well owners have safe drinking water upon first use of the well.

FY 2025-26 Objectives

- Implement intervention strategies for cleaning and sanitizing and handwashing as a result of our 2024 Risk Factor Study.
- Create and mobilize 2 new educational campaigns for the Retail Food, Lodging, and Institutions Program.
- Increase the participation in the voluntary standards for body artists with bloodborne pathogen certification provided by the Department by 10%.
- Decrease the amount of time between inspection completion to less than 2 hours and the operator receiving a digital copy to less than one business day 100% of reports.
- Integrate drone imaging into Operation Permits.
- Improve WTMP billing such that reminder invoices are sent at least quarterly.

Personal Health Services

Major Services

- Clinical services: Immunizations, Family Planning, Breast and Cervical Cancer Screening, Maternal Health, Child Health, Primary Care, Sexually Transmitted Infections, and Integrated Behavioral Health.
- Communicable Disease services: Investigation, prevention, and control of communicable diseases; school-age disease investigation, prevention, and education through liaising with Orange County and Chapel Hill Carrboro City schools; TB case investigation, prevention and treatment; Vaccine for Children program management; COVID-19 Bridge Access program management.
- Nutrition Services: Medical Nutrition Therapy, Diabetes Self-Management Education, and CDC Diabetes Prevention Program.

Health – continued

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Provide Medical Nutrition Therapy and Diabetes Self-Management Education Services to Community Members.					
Outcome Measure: Increase the number of Orange County residents with controlled diabetes.					
Strategic Plan Priority:	2. Healthy Community				
Percentage of participants with improved blood glucose control at the 3 month follow up appointment	85%	58%	90%	80%	80%
Number of Medical Nutrition Therapy (MNT) appointments	685	650	875	650	650
Percentage of participants completing 9 of 10 hours of Diabetes Self Management and Education program	100%	63%	90%	70%	70%
Service: Provide medical services to uninsured, underinsured and Medicaid eligible clients					
Outcome Measure: Increase the number of underserved children in the Orange County Community that have a medical home.					
Strategic Plan Priority:	2. Healthy Community				
Number of child health visits	1446	1213	1700	1474	1600
Percentage of eligible children appropriately tested for blood lead poisoning	25% ⁱ	78%	90%	90%	90%
Service: Provide investigation, prevention, and control of communicable diseases.					
Outcome Measure: Timely investigation, management and documentation of reported communicable diseases in Orange County (NEW).					
Strategic Plan Priority:	2. Healthy Community				
Percentage of reportable communicable diseases that were investigated and documented in NC EDSS within 30 days of initial notification of disease or condition.	N/A	New Measure	New Measure	99%	100%
Percentage of 2-year old children in Orange County that received required immunizations.	73%	73%	New Measure	75%	75%
<i>*COVID-19 is not a reportable disease; therefore, outcome measures relative to COVID-19 infection and vaccination were removed.</i>					

FY 2024-25 Highlights

- Increased sexually transmitted disease (STD) rates seen in Orange County with increased service delivery to patients with Enhanced Role Registered Nurse; result increased STD revenue.
- Increased Diabetes Self-Management Education (DSME) and Minority Diabetes Prevention Program (MDPP) classes following onboarding of new Nutrition Program Manager.
- Children at risk for school exclusion received school physicals and immunizations as a result of coordinated planning with Orange County and Carrboro City Schools.

Health – continued

- Measles Symposium held for Orange County providers and other stakeholders to increase surveillance for possible resurgence of measles leading to earlier detection and intervention.

FY 2025-26 Highlights

- Family Success Alliance Navigators assigned to medical clinics will assist clients with making referral appointments, navigating the health care system, applying for prescription drug assistance, or any other issues with which they need assistance.
- Licensed Clinical Social Worker providing integrated health care in the medical clinics will bill Medicaid and Commercial Insurance for services.
- Enhanced Role RN will provide increased fee-for-service visits to persons experiencing STDs.
- Decreased immunization rates prompting increased surveillance to ensure early detection, intervention, and prevention of communicable diseases.

Housing Department

Phone Number: (919) 245-2490

Website: <http://orangecountync.gov/housing>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	1,362,890	1,495,756	1,442,971	1,468,661	1,453,159
Operations	856,062	1,639,829	1,639,829	1,739,755	1,573,744
Capital Outlay	12,842	0	0	0	0
Total Expenditures	\$ 2,231,794	\$ 3,135,585	\$ 3,082,800	\$ 3,208,416	\$ 3,026,903
Total Revenues	74,511	15,000	15,000	15,000	15,000
County Costs (net)	\$ 2,157,283	\$ 3,120,585	\$ 3,067,800	\$ 3,193,416	\$ 3,011,903
<i>By Category (Community Development Fund)</i>					
Personnel Services	937,987	610,292	704,489	645,215	645,215
Operations	891,178	903,684	903,684	1,067,728	935,048
Capital Outlay	0	0	0	0	0
Total Expenditures	\$ 1,829,165	\$ 1,513,976	\$ 1,608,173	\$ 1,712,943	\$ 1,580,263
County Contribution	417,103	463,864	463,864	645,940	513,671
Total Department Revenues	2,339,511	1,050,112	1,050,112	1,067,003	1,066,592
Fund Costs (net)	\$ (927,449)	\$ 0	\$ 94,197	\$ 0	\$ 0
<i>By Category (Housing Choice Voucher Fund)</i>					
Personnel Services	493,278	627,839	620,161	620,161	620,161
Operations	242,025	109,261	109,261	145,639	145,639
Voucher	6,393,433	6,805,400	6,805,400	7,870,700	7,870,700
Capital Outlay	0	0	0	0	0
Total Expenditures	\$ 7,128,736	\$ 7,542,500	\$ 7,534,822	\$ 8,636,500	\$ 8,636,500
County Contribution	0	0	0	0	0
Total Revenues	7,235,021	7,542,500	7,542,500	8,636,500	8,636,500
Fund Costs (net)	\$ (106,286)	\$ 0	\$ (7,678)	\$ 0	\$ 0
<i>Total Housing and Community Development Expenditures</i>					
	\$ 11,189,695	\$ 12,192,061	\$ 12,225,795	\$ 13,557,859	\$ 13,243,666
Total Department Revenues	9,649,044	8,607,612	8,607,612	9,718,503	9,718,092
County Costs (net)	\$ 2,574,386	\$ 3,584,449	\$ 3,531,664	\$ 3,839,356	\$ 3,525,574

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Increase in funding for the Longtime Homeowners program in response to higher property rates for longtime homeowners, expanded funding for the Emergency Housing Assistance program, and an increase in spending for Community Home Trust. Partially offset by savings within the department and the county-wide cuts to travel and training. Acceptance of the Orange County Partnership to End Homelessness expansion budget which expands access to the Cold Weather Cot program. Reduction in the anticipated HOME Award the county will receive this year. Increased funding for the Voucher Program.

Housing Department – continued

Housing Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Increase to Longtime Homeowners Program due to the property tax increase	\$ 24,000	\$ -	\$ 24,000
Increased cost of the Community Home Trust Contract to match FY24-25's award	\$ 41,666	\$ -	\$ 41,666
Reduction in temporary employee costs	\$ (35,826)	\$ -	\$ (35,826)
Operational Savings	\$ (83,387)	\$ -	\$ (83,387)
Reduction to travel & training	\$ (2,350)	\$ -	\$ (2,350)
<i>General Fund Subtotal</i>	\$ (55,897)	\$ -	\$ (55,897)
Partnership to End Homelessness Expansion Request due to Cold Weather Cots offset by Municipal Funding.	\$ 33,122	\$ 77,029	\$ (43,907)
Reduction in HOME Award	\$ (61,032)	\$ (60,549)	\$ (483)
<i>Community Development Fund Subtotal</i>	\$ (27,910)	\$ 16,480	\$ (44,390)
Strategic Priority 3 Housing For All: Increased Housing Choice Voucher Funds, which fund additional vouchers and landlord incentives.	\$ 1,101,678	\$ 1,094,000	\$ 7,678
<i>Housing Choice Voucher Fund Subtotal</i>	\$ 1,101,678	\$ 1,094,000	\$ 7,678
Net Housing Department Changes	\$ 1,017,871	\$ 1,110,480	\$ (92,609)

Mission Statement

Orange County Housing staff work with empathy and a racial equity lens to connect people and partners with housing resources.

Major Divisions/Services

Orange County Partnership to End Homelessness (OCPEH)

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Housing Helpline Program consists of a hotline, email account and in-person service and is the main intake method for clients experiencing any type of housing crisis, as well as the method for conducting Coordinated Entry interviews for our county's Continuum of Care, the OC Partnership to End Homelessness.					
Outcome Measure: Clients Served					
Strategic Plan Priority: 3. Housing for All					
Number of Clients Assisted via phone, email or in person	8371	8268	9000	6633	8000
Number of Calls Returned	16171	15892	16000	14000	14000
Coordinated Entry Interviews completed to execute service referral for clients experiencing homelessness	554	613	600	412	400

Housing Department – continued

Service: Orange County Partnership to End Homelessness (OCPEH) has two direct service programs that assist clients experiencing homelessness Rapid Rehousing Program which works with clients experiencing homelessness to house them for up to 2 years with case management.					
Outcome Measure: Clients Served					
Strategic Plan Priority:	3. Housing for All				
Number of unhoused residents	133	148	130	154	140
Rapid Rehousing (RRH) Program assists eligible clients with both rental assistance and case management for up to two years	23	46	20	21	30
Street Outreach, Harm Reduction and Deflection (SOHRAD) engages with clients experiencing homelessness to link them to needed services	107	133	120	120	120

FY 2024-25 Highlights

- New partnership with United Baptist Church for Cold Weather Cots.
- 100% more clients served with Cold Weather Cots than FY23-24.
- Opening of The Wonderful House bridge housing program in September.
- Recruitment and successful training of new OCPEH Manager.
- Reclassification of coordinator positions to maximize effectiveness of program delivery.
- Reabsorbed Housing Helpline into OCPEH division: over 4000 unique clients served, and 400 Coordinated Entry (CE) interviews conducted, to enter clients into Homeless Management and Information (HMIS) system.

FY 2025-26 Highlights

- Expansion of Cold Weather Cots to Hillsborough for first time, in partnership with faith community.
- Reopening of Rapid Rehousing program using HOME TBRA funds.
- Update to Gaps Analysis and development of Strategic Plan.
- Develop and implement performance-based monitoring for all ESG and CoC grantees.

Community Development

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Repair & Rehabilitation program, consisting of both Urgent Repair (URP) and Single Family Rehabilitation (ESFR).					
Outcome Measure: Projects Completed					
Strategic Plan Priority:	3. Housing for All				
Projects on multi-agency waitlist	N/A	N/A	25	25	30
Urgent Repair Projects	12	17	15	18	18
Single Family Rehabilitation Projects	5	5	5	6	12
Service: Federal and Local Housing Funds Awarded for rental development, homeownership assistance, repair and rehab, or tenant-based rental assistance.					
Outcome Measure: Funding Awarded					
Strategic Plan Priority:	3. Housing for All				
HOME (federal) funds awarded	\$ 512,241.00	\$ 496,489.00	\$ 425,000.00	\$ 367,000.00	\$ 367,000.00
Bond and Capital Improvement Plan or other (local) funds awarded - every 3 years	N/A	\$ 5,700,000.00	N/A	N/A	\$ 500,000.00

Housing Department – continued

FY 2024-25 Highlights

- Awarding up to \$400,000 in Federal HOME funding.
- Developed use of Emergency Repairs fund using new Health Equity Fee.
- Completed at least 26 homeowner repairs to preserve affordable housing in the County.

FY 2025-26 Highlights

- Assisted 592 residents with Longtime Homeowners Assistance program, a nearly 20% increase from FY24-25.
- Adding as much as \$500,000 in donations to funds used for repairs of homes owned by elderly residents.
- Working with Triangle Community Foundation to identify most pressing affordable housing needs and best uses for large donations.
- Completing 30 homeowner repairs or rehabilitations.

Housing Authority

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Housing Choice Voucher (Section 8) program, which assists income-qualifying clients with permanent rental assistance.					
Outcome Measure: Vouchers leased and issued					
Strategic Plan Priority:	3. Housing for All				
Households on waitlist	1300	1300	160	160	160
Vouchers under lease (687 possible)	610	640	670	650	650
New Vouchers Issued to clients experiencing homelessness	75	64	30	20	50

FY 2024-25 Highlights

- Achieved new record voucher utilization rate of 96% (661 vouchers leased out of 687 available).
- Selected from waitlist for first time in 5 years.
- Completed 5-Year Plan component of PHA Plan.
- Convened Resident Advisory Board for first time.

FY 2025-26 Highlights

- Apply for Family Self-Sufficiency (FSS) program, which entails funds for a caseworker to assist client families with education and workforce training.
- Implement county's first Project-Based Voucher (PBV) program, attaching vouchers to units rather than tenants (to increase long-term inventory).
- Implement HUD's new NSPIRE inspection procedures (replacing Housing Quality Standards – HQS).
- Implement HUD's new HOTMA regulations (Housing Opportunities Through Modernization Act).

Housing Department – continued

Legal Services

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Emergency Housing Assistance (EHA) Program is the temporary rental assistance program that was operating heavily during the pandemic but has since scaled back operations in FY24 due to exhaustion of emergency funds. It now assists only clients facing imminent eviction.					
Outcome Measure: Clients served					
Strategic Plan Priority:	3. Housing for All				
Applications Submitted	N/A	1400	N/A	575	600
Applications processed	3374	907	200	144	144
EHA Monies spent	\$8,250,538	\$1,830,000	\$500,000	\$600,000	\$600,000
Court-Scheduled Evictions diverted	300	319	350	400	400

FY 2024-25 Highlights

- Assisting at least 144 households with Emergency Housing Assistance (EHA) to avert evictions, spending approximately \$600,000.
- Eviction Diversion Program (EDP) assisting over 400 households to achieve dismissals in court.

FY 2025-26 Highlights

- Recertify Fair Housing program with HUD Fair Housing and Equal Opportunity (FHEO) office.
- Continue to provide EDP services at the current rate.
- Provide EHA services at the rate funded by the Board.

Human Resources

Phone Number: (919) 245-2550

Website: <https://www.orangecountync.gov/882/Human-Resources-Department>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
By Category (General Fund)					
Personnel Services	1,247,807	1,246,806	1,289,299	1,289,299	1,289,299
Operations	2,133,841	2,305,425	2,305,425	2,573,100	2,451,759
Capital Outlay	0	0	0	1,400	0
Total Expenditures	\$ 3,381,648	\$ 3,552,231	\$ 3,594,724	\$ 3,863,799	\$ 3,741,058
Total Revenues	0	0	0	0	0
County Costs (net)	\$ 3,381,648	\$ 3,552,231	\$ 3,594,724	\$ 3,863,799	\$ 3,741,058

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Total Expenditure increase of \$146,334 is primarily based on an increase in Bonds & Insurance and Workers Compensation Insurance based on broker estimates, and Workers Compensation Claims based on trends offset by a reduction in base operations including a contract better aligned with another county department and travel & training savings.

Human Resources Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Increase in Bonds & Insurance and Workers Compensation based on Broker estimates and current trends	\$ 171,891	\$ -	\$ 171,891
Reduction to travel & training	\$ (1,650)	\$ -	\$ (1,650)
Cost to continue	\$ (23,907)	\$ -	\$ (23,907)
Net Human Resources Department Changes	\$ 146,334	\$ -	\$ 146,334

Mission Statement

The Human Resources Department of Orange County provides a full range of human resources and risk management services. The Human Resource Department supports and promotes an inclusive culture and work environment defined by fair treatment of staff, open communications, personal accountability, trust, and mutual respect. It is the mission of Human Resources to develop and manage value-added human resources policies and programs, and provide expert consultation, services, and solutions in an efficient and customer-focused manner; and to provide our employees with the tools necessary to meet our customers' needs. Areas of service include competitive recruitment and selection for all County positions (excluding the Sheriff's Office), position classification and pay administration, staff development and training, employee and retiree benefit administration, employee relations and identifying potential risks in advance, analyzing them, and taking precautionary steps to reduce risk.

Human Resources – continued

Major Divisions/Services

Human Resources

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Retaining Employees					
Outcome Measure: Promote a work life balance environment for all employees and provide competitive salaries and benefits to retain employees.					
Strategic Plan Priority:		6. Diverse and Vibrant Economy			
Turnover Rate	16.14%	15.49%	10.00%	8.59%	10.00%
Service: Recruitment and Retaining Employees					
Outcome Measure: To measure the total percentage of vacant positions at a specific period of time for comparison year to year. This is a useful metric to measure the overall efficiency and productivity rate of recruiting and filling positions and provides measure of staffing capacity in departments.					
Strategic Plan Priority:		6. Diverse and Vibrant Economy			
Vacancy Rate	12.03%	9.64%	7.75%	10.00%	10.00%
Service: Workforce Demographics / Building Diversity					
Outcome Measure: To analyze demographic data to provide insight into the diversity of OC employees for gender and race. Gender Diversity represents % of females and race represents % of non-white employees.					
Strategic Plan Priority:		6. Diverse and Vibrant Economy			
Gender Diversity	58.48%	59.45%	59.66%	60.00%	60.00%
Race Diversity	35.87%	38.01%	37.99%	38.50%	40.00%
Service: Separation (# of employees leaving) over time					
Outcome Measure: Build baseline to enable data driven discussion regarding employee engagement and satisfaction.					
Strategic Plan Priority:		6. Diverse and Vibrant Economy			
Number of employees leaving OC	149	154		89	

FY 2024-25 Highlights

- NEOGOV Onboarding – Launched May 2024
 - Allows new hires the ability to complete forms online and reduced manual entry for Human Resources staff.
 - Centralized and standardized processes for new hires and hiring managers.
 - Provided a personalized portal for new hires with resources and support.
 - Provided one-on-one training to hiring managers as needed.
- NEOGOV Recruitment
 - Completed 155 recruitments since July 1, 2024, and anticipate 250 additional recruitments to year end.

Human Resources – continued

- Posted 155 vacancies and received 3,688 applications since July 1, 2024, an average of 20 postings per month.
- NEOGOV eForms – Launched May 2024
 - Allows enhancement and the streamlining of current processes, and serves as a file system for employees, supervisors, and managers to access completed forms in a centralized location.
 - 7 active forms have been implemented in this way. These include Tuition Reimbursement (updated policy and application to be more user friendly), Remote Telework, Dual/Outside Employment, Fish! I have It Award, ADA Initial Claim Form, Bilingual Recertification, and a 90 Day Employee Satisfaction Survey assigned to all New Hire and Promoted employees on their 90th day.
- NEOGOV Single-Sign-On – Launched March 2025
 - Implemented better security to the NEOGOV platform.
- NEOGOV PERFORM
 - 98% of evaluations were completed on time.
- NEOGOV LEARN
 - 9,338 learn courses were completed this year.
 - 5,640 were completed since July 1, 2024, and anticipate 2,500 more completions to year end.
- Completed draft of ordinance revisions for legal review.
- Provided Financial and Retirement Webinars to employees as well as to departments at their request.
- Reviewing time keeping policies and leave polices for implementation in new timekeeping system.
- Preparing for 2024 NC Supplemental Retirement Plans audit.
- Completed ACA Audit of hours worked for temporary employees and audit temporary hours worked relative to the Personnel Ordinance.
- Completed fit-for-duty test validation for Collector Driver and Recycling Material Handler positions.
- Working with the Healthy Community Strategic Plan Group to set performance measure for staff categories most at risk of burnout in direct care and first responder positions.
- Provided guidance to departments on employee relations including disciplinary, coaching and/or investigations.
- Created a separate Development Plan specifically for mentoring professional growth of employees.
- Created a New OC Supervisor Learning plan (live and in LEARN) for all new Supervisors
- Held employee events including annual staff appreciation and an in-person Benefit Fair during open enrollment.

FY 2025-26 Highlights

- Continually review the Orange County Code of Ordinances Chapter 28 and other County Administrative Policies to determine if changes are warranted and make recommendations to the Manager and the Board of County Commissioners.
- Update Administrative Rules and Regulations as needed and compile into one central reference.
- Build a strategic and sustainable plan aligning with county goals and provide means to make data driven decisions to improve equitable policy review and implementation.
- Continue to provide reconciliation to all NCHIP Health and Dental Accounts.
- Continue to conduct ACA audit of hours worked for temporary employees and audit temporary hours worked relative to the Personnel Ordinance.
- Complete fit-for-duty test validations for various classifications.
- Prepare in person Benefit Fair for open enrollment and Employee Appreciation Event.

Human Resources – continued

- Conduct in person retirement, FMLA and leave educational meetings.
- Provide financial wellness learnings sessions.
- NEO GOV Management
 - Add additional Eforms related to Benefit and Risk programs.
 - Conduct training for hiring managers and begin to include benefits to the Onboarding module.
 - Introduce incorporating job class reviews within the Onboarding module.
 - Continue to evaluate and streamline hiring processes to reduce costs and accelerate time-to-hire.

Risk Management

FY 2024-25 Highlights

- Completed the annual insurance renewal process to ensure the County's insurance policies are in line with market trends and coverages.
- Implemented phase 1 & 2 of new electronic Risk Management Information System
- Revamped and structured the incident reporting process, including creating ongoing training for all employees in leadership positions for proper and timely reporting.
- Implemented the Motor Vehicle Record (MVR) Check Policy which allows for routine audits on employee driver records for safety purposes and secured the TNS system for MVR annual checks.
- Continued with updating the county fleet inventory, working both with Fleet and Finance to update their records accordingly.
- Contracted with an industrial hygiene consultant for advisement on issues (such as mold) within the County to assist with navigating through employee concerns appropriately and with expert opinions in the field.

FY 2025-26 Highlights

- Provide County Manager's office results of risk assessments to educate and communicate County position on regulatory compliance.
- Work with Finance to update out-of-date fleet and equipment inventory.
- Create and implement a Worker's Compensation Policy and provide training to all management and supervisory staff.
- Revamp County New Hire Safety Orientation and establish annual training requirements for all county employees.
- Begin updating and implementing County OSHA policies and institute annual training requirements.
- Work with Emergency Services and Fire Marshall to update and retrain on Department Emergency Action Plans.
- Provide directors with a monthly "Director's Report" of all incidents and claims for their department to analyze claim costs, repeat offenders and claim mitigation efforts.

Information Technologies

Phone Number: (919) 245-2280

Website: <https://www.orangecountync.gov/961/Information-Technologies>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
By Category (General Fund)					
Personnel Services	2,096,997	2,175,266	2,318,943	2,318,943	2,318,943
Operations	3,097,321	3,713,434	3,713,434	4,209,671	4,207,237
Capital Outlay	0	0	0	0	0
Total Expenditures	\$ 5,194,318	\$ 5,888,700	\$ 6,032,377	\$ 6,528,614	\$ 6,526,180
Total Revenues	0	0	0	0	0
County Costs (net)	\$ 5,194,318	\$ 5,888,700	\$ 6,032,377	\$ 6,528,614	\$ 6,526,180

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Total expenditure increase of \$493,803 primarily driven by increases in software maintenance costs. This is partially offset by reductions in operational costs and the county wide travel and training cuts.

Information Technologies Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Software Maintenance & Licensing Increases	\$ 567,131	\$ -	\$ 567,131
Operational Decreases	\$ (70,894)	\$ -	\$ (70,894)
Travel and Training Cuts	\$ (2,434)	\$ -	\$ (2,434)
Net Information Technologies Department Changes	\$ 493,803	\$ -	\$ 493,803

Mission Statement

To Serve Orange County residents by creating, configuring, and maintaining secure, reliable, and cost-effective technical solutions for the provision of public services and the protection of County information.

Major Divisions/Services

Operations (Infrastructure and Security)

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Cyber-security					
Outcome Measure: Achieve and maintain a cyber-hygiene score of 850 which will help to streamline and secure our digital processes for the county.					
Strategic Plan Priority: 6. Diverse and Vibrant Economy					
Cyber-hygiene score	759	753	850	760	850

Information Technologies – continued

Service: IT Service Desk					
Outcome Measure: At least 90% of routine service call resolution within 18 hour time target to increase access for resources to employees and residents.					
Strategic Plan Priority:		6. Diverse and Vibrant Economy			
Service Desk routine call resolution	87%	88%	90%	85%	90%

FY 2024-25 Highlights

- Rural Broadband Initiative
- Brought Drakeford Library Online
- PC Replacements
- Upgraded Server and Network Infrastructure
- Brought Efland EMS Substation Online
- Security
 - Completed full implementation of DMARC messaging security.
 - Improved cybersecurity controls for the County.
 - Replaced firewalls with NextGen firewall devices.
 - Microsoft 365 (M365)
 - Secured document and project sharing
 - Continued to improve security posture.
 - Moved specific data sets into the cloud for backup.
 - Personal drives, i.e., O:\drives
 - Provided Election Support

FY 2025-26 Highlights

- PC Replacements
- Microsoft 365 (M365)
- Secure document and project sharing
- Continue to improve security posture.
- Moving specific data sets into the cloud for backup
 - Department Drives, i.e., S:\ Drives
- Upgrade server and network infrastructure.
- Security
 - Improve cybersecurity controls for the County.
 - Backup Improvements – System consolidation and streamlining.
 - Network micro segmentation - this isolates small swaths of our network to contain infections and bad actors.
 - Privileged Access Management – Improved tracking of administrative credentials
 - Major IT policy revisions including Acceptable Use Policy
 - Election support

Information Technologies – continued

Applications

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: IT Project Delivery					
Outcome Measure: Complete incoming projects within 4 months to continue to support workforce and business development resources to enhance the skills of our workforce.					
Strategic Plan Priority:	6. Diverse and Vibrant Economy				
Median project completion time	5.7	3.1	4	4.5	4

FY 2024-25 Highlights

- M365 OneDrive (file sharing)
- Power BI (business analytics) to include migrating from isolated stand-alone Power BI instance to the County's Government M365 tenant.
- AI Innovation Lab using ChatGPT for departments to experiment and innovate using Generative AI technology in a secure space. Published Generative AI guideline for County use.
- Case management application for Child Support
- Volunteer management application for Animal Services
- Network setup for Emergency Services Mobile Command Trailer
- Risk Management application.
- ArcGIS Enterprise Agreement

FY 2025-26 Highlights

- Digital transformation enabled by M365 continues.
 - Streamlined collaboration (e.g. concurrent file editing) SharePoint.
 - Improved integration between applications
 - Streamlined Intranet
 - Workflow automation
 - Retirement of applications made redundant by M365.
- Move ERP application to cloud.
- Begin replacement of current time and attendance application (end of life)
- Major upgrade of GIS system.
- New application for streamlined handling of public records requests.
- Improved jury-selection application.
- Website improvements
 - Multi-lingual chat-bot
 - Increased accessibility and inclusion

Library Services

Phone Number: (919) 245-2525

Website: <http://www.OrangeCountyLibrary.org>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	2,259,388	2,903,143	3,106,435	3,106,435	3,106,435
Operations	513,557	587,591	587,591	587,712	585,851
Capital Outlay	0	0	0	0	0
Total Expenditures	\$ 2,772,946	\$ 3,490,734	\$ 3,694,026	\$ 3,694,147	\$ 3,692,286
Total Revenues	161,055	112,277	112,277	112,277	112,277
County Costs (net)	\$ 2,611,891	\$ 3,378,457	\$ 3,581,749	\$ 3,581,870	\$ 3,580,009

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Total County cost decrease of \$1,740 includes travel and training savings.

Library Services Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Reduction to travel & training	\$ (1,740)	\$ -	\$ (1,740)
Net Library Services Department Changes	\$ (1,740)	\$ -	\$ (1,740)

Mission Statement

The Orange County Public Library provides inclusive and welcoming spaces where community members learn, connect, and collaborate. With a focus on community engagement, we expand our reach throughout the county, remove barriers to service, ensure that partnerships align with our strategic goals, and create inclusive and accessible services and spaces for all.

<https://orangecountync.gov/2939/Strategic-Plan-2022-2027>

Strategic Focus Area #1

Communicate and Connect with Residents

Strategic Focus Area #2

A Library for Everyone

Strategic Focus Area #3

Invest in Our Staff

Library Services – continued

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Provide inclusive collections, programs and spaces for residents and visitors to meet, connect and learn together.					
Outcome Measure: Improve quality of life for residents and visitors in Orange County.					
Strategic Plan Priority:	5. Public Education/Learning Community				
Annual Use / Circulation of Physical Materials	319,178	421,139	450,000	424,512	480,000
Annual Use / Circulation of Digital Materials	93,875	97,537	120,000	94,768	120,000
Number of uses by our meeting spaces for the public	2,673	3,585	4,000	4,270	5,500
Visits to the Main Library	98,938	123,860	100,000	132,900	120,000
Visits to Carrboro Library	18,332	25,801	70,000	50,000	120,000
Items circulated by courier throughout system	15,472	14,523	20,000	13,625	30,000
DeliveReads (Home bound delivery service)	-	180	500	290	500
Diverse Items in Collection	19%	23%	24%	24%	24-25%
Outreach Programming	68	51	100	95	120
On site programming	506	637	600	684	700

Main Library

Major Services

- Provide access to a diverse selection of materials in a variety of formats, essential technology, digital resources, and free meeting and study spaces.
- Assist patrons with information gathering, technology instruction, and basic research.
- Utilize a community-led service model to develop and host a variety of off- and on-site programs that support diversity, literacy, and learning for all ages.
- FY 2024-25 Highlights
 - Expanded library services and outreach initiatives:
 - Established a digital literacy program and hired a Digital Navigator to oversee development and implementation.
 - Received a Digital Champions Grant from the NC Department of Information Technology, totaling \$83,821. These funds support a digital mobile lab, tech devices for lending, and digital literacy instruction.
 - Worked with UNC-Chapel Hill to restore Interlibrary Loan (ILL) program at no cost to library patrons.
 - Installed sensory-friendly furnishings and resources in the Youth Services area and offered monthly sensory-friendly browsing hours for families.
 - Registered more than 1,000 Summer Reading participants of all ages.
 - Led youth and family outreach events at Fairview Park, Gateway Village, Efland-Cheeks Elementary, A.L. Stanback Middle School, Orange Middle School, Little Treasures Daycare, and Center of Excellence Child Care.
 - Hosted 10 author events with book signings that support local independent bookstore Purple Crow Books.
 - Partnered with fellow Orange County departments:

Library Services – continued

- OC Sustainability (and Town of Hillsborough): Supported Climate Action Plan initiatives—Climate and Environment Info Station, Repair Cafés, monthly garden series, and seed shares.
- Department on Aging: Led monthly book club for seniors; hosted monthly “Pop-Up Librarian” events at senior centers; led intergenerational story time programs at senior centers; hosted Medicare 101 info sessions at the library.
- Community Relations: Participated in the Orange County Roadshow and County Government Academy.
- Health Department: Continued distribution of COVID-19 tests and associated PPE.
- Social Services: Supported the annual holiday Toy Chest.
- DEAPR: Installed a bilingual (English-Spanish) book walk at the Efland-Cheeks Community Park (funded by the Friends of OCPL).
- Office of Civil Rights and Civic Life: Co-led Juneteenth and Black History Month programs.
- CJRD: Trained with SOHRAD on harm reduction tactics, crisis support, and best practices for working with individuals with behavioral health needs.
- EMS: Received training on CPR and essential first aid skills; extended hours as a community cooling center during Excessive Heat Warnings; opened as a community warming center during holiday and snow-related closures.
- Animal Services: Served as a donation site for pet food.
- Transportation Services: Expanded the DeliveReads program, delivering library materials to homebound residents and their caregivers.
- Continued focus on fostering a variety of partnerships with outside agencies:
 - Prison Books Collective: Provided books to incarcerated individuals.
 - El Centro Hispano: Offered monthly conversational Spanish programs.
 - Orange Congregations in Mission (OCIM): Collected more than 240-pounds of food donations.
 - Orange County Community Remembrance Coalition: Hosted a traveling exhibition memorializing victims of racial terror lynchings (with Chapel Hill Public Library); hosted event on history of racial terror in Orange County (with Orange County Historical Museum).
 - 4-H: hosted youth voting experience and citizenship programs.
 - Hosted a voter registration drive and information station with a non-partisan voting organization.
- Opened the Southern Branch Library at the Drakeford Library Complex.
- FY 2025-26 Highlights
 - Expand digital literacy learning opportunities by offering workshops at the library, community centers, and other community hubs.
 - Establish a community food pantry at the Main Library.

Library Services – continued

- Increase frequency of courier visits between Main Library and Southern Branch.
- Expand focus on collaborating with fellow OC Human Services departments.

Southern Branch Library, previously Cybrary

- FY 2024-25 Highlights
 - Partnered with Social Services to collect toys for the annual holiday Toy Chest.
 - Hired and trained new staff for the Southern Branch Library.
 - Outreach at Carrboro in Motion series to promote library services and offer library card sign-ups.
 - Hosted regular story times in English and Spanish at the Century Center and Carrboro Farmers' Market in addition to a variety of teen and adult programs.
 - Closed Cybrary on January 31, 2025, and transitioned services to Orange County Southern Branch Library at the Drakeford Library Complex and expanded services.
 - Collaborated with OC Community Relations, Town of Carrboro Community Relations, and Carrboro Recreation and Parks to plan a grand opening celebration at the Drakeford Library Complex.
- FY 2025-26 Highlights
 - Increase presence at local events to promote Southern Branch Library services.
 - Expand collection of lending materials at the Southern Branch Library.
 - Furnish and open the One Button Digital Studio at the Southern Branch Library.
 - Establish a community food pantry at the Southern Branch Library.
 - Identify opportunities for further collaboration with Chapel Hill Public Library.

Non-Departmental Summary

Listed below are appropriations for non-departmental funds and entities.

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Community Services					
Forest Service	79,904	69,996	69,996	69,996	69,996
Lake Orange	8,926	0	0	0	0
New Planning Initiatives	246,809	0	0	0	0
Recreation Contribution - Carrboro	35,898	35,898	35,898	35,898	35,898
Recreation Contribution - Chapel Hill	83,760	83,760	83,760	83,760	83,760
Recreation Contribution - Mebane	5,450	5,450	5,450	5,450	5,450
Solid Waste Program Fee Payments in Lieu of Taxes	11,928	0	0	0	0
Community Services Total	\$ 472,675	\$ 195,104	\$ 195,104	\$ 195,104	\$ 195,104
General Government					
DMV Collection Charges	369,615	375,000	375,000	375,000	375,000
Manager's Miscellaneous	16,650	0	0	0	0
Meeting Supplies	299	0	0	0	0
General Government Total	\$ 386,564	\$ 375,000	\$ 375,000	\$ 375,000	\$ 375,000
Public Safety					
Dispute Settlement Center	59,000	58,000	58,000	58,000	58,000
Exchange Club of Alamance	59,049	60,760	60,760	60,760	60,760
Fire Districts Audits	47,750	40,000	40,000	40,000	40,000
Governor's Crime Commission	10,567	12,833	12,833	0	0
JCPC Administration	19,180	7,879	7,879	7,879	7,879
OCJPC Matching Funds	104,640	107,729	107,729	107,729	107,729
Reintegration Support Network	57,778	61,627	61,627	61,627	61,627
Vol For Youth - Teen Court	69,625	69,625	69,625	69,625	69,625
Volunteers For Youth	84,730	84,730	84,730	84,730	84,730
Wrenn/Haven House	18,632	16,475	16,475	16,475	16,475
Public Safety Total	\$ 530,952	\$ 519,658	\$ 519,658	\$ 506,825	\$ 506,825
Human Services					
Cedar Grove Neighborhood Assoc.	103,496	108,671	108,671	123,671	111,931
Chapel Hill Library Contribution	621,323	621,323	621,323	621,323	621,323
Mebane Library Contribution	700	700	700	700	700
Rogers Eubanks Neighborhood Assoc.	100,131	105,138	105,138	130,000	108,292
Social Justice Reserve Fund	0	199,898	199,898	250,000	250,000
United Voices of Efland Cheeks Comm.	101,235	106,297	106,297	120,000	109,486
Human Services Total	\$ 926,885	\$ 1,142,027	\$ 1,142,027	\$ 1,245,694	\$ 1,201,732
Support Services					
Employee Development	1,419	0	0	0	0
Federal Withholding	10,909	0	0	0	0
Salary - Merit Adjustment	0	440,000	440,000	451,000	451,000
Salary - Wage Increase	0	3,200,000	3,200,000	1,797,262	1,797,262
Salary Savings	0	(4,469,900)	(4,469,900)	(5,069,900)	(5,069,900)
Short Term Disability	86,331	0	0	0	0
Tuition Refunds	(646)	0	0	0	0
Support Services Total	\$ 98,013	\$ (829,900)	\$ (829,900)	\$ (2,821,638)	\$ (2,821,638)

Non-Departmentals

Community Services

Forest Service **\$69,996**

These funds provide matching support, with State funds, to protect Orange County forestland. The County's cost share is determined by the cost of a Ranger's salary, necessary equipment, communication system and other Forestry improvements deemed necessary. The State covers 60% of these total costs and the County covers 40%.

Recreation Contributions **\$125,108**

General Fund contributions to the Towns of Carrboro (\$35,898) and Chapel Hill (\$83,760), and the City of Mebane (\$5,450) recreation departments. This represents the same funding as in FY 2025-26.

General Government

DMV Collection Charges **\$375,000**

This account provides funds for costs associated with Department of Motor Vehicles charges to Orange County for the collection of county vehicle property tax.

Public Safety

Dispute Settlement Center: Victim (Resolve/Mediation) **\$58,000**

Dispute Settlement is funded as a part of the JCPC award. This program provides assistance to the juvenile justice system by helping offenders to understand the impact of their actions thereby reducing recidivism. The program has the following three components: intervention, prevention, and collaboration. A primary component is to schedule face-to-face meetings between the juvenile offenders and their victims. These meetings are facilitated by trained DSC mediators and organized by DSC staff. The meetings are designed to build empathy and understanding of the human consequences of the youth's criminal actions. The RESOLVE program will help the juvenile courts and juvenile court counselors to hold offenders accountable for their actions.

Exchange Club of Alamance **\$60,760**

Provides Parent-Teen Solutions as part of JCPC award. Provided to at-risk and delinquent youth ages 10-17 and their parents. This program is designed to maintain youth in their home, while reducing recidivism, improving parent-child relationships, school motivation, problem-solving skills, interpersonal skills, and parenting skills.

Fire Districts Audits **\$40,000**

As per Agreements with the fire districts within Orange County, each district must submit an annual audit, by an independent auditor, to the County. Based on the Agreement, the County will pay for the cost of the audit.

JCPC Administration **\$7,879**

Administrative funds are used to provide administrative support to the Orange-Chatham Justice Partnership.

Non-Departmentals - continued

Orange County JCPC Matching Funds

\$107,729

These funds fulfill the Orange-Chatham Justice Partnership requirement for the County to provide a 30% match for all JCPC funded agencies.

Reintegration Support Network

\$61,627

Reintegration Support Network is funded through the JCPC Award. This is a community that embraces, empowers, and inspires youth and emerging adults who experience challenges related to substance use, mental health, and justice involvement. Specialty trained mentors work with youth (ages 13-20), through one-to-one mentoring and facilitated peer support groups, creating a safe and resilient space for young people to center their needs and build agency while increasing their engagement with self, school, and community.

Volunteers for Youth – Teen Court

\$69,625

Teen Court, funded through the JCPC award, is a diversion program for petty juvenile court offenders. Adult volunteers train youth volunteers to act as officials of the court who hear the complaints and determine appropriate sanctions for peers who have admitted to violating the law. By diverting first-time, petty offenders from the juvenile court system, Teen Court reduces the backlog of cases and ultimately allows more time for serious offenses. Offenders are given the opportunity to resolve their charge without obtaining an official court record. The youth volunteers benefit by being given the opportunity to learn about the court system and by exposing themselves to the concept of community service. Teen Court will not accept cases involving sexual offenses, firearms, hate crimes, motor vehicle violations, and offenses that have resulted in serious injury.

Volunteers for Youth

\$84,730

Volunteers for Youth is funded through the JCPC award. This agency allows delinquent youths the opportunity to repay society for their destructive behavior. Through community service, young people are taught accountability for their actions and respect for the rights of others. By working one-on-one with the volunteer work-site supervisors, they develop job skills and explore career opportunities, which ultimately help to build self-esteem. Community service/restitution programs have proven to be one of the most effective types of programming in preventing court involvement. This program proposes to serve youth with community service placements to fulfill their court requirements.

Wrenn/Haven House

\$16,475

Wrenn/Haven House is funded through the JCPC award. Provides a temporary shelter for at risk court involved youth. The youth are provided high level structured learning environment to increase their ability to academically achieve. In addition to a safe place for youth, one on one, group and peer mentoring is available that encourages youth to have age-appropriate behavior and associations with other peers.

Human Services

Cedar Grove Neighborhood Association

\$111,931

The Cedar Grove Neighborhood Association is honored to have and maintain an Operation Agreement with Orange County as it relates to the Cedar Grove Community Center (CGCC). CGCC is housed in the historic Cedar Grove School, which was built in 1950 and converted to a County facility in 1976. The building was renovated into a community center in 2016. The Center provides services and support to all community citizens in Northern Orange County. The mission of the Cedar Grove Community Center (CGCC) is to provide challenging and engaging academic,

Non-Departmentals - continued

cultural, social, wellness and healthful living experiences for all citizens. All Community Centers were provided a 3% increase from FY 2024-25 funding.

Library Contributions \$622,023

General Fund contributions to the Chapel Hill Public Library total \$621,323 and Mebane Public Library total \$700, which represents the same funding as in FY 2025-26.

Rogers Eubanks Neighborhood Association \$108,292

The Rogers-Eubanks community, dating back to the 1700s, is located within the boundaries of two (2) local jurisdictions in Orange County, the Town of Carrboro, and the Town of Chapel Hill. In 2007, the socially cohesive and culturally rich historic community founded a tax-exempt organization in order to formalize long-term community alliance and movement. The organization, known as the Rogers-Eubanks Neighborhood Association (RENA), needed a place for sharing community resources and developing programs. The Rogers-Eubanks Neighborhood Association (RENA) collaborated with Orange County and a new community center was built. The Rogers Road Community Center held a dedication in November 2014, entered into an Operating Agreement with Orange County and opened its doors shortly thereafter in the new facility. Since that time, other innovative programs have been added to meet the growing needs of the residents and youth in the community. All Community Centers were provided a 3% increase from FY 2024-25 funding.

Social Justice Reserve Fund \$250,000

The allocation of these funds sets up a reserve fund that could be used to offset potential Federal or State cuts to critical human service and other related programs or to respond to unexpected priority investments that occur during the fiscal year. In FY 2025-26, the Manager Recommended Budget includes \$250,000 for the Social Justice Reserve Fund.

United Voices of Efland Cheeks \$109,486

The United Voices of Efland-Cheeks, Inc. (UVEC) is a grassroots organization with tax-exempt status, founded and organized in 1994. Its mission is to “improve the quality of life for children, youth, adults and seniors in the Efland-Cheeks community by providing a variety of educational, literary, scientific and charitable activities.” In 2017, UVEC established a partnership with Orange County and entered into an Operating Agreement that allows UVEC to operate and manage all activities at the Efland-Cheeks Community Center. The United Voices of Efland-Cheeks (UVEC) offers a variety of programs at the Community Center including academic and cultural summer enrichment camps, the Efland Tutoring Academy, a Commodity Supplemental Food Program, art exhibits, a Sheriff’s Youth Ride-a-Long Program, a Youth Fall Festival, various activities for seniors, as well as other cultural, social and community-building activities throughout the year. The Center also serves as the host site for Girl Scouts Troop #4377. All Community Centers were provided a 3% increase from FY 2024-25 funding.

Support Services

Merit Pay Adjustments \$451,000

The FY 2025-26 Manager Recommended Budget includes budgeting for employee performance awards for permanent County employees. Funding to increase the awards is included in the Wage Increase account. *See Appendix A for more details.*

Non-Departmentals - continued

Salary Savings

(\$5,069,900)

Implements a Salary attrition savings target of \$5,069,900. The target has been adjusted from prior years based on historical attrition trends and turnover rates.

