

Executive Committee Meeting

6:30 p.m. - Thursday, February 9, 2023

Third Floor Conference Room

233 Middle Street, New Bern, NC

Or by Zoom:

<https://us06web.zoom.us/j/84250652120?pwd=b1QzZzlnU0zREMxWVRUWTFYN3NwZz09>

AGENDA

- 1. Welcome, Invocation, and Call to Order**
- 2. Adopt Agenda – Jay Bender, President**
- 3. Consent Agenda – Jay Bender, President**
 - a. Minutes – Executive Committee Meeting – October 13, 2022**
 - b. Contribution Based Benefit Cap Report**
 - c. C.E.D.S./Economic Development Update**
 - d. Community Planning/Technical Assistance Update**
 - e. Area Agency on Aging Update**
 - f. Transportation Update**
- 4. Budget & Audit Committee Report – Shane Turney, Treasurer**
 - a. Check Register**
 - b. Financial Statements**
 - c. Committee Information & Recommendations**
 - i Potential Pay Schedule Update**
 - ii Potential Personnel Policy Update**
- 5. Status Report on the 90-Day Plan – David Bone, Executive Director**
- 6. S.W.O.T. Analysis (Strengths, Weaknesses, Opportunities, Threats) – David Bone, Executive Director**
- 7. Executive Director's Report – David Bone, Executive Director**
- 8. Member Comments**
- 9. Adjournment**

Executive Committee Meeting
6:30 p.m. - Thursday, October 13, 2022
Third Floor Conference Room
233 Middle Street, New Bern, NC

Minutes

Executive Committee in Attendance:

Jay Bender, President
Bob Cavanaugh, Carteret County Commissioner
Jim Kohr, City of Havelock Commissioner
Steve Wiggins, Town of Mount Olive Commissioner
Ed Riggs, 2nd Vice President
Bill Taylor, Town of Morehead City Commissioner
Shane Turney, Treasurer
Pat Prescott, Pamlico County Commissioner

ECC Staff in Attendance:

David Bone, Executive Director
Melinda McGuire, Finance Director
Heather O'Connor, Area on Aging Director
Kim Baker, Lead Aging Programs Consultant

Guest in Attendance:

Knox Proctor, Attorney, Ward & Smith

1. Welcome, Invocation, and Call to Order

President Bender called the meeting to order at 6:32 p.m. Commissioner Kohr gave the invocation.

2. Adopt Agenda – Jay Bender, President

President Bender suggested adding a Closed Session after Member Comments.
Commissioner Wiggins motioned to adopt amended agenda, seconded by Commissioner Prescott, and motion was approved unanimously.

3. Consent Agenda – Jay Bender President

- a. **Minutes** – Executive Committee Meeting – August 11, 2022
- b. **Contribution Based Benefit Cap Report**
- c. **C.E.D.S. Update**
- d. **Community Planning/Technical Assistance Update**

e. Transportation Report

Commissioner Cavanaugh motioned to approve Consent Agenda, seconded by Commissioner Riggs, and motion was approved unanimously.

4. State's Workforce Development/Educational Attainment Goals Presentation – Toni Blount, myFuture NC

Toni Blount, Regional Impact Manager for a statewide nonprofit organization, myFuture NC, presented on the State's Workforce Development/Education Attainment Goals. myFutureNC was formed in 2019 based on a bi-partisan house bill supported by Governor Cooper to ensure the state remains economically competitive. By 2030, North Carolina needs 2 million 25 to 44 year-olds to have a high-quality credential or postsecondary degree.

67% of jobs in NC require a high-quality credential or postsecondary degree, but only 49% of North Carolinians in the age group have completed that level, so there is a gap. Half of NC employers need more hireable workers, citing there is a lack of skill and overall education. Increasing level of education is important for all students, but especially first-generation students and those with low-income backgrounds.

Ms. Blount said as an accountability partner, we study data driven indicators. Those 18 indicators are Pre-K Enrollment, College and Career Ready in Reading & Math, NAEP Fourth & Either Grade Reading, Chronic Absenteeism, High School Graduation Rate, ACT Performance, FAFSA Completion Rate, Postsecondary Enrollment Rate, First Year Persistence Rate, Postsecondary Completion Rate in 4-year Public & Private institutions, Postsecondary Completion Rate in 2 year Public institutions, Labor Market, Opportunity Youth, Labor Force participation Rate, and Family-sustaining wages.

Across, NC, there are 15 local educational attainment collaboratives, and this region has one called OurFutureENC. The Eastern Carolina Workforce Development Board applied for and received a grant to participate in the initiative.

myFutureNC is advocating for career planning for every middle and high school student in NC, to raise the drop out age from 16 to 18 years of age, and community college scholarship for short term training and high wage jobs.

5. Budget & Audit Committee Report – Shane Turney, Treasurer

- a. **Check Register**
- b. **Financial Statements**
- c. **Committee Information & recommendations**

Treasurer Turney stated the Budget & Audit Committee met earlier to look in more detail the check register and financials, and he reported everything appears to be in order. There was a request to add more detail about EFT transfers.

6. AAA Presentation – Heather O'Connor, Area Agency on Aging Director

Director O'Connor presented on the Area Agency on Aging funding.