Wage Increase

\$1,797,262

The FY 2025-26 Manager Recommended Budget includes budgeting for a 2% wage increase for permanent County employees. This adjustment also provides funding to increase the 401k, Overtime and Merit Pay by the same 2%. *See Appendix A for more details.*

Opium Settlement Fund

Opium Settlement Fund Projects	Previously Approved	FY25-26 Manager's Recommended	Total
Lantern Project	\$ 337,967	\$ 201,747	\$ 539,714
Freedom House	\$ 250,485	\$ -	\$ 250,485
NC FIT Program	\$ 143,500	\$ 74,724	\$ 218,224
County Vending Machines	\$ 68,000	\$ 25,000	\$ 93,000
SHAC Syringe Exchange Program	\$ 64,200	\$ -	\$ 64,200
Reintegration Support Network	\$ 20,000	\$ -	\$ 20,000
Post-Overdose Response Team	\$ 244,020	\$ 338,350	\$ 582,370
Grow Your World	\$ 20,000	\$ -	\$ 20,000
Transition Support & Recovery	\$ 20,000	\$ -	\$ 20,000
Harm Reduction Coordinator	\$ 108,025	\$ 110,861	\$ 218,886
CJRD Clinical Coordinator	\$ -	\$ 108,191	\$ 108,191
Total Allocated	\$ 1,276,197	\$ 858,873	\$ 2,135,070
Unallocated	\$ 2,358,601	\$ 160,623	\$ 2,519,224
Total Recommended Budget	\$ 3,634,798	\$ 1,019,496	\$ 4,654,294

In July 2021, a bipartisan coalition of state attorneys general announced the National Opioid Settlement – a historic \$26 billion agreement that will help bring desperately needed help to communities harmed by the opioid epidemic. The State of North Carolina and all 100 counties, including Orange County, joined the agreement. Orange County is expected to receive a total \$12,748,445 over an 18-year period.

In September of 2024, the Board received a presentation the funding trends in the Opioid Settlement Fund and the recommendation that County programs would be funded through the annual operating Budget, while the advisory council would recommend community awards of around \$200,000 each year to the Board. Given the timing of the Advisory Council recommendations, the FY 2025 awards have not been included in the above table but would utilize the current unallocated balance of \$2,358,601.

The table above reflects the Manager's Recommended county programs funded through the Opioid Settlement. The manager's recommendation is to allocate \$858,873 for 7.75 FTEs and the six projects listed above. An 0.5 FTE Clinical Coordinator position in the Criminal Justice Resource Department was moved from the General Fund and was expanded an additional time-limited .25 FTE with Opioid Settlement Funds. The current schedule of funds will provide \$1,019,496 in new funding in FY 2026. The remaining \$160,623 funds will be added to the unallocated pool until used for future funding awards. The Opioid Settlement Funds will be able to support these six county projects and an estimated \$200,000 annual community organization funding process through FY 2031 any General Fund support.

Highlights from Currently Funded Programs

Freedom House – Evidence Base Addiction Treatment

- 32 doses of naltrexone were provided.
- 21 referrals were made for services, all of whom were served.
- 96 Lantern Project participants received services from Peer Support Specialists.
- 21 Lantern Project participants were treated for Opioid Use Disorder.

Lantern Project – Recovery Support Services

- A total of 2,562 contacts were made to 90 unique participants, 72 of whom engaged with the provider. 80% reported receiving the social and emotional support that they needed.
- Referrals were made to addiction treatment (77), recovery supports (78), harm reduction services (69), primary healthcare services (15), and other services (12).
- 1,048 naloxone kits were distributed as part of this program.

Reintegration Support Network – Recovery Support Services

- A total of 313 contacts with 15 unique participants who use opioid and/or have OUD, all of whom reported being satisfied with the services received.
- Has 13 Peer Support Specialists/Care Navigators providing services.
- 10 naloxone kits were distributed.

Grow Your World – Early Intervention

- 57 participants engaged in the First Aid of Opioid Overdose training. 91% of participants reported receiving the emotional and social support needed.
- 5 trainers conducted a month-long exhibit at Orange County Arts Commission's Eno Arts Mill in Hillsborough, NC, with over 500 attendees.

Criminal Justice Resource Department (CJRD) – Naloxone Distribution

- A total of 1,048 naloxone kits were distributed to the community through Orange County services. 248 kits were distributed to the community through the county vending machines.

Emergency Medical Services – Post-Overdose Response Team (PORT)

- From July 2024 to December 2024, the EMS PORT team responded to 65 service calls via the 911 system, screened 51 individuals for withdraw symptoms, and administered medication for opioid use disorder (MOUD) to 23 consenting individuals.
- PORT has achieved an 83% success rate in connecting individuals to treatment referral programs.

UNC Student Health Action Coalition – Syringe Services Program

- 72 contacts were made with participants.
- 946 syringes were distributed.
- 5 harm reduction trainings were conducted with participants.
- 207 naloxone kits were distributed.

FIT Program (Formerly Incarcerated Transition Program) – Reentry Programs

- Provided services to 16 participants who use opioids and/or have OUD, post release from the criminal justice system.
- 69 case management meetings with participants were conducted by 2 Reentry Navigators/Peer Support Specialists
- Participants attended 18 treatment sessions.
- 50 naloxone kits were distributed.

Outside Agencies

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	0	0	0	0	0
Contribution to Outside Agencies	1,023,174	899,439	899,439	1,100,157	800,146
Total Expenditures	\$ 1,023,174	\$ 899,439	\$ 899,439	\$ 1,100,157	\$ 800,146
Total Revenues	0	0	0	0	0
County Costs (net)	\$ 1,023,174	\$ 899,439	\$ 899,439	\$ 1,100,157	\$ 800,146
<i>By Category (Visitors Bureau Fund)</i>					
Personnel Services	0	0	0	0	0
Contribution to Outside Agencies	45,000	29,711	29,711	29,711	74,261
Total Expenditures	\$ 45,000	\$ 29,711	\$ 29,711	\$ 29,711	\$ 74,261
Total Revenues	0	0	0	0	0
Fund Costs (net)	\$ 45,000	\$ 29,711	\$ 29,711	\$ 29,711	\$ 74,261

- In 2021, the North Carolina General Assembly passed a law amending Section 14-234.3 of the N.C. General Statutes. This law restricts the ability of the Board of County Commissioners (BOCC) to award funding to Outside Agencies on which they serve as a member of their board. In order to comply with this new statute, starting in FY 2022-23, the budget approves a total funding award for Outside Agencies in the Outside Agency Department. The County Manager then approves all Outside Agency grant awards as delegated by the BOCC after July 1, 2023.
- **Application Process:** For the FY 2025-26 Funding Process, the County received applications from 39 agencies. Requests totaled \$1,100,157 an increase of \$200,718 above the current year's appropriation. Six (6) currently unfunded agencies, five (5) of which are new to the process, also requested funding.
- **Manager Recommended:** The Manager has recommended funding for 35 agencies in FY 2025-26 in the Outside Agency Department, and 6 agencies in related department budgets. The recommended funding levels for these groups are \$800,146 for the Outside Agency Dept. One previously funded outside agency is receiving their funding instead from the Maintenance of Effort Funds, to improve funding coordination with Alliance. OE Enterprises will receive \$74,757 in that pool instead of the Outside Agency Department. Additionally, the Manager's Recommended Budget includes \$29,711 for Arts and Tourism related Outside Agencies in the Visitors Bureau Fund, to be administered by the Arts Commission directly. An additional \$44,550 is being moved from the General Fund to the Visitor's Bureau fund for tourism-related programs.

Planning & Inspections

Phone Number: (919) 245-2575

Website: <http://orangecountync.gov/792/Planning-Inspections>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	1,931,399	2,141,390	2,274,793	2,274,793	2,274,793
Operations	196,532	216,897	181,897	194,391	164,822
Capital Outlay	0	0	0	1,000	1,000
Total Expenditures	\$ 2,127,931	\$ 2,358,287	\$ 2,456,690	\$ 2,470,184	\$ 2,440,615
Total Revenues	733,878	618,000	618,000	1,020,430	702,350
County Costs (net)	\$ 1,394,053	\$ 1,740,287	\$ 1,838,690	\$ 1,449,754	\$ 1,738,265
<i>By Category (Inspections Fund)</i>					
Personnel Services	1,456,025	1,613,445	1,640,323	1,630,923	1,555,607
Operations	53,165	152,772	152,772	84,500	129,508
Capital Outlay	3,624	0	0	0	0
Total Expenditures	\$ 1,512,814	\$ 1,766,217	\$ 1,793,095	\$ 1,715,423	\$ 1,685,115
Total Fund Revenues	1,166,460	1,381,840	1,381,840	1,229,341	1,349,341
Transfer from General Fund	387,005	384,377	384,377	486,082	335,774
County Costs (net)	\$ 387,005	\$ 384,377	\$ 384,377	\$ 486,082	\$ 335,774
<i>Total Planning & Inspections</i>					
Expenditures	\$ 3,640,745	\$ 4,124,504	\$ 4,249,785	\$ 4,185,607	\$ 4,125,730
Total Department Revenues	\$ 1,900,337	\$ 1,999,840	\$ 1,999,840	\$ 2,249,771	\$ 2,051,691
County Costs (net)	\$ 1,781,058	\$ 2,124,664	\$ 2,223,067	\$ 1,935,836	\$ 2,074,039

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Net decrease of \$100,425 in the General Fund. A \$84,350 increase in revenue in the General Fund due to fee increases, updated collection projections for FY26, and a \$16,075 reduction in operational costs due to cost saving measures.

Net decrease of \$74,231 in the Inspections Fund. Decrease of \$32,499 in revenue due to lower levels of development in the Town of Hillsborough. Partially offset by a 5% increase in Inspections fees. \$107,980 reduction in expenditures mainly due to the defunding of a vacant position in response to lower building activity.

Planning & Inspections – continued

Planning Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Fee rate increases and updated revenue projections	\$ -	\$ 84,350	\$ (84,350)
Operational Savings	\$ (12,574)	\$ -	\$ (12,574)
Travel and Training Cuts	\$ (3,501)	\$ -	\$ (3,501)
<i>General Fund Subtotal</i>	\$ (16,075)	\$ 84,350	\$ (100,425)
Fee rate increases in Inspections offset by reduction in revenue projections	\$ -	\$ (32,499)	\$ 32,499
Defunding 1.0 FTE due to reduced permit activity	\$ (84,716)	\$ -	\$ (84,716)
Operational Savings	\$ (22,014)	\$ -	\$ (22,014)
Travel and Training Cuts	\$ (1,250)	\$ -	\$ (1,250)
<i>Inspections Fund Subtotal</i>	\$ (107,980)	\$ (32,499)	\$ (74,231)
Net Planning Department Changes	\$ (124,055)	\$ 51,851	\$ (174,656)

Mission Statement

To serve and fulfill Orange County's land use principles and goals, as stated in its adopted Comprehensive Land Use Plan and Unified Development Ordinance (UDO) through the administration and enforcement of these adopted documents and the NC State Building Codes as they apply to new development and land use (subdivision, zoning, etc.) applications. This department strives to do so in partnership with partner agencies in at local and state levels, especially in its State-delegated capacity to regulate erosion/sedimentation control and stormwater as well as all construction of buildings.

Current Planning

FY 2024-25 Highlights

- Continued collaboration within Development Services Division to increase level of service and efficiency of permit processing. Improving integration of critical stormwater management concerns as they relate to subdivision development.
- Standardized division communications to enhance education and enforcement of County land use regulations.
- Staff focus on UDO text amendments, including those driven by the BOCC petition and the department's UDO Task Force.
- Developed educational guides on development processes and regulations.
- Continued to enhance use of online customer service permitting (CSS) portal.

FY 2025-26 Highlights

- Continue implementation of the CSS portal as part of the permit/inspection software program (i.e. EnerGOV).
- Streamlining land use and environmental management regulations for improved compliance and developing standardized review/application processes.

Planning & Inspections – continued

Erosion Control / Stormwater / Engineering (ECS)

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Inspection of County-Permitted Stormwater Control Measures (SCMs)					
Outcome Measure: Inspection of and Determination of ~100 SCMs Performance, Including Corrective Actions					
Strategic Plan Priority:	1. Environmental Protection and Climate Action				
Number of SCMs Inspected by Staff	21%	55%	48%	90%	100%
Service: Provide Erosion and Sedimentation Control Services for all Orange County Communities					
Outcome Measure: Regulation of Land Disturbance Activities					
Strategic Plan Priority:	1. Environmental Protection and Climate Action				
E&SC Inspections	1884	1071	1500	1400	1300
Total Disturbed Acres Permitted	283	494	1630	437	405

FY 2024-25 Highlights

- Received exemplary audits of the Floodplain Protection and Erosion Control programs from the State regulatory agencies.
- Utilized Bluebeam software for digital plans reviews and applicant communication.
- Completed construction of Lake Orange Concrete Emergency Spillway Repair Project and commenced design phase of Lake Orange Intake Tower Replacement Project within budget - both are Capital Investment Plan (CIP) projects.
- Completed construction of the Gravelly Hill Middle School Stormwater Wetland Retrofit Project within budget – a required Interim Alternative Implementation Approach (IAIA) project in compliance with Falls Lake Rules.
- Continued to conduct 5-year inspections and asset inventory tracking for known Stormwater Control Measures (SCMs), approach 100% identification.
- Adopted EROS GIS system for enhanced stream identification & delineation.
- Won the American Public Works Association (APWA) North Carolina Chapter Stormwater Project of the Year Award.

FY 2025-26 Objectives:

- Refine ECS roles with Development Services to better align Erosion Control/ Stormwater and Current Planning efforts.
- Continue to work on improving the permit management process within EnerGOV.
- Continue implementation of Falls Lake Stormwater Management Program
- Participate in the development of new stormwater regulations for the Cape Fear (Jordan Lake One Water) and Tar-Pamlico River basins.
- Improve plan submittal quality through a supportive fee structure, better meeting the NC Sedimentation Control Commission’s model ordinance.
- Continue protecting water quality through enforcement of water supply watershed regulations, riparian and floodplain buffers, and High Quality Water zone standards.
- Better define EC&S permitting requirements and streamline the permitting process.
- Work toward one staff member being certified as a Certified Floodplain Manager.
- Expand the County Engineer’s duties to provide design services for County projects.

Long Range Planning & Administration

Division/Service 1: Administer and lead the comprehensive land use plan update (Land Use Plan 2050)

FY 2024-25 Highlights

Planning & Inspections – continued

- Administered 2+ year consultant contract to produce an updated land use plan. Significant work included:
 - Community Engagement Window (CEW) #2, Fall 2024. Special efforts made to connect with historically underrepresented groups.
 - Completion of key project deliverables by the consultant, including Land Use Alternatives Evaluation Report and the first drafts of the plan and map.
 - Presented at bi-monthly meetings with the Board of County Commissioners, as requested.
 - Communicated with relevant County advisory boards to keep them updated on project status and opportunities for engagement/comment.

FY 2025-26 Highlights

- Project is expected to be completed and adopted in the last half of 2026.
 - CEW #3 anticipated for early 2026 and will continue to connect with historically underrepresented groups.

Division/Service 2: Coordination with municipal partners, including administration of the Greene Tract Interlocal Agreement; Joint Planning Agreement with Chapel Hill and Carrboro; the Joint Land Use Plan with Hillsborough; the Schools Adequate Public Facilities Ordinance (SAPFO); and the Water and Sewer Management, Planning, and Boundary Agreement (WASMPBA).

FY 2024-25 Highlights

- Greene Tract
 - Administered two consultant contracts for extensive community engagement and a community-supported master plan. The Greene Tract master plan was endorsed by all three local government property owners.
 - Contracted with the UNC School of Government Development Finance Initiative (DFI) to conduct a financial feasibility analysis of the master plan, at varying levels of affordability; the contract also includes marketing the project to developers and working with the three local government property owners throughout the development process.
 - Initiated entitlement (zoning approval) process for the Greene Tract, anticipated to be complete in FY25-26.
 - Participated in weekly productive intergovernmental staff work meetings.
- SAPFO:
 - Prepared and coordinated the annual SAPFO Technical Advisory Committee (SAPFOTAC) report, including additional tracking for Pre-K enrollment, charter school enrollment, and approved-but-not-yet-constructed residential development throughout Orange County.
 - Coordinated with County and SAPFO partner staff to transition to contract with a consultant to perform student membership projections.
 - Budget Office led discussions and Orange County contracted with Carolina Demography to perform student membership projections, beginning with the 2026 SAPFOTAC Report.

FY 2025-26 Highlights

- Expect DFI financial feasibility analysis on the Greene Tract to be completed in the second half of 2025.

Division/Service 3: GIS mapping services and socio-economic/demographic data for Planning & Inspections and other County departments agencies, as requested.

Planning & Inspections – continued

FY 2024-25 Highlights

- Conserved costs for contracted services by producing most of the mapping and data collection for the Land Use Plan 2050 project.
- Periodically updated various dashboards by the department, which increases usability and user-friendliness on the webpages.
- Completed mapping or data projects for other departments, including Environmental Health, Economic Development, Emergency Services, Board of Elections, and DEAPR.

FY 2025-26 Highlights

- Continuation of necessary and requested Planning GIS work tasks, including all further mapping and data analysis for the drafting of the Land Use Plan 2050.

Inspections

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Use of Energov Customer Service Portal					
Outcome Measure: Demonstrable Use of Online Portal to Apply, Schedule, and Pay for Planning & Inspections Services					
Strategic Plan Priority: 6. Diverse and Vibrant Economy					
Online Payments			90%	95%	95%
Inspections Scheduled Online			77%	90%	95%
Permits Applied for Online			650	756	800
Service: Provide NC State Building Code Interpretation, Regulation, & Enforcement Administration in Orange					
Outcome Measure: Regulation of NC State Building Codes Through Permit Issuance and Inspections Performed					
Strategic Plan Priority: 6. Diverse and Vibrant Economy					
Commercial Plans Reviewed	65	68	72	70	84
Residential Plans Reviewed	952	865	930	875	855
Field Inspections Per Day (Average)	48	54	48	45	47

FY 2024-25 Highlights

- Continued work on the implementation of the Energov Customer Self Service Portal (CSS), improving access to the Permitting process.
- Provided online permit applications for all residential and commercial trades.
- Conducted 95% of inspections on the day requested.
- Continued to administer the NC State Building Codes to ensure the safety of all permitted construction in Orange County and the Town of Hillsborough.

FY 2025-26 Highlights

- Expand implementation of CSS to provide increased functionality by offering online permit applications for all permits.
- Improve processing permit applications through staff training and mentoring.

Register of Deeds

Phone Number: (919) 245-2679

Website: <http://www.orangecountync.gov/2642/Register-of-Deeds>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	1,179,701	1,232,698	1,326,068	1,326,678	1,326,678
Operations	75,279	64,155	64,155	114,805	92,190
Capital Outlay	2,830	0	0	6,790	6,790
Total Expenditures	\$ 1,257,809	\$ 1,296,853	\$ 1,390,223	\$ 1,448,273	\$ 1,425,658
Total Revenues	2,101,589	1,967,000	1,967,000	2,289,500	1,974,500
County Costs (net)	\$ (843,779)	\$ (670,147)	\$ (576,777)	\$ (841,227)	\$ (548,842)

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Additional revenue is expected from credit card acceptance fees. The increase covers overtime support, fireproof filing and storage, and the county's contribution of 25% of the department's software costs. This department was exempted from the county-wide travel and training cuts.

Register of Deeds Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Additional revenue for credit card acceptance fee	\$ -	\$ 7,500	\$ (7,500)
Increase in overtime to support Passport Fair	\$ 610	\$ -	\$ 610
Partial funding for the department's software costs	\$ 28,035	\$ -	\$ 28,035
Filing and Storage	\$ 6,790	\$ -	\$ 6,790
Net Register of Deeds Department Changes	\$ 35,435	\$ 7,500	\$ (27,935)

Mission Statement

The purpose of the Register of Deeds office is to record and preserve real and personal records while maintaining compliance with the NC General Statutes. Provide access to public records and professionally serve the public and citizens of Orange County.

Register of Deeds – continued

Major Divisions/Services

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Record, Scan and Index Legal Documents					
Outcome Measure: To make permanent records available to public as					
Strategic Plan Priority: Not applicable					
Deeds, Deeds of Trust, Notaries, etc.	19,000	14,321	14,250	14,000	15,000
Service: Vital Records - Births/Deaths, Marriages Licenses, and Certified					
Outcome Measure: To record and provide certified copies of vital records					
Strategic Plan Priority: Not applicable					
Births, Deaths, and Marriages	6,786	6,720	6,840	7,050	6,900
Certified Copies issued	25,733	25,751	25,000	25,900	26,000
Service: Passports					
Outcome Measure: Continue to provide Passport Services for all applicants					
Strategic Plan Priority: Not applicable					
Passport Applications	2,956	2,834	2,000	2,700	2,900
Passport Photos	2,440	2,369	1,800	2,350	2,450

1. Record and scan legal documents and maps presented for recording. Provide certified copies of permanent records. Assist the public with real estate records search. Administer Notary Oaths and provide certificates.
 2. Index all recorded documents to create permanent public records.
 3. Create permanent records of birth, death, and marriage records. Issue marriage licenses.
 4. Record and provide copies of Military records (DD214).
 5. Redact personal information from the Register of Deeds website.
 6. Shred/destroy records according to retention schedule.
 7. Provide passport services.
- FY 2024-25 Highlights
 - Installed fire suppression system in the vital records historical vault.
 - Completed preservation of marriage books, year 1847-1877.
 - Converted data/images of marriages from the 1900's.
 - Indexed death records dating back to the 1800's, Books 1-22.
 - Electronic assignment of PINs (parcel Identification Number) to eliminate the process of printing documents submitted electronically for PIN assignment. This project has been delayed due to software vendor issues. The department aims to finish this by March 2025.
 - Cross-trained two employees to work in the vital and recording section.

Register of Deeds – continued

- FY 2025-26 Highlights
 - Complete the index of death records dating back to the 1800's, book 23-50.
 - Electronic Assignment of PINs – Phase 2. This will allow our office to scan paper documents presented in the office for the electronic assignment of PINs, making the process more efficient. The department aims to finish this phase by March 2026.
 - Register of Deeds, Mark Chilton continues to work on various historical records indexing.
 - Extend the vital records historical vault to add additional space needed for filing vital records documents.
 - Continue the conservation and preservation of historical records.
 - Continue to shred/destroy records according to retention schedule.

Sheriff

Phone Number: (919) 644-3050

Website: <https://www.ocsonc.com/>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
By Category (General Fund)					
Personnel Services	18,393,217	18,744,760	19,561,553	19,558,924	20,585,174
Operations	2,441,444	2,402,373	2,402,373	2,402,373	2,096,373
Capital Outlay	0	0	0	0	0
Total Expenditures	\$ 20,834,661	\$ 21,147,133	\$ 21,963,926	\$ 21,961,297	\$ 22,681,547
Total Revenues	2,673,648	3,390,427	3,390,427	3,390,427	2,899,427
County Costs (net)	\$ 18,161,012	\$ 17,756,706	\$ 18,573,499	\$ 18,570,870	\$ 19,782,120

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Total Expenditure increases is due to rightsizing departmental temporary and overtime budgets to meet current expected usage. This is partially offset by reduction in operations due to bringing the maintenance of the Sheriff Office Fleet in-house. This also avoids a significant anticipated cost increase in external car maintenance costs. The department is also moving 1.0 FTE Social Worker onto county funding due to expiration of grant. This is offset by reclassifying the Chief Deputy position down to a Jail Operations Business Officer. Total Revenue decrease is due to a decrease in anticipated federal revenue for the jail, based on the anticipated number of federal inmates for next fiscal year.

Sheriff's Office Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Strategic Priority 2 Health Community: Moving 1.0 FTE Social Worker to county funding due to expiration of grant. Offset by reclassification of Chief Deputy Position to Jail Business Officer.	\$ (2,629)	\$ -	\$ (2,629)
Increase of temporary personnel and overtime to reflect actual usage.	\$ 1,026,250	\$ -	\$ 1,026,250
Reduction of car maintenance expenses as repairs will be handled in house by Fleet Services.	\$ (306,000)	\$ -	\$ (306,000)
Reduction of Jail intergovernmental revenue due to anticipated amount of federal inmate.	\$ -	\$ (491,000)	\$ 491,000
Net Sheriff's Office Changes	\$ 717,621	\$ (491,000)	\$ 1,208,621

Mission Statement

The mission of the Orange County Sheriff's Office is to be responsive to the needs of all members of our community as well as to those who visit or travel through our great county, without regard to the individual differences that make us unique. We will put fear and bias aside and treat all citizens with the

Sheriff – continued

respect and courtesy they deserve. Following “True North” principles, we will remain the cornerstone of Orange County by realigning ourselves with the specific needs of those we serve.

Our mission is further exemplified by certain ongoing objectives that we in law enforcement must continually strive to achieve as we seek to fulfill the goals of this Sheriff’s Office:

1. The protection of life, property, and Constitutional guarantees.
2. The enforcement of the General Statutes of the State of North Carolina.
3. The apprehension of law violators and the repression of crime.
4. The preservation of social tranquility, safety, and well-being of all citizens.
5. The recovery and safe keeping of property.
6. The prevention of civil disorder.
7. To provide service to the courts and the criminal justice system.
8. To provide humane safe keeping of all persons confined in the Orange County Detention Center.

Major Services

Non-Jail Division

- Provide continuous 24-hour routine patrol services to the entire county.
- Respond to crimes in progress, citizen complaints, and incident investigations.
- Seek out wanted persons and serve criminal process. Serve civil process as mandated by the court.
- Provide school/community resource deputies for Orange County’s elementary, middle, and high schools to prevent violence and work with at risk students in the community.
- Continue community outreach and crime prevention programs. Provide assistance, aid, and support to victims of domestic violence, child abuse, and other crises, Project Lifesaver, elderly and handicapped, S.A.L.T. (Seniors And Law enforcement Together), Distribution of food boxes throughout the county to residents with food insecurities. We offer drug drop boxes for prescription drugs. The boxes are located in the Orange County Sheriff’s Office and Hillsborough Pharmacy.
- Enhance and expand existing programs such as Citizens’ Academy, Project Engage, COORE, Street Safe, Bike Safe, CPR training, Stop the Bleed Training, Faith Based Active Assailant Training.
- FY 2024-25 Highlights
 - Continue to provide increased and more diverse services to the community.
 - Continue to develop innovative strategies including incentives to address overall recruiting and retention including participating in career fairs through Durham Technical Community College and Orange County Schools.

Sheriff – continued

- Working to address the Fentanyl problems that continues to ravage our county, state and nation; in collaboration with the NCDPS Fentanyl Task Force to identify and combat the illegal manufacturing, importation, and distribution of Fentanyl, Heroin, and other similar controlled substances.
 - Build upon mental health support and wellbeing of staff in collaboration with the North Carolina Responder Assistance Initiative (NC RAI), Employee Assistance Program (EAP) and The FMRT Group.
 - Utilize the Diversion Social Worker and collaborate with Criminal Justice Resource Department and other agency social workers to help reduce residents with mental health problems from entering into the criminal justice system.
- FY 2025-26 Highlights
 - Improve collection and tracking of data to project crime trends
 - Leverage social media outlets, new user-friendly website, and Sheriff's mobile app to improve community outreach
 - Pilot the SAFE (Suicide Attempt Follow-up Effort) initiative. The newly created FTE social worker position will assist the Sheriff's Office Crisis Unit to contact families that have experienced a suicide attempt or overdose to offer resources to support affected parties. Along with this initial contact, the social worker will continue efforts to prevent residents with mental health problems from becoming justice involved.
 - Continue to collaborate with Criminal Justice Resource Department on various programs such as Youth Deflection and Pre-Arrest Diversion Program.

Detention Operations Division

- Operate the County Detention Center; transport inmates to court and maintain custody of same during judicial proceedings; transport inmates between detention facilities and state prisons; provide courtroom security for courts and courthouse property.
- FY 2024-25 Highlights
 - Continue to comply with federal and state detention standards as mandated.
 - Continue to collaborate with the Criminal Justice Resource Department through the implementation and expansion of Medical Assisted Treatment (MAT) to detainees within the detention facility.
 - Continue partnerships with mental health stakeholders to expand program offerings within the detention facility.
 - Collaborate with Durham Technical Community College and Paytel Communications to establish an opportunity for incarcerated individuals to receive credited education.
 - Create an incentive-based program for the recruitment and retention of certified detention officers.

Sheriff – continued

- FY 2025-26 Highlights
 - Provide safe housing and security for state and federal inmates.
 - Comply with federal and state detention standards as mandated.
 - Collaborate with Durham Technical Community College and IC Solutions to establish an opportunity for incarcerated individuals to receive credited education.
 - Continue partnerships with mental health stakeholders to expand program offerings within the detention facility.
 - Establish business officer position to oversee detention center’s budget.

Outcome Measures	2022-23 Actual	2023-24 Actual	2024-25 Budget	2024-25 Projected	2025-26 Budget
Break-ins	108	125	225	150	200
Larcenies	774	650	1000	690	725
Domestic violence contacts/incidents	6082	7851	7935	6947	9443
Juvenile contacts by deputies (state law requires juvenile contacts be reported)	75,000	82,000	85,000	85,000	87,000
Child abuse cases	92	125	100	140	150
Average number of inmates per month	93	91	125	107	125

Social Services

Phone Number: (919) 245-2800

Website: <https://www.orangecountync.gov/378/Social-Services>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	15,835,011	18,327,452	19,352,791	19,407,112	19,346,125
Operations	6,697,652	8,132,575	8,102,575	8,076,220	8,061,320
Capital Outlay	113,737	47,000	0	90,000	90,000
Total Expenditures	\$ 22,646,400	\$ 26,507,027	\$ 27,455,366	\$ 27,573,332	\$ 27,497,445
Total Revenues	10,779,063	12,922,553	12,922,553	13,002,150	12,964,196
County Costs (net)	\$ 11,867,337	\$ 13,584,474	\$ 14,532,813	\$ 14,571,182	\$ 14,533,249

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

The department anticipates an increase in revenue for grants and sale of goods. Increase in the cost of In-Home Aide services. Decrease in personnel due to vacant position being eliminated to offset loss of NC-INK grant. Base operations decrease also reflects countywide cuts to travel and training.

Social Services Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Increase in Revenue, mostly driven by reimbursements for Medicaid and Foodstamps	\$ -	\$ 179,643	\$ (179,643)
NC Integrated Care for Kids	\$ -	\$ (138,000)	\$ 138,000
Decrease in 1.0 FTE due to loss of NC INK grant	\$ (60,987)	\$ -	\$ (60,987)
Increase in overtime for Child Welfare and Medicaid offset by operational reductions	\$ (84,284)	\$ -	\$ (84,284)
Reduction to Travel and Training	\$ (2,650)	\$ -	\$ (2,650)
Strategic Priority 2 Healthy Community: increase programming for In-Home Aid Services	\$ 100,000		\$ 100,000
Equipment, furnishings and routine technology upgrades	\$ 90,000	\$ -	\$ 90,000
Net Social Services Department Changes	\$ 42,079	\$ 41,643	\$ 436

Mission Statement

The Orange County Department of Social Services shall meet with clients at their point of need to provide preventive, supportive, and restorative services delivered with competence and compassion while striving to protect vulnerable children, the at-risk elderly, persons with disabilities and the economically disadvantaged in our community.

Social Services – continued

Major Divisions/Services

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Determine eligibility and process benefits for Food and Nutrition					
Outcome Measure: Eligible households experiencing food insecurity will be able to access food and nutrition services benefits and receive help timely					
Strategic Plan Priority:	2. Healthy Community				
Households receiving FNS (monthly	5,932	5,162	5,600	5,146	5,154
Months when 95% of FNS expedited cases are processed within four (4) calendar days	7/12	5/12	10/12	8/12	12/12
Service: Provide medical assistance to low-income families meeting eligibility guidelines for Medicaid programs					
Outcome Measure: Eligible households needing health insurance will be able to access Medicaid and receive benefits timely					
Strategic Plan Priority:	2. Healthy Community				
Medicaid recipients (monthly average)	21,939	20,435	22,000	20,861	20,647
Months when 90% of Medicaid applications were processed within time standards	12/12	12/12	12/12	12/12	12/12
Service: Provide protective services and substitute care for at-risk Orange					
Outcome Measure: Ensure the safety and well-being of all identified children in need of protective					
Strategic Plan Priority:	2. Healthy Community				
Household assessed for abuse and neglect	556	574	560	560	560
Children in DSS legal custody	86	86	90	70	78
Service: Provide employment resources and case management services to low-income or unemployed individuals and families					
Outcome Measure: Eligible program participants will receive employment assistance and available supportive services for their households in a timely manner					
Strategic Plan Priority:	2. Healthy Community				
Number of work program participants who gained employment	52	19	90	25	45
Service: Improve family functioning by providing child care subsidy and casework support services.					
Outcome Measure: Provide timely child care assistance to families to support employment, child safety, and child development					
Strategic Plan Priority:	2. Healthy Community				
Average number of children served per month in child care subsidy program	616	572	700	544	570
Percent of subsidy applications processed in 30 calendar days (95% state goal)	98%	96%	97%	96%	98%

Social Services – continued

- **Administration**

- FY 2024-25 Highlights
 - Maximized state and federal funds available to Orange County for Social Services
 - Ensured compliance with fiscal and program audit requirements
 - Increased staff to handle Medicaid expansion and meet child welfare needs
 - Moved to step plan to support staff recruitment and retention efforts
- FY 2025-26 Highlights
 - Request to convert time-limited Community Social Services Assistant position working in facilities maintenance to a permanent position to manage ongoing work
 - Continue to support staffing needed to manage workload
 - Fund ongoing step plan and staff retention efforts
 - Increase funds for IT to purchase additional Laserfiche licenses for social work staff
 - Added mandated training costs for staff in child welfare and adult services to certifications line item

- **Economic Services**

- FY 2024-25 Highlights
 - Recruited and trained new staff in preparation of expanded Medicaid. Added 4,600 Orange County residents in the new Medicaid program
 - Continued to manage WIOA grants and completed the transition to Capital Area Workforce Development Board
 - Opened and staffed the Drakeford in Carrboro for employment services
- FY 2025-26 Highlights
 - Request to convert two time-limited Human Services Specialists positions working in Adult Medicaid to permanent positions to manage ongoing caseload increases
 - Request to extend two time-limited Human Services Specialist I positions working in Medicaid through June 30, 2026, to manage continued Medicaid enrollment with expansion
 - Focus on prevention and support for families in crisis
 - Continue outreach efforts to enroll additional Orange County residents in expanded Medicaid
 - Reduce FNS Employment and Training contract to reflect service provision
 - Manage outside agency contracts to ensure services are provided to families in need

Social Services – continued

- **Public Assistance**

- FY 2024-25 Highlights
 - Passed State Medicaid Report Card for every month thus far in FY2024-25 and every month in FY2023-24
 - Enrolled more than 4,600 Orange County residents in expanded Medicaid
- FY 2025-26 Highlights
 - Continue outreach efforts to enroll additional Orange County residents in expanded Medicaid
 - Utilize all federal energy funds to assist low-income families with utility bills

- **Subsidy**

- FY 2024-25 Highlights
 - Continued to support low-income parents with child care subsidy
 - Addressed food insecurity by providing food directly to families and through support to local food pantries
- FY 2025-26 Highlights
 - Continue ongoing request for County support of child care subsidy
 - Add funds for training for foster parents in efforts to support permanency for children in DSS custody
 - Increase adoption vendor and adoption assistance payments based on state estimates and a number of recent adoptions

- **Child and Family Services**

- FY 2024-25 Highlights
 - Provided services to at-risk children and adults to enable them to live safely and in the least restrictive setting.
- FY 2025-26 Highlights
 - Increase funds for guardianship services and contracts to manage increased caseload
 - Increase funds for in-home aide services due to a waiting list and increased need for services.

Solid Waste Management

Phone Number: (919) 968-2788

Website: <https://orangecountync.gov/795/Solid-Waste-Management>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Overhead	760,327	795,027	795,027	914,169	914,169
Personnel Services	5,222,875	5,693,454	6,064,312	6,302,020	6,237,816
Operations	4,568,750	4,311,642	4,311,642	4,401,380	4,396,044
Recurring Capital	26,686	208,695	0	194,033	194,033
Transfer to R&R Fund	2,244,897	1,958,470	1,958,470	2,773,775	1,953,786
Total Department Expenditures	\$ 12,823,536	\$ 12,967,288	\$ 13,129,451	\$ 14,585,377	\$ 13,695,848
Total Revenues	11,951,745	11,213,886	11,213,886	11,271,931	11,343,931
Appropriated Fund Balance	0	1,753,402	1,753,402	3,313,446	2,351,917
Enterprise Fund Cost (net)	\$ 871,791	\$ 0	\$ 162,163	\$ 0	\$ 0
<i>Solid Waste Renewal and Replacement Fund (Capital Items)</i>					
Professional Services	1,787	0	0	286,000	286,000
Vehicles	815,496	1,927,428	1,927,428	1,784,125	1,784,125
Equipment	11,621	211,551	211,551	1,204,169	1,204,169
Debt Service Payments	1,128,669	1,001,360	1,001,360	948,924	948,924
Total Expenditures	\$ 1,957,573	\$ 3,140,339	\$ 3,140,339	\$ 4,223,218	\$ 4,223,218
Future Financing Proceeds	(550,000)	1,181,869	1,181,869	2,269,432	2,269,432
Sale of Fixed Assets	179,606	0	0	0	0
Operations Fund	2,244,897	1,958,470	1,958,470	1,953,786	1,953,786
Net Costs	\$ 83,070	\$ 0	\$ 0	\$ 0	\$ 0

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Enterprise Fund maintains current Solid Waste Programs Fee of \$138 for County residents and \$92.07 for City of Mebane residents. Expense increase includes increase in overtime and temporary personnel to accommodate the growing demands of recycling and household waste sites within the county, increase in overhead costs, recycling center and sanitation site dumpster replacements, and inflationary increases for fuel, landfill fees and other operating expenses. These increases are offset by decreasing costs in the recycling processing market. Department continues to invest in pay-as-you-go funding for capital purchases.

Solid Waste Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Increase in Fund Balance required	\$ -	\$ 598,515	\$ (598,515)
Decrease in funding for capital items and debt service	\$ (4,684)	\$ -	\$ (4,684)
Increase in overhead costs paid to General Fund	\$ 119,142	\$ -	\$ 119,142
Reduction to travel & training	\$ (5,336)	\$ -	\$ (5,336)
Cost to continue	\$ 457,275	\$ 130,045	\$ 327,230
Net Solid Waste Department Changes	\$ 566,397	\$ 728,560	\$ (162,163)

Solid Waste Management – continued

Mission Statement

Provide environmentally sound and fiscally responsible solid waste and fleet management services through an integrated system focusing on recycling, reduction and reuse; innovative fleet management technology, and community engagement and continued public education.

Major Divisions/Services

Environmental Support Division

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Educate Community on Recyclable Materials					
Outcome Measure: Reduce the amount of contamination in residential curbside recycling carts.					
Strategic Plan Priority: 1. Environmental Protection and Climate Action					
Inquiries to the Orange County Recycles App and Website	32,153	40,100	36,000	37,100	36,000
Number of Recycling Stars earned by households recycling correctly	2,600	2,450	2,500	2,400	2,500
Contamination in single stream recycling material.	9.51%	9.51%	9.45%	9.51%	9.45%

- FY 2024-25 Highlights
 - Shredded 8,171 pounds of paper on-site as compared to 7,497 in FY 2023-24 which represents a just over an 8% increase.
 - Diverted 577 pounds of Food Waste from landfill, up from 435 tons diverted in FY 2023-24 which is a 25% increase.
- FY 2025-26 Highlights
 - Complete 3,000 Regulated Recycling Material Ordinance (RRMO) construction site visits.
 - Expand food waste drop off program to include additional drop-off locations and hours of access by implementing mobile-enabled access to locked containers.

Landfill Division

- FY 2024-25 Highlights
 - Self-hauled 1,200 tons of tires saving \$30,000 in tire disposal costs.
 - 93% of mulch and compost delivered to customers within 72 hours of receiving payment.

Solid Waste Management – continued

- FY 2025-26 Highlights
 - Operate Disposal facilities to maintain regulatory compliance with all statutes and maximize efficiency of operations to achieve higher compaction rates, saving airspace with no “notices of violations” (NOV’s).
 - Increase airspace conservation by grinding 75% of all C&D waste entering the Landfill.

Recycling Division

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Facilitating the Recycling of Materials					
Outcome Measure: Increase diversion of materials for Recycling					
Strategic Plan Priority:	1. Environmental Protection and Climate Action				
Number of Units Billed the SWPF Annually	68,142	67,085	69,841	69,300	70,606
Tons of Separate Glass Diverted from	423	391	430	410	420
Tons of Single Stream Recyclable Material Diverted from Landfills	10,636	10,077	11,000	10,500	10,600
Service: Providing Curbside Recycling carts					
Outcome Measure: Efficient timely delivery of curbside carts					
Strategic Plan Priority:	1. Environmental Protection and Climate Action				
Percentage of carts delivered within 7 days of request	51%	60%	95%	85%	95%
Service: Educate Community on Recyclable Materials					
Outcome Measure: Reduce the amount of contamination in residential curbside recycling carts.					
Strategic Plan Priority:	1. Environmental Protection and Climate Action				
Inquiries to the Orange County Recycles App and Website	32,153	40,100	36,000	37,100	36,000
Number of Recycling Stars earned by households recycling correctly	2,600	2,450	2,500	2,400	2,500
Contamination in single stream recycling material.	9.51%	9.51%	9.45%	9.51%	9.45%
Service: Diversion of Food Waste from Landfills					
Outcome Measure: Increase Food Waste Diverted from Landfill					
Strategic Plan Priority:	1. Environmental Protection and Climate Action				
Food Waste tonnage collected	509	577	535	589	590
# of Participants in County Food Waste Collection Program	65	68	72	68	75

Solid Waste Management – continued

- FY 2024-25 Highlights
 - Assumed curbside recycling collection within the urban areas of Orange County effective July 1, 2024.
 - Installed surveillance cameras at all unmanned sites to monitor and combat illegal dumping and contamination.
- FY 2025-26 Highlights
 - Seek route optimization within the Towns and evaluate restructuring recycling collection routes to 4 collection days per week.
 - Add multifamily housing and commercial routes to the Routeware system allowing optimization of Municipal Solid Waste (MSW) and Recycling collections.
 - Add Organic Collection Boxes at Farmers Market/Selected Community.

Sanitation Division

- FY 2024-25 Highlights
 - Established in-house Household Hazardous Waste training program.
 - Replaced rusted and aged containers at Waste and Recycling Centers to ensure environmental safety.
- FY 2025-26 Highlights
 - Install weather shelters at the Waste and Recycling Centers to protect employees from extreme weather conditions.
 - Evaluate, with Human Resources, the feasibility of identifying dedicated Household Hazardous Waste attendants.
 - Develop and implement an internal Commercial Driver's License (CDL) training program.

Sportsplex Fund

Phone Number: (919) 644-0339

Website: <http://www.oc-sportsplex.com/>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (Sportsplex Enterprise Fund)</i>					
Overhead	0	0	0	183,290	183,290
Personnel Services	1,715,141	1,629,325	1,629,325	1,772,900	1,772,900
Operations	2,868,428	2,084,847	2,084,847	2,397,678	2,397,678
Capital Outlay	0	384,331	0	114,372	114,372
Transfer to General Fund	158,000	316,000	316,000	316,000	316,000
Transfer to R&R Fund	746,694	799,669	799,669	936,338	936,338
Total Expenditures	\$ 5,488,263	\$ 5,214,172	\$ 4,829,841	\$ 5,720,578	\$ 5,720,578
Total Revenues	5,497,730	5,214,172	5,214,172	5,720,578	5,720,578
Transfer from General Fund	0	0	0	0	0
County Costs (net)	\$ (9,467)	\$ 0	\$ (384,331)	\$ 0	\$ 0
<i>By Category (Sportsplex Renwal and Replacement Fund)</i>					
Debt Service	462,919	694,669	694,669	866,338	866,338
Capital Outlay	495,576	325,000	325,000	470,000	470,000
Total Expenditures	\$ 958,495	\$ 1,019,669	\$ 1,019,669	\$ 1,336,338	\$ 1,336,338
Financing Proceeds	0	220,000	220,000	400,000	400,000
Transfer from Operations Fund	746,694	799,669	799,669	936,338	936,338
County Costs (net)	\$ 211,801	\$ 0	\$ 0	\$ 0	\$ 0

Mission Statement: The Orange County Sportsplex is committed to providing a safe, clean, entertaining community recreation and fitness center that serves our customers by offering best in class programs, coaching and lessons. Our highly qualified staff is committed to promoting highly enjoyable and healthy lifestyles for our residents, members, and guests.

Major Divisions/Services

- Summary:
 - FY 2024-25
 - Total Sportsplex revenues are trending at a 10% increase on the strength of robust ice rink, fitness and Kidsplex program growth. Almost all operating expenses were as budgeted with variable cost increases consistent with the revenue growth. Costs to repair/replace aging infrastructure resulted in higher-than-expected expenditures. A highly competitive market for quality people resulted in higher-than-expected payroll costs to retain and attract quality people. Despite these cost challenges net operating profits will be as Budgeted.
 - FY 2025-26
 - Modest growth anticipated due to planned short term shutdowns to replace the ice rink chiller pack unit and resurface the competition pool. Revenue will otherwise continue to be strong with growth in fitness memberships, a vibrant youth hockey program and high demand after school and pre-school programs. Profit target of \$1. 55Mil.reflects both the continued strong revenue trends as well as conservatism due to shutdowns.