The AAA receives \$4.6 million in regional funding allocations for the Older American's Act, which is money allocated to the counties from the state. The AAA is providing Family Caregiver Respite Vouchers in Jones, Pamlico, Carteret, and Craven counties. The pandemic brought in ARPA (\$2.7 million additional funds) and HDC5 (\$317,862) which is being used for the grocery reimbursement program. The HDC5 funds ended in September of 2022, but have been extended to September of 2023. So far with the original grocery reimbursement program in 4 counties ECC has have serviced 214 clients with \$84,000. Working with Finance, the AAA would like to open the project to all nine counties in November. The Vaccine Funds were used to do billboards across the region, and, the deadline was extended for the remaining \$30,000, so the AAA has more time to spend the funds.

The ARPA funds can be used to do minor house repairs, ramps, rails in the bathrooms, or repair sidewalks. Transportation is a big focus, and ECCAAA is looking to partner with the elderly to reimburse them at a set state rate. ECCAAA is also looking to partner with NC Food Bank to produce boxes across the region.

7. Letter to the NC Local Government Commission About the 20-21 Audit – David Bone, Executive Director

Executive Director Bone presented a draft letter to the LGC about the performance indicators highlighted in the audit.

Commissioner Cavanagh motioned to approve the letter to the NC Local Government Commission, seconded by Treasurer Turney, and motion carried unanimously.

8. Audit Contract – David Bone, Executive Director

Executive Director Bone presented the audit contract to the Executive Committee for \$51,200. The reason for the price increase is because last year's audit was late, and there were complications. This year's audit will be late as well, which automatically increases the cost of the work for the auditor.

Executive Director Bone asked for approval of the contract and the engagement letter for the financial audit.

President Bender reminded the Board that it did come as a recommendation from Budget and Audit committee.

All in favor voted aye for approval, there was no nays.

9. 2022 & 2023 Meeting Schedules – David Bone, Executive Director

Executive Director Bone presented the rest of the 2022 Meeting Schedule and the 2023 Meeting Schedule.

In regards to the 2023 schedule, President Bender stated as discussed in the Budget & Audit meeting, to eliminate the August 10th meeting, due to the conflict with the NCACC Annual Conference.

Treasurer Turney motioned to approve the 2023 meeting schedule with changes, seconded by Commissioner Taylor, and motion carried unanimously.

There was discussion of the November 10th, 2022 meeting being a conflict with another meeting in the region.

Commissioner Taylor motioned to proceed with the November 10th meeting, seconded by Treasurer Turney, and motion carried unanimously.

10. Executive Director's Report – David Bone, Executive Director

Executive Director Bone stated there have been 85 responses to the C.E.D.S. survey, and Carteret County has the most responses. ECC is having a Regional Analysis SWOT analysis meeting with the Economic Developers and Planners on Monday and a City and County Managers meeting on Tuesday. There will be a C.E.D.S. update at the General Membership Board meeting in November.

Regarding Technical Assistance efforts, the Town of Newport Town Manager search continues to go well. ECC is partnering with Colliers to conduct a Recreation Master Plan for the Town of Beulaville and a Rural Transformation Grant Applications for the towns of Faison and Richlands. ECC assisted Fremont and Calypso with letters of interest for the Capabilities and Capacity Building Grant program for stormwater assistance. Mr. Bone reported our community planner, Carlton Gideon, has been making contact with our members about ARPA technical assistance. ECC is also currently recruiting for another community planner.

Mr. Bone reported the Transportation staff is working with communities to review the STIP (State Transportation Improvement Plan). The comment period is open until March

17th, 2023. The deadline for RPO's and MPO's to submit project swaps is March 17th, 2023. Mr. Bone said are very proud of our new and updated RPO webpages.

Mr. Bone said we are still waiting on the ARPA technical assistance funding to begin flowing through the state COG Association, and there is still an issue with the federal ID number. The Disaster Recovery proposal was approved by the State, and it has the same issue with the ID number. Presentations to governing board meetings are still going well. Mr. Bone reported he had several conversations with various organizations about supporting our military communities and defense industries in the region. Staff also met with the Coastal Carolina Riverwatch about possible partnership opportunities. Mr. Bone said he is involved with the Workforce Development Leadership Initiative, a program with the NC State Institute for Emerging Issues. This is a collaboration of NC Works Commission and NC Workforce Development boards. Mr. Bone said he attended the state COG association meeting with the COG association, they are advocating, on the federal level, to increase funding for EDA partnership planning grants and decreasing the local share. On the state level, they are advocating to increase funding for long term ombudsman program. The NCARCOG is asking for the state to look at the ARMS program and the issues that it causes. The COG Association is advocating for state funding for COGs to help small towns with financial staff services. Mr. Bone said he received some information about possible new funding for digital inclusion plan, through the State Department of Information Technology.

Upcoming events include the, RISE public workshop at Lenoir Community College on October 18th and 19th, ARPA training partnering with the League of Municipalities in Wallace on October 26th, and a Water and Wastewater Utility staff training in partnership with UNC School of Government Environmental Finance Center on 15th.

11. Member Comments – no comments

12. Closed Session – N.C. General Statute 143.318.11(3) – Attorney-Client Privilege

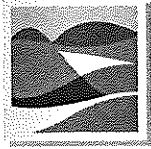
Commissioner Prescott motioned to go into closed session per N.C.G.S. 143.318.11(3), seconded by Commissioner Riggs, and motion carried unanimously.

13. Adjournment

Respectfully submitted,

Jay Bender, President

David Bone, Executive Director



North Carolina Total Retirement Plans



Dale R. Folwell, CPA
STATE TREASURER OF NORTH CAROLINA
DALE R. FOLWELL, CPA

1/19/2023

92507 - NEUSE RIVER COUNCIL OF GOVERNMENTS
ATTN: CHIEF FINANCIAL OFFICER OR BUDGET ADMINISTRATOR
PO BOX 1717
NEW BERN, NC 28560

Dear 92507 - NEUSE RIVER COUNCIL OF GOVERNMENTS:

During the 2014 General Assembly session, contribution-based benefit cap legislation was enacted effective January 1, 2015. This legislation was created to control the practice of "pension spiking," in which a member's compensation substantially increases, resulting in a monthly retirement benefit that is significantly greater than the member and employer contributions would fund. The Contribution-Based Benefit Cap (CBBC) approach was created to protect each system for current and future retirees and to prevent all employers in the Retirement Systems from absorbing the additional liabilities caused by compensation decisions made by other employers. This legislation applies to members who retire on and after January 1, 2015, with an average final compensation of \$100,000 or higher (adjusted annually for inflation), and will directly impact only a small number of those individuals. It requires the member's last employer to pay the additional contribution required to fund the member's benefit in excess of the cap. [G.S. 135-5(a3); 135-4(jj); 128-27(a3); and 128-26(y)]

In order to assist employing agencies with planning and budgeting to comply with the CBBC provisions, we are required to report monthly to each employer a list of those members for whom the employer made a contribution to the Retirement System in the preceding month that are most likely to require an additional employer contribution should they elect to retire in the following 12 months. This letter and the attached report serve as our required monthly notification to your agency under this provision. [G.S. 135-8(f)(2)(f) and G.S. 128-30(g)(2)(b)]

The chief financial officer of your agency is required to provide a copy of the attached report to the chief executive of your agency, as well as to the governing body, including any board which exercises financial oversight. Additionally, the chief financial officer of a public school system is required to provide a copy of the report to the local board of education and notify the board of county commissioners of the county in which the local administrative unit is located that the report was received and how many employees were listed in the report. [G.S. 115C-436(c); 135-8(j); and 128-30(j)]

For the purpose of determining the employees of your agency that are likely to require an additional employer contribution should they elect to retire in the following 12 months, the Retirement System modified the criteria used in the CBBC calculation. This allows for a broad list of potential employees, including those whose compensation average may approach the threshold and attempts to provide your agency with prior notification of a potential cost. The attached report

lists employees of your agency who may be eligible to retire in the next 13 months (at either a reduced or unreduced benefit), whose salary is \$115,000.00 or greater, and whose estimated monthly retirement benefit exceeds the CBBC based on information in the employee's most recent annual benefits statement. In addition, a lower CBBC Factor (i.e., TSERS is 4.2 and LGERS is 4.4) is applied.

This list is not exhaustive, and members included on this list may or may not exceed the CBBC upon retirement, depending on a number of factors such as the member's average final compensation, the member's age at retirement, and membership service. This is merely a notification of a potential cost that your agency may be required to pay, in the form of a lump-sum payment, due after the member retires.

For those employees hired on or after January 1, 2015, the employer is not required to pay the additional contribution to fund the member's benefit in excess of the Contribution-Based Benefit Cap. The employer has the option to pay all or part of the contribution required in excess of the CBBC; the employee also has the option to pay all or part of the contribution. However, should neither of you choose to pay this additional contribution, the employee's retirement benefit will be capped.

You can calculate the likelihood of whether the retirement benefit of a member listed on the attached report will exceed the CBBC with information available on our website at <https://www.myncretirement.com/employers/employer-training/pension-spiking>.

If you have any questions or need assistance in calculating the likelihood of a potential CBBC liability, please contact us at the address or telephone number listed below.

Sincerely,

Retirement Systems Division
N.C. Department of State Treasurer

623_PENSPK



North Carolina
Total Retirement Plans

North Carolina Department of State Treasurer
Retirement Systems Division
3200 Atlantic Ave, Raleigh, NC 27604
1-877-NCSECURE (1-877-627-3287) toll-free • Fax (919) 855-5800
www.myncretirement.com



Dale R. Folwell, CPA
STATE TREASURER OF NORTH CAROLINA
DALE R. FOLWELL, CPA

CONTRIBUTION-BASED BENEFIT CAP REPORT

Agency		Member ID	Name
Members Hired Before Jan 1, 2015	92507-NEUSE RIVER COUNCIL OF GOVERNMENTS	1219755	BONE, DAVID B

• PLEASE FORWARD TO YOUR CHIEF FINANCIAL OFFICER OR BUDGET ADMINISTRATOR

**Consent Agenda Item – Staff Report on Economic Development Efforts
Supported Through EDA CEDS Grant**

February 9, 2023

Summary:

The following is an update on our economic development activity through our EDA Comprehensive Economic Development Strategy (CEDS) grant.

- **2023-27 Comprehensive Economic Development Strategy (CEDS) Plan Update**
 - Approved at the January 12th General Membership Board meeting; submitted to EDA; plan approved by EDA.
- **Board Presentations / Meetings**
 - January 18th – Held a meeting of city managers, county managers, and economic developers at MCAS Cherry Point on January 18th that included a presentation from NC's Southeast.
 - January 23rd – hosted the Legislative Breakfast with 105 officials in attendance.
 - January 25th – prepped for meeting with Pamlico County mayors and managers; meeting postponed.
- **Additional recent CEDS work highlights**
 - Participated in the NCSU Emerging Institute's Workforce Development Leadership Initiative (in partnership with the Eastern Carolina Workforce Development Board) January 19th and 20th.
 - Zoom meeting with new town manager in Pikeville.
 - Conversations with officials from Bridgeton, Beaufort, Emerald Isle, Pamlico County, Newport, Peletier, New Bern, Pink Hill.
 - Sent out grant newsletter for January.
 - Scheduled visit to Wilmington port.
 - Received positive news about Digital Inclusion Grant (in partnership with NCSU Institute for Emerging Issues) to help 6 counties in region (those without one) complete a plan.
 - Ongoing conversations with communities about grant opportunities.
 - Ongoing conversations with EDA staff about CEDS efforts.