Sportsplex Fund – continued

- Sportsplex/Ice Rink
 - FY 2024-25 Highlights
 - Total Rink up 10% due to in-house youth hockey programs: learn to skate, learn to play hockey and in-house teams. All other programs are consistent with prior years and budget reflecting very tight ice availability with rink operations already running almost on a 24-hour basis.
 - The impact on the ice surface from structural issues related to an unusually high ambient water table surrounding and under the ice rink were stabilized through modifications to the subfloor heating system. Ice quality has been excellent.
 - Youth Hockey was supported by the Sportsplex taking on a greater administrative role. All registrations, fee collections, jersey orders, ice and referee scheduling were successfully completed by the Sportsplex. Partnering with the local Hogs program will hopefully result in increased collaborative efforts on critical issues such as player development and flexible scheduling.
 - FY 2025-26 Highlights
 - Extremely tight ice availability will limit growth opportunities. The negotiated compromise with The Hogs leaves little flexibility to address growth in synchro skating, other skating and hockey programs as well as college team games. These stakeholders are understandably frustrated with our lack of flexibility given the tight ice availability which will not abate until additional ice rinks are built in the region.
 - We will continue to focus on creative ways to support growth in public skating, lessons, clinics, figure skating synchro and hockey. One area of considerable pride has been the results of a focus on growth of participation by girls in youth hockey. We could field two all-girl teams for the first time in Sportsplex history.
 - Continued implementation of innovative events to support higher public skating attendance. The focus on expanded concession opening has contributed to the overall entertainment value of public skating sessions.
- Aquatics
 - FY 2024-25 Highlights
 - Overall pool revenues were flat since increased fitness membership requires higher allocation to member swim lanes.
 - Despite a statewide shortage of lifeguards, we fully staffed positions and shifts by running an in-house Red Cross endorsed Lifeguard certification program.
 - Swim team revenues were supported by a strong swim director and coaching staff with a focus on introducing learn-to-swim graduates to fun, local swim meet competitions.
 - FY 2025-26 Highlights
 - Focus on swim lesson program growth as well as partnering with OCS on the introduction of swim/drown proofing programs free to participants.
 - Continue to grow the swim team program.

Sportsplex Fund – continued

- Maximize public swim opportunities for Orange County residents while supporting significant Sportsplex membership growth and the need for classes and lap swims.
- Kidsplex Children’s Center
 - FY 2024-25 Highlights
 - Summer camp registrations increased \$70K (40%) from the prior year through an enhanced offering that includes swim, skating, hockey, court, and turf programs.
 - Pre-school participation grew 30% based on a program that introduces this young group to swim, rink, and other activity-based programs.
 - Recruitment and training of a strong, professional full-time staff.
 - FY 2025-26 Highlights
 - A vibrant staffing campaign to attract quality counsellors to service and support record numbers of Summer Camp participants and the continued growth in After School and Preschool.
- Fitness/Wellness
 - FY 2024-25 Highlights
 - Memberships growth continued to be robust, reaching a new high of approximately 11,000 members and resulting in a \$250K (20%) growth in revenue.
 - Significant equipment upgrade. Personal training increased 20%. Numerous new group exercise programs were introduced. Sportsplex offers the highest assortment of group fitness options in Orange County, including a robust selection for seniors.
 - FY 2025-26 Highlights
 - Support the strong membership growth with new fitness classes, personal and small group training.
 - Continue the partnership with Orange County Schools with discounted memberships for their staff as part of their retention incentives.
- Field House
 - FY 2024-25 Highlights
 - Field House programs continue to evolve as we utilize this resource to support fitness membership and Kidsplex programs while focusing on youth soccer, basketball, volleyball, and lacrosse programs. Youth and adult basketball leagues, and youth soccer continue to be solid.
 - Pickleball participants and revenues grew 30%.
 - FY 2025-26 Highlights
 - Continue to offer quality youth court and turf lessons, clinics, camps for soccer, basketball baseball, football, and golf. Implement new STEM sports programs.
 - Grow the exclusive Supershots program designed for children 2 to 5 years. Focus on turf and court skills, camps, mini leagues.

Sportsplex Fund – continued

- Administration
 - FY 2024-25 Highlights
 - Concession hours expanded and increased birthday parties resulting in a \$40K (25%) increase in revenues.
 - FY 2025-26 Highlights
 - Concessions are to be used to support activities such as public skating, swim meets, skating competitions, college games, tournaments.
 - Focus on more healthy concession offerings. Increase Party offerings.

Tax Administration

Phone Number: (919) 245-2100

Website: <https://www.orangecountync.gov/728/Tax-Administration>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
<i>By Category (General Fund)</i>					
Personnel Services	4,218,976	4,433,731	4,716,002	5,141,776	4,781,133
Operations	618,398	673,788	637,734	783,092	686,797
Capital Outlay	80,076	0	0	0	0
Total Expenditures	\$ 4,917,450	\$ 5,107,519	\$ 5,353,736	\$ 5,924,868	\$ 5,467,930
Total Revenues	559,806	569,740	569,740	578,000	713,000
County Costs (net)	\$ 4,357,644	\$ 4,537,779	\$ 4,783,996	\$ 5,346,868	\$ 4,754,930

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

The department anticipates additional revenue from Chapel Hill-Carrboro City Schools (CHCCS), tax collection, and stormwater fees. The budget includes a new staff position to assist with emergency services billing and overtime for revaluation, offset by additional revenue in the Emergency Services Department. There is an increase in operations costs to allow county payment of ACH fees for taxpayer property tax bills and addition of Occupancy Tax audit, offset by transfer from the Visitors Bureau fund outside of the department budget. The department operational budget also includes countywide travel and training cuts.

Tax Administration Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Additional Revenue for CHHCS, tax collection and stormwater	\$ -	\$ 143,260	\$ (143,260)
Increase for new staff position to assist with emergency services billing and overtime for revaluation, offset by additional revenue in the Emergency Services Department	\$ 65,131	\$ -	\$ 65,131
Increase to base operations	\$ 11,063	\$ -	\$ 11,063
Increase for county payment of ACH fees for taxpayer property tax bills	\$ 25,000	\$ -	\$ 25,000
Reduction to Travel and Training	\$ (2,000)	\$ -	\$ (2,000)
Increase for Occupancy Tax audit, offset by transfer from the Visitors Bureau fund outside of the department	\$ 15,000	\$ -	\$ 15,000
Net Tax Administration Department Changes	\$ 114,194	\$ 143,260	\$ 29,066

Mission Statement

The mission of this department is to ensure all residents are provided a fair and equitable Ad Valorem taxation process. In addition, the department has the duty to collect other taxes and fees for other

Tax Administration – continued

departments and for municipalities, maintain the Graphic Information System (GIS) Enterprise, and implement the County Parcel Identification Number (PIN) Ordinance and the County Road Naming and Addressing Ordinance.

Major Divisions/Services

Performance Measures	2022-2023 Actual	2023-2024 Budget	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Increase instances of community outreach to 10 per year.					
Outcome Measure: Promote interactive and educational sessions for public aimed at revaluation, appealing values, tax assistance, payment options, property ownership/transfer and addressing.					
Strategic Plan Priority:					
Community Outreach Events	7	8	11	15	10
Service: Continue PUV Compliance Reviews, with a goal of initiating 180 audits and increasing revenue to					
Outcome Measure: Work towards meeting statutory requirement of auditing 1/8 of properties annually under PUV program, currently 300+ audits annually.					
Strategic Plan Priorities:					
Number of Audits initiated	85	120	180	180	200
Revenue from Disqualified Properties			\$ 150,000	\$ 160,000	\$ 180,000
Service: Increase number of Online Business Personal Property Listings to 25% of BPP accounts.					
Outcome Measure: Soft Launch in 2024 yielded approximately 13% online listing for BPP. Use public announcements and insert in 2025 BPP listing forms.					
Strategic Plan Priority:					
Number of Online BPP Listings			958	623	1,000
Number of online BPP Extension Requests			437	437	650
Service: Meet and exceed annual goal for delinquent collections of ES Ambulance Billing & Collection					
Outcome Measure: One staff specifically to collect delinquent accounts provides annual revenue of					
Strategic Plan Priority:					
Revenue from delinquent collections	\$ 63,310	\$ 87,955	\$ 65,000	\$ 80,000	\$ 100,000

Assessment and Revaluation: Administer the property tax in Orange County assessing a \$21 billion tax base, ensuring that records are current and available to the public while meeting the requirements of State and Federal privacy law. Includes the administration of statewide and local tax relief programs, and Present-Use Value Programs, which grant about \$7 million in tax assistance annually. Manage the appeal process for taxpayers who wish to appeal the value of their property. Includes informal review, the Board of Equalization and Review, and the State Property Tax Commission. Conduct periodic reappraisal of all real property in the county. The purpose is to adjust property values to current market and redistribute the tax burden.

- FY 2024-25 Highlights
 - Conversion of the Computer Assisted Mass Appraisal Software (CAMA) has experienced delays, estimated Go-Live Q4 2024. Testing and training continue, as work moves forward on 2025 Revaluation. Temps will continue to be used for these two purposes.

Tax Administration – continued

- Business Personal Property Online listing was successfully implemented just prior to the 2024 listing period through a “soft launch”. After a successful season, staff will begin to review options for providing online listing for individual personal property.
- FY 2025-26 Highlights
 - CAMA Conversion estimated Go-Live is December 2025. Data cleanup, testing and training continue. Two temporary staff members will continue to be used to provide relief for those working on the conversion and to provide relief for appraisers working appeals from the 2025 Revaluation.
 - Annual listing forms are now mailed to our print vendor, who processes the paper copy and provides electronic files each day. This has saved good bit of time for administrative and assessment staff for other duties. It also has eliminated having to manage the paper copies in our office. Total costs of this additional service are estimated to be about \$5,000 annually and aligns with multiple strategic initiatives.

GIS/Addressing/Land Records: Identify, review and approve deeds and land-related documents prior to recordation by the Register of Deeds under the guidance of the County PIN Ordinance. This is the primary key for real property title records. Maintain GIS Enterprise, including all GIS layers for consumption by County and Residents and the PIN Application, which records changes to land and ownership for the County. Implement and administer Road Naming and Addressing Ordinance to create standards in naming and in signage/labeling of roads in order to increase ability of 911 emergency staff to quickly respond to location of emergency.

- FY 2024-25 Highlights
 - LR-CAMA Conversion has experienced delays, estimated Go-Live is September 2024. Testing and training continue, as GIS/Addressing/Land Records staff work to clean data and become familiar with new ARC-GIS software upgrade needed to be compatible with Farragut software. Temp will be used to assist with day-to-day work to allow for data cleansing and training.
- FY 2025-26 Highlights
 - LR-CAMA Conversion estimated Go-Live is December 2025. Data cleanup, testing and training continue. One temporary staff member will continue to be used to provide relief for those working on the conversion, completing data cleanup and working to create the custom software to replace the PIN App.
 - Collaboration with Town of Hillsborough Planning to put in place an ILA for the County to provide Addressing services for the Town. An additional full-time position in Addressing would be needed to maintain the addressing for the Town and to implement clean up of addresses that did not meet County and E-911 standards. Our addressing team has been supporting Hillsborough in limited form for the last few years as they have experienced staffing and software issues.

Revenue/Collections: Collect **property taxes** in accordance with North Carolina law and appraisal standards. Collect and account for all current and delinquent taxes for the County, special districts, and the towns of Carrboro, Chapel Hill, Hillsborough, Mebane, and Durham. Bill, collect and account for **other fees and taxes** including Solid Waste Programs Fees, Chapel Hill and Hillsborough Stormwater Management Fees, Room Occupancy Taxes, Emergency Services Ambulance Billing, Emergency Management Fire Inspection and Special Events Fees, Gross Receipts Taxes, Hillsborough Waterstone Special Assessments, and Efland Sewer loans.

- FY 2025-26 Highlights

Tax Administration – continued

- Requesting approval to fund the cost of offering ACH payments made on our website as free of charge to the taxpayer. The cost to pay by ACH is \$3.25. Current use levels indicate \$18,000 will cover the cost of ACH for one year. The use of ACH will increase once provided at no charge. There will be an offset in our lockbox costs over the next few years. There is an increase in the number of payments lost in the mail and this year the issue of check washing fraud associated with our office makes this a necessary step toward providing more secure and more technologically advanced payment methods for our taxpayers. This provides a secure method that bolsters the trust that taxpayers have in paying their taxes in a secure manner, while mail service issues and fraud threaten to break that trust and make the job of collecting taxes more difficult. Providing ACH at no charge, as several of our neighboring counties already do, follows multiple strategic initiatives for the County. Funds are saved in lockbox costs, lowering the amount of paper check deposits, decreasing traffic for taxpayers to mail/deliver their payment to our office, and for daily banking trips. Payments will be posted to bills faster and the funds will be deposited into our bank account faster. This will overall speed up the process of collecting revenue.
- Requesting a second Technician I to expand Emergency Management Billing & Collections (EM B&C) of ambulance trips. Number of trips has increased, additional staff needed to key daily trips and maintain assigned duties. KPI study completed indicates the need for this second position. Collections will increase with the additional staff member, as has been proven by the use of light duty staff from Emergency Services to assist with the Tech I duties in the last year.

Transfers to Other Funds

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
Transfers to Other Funds (General Fund)					
Transfer to Affordable Housing Fund	417,103	463,864	463,864	580,423	513,671
Transfer to County Capital Projects	1,649,153	1,285,484	1,285,484	1,400,000	1,400,000
Transfer to Debt Service	31,997,646	31,390,000	31,390,000	32,331,700	32,331,700
Transfer to School Capital Projects	1,576,000	3,060,000	3,060,000	9,521,200	9,521,200
Transfer to Health & Dental Fund	3,183,405	3,172,894	3,172,894	3,674,204	3,674,204
Transfer to Inspections Fund	387,005	384,377	384,377	404,510	335,774
Total Transfer to Other Funds	\$ 39,235,893	\$ 39,756,619	\$ 39,756,619	\$ 47,912,037	\$ 47,776,549

*These transfers represent contributions from the General Fund to Other Funds.

Transfer to Affordable Housing Initiatives **\$ 513,671**

This transfer reserves funds to address long-term housing needs for decent and affordable housing in Orange County, provides funds for the Housing Rehabilitation Initiative - Urgent Repair and Single Family Rehabilitation programs (\$100,000), the County match to the HOME Program (\$37,688), and the Homelessness Partnership Program (\$375,983) related to the County's involvement in affordable housing programs. (See the Housing Department section of this document for more information).

Transfer to School Capital **\$9,521,000** **Transfer to County Capital** **\$1,400,000**

These transfers provide pay-as-you-go funds for County and School capital projects identified in the FY 2024-25 (Year 1) Capital Investment Plan (CIP). The increase in school capital funding represents the introduction of the Pay-Go funds to supplement the voter approved school bond projects.

Transfer to Debt Service Fund **\$32,331,700**

This transfer allocates general fund dollars to the Debt Service Fund. Starting in FY 2023-24, debt service will be paid in its own dedicated fund, rather than through the General Fund.

Transfer to Health and Dental Fund **\$3,674,204**

This transfer allocates general fund dollars to the Health and Dental Fund to support the employer portion of retiree health benefits.

Transfer to Inspections Fund **\$335,774**

This transfer allocates general fund dollars to the Inspections Division of the Planning & Inspections Department.

Transportation Services

Phone Number: (919) 245-2007

Website: <https://www.orangecountync.gov/transit>

	2023-24 Actual Expenditures	2024-25 Original Budget	2025-26 Base Budget	2025-26 Department Requested	2025-26 Manager Recommended
By Category (General Fund)					
Personnel Services	1,766,940	2,076,286	2,206,377	2,509,707	2,235,442
Operations	707,038	923,000	418,000	817,000	517,200
Capital Outlay	0	0	0	3,000	0
Total Expenditures	\$ 2,473,979	\$ 2,999,286	\$ 2,624,377	\$ 3,329,707	\$ 2,752,642
Total Revenues	2,089,679	1,970,331	1,770,331	2,514,782	2,239,782
County Costs (net)	\$ 384,300	\$ 1,028,955	\$ 854,046	\$ 814,925	\$ 512,860

Budget Highlights

The FY 2025-26 Manager Recommended budget contains the following changes from Base Budget:

Total expenditure increase of \$128,265 is based on right-sizing transit operations including cleaning & maintenance costs and staffing to meet increased demand. The recommended budget also includes funding for a Multimodal Impact Assessment to improve multimodal travel within the county. Total revenue increase of \$469,451 includes an increase in the Transit Tax Workplan and increased reimbursement ability. The net county cost decrease is \$341,186.

Transportation Services Department Changes	Expenditure Increase / (Decrease)	Revenue Increase / (Decrease)	Net County Cost
Increase in anticipated revenue based on grants and Transit Tax Workplan	\$ -	\$ 469,451	\$ (469,451)
Reduction to travel & training	\$ (800)	\$ -	\$ (800)
Rightsizing transit operations in temporary, overtime, cleaning, and maintenance costs	\$ 129,065	\$ -	\$ 129,065
Net Transportation Services Department Changes	\$ 128,265	\$ 469,451	\$ (341,186)

Mission Statement

The Department serves the community by addressing its transportation needs through local, regional, state and federal partnerships. We plan, coordinate and work towards sustaining a multi-modal transportation system in coordination and collaboration with member jurisdictions. Transportation in Orange County is guided by local, federal and state laws, funded by the most recent transportation authorization bill and is required to be done following the 3C process: Continuing, Cooperative, and Comprehensive.

Transportation Services – continued

Major Divisions/Services

Transportation and Public Engagement Division

- FY 2024-25 Highlights - Accomplishments
 - Received BOCC approval to expand the County Transit service area to ten miles outside County boundary.
 - Received BOCC approval for a Youth Delegate on the OUTBoard.
 - Initiated and completed the 2024 Safe Routes to School Update, Transportation Multimodal Plan and Short-Range Transit Plan, latter two funded by Durham-Chapel Hill-Carrboro Metropolitan Planning Organization.
 - Initiated the County's first Bicycle and Pedestrian Plan funded by Durham-Chapel Hill-Carrboro Metropolitan Planning Organization
 - Initiated the Design and Engineering of the Orange Grove Road Sidewalk, reimbursed by North Carolina Department of Transportation (NCDOT) State Transportation Improvement Program (STIP)
 - Obtained a Municipal Agreement from NCDOT for professional engineering services.
 - Received BOCC approval for the US 70 Multimodal Corridor Study
 - Directly assisted with all public engagement initiatives for the Transportation Multimodal Plan, Short-Range Transit Plan, DCHC MPO's Coordinated Human Service Plan and others by facilitating outreach efforts and participating in workshops and pop-up events.

- FY 2025-26 Highlights – Work Plan
 - Complete Orange County Bicycle and Pedestrian Plan and State of Orange County Transit Report
 - Support other departments planning processes like DEAPR's Trail Plan and Planning's Land Use Plan while implementing the County's Strategic Plan and Climate Action Plan.
 - Enhance public engagement through best practices established through successfully completed projects like Transportation Multimodal Plan, Safe Routes to School Plan and Short Range Transit Plan.
 - Obtain BOCC approval for a 2nd youth delegate on OUTBoard and update OUTBoard Policy and Procedures to meet recent updates to County's Advisory Board Policy.
 - Complete the Business Development Plan for the department enhancing financial stewardship through innovative and locally focused practices meeting recent challenges in state and federal funding.
 - Support towns and regional agencies as meeting changes to state and federal laws regarding multimodal transportation practices.

Transportation Services – continued

Transit Division

Performance Measures	2022-2023 Actual	2023-2024 Actual	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget
Service: Transit					
Strategic Plan Priority:	4. Multi-modal Transportation				
Outcome Measure: Increased utilization of multi-modal transportation.					
Total Ridership Across All Services	26,000	29,484	35,000	35,000	35,000
Outcome Measure: Improved quality of service					
Transit On-Time Performance	90%	91%	100%	92%	92%
Outcome Measure: Increase public transit services ensuring all residents have access for all purposes.					
Total Transit Service Hours	12,755	14,742	20,000	20,000	20,000

- FY 2024-25 Highlights - Accomplishments
 - Met the 100% Transit Tax Reimbursements
 - Progressed meetings with Mebane for a new Mebane Circulator
 - Increased MOD services to six days a week
- FY 2025-26 Highlights – Work Plan
 - Continue implementing the approved Short Range Transit Plan and 2022 Transit Plan
 - Update the Division’s Agency Safety Plan and ADA Paratransit Plan, while also improving the department’s Title VI and Public Involvement Plan.
 - Complete the State of Orange County’s Transit Report and get BOCC approval to authorize department to amend or update the Transit Plan in light County specific transit service improvements and accomplishments.
 - Improve marketing of all transit services and build partnerships with local communities to increase public awareness of County Transit options.
 - Work with Regional partners to consolidate technology resource to improve the efficiency and coordination of the public transit service in the immediate and surrounding areas.

Employee Pay and Benefits

Appendix A

Position Classification and Pay Plans

BACKGROUND

As outlined in Article I of Section 28 of the Orange County Code of Ordinances, the Board of County Commissioners (Board) holds the authority to approve all personnel ordinances and policies. The County Manager is responsible for the creation of administrative rules and regulations that are consistent with and necessary to carry out the provisions of the Personnel Ordinance as well as the administration and technical direction of the personnel program. The responsibility of the County Manager includes evaluating and recommending to the Board any increases, reductions, or amendments deemed necessary to ensure the fairness, competitiveness, and adequacy of the Orange County Pay Plan (Plan).

The Pay Plan is composed of the County Salary Schedule and a comprehensive list of job classifications assigned to specific salary grades. Additionally, the Plan includes designated step plan schedules for classifications within the Sheriff's Office, Emergency Services, and Social Services departments.

The Human Resources Department has actively been conducting classification and grade studies as an ongoing initiative to review all budgeted positions comparatively to the current market. Recommendations of salary increases are reviewed based on current compression, and a compression adjustment is recommended when applicable and funding via salary attrition.

Wages

Effective July 1, 2025, the Manager recommends a 2% wage increase for all permanent employees in active status on June 30, 2025. Accordingly, the Salary Schedule and the Salary Step Plan Schedules will be revised to reflect a 2% wage increase.

Merit Pay

As per Section 28-61 (a)(1) of the Orange County Code of Ordinances, Merit Pay is subject to the Board of Commissioners' annual approval. Merit pay is associated with an employee's ranking in an annual performance evaluation. It is issued either as a base salary increase or a lump-sum payment, depending on whether the employee is on the county salary schedule or step plan, respectively. Merit pay is awarded during the first full pay period of January each year.

For FY2025-26, the County Manager recommends increasing the Merit Pay Plan by two percent (2%) at each level of performance ranking consistent with the general wage increase effective July 1, 2025. Employees who receive a Proficient rating will receive \$561 annually, or approximately \$0.27 per hour. Those rated as Superior will receive \$842 annually, or \$0.40 per hour. Employees who achieve an Exceptional performance rating will receive \$1,122 annually, equivalent to \$0.54 per hour.

Position Classification and Pay Plans – continued

Fiscal Year	Proficient		Superior		Exceptional	
	annually	hourly	annually	hourly	annually	hourly
2022	\$500	\$0.24	\$750	\$0.36	\$1,000	\$0.48
2023	\$500	\$0.24	\$750	\$0.36	\$1,000	\$0.48
2024	\$530	\$0.25	\$795	\$0.38	\$1,060	\$0.51
2025	\$550	\$0.26	\$825	\$0.40	\$1,100	\$0.53
2026	\$561	\$0.27	\$842	\$0.40	\$1,122	\$0.54

Manager Recommendation

The Manager recommends the following compensation adjustments and Pay Plan updates effective July 1, 2025:

- Wage increases of 2.0% for permanent employees in active status on June 30, 2025.
- Merit Pay Adjustments (payable January 2026) at tiers of \$561 for proficient performance, \$842 for superior performance, and \$1,122 for exceptional performance.
- Merit Pay will be applied to base salary for employees on the salary schedule and paid as a lump sum for employees on a step plan.
- The general salary schedule will be increased by 2.0% effective July 1, 2025.
- The step salary schedules will also be increased by 2.0% wage effective July 1, 2025.
- Allocate \$1,797,262 for total wage increases and \$451,000 for Merit Pay increases.
- Continuation of classification and grade reviews and addressing salary compression as appropriate.

Orange County Salary Schedule

Effective 07/01/2025

Grade	Minimum	Quarter 1	Midpoint	Quarter 3	Maximum
9	38,213	43,204	49,149	55,098	64,781
10	38,690	43,635	49,641	55,648	65,428
11	39,175	44,072	50,138	56,205	66,083
12	39,662	44,512	50,639	56,767	66,744
13	41,123	47,688	54,252	60,818	70,824
14	43,208	50,105	57,000	63,898	75,129
15	45,394	52,641	59,887	67,134	78,934
16	47,691	55,306	62,919	70,533	82,931
17	50,106	58,105	66,103	74,102	87,126
18	52,641	61,045	69,450	77,854	91,537
19	55,308	64,137	72,966	81,796	96,173
20	58,107	67,384	76,661	85,935	101,040
21	61,049	70,796	80,541	90,288	106,157
22	64,137	74,378	84,618	94,856	111,529
23	67,386	78,144	88,902	99,660	117,176
24	70,798	82,100	93,401	104,703	123,106
25	74,382	86,255	98,131	110,003	129,339
26	78,145	90,620	103,096	115,572	135,885
27	82,102	95,209	108,316	121,424	142,766
28	86,258	100,030	113,801	127,571	149,994
29	90,623	105,092	119,560	134,030	157,585
30	95,212	110,413	125,616	140,815	165,566
31	100,032	116,002	131,972	147,942	173,945
32	105,096	121,875	138,653	155,432	182,753
33	110,418	128,045	145,672	163,301	192,003
34	116,008	134,529	153,048	171,570	201,724
35	121,879	141,338	160,796	180,255	211,938
36	128,050	148,493	168,937	189,381	222,668
37	134,531	156,009	177,488	198,967	233,937

FY 2025-26 Classification and Pay Plan

Classes by Alphabetical Order

CLASS CODE	CLASS TITLE	SALARY GRADE	FLSA
1949	ACCOUNTANT	19	EXEMPT
2460	ACCOUNTING MANAGER	24	EXEMPT
1201	ACCOUNTING TECH I	12	NON-EXEMPT
1474	ACCOUNTING TECH II-DSS	14	NON-EXEMPT
1542	ACCOUNTING TECH III-DSS	15	NON-EXEMPT
1525	ACCOUNTING TECH III-FINANCE	15	NON-EXEMPT
1333	ADMIN ASSISTANT II-DSS	13	NON-EXEMPT
1539	ADMIN SUPPORT II-SWM FLEET SERVICES	15	NON-EXEMPT
1401	ADMINISTRATIVE ASSISTANT III	14	NON-EXEMPT
1321	ADMINISTRATIVE ASST II-SHERIFF	13	NON-EXEMPT
1866	ADMINISTRATIVE OFFICER	18	EXEMPT
2052	ADMINISTRATIVE OFFICER II	20	EXEMPT
1467	ADMINISTRATIVE SUPPORT I-DEAPR	14	NON-EXEMPT
1488	ADMINISTRATIVE SUPPORT I-ECONOMIC DEVELOPMENT	14	NON-EXEMPT
1465	ADMINISTRATIVE SUPPORT I-EMERGENCY SERVICES	14	NON-EXEMPT
1413	ADMINISTRATIVE SUPPORT I-FLEET	14	NON-EXEMPT
1475	ADMINISTRATIVE SUPPORT I-HEALTH	14	NON-EXEMPT
1565	ADMINISTRATIVE SUPPORT II- OCTS	15	NON-EXEMPT
1549	ADMINISTRATIVE SUPPORT II-HCD	15	NON-EXEMPT
1535	ADMINISTRATIVE SUPPORT II-HUMAN RESOURCES	15	NON-EXEMPT
1540	ADMINISTRATIVE SUPPORT II-REGISTER OF DEEDS	15	NON-EXEMPT
1556	ADMINISTRATIVE SUPPORT II-SWM	15	NON-EXEMPT
1473	ADMINISTRATIVE SUPPORT I-PLANNING	14	NON-EXEMPT
1469	ADMINISTRATIVE SUPPORT I-SOLID WASTE MANAGEMENT	14	NON-EXEMPT
1472	ADMINISTRATIVE SUPPORT I-TAX	14	NON-EXEMPT
1468	ADMINISTRATIVE SUPPORT I-VISITOR BUREAU	14	NON-EXEMPT
1976	ADULT SERVICES NURSING CONSULT	19	NON-EXEMPT
3201	ADVANCED PRACTICE PROVIDER I	32	EXEMPT
3302	ADVANCED PRACTICE PROVIDER II	33	EXEMPT
2901	AGING DIRECTOR	29	EXEMPT
2266	AGING TRANSITIONS ADMINISTRATOR	22	EXEMPT
1762	AGING TRANSITIONS SPECIALIST	17	NON-EXEMPT
2444	AMS ASSISTANT DIRECTOR	24	EXEMPT
1764	ANIMAL CARE SUPERVISOR	17	NON-EXEMPT
1243	ANIMAL CARE TECHNICIAN	12	NON-EXEMPT
2201	ANIMAL CONTROL MANAGER	22	EXEMPT
1558	ANIMAL CONTROL OFFICER	15	NON-EXEMPT
2434	ANIMAL SERVICES ASSISTANT DIR	24	EXEMPT
2914	ANIMAL SERVICES DIRECTOR	29	EXEMPT
2924	APPLICATIONS MANAGER	29	EXEMPT
1752	APPRAISER I	17	NON-EXEMPT

FY 2025-26 Classification and Pay Plan
Classes by Alphabetical Order

1903	APPRAISER II	19	NON-EXEMPT
2726	ARTS COMMISSION DIRECTOR	27	EXEMPT
1679	ASSET MANAGEMENT COORDINATOR	16	NON-EXEMPT
3115	ASSET MANAGEMENT DIRECTOR	31	NON-EXEMPT
1738	ASSISTANT DEPUTY CLERK II	17	EXEMPT
2464	ASSISTANT DIRECTOR OF COMMUNITY RELATIONS	24	EXEMPT
1850	ASSISTANT FIRE MARSHAL	18	NON-EXEMPT
2424	ASSISTANT LIBRARY DIRECTOR	24	EXEMPT
1461	ASSISTANT PROGRAM COORDINATOR	14	NON-EXEMPT
2432	ASSISTANT REGISTER OF DEEDS	24	EXEMPT
2930	ASSISTANT SOCIAL SERVICES DIRECTOR	29	EXEMPT
2615	ASSISTANT SOLID WASTE DIRECTOR	26	EXEMPT
2464	ASST DIRECTOR OF COMM RELATION	24	EXEMPT
2423	ASST ECONOMIC DEVELOPMENT DIRECTOR	24	EXEMPT
2074	ASST FAC MAINT MANAGER	20	EXEMPT
2044	ASST SUPERINTENDENT OF PARKS	20	EXEMPT
2711	ASST TO COUNTY MANAGER FOR LEGIS LATIVE AFFAIRS	27	EXEMPT
1856	AUTOMOTIVE MECHANIC	18	NON-EXEMPT
1974	BC-PS COMS PROFS STANDARDS	19	EXEMPT
1973	BC-SAFETY COMS TRAINING & DEV	19	EXEMPT
1963	BENEFITS SPECIALIST	19	EXEMPT
1448	BILLING SPECIALIST	14	NON-EXEMPT
1314	BILLING TECHNICIAN	13	NON-EXEMPT
1702	BLDG SAFETY OFFICIAL I	17	NON-EXEMPT
1955	BLDG SAFETY OFFICIAL III	19	NON-EXEMPT
1124	BREASTFEEDING SUPPORT SPECIALIST	11	NON-EXEMPT
2272	BUDGET & MANAGEMENT ANALYST I	22	EXEMPT
2458	BUDGET & MANAGEMENT ANALYST II	24	EXEMPT
2806	BUDGET DIRECTOR	28	EXEMPT
1972	BUREAU CH EMS CLIN, QUAL, COMP	19	EXEMPT
1975	BUREAU CHIEF, EMS TRAIN & DEV	19	EXEMPT
2048	BUREAU CHIEF-PS COMMS TECH	20	EXEMPT
2076	BUSINESS OFFICER I- ANIMAL SER	20	EXEMPT
2039	BUSINESS OFFICER I-AGING	20	EXEMPT
2051	BUSINESS OFFICER I-CM	20	EXEMPT
2068	BUSINESS OFFICER I-ECONOMIC DE	20	EXEMPT
2203	BUSINESS OFFICER II	22	EXEMPT
2271	BUSINESS OFFICER II-HEALTH	22	EXEMPT
2250	BUSINESS OFFICER II-HOUSING	22	EXEMPT
2263	BUSINESS OFFICER II-LIBRARY	22	EXEMPT
2249	BUSINESS OFFICER II-SWM	22	EXEMPT
2064	BUSINESS OFFICER I-PLANNING	20	EXEMPT
2040	BUSINESS OFFICER I-SHERIFF	20	EXEMPT

FY 2025-26 Classification and Pay Plan
Classes by Alphabetical Order

2042	BUSINESS OFFICER I-TAX	20	EXEMPT
1908	BUSINESS PERSONAL PROP APPR II	19	NON-EXEMPT
1869	CAPITAL FIELD PROJECTS COORD	18	EXEMPT
2428	CAPITAL PROJECTS MANAGER	24	EXEMPT
2069	CD PROGRAM ANALYST	20	EXEMPT
2269	CENTRAL PERMIT ADMIN MANAGER	22	EXEMPT
1497	CERTIFIED MEDICAL ASSISTANT	14	NON-EXEMPT
2035	CHIEF APPRAISER	20	NON-EXEMPT
2714	CHIEF BUILDING OFFICIAL	27	EXEMPT
3116	CHIEF EQUITY-HUMAN RIGHTS OFFICER	31	EXEMPT
3501	CHIEF FINANCIAL OFFICER	35	EXEMPT
3102	CHIEF INFORMATION OFFICER	31	NON-EXEMPT
2404	CHIEF INSP & PLANS EXAM II	24	EXEMPT
2433	CHILD SUPPORT ASST DIRECTOR	24	EXEMPT
2902	CHILD SUPPORT DIRECTOR	29	EXEMPT
1773	CHILD SUPPORT OFFICER	17	NON-EXEMPT
1231	CHILD SUPPORT SERVICES TECH	12	NON-EXEMPT
2310	CJRD CLINICAL COORDINATOR	23	EXEMPT
1872	CJRD OFFICE MANAGER	18	NON-EXEMPT
2918	CLERK TO THE BOARD	29	EXEMPT
1928	CLINICAL SOCIAL WORKER I	19	EXEMPT
2111	CLINICAL SOCIAL WORKER II	21	EXEMPT
2065	COLLECTION DEV LIBRARIAN	20	EXEMPT
1983	COMMUNICATION MANAGER-AGING	19	EXEMPT
2056	COMMUNICATIONS MANAGER	20	EXEMPT
2126	COMMUNICATIONS MANAGER-SHERIFF	21	EXEMPT
1935	COMMUNICATIONS MGR	19	EXEMPT
2057	COMMUNICATIONS SPECIALIST	20	EXEMPT
2305	COMMUNITY DEV PROG MANAGER	23	EXEMPT
2122	COMMUNITY ENG & OUTRCH COORD	21	EXEMPT
1984	COMMUNITY ENGAGEMENT SPVR	19	EXEMPT
1015	COMMUNITY HEALTH AIDE	10	NON-EXEMPT
1749	COMMUNITY PARAMEDIC	17	NON-EXEMPT
1849	COMMUNITY PARAMEDIC COORD	18	NON-EXEMPT
1777	COMMUNITY PARAMEDIC-PORT	17	NON-EXEMPT
2917	COMMUNITY RELATIONS DIRECTOR	29	EXEMPT
2718	COMMUNITY SERVICES DIRECTOR	27	EXEMPT
1129	COMMUNITY SOCIAL SERVICES TECH	11	NON-EXEMPT
2514	COMPLIANCE MANAGER	25	EXEMPT
9111	CONVENIENCE CENTER OPERATOR	9	NON-EXEMPT
1548	COORD ENTRY HOUSING SPECIALIST	15	NON-EXEMPT
3702	COUNTY ATTORNEY	37	EXEMPT
2415	COUNTY ENGINEER	24	EXEMPT

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3701	COUNTY MANAGER	37	EXEMPT
2118	CPS SOCIAL WORKER	21	NON-EXEMPT
3003	CRIMINAL JUSTICE RESOURCE DIRECTOR	30	EXEMPT
1566	CRISIS RESPONSE COMMUNITY EMT	15	NON-EXEMPT
1941	CULTURAL RESOURCES COORD	19	EXEMPT
2455	CURRENT PLANNING & ZONING MGR	24	EXEMPT
1765	CUSTOMER SERVICE SUPERVISOR	17	NON-EXEMPT
2512	DATABASE ADMINISTRATOR	25	EXEMPT
1496	DENTAL ASSISTANT	14	NON-EXEMPT
3502	DENTAL DIRECTOR	35	EXEMPT
2314	DENTAL HYGIENIST	23	NON-EXEMPT
1864	DENTAL OFFICE MANAGER	18	EXEMPT
3401	DENTIST	34	EXEMPT
2109	DEPUTY CHIEF - EMS	21	EXEMPT
2427	DEPUTY CLERK TO THE BOARD	24	EXEMPT
2278	DEPUTY COLLECTIONS MANAGER	22	EXEMPT
3601	DEPUTY COUNTY MANAGER	36	EXEMPT
2723	DEPUTY DIRECTOR DEVLPMNT SRVS	27	EXEMPT
2722	DEPUTY DIRECTOR LONG RANGE PLN	27	EXEMPT
2457	DEPUTY DIRECTOR OF ELECTIONS	24	EXEMPT
2117	DEPUTY EM COORDINATOR	21	EXEMPT
2253	DEPUTY GIS & LAND RECORDS MGR	22	EXEMPT
1325	DEPUTY REGISTER OF DEEDS II	13	NON-EXEMPT
1547	DEPUTY REGISTER OF DEEDS III	15	NON-EXEMPT
1607	DEPUTY SHERIFF I	16	NON-EXEMPT
1838	DEPUTY SHERIFF II	18	NON-EXEMPT
2504	DEPUTY TAX ASSESSOR	25	EXEMPT
1616	DEPUTY TAX COLLECTOR	16	NON-EXEMPT
2625	DEPUTY TRANSPORTATION DIRECTOR	26	EXEMPT
2313	DETENTION CAPTAIN	23	EXEMPT
1445	DETENTION OFFICER	14	NON-EXEMPT
1861	DETENTION OFFICER II	18	NON-EXEMPT
1317	DETENTION OFFICER TRAINEE	13	NON-EXEMPT
1992	DETENTION SERGEANT I	19	NON-EXEMPT
2439	DISPOSAL OPERATIONS MANAGER	24	EXEMPT
1999	DIVERSION SOCIAL WORKER	19	NON-EXEMPT
2724	DIVISION CHIEF- EMS	27	EXEMPT
2624	DIVISION CHIEF OF EMERGENCY MGMT	26	EXEMPT
2407	DIVISION CHIEF OF FIRE & LIFE	24	EXEMPT
2623	DIVISION CHIEF-FINANCE & ADMIN	26	EXEMPT
2725	DIVISION CHIEF-PUBLIC SAFETY COMS	27	EXEMPT
1758	DRUG TREATMENT COORDINATOR	17	NON-EXEMPT
2306	DS/CAPTAIN	23	EXEMPT

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2927	DS/CHIEF OF ADMINISTRATION	29	EXEMPT
2923	DS/CHIEF OF OPERATIONS	29	EXEMPT
1967	DS/INVESTIGATOR I	19	NON-EXEMPT
2115	DS/LIEUTENANT	21	NON-EXEMPT
2601	DS/MAJOR	26	EXEMPT
1904	DS/SERGEANT I	19	NON-EXEMPT
2041	DS/SERGEANT II	20	NON-EXEMPT
1901	DSS ECON BEN QA TRAINER	19	EXEMPT
1977	DSS HUMAN SVC COORD II	19	NON-EXEMPT
1753	DSS HUMAN SVC COORDINATOR I	17	NON-EXEMPT
1754	DSS HUMAN SVC SPEC III	17	NON-EXEMPT
1755	DSS SOCIAL WORKER II	17	NON-EXEMPT
2258	DSS SYSTEM ANALYST	22	EXEMPT
3114	ECONOMIC DEVELOPMENT DIRECTOR	31	NON-EXEMPT
2466	ECONOMIC PROGRAM ADMINISTRATOR	24	EXEMPT
2626	ECONOMIC SERVICES PROGRAM MANA	26	EXEMPT
1924	EH PROG SPEC-RETAIL FP, LODGING	19	EXEMPT
1705	EHS FOOD LODGING & FACILITIES	17	NON-EXEMPT
1767	EHS HEALTHY HOMES COORD	17	NON-EXEMPT
1766	EHS PREPAREDNESS COORDINATOR	17	NON-EXEMPT
1853	ELDERCARE SOCIAL WORKER	18	NON-EXEMPT
2919	ELECTIONS DIRECTOR	29	EXEMPT
1859	ELECTIONS FINANCE ANALYST	18	EXEMPT
2063	ELECTIONS LOGISTIC MANAGER	20	EXEMPT
1860	ELECTIONS SPECIALIST	18	EXEMPT
1841	EM BILLING & COLLECT MANAGER	18	EXEMPT
1118	EM BILLING & COLLECT TECH I	11	NON-EXEMPT
1230	EM BILLING & COLLECT TECH II	12	NON-EXEMPT
1779	EM HOUSING ASST CASE SPEC	17	EXEMPT
1994	EMERGENCY MANAGEMENT PLANNER	19	EXEMPT
1328	EMERGENCY MEDICAL TECH	13	NON-EXEMPT
3103	EMERGENCY SERVICES DIRECTOR	31	NON-EXEMPT
1971	EMS BATTALION CHIEF	19	NON-EXEMPT
1871	ENV HEALTH OFFICE MANAGER	18	EXEMPT
1751	ENV HEALTH SPEC-WELLS & SEPTIC	17	NON-EXEMPT
1748	ENVIR ED & SUPPORT COORDINATOR	17	EXEMPT
2904	ENVIRONMENT,AG,PARKS&REC DIR	29	EXEMPT
1637	ENVIRONMENTAL ENFORCEMENT OFFICER	16	EXEMPT
1810	ENVIRONMENTAL ENFRMNT SPRV	18	EXEMPT
2703	ENVIRONMENTAL HEALTH DIRECTOR	27	EXEMPT
1485	ENVIRONMENTAL HEALTH OFFICE ADMINISTRATOR I	14	NON-EXEMPT
1917	ENVIRONMENTAL HEALTH PROG SPEC	19	EXEMPT
2409	ENVIRONMENTAL HEALTH SUPV	24	EXEMPT