Consent Agenda Item – Community Planning / Technical Assistance Update

February 9, 2023

Summary:

The following is an update on our Community Planning / Technical Assistance efforts:

- **New Community Planner Hired** – ECC has hired Holly Craighead as its second Community Planner. Holly started on January 27th on a part-time basis and is scheduled to work on a full-time basis starting in early March. Holly brings a wealth of grant writing and grant management experience.
- **ARP Technical Assistance (through NCARCOG / State grant funding)** – Staff continues to contact members, focusing on:
 - Answering questions about allowable uses, reporting, etc.
 - Do communities have proper policies in place.
- **Disaster Recovery Technical Assistance (through NCARCOG / State grant funding)**
 - Staff continues to work with Upper Coastal Plains COG on a Request for Proposals (RFP) for a consultant to assist with some of the scope of work for the grant.
 - Will soon begin working with a consultant and staff members from other Councils of Government in the near future on developing a curriculum for disaster recovery training. Expect to implement training program in ECC in the fall of 2023.
- **160-D Compliance Ordinance Reviews**
 - Working on executed contracts with Vanceboro and Bogue.
 - Waiting to hear back from a number of other communities to which proposals were sent.
- **Richlands Subdivision Plat Review Service**
 - Services ongoing.
- **Ongoing Projects in Conjunction with Colliers Engineering**
 - Beulaville – Recreation Master Plan / PARTF Grant Appl. (with Colliers) – Public Meeting was held on January 17th.

Summary:

The following is an update from the Area Agency on Aging.

- **Update on AAA Grocery Reimbursement Program** – To help address food insecurity amongst seniors, the Eastern Carolina Council Area Agency on Aging (ECCAAA) is providing a Grocery Reimbursement Assistance Program to senior adults (60 years of age or older) who reside in Carteret, Craven, Duplin, Greene, Jones, Lenoir, Onslow, Pamlico, and Wayne counties. The program funds are available through September 2024 or until the funds have been exhausted.

To date, ECCAAA has worked with 1,048 applications. We have reimbursed \$275,789.05 to seniors through January 31, 2023.

For more information or questions, please contact the Eastern Carolina Council Area Agency on Aging at 252-638-3185, ext. 3015 or aging@eccog.org.

- **Monitoring Continues** – January Brown and Kim Baker have started the 2023 Monitoring for the region. They have monitored several counties to date, and all providers are running the AAA Programs with no concerns. At the current time, we have found no provider out of compliance.
- **Family Caregiver Support Workshops** –ECCAA staff will be scheduling Family Caregiver Support caregiver workshops in multiple counties in the spring to provide education, information, and resources to caregivers.
- **March is National Nutrition Month** –March 2023 is National Nutrition Month, and the 2023 theme is “Fuel for the Future.” ECCAAA staff and counties providers will be providing activities and information throughout the month of March. Contact your local senior centers for information regarding planned events.
- **Employee Recruitment** – The AAA is currently recruiting for an Ombudsman position and plans to recruit soon for an Administrative Assistant.

Summary:

The following is a Transportation update from our RPO staff:

- **Eastern Carolina RPO Technical Coordinating Committee / Technical Advisory Committee Meeting held January 26th** – An ECRPO TCC/TAC meeting was held on January 26th. Both the TCC and TAC made quorum, approved minutes, and approved a letter of support for Lenoir County’s application to complete a Feasibility Study on Phase 2 of the Neuse Riverwalk in Kinston.
- **Down East RPO Meetings held January 24th and 31st** – The DERPO Technical Coordinating Committee (TCC) Meeting met on January 24th, and the DERPO Technical Advisory Committee (TAC) Meeting met on January 31st. At the meeting, the TAC approved the draft Planning Work Program, DERPO’s annual budget, as well as an endorsement of the Craven County Comprehensive Transportation Plan (CTP). There was also a presentation on the Carbon Reduction Program (CRP) by NCDOT staff. The TAC also selected new officers for the year –Commissioner Brandi Robertson of Arapahoe will serve as the new TAC Chair, and Commissioner Chadwick Howard of Craven County will serve as the new TAC Vice-Chair. We thank Ms. Robertson for her previous service as our TAC Vice-Chair, and we especially want to thank our outgoing Chair, Councilman Bill Taylor of Morehead City, for all of his work on behalf of DERPO.
- **Grant Opportunity – NCDOT Carbon Reduction Program** – NCDOTs Transportation Planning Division has issued a call for projects in the Carbon Reduction Program. There is approximately \$19 million to spend on these projects across rural communities in the state for the first two years of the program. While many of the details are being worked out, we can provide the following summary:
 - Projects will be locally administered, meaning whichever community receives the funds is responsible for the delivery of the project.
 - RPO staff is discussing with NCDOT Divisions in the region to understand their willingness to administer these projects. It should be noted that if the Division agrees to administer the project, there is a 10% cost increase for that service. If the Division contracts that service, it is safe to assume a 25% cost increase.
 - These are federal funds, so once the funding is received and signed by the local entity, that entity is on the hook for the local match.
 - Communities interested in these funds should be cautious about inaccurate cost estimates. They will only receive the 80% reimbursement for the funds allocated in their application, any spending at any capacity over the initial amount is the responsibility of the locality (at 100%).
 - Communities should send project ideas to their RPO staff **ASAP** so we can send it up the chain for pre-approval. Even if you believe your project may not qualify, go ahead and send it to your RPO staff to see if it will be approved. Staff will send the project concept to TPD, who will clear it with FHWA, at which time the RPO staff will notify the applicant if the project is eligible.