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1544	EPIC SYSTEMS COORDINATOR	15	NON-EXEMPT
2425	EROSION CONT & STORMWATER MGR	24	EXEMPT
1855	EROSION CONTROL OFFICER I	18	NON-EXEMPT
2059	EROSION CONTROL OFFICER II	20	NON-EXEMPT
2047	ES SYSTEMS TECHNICIAN	20	NON-EXEMPT
1693	EVICTON DIVERSION EXPEDITOR	16	NON-EXEMPT
1731	EXECUTIVE ASSISTANT-CONFIDENT	17	NON-EXEMPT
1772	FACILITATES MAINTENANCE TECH III	17	NON-EXEMPT
1820	FACILITIES ENV & SPRT MANAGER	18	EXEMPT
1023	FACILITIES ENVIR TECH II-DSS	10	NON-EXEMPT
1022	FACILITIES ENVIR TECH II-SHERIFF	10	NON-EXEMPT
0913	FACILITIES ENVIRONMENT TECH I	9	NON-EXEMPT
1135	FACILITIES ENVIRONMENT TECH III	11	NON-EXEMPT
1136	FACILITIES ENVIRONMENT TECH III-DSS	11	NON-EXEMPT
2252	FACILITIES MAINTENANCE MANAGER	22	EXEMPT
1562	FACILITIES MAINTENANCE TECH I	15	NON-EXEMPT
1602	FACILITIES MAINTENANCE TECH II	16	NON-EXEMPT
1233	FACILITY MANAGER/PROGRAM ASST	12	NON-EXEMPT
1905	FAIR HOUSING INVESTIGATOR	19	EXEMPT
1241	FAMILY NAVIGATOR	12	NON-EXEMPT
2075	FAMILY SUCC ALLI CONNECT MANAG	20	EXEMPT
1494	FET TEAM COORDINATOR	14	NON-EXEMPT
2717	FINANCE & ADMIN OPS DIRECTOR	27	EXEMPT
2462	FINANCE MANAGER-PURCHASING	24	EXEMPT
2449	FINANCIAL SERV MANAGER-PAYROLL	24	EXEMPT
2617	FINANCIAL SYSTEMS ADMINISTRATOR	26	EXEMPT
2124	FINANCIAL SYSTEMS ANALYST	21	EXEMPT
2438	FISCAL OPERATIONS MANAGER	24	EXEMPT
1411	FOREIGN LANGUAGE COORDINATOR	14	NON-EXEMPT
1608	FORMERLY INCARCERATED TRN SUPV	16	NON-EXEMPT
2507	GIS & LAND RECORDS MANAGER	25	EXEMPT
2127	GIS IT SPECIALIST	21	EXEMPT
1673	GIS TECH I	16	NON-EXEMPT
1835	GIS TECH II	18	NON-EXEMPT
2037	GIS TECH III	20	EXEMPT
2038	GIS TECH III-PLANNING	20	EXEMPT
1692	GRANT MANAGEMENT SPECIALIST	16	NON-EXEMPT
1559	GRANTS AND OPERATIONS COORD	15	NON-EXEMPT
2116	HARM REDUCTION CLINICAL COORD	21	EXEMPT
2304	HCV PROGRAM MANAGER	23	EXEMPT
1671	HCV PROGRAM SPECIALIST	16	NON-EXEMPT
1664	HCVP INSPECTOR	16	NON-EXEMPT
3503	HEALTH DIRECTOR	35	EXEMPT

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2503	HEALTH HUMAN SERVICES MANAGER	25	EXEMPT
2234	HEALTH INFORMATICS MANAGER	22	EXEMPT
1760	HEALTH SOCIAL WORKER II	17	NON-EXEMPT
1857	HEAVY EQUIPMENT MECHANIC I	18	NON-EXEMPT
2062	HEAVY EQUIPMENT MECHANIC II	20	NON-EXEMPT
1495	HEAVY EQUIPMENT OPERATOR I	14	NON-EXEMPT
1699	HEAVY EQUIPMENT OPERATOR II	16	NON-EXEMPT
1858	HEAVY EQUIPMENT OPERATOR III	18	NON-EXEMPT
2259	HELP DESK SUPERVISOR	22	EXEMPT
2510	HOME VISITING SERVICES MGR	25	EXEMPT
2450	HOME VISITING SERVICES SUPV	24	EXEMPT
2307	HOMELESS PROGRAM MANAGER	23	EXEMPT
2045	HOMELESS PROGRAMS COORDINATOR	20	EXEMPT
1907	HOUS HELP & OUTREACH COOR	19	EXEMPT
1603	HOUS LOC & HCV INSP	16	NON-EXEMPT
1684	HOUSING ACCESS COORDINATOR	16	NON-EXEMPT
3117	HOUSING DIRECTOR	31	EXEMPT
1776	HOUSING GRANTS COORDINATOR	17	NON-EXEMPT
1741	HOUSING REHAB SPECIALIST I	17	NON-EXEMPT
2619	HR PROGRAM MANAGER	26	EXEMPT
1980	HUMAN RESOURCES ANALYST	19	EXEMPT
3506	HUMAN RESOURCES DIRECTOR	35	EXEMPT
2453	HUMAN RESOURCES MANAGER	24	EXEMPT
1617	HUMAN SERVICES COORDINATOR I	16	NON-EXEMPT
1440	HUMAN SERVICES SPECIALIST I	14	NON-EXEMPT
1520	HUMAN SERVICES SPECIALIST II	15	NON-EXEMPT
2053	HUMAN SERVICES SUPERVISOR I	20	EXEMPT
2261	HUMAN SERVICES SUPERVISOR II	22	EXEMPT
2281	HUMAN SERVICES SUPV II-ADULT S	22	EXEMPT
1227	HUMAN SERVICES TECHNICIAN	12	NON-EXEMPT
1870	HVAC LEAD TECH	18	NON-EXEMPT
2210	IT ANALYST	22	EXEMPT
2308	IT DATABASE SUPERVISOR	23	EXEMPT
1449	IT HELP DESK-ADMIN SPEC	14	NON-EXEMPT
2620	IT OPS MGR/SECURITY OFF	26	EXEMPT
1622	IT SUPPORT ANALYST I	16	NON-EXEMPT
1815	IT SUPPORT ANALYST II	18	NON-EXEMPT
2220	IT SYSTEMS ANALYST	22	EXEMPT
0912	JAIL COOK	9	NON-EXEMPT
1123	JAIL COOK SUPERVISOR	11	NON-EXEMPT
1560	LAB QUALITY ASSURANCE MGR	15	NON-EXEMPT
1240	LABORATORY TECHNICIAN	12	NON-EXEMPT
2211	LAND RES CONSERVATION MANAGER	22	EXEMPT

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Classes by Alphabetical Order

2237	LANDSCAPE ARCHITECT	22	EXEMPT
1238	LANDSCAPE TECH II	12	NON-EXEMPT
1120	LANDSCAPE TECHNICIAN I	11	NON-EXEMPT
1863	LANGUAGE AND COMMUNITY SPEC	18	EXEMPT
1771	LEAD VET HEALTH CARE TECH	17	NON-EXEMPT
2616	LEGAL ADVISOR TO THE SHERIFF	26	EXEMPT
2928	LEGAL SERVICES MANAGER	29	EXEMPT
1733	LIBRARIAN I	17	EXEMPT
1829	LIBRARIAN II	18	EXEMPT
1953	LIBRARIAN III	19	EXEMPT
1006	LIBRARY ASSISTANT II	10	NON-EXEMPT
1311	LIBRARY ASSOCIATE I	13	NON-EXEMPT
1453	LIBRARY ASSOCIATE II	14	NON-EXEMPT
2251	LIBRARY BRANCH MANAGER	22	EXEMPT
2908	LIBRARY DIRECTOR	29	EXEMPT
2067	LIBRARY DIV SUPV I-ACCESS&TECH	20	EXEMPT
2028	LIBRARY DIVISION SUPERVISOR I	20	EXEMPT
1660	LIBRARY MANAGER II	16	EXEMPT
1487	LIBRARY SUPPORT TECHNICIAN	14	NON-EXEMPT
1691	LOCAL REENTRY COUNCIL COORD	16	NON-EXEMPT
1848	LOGISTICS MANAGER	18	NON-EXEMPT
1441	LOGISTICS SPECIALIST	14	NON-EXEMPT
2031	MARKETING, EVENTS & OP COORD	20	EXEMPT
3402	MD-VETERINARIAN	34	EXEMPT
1117	MEDICAL OFFICE ASSISTANT	11	NON-EXEMPT
1561	MEETING LOGISTICS COORDINATOR	15	NON-EXEMPT
2125	MENTAL HEALTH DIVERSION COORD	21	EXEMPT
1759	MISDEMEANOR DIVRSN PROG COORD	17	NON-EXEMPT
1244	MOBILITY ON DEMAND DRIVER	12	NON-EXEMPT
2213	NETWORK ANALYST	22	EXEMPT
2513	NUTRITION PROGRAM MANAGER	25	EXEMPT
1868	OC BUILD COORDINATOR	18	EXEMPT
2242	OCCUPATIONAL THERAPIST	22	EXEMPT
1017	OFFICE ASSISTANT I	10	NON-EXEMPT
1130	OFFICE ASSISTANT II-AGING	11	NON-EXEMPT
1140	OFFICE ASSISTANT II-ANIMAL SER	11	NON-EXEMPT
1134	OFFICE ASSISTANT II-DENTAL	11	NON-EXEMPT
1119	OFFICE ASSISTANT II-DSS	11	NON-EXEMPT
1133	OFFICE ASSISTANT II-HOME VISIT	11	NON-EXEMPT
1146	OFFICE ASSISTANT II-HOUSING	11	NON-EXEMPT
1125	OFFICE ASSISTANT II-NUTRITION	11	NON-EXEMPT
1142	OFFICE ASSISTANT II-SWM	11	NON-EXEMPT
2440	OPERATIONS MANAGER	24	EXEMPT

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1686	PARAMEDIC	16	NON-EXEMPT
1696	PARAMEDIC TRAINEE	16	NON-EXEMPT
1750	PARAMEDIC-FIELD TRNING OFFICER	17	NON-EXEMPT
1555	PARKS COORDINATOR	15	NON-EXEMPT
1763	PARKS MANAGER	17	NON-EXEMPT
1232	PASSPORT AGENT	12	NON-EXEMPT
1131	PATIENT ACCOUNT TECH-DENTAL	11	NON-EXEMPT
1113	PATIENT ACCOUNT TECHNICIAN	11	NON-EXEMPT
1865	PATIENT ACCT MANAGER	18	EXEMPT
1997	PAYROLL TECHNICIAN	19	EXEMPT
1685	PEER SUPPORT NAVIGATOR	16	NON-EXEMPT
1334	PEER SUPPORT SPECIALIST	13	NON-EXEMPT
2420	PERSONAL PROPERTY APPR MGR	24	EXEMPT
1968	PH ED PROGRAM MGR-TOBACCO	19	EXEMPT
1962	PHEPM-HARM REDUCTION COORDINATOR	19	EXEMPT
2621	PHN SUPERVISOR I	26	EXEMPT
1711	PLANNER I	17	NON-EXEMPT
2060	PLANNER II	20	NON-EXEMPT
2270	PLANNER III	22	EXEMPT
3107	PLANNING & INSPECTION DIRECTOR	31	NON-EXEMPT
2072	PLANS EXAMINER	20	EXEMPT
2055	PRE-TRIAL CASE DIRECTOR	20	EXEMPT
1732	PROGRAM COORDINATOR	17	EXEMPT
1462	PROGRAM COORDINATOR ASST	14	NON-EXEMPT
1775	PROGRAM COORDINATOR-ARTS	17	EXEMPT
1756	PROGRAM INTEGRITY INVESTIGATOR	17	NON-EXEMPT
1451	PROJECT COORDINATOR	14	NON-EXEMPT
1484	PROPERTY DEV TECH-PLAN & INSP	14	NON-EXEMPT
1563	PROPERTY DEVELOP COORDINATOR	15	NON-EXEMPT
1511	PROPERTY DEVELOP SPECIALIST I	15	NON-EXEMPT
1734	PROPERTY DEVELOP SPECIALIST II	17	NON-EXEMPT
1847	PS COMMS TECH COORD	18	NON-EXEMPT
1550	PS COMMUNICATION TRAINING OFF	15	NON-EXEMPT
1851	PSC BATTALION CHIEF	18	NON-EXEMPT
1331	PUB SAFE COMM CALL TAKER	13	NON-EXEMPT
2073	PUBLIC COMMUNITY REHAB OFFICER	20	EXEMPT
1937	PUBLIC HEALTH ED PROGRAM MGR	19	EXEMPT
2509	PUBLIC HEALTH EDUCATION MGR	25	EXEMPT
2275	PUBLIC HEALTH NURSE I	22	EXEMPT
2311	PUBLIC HEALTH NURSE II	23	EXEMPT
2312	PUBLIC HEALTH NURSE II-CD	23	EXEMPT
2459	PUBLIC HEALTH NURSE III	24	EXEMPT
2706	PUBLIC HEALTH NURSING DIRECTOR	27	EXEMPT

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2508	PUBLIC HEALTH SERVICES MANAGER	25	EXEMPT
1687	PUBLIC SAFETY COMMUNICATIONS CAPTAIN	16	NON-EXEMPT
1493	PUBLIC SAFETY TELECOMMUNICATOR	14	NON-EXEMPT
1330	PUBLIC TRANSPORTATION DRIVER	13	NON-EXEMPT
1995	PUV COMPLIANCE REVIEW APPRAISER	19	NON-EXEMPT
1681	RAPID REHOUSING HOUS SPEC III	16	NON-EXEMPT
2441	REAL PROPERTY APPRAISAL MGR	24	EXEMPT
1761	RECOVERY DIVERSION COORDINATOR	17	NON-EXEMPT
2043	RECREATION MANAGER	20	EXEMPT
1228	RECREATION PROGRAM ASSISTANT	12	NON-EXEMPT
1744	RECREATION PROGRAM COORDINATOR	17	NON-EXEMPT
1845	RECREATION PROGRAM SUPERVISOR	18	NON-EXEMPT
1996	RECRUITMENT AND ENGAGEMENT MGR	19	EXEMPT
1625	RECYCLING ED & OUTREACH COORD	16	EXEMPT
1019	RECYCLING MATERIALS COLLECTOR	10	NON-EXEMPT
1121	RECYCLING MATERIALS HANDLER	11	NON-EXEMPT
2022	RECYCLING PROGRAMS SUPERVISOR	20	NON-EXEMPT
1553	REENTRY CASE MANAGER	15	NON-EXEMPT
1694	REENTRY RECOVERY NAVIGATOR	16	NON-EXEMPT
1948	REG DIETITIAN PROGRAM COORD	19	EXEMPT
2911	REGISTER OF DEEDS	29	EXEMPT
1817	REGISTERED DIETITIAN	18	EXEMPT
1957	RESEARCH & DATA ANALYST	19	EXEMPT
2240	RESEARCH & DATA MANAGER	22	EXEMPT
2443	RESTORATION PROGRAM LEGAL COUN	24	EXEMPT
2515	REVENUE COLLECTIONS MANAGER	25	EXEMPT
1245	REVENUE TECHNICIAN I	12	NON-EXEMPT
1409	REVENUE TECHNICIAN II	14	NON-EXEMPT
1774	REVENUE TECHNICIAN III	17	NON-EXEMPT
1993	RIPS TEAM COORDINATOR	19	NON-EXEMPT
2231	RISK MANAGER	22	EXEMPT
1926	SALES DIRECTOR	19	EXEMPT
1769	SENIOR ANIMAL CONTROL OFFICER	17	NON-EXEMPT
2061	SENIOR AUTO MECHANIC	20	EXEMPT
2282	SENIOR BUILDING SAFETY OFF	22	EXEMPT
1854	SENIOR CENTER COORDINATOR	18	EXEMPT
2267	SENIOR CENTERS ADMINISTRATOR	22	EXEMPT
1862	SENIOR EHS SPEC-WELLS & SEPTIC	18	NON-EXEMPT
2413	SENIOR PLANNER-LONG RANGE PLNG	24	EXEMPT
1714	SENIOR PUBLIC HEALTH EDUCATOR	17	NON-EXEMPT
1645	SENIOR TRANSIT BUS DISPATCHER	16	EXEMPT
2265	SENIOR VOLUNTEER PROGRAM ADMIN	22	EXEMPT
1981	SERVICE INTEGRATION CONSULTANT	19	EXEMPT

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2221	SHELTER MANAGER	22	EXEMPT
3505	SHERIFF	35	EXEMPT
1601	SOAR CASEWORKER	16	NON-EXEMPT
0914	SOCIAL SERVICES ASSISTANT	9	NON-EXEMPT
3504	SOCIAL SERVICES DIRECTOR	35	EXEMPT
2511	SOCIAL WORK PROGRAM MANAGER	25	EXEMPT
2262	SOCIAL WORK SUPERVISOR II	22	EXEMPT
2276	SOCIAL WORK SUPERVISOR II	22	EXEMPT
2452	SOCIAL WORK SUPERVISOR III	24	EXEMPT
1552	SOCIAL WORKER I	15	NON-EXEMPT
1978	SOCIAL WORKER III	19	NON-EXEMPT
1985	SOCIAL WORKER III-ADOPT & FCL	19	NON-EXEMPT
1986	SOCIAL WORKER III-COMM OUTRCH	19	NON-EXEMPT
2279	SOIL & WATER CONSERV MANAGER	22	EXEMPT
2019	SOIL & WATER CONSERVATION COOR	20	EXEMPT
1965	SOIL SCIENTIST I	19	EXEMPT
1225	SOLID WASTE COLLECTOR DRIVER	12	NON-EXEMPT
1498	SOLID WASTE COLLECTOR DRIVER A	14	NON-EXEMPT
1332	SOLID WASTE COLLECTOR DRIVER B	13	NON-EXEMPT
2446	SOLID WASTE FLEET MANAGER	24	EXEMPT
3111	SOLID WASTE MGMT DIRECTOR	31	NON-EXEMPT
2021	SOLID WASTE SUPERVISOR	20	EXEMPT
1452	SPECIAL PROGRAMS COORDINATOR	14	NON-EXEMPT
1138	SR CONVENIENCE CENTER OPERATOR	11	NON-EXEMPT
2925	SR NETWORK SYS ADMINISTRATOR	29	EXEMPT
3403	STAFF ATTORNEY	34	EXEMPT
2728	STRATEGIC PLANNING MANAGER	27	EXEMPT
2214	SUPERINTENDENT OF PARKS	22	EXEMPT
2216	SUPERINTENDENT OF RECREATION	22	EXEMPT
2280	SUSTAINABILITY PROJ ANALYST	22	EXEMPT
2727	SUSTAINABILITY PROJECTS MGR	27	EXEMPT
1499	SW MATERIALS TRANSFER OPERATOR	14	NON-EXEMPT
1564	SWM FACILITIES ENV TECH I	15	NON-EXEMPT
1970	SYSTEMS ADMINISTRATOR	19	EXEMPT
3112	TAX ADMINISTRATOR	31	NON-EXEMPT
1143	TAX CLERK	11	NON-EXEMPT
1770	TRAINING & LEAD ACO	17	NON-EXEMPT
1454	TRANSIT BUS DISPATCHER	14	NON-EXEMPT
1666	TRANSIT COMPLIANCE COORDINATOR	16	EXEMPT
1837	TRANSIT OP MANAGER	18	EXEMPT
2920	TRANSPORTATION DIRECTOR	29	EXEMPT
1690	TRANSPORTATION COORDINATOR I	16	NON-EXEMPT
2456	TRANSPORTATION PLANNING MGR	24	EXEMPT

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1554	TREATMENT COURTS CASE MANAGER	15	NON-EXEMPT
1812	TURFGRASS MANAGER	18	EXEMPT
1318	VEHICLE APPRAISAL TECH I	13	NON-EXEMPT
1482	VEHICLE APPRAISAL TECH II	14	NON-EXEMPT
1867	VETERANS SERVICES OFFICER	18	EXEMPT
1557	VETERINARY HEALTH CARE TECH	15	NON-EXEMPT
2708	VISITOR BUREAU DIRECTOR	27	EXEMPT
1464	VOLUNTEER PROGRAM ASST-AGING	14	NON-EXEMPT
1740	VOLUNTEER PROGRAM COORDINATOR	17	EXEMPT
2224	WATER RESOURCES COORDINATOR	22	EXEMPT
1982	WEBSITE & PUBLICATIONS COORD	19	EXEMPT
1012	WEIGHMASTER	10	NON-EXEMPT
1979	YOUTH BEHAVIORAL HEALTH LIAISON	19	EXEMPT

County Commissioner (Unclassified)

These positions are subject to the authority of the Board of County Commissioners to establish and change the salaries as limited by N. C. General Statutes 153A-92 (as cited in the Orange County Code of Ordinances, Chapter 28 Personnel, Section 28-13(o)).

County Contributions to Retirement Benefits

BACKGROUND

Local Governmental Employees' Retirement System (LGERS)

The Local Government Employees Retirement System (LGERS) mandates that both employers and employees contribute to a defined benefit retirement plan. Contributions are calculated as a percentage of an employee's earnings. The employee contribution rate has remained consistent at 6% of salary in recent years.

The employer's contribution rate is determined annually by the LGERS Board of Trustees (Board) pursuant to G.S. 128-30(d). These employer contribution rates are adjusted based on actuarial evaluations of the retirement fund to ensure the financial health and sustainability of the retirement system.

At the time the Manager's Recommended Budget was finalized, the Board had not officially published employer contribution. However, the Retirement Services Division did provide guidance to employers describing the likely rates to be effective July 1, 2025. These likely rates are based on the most recent actuarial valuation reports and the LGERS Board's policy adopted as described under G.S. 128-30(d)(5).

- The employer contribution rate for Law Enforcement Officers (LEOs) is expected to increase from 15.10% to 16.10% of reported compensation.
- The employer contribution rate for all other General Employees is expected to increase from 13.60% to 14.35% of reported compensation.

The following table illustrates the history of LGERS employer required contribution rates:

FISCAL YEAR	LEO	General Employees
	% of Salary	% of Salary
2005-2007	4.78%	4.88%
2007-2009	4.86%	4.88%
2009-2010	4.86%	4.88%
2010-2011	6.41%	6.43%
2011-2012	7.04%	6.96%
2012-2013	6.77%	6.74%
2013-2014	7.28%	7.07%
2014-2015	7.55%	7.07%
2015-2016	7.15%	6.74%
2016-2017	8.00%	7.25%
2017-2018	8.25%	7.56%
2018-2019	8.50%	7.75%
2019-2020	9.70%	8.95%
2020-2021	10.90%	10.15%
2021-2022	12.10%	11.35%

County Contributions to Retirement Benefits – continued

2022-2023	13.10%	12.10%
2023-2024	14.10%	12.85%
2024-2025	15.10%	13.60%
2025-2026	16.10%	14.35%

These new base rates may be further increased by additional components such as death benefit costs, past service liabilities, or additional contributions required under the Contribution-Based Benefit Cap (CBBC).

Supplemental Retirement Contributions

State law requires the County to contribute 5% of salary to the 401(k) plan for each sworn law enforcement officer.

The County also contributes to supplemental retirement savings accounts for general government employees. Beginning in FY 2024-25 the County implemented a flat \$100 pre-tax employer contribution per pay period (totaling \$2,600 annually) for all benefit-eligible general government employees. This is a flat dollar amount, ensures predictability and equity across eligible employees. This contribution is directed to a retirement savings plan of the employee’s choice and is provided regardless of whether the employee makes their own contributions.

For FY 2025-26, the Manager is recommending that the Supplemental Retirement Contribution for general government employees increases by the same percentage increase as the Recommended wage increase at two percent (2%). This increases the contribution to \$102 per pay period or \$2,652 annually. This amount represents approximately 3.96% of the average salary of permanent Orange County employees, which is approximately \$67,000.

The chart below illustrates the history of Supplemental Retirement Contributions for both law enforcement and general government employees over time:

FISCAL YEAR	LEO % of Salary	General Employees Annual Contribution
2005-2007	5.00%	\$650
2007-2009	5.00%	\$715
2009-2010	5.00%	Suspended
2010-2011	5.00%	Suspended until January 2011, then \$715
2011-2012	5.00%	\$715
2012-2013	5.00%	\$715
2013-2014	5.00%	\$715, added maximum \$1,200 matching contribution
2014-2015	5.00%	\$715, increased matching contribution to \$1,512
2015-2016	5.00%	\$715 plus matching contribution to \$1,512
2016-2017	5.00%	\$715 plus matching contribution to \$1,512
2017-2018	5.00%	\$715 plus matching contribution to \$1,512

County Contributions to Retirement Benefits – continued

2018-2019	5.00%	\$715 plus matching contribution to \$1,512
2019-2020	5.00%	\$715 plus matching contribution to \$1,512
2020-2021	5.00%	\$715 plus matching contribution to \$1,512
2021-2022	5.00%	\$715 plus matching contribution to \$1,512
2022-2023	5.00%	\$715 plus matching contribution to \$1,638
2023-2024	5.00%	\$757.90 plus matching contribution to \$1,742
2024-2025	5.00%	\$2,600 annual county contribution
2025-2026	5.00%	\$2,652 annual county contribution

Additional Employee Investment Options

Employees may also make voluntary contributions, within federal limits, to the following retirement savings plans:

- Empower (Prudential) 401(k) – Pre-tax and Roth (post-tax)
- MissionSquare Retirement (ICMA-RC) 457 – Pre-tax
- Nationwide (NACo) 457 – Pre-tax

Manager Recommendation

The Manager recommends increasing the LGERS employer contribution to 16.10% of employee earnings for Law Enforcement Officers (LEOs) and 14.35% of employee earnings for general government employees.

The Manager also recommends increasing the supplemental retirement County contribution for all general (non-sworn law enforcement officer) employees to \$102 per pay period (\$2,652 annually) to a pre-tax plan of an employee’s choice and continuing the mandated 5 percent contribution for sworn law enforcement officers.

Employer Contributions as of March 2025

Employer Type	Employer	Employer Contribution for General Employees
Charter Schools		
Charter School	Casa Esperanza Montessori	Up to 7.00%
Charter School	Expedition School, The	Up to 6.00%
Charter School	Experiential School Of Greensboro, The	2.00%
Charter School	Global Scholars Academy	Up to 3.00%
Charter School	Guilford Preparatory Academy	Up to 3.00%
Charter School	Hobgood Charter School	Up to 5.00%
Charter School	Island Montessori Charter School	Up to 8.00%
Charter School	Longleaf School of The Arts	Up to 3.00%
Charter School	Moore Montessori Community School	Up to 5.00%
Charter School	Northeast Carolina Prep School	Up to 4.00%
Charter School	Queens Grant Prep School	Up to 5.00%
Charter School	Raleigh Oak Charter School	4.00%
Charter School	Research Triangle High School	Up to 3.00%
Charter School	United Community Charter School	Up to 3.00%
Charter School	Willow Oak Montessori School	5.00%
Community Colleges		
Community College	Beaufort Community College	1.00%
Community College	Guilford Tech. Community College	Up to 2.00%
Counties		
County	Alamance County	Up to 2.00%
County	Anson County	3.50%
County	Ashe County	3.00%
County	Avery County	Up to 3.00%
County	Beaufort County	Up to 2.00%
County	Bertie County	3.00%
County	Brunswick County	5.00%
County	Buncombe County	8.00%
County	Burke County	5.00%
County	Cabarrus County	5.00%
County	Camden County	5.00%
County	Carteret County	5.00%
County	Catawba County	Up to 3.00%
County	Chatham County	5.00%
County	Cleveland County	6.00%
County	Craven County	Up to 5.00%
County	Cumberland County	2.00%
County	Currituck County	6.39%
County	Dare County	3.00%
County	Davidson County	1.50%
County	Davie County	Up to 3.00%
County	Durham County	5.00%
County	Edgecombe County	2.00%
County	Forsyth County	2.50%
County	Franklin County	4.00%
County	Gaston County	5.00%
County	Granville County	Up to 3.00%
County	Guilford County	5.00%
County	Harnett County	2.00%
County	Haywood County	3.00%
County	Henderson County	Up to 2.00%
County	Iredell County	5.00%
County	Johnston County	Up to 5.00%
County	Lee County	5.00%
County	Lenoir County	2.50%
County	Macon County	2.00%
County	Martin County	5.00%
County	McDowell County	2.00%
County	Mecklenburg County	Up to 5.00%
County	Montgomery County	Up to 5.00%

Employer Type	Employer	Employer Contribution for General Employees
County	Moore County	Up to 3.00%
County	Nash County	5.00%
County	New Hanover County	2.50%
County	Onslow County	Up to 5.00%
County	Orange County	\$100
County	Pamlico County	Up to 1.00%
County	Pasquotank County	Up to 5.00%
County	Pender County	2.00%
County	Perquimans County	Up to 2.00%
County	Person County	5.00%
County	Pitt County	5.08%
County	Randolph County	Up to 2.00%
County	Richmond County	Up to 7.25%
County	Robeson County	4.00%
County	Rowan County	3.00%
County	Rutherford County	5.00%
County	Sampson County	Up to 5.00%
County	Scotland County	Up to 3.00%
County	Stanly County	Up to 1.00%
County	Stokes County	Up to 1.00%
County	Union County	5.00%
County	Vance County	Up to 2.00%
County	Wake County	5.00%
County	Washington County	Up to 3.00%
County	Watauga County	5.00%
County	Wayne County	Up to 2.00%
County	Wilson County	5.00%
County	Yadkin County	Up to 2.00%
Municipalities		
Municipal	Aberdeen, Town of	5.00%
Municipal	Ahoskie, Town of	5.00%
Municipal	Alamance, Village of	Up to 5.00%
Municipal	Albemarle, City of	Up to 1.00%
Municipal	Angier, Town of	5.00%
Municipal	Apex, Town of	5.00%
Municipal	Archdale, City of	Up to 5.00%
Municipal	Archer Lodge, Town of	8.00%
Municipal	Asheville, City of	Up to 6.00%
Municipal	Atlantic Beach, Town of	5.00%
Municipal	Badin, Town of	Up to 5.00%
Municipal	Bald Head Island, Village of	Up to 9.00%
Municipal	Banner Elk, Town of	Up to 6.00%
Municipal	Beaufort, Town of	5.00%
Municipal	Beech Mountain, Town of	Up to 6.00%
Municipal	Belhaven, Town of	Up to 2.00%
Municipal	Belmont, City of	5.00%
Municipal	Benson, Town of	5.00%
Municipal	Bermuda Run, Town of	Up to 5.00%
Municipal	Bessemer City, City of	5.00%
Municipal	Bethel, Town of	2.00%
Municipal	Beulaville, Town of	5.00%
Municipal	Biltmore Forest, Town of	5.00%
Municipal	Biscoe, Town of	Up to 6.00%
Municipal	Black Creek, Town of	5.00%
Municipal	Black Mountain, Town of	5.00%
Municipal	Bladenboro, Town of	5.00%
Municipal	Blowing Rock, Town of	5.00%
Municipal	Boiling Spring Lakes, Town of	5.00%
Municipal	Boiling Springs, Town of	5.00%
Municipal	Boone, Town of	5.00%
Municipal	Brevard, City of	4.00%
Municipal	Bridgeton, Town of	Up to 5.00%
Municipal	Broadway, Town of	2.00%
Municipal	Bunn, Town of	2.00%

Employer Type	Employer	Employer Contribution for General Employees
Municipal	Burgaw, Town of	5.00%
Municipal	Burlington, City of	5.00%
Municipal	Burnsville, Town of	Up to 2.00%
Municipal	Butner, Town of	5.00%
Municipal	Cameron, Town of	6.00%
Municipal	Candor, Town of	5.00%
Municipal	Canton, Town of	Up to 3.00%
Municipal	Cape Carteret, Town of	Up to 5.00%
Municipal	Carolina Beach, Town of	Up to 3.00%
Municipal	Carolina Shores, Town of	Up to 5.00%
Municipal	Carrboro, Town of	3.00%
Municipal	Carthage, Town of	5.00%
Municipal	Cary, Town of	5.00%
Municipal	Castalia, Town of	5.00%
Municipal	Caswell Beach, Town of	5.00%
Municipal	Catawba, Town of	2.00%
Municipal	Cedar Point, Town of	3.00%
Municipal	Chapel Hill, Town of	5.00%
Municipal	Charlotte, City of	3.00%
Municipal	Cherryville, City of	5.00%
Municipal	China Grove, Town of	5.00%
Municipal	Claremont, City of	5.00%
Municipal	Clarkton, Town of	Up to 5.00%
Municipal	Clayton, Town of	4.00%
Municipal	Clemmons, Village of	Up to 5.00%
Municipal	Cleveland, Town of	5.00%
Municipal	Clinton, City of	0.50%
Municipal	Columbus, Town of	5.00%
Municipal	Concord, City of	3.50%
Municipal	Conover, City of	5.00%
Municipal	Cooleemee, Town of	5.00%
Municipal	Cornelius, Town of	5.00%
Municipal	Cramerton, Town of	5.00%
Municipal	Creedmoor, City of	5.00%
Municipal	Dallas, Town of	5.00%
Municipal	Davidson, Town of	Up to 5.00%
Municipal	Dobson, Town of	5.00%
Municipal	Duck, Town of	5.00%
Municipal	Dunn, City of	5.00%
Municipal	Durham, City of	5.00%
Municipal	East Spencer, Town of	Up to 2.00%
Municipal	Eastover, Town of	Up to 5.00%
Municipal	Eden, City of	5.00%
Municipal	Edenton, Town of	1.00%
Municipal	Elizabeth City, City of	5.00%
Municipal	Elizabethtown, Town of	3.00%
Municipal	Elkin, Town of	5.00%
Municipal	Elm City, Town of	5.00%
Municipal	Elon, Town of	5.00%
Municipal	Emerald Isle, Town of	5.00%
Municipal	Erwin, Town of	5.00%
Municipal	Fairmont, Town of	5.00%
Municipal	Faison, Town of	2.00%
Municipal	Farmville, Town of	2.75%
Municipal	Fayetteville, City of	1.00%
Municipal	Flat Rock, Village of	Up to 5.00%
Municipal	Fletcher, Town of	5.00%
Municipal	Forest City, Town of	Up to \$40
Municipal	Four Oaks, Town of	Up to 10.00%
Municipal	Foxfire Village, Town of	5.00%
Municipal	Franklin, Town of	5.00%
Municipal	Franklinton, Town of	5.00%
Municipal	Fremont, Town of	5.00%
Municipal	Fuquay-Varina, Town of	5.00%
Municipal	Garner, Town of	5.00%
Municipal	Gaston, Town of	5.00%
Municipal	Gastonia, City of	5.00%
Municipal	Gibsonville, Town of	5.00%

Employer Type	Employer	Employer Contribution for General Employees
Municipal	Goldsboro, City of	4.00%
Municipal	Graham, City of	Up to 5.00%
Municipal	Granite Quarry, Town of	5.00%
Municipal	Green Level, Town of	Up to 5.00%
Municipal	Greenville, City of	\$40.00
Municipal	Grifton, Town of	Up to 1.50%
Municipal	Grover, Town of	5.00%
Municipal	Harrisburg, Town of	6.00%
Municipal	Havelock, City of	5.00%
Municipal	Haw River, Town of	5.00%
Municipal	Henderson, City of	1.00%
Municipal	Hendersonville, Town of	Up to 2.00%
Municipal	Hertford, Town of	3.75%
Municipal	Hickory, City of	Up to 5.00%
Municipal	High Point, City of	Up to 3.00%
Municipal	Hillsborough, Town of	5.00%
Municipal	Holden Beach, Town of	5.00%
Municipal	Holly Ridge, Town of	Up to 3.00%
Municipal	Holly Springs, Town of	5.00%
Municipal	Hope Mills, Town of	5.00%
Municipal	Hudson, Town of	3.00%
Municipal	Huntersville, Town of	5.00%
Municipal	Indian Beach, Town of	5.00%
Municipal	Indian Trail, Town of	5.00%
Municipal	Jacksonville, City of	2.00%
Municipal	Jamestown, Town of	5.00%
Municipal	Jonesville, Town of	5.00%
Municipal	Kannapolis, City of	Up to 5.00%
Municipal	Kenansville, Town of	Up to 5.00%
Municipal	Kenly, Town of	1.00%
Municipal	Kernersville, Town of	4.00%
Municipal	Kill Devil Hills, Town of	Up to 5.00%
Municipal	King, City of	5.00%
Municipal	Kings Mountain, City of	5.00%
Municipal	Kinston, City of	1.50%
Municipal	Kitty Hawk, Town of	Up to 2.00%
Municipal	Knightdale, Town of	5.00%
Municipal	Kure Beach, Town of	5.00%
Municipal	La Grange, Town of	2.00%
Municipal	Lake Lure, Town of	Up to 5.00%
Municipal	Lake Santeetlah, Town of	10.00%
Municipal	Landis, Town of	5.00%
Municipal	Laurel Park, Town of	5.00%
Municipal	Laurinburg, City of	5.00%
Municipal	Leland, Town of	5.00%
Municipal	Lewisville, Town of	Up to 5.00%
Municipal	Liberty, Town of	Up to 3.00%
Municipal	Litesville, Town of	4.00%
Municipal	Lillington, Town of	Up to 5.00%
Municipal	Littleton, Town of	3.00%
Municipal	Locust, City of	Up to 5.00%
Municipal	Louisburg, Town of	5.00%
Municipal	Lowell, Town of	5.00%
Municipal	Lucama, Town of	3.50%
Municipal	Lumberton, City of	4.00%
Municipal	Madison, Town of	3.00%
Municipal	Maggie Valley, Town of	Up to 3.00%
Municipal	Maiden, Town of	Up to 5.00%
Municipal	Manteo, Town of	5.00%
Municipal	Marion, City of	5.00%
Municipal	Marshall, Town of	5.00%
Municipal	Marshville, Town of	Up to 3.50%
Municipal	Matthews, Town of	5.00%
Municipal	Mayodan, Town of	5.00%
Municipal	Maysville, Town of	5.00%
Municipal	McAdenville, Town of	5.00%
Municipal	Mebane, City of	5.00%
Municipal	Middlesex, Town of	3.50%
Municipal	Mills River, Town of	5.00%

Employer Type	Employer	Employer Contribution for General Employees
Municipal	Mint Hill, Town of	5.00%
Municipal	Misenheimer, Village of	5.00%
Municipal	Mocksville, Town of	Up to 5.00%
Municipal	Momeyer, Town of	Up to 2.00%
Municipal	Monroe, City of	Up to 5.00%
Municipal	Montreat, Town of	5.00%
Municipal	Mooreville, Town of	5.00%
Municipal	Morehead City, Town of	Up to 5.00%
Municipal	Morrisville, Town of	5.00%
Municipal	Mount Gilead, Town of	Up to 5.00%
Municipal	Mount Holly, City of	5.00%
Municipal	Mount Olive, Town of	4.00%
Municipal	Mount Pleasant, Town of	5.00%
Municipal	Murfreesboro, Town of	Up to 1.50%
Municipal	Nags Head, Town of	5.00%
Municipal	Nashville, Town of	3.00%
Municipal	New Bern, City of	5.00%
Municipal	Newland, Town of	4.00%
Municipal	Newport, Town of	5.00%
Municipal	Newton, City of	Up to 2.00%
Municipal	Norlina, Town of	Up to 5.00%
Municipal	North Topsail Beach, Town of	3.00%
Municipal	North Wilkesboro, Town of	5.63%
Municipal	Northwest, City of	5.00%
Municipal	Oak Island, Town of	Up to 5.00%
Municipal	Oakboro, Town of	Up to 3.00%
Municipal	Ocean Isle Beach, Town of	5.00%
Municipal	Oxford, City of	Up to 5.00%
Municipal	Pembroke, Town of	3.00%
Municipal	Pilot Mountain, Town of	5.00%
Municipal	Pine Knoll Shores, Town of	5.00%
Municipal	Pinebluff, Town of	Up to 5.00%
Municipal	Pinehurst, Village of	5.00%
Municipal	Pinetops, Town of	2.50%
Municipal	Pineville, Town of	Up to 5.00%
Municipal	Pittsboro, Town of	5.00%
Municipal	Pleasant Garden, Town of	Up to 3.00%
Municipal	Plymouth, Town of	Up to 5.00%
Municipal	Polkton, Town of	4.00%
Municipal	Princeville, Town of	3.00%
Municipal	Raeford, City of	5.00%
Municipal	Ramseur, Town of	5.00%
Municipal	Randleman, City of	5.00%
Municipal	Ranlo, Town of	3.00%
Municipal	Red Springs, Town of	2.00%
Municipal	Reidsville, City of	5.00%
Municipal	Rich Square, Town of	5.00%
Municipal	Richlands, Town of	5.00%
Municipal	River Bend, Town of	5.00%
Municipal	Roanoke Rapids, City of	Up to 3.00%
Municipal	Robbins, Town of	Up to 5.00%
Municipal	Rockingham, City of	2.50%
Municipal	Rockwell, Town of	5.00%
Municipal	Rocky Mount, City of	3.00%
Municipal	Rolesville, Town of	5.00%
Municipal	Roseboro, Town of	Up to 5.00%
Municipal	Rural Hall, Town of	5.00%
Municipal	Rutherfordton, Town of	5.00%
Municipal	Saint Pauls, Town of	3.00%
Municipal	Salisbury, City of	5.00%
Municipal	Saluda, City of	Up to 5.00%
Municipal	Sanford, City of	5.00%
Municipal	Sawmills, Town of	2.00%
Municipal	Scotland Neck, Town of	1.50%
Municipal	Seagrove, Town of	5.00%
Municipal	Sedalia, Town of	Up to 5.00%

Employer Type	Employer	Employer Contribution for General Employees
Municipal	Selma, Town of	4.00%
Municipal	Seven Devils, Town of	Up to 5.00%
Municipal	Shallotte, Town of	5.00%
Municipal	Sharpsburg, Town of	5.00%
Municipal	Shelby, City of	5.00%
Municipal	Siler City, Town of	5.00%
Municipal	Simpson, Village of	Up to 5.00%
Municipal	Smithfield, Town of	Up to 5.00%
Municipal	Snow Hill, Town of	Up to 5.00%
Municipal	Southern Pines, Town of	5.00%
Municipal	Southern Shores, Town of	5.00%
Municipal	Southport, City of	5.00%
Municipal	Spencer, Town of	Up to 5.00%
Municipal	Spindale, Town of	4.00%
Municipal	Spring Hope, Town of	5.00%
Municipal	Spring Lake, Town of	Up to 1.00%
Municipal	St. James, Town of	Up to 5.00%
Municipal	Stallings, Town of	Up to 5.00%
Municipal	Stanfield, Town of	Up to 7.00%
Municipal	Stanley, Town of	5.00%
Municipal	Stantonsburg, Town of	Up to 2.00%
Municipal	Star, Town of	5.00%
Municipal	Statesville, City of	Up to 5.00%
Municipal	Stedman, Town of	5.00%
Municipal	Stoneville, Town of	Up to 3.00%
Municipal	Sugar Mountain, Village of	Up to 5.00%
Municipal	Summerfield, Town of	Up to 3.00%
Municipal	Sunset Beach, Town of	5.00%
Municipal	Surf City, Town of	\$20.00
Municipal	Swansboro, Town of	1.00%
Municipal	Swepsonville, Town of	Up to 3.00%
Municipal	Sylva, Town of	5.00%
Municipal	Tabor City, Town of	5.00%
Municipal	Tarboro, Town of	6.00%
Municipal	Taylorsville, Town of	5.00%
Municipal	Topsail Beach, Town of	Up to 5.00%
Municipal	Trent Woods, Town of	5.00%
Municipal	Troutman, Town of	5.00%
Municipal	Troy, Town of	2.00%
Municipal	Tryon, Town of	Up to 2.00%
Municipal	Vass, Town of	5.00%
Municipal	Wade, Town of	3.50%
Municipal	Wadesboro, Town of	5.00%
Municipal	Wagram, Town of	2.50%
Municipal	Wake Forest, Town of	5.00%
Municipal	Wallace, Town of	3.00%
Municipal	Walnut Cove, Town of	5.00%
Municipal	Walnut Creek, Village of	5.00%
Municipal	Warsaw, Town of	Up to 5.00%
Municipal	Washington, City of	Up to \$50
Municipal	Waxhaw, Town of	5.00%
Municipal	Waynesville, Town of	5.00%
Municipal	Weaverville, Town of	Up to 6.00%
Municipal	Weddington, Town of	5.00%
Municipal	Wendell, Town of	5.00%
Municipal	West Jefferson, Town of	5.00%
Municipal	Whispering Pines, Village of	6.00%
Municipal	Whitakers, Town of	5.00%
Municipal	White Lake, Town of	2.50%
Municipal	Whiteville, City of	4.50%
Municipal	Wilkesboro, Town of	Up to 5.00%
Municipal	Williamston, Town of	Up to 1.00%
Municipal	Wilmington, City of	4.50%
Municipal	Wilson, City of	5.00%
Municipal	Windsor, Town of	5.00%
Municipal	Wingate, Town of	5.00%
Municipal	Winterville, Town of	5.00%
Municipal	Woodfin, Town of	8.00%
Municipal	Wrightsville Beach, Town of	4.00%
Municipal	Yadkinville, Town of	5.00%
Municipal	Youngsville, Town of	5.00%
Municipal	Zebulon, Town of	5.00%

Employer Type	Employer	Employer Contribution for General Employees
ABC Boards		
Other	Alamance Municipal ABC Board	Up to 5.00%
Other	Asheville ABC Board	5.00%
Other	Beaufort County ABC Board	2.00%
Other	Blue Ridge ABC Board	Up to 5.00%
Other	Carteret County ABC Board	5.00%
Other	Concord ABC Board	4.00%
Other	Craven County ABC Board	Up to 3.00%
Other	Cumberland County ABC Board	5.00%
Other	Davidson County ABC	Up to 3.00%
Other	Dobson ABC Board	5.00%
Other	Dunn ABC Board	2.00%
Other	Durham County ABC Board	Up to 5.00%
Other	Edgecombe County ABC Board	5.00%
Other	Elizabethtown ABC Board	3.00%
Other	Gastonia ABC Board	5.00%
Other	Greensboro ABC Board	5.00%
Other	Halifax County ABC Board	3.00%
Other	High Point ABC Board	Up to 6.00%
Other	Indian Trail ABC Board	Up to 2.50%
Other	Johnston County ABC Board	5.00%
Other	Lenoir County ABC Board	2.00%
Other	Locust ABC Board	10.00%
Other	Louisburg ABC Board	5.00%
Other	Marion ABC Board	3.00%
Other	Marshville ABC Board	5.00%
Other	Mecklenburg County ABC Board	Up to 6.00%
Other	Mocksville-Cooleemee ABC Board	5.00%
Other	Monroe ABC Board	Up to 5.00%
Other	Moore County ABC Board	2.50%
Other	Mooresville ABC Board	5.00%
Other	Mount Airy ABC Board	Up to 5.00%
Other	Nash County ABC Board	5.00%
Other	Onslow County ABC Board	Up to 5.00%
Other	Orange County ABC Board	Up to 5.00%
Other	Pitt County ABC Board	Up to 5.00%
Other	Randleman ABC Board	5.00%
Other	Reidsville ABC Board	5.00%
Other	Sanford ABC Board	Up to 5.00%
Other	Scotland County ABC Board	5.00%
Other	Stokes Municipal ABC Board	Up to 5.00%
Other	Statesville ABC Board	Up to 5.00%
Other	Town of Pittsboro ABC Board	Up to 5.00%
Other	Town Of Sunset Beach ABC Board	Up to 3.00%
Other	Vance County ABC Board	5.00%
Other	Wake County ABC Board	5.00%
Other	Wayne County ABC Board	Up to \$25
Other	West Jefferson ABC Board	5.00%
Other	Wilkesboro ABC Board	5.00%
Other	Wilson County ABC Board	5.00%
Other	Youngsville ABC Board	5.00%
Airports		
Other	Asheville Regional Airport Authority	5.00%
Other	Coastal Carolina Airport	Up to 4.00%
Other	Laurinburg-Maxton Airport Commission	5.00%
Other	Lumberton Airport Commission	4.00%
Other	Moore County Airport	Up to 3.00%
Other	Raleigh/Durham Airport Authority	Up to 5.00%
Other	Wilmington International Airport	Up to 6.00%
Council of Governments		
Other	Albemarle Commission, The	Up to 1.00%
Other	Cape Fear COG	Up to 1.00%
Other	Centralina Regional COG	3.00%
Other	Central Pines Regional COG	5.00%
Other	High Country COG	Up to 4.00%
Other	Isothermal Planning & Development Comm	3.00%
Other	Kerr-Tar Regional COG	Up to 2.00%
Other	Land of Sky Reg COG	4.00%
Other	Lumber River COG	Up to 2.00%
Other	Midcarolina COG	1.00%
Other	Mideast Planning Commission	Up to 5.00%
Other	Piedmont Triad Regional COG	Up to 5.00%
Other	Upper Coastal Plain COG	2.00%
Other	Western Piedmont COG	Up to 9.20%

Employer Type	Employer	Employer Contribution for General Employees
Health/Mental Agencies		
Other	Albemarle Reg. Health Svcs	5.00%
Other	Alliance Behavioral Healthcare	Up to 3.00%
Other	Cabarrus Health Alliance	Up to 2.00%
Other	Coastal Care	Up to 2.00%
Other	Eastpointe	Up to 3.00%
Other	Foothills Health District	Up to 1.00%
Other	Partners Behavioral Health Mgmt.	Up to 3.00%
Other	Trillium Health Resources	Up to 5.00%
Other	Vaya Health	Up to 5.00%
Housing Authorities		
Other	Benson Housing Authority	Up to 2.00%
Other	Edenton Housing Authority	4.00%
Other	Fairmont Housing Authority	5.00%
Other	Greenville Housing Authority	\$35.00
Other	Intlivian	Up to 5.00%
Other	Kinston Housing Authority	Up to 3.50%
Other	Lincolnton Housing Authority	Up to 4.00%
Other	Monroe Housing Authority	Up to 2.00%
Other	Pembroke Housing Authority	5.00%
Other	Plymouth Housing Authority	Up to 3.00%
Other	Raleigh Housing Authority	Up to 4.00%
Other	Robeson Housing Authority	4.00%
Other	Salisbury Housing Authority	4.00%
Other	Smithfield Housing Authority	Up to \$100.00
Other	Tarboro Redevelopment Commission	6.00%
Other	Thomasville Housing Authority	Up to 3.00%
Fire Departments and EMS Services		
Other	Alamance Community Fire Dept.	Up to 5.00%
Other	Bay Leaf Fire Department	5.00%
Other	Blue Ridge Fire & Rescue, Inc.	4.00%
Other	Durham Hwy Fire Department	5.00%
Other	Garner Fire Department	5.00%
Other	Guilford Fire District 13	Up to 5.00%
Other	Guil-Rand Fire Department	Up to 1.00%
Other	Mecklenburg EMS Agency	Up to 5.00%
Other	Pinecroft Sedgefield Fire District	Up to 3.00%
Other	Pleasant Garden Fire Department	Up to 3.00%
Other	Skyland Volunteer Fire Department	Up to 5.00%
Other	Summerfield Fire District	4.00%
Other	West Buncombe Fire Department	Up to 3.00%
Other	Western Carteret Fire & EMS	Up to 2.00%
Libraries		
Other	Braswell Memorial Public Library	3.00%
Other	Charlotte Mecklenburg Library	Up to 5.00%
Other	Craven/Pamlico/Carteret Library	Up to \$25
Other	Fontana Regional Library	Up to 2.00%
Other	Greene County Public Library	Up to 1.00%
Other	Johnston Co/Smithfield Library	Up to 5.00%
Other	Kinston/Lenoir County Library	Up to 1.00%
Other	Sheppard Memorial Library	\$40.00
Other	Wayne County Public Library	Up to 2.00%
Other Agencies		
Other	Bertie-Martin Regional Jail	5.00%
Other	NC Assn of County Commissioners	Up to 4.00%
Other	Madison/Mayodan Recreation Commission	2.00%
Tourism & Economic Development Agencies		
Other	Brunswick County Tourism Authority	5.00%
Other	Cabarrus County Tourism Authority	5.00%
Other	Dare County Tourism Board	Up to 1.00%
Other	Downtown Salisbury, Inc.	Up to 3.00%
Other	Halifax County Tourism Devel Authority	Up to 3.00%
Other	Martin County Travel & Tourism	5.00%
Other	Monroe-Union County Economic Development	Up to 5.00%
Other	Moore County Tourism Development	Up to 3.00%
Other	Pitt-Greenville Convention Authority	\$30.00
Other	Rowan County Tourism/Dev. Authority	Up to 5.00%
Other	Salisbury Rowan County CVB	7.00%
Other	Wilson County Tourism	3.00%
Other	Wilson Economic Development Council	3.00%
Transportation		
Other	Alamance County Transportation Authority	Up to 3.00%
Other	Cape Fear Public Transportation	Up to 4.50%
Other	Goldsboro Wayne Transportation Authority	Up to 3.00%
Other	Kerr Area Transportation Authority	Up to 3.00%

Employer Type	Employer	Employer Contribution for General Employees
Utilities		
Other	Broad River Water Authority	5.00%
Other	Cape Fear Public Utility Authority	Up to 4.00%
Other	Cleveland County Water	5.00%
Other	Coastal Solid Waste Mgmt Authority	Up to 5.00%
Other	Contentnea Metropolitan Sewerage District	\$43.00
Other	Davie Soil & Water Conservation District	3.00%
Other	Eastern Wayne Sanitary District	Up to 1.00%
Other	Electricities of NC, Inc.	2.50%
Other	First Craven Sanitary District	Up to 3.00%
Other	Greenville Utilities Commission	3.00%
Other	Jonesville Water & Sewer	5.00%
Other	Junaluska Sanitary District	3.00%
Other	Lower Cape Fear WASA	3.00%

Employer Type	Employer	Employer Contribution for General Employees
Utilities		
Other	Metropolitan Sewerage Dist./Buncombe Co	Up to 5.00%
Other	North Brunswick Sanitary	5.00%
Other	Onslow Water & Sewer Authority	Up to 3.00%
Other	Piedmont Triad Reg. Water Authority	5.00%
Other	PWC Of The City of Fayetteville	Up to 3.00%
Other	Roanoke Rapids Sanitary District	Up to 5.00%
Other	South Granville Water & Sewer	Up to 2.00%
Other	Spring Hope Water & Sewer	5.00%
Other	Tuckasegee Water & Sewer Authority	Up to 3.00%
Other	Water & Sewer Authority/Cabarrus Co	4.00%
Other	Yadkin Valley Sewer Authority	5.00%
School	Warren County Schools	\$15.00
State	NC Licensing Board Of Auctioneer	7.13%

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Employee Benefits

BACKGROUND

In accordance with Section 28-36 of the Orange County Code of Ordinances, the County provides a group health insurance benefit to all permanent employees working 20 hours per week or more.

Orange County offers two health plan options through Blue Cross Blue Shield of North Carolina (BCBSNC): the Traditional Blue Options Medical Plan and a High Deductible Plan paired with a Health Savings Account (HDP/HSA). Prescription drug coverage for both plans is administered by Prime Therapeutics, a division of BCBSNC. Employees also have the option to waive coverage under the County's health plans if they are covered by another health plan. An employee who waives coverage under the County's plans receives a \$100 monthly waiver incentive.

Health Insurance

For FY2025-26, the Board of County Commissioners approved a 6% increase in the Health Insurance Premium Equivalents for both active employees and pre-65 retirees, effective July 1, 2025. Additionally, to fully cover the cost of the premium increase, the Board of Commissioners approved an extra 0.5% contribution, bringing the total rate increase to 6.5%, as outlined in Action Item 8-b dated March 18, 2025.

The Monthly/Semi-Monthly rates are listed as follows:

Traditional Plan Levels	Total Monthly Premium	Employee Monthly Cost	County Monthly Cost	Employee Semi-Monthly Payroll Deduction	County Semi-Monthly Contribution
Employee Only	\$994.42	\$0.00	\$994.42	\$0.00	\$497.21
Employee + Child(ren)	\$1,547.40	\$229.90	\$1,317.50	\$114.95	\$658.75
Employee + Spouse	\$1,985.09	\$409.20	\$1,575.89	\$204.60	\$787.95
Employee + Family	\$2,780.09	\$734.84	\$2,045.25	\$367.42	\$1,022.62
High-Deductible Plan Levels	Total Monthly Premium	Employee Monthly Cost	County Monthly Cost	Employee Semi-Monthly Payroll Deduction	County Semi-Monthly Contribution (includes HSA funding)
Employee Only	\$838.99	\$0.00	\$838.99	\$0.00	\$478.50
Employee + Child(ren)	\$1,303.34	\$151.82	\$1,151.52	\$75.91	\$634.76
Employee + Spouse	\$1,670.74	\$271.80	\$1,398.94	\$135.90	\$758.47
Employee + Family	\$2,338.07	\$489.74	\$1,848.33	\$244.87	\$983.17

Dental Insurance

The County offers employees a comprehensive dental plan through Delta Dental of North Carolina. The County pays 100% of employee only coverage. The Board of County Commissioners approved an increase of 4% to the Dental Insurance Premium Equivalents effective July 1, 2025, and for the County to absorb full responsibility for the premium increase, as per Action Item 8-b dated March 18, 2025.

The Monthly/Semi-Monthly rates are listed as follows:

Employee Benefits – Continued

Dental Plan Levels	Total Monthly Premium	Employee Monthly Cost	County Monthly Cost	Employee Semi-Monthly Payroll Deduction	County Semi-Monthly Contribution
Employee Only	\$34.86	\$0.00	\$34.86	\$0.00	\$17.43
Employee + Child(ren)	\$94.11	\$47.74	\$46.37	\$23.87	\$23.18
Employee + Spouse	\$83.66	\$39.32	\$44.34	\$19.66	\$22.17
Employee + Family	\$121.99	\$70.20	\$51.79	\$35.10	\$25.90

Vision Coverage

The County offers employees vision insurance through Community Eye Care. The vision plan premiums are paid for by employees at 100% of cost. The vision plan premiums will remain the same in FY 2025-26.

VISION	SEMI-MONTHLY EMP COST
Employee Only	\$4.87
Employee + One	\$9.27
Employee + Family	\$13.65

Voluntary Benefit Programs

The County offers employees access to other group benefit plans for which the employee is responsible for the premium payment. This includes flexible spending accounts, health savings account, long term disability insurance, supplemental term life insurance, universal whole life insurance, critical illness, hospital indemnity, accident, pet benefit discount, identity theft, and legal insurance.

Health and Dental Benefits Fund

The total cost of benefits for active employees and retirees is budgeted in a separate Health and Dental Benefits Fund. Based on the increases approved for health insurance coverage for active employees and pre-65 retirees, an additional \$87,771 for health insurance for post-65 retirees (as detailed in the Retiree Health Appendix), and an increase in the cost of dental insurance coverage for active employees, an additional \$1,362,643 in total funding is recommended in the Health and Dental Benefits Fund.

The following chart outlines the total budget for the Health and Dental Benefits Fund, along with its associated costs for employees, retirees, and administrative expenses.

FY2024-25				FY2025-26			
OC	EMPLOYEE	TOTAL	70 FUNDS	OC	EMPLOYEE	TOTAL	% OC CHANGE
\$12,749,055	\$1,360,152	\$14,109,207	NCHIP	\$13,581,994	\$1,322,231	\$14,904,225	6.53%
\$1,366,237	\$78,070	\$1,444,307	ACTIVE/COBRA	\$1,777,276	\$106,209	\$1,883,485	30.09%
\$1,645,157	\$0	\$1,645,157	NCHIP PRE65	\$1,732,928	\$0	\$1,732,928	5.34%
\$488,873	\$196,503	\$685,376	RETIREE	\$517,267	\$196,503	\$713,770	5.81%
\$69,500	\$0	\$69,500	POST65 RETIREE	\$72,000	\$0	\$72,000	3.60%
\$92,000	0	\$92,000	DENTAL	\$92,000	\$0	\$92,000	0.00%
\$92,000	0	\$92,000	FMLA/ ACA ADM	\$92,000	\$0	\$92,000	0.00%
\$92,000	0	\$92,000	UNUM BH	\$92,000	\$0	\$92,000	0.00%
\$16,410,822	\$1,634,725	\$18,045,547	ALL BUDGET	\$17,773,465	\$1,624,943	\$19,398,408	8.30%

Manager Recommendation

The Manager recommends continuing medical, dental, vision, and other voluntary benefit plans that are currently offered to employees and retirees when applicable.

Employee Benefits – Continued

The Manager recommends increasing funding in the Health and Dental Benefits Fund by \$1,362,643 as specified above. The General Fund Transfer to the Health and Dental Fund will increase by \$501,310.

Living Wage

BACKGROUND

The Board of County Commissioners establishes a living wage for County employees each fiscal year through the adoption of the Orange County budget. The living wage applies to all permanent and temporary employees.

Living Wage Certification History

Since 2015, Orange County government has been a Certified Living Wage Employer by Orange County Living Wage (OCLW). This nonprofit organization promoted and certified private and public sector employers for paying a specified hourly wage rate. Orange County is certified through October 27, 2025. In December of 2024, Orange County Living Wage ceased operations, so the County will no longer be certified by this organization. However, the County will continue to adopt a living wage rate in each budget based on a percentage increase to the existing living wage rate.

Living Wage Rate for FY2025-26

The 2024 Orange County Living Wage for hourly workers is \$17.65 an hour or \$16.15 for employers who pay at least half of employees' health insurance costs. For FY 2025-26, the Manager is recommending increasing the living wage for temporary employees by three percent (3%) to \$18.18 per hour. All permanent employees currently earn a higher wage rate than the living wage with permanent employees in range 9 starting at \$18.37 per hour.

The chart below outlines the hourly living wage rate for temporary employees since 2015. Over that timeframe, the living wage for temporary employees has increased by \$5.42 per hour or 42.48%.

Date	OC Living Wage
07/2015	\$12.76
07/2016	\$13.15
07/2017	\$13.75
07/2018	\$15.00
07/2019	\$15.00
07/2020	\$15.00
07/2021	\$15.40
07/2022	\$15.85
07/2023	\$16.60
07/2024	\$17.65
07/2025	\$18.18

Living Wage – continued

Living Wage for Participants in Subsidized Employment Programs at the Department of Social Services

The Department of Social Services manages an employment services program and offers subsidized employment as one component. Paid work experience or subsidized employment allows clients, most of whom have barriers to employment, to gain valuable work experience using public or grant funds for a limited amount of time (generally six-months) in order to secure permanent employment in the future. As of April 2025, five employees are actively participating in these subsidized employment programs.

The subsidized employment program is funded through a combination of county, state, and federal dollars, and clients must meet eligibility criteria for the county to receive reimbursement. To be eligible to participate in this program, a client must be income eligible for Work First or Food and Nutrition Services or meet the requirements of the Workforce Innovations and Opportunity Act (WIOA). The County pays the wage of the client working either in the private sector or within a county department as a temporary employee.

At the County's current living wage, some clients enrolled in the subsidized program do not meet the income eligibility requirements for Medicaid and/or food and nutrition benefits. To avoid the disruption of benefits for participants in the subsidized and employment programs, the Manager's Recommended Budget authorizes the County to pay new subsidized employees the hourly wage necessary to allow participants currently receiving Medicaid coverage to continue their coverage. Participants may work 40 hours per week. For some WIOA clients, the grant may dictate the hourly wage to be paid and there is no income eligibility for that program.

Manager Recommendation

The Manager recommends a living wage per hour of \$18.18 for temporary employees effective July 1, 2025. This equates to an increase in temporary salaries of approximately \$15,000.

Personnel Savings Initiatives

The County achieves salary and benefit savings through natural attrition. This is the savings that occurs between the time an employee separates from employment and the time a new employee begins work in that position. Although this savings is certain to accrue due to natural turnover, salary and benefits are budgeted in departments as if positions were fully occupied during the fiscal year. The Personnel Savings Initiative accounts for the salary and benefit savings that will occur naturally due to turnover.

Year	Year End Available	Budgeted Salary Savings	Total Savings
2025 Proj.	\$1,888,648	\$4,469,900	\$ 6,358,548
2024	\$1,305,587	\$3,824,900	\$ 5,130,487
2023	-\$213,645	\$3,824,900	\$ 3,611,255
2022	\$ 2,101,485	\$ 3,000,000	\$ 5,101,485
2021	\$ 2,276,647	\$ 3,000,000	\$ 5,276,647
2020	\$ 2,229,880	\$ 2,000,000	\$ 4,229,880
2019	\$ 1,674,282	\$ 2,000,000	\$ 3,674,282
2018	\$ 1,016,764	\$ 2,000,000	\$ 3,016,764
2017	\$ 2,306,521	\$ 1,500,000	\$ 3,806,521
2016	\$ 2,392,673	\$ 750,000	\$ 3,142,673

Manager Recommendation

The Manager recommends a budgetary projection for FY 2025-26 for personnel salary and benefit savings through attrition of \$5,069,900.

Retiree Health Care

BACKGROUND

Retiree Health Insurance

The County provides retiree health insurance coverage for both pre-65 and post-65 eligible retirees and contributes to the cost of premiums for eligible retirees as per Section 28-36 (b) of the Orange County Code of Ordinances.

Pre-65 Retiree

Pre-65 retirees are covered by the same plans offered to active County employees. On March 18, 2025, the Board of County Commissioners approved a 6.5% increase in the Health Insurance Premium Equivalents for both active employees and pre-65 retirees. This increase will be fully funded by the County, as outlined in Action Item 8-b. There are currently 138 non-Medicare eligible retirees enrolled in the plan; an increase in enrollment of 13 retirees. The total annual budget for this group is \$1,883,485, with the County contributing \$1,777,276. This reflects an increase of \$410,039 in County funding for pre-65 retirees.

Post-65 Retiree

For retirees who are Medicare Eligible, the County offers a Medicare Supplemental Plan, which includes coverage for hospitalization, doctor visits, and prescription drugs through Medicare Part D. These plans, such as Plan F and Plan G, cover most remaining medical costs after Medicare Parts A and B have paid their share.

As of March 2025, there are 395 retirees enrolled in the Medicare Supplement program, with an average premium of \$335.36 per month. Enrollment is expected to increase to 399 retirees in FY2025-26, with a projected 4.3% increase in premium costs. The total annual budget for post-65 retirees is estimated at \$1,732,928, with the County's contribution increasing by \$87,771.

Total Retiree Funding

The estimated total retiree health insurance budget for FY2025-26 is \$3,616,413, reflecting a 17.06% overall increase due to an increase in the total number of covered retirees and the premium equivalent increase. The total increase in county funding amounts to \$498,810.

	2023	2024	2025
703970: Pre-65 Retiree	\$1,658,811	\$1,444,307	\$1,883,485
499910 - MEDICAL PREM - CO PAID	\$1,532,277	\$1,366,237	\$1,777,276
499920 - MEDICAL PERM - EMP PAID	\$126,534	\$78,070	\$106,209
703980: Post 65 Retiree	\$1,566,816	\$1,645,157	\$1,732,928
MEDICARE SUP FG - CO PAID	\$1,005,571	\$1,055,850	\$1,111,888
MEDICARE PART D - CO PAID	\$507,968	\$533,366	\$562,861
MEDICARE SUPP REIMBURSEMENT	\$53,277	\$55,941	\$58,179

Retiree Health Care – continued

TOTAL RETIREE BUDGET	\$3,225,627	\$3,089,464	\$3,616,413
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Other Post-Employment Benefits (OPEB)

GASB 74 establishes uniform financial reporting and accounting standards for state and local governments for post-employment benefits other than pensions (OPEB) and requires that expenses associated with retiree health benefits be accrued over the working lifetime of employees, rather than expensed on a pay-as-you-go basis as retirees incur claims.

The Board of County Commissioners (BOCC) has funded Health benefits equal to \$8,293,841 as part of the Committed Fund balance for Health Benefits as of June 30, 2024. GASB 74 currently requires the presentation of the Net OPEB Liability (NOL) which replaced the Unfunded Actuarial Accrued Liability (UAAL) for reporting purposes.

The following table presents information on the County's OPEB liabilities as of June 30, 2024. The Net OPEB liability decreased from \$120,541,187 to \$ 118,859,926.

Actuarial Valuation Date	Net OPEB Liability (NOL)	NOL as a percentage of Covered Payroll
6/30/2024	\$118,859,926	227.95%
6/30/2023	\$120,541,187	231.17%
6/30/2022	\$132,374,775	238.2%
6/30/2021	\$161,449,960	290.5%
6/30/2020	\$137,190,344	290.4%
12/31/2019	\$106,718,695	225.9%
12/31/2018	\$95,924,108	224.3%
12/31/2017	\$96,503,866	225.6%

Actuarial Valuation Date	Unfunded Actuarial Accrued Liability (UAAL)	UAAL as a Percentage of Covered Payroll
12/31/2015	\$83,542,665	181.2%
12/31/2013	\$65,152,273	167.5%
12/31/2012	\$65,622,232	175.7%
12/31/2011	\$63,716,142	165.2%
12/31/2010	\$62,803,094	163.5%
12/31/2009	\$58,020,674	152.7%
12/31/2007	\$54,382,277	145.6%

Manager Recommendation

The Manager recommends an increase of overall funding for post-65 retirees as part of the Health and Dental fund of \$87,771. Funding for the rate increases for medical and dental insurance for employees and pre-65 retirees has been approved by the Board of County Commissioners as per Action Item 8-b dated March 18, 2025.

Fees

Appendix B

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
Animal Shelter					
Animal Shelter		Boarding Fee for stray animals	\$12.00	\$15.00	2017
Animal Shelter		Owner surrender for euthanasia	\$60.00	Remove Fee	2018
Animal Shelter		Engraved Tag	New Fee	\$5.00	N/A
Aging					
Aging	Senior Programs	Senior Games	\$16.00 per participant	\$25.00 per participant	2018
Aging	Senior Programs	Senior Games - Early Bird	New Fee	\$20.00 Early Bird Rate per Registrant	N/A
Dept. of Environment, Ag., Parks & Rec					
Parks & Recreation	General Programs	Youth/Teen Programs - Summer Camp Base Fee	\$75 a week	\$80 a week	2024
Parks & Recreation	General Programs	Youth/Teen Programs - Afterschool	\$160 a month	\$165 a month	2024
Parks & Recreation	Facility Rentals	Special Use Rental - Wedding/Reception	\$300.00	Add Wedding Reception to Title of Fee	2024
Parks & Recreation	Facility Rentals	Farmer's Market Pavilion - Resident	\$20 per half-day; \$35 all-day	\$30 Half-Day; \$45 Full-Day	2024
Parks & Recreation	Facility Rentals	Farmer's Market Pavilion - Non-Resident	\$35 per half-day; \$50 all-day	\$35 Half-Day; \$50 Full-Day	2024
Parks & Recreation	Soccer.com	Special Event Parking - New Fee	New Fee	\$5 per car	N/A
Register of Deeds					
Register of Deeds		Deeds of Trust or Mortgage	\$56 (up to 15 pgs.); \$4 each additional page	\$64 (up to 35 pgs) \$4 each additional	2024
Register of Deeds		Additional subsequent instruments index ref.	\$25 each added to recording fee	\$5 each added to recording fee	2022
Register of Deeds		UCC searches	\$30 per debtor name + \$1/page for copies	Remove Fee	2001
Register of Deeds		Laminated copy of Birth Certificates	\$12.00	Remove Fee	2002
Register of Deeds		Issuance of Plat Copy Key	\$5.00	Remove Fee	2002
Register of Deeds		Historical Records	\$1.00	\$0.15	1980
Social Services					
Social Services		Adoption Intermediary Fee	\$300.00	Remove Fee	2008
Planning & Inspections					
Current Planning	Rezoning	Rezone to Conventional District - Nonresidential	\$2,250.00 plus an additional \$100.00 per acre for single tracts - staff review fee, \$2,000 Legal Advertisement, \$30.00 sign posting fee per sign per posting event, \$1.00 first class mail fee applied per parcel per mailing event. All subdivision and/or site plan fees shall also apply	\$2,250.00 plus an additional \$100.00 per acre of proposed disturbed area - staff review fee, \$2,000 Legal Advertisement, \$30.00 sign posting fee per sign per posting event, \$1.00 first class mail fee applied per parcel per mailing event. All subdivision and/or site plan fees shall also apply.	2024
Current Planning	Telecommunication	Zoning Compliance Permits for administratively approved new towers	New Fee	\$1,000 plus \$100.00 consultant review fee	N/A
Current Planning	Telecommunication	Zoning Permit Review Fee - Telecommunication Tower Class A SUP	\$0.00	Remove Fee	2018
Current Planning	Telecommunication	Escrow Account	Consultant Review Fee \$7,500.00	Remove Fee	2016
Current Planning	Telecommunication	Zoning Permit Review Fee - Telecommunication Tower SUP	\$1,500	\$1,500.00	2018

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
Current Planning	Telecommunication	Consultant Fee	Consultant Review Fee \$7,000.00	Consultant Review Fee \$7,000.00	2016
Current Planning	Telecommunication	Zoning Review Fee - Staff Review Fee	\$100.00	\$100.00	2015
Current Planning	Telecommunication	Rezone to Conditional District	\$2000.00 plus an additional \$100.00 per acre staff review fee, \$2,000 Legal Advertisement, \$30.00 sign posting fee per sign per posting event, \$1.00 first class mail fee applied per parcel per mailing event.	Remove Fee	2024
Current Planning	Major Subdivision	Modification of approved subdivision - preliminary or final plat	\$500.00 staff review fee, \$2,000.00 legal advertisement, \$30.00 sign posting fee per sign per posting event, \$1.00 first class mail fee applied per parcel per mailing event.	\$500.00 staff review fee, \$30.00 sign posting fee per sign per posting event, \$1.00 first class mail fee applied per parcel per mailing event.	2023
Current Planning	Zoning Compliance Permits and Site Plan Approvals	Zoning Compliance Permits for single family/duplex residential structure(s)	\$50.00	\$55.00	2024
Current Planning	Zoning Compliance Permits and Site Plan Approvals	Major Modification to approved site plan (new construction, engineering modifications to the site plan, stormwater revisions, etc.)	\$500.00	\$500.00 plus \$100.00 per acre of the proposed disturbed area	2024
Current Planning		Technology Fee	2% per permit Fee	3% per permit fee	2024
Erosion Control	Land Disturbing (Grading) Permits	Subdivisions and/or Common Plan of Development SFRs < 1 acre lots	New Fee	\$100.00	N/A
Erosion Control	Land Disturbing (Grading) Permits	Stormwater Management Plan Review (LID)	\$300 per LID submittal	\$500 per LID submittal	2019
Erosion Control	Land Disturbing (Grading) Permits	Conservation Area Document Review	\$200 per area	Remove Fee	2019
Erosion Control	Land Disturbing (Grading) Permits	Surface Water Identification (SWID) field work	Stream Origin and Intermittent/Perennial Determinations: \$200/determination	Stream Origin and Intermittent/Perennial Determinations: \$300/determination	2024
Erosion Control	Land Disturbing (Grading) Permits	Re-Application fee	New Fee	\$200 per re-application	N/A
Erosion Control	Erosion and Sedimentation Control Plan Review and Inspection Fees	Floodplain No Rise Certificate Review	New Fee	\$250 per No Rise Certificate	N/A
Erosion Control	Land Disturbing (Grading) Permits	Watershed Boundary Amendment	New Fee	\$250 per amendment submittal	N/A
Erosion Control	Permits	Technology Fee	2% per permit Fee	3% per permit fee	2024
Engineering		Technology Fee	2% per permit Fee	3% per permit fee	2024
Inspections	Inspections Building Fees	Permit Change Fee	\$55-\$110	\$58-\$116	2024
	Inspections Building Fees	Change of Contractor fee	\$30.00	\$32.00	2024
	Inspections Building Fees	Plans Review - Amendment Fee	\$150.00 minimum (subject to increase adjustment for extent and complexity of review, up to maximum \$275), assessed when previously reviewed plans are submitted with significant revisions.	\$158 min - \$289 max	2024
	Inspection Building Fees - Schedule A	New Residential (1&2 family)	.455 (all trades included)	.478 (all trades included)	2024

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	Inspection Building Fees - Schedule A	Building	.182/sq.ft/\$125 Min	.191/sq.ft/\$131 Min	2024
	Inspection Building Fees - Schedule A	Electrical	.087/sq.ft/\$125 Min	.091/sq.ft/\$131 Min	2024
	Inspection Building Fees - Schedule A	Plumbing	.087/sq.ft/\$125 Min	.091/sq.ft/\$131 Min	2024
	Inspection Building Fees - Schedule A	Mechanical	.100/sq.ft/\$125 Min	.105/sq.ft/\$131 Min	2024
	Inspection Building Fees - Schedule A	Plans Review	.022/sq.ft/\$155 Min. 15% surcharge for Hillsborough	.023/sq.ft/\$163 Min. 15% surcharge for Hillsborough	2024
	Inspection Building Fees - Schedule B	Building	.327/sq.ft.	.343/sq.ft.	2024
	Inspection Building Fees - Schedule B	Electrical	\$125.00	\$131.00	2024
	Inspection Building Fees - Schedule B	Plumbing	\$125.00	\$131.00	2024
	Inspection Building Fees - Schedule B	Mechanical	\$125.00	\$131.00	2024
	Inspection Building Fees - Schedule B	Plans Review	.022/sq.ft/\$150 Min. 15% surcharge for Hillsborough	.023/sq.ft/\$157.5 Min. 15% surcharge for Hillsborough	2024
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Singlewide	Building	\$125.00	\$131.00	2024
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Singlewide	Electrical	\$80.00	\$84.00	2024
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Singlewide	Plumbing	\$55.00	\$58.00	2024
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Singlewide	Mechanical	\$55.00	\$58.00	2024
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Doublewide	Building	\$185.00	\$194.00	2024
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Doublewide	Electrical	\$80.00	\$84.00	2024

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Doublewide	Plumbing	\$55.00	\$58.00	2024
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Doublewide	Mechanical	\$55.00	\$58.00	2024
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Triplewide	Building	\$225.00	\$236.00	2024
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Triplewide	Electrical	\$80.00	\$84.00	2024
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Triplewide	Plumbing	\$80.00	\$84.00	2024
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Triplewide	Mechanical	\$80.00	\$84.00	2024
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Quadwide	Building	\$250.00	\$263.00	2024
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Quadwide	Electrical	\$80.00	\$84.00	2024
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Quadwide	Plumbing	\$80.00	\$84.00	2024
	Inspection Building Fees - Schedule C: Mobile/Modular Homes - Quadwide	Mechanical	\$80.00	\$84.00	2024

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Residential (apartments)	Building	\$0.27	\$0.28	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Residential (apartments)	Electrical	\$0.12	\$0.12	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Residential (apartments)	Plumbing	\$0.12	\$0.12	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Residential (apartments)	Mechanical	\$0.09	\$0.10	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Storage	Building	\$0.09	\$0.10	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Storage	Electrical	\$0.07	\$0.08	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Storage	Plumbing	\$0.07	\$0.08	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Storage	Mechanical	\$0.09	\$0.10	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Assembly	Building	\$0.20	\$0.21	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Assembly	Electrical	\$0.11	\$0.11	2024

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Assembly	Plumbing	\$0.11	\$0.11	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Assembly	Mechanical	\$0.09	\$0.10	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Institutional	Building	\$0.37	\$0.39	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Institutional	Electrical	\$0.18	\$0.19	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Institutional	Plumbing	\$0.18	\$0.19	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Institutional	Mechanical	\$0.19	\$0.20	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Business	Building	\$0.27	\$0.28	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Business	Electrical	\$0.13	\$0.13	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Business	Plumbing	\$0.13	\$0.13	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Business	Mechanical	\$0.12	\$0.12	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Mercantile	Building	\$0.18	\$0.19	2024

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Mercantile	Electrical	\$0.09	\$0.09	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Mercantile	Plumbing	\$0.09	\$0.09	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Mercantile	Mechanical	\$0.08	\$0.09	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Hazardous	Building	\$0.14	\$0.15	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Hazardous	Electrical	\$0.06	\$0.06	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Hazardous	Plumbing	\$0.06	\$0.06	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Hazardous	Mechanical	\$0.08	\$0.09	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Factory/Industrial	Building	\$0.14	\$0.15	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Factory/Industrial	Electrical	\$0.06	\$0.06	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Factory/Industrial	Plumbing	\$0.06	\$0.06	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Factory/Industrial	Mechanical	\$0.08	\$0.09	2024

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Educational	Building	\$0.27	\$0.28	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Educational	Electrical	\$0.13	\$0.13	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Educational	Plumbing	\$0.13	\$0.13	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Educational	Mechanical	\$0.12	\$0.12	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Utility and Miscellaneous/Shell Building	Building	\$0.09	\$0.10	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Utility and Miscellaneous/Shell Building	Electrical	\$0.07	\$0.08	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Utility and Miscellaneous/Shell Building	Plumbing	\$0.07	\$0.08	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot - Utility and Miscellaneous/Shell Building	Mechanical	\$0.09	\$0.10	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot	Commercial Plan Review	.037 per square foot per project <5000 sq ft (\$175 minimum)	.039 per square foot per project <5000 sq ft (\$184 minimum)	2024

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	Inspection Building Fees - Schedule D: New Commercial-per square foot	Commercial Plan Review	.030 per square 5000-20,000 sq ft	.032 per square foot 5000-20,000 sq ft	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot	Commercial Plan Review	.023 per square foot 20,000-150,000 sq ft	.024 per square foot 20,000-150,000 sq ft	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot	Commercial Plan Review	.014 per square >150,000 sq ft	.015 per square foot >150,000 sq ft	2024
	Inspection Building Fees - Schedule D: New Commercial-per square foot	Commercial Plan Review	(Additional 15% Town of Hillsborough)	(Additional 15% surcharge Town of Hillsborough)	2023
	Inspection Building Fees - Schedule D: New Commercial-per square foot	Commercial Renovations and Alterations	Building \$185 + .384 per sf; Electrical \$125; Plumbing \$125; Mechanical \$125	Building \$194 + .403 per sf; Electrical \$131; Plumbing \$131; Mechanical \$131	2024
	Inspection Building Fees - Schedule E - Miscellaneous Bldg. Inspections	Moving Building	Commercial \$185; Residential \$125	Commercial \$194; Residential \$131	2024
	Inspection Building Fees - Schedule E - Miscellaneous Bldg. Inspections	Building Demolition	Commercial \$125; Residential \$125	Commercial \$131; Residential \$131	2024
	Inspection Building Fees - Schedule E - Miscellaneous Bldg. Inspections	Change of Occupancy/Use	\$125.00	\$131.00	2024
	Inspection Building Fees - Schedule E - Swimming Pools	Commercial	Commercial \$125; Residential \$125	Commercial \$131; Residential \$131	2024
	Inspection Building Fees - Schedule E - Swimming Pools	Residential	Commercial \$125; Residential \$125	Commercial \$131; Residential \$131	2024
	Inspection Building Fees - Schedule E - Woodstove/Fireplace	Commercial	Commercial \$60 each appliance; Residential \$60 each appliance	Commercial \$63 each appliance; Residential \$63 each appliance	2024
	Inspection Building Fees - Schedule E - Woodstove/Fireplace	Residential	Commercial \$60 each appliance; Residential \$60 each appliance	Commercial \$63 each appliance; Residential \$63 each appliance	2024

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	Inspection Building Fees - Schedule E - Prefabricated Utility Bldgs.	Commercial	See Utility Occupancy, Schedule D	See Utility Occupancy, Schedule D	2024
	Inspection Building Fees - Schedule E - Prefabricated Utility Bldgs.	Residential	\$125.00	\$131.00	2024
	Inspection Building Fees - Schedule E	Sign Permits	\$125.00	\$131.00	2024
	Inspection Building Fees - Schedule F - Miscellaneous Electrical Inspections	Temporary Serv 60 amp	Commercial \$60; Residential \$60	Commercial \$63; Residential \$63	2024
	Inspection Building Fees - Schedule F - Miscellaneous Electrical Inspections	Temporary Serv 60A-100A	Commercial \$60; Residential \$60	Commercial \$63; Residential \$63	2024
	Inspection Building Fees - Schedule F - Miscellaneous Electrical Inspections	Sign Inspections	Commercial \$125; Residential \$60	Commercial \$131; Residential \$63	2024
	Inspection Building Fees - Schedule F - Miscellaneous Electrical Inspections	Gasoline Pumps	\$60.00	\$63.00	2024
	Inspection Building Fees - Schedule F - Miscellaneous Electrical Inspections	Miscellaneous Inspections	Commercial \$125; Residential \$125	Commercial \$131; Residential \$131	2024
	Inspection Building Fees - Schedule G - Electrical Service Changes - Single Phase	60-100 A	Commercial \$125; Residential \$125	Commercial \$131; Residential \$131	2024
	Inspection Building Fees - Schedule G - Electrical Service Changes - Single Phase	125-200A	Commercial \$155; Residential \$155	Commercial \$163; Residential \$163	2024
	Inspection Building Fees - Schedule G - Electrical Service Changes - Single Phase	400A	Commercial \$185; Residential \$185	Commercial \$194; Residential \$194	2024
	Inspection Building Fees - Schedule G - Electrical Service Changes - Three Phase	150-200A	Commercial \$185; Residential \$185	Commercial \$194; Residential \$194	2024

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	Inspection Building Fees - Schedule G - Electrical Service Changes - Three Phase	400A	Commercial \$245; Residential \$245	Commercial \$257; Residential \$257	2024
	Inspection Building Fees - Schedule H - Electrical Service	30-60A	Single Phase \$60; Three Phase \$155	Single Phase \$63; Three Phase \$163	2024
	Inspection Building Fees - Schedule H - Electrical Service	70-100A	Single Phase \$155; Three Phase \$155	Single Phase \$163; Three Phase \$163	2024
	Inspection Building Fees - Schedule H - Electrical Service	125A	Single Phase \$185; Three Phase \$185	Single Phase \$194; Three Phase \$194	2024
	Inspection Building Fees - Schedule H - Electrical Service	150A	Single Phase \$215; Three Phase \$245	Single Phase \$226; Three Phase \$257	2024
	Inspection Building Fees - Schedule H - Electrical Service	200A	Single Phase \$220; Three Phase \$275	Single Phase \$231; Three Phase \$289	2024
	Inspection Building Fees - Schedule H - Electrical Service	300A	Single Phase \$210; Three Phase \$275	Single Phase \$221; Three Phase \$289	2024
	Inspection Building Fees - Schedule H - Electrical Service	400A	Single Phase \$275; Three Phase \$365	Single Phase \$289; Three Phase \$383	2024
	Inspection Building Fees - Schedule H - Electrical Service	600A	Single Phase \$365; Three Phase \$425	Single Phase \$383; Three Phase \$446	2024
	Inspection Building Fees - Schedule H - Electrical Service	800A	Single Phase \$425; Three Phase \$580	Single Phase \$446.; Three Phase \$609	2024
	Inspection Building Fees - Schedule H - Electrical Service	1000A	Single Phase \$580; Three Phase \$760	Single Phase \$609; Three Phase \$798	2024
	Inspection Building Fees - Schedule H - Electrical Service	1200A	Single Phase \$760; Three Phase \$855	Single Phase \$798; Three Phase \$898	2024
	Inspection Building Fees - Schedule H - Electrical Service	1400A	Single Phase \$820; Three Phase \$1095	Single Phase \$861; Three Phase \$1150	2024
	Inspection Building Fees - Schedule H - Electrical Service	1600A	Single Phase \$855; Three Phase \$1455	Single Phase \$898; Three Phase \$1528	2024

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	Inspection Building Fees - Schedule H - Electrical Service	Over 1600A	Three Phase \$175/100A	Three Phase \$184/100A	2024
	Inspection Building Fees - Schedule I - Plumbing Fees	New Construction	Based on square footage, see schedule A and B	Based on square footage, see schedule A and B	2024
	Inspection Building Fees - Schedule I - Plumbing Fees	Water Heater Installation	\$125.00	\$131.00	2024
	Inspection Building Fees - Schedule J - Mechanical Inspections - Residential	Installation ea. addt'l system	\$60.00	\$63.00	2024
	Inspection Building Fees - Schedule J - Mechanical Inspections - Residential	Replacement of one system	\$185.00	\$194.00	2024
	Inspection Building Fees - Schedule K - Mechanical Inspections - Non-Residential/Commercial: Commercial Cooling	First Unit	\$185.00	\$194.25	2024
	Inspection Building Fees - Schedule K - Mechanical Inspections - Non-Residential/Commercial: Commercial Cooling	Each Additional Unit	\$60.00	\$63.00	2024
	Inspection Building Fees - Schedule K - Mechanical Inspections - Non-Residential/Commercial: Commercial Cooling	Replacement of System	\$185.00	\$194.00	2024
	Inspection Building Fees - Schedule K - Mechanical Inspections - Non-Residential/Commercial: Commercial Heating	First Unit	\$185.00	\$194.00	2024
	Inspection Building Fees - Schedule K - Mechanical Inspections - Non-Residential/Commercial: Commercial Heating	Each Additional Unit	\$60.00	\$63.00	2024

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	Inspection Building Fees - Schedule K - Mechanical Inspections - Non-Residential/Commercial: Commercial Heating	Replacement of System	\$185.00	\$194.00	2024
	Inspection Building Fees - Schedule K - Mechanical Inspections - Non-Residential/Commercial: Commercial Heat/Cool Combine	First Unit	\$185.00	\$194.00	2024
	Inspection Building Fees - Schedule K - Mechanical Inspections - Non-Residential/Commercial: Commercial Heat/Cool Combine	Each Additional Unit	\$65.00	\$68.00	2024
	Inspection Building Fees - Schedule K - Mechanical Inspections - Non-Residential/Commercial: Commercial Heat/Cool Combine	Replacement of System	\$185.00	\$194.00	2024
	Inspection Building Fees - Schedule K - Mechanical Inspections - Non-Residential/Commercial: Commercial Ventilation/Exhaust	One System	\$185.00	\$194.00	2024
	Inspection Building Fees - Schedule K - Mechanical Inspections - Non-Residential/Commercial: Commercial Ventilation/Exhaust	Each Additional	\$60.00	\$63.00	2024
	Inspection Building Fees - Schedule K - Mechanical Inspections - Non-Residential/Commercial: Hood Fan Commercial Cooking Equipment	Hood fan commercial cooking equipment	\$125.00	\$131.00	2024