- Each RPO has 4 submittal slots for communities between 5,000 and 49,999 in population, and 8 submittal slots for communities under 4,999 in population.

Formal applications are due for this program on **March 17th of 2023**, HOWEVER, RPO staff asks that you send project ideas to RPO staff as soon as possible so they can get them pre-approved.

- **STIP** – Our transportation staff continues to work with communities and RPO Committees to review the draft State Transportation Improvement Plan (STIP). The update to the STIP is ongoing and should be wrapped up by the summer of next year.

The deadline for RPOs and MPOs to submit project “swaps” (and the related potential project funding) is March 17th, and there will be local discussions over the next few months to determine any opportunities for swaps.

- **RPO Staff Visiting Local Jurisdictions** – Our RPO staff members continue to reach out to communities to talk about their transportation priorities and how they can help the communities. Please contact them if you are interested in setting-up a meeting.
- **Craven County Comprehensive Transportation Plan (CTP)** – The plan has been adopted by all jurisdictions in Craven County and the RPO and has been sent to the State for final approval.
- **Carteret County Comprehensive Transportation Plan (CTP)** – The first public meeting for the Carteret County CTP took place in Cedar Point on January 31st. There was a large turnout for the first event, where citizens had the opportunity to chat with County, RPO, and NCDOT staff about transportation needs in Carteret County, and to be informed on the purpose of a CTP. A second meeting is planned for Beaufort in February, with the CTP public survey going live shortly after.
- **Greene County Comprehensive Transportation Plan (CTP)** – NCDOT has informed ECRPO staff that they are ready to begin work on the Greene County Comprehensive Transportation Plan. The most recent plan was completed in 2013, so it is due for an update. RPO staff is working on putting a steering committee together, and meeting with Snow Hill, Walstonburg, and Hookerton to introduce the CTP process to them. Once a committee is established and a kickoff meeting is held, the entire process will take 12 to 18 months.