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	Inspection Building Fees - Schedule K - Mechanical Inspections - Non-Residential/Commercial: Commercial Cooking	One	\$185.00	\$194.00	2024
		Each Additional	\$65.00	\$68.00	2024
	Inspection Building Fees - Schedule K - Mechanical Inspections - Non-Residential/Commercial: Commercial Reinspection Fee	Commercial Reinspection Fee	\$125.00	Remove Fee	2024
	Inspection Building Fees - General	Refunds	\$50.00	\$53.00	2024
	Inspection Building Fees - General	Issue duplicate Certificate of Occupancy	\$20.00	\$21.00	2024
	Inspection Building Fees - General	Permit Renewal	\$60.00	\$63.00	2024
	Inspection Building Fees - General	Day Care Permits (Existing building new occupancy)	\$125.00	\$131.00	2024
	Inspection Building Fees - General	Day Care Reinspection	\$125.00	\$131.00	2024
	Inspection Building Fees - General	Sprinkler System	\$245.00	\$257.00	2024
	Inspection Building Fees - General	Temporary Electrical Final Inspection - Residential	\$125.00	\$131.00	2024
	Inspection Building Fees - General	Temporary Electrical Final Inspection - Commercial	\$140.00	\$147.00	2024
	Inspection Building Fees - General	Fire Alarm system	\$245.00	\$257.00	2024
	Inspection Building Fees - General	Archive Research (per project)	\$25.00	\$26.00	2024
	Inspection Building Fees - General	Grease trap installation	\$125.00	\$131.00	2024
	Inspection Building Fees - General	Commercial reinspection fee (no charge for 1st rejection for project. All subsequent rejections will result in fee)	First re-inspection free (one). Additional reinspection's will be assessed \$125.00 fee. Inspections that fail for second or more times (same trade inspection) will be assessed an additional \$110.00 fee added to re-inspection fee (\$125.00), compounded for each additional reinspection for that same trade inspection.	First re-inspection free (one). Additional reinspection's will be assessed \$131.00 fee. Inspections that fail for second or more times (same trade inspection) will be assessed an additional \$116.00 fee added to re-inspection fee (\$131.00), compounded for each additional reinspection for that same trade inspection.	2021

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	Inspection Building Fees - General	Residential reinspection fee (no charge for 1st rejection for project. All subsequent rejections will result in fee)	First re-inspection free (one). Additional reinspection's will be assessed \$125.00 fee. Inspections that fail for second or more times (same trade inspection) will be assessed an additional \$110.00 fee added to re-inspection fee (\$125.00), compounded for each additional reinspection for that same trade inspection.	First re-inspection free (one). Additional reinspection's will be assessed \$131.00 fee. Inspections that fail for second or more times (same trade inspection) will be assessed an additional \$116.00 fee added to re-inspection fee (\$131.00), compounded for each additional reinspection for that same trade inspection.	2024
	Inspection Building Fees - General	Application Fee	\$55.00	\$58.00	2024
	Inspection Building Fees - General	Technology Fee	2%	3%	2024
	Inspection Building Fees - General	Temporary Certificate of Compliance Application Fee	\$110.00	\$116.00	2024
Health Department					
Dental Health	D0120	Periodic Oral Evaluation	\$54.00	\$60.00	2024
	D0140	Limited Oral Evaluation	\$82.80	\$92.00	2024
	D0150	Comprehensive Oral Evaluation	\$96.00	\$107.00	2024
	D0170	Re-evaluation-limited, problem	\$78.00	\$87.00	2024
	D0210	Full Mouth Series w BWX	\$144.00	\$160.00	2024
	D0220	1st Intraoral PA Film	\$31.20	\$35.00	2024
	D0230	Additional PA Film	\$27.60	\$31.00	2024
	D0240	Intraoral Occlusal Film	\$45.60	\$51.00	2024
	D0270	BWX 1 Film	\$31.20	\$35.00	2024
	D0272	BWX 2 Films	\$49.20	\$55.00	2024
	D0273	Bitewings- three films	\$61.20	\$68.00	2024
	D0274	BWX 4 Films	\$69.60	\$77.00	2024
	D0330	Panoramic Film	\$120.00	\$133.00	2024
	D0470	Study Models	\$124.90	\$138.00	2024
	D1110	Prophy/Adult age 13 and up	\$98.40	\$109.00	2024
	D1120	Prophy/Child under age 13	\$73.20	\$81.00	2024
	D1206	Topical Fluoride varnish; therapeutic application for moderate to high caries risk patients	\$46.80	\$52.00	2024
	D1351	Sealant/NEWLY ERUPTED TEETH	\$58.80	\$65.00	2024
	D1354	SDF-Interim Caries Arresting Medicament	\$58.80	\$65.00	2024
	D2140	Amal One Surface Prim/ Perm	\$156.00	\$173.00	2024
	D2150	Amal Two Surface Prim/ Perm	\$196.80	\$219.00	2024
	D2160	Amal Three Surface Prim/Perm	\$237.60	\$264.00	2024
	D2161	Amal Four Surface Prim/Perm	\$283.20	\$315.00	2024
	D2330	Resin One Surface Anterior	\$177.60	\$197.00	2024

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	D2331	Resin Two Surface Anterior	\$219.60	\$242.00	2024
	D2332	Resin Three Surface Anterior	\$272.40	\$303.00	2024
	D2335	Resin Four Surface Anterior	\$345.60	\$384.00	2024
	D2390	Resin Comp. Crown Ant. Prim	\$496.80	\$552.00	2024
	D2391	Resin Comp. 1sur.Post-Prim/Perm	\$194.40	\$216.00	2024
	D2392	Resin Comp. 2sur.Post-Prim/Perm	\$254.40	\$283.00	2024
	D2393	Resin Comp. 3sur.Posterior Perm	\$313.20	\$348.00	2024
	D2394	Resin Comp.4+sur.Posterior Perm	\$376.80	\$419.00	2024
	D2920	Recement Crown NOT cov. by MA	\$120.00	\$133.00	2024
	D2930	SSC Primary Tooth	\$296.40	\$329.00	2024
	D2931	SSC Permanent Tooth	\$357.60	\$397.00	2024
	D3110	Pulp Cap-direct exp. Pulp MED	\$91.20	\$101.00	2024
	D3120	Pulp Cap-indirect nearly exposed	\$92.40	\$101.00	2024
	D3220	Pulpotomy	\$219.60	\$244.00	2024
	D3310	Root Canal Therapy Anterior	\$811.20	\$901.00	2024
	D3320	Root Canal Therapy Bicuspid	\$936.00	\$1,040.00	2024
	D3330	Root Canal Therapy Molar	\$1,131.60	\$1,258.00	2024
	D4341	Scale Root Planing 4> teeth p/q	\$277.20	\$308.00	2024
	D4342	Scale/Root Planing 1-3 teeth p/q	\$200.40	\$223.00	2024
	D4346	Scaling in presence of generalized moderate or severe gingival inflammation	\$114.00	\$127.00	2024
	D4355	Full mouth Debridement	\$201.60	\$224.00	2024
	D4910	Periodontal Maintenance	\$152.40	\$170.00	2024
	D5411	Adjust Complete Denture - lower	\$54.00	\$60.00	2024
	D6930	Recement Bridge	\$120.00	\$133.00	2024
	D7111	Ext. cornal remnants deciduous	\$146.40	\$163.00	2024
	D7140	Ext. Erupted Tooth Prim/Perm	\$194.40	\$216.00	2024
	D7210	Extraction Surgical - 100+	\$303.60	\$337.00	2024
	D7321	Alveoplasty not in conjunction with extraction 1-3 tooth spaces per quadrant	\$460.80	\$461.00	2024
	D9110	Palliative Treatment	\$138.00	\$154.00	2024
	D9910	Application of Desensitizing Medicament	\$68.40	\$76.00	2024
	D0145	Oral evaluation for a patient under 3 years of age and counseling with primary caregiver	\$73.20	\$81.00	2024
	D1352	Reapplication of sealant	\$43.95	\$44.00	2024
Environmental Health		Specialty Inorganic	\$75.00	\$100.00	2019
		* Existing System Inspection (Wastewater System Type >=IIIb) - New Fee	New Fee	\$300.00	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
		Mobile Home Park Space Authorization 1-25 Spaces	\$200.00	Remove Fee	2022
		Mobile Home Park Space Authorization 26-50 Spaces	\$265.00	Remove Fee	2022
		Mobile Home Park Space Authorization 51 and over Spaces	\$335.00	Remove Fee	2022
		Operation Permit Revision/Renewal - New Fee	New Fee	\$150.00	N/A
Personal Health	G9920	ACE Screening Performed and Negative	New Fee	\$45.17	N/A
	G9921	ACE Screening Incomplete or Positive with No Rec	New Fee	\$45.17	N/A
	11104	Biopsy of Skin Lesion (UNC Lab)	New Fee	\$102.54	N/A
	11105	Biopsy of Skin Lesion - Additional (UNC Lab)	New Fee	\$50.44	N/A
	11765	Excision of Nail Fold, Toe	New Fee	\$92.37	N/A
	82670	Assay of Total Estradiol (UNC Lab)	New Fee	\$30.28	N/A
	83498	Assay of Progesterone 17-D (UNC Lab)	New Fee	\$34.53	N/A
	83935	Assay of Urine Osmolality (UNC Lab)	New Fee	\$8.66	N/A
	84300	Assay of Urine Sodium (UNC Lab)	New Fee	\$6.18	N/A
	84432	Assay of Thyroglobulin (UNC Lab)	New Fee	\$20.42	N/A
	84681	Assay of C-Peptide (UNC Lab)	New Fee	\$19.80	N/A
	86003	Allergen Specific Ige (UNC Lab)	New Fee	\$6.64	N/A
	86160	Complement, Antigen, Each Component (UNC Lab)	New Fee	\$15.27	N/A
	86235	Nuclear Antigen Antibody (UNC Lab)	New Fee	\$22.34	N/A
	86341	Islet Cell Antibody (UNC Lab)	New Fee	\$16.74	N/A
	86382	Polio Titer (UNC Lab) (bill as 2 units)	New Fee	\$22.00	N/A
	87505	Microbiology Stool-GI Panel-3-5 targets (UNC Lab)	New Fee	\$100.00	N/A
	87507	Microbiology Stool-GI Panel-12-25 targets (UNC Lab)	New Fee	\$270.00	N/A
	87517	Hep B, DNA, Quantitative PCR Test (UNC Lab) Titer	New Fee	\$41.41	N/A
	87636	IADNA SarsCov2 & Flu A&B Multi Amplified Probe TQ (UNC Lab)	New Fee	\$142.63	N/A
	87661	IADNA Trichomonis Vaginalis Amplified Probe (UNC Lab)	New Fee	\$29.84	N/A
	87811+AA31:A100	Infectious Agent Detection by Enzyme Immunoassay w/Direct Optical Observation (UNC Lab)	New Fee	\$41.38	N/A
	88312	Special Stains, Group 1 (UNC Lab)	New Fee	\$22.13	N/A
	99417	Prolonged Outpatient E/M Service - 15 mins.	New Fee	\$82.03	N/A
	99449	Telephone Evaluation 31+ mins.	New Fee	\$60.00	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	80047	Basic Metabolic Panel (Calcium, Ionized) (UNC Lab)	New Fee	\$9.93	N/A
	80053	Comprehensive Metabolic Panel (UNC Lab)	New Fee	\$10.74	N/A
	80151	Measurement Of Amiodarone (UNC Lab)	New Fee	\$16.96	N/A
	80163	Assay Of Digoxin Free (UNC Lab)	New Fee	\$16.44	N/A
	80167	Measurement Of Felbamate (UNC Lab)	New Fee	\$16.96	N/A
	80181	Measurement Of Flecainide (UNC Lab)	New Fee	\$16.96	N/A
	80195	Sirolimus (UNC Lab)	New Fee	\$17.09	N/A
	80204	Measurement Of Methotrexate (UNC Lab)	New Fee	\$18.30	N/A
	81000	Urinalysis, By Dip Stick Or Tablet Reagent For Bilirubin, Glucose, Hemoglobin	New Fee	\$4.03	N/A
	81001	Urinalysis, By Dip Stick Or Tablet Reagent For Bilirubin, Glucose, Hemoglobin	New Fee	\$4.03	N/A
	81002	Urinalysis Routine Without Microscopy (UNC Lab)	New Fee	\$3.25	N/A
	81003	Ua, By Dip Stick Or Tablet; Automated, Wo Micro	New Fee	\$2.86	N/A
	81005	Urine Tests (UNC Lab)	New Fee	\$2.76	N/A
	81007	Urinalysis; Bacteriuria Screen, Except By Culture Or Dipstick (UNC Lab)	New Fee	\$3.27	N/A
	81015	Microscopic Urine Exam (UNC Lab)	New Fee	\$3.86	N/A
	81025	Ua Preg. Test - Color Comparison Method	New Fee	\$8.04	N/A
	81105	HPA-1 GENOTYPING (UNC Lab)	New Fee	\$111.22	N/A
	81106	HPA-2 GENOTYPING (UNC Lab)	New Fee	\$111.22	N/A
	81107	HPA-3 GENOTYPING (UNC Lab)	New Fee	\$111.22	N/A
	81108	HPA-4 GENOTYPING (UNC Lab)	New Fee	\$111.22	N/A
	81109	HPA-5 GENOTYPING (UNC Lab)	New Fee	\$111.22	N/A
	81110	HPA-6 GENOTYPING (UNC Lab)	New Fee	\$111.22	N/A
	81111	HPA-9 GENOTYPING (UNC Lab)	New Fee	\$111.22	N/A
	81112	HPA-15 GENOTYPING (UNC Lab)	New Fee	\$111.22	N/A
	81120	IDH1 COMMON VARIANTS (UNC Lab)	New Fee	\$175.86	N/A
	81121	IDH2 COMMON VARIANTS (UNC Lab)	New Fee	\$269.17	N/A
	81161	Dmd (Dystrophy) (UNC Lab)	New Fee	\$253.89	N/A
	81163	BRCA1&2 GENE FULL SEQ ALYS (UNC Lab)	New Fee	\$425.88	N/A
	81164	BRCA1&2 GEN FUL DUP/DEL ALYS (UNC Lab)	New Fee	\$531.65	N/A
	81165	BRCA1 GENE FULL SEQ ALYS (UNC Lab)	New Fee	\$257.42	N/A
	81166	BRCA1 GENE FULL DUP/DEL ALYS (UNC Lab)	New Fee	\$274.23	N/A
	81167	Bra2 Gene Full Dup/Del Alys (UNC Lab)	New Fee	\$257.42	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	81171	AFF2 GEN ALY DETC ABNL ALLEL (UNC Lab)	New Fee	\$124.67	N/A
	81172	AFF2 GEN ALYS CHARAC ALLELES (UNC Lab)	New Fee	\$250.10	N/A
	81173	AR GENE FULL GENE SEQUENCE (UNC Lab)	New Fee	\$274.23	N/A
	81174	AR GENE KNOWN FAMIL VARIANT (UNC Lab)	New Fee	\$168.53	N/A
	81175	ASXL1 FULL GENE SEQUENCE (UNC Lab)	New Fee	\$615.62	N/A
	81176	ASXL1 GENE TARGET SEQ ALYS (UNC Lab)	New Fee	\$220.13	N/A
	81191	NTRK1 TRANSLOCATION ANALYSIS (UNC Lab)	New Fee	\$188.65	N/A
	81192	NTRK2 TRANSLOCATION ANALYSIS (UNC Lab)	New Fee	\$188.65	N/A
	81193	NTRK3 TRANSLOCATION ANALYSIS (UNC Lab)	New Fee	\$188.65	N/A
	81194	NTRK TRANSLOCATION ANALYSIS (UNC Lab)	New Fee	\$471.63	N/A
	81200	ASPA GENE (UNC Lab)	New Fee	\$43.00	N/A
	81201	APC GENE FULL SEQUENCE (UNC Lab)	New Fee	\$709.80	N/A
	81202	APC GENE KNOWN FAM VARIANTS (UNC Lab)	New Fee	\$254.80	N/A
	81203	APC GENE DUP/DELET VARIANTS (UNC Lab)	New Fee	\$182.00	N/A
	81204	AR GENE CHARAC ALLELES (UNC Lab)	New Fee	\$124.67	N/A
	81206	BCR/ABL1 GENE MAJOR BP (UNC Lab)	New Fee	\$149.20	N/A
	81207	BCR/ABL1 GENE MINOR BP (UNC Lab)	New Fee	\$131.80	N/A
	81208	BCR/ABL1 GENE OTHER BP (UNC Lab)	New Fee	\$195.30	N/A
	81210	BCR/ABL1 GENE OTHER BP (UNC Lab)	New Fee	\$159.61	N/A
	81212	Gene Analysis (Breast Cancer 1 And 2) Full Sequence /Analysis For Dup Or Deletion Variants (UNC Lab)	New Fee	\$400.40	N/A
	81215	Gene Analysis (Breast Cancer 1) For Known Familial Variant (UNC Lab)	New Fee	\$341.48	N/A
	81216	BRCA2 GENE FULL SEQ ALYS (UNC Lab)	New Fee	\$168.46	N/A
	81217	Gene Analysis (Breast Cancer 2) For Dup/ Deletion Variant (UNC Lab)	New Fee	\$341.48	N/A
	81218	CEBPA GENE FULL SEQUENCE (UNC Lab)	New Fee	\$220.13	N/A
	81219	CALR GENE COM VARIANTS (UNC Lab)	New Fee	\$110.68	N/A
	81220	Cftr Gene Com Variants (UNC Lab)	New Fee	\$506.51	N/A
	81221	Cftr Gene Known Fam Variants (UNC Lab)	New Fee	\$88.47	N/A
	81222	Cftr Gene Dup/Delet Variants (UNC Lab)	New Fee	\$395.91	N/A
	81223	Cftr Gene Full Sequence (UNC Lab)	New Fee	\$454.09	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	81224	CFTR GENE INTRON POLY T (UNC Lab)	New Fee	\$153.56	N/A
	81228	Cytog Alys Chrml Abnr Cgh (UNC Lab)	New Fee	\$819.00	N/A
	81233	BTK GENE COMMON VARIANTS (UNC Lab)	New Fee	\$159.61	N/A
	81235	EGFR GENE COM VARIANTS (UNC Lab)	New Fee	\$295.37	N/A
	81236	EZH2 GENE FULL GENE SEQUENCE (UNC Lab)	New Fee	\$257.42	N/A
	81237	EZH2 GENE COMMON VARIANTS (UNC Lab)	New Fee	\$159.61	N/A
	81240	F2 (Prothrombin, Coagulation Factor Ii) (UNC Lab)	New Fee	\$61.00	N/A
	81242	FANCC GENE (UNC Lab)	New Fee	\$33.32	N/A
	81243	Fmr1 Gene Detection (UNC Lab)	New Fee	\$51.91	N/A
	81244	Fmr1 Gene Charac Alleles (UNC Lab)	New Fee	\$40.85	N/A
	81245	FLT3 GENE (UNC Lab)	New Fee	\$150.61	N/A
	81246	FLT3 GENE ANALYSIS (UNC Lab)	New Fee	\$75.53	N/A
	81251	GBA GENE (UNC Lab)	New Fee	\$43.00	N/A
	81255	HEXA GENE (UNC Lab)	New Fee	\$46.82	N/A
	81256	Hfe (Hemochromatosis) (Eg, Hereditary He) (UNC Lab)	New Fee	\$81.03	N/A
	81257	HBA1/HBA2 GENE (UNC Lab)	New Fee	\$93.06	N/A
	81258	HBA1/HBA2 GENE FAM VRNT (UNC Lab)	New Fee	\$341.48	N/A
	81259	HBA1/HBA2 FULL GENE SEQUENCE (UNC Lab)	New Fee	\$546.00	N/A
	81269	HBA1/HBA2 GENE DUP/DEL VRNTS (UNC Lab)	New Fee	\$184.18	N/A
	81270	JAK2 GENE (UNC Lab)	New Fee	\$83.41	N/A
	81271	HTT GENE DETC ABNOR ALLELES (UNC Lab)	New Fee	\$124.67	N/A
	81272	KIT GENE TARGETED SEQ ANALYS (UNC Lab)	New Fee	\$299.85	N/A
	81274	HTT GENE CHARAC ALLELES (UNC Lab)	New Fee	\$250.10	N/A
	81279	JAK2 GENE TRGT SEQUENCE ALYS (UNC Lab)	New Fee	\$168.53	N/A
	81287	MGMT GENE PRMTR MTHYLTN ALYS (UNC Lab)	New Fee	\$113.42	N/A
	81288	MLH1 GENE (UNC Lab)	New Fee	\$175.01	N/A
	81291	MTHFR GENE (UNC Lab)	New Fee	\$59.46	N/A
	81292	MLH1 GENE FULL SEQ (UNC Lab)	New Fee	\$614.61	N/A
	81293	MLH1 GENE KNOWN VARIANTS (UNC Lab)	New Fee	\$301.21	N/A
	81294	MLH1 GENE DUP/DELETE VARIANT (UNC Lab)	New Fee	\$184.18	N/A
	81295	MSH2 GENE FULL SEQ (UNC Lab)	New Fee	\$347.35	N/A
	81296	MSH2 GENE KNOWN VARIANTS (UNC Lab)	New Fee	\$307.33	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	81297	MSH2 GENE DUP/DELETE VARIANT (UNC Lab)	New Fee	\$194.10	N/A
	81298	MSH6 GENE FULL SEQ (UNC Lab)	New Fee	\$584.08	N/A
	81299	MSH6 GENE KNOWN VARIANTS (UNC Lab)	New Fee	\$280.28	N/A
	81300	MSH6 GENE DUP/DELETE VARIANT (UNC Lab)	New Fee	\$216.58	N/A
	81301	MICROSATELLITE INSTABILITY (UNC Lab)	New Fee	\$317.19	N/A
	81302	MECP2 GENE FULL SEQ (UNC Lab)	New Fee	\$480.36	N/A
	81303	MECP2 GENE KNOWN VARIANT (UNC Lab)	New Fee	\$109.20	N/A
	81304	MECP2 GENE DUP/DELET VARIANT (UNC Lab)	New Fee	\$136.50	N/A
	81307	PALB2 GENE FULL GENE SEQ (UNC Lab)	New Fee	\$615.62	N/A
	81308	PALB2 GENE KNOWN FAMIL VRNT (UNC Lab)	New Fee	\$274.23	N/A
	81309	PIK3CA GENE TRGT SEQ ALYS (UNC Lab)	New Fee	\$250.10	N/A
	81310	NPM1 GENE (UNC Lab)	New Fee	\$224.33	N/A
	81311	NRAS GENE VARIANTS EXON 2&3 (UNC Lab)	New Fee	\$269.17	N/A
	81315	PML/RARALPHA COM BREAKPOINTS (UNC Lab)	New Fee	\$188.65	N/A
	81316	PML/RARALPHA 1 BREAKPOINT (UNC Lab)	New Fee	\$188.65	N/A
	81317	PMS2 GENE FULL SEQ ANALYSIS (UNC Lab)	New Fee	\$615.62	N/A
	81318	PMS2 KNOWN FAMILIAL VARIANTS (UNC Lab)	New Fee	\$301.21	N/A
	81319	PMS2 GENE DUP/DELET VARIANTS (UNC Lab)	New Fee	\$185.19	N/A
	81320	PLCG2 GENE COMMON VARIANTS (UNC Lab)	New Fee	\$265.14	N/A
	81329	SMNI Gene DOS/Deletion ALYS (UNC Lab)	New Fee	\$124.67	N/A
	81331	Snrpn/Ube3A Gene (UNC Lab)	New Fee	\$46.47	N/A
	81332	SERPINA1 GENE (UNC Lab)	New Fee	\$39.72	N/A
	81334	RUNX1 GENE TARGETED SEQ ALYS (UNC Lab)	New Fee	\$299.85	N/A
	81336	SMN1 GENE FULL GENE SEQUENCE (UNC Lab)	New Fee	\$274.23	N/A
	81337	SMN1 GENE NOWN FAMIL SEQ VRNT (UNC Lab)	New Fee	\$168.53	N/A
	81339	MPL GENE SEQ ALYS EXON 10 (UNC Lab)	New Fee	\$168.53	N/A
	81345	TERT GENE TARGETED SEQ ALYS (UNC Lab)	New Fee	\$168.53	N/A
	81347	SF3B1 GENE COMMON VARIANTS (UNC Lab)	New Fee	\$175.86	N/A
	81348	SRSF2 GENE COMMON VARIANTS (UNC Lab)	New Fee	\$159.61	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	81351	TP53 GENE FULL GENE SEQUENCE (UNC Lab)	New Fee	\$584.08	N/A
	81352	TP53 GENE TRGT SEQUENCE ALYS (UNC Lab)	New Fee	\$299.85	N/A
	81353	TP53 GENE KNOWN FAMIL VRNT (UNC Lab)	New Fee	\$280.28	N/A
	81357	HEREDTRY NURONDCRN TUM DSRDR (UNC Lab)	New Fee	\$175.86	N/A
	81360	ZRSR2 GENE COMMON VARIANTS (UNC Lab)	New Fee	\$175.86	N/A
	81361	HBB GENE COM VARIANTS (UNC Lab)	New Fee	\$159.08	N/A
	81362	HBB GENE KNOWN FAM VARIANT (UNC Lab)	New Fee	\$341.48	N/A
	81363	HBB GENE DUP/DEL VARIANTS (UNC Lab)	New Fee	\$184.18	N/A
	81364	HBB FULL GENE SEQUENCE (UNC Lab)	New Fee	\$295.37	N/A
	81417	EXOME RE-EVALUATION (UNC Lab)	New Fee	\$291.20	N/A
	81420	Fetal Chromoml Aneuploidy (UNC Lab)	New Fee	\$690.74	N/A
	81422	FETAL CHROMOML MICRODELTA (UNC Lab)	New Fee	\$690.74	N/A
	81432	HRDTRY BRST CA-RLATD DSORDRS (UNC Lab)	New Fee	\$617.94	N/A
	81433	HRDTRY BRST CA-RLATD DSORDRS (UNC Lab)	New Fee	\$399.43	N/A
	81435	HEREDITARY COLON CA DSORDRS (UNC Lab)	New Fee	\$532.26	N/A
	81436	HEREDITARY COLON CA DSORDRS (UNC Lab)	New Fee	\$532.26	N/A
	81437	HEREDTRY NURONDCRN TUM DSRDR (UNC Lab)	New Fee	\$399.43	N/A
	81438	HEREDTRY NURONDCRN TUM DSRDR (UNC Lab)	New Fee	\$399.43	N/A
	81458	SO GSAP DNA CPY NMBR&MCRSTL (UNC Lab)	New Fee	\$317.19	N/A
	81463	SO GSAP CL FR CPY NMBR&MCRST (UNC Lab)	New Fee	\$317.19	N/A
	81507	Fetal Aneuploidy Trisom Risk (UNC Lab)	New Fee	\$723.45	N/A
	81508	FTL CGEN ABNOR TWO PROTEINS (UNC Lab)	New Fee	\$49.41	N/A
	81510	FTL CGEN ABNOR THREE ANAL (UNC Lab)	New Fee	\$50.54	N/A
	81511	FTL CGEN ABNOR FOUR ANAL (UNC Lab)	New Fee	\$139.69	N/A
	81512	FTL CGEN ABNOR FIVE ANAL (UNC Lab)	New Fee	\$63.26	N/A
	81528	Oncology Colorectal Scr (UNC Lab)	New Fee	\$463.07	N/A
	82017	Acylcarnitines; Quantitative, Each Specimen (For Carnitine, See 82379) (UNC Lab)	New Fee	\$21.45	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	82120	Amines, Vaginal Fluid, Qualitative (UNC Lab)	New Fee	\$4.78	N/A
	82139	Amino Acids, 6 Or More Amino Acids, Quantitative, Each Specimen (UNC Lab)	New Fee	\$21.45	N/A
	82261	Biotinidase, Each Specimen (UNC Lab)	New Fee	\$21.45	N/A
	82271	Blood, Occult, By Peroxidase Activity (UNC Lab)	New Fee	\$4.05	N/A
	82610	Cystatin C (UNC Lab)	New Fee	\$16.94	N/A
	82681	Direct Measurement Of Free Estradiol (Hormone) (UNC Lab)	New Fee	\$25.43	N/A
	82760	Galactose (UNC Lab)	New Fee	\$14.23	N/A
	82775	Galactose-1-Phosphatase Uridyl Transferase;Qual (UNC Lab)	New Fee	\$26.78	N/A
	83520	Immunoassay Analyte; Not Otherwise Specified (UNC Lab)	New Fee	\$16.46	N/A
	83630	Lactoferrin, Fecal; Qualitative (UNC Lab)	New Fee	\$25.56	N/A
	83695	Lipoprotein (A) (UNC Lab)	New Fee	\$16.13	N/A
	83700	Lipoprotein, Blood; Electrophoretic Sepa (UNC Lab)	New Fee	\$14.02	N/A
	83701	Lipoprotein, Blood; High Resolution Frac (UNC Lab)	New Fee	\$30.93	N/A
	83704	Lipoprotein Bld Quan Part (UNC Lab)	New Fee	\$34.68	N/A
	83876	Myeloperoxidase (Mpo) (UNC Lab)	New Fee	\$16.87	N/A
	83951	Oncoprotein; Des-Gamma-Carboxy-Prothromb (UNC Lab)	New Fee	\$83.87	N/A
	83993	Calprotectin, Fecal (UNC Lab)	New Fee	\$24.45	N/A
	#NAME?	Protein Electrophoresis (UNC Lab)	New Fee	\$13.60	N/A
	84166	Protein; Electrophoretic Fractionation And Quantitation, Other Fluids (UNC Lab)	New Fee	\$22.68	N/A
	84181	Protein; Western Blot, W Report & Interp (UNC Lab)	New Fee	\$14.95	N/A
	84182	Protein; Immuno Probe For Band Id, Each (UNC Lab)	New Fee	\$14.95	N/A
	84431	Thromboxane Metabolite(S) (UNC Lab)	New Fee	\$16.53	N/A
	84437	Thyroxine; Requiring Elution (Eg, Neonatal) (UNC Lab)	New Fee	\$8.23	N/A
	84702	Gonadotropin Chorionic Quantitative (UNC Lab)	New Fee	\$11.12	N/A
	84703	Gonadotropin Chorionic Qualitative (UNC Lab)	New Fee	\$9.55	N/A
	84704	Gonadotropin, Chorionic (Hcg); Free Beta (UNC Lab)	New Fee	\$10.90	N/A
	85013	Blood Count; Spun Microhematocrit (UNC Lab)	New Fee	\$3.01	N/A
	85018	Hemoglobin	New Fee	\$3.01	N/A
	85060	Blood Smear, Peripheral, Interp By Physician (UNC Lab)	New Fee	\$18.76	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program	Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision	
	85097	Bone Marrow, Smear Interpretation (UNC Lab)	New Fee	\$70.48	N/A
	85390	Fibrinolysins Or Coagulopathy Screen, Interpretation And Report (UNC Lab)	New Fee	\$6.57	N/A
	85397	Coagulation And Fibrinolysis, Functional (UNC Lab)	New Fee	\$29.88	N/A
	85576	Platelet; Aggregation (In Vitro), Each Agent (UNC Lab)	New Fee	\$27.31	N/A
	86008	Allg Spec Ige Recomb Ea (UNC Lab)	New Fee	\$20.15	N/A
	86077	Blood Bank Services; Evaluation Of Irregular Antib (UNC Lab)	New Fee	\$40.86	N/A
	86078	Blood Bank Irregular Antib Investigation Of Transf (UNC Lab)	New Fee	\$41.44	N/A
	86079	Blood Bank Authorization For Deviation Stand Proce (UNC Lab)	New Fee	\$41.72	N/A
	86200	Cyclic Citrullinated Peptide (Ccp), Anti (UNC Lab)	New Fee	\$16.13	N/A
	86255	Fluorescent Noninfectious Agent Antibody; Screen, Each Antibody (UNC Lab)	New Fee	\$15.32	N/A
	86256	Fluorescent Antibody Titer (UNC Lab)	New Fee	\$15.32	N/A
	86258	Dgp Antibody Each IG Class (UNC Lab)	New Fee	\$10.97	N/A
	86320	Immunoelectrophoresis; Serum (UNC Lab)	New Fee	\$28.50	N/A
	86325	Immunoelectrophoresis; Other Fluids (Eg, Urine, Cerebrospinal Fluid) (UNC Lab)	New Fee	\$28.43	N/A
	86327	Immunoelectrophoresis Serum Each Specimen (UNC Lab)	New Fee	\$28.27	N/A
	86328	Ia Nfet Ab Sarscov2 Covid19 (UNC Lab)	New Fee	\$45.23	N/A
	86334	Immunofixation Electrophoresis (UNC Lab)	New Fee	\$28.40	N/A
	86335	Immunofixation Electrophoresis; Other Fluids With Concentration (Eg, Urine, Csf) (UNC Lab)	New Fee	\$37.31	N/A
	86355	B Cells, Total Count (UNC Lab)	New Fee	\$47.00	N/A
	86356	Mononuclear Cell Antigen, Quantitative (UNC Lab)	New Fee	\$33.36	N/A
	86357	Natural Killer (Nk) Cells, Total Count (UNC Lab)	New Fee	\$47.00	N/A
	86364	Tiss Trnsgltmnase Ea Ig Clas (UNC Lab)	New Fee	\$10.49	N/A
	86367	Stem Cells (Ie, Cd34), Total Count (UNC Lab)	New Fee	\$47.00	N/A
	86408	NEUTRLZG ANTB SARSCOVE SCR (UNC Lab)	New Fee	\$42.13	N/A
	86409	Neutrlzg Antib Sarscov2 Titer (UNC Lab)	New Fee	\$79.61	N/A
	86413	Covid-19 Antibody, Quantitative (UNC Lab)	New Fee	\$51.43	N/A
	86485	Skin Teat; Candida (UNC Lab)	New Fee	\$6.20	N/A
	86486	Skin Test; Unlisted Antigen, Each (UNC Lab)	New Fee	\$3.78	N/A
	86490	Sensitivity Test Coccidioidomycosis (UNC Lab)	New Fee	\$5.19	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program	Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision	
	86631	Antibody; Chlamydia (UNC Lab)	New Fee	\$15.03	N/A
	86632	Antibody; Chlamydia, Igm (UNC Lab)	New Fee	\$16.14	N/A
	86651	Antibody; Encephalitis, California (UNC Lab)	New Fee	\$16.77	N/A
	86652	Antibody; Encephalitis, Eastern Equine (UNC Lab)	New Fee	\$16.77	N/A
	86653	Antibody; Encephalitis St, Louis (UNC Lab)	New Fee	\$16.77	N/A
	86654	Antibody; Encephalitis Western Equine (UNC Lab)	New Fee	\$16.77	N/A
	86689	Htlv I, Antibody Detection; Confirmatory Test (UNC Lab)	New Fee	\$24.62	N/A
	86694	Antibody; Herpes Simplex, Non-Specific Type Test (UNC Lab)	New Fee	\$18.27	N/A
	86701	Antibody; Hiv-1 (UNC Lab)	New Fee	\$11.29	N/A
	86702	Antibody; Hiv-2 (UNC Lab)	New Fee	\$14.95	N/A
	86703	Antibody; Hiv-1 & Hiv-2, Single Assay (UNC Lab)	New Fee	\$14.95	N/A
	86708	Hepatitis A Antibody (Haab), Total (UNC Lab)	New Fee	\$15.75	N/A
	86711	Analysis For Antibody To John Cunningham (UNC Lab)	New Fee	\$17.61	N/A
	86769	Sars-Cov-2 Covid-19 Antibody (UNC Lab)	New Fee	\$42.13	N/A
	86780	Treponema Pallidum (UNC Lab)	New Fee	\$17.26	N/A
	86788	Antibody; West Nile Virus, Igm (UNC Lab)	New Fee	\$18.45	N/A
	86789	Antibody; West Nile Virus (UNC Lab)	New Fee	\$18.27	N/A
	86825	Human Leukocyte Antigen (Hla) Crossmatch (UNC Lab)	New Fee	\$102.60	N/A
	86826	Human Leukocyte Antigen (Hla) Crossmatch (UNC Lab)	New Fee	\$34.20	N/A
	86828	Assessment Of Antibody To Human Leukocyt (UNC Lab)	New Fee	\$48.51	N/A
	86829	Assessment Of Antibody To Human Leukocyt (UNC Lab)	New Fee	\$36.39	N/A
	86830	Assessment Of Antibody To Human Leukocyt (UNC Lab)	New Fee	\$98.25	N/A
	86831	Assessment Of Antibody To Human Leukocyt (UNC Lab)	New Fee	\$84.22	N/A
	86832	Assessment Of Antibody To Human Leukocyt (UNC Lab)	New Fee	\$154.41	N/A
	86833	Assessment Of Antibody To Human Leukocyt (UNC Lab)	New Fee	\$140.37	N/A
	86834	Assessment Of Antibody To Human Leukocyt (UNC Lab)	New Fee	\$435.15	N/A
	86835	Assessment Of Antibody To Human Leukocyt (UNC Lab)	New Fee	\$393.04	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	86870	Antibody Id, Each Panel For Each Serum Technique (UNC Lab)	New Fee	\$26.15	N/A
	87045	Culture, Bacterial; Feces, With Isolation And Preliminary Examination (Eg, Kia,	New Fee	\$11.99	N/A
	87046	Culture, Bacterial; Stool, Additional Pathogens, Isolation And Preliminary (UNC Lab)	New Fee	\$11.99	N/A
	87071	Culture, Bacterial; Quantitative, Aerobic With Isolation And Presumptive (UNC Lab)	New Fee	\$11.99	N/A
	87102	Culture Fungi Isolation Other Source (UNC Lab)	New Fee	\$10.68	N/A
	87107	Culture, Fungi, Definitive Identification, Each Organism; Mold (UNC Lab)	New Fee	\$13.12	N/A
	87110	Culture, Chlamydia, Any Source (UNC Lab)	New Fee	\$24.91	N/A
	87116	Culture, Tubercle Or Other Acid-Fast Bacilli (Eg, Tb, Afb, Mycobacteria) Any (UNC Lab)	New Fee	\$13.74	N/A
	87140	Culture, Typing; Immunofluorescent Method, Each Antiserum (UNC Lab)	New Fee	\$7.09	N/A
	87143	Culture, Typing; Gas Liquid Chromatography (Glc) Or High Pressure Liquid (UNC Lab)	New Fee	\$15.93	N/A
	87147	Culture, Typing; Immunologic Method, Other Than Immunofluorescence (UNC Lab)	New Fee	\$6.58	N/A
	87149	Culture, Typing; Identification By Nucleic Acid Probe (UNC Lab)	New Fee	\$25.50	N/A
	87153	Culture, Typing; Identification By Nucleic Acid Sequencing Method, Each Isolate (UNC Lab)	New Fee	\$77.12	N/A
	87158	Culture Typing Other Methods (UNC Lab)	New Fee	\$6.65	N/A
	87164	Darkfield Examination (UNC Lab)	New Fee	\$8.05	N/A
	87177	Ova And Parasites (UNC Lab)	New Fee	\$11.31	N/A
	87188	Susceptibility Studies, Antimicrobial Agent; Macrobroth Dilution Method, Each (UNC Lab)	New Fee	\$8.44	N/A
	87190	Susceptibility Studies, Antimicrobial Agent; Mycobacteria, Proportion Method (UNC Lab)	New Fee	\$7.19	N/A
	87207	Smear, Primary Source With Interpretation; Special Stain For Inclusion Bodies (UNC Lab)	New Fee	\$7.62	N/A
	87210	Smear, Primary Source With Interpretation; Wet Mount For Infectious Agents (UNC Lab)	New Fee	\$4.85	N/A
	87252	Virus Isolation; Tissue Culture Inoculation, Observation, And Presumptive (UNC Lab)	New Fee	\$20.71	N/A
	87265	Infectious Agent Antigen Detection By Direct Fluorescent Antibody Technique (UNC Lab)	New Fee	\$14.57	N/A
	87270	Infectious Agent Antigen Detection By Direct Fluorescent Antibody Technique; (UNC Lab)	New Fee	\$14.57	N/A
	87273	Infectious Agent Antigen Detection By Immunofluorescent Technique; Herpes (UNC Lab)	New Fee	\$14.57	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	87274	Infectious Agent Antigen Detection By Immunofluorescent Technique; Herpes (UNC Lab)	New Fee	\$14.57	N/A
	87278	Infectious Agent Antigen Detection By Direct Fluorescent Antibody Technique; (UNC Lab)	New Fee	\$14.57	N/A
	87285	Infectious Agent Antigen Detection By Direct Fluorescent Antibody Technique; (UNC Lab)	New Fee	\$14.57	N/A
	87290	Infectious Agent Antigen Detection By Direct Fluorescent Antibody Technique; (UNC Lab)	New Fee	\$14.57	N/A
	87299	Infectious Agent Antigen Detection By Immunofluorescent Technique; Not (UNC Lab)	New Fee	\$14.57	N/A
	87305	Aspergillus Ag Ia (UNC Lab)	New Fee	\$14.28	N/A
	87320	Infectious Agent Antigen Detection By Enzyme Immunoassay Technique, Qualitative (UNC Lab)	New Fee	\$14.57	N/A
	87328	Infectious Agent Antigen Detection By Enzyme Immunoassay Technique, Qualitative (UNC Lab)	New Fee	\$14.57	N/A
	87329	Infectious Agent Antigen Detection By Enzyme Immunoassay Technique, Qualitative (UNC Lab)	New Fee	\$14.57	N/A
	87390	Infectious Agent Antigen Detection By Enzyme Immunoassay Technique, Qualitative (UNC Lab)	New Fee	\$22.43	N/A
	87391	Infectious Agent Antigen Detection By Enzyme Immunoassay Technique, Qualitative (UNC Lab)	New Fee	\$22.43	N/A
	87426	DETECTION TEST BY IMMUNOASSAY TECHNIQUE FOR SEVERE ACUTE RESPIRATORY SYNDROME CORONAVIRUS (UNC Lab)	New Fee	\$38.13	N/A
	87427	Infectious Agent Antigen Detection By Enzyme Immunoassay Technique, Qualitative (UNC Lab)	New Fee	\$14.57	N/A
	87428	Infectious Agent Antigen Detection By Immunoassay Technique, (Eg, Enzyme Immunoassay [Eia], Enzyme-Linked Immunosorbent Assay [Elisa], Fluorescence Immunoassay [Fia], Immunochemiluminometric Assay [Imca]) Qualitative Or Semiquantitative; Severe Acute Respiratory Syndrome Coronavirus (UNC Lab)	New Fee	\$63.59	N/A
	87480	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Candida Species, (UNC Lab)	New Fee	\$25.50	N/A
	87490	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Chlamydia Trachomatis, (UNC Lab)	New Fee	\$25.50	N/A
	87491	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Chlamydia Trachomatis, (UNC Lab)	New Fee	\$31.18	N/A
	87492	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Chlamydia Trachomatis (UNC Lab)	New Fee	\$41.41	N/A
	87498	Detection Test For Enterovirus (UNC Lab)	New Fee	\$30.56	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	87500	Infectious Agent Detection By Nucleic (UNC Lab)	New Fee	\$30.56	N/A
	87501	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Influenza Virus, Reverse Transcription And Amplified Probe Technique, Each Type Or Subtype (UNC Lab)	New Fee	\$36.68	N/A
	87506	Iadna-Dna/Rna Probe Tq 6-11 (UNC Lab)	New Fee	\$134.33	N/A
	87510	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Gardnerella Vaginalis, (UNC Lab)	New Fee	\$25.50	N/A
	87521	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Hepatitis C, Amplified (UNC Lab)	New Fee	\$31.18	N/A
	87528	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Herpes Simplex Virus, (UNC Lab)	New Fee	\$25.50	N/A
	87529	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Herpes Simplex Virus, (UNC Lab)	New Fee	\$31.18	N/A
	87530	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Herpes Simplex Virus, (UNC Lab)	New Fee	\$41.41	N/A
	87534	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Hiv-1, Direct Probe (UNC Lab)	New Fee	\$25.50	N/A
	87535	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Hiv-1, Amplified Probe (UNC Lab)	New Fee	\$31.18	N/A
	87536	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Hiv-1, Quantification (UNC Lab)	New Fee	\$67.59	N/A
	87537	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Hiv-2, Direct Probe (UNC Lab)	New Fee	\$25.50	N/A
	87538	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Hiv-2, Amplified Probe (UNC Lab)	New Fee	\$31.18	N/A
	87539	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Hiv-2, Quantification (UNC Lab)	New Fee	\$41.41	N/A
	87563	Detection Of Mycoplasma Genitalium By Dna Or Rna Probe (UNC Lab)	New Fee	\$25.50	N/A
	87590	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Neisseria Gonorrhoeae,	New Fee	\$25.50	N/A
	87591	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Neisseria Gonorrhoeae (UNC Lab)	New Fee	\$31.18	N/A
	87592	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Neisseria Gonorrhoeae, (UNC Lab)	New Fee	\$41.41	N/A
	87593	ORTHOPOXVIRUS AMP PRB EACH (UNC	New Fee	\$51.31	N/A
	87623	Detection Test For Human Papillomavirus (Hpv) (UNC Lab)	New Fee	\$31.18	N/A
	87624	Detection Test For Human Papillomavirus (Hpv) (UNC Lab)	New Fee	\$31.18	N/A
	87631	Resp Virus 3-5 Targets (UNC Lab)	New Fee	\$87.77	N/A
	87632	Resp Virus 6-11 Targets (UNC Lab)	New Fee	\$132.97	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	87633	Detection Test By Nucleic Acid For Multiple Types Of Respiratory Virus, Multiple Types Or Subtypes, 12-25 Targets (UNC Lab)	New Fee	\$250.98	N/A
	87637	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Severe Acute Respiratory Syndrome Coronavirus 2 (Sars-Cov-2) (Coronavirus Disease [Covid-19]), Influenza Virus Types A And B, And Respiratory Syncytial Virus, Multiplex Amplified Probe Technique (UNC Lab)	New Fee	\$142.63	N/A
	87640	Infectious Agent Detection By Nucleic Ac (UNC Lab)	New Fee	\$30.56	N/A
	87641	Infectious Agent Detection By Nucleic Ac (UNC Lab)	New Fee	\$30.56	N/A
	87653	Infectious Agent Detection By Nucleic Ac (UNC Lab)	New Fee	\$30.56	N/A
	87660	Infectious Agent Detection By Nucleic Acid (Dna Or Rna); Trichomonas Vaginalis, (UNC Lab)	New Fee	\$25.50	N/A
	87798	Infectious Agent Detection By Nucleic Acid (Dna Or Rna), Not Otherwise (UNC Lab)	New Fee	\$31.18	N/A
	87801	Infectious Agent Detection By Nucleic Acid (Dna Or Rna), Multiple Organisms; (UNC Lab)	New Fee	\$62.35	N/A
	87806	Detection Test For Hiv-1 (UNC Lab)	New Fee	\$30.53	N/A
	87808	Infectious Agent Antigen Detection By Im (UNC Lab)	New Fee	\$14.28	N/A
	87809	Infectious Agent Antigen Detection By Im (UNC Lab)	New Fee	\$14.28	N/A
	87810	Infectious Agent Detection By Immunoassay With Direct Optical Observation; (UNC Lab)	New Fee	\$14.57	N/A
	87850	Infectious Agent Detection By Immunoassay With Direct Optical Observation; (UNC Lab)	New Fee	\$14.57	N/A
	87899	Infectious Agent Detection By Immunoassay With Direct Optical Observation (UNC Lab)	New Fee	\$14.57	N/A
	87900	Infectious Agent Drug Susceptibility (UNC Lab)	New Fee	\$101.49	N/A
	87902	Infectious Agent Genotype Analysis (UNC Lab)	New Fee	\$97.26	N/A
	87910	Analysis Test For Cytomegalovirus (UNC Lab)	New Fee	\$95.67	N/A
	87912	Analysis Test For Hepatitis B Virus (UNC Lab)	New Fee	\$95.67	N/A
	88104	Cytopathology,Fld,Wash Or Brush, Excpt Cerv Or Vag (UNC Lab)	New Fee	\$49.40	N/A
	88106	Cytopthlgy,Fld,Wash Or Brush,Expt Cer Or Vag Fltme (UNC Lab)	New Fee	\$61.22	N/A
	88108	Cytopathology, Concentration Technique, Smears And Interpretation (UNC Lab)	New Fee	\$58.05	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	88112	Cytopathology, Selective Cellular Enhancement Technique With Interpretation (UNC Lab)	New Fee	\$82.86	N/A
	88120	Cytopathology, In Situ Hybridization (Eg, Fish), Urinary Tract Specimen With Morphometric Analysis, 3-5 Molecular Probes, Each Specimen; Manual (UNC Lab)	New Fee	\$377.61	N/A
	88121	Cytopathology, In Situ Hybridization (Eg, Fish), Urinary Tract Specimen With Morphometric Analysis, 3-5 Molecular Probes, Each Specimen; Using Computer-Assisted Technology (UNC Lab)	New Fee	\$318.92	N/A
	88125	Cytopathology, Forensic (UNC Lab)	New Fee	\$17.44	N/A
	88130	Buccal Smear (UNC Lab)	New Fee	\$19.13	N/A
	88140	Sex Chromatin Ident Periph Blood Smear (UNC Lab)	New Fee	\$10.16	N/A
	88143	Cytopathology, Cervical Or Vaginal (Any Reporting System) (UNC Lab)	New Fee	\$25.76	N/A
	88147	Cytopathology Smears, Cervical Or Vaginal; Screening By Automated System Under (UNC Lab)	New Fee	\$13.43	N/A
	88148	Cytopathology Smears, Cervical Or Vaginal; Screening By Automated System With (UNC Lab)	New Fee	\$13.43	N/A
	88150	Cytopathology, Slides, Cervical Or Vaginal; Manual Screening Under Physician	New Fee	\$13.43	N/A
	88152	Cytopathology, Slides, Cervical Or Vaginal; With Manual Screening And (UNC Lab)	New Fee	\$13.43	N/A
	88153	Cytopathology, Slides, Cervical Or Vaginal; With Manual Screening And (UNC Lab)	New Fee	\$13.43	N/A
	88155	Cytopathology, Slides, Cervical Or Vaginal, Definitive Hormonal Evaluation (UNC Lab)	New Fee	\$7.62	N/A
	88160	Cytopathology, Smears, Any Other Source; Screening And Interpretation (UNC Lab)	New Fee	\$41.76	N/A
	88161	Cytopathology, Any Othr Source; Prep, Screen & Inter (UNC Lab)	New Fee	\$43.49	N/A
	88162	Cytopathology, Extend Stdy Involv Over5Slid &/Ormu (UNC Lab)	New Fee	\$63.04	N/A
	88164	Cytopathology, Slides, Cervical Or Vaginal (The Bethesda System); Manual (UNC Lab)	New Fee	\$13.43	N/A
	88165	Cytopathology, Slides, Cervical Or Vaginal (The Bethesda System); With Manual (UNC Lab)	New Fee	\$13.43	N/A
	88166	Cytopathology, Slides, Cervical Or Vaginal (The Bethesda System); With Manual (UNC Lab)	New Fee	\$13.43	N/A
	88167	Cytopathology, Slides, Cervical Or Vaginal (The Bethesda System); With Manual (UNC Lab)	New Fee	\$13.43	N/A
	88172	Cytopathology, Evaluation Of Fine Needle Aspirate; Immediate Cytohistologic (UNC Lab)	New Fee	\$42.57	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	88173	Eval Fn Ndl Sspir W/Wo Prep Sm; Interpret & Report (UNC Lab)	New Fee	\$107.89	N/A
	88174	Cytopathology, Cervical Or Vaginal (Any Reporting System), Collected In Preserva (UNC Lab)	New Fee	\$27.16	N/A
	88177	Cytopathology, Evaluation Of Fine Needle (UNC Lab)	New Fee	\$22.85	N/A
	88182	Cell Cycle Or Dna Analysis (UNC Lab)	New Fee	\$81.92	N/A
	88230	Tissue Culture For Non-Neoplastic Disease (UNC Lab)	New Fee	\$148.12	N/A
	88233	Tissue Culture, Skin (UNC Lab)	New Fee	\$178.93	N/A
	88235	Tissue Culture, Placenta	New Fee	\$187.22	N/A
	88237	Tissue Culture For Neoplastic Disorders; Bone Marrow, Blood Cells (UNC Lab)	New Fee	\$160.59	N/A
	88239	Tissue Culture For Neoplastic Disorders; Solid Tumor (UNC Lab)	New Fee	\$187.57	N/A
	88245	Chromosome Analysis For Breakage Syndromes; Baseline Sister Chromated Exchange (UNC Lab)	New Fee	\$189.26	N/A
	88248	Chromosome Analysis For Breakage Syndromes; Baseline Breakage, Score 50-100 (UNC Lab)	New Fee	\$220.18	N/A
	88249	CHROMOSOME ANALYSIS 100 (UNC Lab)	New Fee	\$157.58	N/A
	88261	Chromosome Analysis; Count 5 Cells, 1 Karyotype, With Banding (UNC Lab)	New Fee	\$224.71	N/A
	88262	Chromosome Analysis, Option Iii (UNC Lab)	New Fee	\$158.47	N/A
	88263	Chromosome Analysis (UNC Lab)	New Fee	\$191.07	N/A
	88264	Chromosome Analysis; Analyze 20-25 Cells (UNC Lab)	New Fee	\$158.47	N/A
	88267	Chromosome Analysis, Amniotic Fluid Or Chorionic Villus, 15 Cells (UNC Lab)	New Fee	\$228.56	N/A
	88269	Chromosome Analysis, Amniotic Fluid (UNC Lab)	New Fee	\$211.47	N/A
	88271	Molecular Cytogenetics; Dna Probe, Each (Eg, Fish) (UNC Lab)	New Fee	\$18.40	N/A
	88272	Molecular Cytogenetics; In Situ Hybridization, Analyze 3-5 Cells (UNC Lab)	New Fee	\$34.04	N/A
	88273	Molecular Cytogenetics; In Situ Hybridization, Analyze 10-30 Cells (UNC Lab)	New Fee	\$40.85	N/A
	88274	Molecular Cytogenetics; Interphase In Situ Hybridization, Analyze 25-99 Cells (UNC Lab)	New Fee	\$44.25	N/A
	88275	Molecular Cytogenetics; Interphase In Situ Hybridization, Analyze 100-300 Cells (UNC Lab)	New Fee	\$51.06	N/A
	88280	Chrom Analysis Additional Karotyping (UNC Lab)	New Fee	\$31.91	N/A
	88283	Banding For Chromosome Analysis (UNC Lab)	New Fee	\$24.49	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	88285	Chromosome Analysis, Additional Cells Counted, Each Study (UNC Lab)	New Fee	\$24.15	N/A
	88289	High Resolution For Chromosome Analysis (UNC Lab)	New Fee	\$43.12	N/A
	88300	Level I-Surgical Pathology, Gross Exam Only (UNC Lab)	New Fee	\$18.46	N/A
	88302	Level Ii-Surgical Pathology, Gross&Micro Exam (UNC Lab)	New Fee	\$38.68	N/A
	88304	Level Iii - Surgical Pathology, Gross And Microscopic Examination (UNC Lab)	New Fee	\$49.28	N/A
	88305	Level Iv - Surgical Pathology, Gross And Microscopic Examination (UNC Lab)	New Fee	\$84.18	N/A
	88307	Level V - Surgical Pathology, Gross And Microscopic Examination (UNC Lab)	New Fee	\$168.75	N/A
	88309	Level Vi-Surgicla Pathology, Gross & Micro Exam (UNC Lab)	New Fee	\$255.05	N/A
	88311	Decalcification Procedure (UNC Lab)	New Fee	\$14.80	N/A
	88313	Group Ii, All Other, Excpct Immunocytochem &Immunope (UNC Lab)	New Fee	\$57.48	N/A
	88314	Group Ii, Histochemical Staining W/Frozen Section (UNC Lab)	New Fee	\$70.49	N/A
	88319	Determinative Histochemistry Or Cytochemistry/Enzyme /Each (UNC Lab)	New Fee	\$109.89	N/A
	88323	Consult & Report On Referred Mat' Req.Prep Of Sld (UNC Lab)	New Fee	\$116.70	N/A
	88331	Pathology Consultation During Surgery; First Tissue Block, With Frozen (UNC Lab)	New Fee	\$73.01	N/A
	88332	Pathlgy Consult Dur. Surg; Ea Add Tis Blk W/Frz Sc (UNC Lab)	New Fee	\$32.74	N/A
	88333	Pathology Consultation During Surgery (UNC Lab)	New Fee	\$73.26	N/A
	88334	Pathology Consultation During Surgery (UNC Lab)	New Fee	\$44.28	N/A
	88341	Immunohisto Antb Addl Slide (UNC Lab)	New Fee	\$52.73	N/A
	88342	Immunocytochemistry Each Antibody (UNC Lab)	New Fee	\$79.98	N/A
	88344	Immunohisto Antibody Slide (UNC Lab)	New Fee	\$91.87	N/A
	88346	Immunofluorescent Stdy, Ea. Antibody; Direct Method (UNC Lab)	New Fee	\$80.29	N/A
	88348	Electron Microscopy Diagnostic (UNC Lab)	New Fee	\$496.11	N/A
	88350	Immunofluor Antb Addl Stain (UNC Lab)	New Fee	\$62.47	N/A
	88355	Morphometric Analysis Skeletal Muscle (UNC Lab)	New Fee	\$192.06	N/A
	88356	Morphometric Analysis Nerve (UNC Lab)	New Fee	\$234.33	N/A
	88358	Morphometric Analysis Of Tumor (UNC Lab)	New Fee	\$62.69	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	88360	Morphometric Analysis, Tumor Immunohistochemistry (Eg, Her-2/Neu, Estrogen (UNC Lab)	New Fee	\$96.73	N/A
	88361	Morphometric Analysis; Tumor Immunohistochemistry (Eg, Her-2/Neu, Estrogen (UNC Lab)	New Fee	\$121.49	N/A
	88362	Nerve Teasing Preparation (UNC Lab)	New Fee	\$211.08	N/A
	88364	Insitu Hybridization (Fish) (UNC Lab)	New Fee	\$76.17	N/A
	88365	Tissue In Situ Hybridization, Interpretation And Report (UNC Lab)	New Fee	\$125.79	N/A
	88366	Insitu Hybridization (Fish) (UNC Lab)	New Fee	\$117.72	N/A
	88367	Morphometric Analysis, In Situ Hybridization, (Quantitative Or (UNC Lab)	New Fee	\$191.73	N/A
	88368	Morphometric Analysis, In Situ Hybridization, (Quantitative Or (UNC Lab)	New Fee	\$169.18	N/A
	88369	M/Phmtrc Alysishquant/Semi (UNC Lab)	New Fee	\$57.93	N/A
	88371	Protein Analysis Of Tissue By Western Blot, Interp And Report (UNC Lab)	New Fee	\$18.45	N/A
	88372	Protein Analysis Of Tissue By Western Blot, Immunological Probe (UNC Lab)	New Fee	\$14.95	N/A
	88373	M/Phmtrc Alys Ishquant/Semi (UNC Lab)	New Fee	\$47.22	N/A
	88374	M/Phmtrc Alys Ishquant/Semi (UNC Lab)	New Fee	\$160.19	N/A
	88377	M/Phmtrc Alys Ishquant/Semi (UNC Lab)	New Fee	\$168.35	N/A
	88387	Macroscopic Examination, Dissection, And Preparation Of Tissue For Non-Microscopic Analytical Studies (Eg, Nucleic Acid-Based Molecular Studies); Each Tissue Preparation (Eg, A Single Lymph Node) (UNC Lab)	New Fee	\$25.19	N/A
	88388	Macroscopic Examination, Dissection, And (UNC Lab)	New Fee	\$14.75	N/A
	88740	Hemoglobin, Quantitative, Transcutaneous (UNC Lab)	New Fee	\$6.54	N/A
	88741	Hemoglobin, Quantitative, Transcutaneous (UNC Lab)	New Fee	\$6.54	N/A
	89049	Caffeine Halothane Contracture Test (UNC Lab)	New Fee	\$164.77	N/A
	89310	Semen Analysis (UNC Lab)	New Fee	\$10.66	N/A
	99195	Therapeutic Phlebotomy (UNC Lab)	New Fee	\$54.94	N/A
	0001U	RBC DNA HEA 35 AG 11 BLD GRP (UNC Lab)	New Fee	\$655.20	N/A
	0130U	HERED COLON CA DO MRNA PNL (UNC Lab)	New Fee	\$532.26	N/A
	0131U	HERED BRST CA RLTD DO PNL 13 (UNC Lab)	New Fee	\$646.10	N/A
	0132U	HERED OVA CA RLTD DO PNL 17 (UNC Lab)	New Fee	\$674.89	N/A
	0133U	HERED PRST8 CA RLTD DO 11 (UNC Lab)	New Fee	\$628.16	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	0134U	HERED PAN CA MRNA PNL 18 GEN (UNC Lab)	New Fee	\$681.03	N/A
	0135U	HERED GYN CA MRNA PNL 12 GEN (UNC Lab)	New Fee	\$637.51	N/A
	0138U	BRCA1 BRCA2 MRNA SEQ ALYS (UNC Lab)	New Fee	\$426.18	N/A
	0162U	HERED COLON CA TRGT MRNA PNL (UNC Lab)	New Fee	\$442.75	N/A
	0209U	CYTOG CONST ALYS INTERROG (UNC Lab)	New Fee	\$716.31	N/A
	0225U	NF DESCRIPTION BEGIN DATE/COVERAGE EFFE	New Fee	\$298.60	N/A
	0226U	Surrogate Viral Neutralization Test (Svnt), Severe Acute Respiratory Syndrome Coronavirus 2 (Sarscov-2) (Coronavirus Disease [Covid-19]), Elisa, Plasma, Serum (UNC Lab)	New Fee	\$42.28	N/A
	0230U	AR FULL SEQUENCE ANALYSIS (UNC Lab)	New Fee	\$274.23	N/A
	0234U	MECP2 FULL GENE ANALYSIS (UNC Lab)	New Fee	\$480.36	N/A
	0238U	ONC LNCH SYN GEN DNA SEQ ALY (UNC Lab)	New Fee	\$532.26	N/A
	0240U	Infectious Disease (Viral Respiratory Tract Infection), Pathogen-Specific Rna, 3 Targets (Severe Acute Respiratory Syndrome Coronavirus 2 [Sars-Cov-2], Influenza A, Influenza B), Upper Respiratory Specimen, Each Pathogen Reported As Detected Or Not Detected (UNC Lab)	New Fee	\$142.63	N/A
	0241U	Infectious Disease (Viral Respiratory Tract Infection), Pathogen-Specific Rna, 4 Targets (Severe Acute Respiratory Syndrome Coronavirus 2 [Sars-Cov-2], Influenza A, Influenza B, Respiratory Syncytial Virus [Rsv]), Upper Respiratory Specimen, Each Pathogen Reported As Detected Or Not Detected (UNC Lab)	New Fee	\$142.63	N/A
	G0328	Colorectal Cancer Screening; Fecal Occult (UNC Lab)	New Fee	\$19.96	N/A
	G0416	PROSTATE BIOPSY, ANY MTHD (UNC Lab)	New Fee	\$346.05	N/A

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	M0220	Injection, tixagevimab and cilgavimab, for the pre-exposure prophylaxis only, for certain adults and pediatric individuals (12 years of age and older weighing at least 40kg) with no known sars-cov-2 exposure, who either have moderate to severely compromised immune systems or for whom vaccination with any available covid-19 vaccine is not recommended due to a history of severe adverse reaction to a covid-19 vaccine(s) and/or covid-19 vaccine component(s), includes injection and post administration monitoring (UNC Lab)	New Fee	\$150.50	N/A
	U0001	2019- Ncov Diagnostic P (UNC Lab)	New Fee	\$35.91	N/A
	U0002	Covid-19 Lab Test Non-Cdc (UNC Lab)	New Fee	\$51.31	N/A
	80048	Metabolic Panel, Basic (UNC Lab)	\$8.00	\$10.19	2023
	80061	Lipid Panel (Fasting) - (UNC Lab)	\$13.00	\$17.04	2023
	80069	Renal Function Panel (UNC Lab)	\$9.00	\$10.19	2023
	80076	Hepatic Function Panel (UNC Lab)	\$8.00	\$10.19	2023
	80178	Lithium Level (UNC Lab)	\$7.00	\$8.41	2023
	80306	Urine Toxicology Screen (UNC Lab)	\$17.00	\$18.51	2023
	80307	Drug Test (UNC Lab)	\$62.00	\$72.63	2023
	81241	F5 Coagulation Factor V Anal Leiden Variant (UNC Lab)	\$73.37	\$75.75	2022
	82040	Albumin Serum (UNC Lab)	\$6.11	\$6.30	2019
	82043	Urine Microalbumin/Creatinine Ratio (UNC Lab)	\$6.00	\$7.36	2023
	82044	Urine Micro-Albumin (UNC Lab)	\$6.00	\$7.36	2023
	82105	Quad Screening (UNC Lab)	\$17.00	\$21.33	2023
	82150	Amylase (UNC Lab)	\$6.00	\$8.24	2023
	82239	Bile Acid Test (UNC Lab)	\$17.00	\$20.71	2023
	82247	Total Bilirubin (UNC Lab)	\$5.00	\$6.39	2023
	82248	Direct Bilirubin (UNC Lab)	\$5.00	\$6.39	2023
	82270	Hemocult (UNC Lab)	\$4.00	\$4.13	2023
	82274	Fecal Immunochemical Test (UNC Lab)	\$16.00	\$20.22	2023
	82306	Vitamin D 25 (UNC Lab)	\$30.00	\$37.64	2023
	82310	Ca (UNC Lab)	\$5.00	\$6.55	2023
	82374	CO2 (UNC Lab)	\$5.00	\$6.22	2023
	82435	CL (UNC Lab)	\$5.00	\$5.84	2023
	82465	Total Cholesterol (UNC Lab)	\$4.00	\$5.53	2023
	82550	Assay of CK (UNC Lab)	\$7.00	\$8.28	2023
	82565	CREAT (UNC Lab)	\$5.00	\$6.52	2023
	82570	24 Hour Urine Creatinine (UNC Lab)	\$5.18	\$6.58	2023

FY2025-26 Manager Recommended Fee Changes

Department/Program	Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision	
	82607	B12 (UNC Lab)	\$15.00	\$19.16	2023
	82677	Assay of Estriol (UNC Lab)	\$24.00	\$30.75	2023
	82728	Ferritin (UNC Lab)	\$14.00	\$17.32	2023
	82746	Folate (UNC Lab)	\$15.00	\$18.69	2023
	82784	Iga (UNC Lab)	\$9.00	\$11.82	2023
	82947	GLU (UNC Lab)	\$4.00	\$5.00	2023
	83001	FSH (UNC Lab)	\$19.00	\$23.63	2023
	83002	Luteinizing Hormone (UNC Lab)	\$19.00	\$23.55	2023
	83020	Hemo. Elect (UNC Lab)	\$14.00	\$16.00	2023
	83021	Hemoglobin/Thalassemia Profile (UNC Lab)	\$18.00	\$22.96	2023
	83036	Hemoglobin A1C (OCHD Lab)	\$9.71	\$12.34	2023
	83516	Ttg (UNC Lab)	\$12.00	\$14.57	2023
	83540	Iron Profile (FE): IBC (UNC Lab)	\$6.00	\$8.24	2023
	83550	Iron Binding Test (UNC Lab)	\$9.00	\$11.11	2023
	83615	LDH (UNC Lab)	\$6.00	\$7.68	2023
	83655	Blood Lead (UNC Lab)	\$12.00	\$15.39	2023
	83690	Lipase (UNC Lab)	\$7.00	\$8.75	2023
	83718	Lipid Panel (Non-Fasting) HDL (UNC Lab)	\$8.00	\$10.41	2023
	83721	LDL (UNC Lab)	\$11.00	\$12.13	2023
	83735	Assay of Magnesium (UNC Lab)	\$7.00	\$8.52	2023
	83930	Assay of Blood Osmolality (UNC Lab)	\$7.00	\$8.41	2023
	83970	Assay of Parathormone (UNC Lab)	\$41.00	\$52.48	2023
	84080	ALK PHOS (UNC Lab)	\$15.00	\$18.80	2023
	84100	Assay of Inorganic Phosphorus (UNC Lab)	\$5.00	\$6.03	2023
	84132	K (UNC Lab)	\$5.00	\$5.84	2023
	84146	Prolactin (UNC Lab)	\$19.00	\$24.64	2023
	84152	Assay of PSA Complexed (UNC Lab)	\$18.00	\$23.39	2023
	84153	PSA Screen (UNC Lab)	\$18.00	\$23.39	2023
	84154	PSA Diagnostic (UNC Lab)	\$18.00	\$23.39	2023
	84155	TP-Serum (UNC Lab)	\$4.00	\$4.66	2023
	84156	Urine protein ratio (UNC Lab)	\$3.67	\$4.66	2023
	84295	NA (UNC Lab)	\$5.00	\$6.12	2023
	84436	Thyroxine (T4) - (UNC Lab)	\$7.00	\$7.33	2023
	84439	T4 - Thyroid (UNC Lab)	\$9.00	\$11.47	2023
	84443	TSH (UNC Lab)	\$17.00	\$20.72	2023
	84450	SGOT, AST (UNC Lab)	\$5.00	\$6.57	2023
	84460	SGPT, ALT (UNC Lab)	\$5.00	\$6.73	2023
	84466	Iron Profile/Tranferrin: % Saturation (UNC Lab)	\$13.00	\$16.23	2023

FY2025-26 Manager Recommended Fee Changes

Department/Program	Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision	
	84478	TRIG (UNC Lab)	\$6.00	\$7.32	2023
	84479	T3U (UNC Lab)	\$6.00	\$7.58	2023
	84480	T3 - Total (UNC Lab)	\$14.00	\$18.03	2023
	84481	T3 - Free (UNC Lab)	\$17.00	\$21.54	2023
	84520	BUN (UNC Lab)	\$4.00	\$5.01	2023
	84550	Uric Acid (UNC Lab)	\$5.00	\$5.74	2023
	85014	Hematocrit (UNC Lab)	\$2.00	\$3.00	2023
	85025	CBC with Diff (UNC Lab)	\$8.00	\$9.88	2023
	85027	CBC w/o Diff (UNC Lab)	\$6.00	\$8.23	2023
	85046	Reticyte/hgb concentrate (UNC Lab)	\$6.00	\$7.10	2023
	85300	Antithrombin III activity (UNC lab)	\$11.85	\$15.06	2023
	85303	Clot Inhib Protein C, Activ (UNC Lab)	\$14.00	\$17.58	2023
	85306	Clot Inhib Protein S, Free (UNC Lab)	\$15.00	\$18.17	2023
	85610	Prothrombin Time - Standard (UNC Lab)	\$4.29	\$4.90	2023
	85611	Prothrombin Time - Plasma Fraction (UNC Lab)	\$4.00	\$4.91	2023
	85651	SED Rate (UNC Lab)	\$4.00	\$4.51	2023
	85660	Sickle Cell (UNC Lab)	\$6.00	\$7.02	2023
	86038	ANA (anti-nuclear antibody) titer (UNC Lab)	\$12.00	\$15.37	2023
	86039	Confirmation, if ANA+ (UNC Lab)	\$11.00	\$14.20	2023
	86225	DNA Antibody, Nat V-2 Stand (UNC Lab)	\$14.00	\$17.47	2023
	86308	MONO Spot (UNC Lab)	\$6.39	\$6.58	2019
	86336	Inhibin a (UNC Lab)	\$16.00	\$20.95	2023
	86376	Microsomal Antibody (UNC Lab)	\$15.00	\$17.62	2023
	86403	Particle agglut antibody screen (UNC Lab)	\$12.00	\$13.00	2023
	86430	RA Factors - Qual (UNC Lab)	\$6.00	\$7.22	2023
	86431	RA Factors - Quan (UNC Lab)	\$6.00	\$7.22	2023
	86480	TB Blood Test - Quantiferon (UNC Lab)	\$62.00	\$79.00	2023
	86592	Syphilis Qualitative (UNC Lab)	\$4.00	\$5.42	2023
	86593	Syphilis Quotative (UNC Lab)	\$4.00	\$5.61	2023
	86644	CMV Antibody (UNC Lab)	\$14.00	\$18.27	2023
	86645	CMV Antibody, IGM (UNC Lab)	\$17.00	\$18.45	2023
	86666	Ehrlichman IGG Titers (UNC Lab) Titer	\$10.18	\$13.00	2023
	86677	H. Pyloric (UNC Lab)	\$17.00	\$18.45	2023
	86695	Herpes Simplex Antibodies Type 1 (UNC Lab) Titer	\$13.00	\$16.77	2023
	86696	Herpes Simplex Antibodies Type 2 (UNC Lab) Titer	\$19.00	\$24.62	2023
	86704	Hep B Core Antibody Total (UNC Lab) Titer	\$15.00	\$15.00	2023
	86705	Hep B Core Antibody Igm (UNC Lab) Titer	\$15.00	\$15.00	2023

FY2025-26 Manager Recommended Fee Changes

Department/Program	Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision	
	86706	Hepatitis B Surface Antibody (UNC Lab) Titer	\$13.66	\$13.66	2023
	86707	Hepatitis B e Antibody (UNC Lab)	\$14.71	\$14.71	2023
	86709	Hepatitis A Antibody (UNC Lab) Titer	\$14.31	\$14.31	2023
	86735	Mumps Virus AB IGG (UNC Lab) Titer	\$16.59	\$16.59	2023
	86757	RMSF (Convalescent) (UNC Lab)	\$19.00	\$24.62	2023
	86762	Rubella (UNC Lab) Titer	\$14.00	\$18.27	2023
	86765	Rubeola (measles) AB IGG (UNC Lab) Titer	\$13.00	\$16.38	2023
	86777	Toxoplasma Antibody (UNC Lab) Titer	\$14.00	\$18.27	2023
	86778	Toxoplasma Antibody, IGM (UNC Lab) Titer	\$14.00	\$18.31	2023
	86787	Varicella Immune Status Test (UNC Lab) Titer	\$13.00	\$16.38	2023
	86790	Rabies Titer (UNC Lab) Titer	\$13.00	\$16.38	2023
	86803	Hep C Antibody (UNC Lab) Titer	\$14.00	\$18.15	2023
	86850	Antibody Screen for Red Blood Cells (UNC Lab)	\$10.00	\$14.81	2023
	86900	ABO Group (UNC Lab)	\$3.00	\$3.79	2023
	86901	RH D Blood Typing (UNC Lab)	\$3.00	\$3.79	2023
	87070	Other Bacterial Culture (UNC Lab)	\$9.00	\$11.00	2023
	87077	Culture Aerobic Identify (UNC Lab)	\$8.00	\$10.27	2023
	87081	Culture Screen Only (UNC Lab)	\$7.00	\$7.33	2023
	87086	Urine Culture (UNC Lab)	\$8.00	\$10.26	2023
	87101	Culture, Fungal Dermatology Screen (UNC Lab)	\$8.00	\$9.80	2023
	87106	Culture Fungi-Identify (UNC Lab)	\$10.00	\$13.12	2023
	87166	Sputum's (UNC Lab)	\$11.00	\$14.36	2023
	87176	Homogenization, Tissue for Culture (UNC Lab)	\$6.00	\$7.48	2023
	87181	Antibiotic Sens, Agar Diffuse, Ea (UNC Lab)	\$5.00	\$6.04	2023
	87184	Microbe Susceptible Disk (UNC Lab)	\$7.00	\$8.76	2023
	87186	Antibiotic Sens, Mic, Each (UNC Lab)	\$9.00	\$11.00	2023
	87205	STAT Male Smear (UNC Lab)	\$4.00	\$5.42	2023
	87206	Fungal Direct Test (FDIR) (UNC Lab)	\$5.00	\$6.83	2023
	87209	Smear, Primary Source with Interp (UNC Lab)	\$18.00	\$22.39	2024
	87220	Skin KOH (UNC Lab)	\$4.27	\$5.42	2024
	87269	Parasitology Test #9807-Giardia (UNC Lab)	\$14.00	\$14.57	2023
	87272	Parasitology Test #9807-Cryptosporidium (UNC Lab)	\$12.00	\$14.57	2023
	87338	IAAD/A H. Pylori/Stool (UNC Lab)	\$14.00	\$17.92	2023
	87340	Bhag (UNC Lab)	\$10.00	\$11.83	2023
	87341	Hep B Surface Ag Eia (UNC Lab)	\$10.00	\$11.83	2023
	87350	Hepatitis B e Antigen (UNC lab)	\$14.07	\$14.07	2023
	87389	HIV-1 Ag with HIV-1 and HIV-2 AB (UNC Lab)	\$24.00	\$30.54	2023
	87420	RSV Antigen Screen (UNC Lab)	\$14.00	\$14.57	2023

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	87635	ADNA SARS-COV-2/COVID19 Amplified Probe TQ (UNC Lab)	\$51.00	\$51.31	2023
	87800	Detection Test for Multiple Organisms (UNC Lab)	\$44.00	\$51.00	2023
	87802	Strep B (UNC Lab)	\$13.00	\$14.57	2023
	87804	Influenza A & B (UNC Lab)	\$17.00	\$30.53	2023
	88142	Cytopathy Cer/Vag Thin Layer (UNC Lab)	\$20.00	\$25.76	2023
	88175	Pap Thin Prep (UNC Lab)	\$27.00	\$33.00	2023
	90619	Meningococcal conjugate vaccine, serogroups ACYW-MENQUADFI	\$149.54	\$176.36	2024
	90620	Meningococcal recombinant protein and outer membrane vesicle vaccine, serogroup B (MenB-4C), 2 dose schedule - BEXSERO	\$198.03	\$209.12	2024
	90632	Hepatitis A vaccine, adult dose - HAVRIX	\$71.60	\$82.98	2024
	90633	Hepatitis A vaccine, pediatric/adolescent dose, 2 dose - HAVRIX	\$31.60	\$38.38	2024
	90636	Hepatitis A and Hepatitis B recombinant vaccine, 3 doses - TWINRIX	\$109.48	\$128.44	2024
	90647	Hemophilus Influenzae B vaccine (Hib), PRP-OMP conjugate, 3 dose - Parvathi	\$30.45	\$30.72	2024
	90651	Human Papillomavirus vaccine types 6, 11, 16, 18, 31, 33, 45, 52, 58, nonvalent (HPV), 2 or 3 dose - GARDASIL 9	\$287.53	\$316.07	2024
	90675	Rabies Vaccine - IMOVAX RABIES	\$393.80	\$409.55	2024
	90677	Pneumococcal 20 valent conjugate vaccine- PREVNAR 20 adults 18 years and older	\$251.35	\$268.63	2024
	90678	ABRYSVO (Respiratory Syncytial Virus vaccine, Pref, subunit, bivalent, for intramuscular use) 0.5 mL solution for intramuscular injection	\$292.05	\$303.85	2024
	90681	Rotavirus vaccine, human, attenuated (RV1), live, oral, 2 dose - ROTARIX	\$130.93	\$137.99	2024
	90696	Diphtheria, tetanus toxoid, and acellular pertussis vaccine and inactivated poliovirus vaccine (DTaP-IPV), for 4 to 6 years of age - KINRIX	\$56.23	\$59.82	2024
	90698	Diphtheria, tetanus toxoids, acellular pertussis vaccine, haemophilus influenza Type B, and inactivated poliovirus vaccine (DTaP-IPV/Hib) - PENTACEL	\$53.85	\$105.50	2024
	90707	Measles, mumps, and rubella virus vaccine (MMR), live - M-M-R II	\$92.49	\$92.95	2024
	90714	Tetanus and diphtheria toxoids (Td) adsorbed, preservative free, for 7 years or older - TENIVAC	\$35.75	\$37.20	2024
	90716	Varicella virus vaccine (VAR), live - VARIVAX	\$174.32	\$182.25	2024

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	90723	Diphtheria, tetanus toxoids, acellular pertussis vaccine, Hepatitis B, and inactivated poliovirus vaccine (DTaP-Hep B-IPV) - PEDIARIX	\$73.01	\$73.42	2024
	90746	Hepatitis B vaccine (Hep B), adult dosage - ENGERIX-B	\$49.69	\$50.89	2024
	97804	Medical Nutrition Therapy-Group (2 or more)	\$15.00	\$16.00	2024
	99173	Vision	\$7.00	\$8.27	2009
	0001A	Pfizer COVID-19 Vaccine Adult (12 years and older, single dose vial)	\$115.00	Remove Fee	2023
	0002A	Pfizer COVID-19 Vaccine Adult (12 years and older, prefilled syringe)	\$115.00	Remove Fee	2023
	0003A	Pfizer COVID-19 Vaccine Pediatric (5 to 12 years, single dose vial)	\$77.00	Remove Fee	2023
	0004A	Pfizer COVID-19 Vaccine Pediatric (6 months to 5 years, 3-dose vial)	\$58.00	Remove Fee	2023
	0011A	Moderna COVID-19 Vaccine Adult (12 years and older, single dose vial)	\$115.00	Remove Fee	2023
	0012A	Moderna COVID-19 Vaccine Adult (12 years and older, prefilled syringe)	\$115.00	Remove Fee	2023
	0013A	Moderna COVID-19 Vaccine Pediatric (6 months to 11 years, single dose vial)	\$115.00	Remove Fee	2023
	0020A	Novavax COVID-19 Vaccine (12 years and older, 5 dose vial)	\$113.00	Remove Fee	2023
	0031A	Janssen COVID-19 Vaccine Adm (Single Dose)	\$65.00	Remove Fee	2022
	0034A	Janssen COVID-19 Vaccine Adm (Booster)	\$65.00	Remove Fee	2022
	0134A	Immunization Administration by Intramuscular Injection of SARS-Coronavirus- Booster Dose	\$65.00	Remove Fee	2023
	0202U	Bct/Vir Respir DNA/RNA 22 (UNC Lab)	\$416.78	Remove Fee	2022
	11719	Trim Nail(s)	\$22.00	Remove Fee	2008
	82251	Neonatal Bilirubin (UNC Lab)	\$9.00	Remove Fee	2018
	82570	Urine creatinine ratio (UNC lab)	\$5.18	Remove Fee	2023
	82772	Fecal occult blood, single spec. (UNC Lab)	\$10.00	Remove Fee	2006
	84156	TP-Urine (UNC Lab)	\$4.00	Remove Fee	2023
	85300	Antithrombin III Test (UNC lab)	\$11.85	Remove Fee	2023
	85397	Protein S Activity (UNC lab)	\$30.86	Remove Fee	2023
	86850	HC antibody screen with cold adsorption exp. (UNC Lab)	\$9.77	Remove Fee	2023
	86850	HC antibody screen with eluate exp. (UNC Lab)	\$9.77	Remove Fee	2023
	86850	HC antibody screen with warm adsorption exp. (UNC Lab)	\$9.77	Remove Fee	2023
	86900	HC ABO group (UNC Lab)	\$2.99	Remove Fee	2023
	86901	HC blood typing RH D (UNC Lab)	\$3.00	Remove Fee	2023

FY2025-26 Manager Recommended Fee Changes

Department/Program	Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision	
	87209	Smear, Complex Stain, Ova/Para (UNC Lab)	\$18.00	Remove Fee	2024
	87484	Ehrlichia PCR (UNC Lab)	\$35.09	Remove Fee	2023
	90470	Administration of H1N1 Vaccine	\$18.00	Remove Fee	2010
	90621	Meningococcal recombinant lipoprotein vaccine, serogroup B, 2 or 3 dose schedule - TRUMENBA	\$158.86	Remove Fee	2024
	90648	Hemophilus Influenzae B vaccine (Hib), PRP-T conjugate, 4 dose - ActHIB	\$12.68	Remove Fee	2024
	90662	Influenza vaccine (IIV3-HD), for 65 years of age and up - FLUZONE HIGH DOSE	\$62.27	Remove Fee	2023
	90670	Pneumococcal conjugate vaccine, 13 valent (PCV13) - PREVNAR 13	\$224.13	Remove Fee	2024
	90671	Pneumococcal 15-valent conjugate vaccine 6 weeks through 17 years-VAXNEUVANCE	\$222.54	Remove Fee	2024
	90680	Rotavirus vaccine, pentavalent (RV5), 3 dose - ROTATEQ	\$99.95	Remove Fee	2024
	90682	Influenza vaccine (RIV4), quadrivalent, preservative free, 18 year and above - FLUBLOK	\$62.27	Remove Fee	2023
	90685	Influenza vaccine (IIV4), quadrivalent, preservative free, 6 to 35 months - FLUZONE PEDS	\$19.00	Remove Fee	2019
	90686	Influenza vaccine (IIV4), quadrivalent, preservative free, 3 years and above - FLUZONE	\$18.49	Remove Fee	2023
	90682	Influenza vaccine (RIV4), quadrivalent, preservative free, 18 year and above - FLUBLOK	\$62.27	Remove Fee	2023
	90696	Diphtheria, tetanus toxoid, and acellular pertussis vaccine and inactivated poliovirus vaccine (DTaP-IPV), for 4 to 6 years of age - QUADRACEL	\$58.70	Remove Fee	2024
	90697	Diphtheria, tetanus toxoids, acellular pertussis vaccine, haemophilus influenza Type B, inactivated poliovirus vaccine and Hep B (DTaP-IPV/Hib) 6 weeks through 4 years - Vaxelis	\$134.53	Remove Fee	2023
	90700	Diphtheria, tetanus toxoids, and acellular pertussis vaccine (DTaP), for 7 years or younger - INFANRIX	\$24.46	Remove Fee	2024
	90707	Measles, Mumps and Rubella vaccine, live-PRIORIX	\$89.79	Remove Fee	2024
	90710	Measles, mumps, and rubella AND varicella virus vaccine, live-PROQUAD	\$270.14	Remove Fee	2024
	90715	Tetanus, diphtheria toxoids and acellular pertussis vaccine (Tdap), for to 7 years or older - ADACEL	\$46.04	Remove Fee	2024

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
	90732	Pneumococcal polysaccharide vaccine, 23-valent (PPSV23), adult or immunosuppressed patient dosage, when administered to 2 years or older - PNEUMOVAX 23	\$117.08	Remove Fee	2022
	90734	Meningococcal conjugate vaccine, serogroups A,C,Y and W-135 quad (MenACWY or MCV4) - MENACTRA	\$141.00	Remove Fee	2024
	90744	Hepatitis B vaccine (Hep B), pediatric/adolescent dosage, 3 dose - RECOMBIVAX HB PEDS	\$31.32	Remove Fee	2024
	90746	Hepatitis B vaccine (Hep B), adult 20 years and older, 3 dose-RECOMBIVAX HB ADULT	\$55.26	Remove Fee	2024
	90739	Hepatitis B vaccine (Hep B), adult dosage, 2 dose - HEPLISAV	\$156.30	Remove Fee	2024
	90750	Zoster Vaccine recombinant, adjuvanted, 50 years or older - SHINGRIX	\$183.41	Remove Fee	2024
	99201	New Office/Outpt Tx Brief E&M	\$110.00	Remove Fee	2009
	99441	Telephone Evaluation 5-10 min	\$15.00	Remove Fee	2024
	99442	Telephone Evaluation 11-20 min	\$25.00	Remove Fee	2024
	99443	Telephone Evaluation 21-30 min	\$35.00	Remove Fee	2024
	Q2037	Fluvirin Vacc, 3 yrs & >, IM	\$31.00	Remove Fee	2015
	Q2038	Fluzone Vacc, 3 yrs & >, IM	\$40.00	Remove Fee	2015
Solid Waste					
Solid Waste	Recycling	Mulch Delivery - 20 Yards	\$225.00	Remove Fee	2017
		Mulch Delivery - 30 Yards	\$300.00	Remove Fee	2017
		Mulch Delivery - 40 Yards	\$375.00	Remove Fee	2017
		8 Yard - Scheduled	New Fee	\$65.00	N/A
	Sanitation	6 Yard - Scheduled	\$31.00	\$75.00	2019
		6 Yard - Unscheduled	\$40.00	\$85.00	2019
		8 Yard - Scheduled	\$33.00	\$65.00	2019
		8 Yard - Unscheduled	\$40.00	\$85.00	2019
		30 Yard Week Rental and 1 Pickup	\$245.00	\$300.00	2019
		30 Yard Week Additional Pickup	\$175.00	\$150.00	2019
		40 Yard Week Rental and 1 Pickup	\$295.00	\$450.00	2019
		40 Yard Additional Pickup	\$220.00	\$230.00	2019
	Landfill	Bag of Premium Compost - 1 Cubic Foot	\$5.50	\$8.00	2017
		Construction & Demo	\$42.00/ton	\$45.00/ton	2020
		Clean Wood/Vegetative Waste	\$20.00/ton	\$30.00/ton	2016
		Conventional Yard Waste Mulch	\$25.00/ a scoop of mulch =3 Cubic Yard	\$40.00/ a scoop of mulch =3 Cubic Yard	2012
		Decorative Red Mulch & Compost	\$40.00/one cubic yard scoop	Remove Fee	2021
		Decorative Red Mulch & Compost	\$6.00 per bag	Remove Fee	2021

FY2025-26 Manager Recommended Fee Changes

Department/Program		Description	Current Fee	Manager Recommended Fee Change for FY 2025-26	Last Revision
		Mulch on Sale	\$12.50/ a scoop of mulch =3 Cubic Yard	\$20.00/ a scoop of mulch =3 Cubic Yard	2021
		Stumps & Land Clearing Waste	\$42.00/ton	\$45.00/ton	2020
		Disposal of Mobile Homes	\$200.00/unit	\$450.00/unit	2010
		Tires (stockpiles tires/no state certification)	\$100.00/ton	\$200.00/ton	1997
		Mulch Delivery Fee >10 Miles from Landfill	\$50.00	\$75.00	2020
		Mulch Delivery Fee >20 Miles from Landfill	\$75.00	\$95.00	2020
	Environmental Support	Regulated Recyclable Materials Facility Certification	\$250.00/application	\$300.00/application	2002
		License of Haulers	\$25 per vehicle	\$45 per vehicle	2018
		Compost Bin (Yard)	\$50.00	\$65.00	2018
		Counter Top Compost Bin	\$5.00	\$7.00	2018
		7 Gallon Counter Top Compost Bin	\$20.00	\$20.00	2023
		Cart (Additional)	\$60.00	\$65.00	2018
		Regulated Recyclable Materials Permit-Carrboro	10% of assessed building permit fee	12% of assessed building permit fee	2002
		Regulated Material Permit-Town of Chapel Hill	8% of Applicable Building Permit Fees	10% of Applicable Building Permit Fees	2008
		Regulated Material Permit- Orange County	5% of Applicable Building Permit Fees	7% of Applicable Building Permit Fees	2008

⁽¹⁾The county has the discretion to waive fees that are being charged internally to county departments.