Eastern Carolina Council of Governments

Payment Register from 1/01/2023 to 1/31/2023

01 General - FCB

<u>EFT or Check #</u>	<u>Date</u>	<u>Vendor / Description</u>	<u>Payment Amount</u>
EFT	1/03/2023	[0316] LOCAL GOVERNMENT EMPLOYEES' (Payroll 12/01/2022 - 12/31/2022)	11,371.83
EFT	1/03/2023	[2006] zEFTPS - Payroll taxes (Federal Taxes - Payroll 12/01/2022 - 12/31/2022)	15,984.76
EFT	1/03/2023	[2007] zNC Dept of Revenue (State Taxes - Payroll 12/01/2022 - 12/31/2022)	2,834.00
EFT	1/03/2023	[2009] zPrudential (Payroll 12/01/2022 - 12/31/2022)	3,160.77
99840533	1/04/2023	[0685] 1Time - LINDA BEST (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840538	1/05/2023	[0877] NC Interlocal Risk Management Agency (Additional Premium Due to Audit)	368.83
99840542	1/05/2023	[0878] Wells Fargo Bank (Copier Lease)	550.14
99840541	1/05/2023	[0307] WARD AND SMITH P.A (Legal Fees)	4,062.50
99840540	1/05/2023	[0619] ANGELIA H PRIDGEN (Invoices 1/5/2022, 1/5/2022)	235.05
99840535	1/05/2023	[0873] JANUARY BROWN (Mileage 12/17/2022 - 12/23/2022)	155.63
99840534	1/05/2023	[2174] MICAIAH VAUGHAN ANDERSON (Mileage 12/17/2022 - 12/23/2022)	35.25
99840536	1/05/2023	[2217] Colliers Engineering & Design CT, P.C. (Town of Beulaville PARTF Planning & Grant Application)	3,142.39
99840537	1/05/2023	[2226] LINDA HUGHES (FCSP Caregiver Respite Voucher - 12/17/2022)	20.00
99840539	1/05/2023	[0636] PIEDMONT NATURAL GAS (Gas)	87.02
99840543	1/06/2023	[0685] 1Time - JUDITH SINCLAIR (GROCERY REIMBURSEMENT PROGRAM)	142.72
99840544	1/06/2023	[0685] 1Time - ORLANDO CAMPBELL (GROCERY REIMBURSEMENT PROGRAM)	133.44
99840545	1/06/2023	[0685] 1Time - BRENDA GRAY (GROCERY REIMBURSEMENT PROGRAM)	367.30
99840546	1/06/2023	[0685] 1Time - DEBRA COOPER (GROCERY REIMBURSEMENT PROGRAM)	70.69
99840547	1/06/2023	[0685] 1Time - JANET DENNY (GROCERY REIMBURSEMENT PROGRAM)	140.50
99840548	1/06/2023	[0685] 1Time - TANYA ELY-NOLEN (GROCERY REIMBURSEMENT PROGRAM)	153.47
99840549	1/06/2023	[0685] 1Time - EDNA KEARNEY (GROCERY REIMBURSEMENT PROGRAM)	104.23
99840550	1/06/2023	[0685] 1Time - SHARON LEATHERS (GROCERY REIMBURSEMENT PROGRAM)	27.48
99840551	1/06/2023	[0685] 1Time - JEAN PETERSON (GROCERY REIMBURSEMENT PROGRAM)	168.11
99840552	1/06/2023	[0685] 1Time - MICHAEL PRICE (GROCERY REIMBURSEMENT PROGRAM)	21.02
99840553	1/06/2023	[0685] 1Time - BARBARA SAMPSON (GROCERY REIMBURSEMENT PROGRAM)	51.37
99840554	1/06/2023	[0685] 1Time - LESLIE SIMPSON (GROCERY REIMBURSEMENT PROGRAM)	301.32
99840555	1/06/2023	[0685] 1Time - DEBBY SEYMORE (GROCERY REIMBURSEMENT PROGRAM)	175.89
99840556	1/06/2023	[0685] 1Time - JANICE SQUIRES (GROCERY REIMBURSEMENT PROGRAM)	83.16
99840557	1/06/2023	[0685] 1Time - MARTHA TAYLOR (GROCERY REIMBURSEMENT PROGRAM)	388.48
99840558	1/06/2023	[0685] 1Time - MARY TRUDE (GROCERY REIMBURSEMENT PROGRAM)	215.89
99840559	1/06/2023	[0685] 1Time - DON VANDERHOOF (GROCERY REIMBURSEMENT PROGRAM)	373.07
99840560	1/06/2023	[0685] 1Time - SANDRA WILHELM (GROCERY REIMBURSEMENT PROGRAM)	35.94
99840561	1/06/2023	[0685] 1Time - KIM GEORGE (GROCERY REIMBURSEMENT PROGRAM)	368.24
99840562	1/06/2023	[0685] 1Time - PATRICIA HART (GROCERY REIMBURSEMENT PROGRAM)	130.10
99840563	1/06/2023	[0685] 1Time - WILLIAM ARTHUR (GROCERY REIMBURSEMENT PROGRAM)	86.52
99840564	1/06/2023	[0685] 1Time - ELLEN BATTEN (GROCERY REIMBURSEMENT PROGRAM)	403.36
99840565	1/06/2023	[0685] 1Time - PEGGY CASEY (GROCERY REIMBURSEMENT PROGRAM)	414.66
99840566	1/06/2023	[0685] 1Time - JUDY SUGG (GROCERY REIMBURSEMENT PROGRAM)	234.42
99840567	1/06/2023	[0685] 1Time - CAROLYN WESNESKY (GROCERY REIMBURSEMENT PROGRAM)	126.42
99840568	1/06/2023	[0685] 1Time - CHARLES SEVERANCE (GROCERY REIMBURSEMENT PROGRAM)	121.26
99840569	1/06/2023	[0685] 1Time - CAROLYN DOVE (GROCERY REIMBURSEMENT PROGRAM)	42.15
99840570	1/06/2023	[0685] 1Time - KAREN FIELDS (GROCERY REIMBURSEMENT PROGRAM)	289.66
99840571	1/06/2023	[0685] 1Time - FLORENCE FONVILLE (GROCERY REIMBURSEMENT PROGRAM)	368.75
99840572	1/06/2023	[0685] 1Time - ADELINA HOVIUS (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840573	1/06/2023	[0685] 1Time - DENISE IRVAN (GROCERY REIMBURSEMENT PROGRAM)	299.37

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99840574	1/06/2023	[0685] 1Time - THOMAS LIVINGSTON (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840575	1/06/2023	[0685] 1Time - VIVIAN PEREZ (GROCERY REIMBURSEMENT PROGRAM)	317.04
99840576	1/06/2023	[0685] 1Time - JANICE RUSSELL (GROCERY REIMBURSEMENT PROGRAM)	113.46
99840577	1/06/2023	[0685] 1Time - VICTORIA STEVENS (GROCERY REIMBURSEMENT PROGRAM)	223.01
99840578	1/06/2023	[0685] 1Time - TERESA STILLEY (GROCERY REIMBURSEMENT PROGRAM)	388.16
99840579	1/06/2023	[0685] 1Time - THELMA WEST (GROCERY REIMBURSEMENT PROGRAM)	485.22
99840580	1/11/2023	[0685] 1Time - COLLEEN WILFORD (GROCERY REIMBURSEMENT PROGRAM)	172.11
99840581	1/11/2023	[0685] 1Time - PATRICIA FITZPATRICK (GROCERY REIMBURSEMENT PROGRAM)	120.52
99840582	1/11/2023	[0685] 1Time - LINDA CUSICK (GROCERY REIMBURSEMENT PROGRAM)	80.46
99840583	1/11/2023	[0685] 1Time - ROBERTA DUVAL (GROCERY REIMBURSEMENT PROGRAM)	123.98
99840584	1/11/2023	[0685] 1Time - ALTON WILSON (GROCERY REIMBURSEMENT PROGRAM)	420.80
99840585	1/11/2023	[0685] 1Time - JANICE SQUIRES (GROCERY REIMBURSEMENT PROGRAM)	159.24
99840586	1/11/2023	[0685] 1Time - KENNETH YELVERTON (GROCERY REIMBURSEMENT PROGRAM)	209.97
99840587	1/11/2023	[0685] 1Time - BRIDGETT SMITH (GROCERY REIMBURSEMENT PROGRAM)	60.75
99840588	1/11/2023	[0685] 1Time - DALE GIBBS (GROCERY REIMBURSEMENT PROGRAM)	117.28
99840589	1/11/2023	[0685] 1Time - BARBARA BRADLEY (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840590	1/11/2023	[0685] 1Time - TRELIS MOORE (GROCERY REIMBURSEMENT PROGRAM)	111.87
99840591	1/11/2023	[0685] 1Time - EDWARD MANNING (GROCERY REIMBURSEMENT PROGRAM)	254.87
99840592	1/11/2023	[0685] 1Time - SHIRLEY KOONCE (GROCERY REIMBURSEMENT PROGRAM)	190.85
99840593	1/11/2023	[0685] 1Time - JOHNNY BRIMMER (GROCERY REIMBURSEMENT PROGRAM)	345.44
99840594	1/11/2023	[0685] 1Time - ROBERT DIETRICH (GROCERY REIMBURSEMENT PROGRAM)	115.82
99840595	1/11/2023	[0685] 1Time - WILLIAM ARTHUR (GROCERY REIMBURSEMENT PROGRAM)	137.29
99840596	1/11/2023	[0685] 1Time - MATTIE WILSON-JONES (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840597	1/11/2023	[0685] 1Time - LISA MOORE-MALLARD (GROCERY REIMBURSEMENT PROGRAM)	58.94
99840598	1/11/2023	[0685] 1Time - GUADALUPE GONZALEZ (GROCERY REIMBURSEMENT PROGRAM)	101.62
99840599	1/11/2023	[0685] 1Time - KENNETH GIROUARD (GROCERY REIMBURSEMENT PROGRAM)	25.20
99840600	1/11/2023	[0685] 1Time - PATRICIA NOBLES (GROCERY REIMBURSEMENT PROGRAM)	40.82
99840601	1/11/2023	[0685] 1Time - VIRGINIA WILLIAMS (GROCERY REIMBURSEMENT PROGRAM)	17.66
99840602	1/11/2023	[0685] 1Time - NORMA BARRETT (GROCERY REIMBURSEMENT PROGRAM)	206.99
99840603	1/11/2023	[0685] 1Time - BELVIN MIDGETTE (GROCERY REIMBURSEMENT PROGRAM)	372.14
99840604	1/11/2023	[0685] 1Time - DENISE SIMMONS (GROCERY REIMBURSEMENT PROGRAM)	206.76
99840605	1/11/2023	[0685] 1Time - LINDA BANKS (GROCERY REIMBURSEMENT PROGRAM)	20.75
99840606	1/11/2023	[0685] 1Time - LIONEL LEWIS (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840607	1/11/2023	[0685] 1Time - MARK HOWELL (GROCERY REIMBURSEMENT PROGRAM)	442.94
99840608	1/11/2023	[0685] 1Time - THERESA DIXON (GROCERY REIMBURSEMENT PROGRAM)	201.69
99840609	1/11/2023	[0685] 1Time - CAROLYN FOYE (GROCERY REIMBURSEMENT PROGRAM)	378.81
99840610	1/11/2023	[0685] 1Time - OLLIE PERRY (GROCERY REIMBURSEMENT PROGRAM)	147.06
99840611	1/11/2023	[0685] 1Time - BRENDA OUTLAW (GROCERY REIMBURSEMENT PROGRAM)	143.18
99840612	1/11/2023	[0685] 1Time - MAUREEN PRENDERGAST (GROCERY REIMBURSEMENT PROGRAM)	170.14
99840613	1/11/2023	[0685] 1Time - GENEVIA SANDERS (GROCERY REIMBURSEMENT PROGRAM)	230.81