[*Link to Current Fee Schedule](#)

Policies

Appendix C

ORANGE COUNTY BOARD OF COMMISSIONERS DEBT MANAGEMENT POLICY

The County has long recognized the importance of proper long-range planning in order to meet capital improvement needs as they arise without experiencing dramatic impacts on operational cost and debt service. The following policy statements will provide guidance on the issuance of debt to help insure that the County maintains a sound debt position and that its credit quality is protected. In conjunction with the County's Capital Policies, these policy statements rationalize the decision making process, identify objectives for staff to implement, and demonstrate a commitment to long term financial planning objectives. In addition, this debt management policy will allow for an appropriate balance between the established debt parameters while providing flexibility to respond to unforeseen circumstances and new opportunities.

POLICY STATEMENTS

Purpose and Type of Debt

1. Incurrence of debt or long-term borrowing will only be used for the purpose of providing financing for capital projects to include, but not limited to:
 - a. Construction of new School and County facilities
 - b. Renovation and repair of existing School and County facilities
 - c. Acquisition of real property (land and/or buildings)
 - d. Construction or expansion of Public Utilities.
 - e. Providing funds for Affordable Housing Projects
 - f. Construction, acquisition and development of Parks
 - g. Purchase of major equipment and vehicles

Debt issuance will not be used to finance current operations or normal maintenance.

2. The types of debt instruments to be used by the County include:
 - a. General Obligation Bonds
 - b. Bond Anticipation Notes
 - c. Installment Purchase Agreements (private placement)
 - d. Special Obligation Bonds (landfill only)
 - e. Certificates of Participation, when feasible
 - f. Revenue Bonds
3. All debt issued, including installment purchase methods, will be repaid within a period not to exceed the expected useful life of the improvements or equipment financed by the debt.
4. The County will not issue tax or revenue anticipation notes.

Purpose and Type of Debt (continued)

5. The County will not issue bond anticipation notes with maturities in excess of one year.
6. The County will strive to maximize the use of pay-as-you-go financing for capital improvements.

Issuance of Debt

7. The County will strive to issue bonds no more frequently than once in any fiscal year. The scheduling of bond sales and installment purchase decisions and the amount of bonds to be sold and installment financing to be sought will be determined each year by the County Commissioners. These decisions will be based upon the identified cash flow requirements for each project financed, market conditions, and other relevant factors. These factors will be ascertained from the school systems and County departments. If cash needs for bond projects are insignificant in any given year, the Board may choose not to issue bonds. Instead, the Board may fund up front project costs and reimburse these costs when bonds are sold. In these situations the Board will adopt Reimbursement Resolutions prior to the expenditure of project funds.
8. The County will seek level or declining debt repayment schedules and will avoid issuing debt that provides for balloon principal payments reserved at the end of the term of the issue.
9. The County will avoid over-reliance on variable rate debt. Variable rate debt will only be considered when market conditions favor this type of issuance. When variable rate debt is considered, careful analysis will be performed and techniques applied that will ensure that the County's sound debt position will be maintained. At no time will variable rate debt exceed 20% of the County's total outstanding debt.
10. The County is required by Statute to issue general obligation debt through a competitive process. The competitive process will also be used for other debt issuance unless time factors, interest rates or other factors make it more favorable to the County to use a negotiated process.
11. In the planning process for debt issuance the County will assess the need to maintain its "Bank Qualification" if installment purchase financing is being considered.

Level of Debt

12. The County will maintain its net bonded debt at a level not to exceed three percent of the assessed valuation of taxable property within the County.
13. The County will strive to maintain its annual debt service costs at a level no greater than fifteen percent of general fund revenues, including installment purchase debt. This is a recommended “best practice” from the Government Finance Officers Association.

Advance Refunding of Debt

14. The County will make every effort to issue advance refunding bonds to achieve cost savings of at least 3% percent net of the refunding bonds. Net savings includes gross savings less issuance costs and any cash contributions to the refunding. The 3% savings is the minimum savings permissible before the North Carolina Local Government Commission will consider advance refunding bonds. These decisions will be based upon the maturity date of the refunded bonds, the call date and premium on the refunded bonds and the interest rates at which the refunding bonds can be issued.

Unassigned Fund Balance

15. The County will strive to maintain an unassigned balance in the general fund of 16% of budgeted general fund operating expenditures each fiscal year. The amount of unassigned fund balance maintained during each fiscal year should not fall below 16% of budgeted general fund operating expenditures.

Investment of Capital Funds

16. Investment of capital funds will be performed in accordance with the North Carolina General Statutes (159-30). Funds will be invested in instruments that will provide the liquidity required to meet the cash flow needs of each project funded.
17. Investment earnings on capital funds, after subtracting required or potential arbitrage, will be used for project costs and/or debt service.

Bond Ratings

18. The County will maintain good communications with bond rating agencies regarding its financial condition and will follow a policy of full disclosure on every financial report and offering statement.

19. The County will strive to maintain bond ratings at AAA (Fitch), Aaa (Moody's Investor Services) and AAA (Standard & Poor's).

Arbitrage Rebate and Secondary Market Disclosure Requirements

20. The County will comply with all arbitrage rebate requirements as established by the Internal Revenue Service and all secondary market disclosure requirements established by the Securities and Exchange Commission.
21. Arbitrage will be calculated at the end of each fiscal year and interest earned on investment of bond or installment purchase proceeds will be reserved to pay any penalties due.

Enterprise Funds

22. For any Enterprise Fund that is supporting debt, an annual rate study will be performed to ensure that fees or rates are sufficient to meet the debt service requirements.

Capital Reserve Funds

23. The County will create and maintain capital reserve funds as appropriate, such as for school and county projects.
24. The Capital Reserves will be funded from property tax revenues, sales tax revenues and/or any other revenue source that the County Commissioners may choose.
25. Funds accumulated in the Capital Reserve Funds will be used on a pay-as-you-go basis to finance renovations and repairs to existing buildings and the purchase of major equipment. The Board may also choose to fund other pay-as-you-go initiatives from Reserve Funds.

10-Year Capital Investment Plan (CIP)

26. The County will review and adopt a ten-year CIP annually.
27. This Debt Management Policy will be incorporated into the CIP.
28. The County will strive to include plans for debt issuance within the CIP.

Rescission

This policy supersedes any policy in place prior to this date.

May 7, 2024

ORANGE COUNTY BOARD OF COMMISSIONERS INVESTMENT POLICY

SCOPE

This policy applies to all investments of Orange County (County) except authorized petty cash accounts and trust funds administered by the Finance Officer. The County pools the cash resources of its various funds into a single fund in order to maximize investment opportunities. These funds are accounted for in the County's Comprehensive Annual Financial Report. Each fund's portion of total cash and investments is summarized by fund type in the combined balance sheet as equity or deficit in pooled cash and investments. This policy applies to all transactions involving the financial assets and related activity of all the various funds accounted for in the County's Comprehensive Annual Financial Report.

OBJECTIVES

Funds of the County will be invested in accordance with North Carolina General Statute 159-30 Cash Management and Investment Policy, and written administrative procedures. The County's investments shall be undertaken in a manner that (1) seeks to ensure the preservation of capital in the overall portfolio, (2) provides for sufficient liquidity to meet the cash needs of the County's various operations and (3) attains a fair market rate of return. Cash management functions will be conducted in such a manner as to insure that adequate funds will always be available to meet the County's financial obligations and to provide the maximum amount of funds available for investment at all times.

RESPONSIBILITY

In accordance with N.C. General Statutes, the Finance Officer is charged with the responsibility of cash management and investment. The Finance Officer is responsible for investment decisions and activities and shall develop and maintain written administrative procedures for the operation of the cash management and investment program, consistent with N.C. Statutes and these policies.

The standard of prudence to be used by the Finance Officer shall be the "Prudent Investor" Rule, which states, "Investments shall be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the probable safety of their capital as well as the probable income to be derived."

This standard of prudence shall be applied in the context of managing the overall portfolio. The Finance Officer, acting in accordance with North Carolina General Statutes, this policy, and written administrative procedures and exercising due diligence shall be relieved of personal responsibility for an investment credit risk, provided deviations from expectations are reported in a timely fashion and appropriate action is taken to control adverse developments.

ETHICS AND CONFLICTS OF INTEREST

To avoid the appearance of potential conflict of interest or favoritism to a particular bank or broker, the Finance Officer or any delegate employee who has investment responsibilities, shall make full disclosure to the County Manager of any relationship or dealings with any financial institution that has business dealings with the County. This disclosure need not include normal banking or brokerage relationships that are at normal market rates and conditions available to the general public. Investment officials of banks and other institutions shall be familiar with N.C. General Statutes and County policy regarding gifts and favors and shall act accordingly.

STATUTORY AUTHORIZATION

The legal limitations of local government investments are defined in N.C.G.S. 159-30. Accordingly, the following classes of securities are indicative of the investments utilized by Orange County:

- A. Obligations of the United States or obligations fully guaranteed both as to principal and interest by the United States.
- B. Obligations of the Federal Financing Bank, the Federal Farm Credit Bank, the Bank for Cooperatives, the Federal Intermediate Credit Bank, the Federal Land Banks, the Federal Home Loan Banks, the Federal Home Loan Mortgage Corporation, the Federal National Mortgage Association, the Government National Mortgage Association, the Federal Housing Administration, the Farmers Home Administration and the U.S. Postal Service.
- C. Obligations of the State of North Carolina.
- D. Bonds and notes of any North Carolina local government or public authority, subject to such restrictions as the Secretary of the Local Government Commission may impose.
- E. Deposits at interest or purchase of certificates of deposit with any bank, savings and loan association or trust company in North Carolina, provided such deposits or certificates of deposit are fully collateralized.
- F. Prime quality commercial paper bearing the highest rating of at least one nationally recognized rating service and not bearing a rating below the highest (A1, P1, F1) by any nationally recognized rating service which rates the particular obligation.

G. Bankers' Acceptances provided that the accepting bank or its holding company is either (1) incorporated in the State of North Carolina or (2) has outstanding publicly held obligations bearing the highest rating of at least one nationally recognized rating service and not bearing a rating below the highest (Aaa or AAA) by any nationally recognized rating service which rates the particular obligations.

H. Participating shares in a mutual fund for local government investment (such as the N.C. Cash Management Trust) which is certified by the N.C. Local Government Commission.

ADMINISTRATIVE RESTRICTIONS

In addition to the previously noted limitations on appropriate securities, Orange County's investment activities are further restricted in the following manner:

A. It is the policy of Orange County to diversify its investment portfolio. Assets held shall be diversified to eliminate the risk of loss resulting from the over concentration of assets in a specific maturity, a specific issuer or a specific class of securities. Diversification shall be determined and revised periodically by the Investment Officer. Portfolio maturities shall be staggered to avoid undue concentration of assets in a specific maturity sector. Maturities selected shall provide for stability of income and reasonable liquidity.

B. Orange County recognizes that investment risks can result from issuer defaults, market price changes or various technical complications leading to temporary illiquidity. Portfolio diversification is employed as a way to minimize default risk. No individual investment transaction shall be undertaken that jeopardizes the capital position of the overall portfolio. In the event of a default by a specific issuer, the Finance Officer shall review and, if appropriate, proceed to liquidate securities having comparable credit risks.

C. No investments in Repurchase Agreements shall be made unless the underlying collateral shall be placed in safekeeping in the trust department of a third-party designated by the County.

D. The combined total investment in commercial paper and bankers' acceptances shall not exceed thirty five percent (35%) of the total portfolio and the investment in commercial paper or bankers' acceptances of a single issuer shall not exceed (35%) of the total portfolio at the time of investment.

E. No investment shall be made in any security with a maturity greater than five (5) years from the date of purchase.

SELECTION OF SECURITIES

The Finance Officer will determine which instruments shall be purchased and sold and the desired maturity date(s) that are in the best interest of the County. The selection of an instrument will involve the evaluation of, but not be limited to, the following factors:

- A. Cash flow projections and requirements.
- B. Current market conditions.
- C. Overall portfolio balance and makeup.

CUSTODY AND SAFEKEEPING OF SECURITIES

Orange County will maintain a third party safekeeping account for all investments (generally provided by the County's primary bank). Transactions should be processed on a delivery versus payment basis. Some securities, primarily certificates of deposit, will not be kept in the third party safekeeping account, but will be kept by the Finance Officer in the vault of the Finance Services Department.

INTERNAL CONTROLS

The Finance Officer is responsible for establishing a system of internal controls. These controls are designed to prevent losses of public funds arising from fraud, employee error, and misrepresentation by third parties or imprudent actions by County employees.

REPORTING

The Finance Officer shall maintain a monthly investment report. The report shall include a general description of the portfolio in terms of investment securities, maturities, yields and other features. The report will show investment earnings for the month and fiscal year-to-date, including the annualized earned yield percentage for the portfolio. The report will compare actual investment earnings with budgeted earnings.

Approved April 5, 2011

Orange County Board of Commissioners Capital Funding Policy

Preamble

This capital funding policy is the product of extensive analysis and deliberation. The intent of this policy is to reflect greater priority than there has been historically on providing funding for County projects, with particular emphasis directed at enhanced upkeep of existing County facilities. This policy continues the County's principle and historical practice of funding all School and County related debt service obligations before allocating any other School or County capital funds for other purposes.

Long Range Capital Investment Plan

During each fiscal year, the County Manager shall present to the Board the ten-year County and School capital needs and funding plans in the form of a Capital Investment Plan. The Board of County Commissioners will adopt a ten-year Capital Investment Plan (CIP) as part of the annual operating budget in June.

County and School recurring capital needs will be identified and reviewed during each annual operating budget cycle, and recurring capital appropriations will be approved by the Board of Commissioners as an element of each annual Orange County Budget Ordinance.

The ten-year plan for long-range capital funding shall include anticipated County and School capital expenditures costing \$100,000 or more.

Sources of Funds

The County will allocate the following sources of funds for County and School debt service and long-range and recurring capital:

- All proceeds from the Article 40 and Article 42 half-cent sales taxes.
(The North Carolina General Statutes require that 30 percent of the Article 40 (NCGS§105-487(a)) and 60 percent of the Article 42 (NCGS§105-502(a)) sales tax revenue be earmarked for public school capital outlay as defined in NCGS§105-426(f) or to retire any indebtedness incurred by the county for these purposes)
- Property tax revenue as needed and approved by the Board.
- The County will budget NC Education Lottery proceeds as the revenues are distributed by the State each quarter, once the revenues are identified for an individual school capital project and requested by each district.

Debt Service

All County and School related debt service obligations would be funded prior to allocation of programmed funding for any other capital purposes.

Capital Project Ordinances – Form and Purpose

All funds allocated to capital projects are to be accounted for in a Capital Project Fund as authorized by a Board of County Commissioner approved Capital Project Ordinance.

April 1, 2025

The Capital Project Ordinance will include a detailed break down of each major cost category related to the project.

Rescission

This policy supersedes any policy in place prior to this date.

April 1, 2025

Orange County Board of Commissioners

School Capital Funding Policy

Preamble

Since 2022, the Board of County Commissioners (Board) has engaged in reviewing its capital funding for the two Orange County school districts. This began with the creation of the School Capital Needs Workgroup, which included staff and elected officials from all three bodies. They recommended the county engage with a consultant to review and make recommendations about school capital investments. The Board engaged with Woolpert Inc. which presented four School Optimization Plan options based on different funding commitments. During the January 17, 2024 Board Retreat, the Board discussed the four strategies and settled on its preferred investment level. The Board proposed a \$300 million dollar bond which was subsequently approved by the voters in November 2024, as well as a significant increase in county annual capital funding in the form of Pay-Go cash. This significant investment, as well as its tax impact on county residents, has necessitated that the Board review its capital funding policies and expenditure controls for school construction. This funding framework was adopted by the Board on June 4, 2024 and codified into this funding policy below.

Capital Spending Categories

Major Projects

At the June 4th, 2024 Board meeting, the Board adopted the framework for new capital spending and asked that both districts submit bond plans based on their approved funding levels. These plans are to be based on the framework of the Woolpert Optimization Plan. This framework prioritizes replacing old facilities with new facilities and improving the educational adequacy of school buildings. The Bond and Supplemental Pay-Go funds would be used to fund these major projects as described below.

High Priority Needs

At the same June 4th, 2024 meeting, the Board adopted a framework for identifying and prioritizing High Priority Needs. Woolpert identified a priority list of all major component replacements for each campus for both districts. While Woolpert provided a specific replacement schedule, both districts may identify alternative replacement schedules. Specific high priority needs will be formally determined on an annual basis and be consistent with the Woolpert high priority definitions:

- i. Level 1 – Critical – Failure of components impact the facility’s ability to remain open
- ii. Level 2 – Essential – Failure of components impact the health of major systems (i.e. leaking roofs)
- iii. Level 3 – Necessary – Failure of components could impact the facility’s efficiency and usefulness
- iv. Life cycle replacements with one to three (1-3) years of remaining useful life at the time the study was completed.

High Priority Needs will be funded using Annual County Debt Financing, Lottery Proceeds, as well as any remaining Bond or Supplemental Pay-Go funds as described below.

Other Capital Uses

The county recognizes that there are expenses that may not be consistent with the Woolpert definitions of priority, nor can be covered in the Current Expense budget. These could include athletic upgrades, component replacements, capital leases, technology purchases. Other Capital Uses will be funded by Recurring Capital and Article 46 Sales Tax Proceeds as described below.

Sources of Funds

The categories below describe the set sources of funding that the county uses to fund School Capital Improvements. The county supports these investments using Article 40 and Article 42 Sales Tax Proceeds as defined in State Statute § 105-502 (a). Any additional county funding above these required revenues shall come from Property Tax as needed and approved by the Board.

Bond Funds and Supplemental Pay-Go

In order to meet the funding requirements for the school optimization plan, the County Commissioners voted to seek a \$300 M Bond Referendum and to supplement this bond with an additional \$100 M of tax supported Pay-Go (or cash) funding. The intent of the bond funds is to fund Major Projects such as facility replacements and significant renovations as identified by the school districts. The Bond funds are to be allocated between the districts at \$174.7 million to Chapel Hill-Carrboro City Schools and \$125.3 million to Orange County Schools. The supplemental Pay-Go funds are intended to cover all professional services, project management and design costs related to construction. After the Major Projects are completed, the supplemental pay-go will provide additional annual funding for High Priority Needs and increase the county's annual maintenance funding for the school district portfolio.

Annual County Debt Financing

The county currently borrows funds on an annual basis to fund both district's annual capital projects, in the amount of \$4,429,718 in FY 2025. These funds are currently estimated to increase by 2% annually. These funds will be used to support both district's High Priority Needs.

Lottery Proceeds

Lottery proceeds represent the state of North Carolina's contribution towards funding school construction. The state currently manages three lottery programs for school capital: Public School Building Capital Fund, Public School Repair and Renovation Fund, and Needs-Based Public School Capital Fund. These funds are allocated by the state to specific school districts, but the county is responsible for applying for and drawing down the state funds. The County shall aggressively apply for and draw down all funds available to both districts in coordination with school district staff. In cases where the county draws down lottery proceeds to offset debt service costs on prior school debt issuances; the county shall do so. The county will then provide the districts the same amount of funding as Pay-Go, to provide additional flexibility to the districts. These funds will be used to support the districts' High Priority Needs.

Article 46 Proceeds

In FY 2012, the County authorized the use of Article 46 proceeds and set a policy of allocating 50% to school capital and 50% to economic development initiatives. The Article 46 funds dedicated to school capital funding are commonly used to fund both districts' technology

needs. However, these funds are not restricted for that purpose and can be used for any Other Capital Uses as needed by both districts.

Recurring Capital

The county also provides a recurring stream of funding for all minor capital expenses, such as equipment purchases, component replacement, athletic and field repairs. The county provided \$3,060,000 to the districts in FY 2025. This funding is currently estimated to increase by 2% annually and will be used to support both districts Other Capital Uses.

Allocation

For the 10-year period from FY 2025-26 through FY 2034-35, the county will aim to allocate all funds towards the combined Major Project and High Priority Needs categories on the basis of approximately 59.86% to Chapel Hill Carrboro City Schools and 40.14% to Orange County Schools. This allocation is based on the Woolpert Inc. School Optimization Report. After the expiration of this ten-year period, future Boards can choose either to commission a new school optimization report to determine future allocation, revert to budgeted Average Daily Membership or use another allocation method as desired.

For Other Capital Uses, Article 46 proceeds will be allocated annually based on the budgeted Average Daily Membership for each district, excluding charter students. Recurring Capital will be allocated annually based on budgeted Average Daily Membership.

Capital Project Ordinances – Project, Function and Purpose

All funds allocated to capital projects are to be accounted for in the School Capital Fund as authorized by a Board of County Commissioner approved Capital Project Ordinance. Capital Ordinances can be authorized and amended by the board either annually through the Capital Investment Plan (CIP) or through budget amendments at any Board Business Meeting during the year. Each category of expense shall use different rules of authorization for Capital Project Ordinances to best balance the county's requirement for fiscal oversight against the need for the districts to manage capital projects quickly and efficiently.

Major Projects will be authorized on a project basis, restricting funds to the specific purpose identified by the Board. Funds for major projects will be allocated in two tranches, design and construction. First, the county will authorize the funds to begin designing the major project through the annual Capital Investment Plan. The county will anticipate authorizing the construction funds in the following fiscal year for debt management purposes. However, the Board could choose to delay construction funding in the second year if project timing or other circumstances dictate.

High Priority Needs will be authorized on a project basis, restricting funds to the specific purpose identified by the Board. These projects will be identified by the school districts each year through the ten-year annual Capital Investment Plan. School staff will work with County staff to present projects for the CIP that comply with the Woolpert definitions and are within county funding parameters.

Other Capital Uses will be authorized by function or purpose, which group similar expenses into broad categories like "technology" or "athletic improvements". These will be allocated by school district staff each year through the Capital Investment Plan.

Oversight and Amendments

Per Statute § 115C-433 (b) districts may increase or decrease specific project budgets by a specified percentage as adopted by the Board. This policy specifies that the districts must seek prior approval to amend the county allocations for any allocations approved by purpose, function or project by a cumulative amount of 15% or more. The districts are still expected to submit budget amendments to county staff to rectify all changes throughout the year and reconcile both district's general ledgers to meet the statutory preaudit requirements.

In addition, for all Major Projects and High Priority Needs, a working group of school and county staff should meet monthly to review progress on these major construction projects and their cost projections. This working group will include county budget staff and management, as well as school district operations and construction personnel. This working group will ensure that the county staff can advise the board on any change orders, delays or cost overruns.

The construction allocation for Major Projects should be understood to be inclusive of all costs required to complete the construction of the facility, including owner's contingency, furniture, fixtures, and equipment. If any major projects require additional budget, above what can be resolved within the initial construction budget, the project budget will need to be amended by the Board of County Commissioners. Each district is required to identify funds within their share of bond and CIP funds to offset the increase. This will be presented in a Board business meeting, and school staff should provide adequate notice based on the County's agenda process. School staff will need to identify the cause of the budget overage and detail the potential impact on the reallocation of their funding on other major projects and high priority needs.

Emergencies

This policy recognizes that adopting a project-based allocation method for High Priority Needs could restrict the districts' ability to react to sudden failures or emergency situations. Therefore, when emergencies or sudden failures occur, school staff are to provide a written request for immediate reallocation to the County Manager and the Budget Director. The county will then reallocate funds from that district's share of bond and CIP funds at the next available board meeting.

Enrollment and Capacity

The county will annually review student growth and enrollment as it relates to school capacity. The county is committed to provide adequate educational space for all levels of education in both districts. However, due to the significant investment already allocated towards school construction during the FY 25-35 period, the County will likely not be able to finance another significant expansion. District Staff should propose funding any expansion in capacity by redirecting Major Project or High Priority Needs funds prior to requesting additional funding.

Rescission

This policy supersedes any school capital funding policy in place prior to this date.

January 21, 2025

Orange County Board of Commissioners

Major Project Planning Policy Addendum

Background

The County's ten-year capital plan is a planning document that is updated annually. During the budget process, the County appropriates the first year of funding, and accepts the ten-year plan. The County pursued a Bond Referendum in November 2024 as an effort to replace or renovate older facilities in each district and improve the educational adequacy of school facilities. Due to the importance of these Major Projects to the districts and the county at large, the Board has specified additional considerations for design, planning, and location of Major Projects. These are established in the following policy document.

Design and Planning

The responsibility for design and construction of school facilities lies directly with the two districts. However, the County has the responsibility for the funding of these facilities. Therefore, the Districts are responsible to demonstrate how their designed Major Projects would meet the following County priorities.

- Educationally Adequate
 - New facilities should at a minimum meet all current Department of Public Instruction (DPI) space types and space size standards. These include adequate spaces for Exceptional Children and for Career and Technical Education.
- Flexibly designed for Future Standards
 - Because schools are expected to be in use for long periods of time, and DPI standards will change in that period, new construction should prioritize flexible space in design.
- Equitably between School Districts
 - As the County is responsible for funding educational opportunities for residents regardless of public school district, it expects districts to maintain equitability in scope and construction standards between them. The County can use various techniques to regulate this equitability, including joint project management, joint bidding of design and construction, prototype designs, etc.
- Sustainability & Life Cycle Costing
 - As part of the County's Climate Action Plan, the County establishes that new County funded construction should include climate mitigation and sustainability measures. To properly prioritize these investments, project designs should utilize life cycle costing techniques, for instance including the long-term savings of solar installation. However, consideration should be given to the training and qualifications required for school district operations staff.
- Safety
 - New school facilities will meet all modern best practices around creating a safe school campus, and recommendations from the School Safety Taskforce.
- Community Usage
 - School districts should coordinate with municipalities and County recreation staff to identify and pursue joint community use opportunities.
- Capacity
 - District staff will identify how Major Projects would impact the student capacity of the district. To support a "Newer & Fewer" replacement strategy, school districts may replace smaller older schools with larger higher capacity schools. The County

expects the districts to create a long-term plan to use that additional capacity to consolidate other aging schools.

Site Selection

Per State Statute, a local board of education cannot execute a contract nor expend funds to purchase a facility site without the consent of the local board of county commissioners. As each district plans for future school-related facilities, districts must be able to account for the following County criteria.

- Acreage Standards
 - Districts should ensure that the land acquired for a new school site meets all DPI acreage requirements for the intended school.
- Environmental Factors
 - Due to the long usage of school facilities, and the increasing impact of climate change, districts should strictly avoid all future flood hazards. Facilities should not be in close proximity to wetlands, stream buffers or in a flood plain. The facility should also be sited to avoid any unfavorable environmental impacts.
- Availability of Utilities
 - The district should account for the utility construction requirements in building new school facilities. This may require preliminary meetings with County, utility provider and school staff to determine these costs.
- Total Project Costing
 - The districts should provide a reasonable accounting of all additional costs related to building at the proposed site that would exceed the standard budgets for school construction. These would include the total costs of all utility installations, stormwater management and site grading. Districts should prioritize the lowest total cost in determining future sites, rather than the upfront purchase price.
- Potential for Joint Park Site
 - Districts should alert the County of any joint opportunities to purchase land for park facilities adjacent to school sites.
- Safe Routes to Schools
 - District staff should identify the alternative routes to school that would be possible using alternative modes of transportation for the planned location. If these routes are not available at the time of purchase, District staff should work with County and Town staff to identify and overcome barriers to these safe routes over time.

Board of County Commissioner approval for any potential school site acquisition will be discussed during open session of regular BoCC business meetings. School staff will need to provide adequate notice to county staff based on the County's agenda process and will need to provide the following details: cost of the proposed site, location of the site, including tax map numbers, as well as a memorandum detailing how the proposed locations adheres to County criteria.

Rescission

This policy supersedes any school planning policy in place prior to this date.

January 21, 2025

ORANGE COUNTY BOARD OF COMMISSIONERS FUND BALANCE MANAGEMENT POLICY

The Fund Balance Management Policy is intended to address the needs of Orange County (County), in the event of unanticipated and unavoidable occurrences which could adversely affect the financial condition of the County and thereby jeopardize the continuation of necessary public services. This policy will ensure the County maintains adequate fund balance and reserves in the County's Governmental Funds to provide the capacity to:

1. Provide sufficient cash flow for daily financial needs,
2. Secure and maintain investment grade bond ratings,
3. Offset significant economic downturns or revenue shortfalls, and
4. Provide funds for unforeseen expenditures related to emergencies.

Fund Balance for the County's Governmental Funds will be comprised of the following categories:

1. Nonspendable - amounts that cannot be spent because they are either (a) not in spendable form or (b) legally or contractually required to be maintained intact.
2. Restricted – amounts externally imposed by creditors (debt covenants), grantors, contributors, laws, or regulations of other governments.
3. Committed – amounts used for a specific purpose pursuant to constraints imposed by formal action of the government's highest level of decision-making authority.
 - a. Amounts set aside based on self-imposed limitations established and set in place prior to year-end, but can be calculated after year end.
 - b. Limitation imposed at highest level and requires same action to remove or modify
 - c. Ordinances that lapse at year-end
4. Assigned - amounts that are constrained by the government's intent to be used for specific purposes, but are neither restricted nor committed.
5. Unassigned – amounts that are not reported in any other classification.

The General Fund will be the only fund that will have an unassigned fund balance. The Special Revenue Funds and Capital Project funds will consist of only nonspendable, restricted, committed and assigned categories of fund balance.

Unassigned Fund Balance – General Fund

Orange County has adopted a fiscal policy that provides for capital projects to be financed with debt and pay-as-you-go funding. In order to obtain the best possible financing, the County has adopted policies designed to maintain bond ratings at or better than AAA (Fitch), Aaa (Moody's Investor Services) and AAA (Standard & Poor's). Part of the County's fiscal health is maintaining a fund balance position that rating agencies feel is adequate to meet the County's needs and challenges.

Orange County has therefore adopted a policy that requires management to maintain an unassigned balance as follows:

1. The County will strive to maintain an unassigned fund balance in the General Fund of 16% percent of budgeted general fund operating expenditures each fiscal year. The amount of unassigned fund balance maintained during each fiscal year should not fall below 8% percent of budgeted general fund operating expenditures, as recommended by the North Carolina Local Government Commission.
2. To the extent that the General Fund unassigned fund balance exceeds 16% percent, the balances may be utilized to fund capital expenditures or pay down outstanding County debt.
3. The County's budget and revenue spending policy provides for programs with multiple revenue sources. The Financial Services Director will use resources in the following hierarchy: bond proceeds, Federal funds, State funds, local non-county funds, county funds. For purposes of fund balance classification, expenditures are to be spent from restricted fund balance first, followed in-order by committed fund balance, assigned fund balance, and lastly, unassigned fund balance. The Chief Financial Officer has the authority to deviate from this policy if it is in the best interest of the County with Board of County Commissioner's approval.
4. Management is expected to manage the budget so that revenue shortfalls and expenditure increases do not impact the County's total unassigned fund balance. If a catastrophic economic event occurs that requires a 10% or more deviation from total budgeted revenues or expenditures, then unassigned fund balance can be reduced by action from the Board of County Commissioners; the Board also will adopt a plan of action to return spendable fund balance to the required level.

Enterprise Funds - (Solid Waste, and the Orange County Sportsplex) – The County will strive to maintain unrestricted net assets greater than 8% of total operating revenues at fiscal year-end, net of any donated assets recognized, to provide reserves for operations and future capital improvements.

Restrictions, reservations, and designations of Net Assets for Enterprise Funds

For external reporting purposes, net assets will be reported as restricted or unrestricted in accordance with GAAP. For internal purposes, net assets will be reserved or designated as follows:

1. Encumbered balances to continue existing projects are designated.
2. Designations for funding of planned projects in a future period to reduce the financial demands placed upon a subsequent budget.

Internal Service Funds – Health and Dental Fund - total net assets shall maintain a positive balance to illustrate the internal nature of recovery fees for services performed in self-insuring employees of the County. Additionally, the net assets of the fund will demonstrate adequate funding for incurred, but not reported claims.

Rescission

May 16, 2017

This policy supersedes any policy in place prior to this date.

May 16, 2017

Budget Administration

As required by the North Carolina Budget and Fiscal control Act the County adopts an annual budget ordinance for all funds except those authorized by project ordinance. Orange County governmental funds budgeted under project ordinances include Grant Projects Fund, Community Development Fund, County Capital Projects Fund, and School Capital Projects Fund.

Amending the Budget

Appropriations to the various funds are formally budgeted on a functional basis. The County Manager is authorized to approve appropriation transfers *within* all functions except the Contingency account, which is included in the General Government function. Revisions that alter the total expenditures of any functional category or fund, including amendments to capital project ordinances and receipt or reduction of grant or new funds, must be approved by the Board of County Commissioners. In addition, appropriations from the Contingency account must be approved by the Board.

Encumbrances

Operating funds encumbered by the County as of June 30 of the fiscal year are re-appropriated through the County's annual budget ordinance (Section 13).

Line Item (Object Code) Transfers

Inter-departmental line item transfer requests are processed in the Finance and Administrative Services Department. Normal operating category allocations may be freely transferred within a department's line items. Other operating monies, such as internal service charges for motor pool, telephone, and duplicating, cannot be transferred. Use of unspent personnel services monies are approved on a case by case basis.

Purchase Orders

Requests for purchase orders originate at the department level for all purchases exceeding \$500. Purchase orders are pre-audited by the Finance Director and approved and issued by the Finance and Administrative Services Department. For items costing \$500 or less, payment requests are issued by each department.

Capital Outlay

All items exceeding \$500 are considered capital outlay items and are approved by the County Manager before purchase. Finance and Administrative Services maintains a listing of approved capital outlay. Requests for technology equipment are approved by the Information Technologies Department.

Position Control

Finance and Administrative Services maintains a listing of approved permanent positions. The position count is maintained in full time equivalents (FTE). The County Manager approves temporary increases in the full time equivalent for up to one year assignments. Temporary part time positions that work less than 15 hours per week may be authorized by the department head. All increases in full time equivalents must be approved by the Board of County Commissioners.

Glossary

Ad Valorem Tax - A tax levied in proportion to the value of a property.

Allocate - To set apart portions of budgeted expenditures that are specifically designated to organizations for special activities or purposes.

Annual Budget - A budget covering a single fiscal year.

Appropriation - The amount budgeted on a yearly basis to cover projected expenditures that the Board of Commissioners legally authorizes through the Budget Ordinance.

Approved Budget - The budget as formally adopted by the Board of County Commissioners for the upcoming fiscal year.

Assessed Valuation - The estimated dollar value placed upon real and personal property by the County Assessor as the basis for levying property taxes. The General Assembly exempted household personal property from taxation effective July 1, 1987.

Authorized Bonds - Bonds which have been legally authorized but may or may not be sold.

Balanced Budget - Occurs when planned expenditures anticipated revenues. In North Carolina, it is required that the budget submitted to the Board of County Commissioners be balanced.

Base Budget – A tool that provides the departments and the County Manager a starting point for evaluating budget decisions for the upcoming budget cycle. The Base budget is the same as the current year's original budget with two exceptions:

- 1) All natural personnel changes that occur in the fiscal year are included.
- 2) All recurring capital requests are set back to zero, as those are typically irregular expenditures.

Board of County Commissioners - Seven-member Board elected by district and at large by the voters of the County for four-year terms.

Bond - A written promise to pay a specific amount of money with interest within a specific time period, usually long-term.

Bond Rating - A grade indicating a governmental unit's investment qualities. Generally speaking, the higher the bond rating the more favorable the interest rate and the lower the cost of financing capital projects funded by bonds. A high rating is indicative of the Government's strong financial position. Ratings range from AAA (highest) to D (lowest).

Bonds Issued - Bonds that are sold.

Glossary - continued

Budget - A financial plan for a specified period of time that matches all planned revenues and expenditures with various County services.

Budget Message - A written overview of the proposed budget from the County Manager to the Board of Commissioners. This overview discusses the major budget items of the Manager's recommended budget.

Capital Investment Plan - A long term plan of proposed capital improvement projects, which includes estimated project cost and funding sources, which the County expects to undertake within a five-year period. The plan is updated annually to reassess capital needs.

Capital Outlay - An expenditure that results in the acquisition of or addition to a fixed asset.

Capital Project - A project expected to have a useful life greater than 10 years and an estimated cost of \$30,000 or more. Capital projects include the construction, purchase or major renovation of buildings, utility systems, parks, or other physical structures or property; purchase of land; and purchase of large equipment.

Capital Project Fund - A fund used to account for the acquisition or construction of major capital facilities and equipment.

Category - Expenditure budgets are presented in one of three categories: Personnel Services, Operations and Capital Outlay.

Community Development Fund - A fund used to account for block grant monies received from the federal government under the Title I of the Housing and Community Development Act.

Contingency - Appropriation intended for unanticipated expenditures. Transfer of these funds into an expendable account is controlled by the Board of County Commissioners.

Current Expense - Local funds used to supplement the State's minimum level of support for operating the Schools. By State law, local governments appropriate these funds on a per pupil basis.

Debt Service - Principal, interest and administrative costs associated with the repayment of long-term debt.

Delinquent Taxes - Taxes that remain unpaid after the due date on which a penalty for nonpayment is occurred.

Department - A major administrative division of the county that has overall management responsibility for an operation within a functional area.

District Tax - Taxes paid by those owning property in a special district of the County.

Glossary - continued

Effective Tax Rate - Current tax rate multiplied by the sales assessment ratio. The effective tax rate is useful in comparing the tax rate of counties across the state since it adjusts for differing years of revaluation of real property across the state.

Encumbrances - A financial commitment for services, contracts, or goods which have not been delivered or performed.

Enterprise Fund - A grouping of activities whose expenditures are wholly or partially offset by revenues collected from consumers in the form of fees and charges.

Expenditures - The total cost of a program or capital project.

Fire District - Special voter-approved districts within the County established to furnish fire protection to residents and supported by property taxes.

Fiscal Year - A 12-month period (July 1 through June 30) in which the annual operating budget applies and at the end of which an assessment is made of the County's financial condition and performance of its operations.

Fixed Asset - An asset of long-term character. For budgetary purposes, a fixed asset is defined as an item costing \$250 or more with an expected life of more than one year.

Fringe Benefits - For budgeting purposes, fringe benefits include employer payments for social security, retirement, group health and life insurance, dental insurance, and worker's compensation.

Full-time Equivalent (FTE) - One FTE equals 40-hour per week permanent position.

Fund - An accounting entity created to record the financial activity for a selected financial group.

Fund Balance - Funds accumulated through the under expenditure of appropriations and /or the act of exceeding anticipated revenue.

Function - A broad grouping of activities and departments whose objectives and expenditures are inter-related. Examples of functions within Orange County include Human Services, Education, Public Safety, etc.

General Fund - A fund that provides the accounting for most of the basic government services, such as elections, social services, sanitation, inspections, health, or law enforcement.

General Obligation Bonds - Bonds issued by a government that are backed by the full faith and credit of its taxing authority.

Goal - A broad statement of desired conditions to be maintained or achieved through the efforts of an organization.

Glossary - continued

Grants - A contribution of cash or other assets from another government or non-profit foundation to be used for a specified purpose.

Indirect Cost - The component of the total cost for a service which is provided by and budgeted within another department or division. Indirect costs are budgeted to more accurately reflect the true total cost for such services as those provided by the Health Department and Community Development.

Interest and Penalties Receivable on Taxes - Uncollected interest and penalties on property taxes.

Intergovernmental Revenues - Revenues from other governments (state, federal, and local) that can be in the form of grants, shared revenue, or entitlement.

Lease Purchase - A method of purchasing equipment in which payments are spread over a period of time.

Levy - The amount of tax, service charge, and assessments imposed by the government.

Line Item - A budgetary account representing a specific object of expenditure.

Modified Accrual - The basis of accounting for the County. Under this system, expenditures are recognized when encumbered, and in lieu of any other "property tax" that may have been considered on these values.

Net OPEB Liability (NOL) - The Total OPEB Liability minus the Plan Fiduciary Net Position that is derived from Employer Contributions and Net Investment Income versus Annual OPEB cost.

Non-operating Expenses - Expenses that are not directly related to the provision of services, such as debt service.

Non-operating Revenues - Revenues generated from other sources and are not directly related to service activities.

Objective - A specific statement about what is to be accomplished or achieved for a particular program during the fiscal year.

Ordinance - A formal legislative enactment by the Board of Commissioners that has the full force and effect of law within the boundaries of the County.

Operating Budget - The County's financial plan that outlines proposed expenditures for the upcoming fiscal year and estimates revenues that will be used to finance them.

Glossary - continued

Operating Expenses - Those expenditures of a recurring nature, covering services and supplies necessary to operate individual agency activities.

Personal Property - Movable property classified within two divisions: tangible and intangible. Tangible -- or touchable -- property includes items of visible and movable property not permanently affixed to real property. Intangible -- or non-touchable -- property includes stocks, bonds, notes, cash, bank deposits, accounts receivable, patents, trademarks, copyrights, and similar assets.

Personnel Services - Salaries and wages paid to employees for full-time, part-time, and temporary work, including overtime and similar compensation. Also included in this account group are fringe benefits paid for employees.

Program - A well-defined portion of the operating plan for which a distinct set of goals and objectives may be developed.

Property Tax Rate - The rate at which real property in the County is taxed in order to produce revenues sufficient to conduct necessary governmental activities.

Property Tax - Tax paid by those owning property in the County.

Proprietary Fund - A fund used to account for the operations similar to those in the private sector. This includes enterprise funds. The focus is on determination of net income, financial position and changes in financial position.

Public Safety - A group of expenditures related to the provision and enforcement of law enforcement and fire and disaster protection.

Real Property - Land, buildings, and items permanently affixed to land or buildings.

Real Property Value - The value of land and buildings that is taxable.

Reappraisal - The process of re-valuing a jurisdiction's real property in order to adjust the tax value to the market value. According to North Carolina law, a revaluation must be conducted at a minimum of every eight years. Property was recently re-valued as of January 1, 2009.

Reclassification - A change in the classification and corresponding job title of an existing position that results from a major change in assigned responsibilities.

Reserve - An account designated for a portion of the fund balance used for a specific purpose.

Revenue - All funds that the County government receives as income, including items such as tax payments, fees for specific services, receipts from other governments, fines, forfeitures, shared revenues, and interest income.

Sales Assessment Ratio - The ratio of the tax value and the actual value of real property.

Glossary - continued

Sales Tax - Tax paid by retail consumers in the County.

School Recurring Capital - A recurring appropriation that results in the acquisition of or addition to, a fixed asset within the school systems.

School Current Expense - See current expense.

Service Level - The amount of service provided during the fiscal year as indicated by one or more performance indicators.

Solid Waste Program Fee (SWPF) – To fund the cost of recycling programs and a portion of the solid waste convenience centers.

Special Assessment - A levy on certain properties to defray part or all of the cost associated with improvements or services that will benefit those properties. For instance, a special assessment would be levied against property owners who have petitioned for paving a street.

Special Districts - Tax-levied voter approved districts to provide specified services. Special districts in Orange County include fire districts and the Chapel Hill-Carrboro City School Special District.

Special Revenue Fund - A fund used to account for the revenues from specific sources that are to be used for legally specified expenditures.

Tax Levy - Revenue produced by applying a given tax rate to a property's assessed, or tax, value.

Teachers Supplement - An additional salary provided by local governments above the salary set by the state.

Two-Thirds Bonds – General obligation bonds that can be issued by a local government without voter authorization. Under a formula set by the State, the new G.O. debt cannot exceed two-thirds of the previous year's net debt reduction.

Unfunded Actuarial Accrued Liability (UAAL) – The Actuarial Accrued Liability minus the Actuarial Value of Assets (AVA). UAAL is derived from unfunded Normal costs, actuarial gains/losses, and changes to benefits plan.