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99840614	1/11/2023	[0685] 1Time - BARBARA SWINSON (GROCERY REIMBURSEMENT PROGRAM)	55.72
99840615	1/11/2023	[0685] 1Time - DONNA THAXTON (GROCERY REIMBURSEMENT PROGRAM)	77.81
99840616	1/11/2023	[0685] 1Time - HANNAH HALL (GROCERY REIMBURSEMENT PROGRAM)	142.78
99840617	1/11/2023	[0685] 1Time - ANGELYN COX (GROCERY REIMBURSEMENT PROGRAM)	173.06
99840618	1/11/2023	[0685] 1Time - JUANITA ALBERT (GROCERY REIMBURSEMENT PROGRAM)	135.14
99840619	1/11/2023	[0685] 1Time - BARBARA ARNETT (GROCERY REIMBURSEMENT PROGRAM)	184.03
99840620	1/11/2023	[0685] 1Time - WANDA BARNES (GROCERY REIMBURSEMENT PROGRAM)	316.07
99840621	1/11/2023	[0685] 1Time - SANDRA BAXTER (GROCERY REIMBURSEMENT PROGRAM)	47.88
99840622	1/11/2023	[0685] 1Time - PATRICIA FERNANDEZ (GROCERY REIMBURSEMENT PROGRAM)	322.20
99840623	1/11/2023	[0685] 1Time - AUDREY FIELDS (GROCERY REIMBURSEMENT PROGRAM)	98.96
99840624	1/11/2023	[0685] 1Time - GWENDOLYN GARDNER (GROCERY REIMBURSEMENT PROGRAM)	177.18
99840625	1/11/2023	[0685] 1Time - PHOEBE GERO (GROCERY REIMBURSEMENT PROGRAM)	233.25
99840626	1/11/2023	[0685] 1Time - LINDA GREEN (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840627	1/11/2023	[0685] 1Time - DALE HALL (GROCERY REIMBURSEMENT PROGRAM)	423.67
99840628	1/11/2023	[0685] 1Time - BARBARA JOHNSON (GROCERY REIMBURSEMENT PROGRAM)	111.40
99840629	1/11/2023	[0685] 1Time - BARBARA JONES (GROCERY REIMBURSEMENT PROGRAM)	361.80
99840630	1/11/2023	[0685] 1Time - VALERIE KING (GROCERY REIMBURSEMENT PROGRAM)	147.66
99840631	1/11/2023	[0685] 1Time - MONICA MCCONNER (GROCERY REIMBURSEMENT PROGRAM)	485.97
99840632	1/11/2023	[0685] 1Time - LARRY LEWIS (GROCERY REIMBURSEMENT PROGRAM)	186.05
99840633	1/11/2023	[0685] 1Time - SHERRY LINDSAY (GROCERY REIMBURSEMENT PROGRAM)	246.92
99840634	1/11/2023	[0685] 1Time - ISAAC NUNEZ (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840635	1/11/2023	[0685] 1Time - ANNIE PAIGE (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840636	1/11/2023	[0685] 1Time - WILLIAM SOLIDAY (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840637	1/11/2023	[0685] 1Time - JOYCE WATERS (GROCERY REIMBURSEMENT PROGRAM)	303.29
99840638	1/11/2023	[0685] 1Time - MYRTLE WEST (GROCERY REIMBURSEMENT PROGRAM)	140.07
99840639	1/11/2023	[0685] 1Time - STEPHEN WESTGATE (GROCERY REIMBURSEMENT PROGRAM)	201.11
99840640	1/11/2023	[0685] 1Time - KATHERINE FAGAN (GROCERY REIMBURSEMENT PROGRAM)	48.84
99840641	1/12/2023	[0685] 1Time - EDWARD MANNING (GROCERY REIMBURSEMENT PROGRAM)	254.87
99840642	1/13/2023	[0685] 1Time - LARRY MOORE (GROCERY REIMBURSEMENT PROGRAM)	338.74
99840643	1/15/2023	[0685] 1Time - CYNTHIA BLAKE (GROCERY REIMBURSEMENT PROGRAM)	159.78
99840644	1/15/2023	[0685] 1Time - ANGELA SMITH (GROCERY REIMBURSEMENT PROGRAM)	311.90
99840645	1/15/2023	[0685] 1Time - MICHAEL SIMMONS (GROCERY REIMBURSEMENT PROGRAM)	279.42
99840646	1/15/2023	[0685] 1Time - DARLENE SINGLETON (GROCERY REIMBURSEMENT PROGRAM)	302.29
99840647	1/15/2023	[0685] 1Time - CATHY SMITH (GROCERY REIMBURSEMENT PROGRAM)	388.07
99840648	1/15/2023	[0685] 1Time - CONNIE SMITH (GROCERY REIMBURSEMENT PROGRAM)	386.60
99840649	1/15/2023	[0685] 1Time - LYNN SUTTON (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840650	1/15/2023	[0685] 1Time - ERICHA THOMPSON (GROCERY REIMBURSEMENT PROGRAM)	209.04
99840651	1/15/2023	[0685] 1Time - SHARON THOMPSON (GROCERY REIMBURSEMENT PROGRAM)	159.84
99840652	1/15/2023	[0685] 1Time - STEPHANIE DROUIN (GROCERY REIMBURSEMENT PROGRAM)	132.21
99840653	1/15/2023	[0685] 1Time - REGINA GREEN (GROCERY REIMBURSEMENT PROGRAM)	121.90
99840654	1/15/2023	[0685] 1Time - AUDREY FIELDS (GROCERY REIMBURSEMENT PROGRAM)	401.04
99840655	1/15/2023	[0685] 1Time - GERALDINE WINDLEY (GROCERY REIMBURSEMENT PROGRAM)	108.62

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99840656	1/15/2023	[0685] 1Time - VIRGINIA WILLIAMS (GROCERY REIMBURSEMENT PROGRAM)	199.30
99840657	1/15/2023	[0685] 1Time - LOUISE WILLIAMS (GROCERY REIMBURSEMENT PROGRAM)	428.03
99840658	1/15/2023	[0685] 1Time - MARK WIGGINS (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840659	1/15/2023	[0685] 1Time - PAT WESSON (GROCERY REIMBURSEMENT PROGRAM)	61.22
99840660	1/15/2023	[0685] 1Time - JO-ANN WALKER (GROCERY REIMBURSEMENT PROGRAM)	285.82
99840661	1/15/2023	[0685] 1Time - LILLIE TOOTLE (GROCERY REIMBURSEMENT PROGRAM)	364.35
99840662	1/15/2023	[0685] 1Time - DONNA THAXTON (GROCERY REIMBURSEMENT PROGRAM)	129.95
99840663	1/15/2023	[0685] 1Time - DALTON STATEN (GROCERY REIMBURSEMENT PROGRAM)	249.96
99840664	1/15/2023	[0685] 1Time - NATALIE STANDIFER (GROCERY REIMBURSEMENT PROGRAM)	341.30
99840665	1/15/2023	[0685] 1Time - VIRGINIA SMITH-JONES (GROCERY REIMBURSEMENT PROGRAM)	172.66
99840666	1/15/2023	[0685] 1Time - BRIDGETT SMITH (GROCERY REIMBURSEMENT PROGRAM)	198.64
99840667	1/15/2023	[0685] 1Time - MARLENE ROSEN (GROCERY REIMBURSEMENT PROGRAM)	164.64
99840668	1/15/2023	[0685] 1Time - DENISE SANDLIN (GROCERY REIMBURSEMENT PROGRAM)	67.28
99840669	1/15/2023	[0685] 1Time - PATRICIA ROBINSON (GROCERY REIMBURSEMENT PROGRAM)	95.30
99840670	1/15/2023	[0685] 1Time - LOIS PRIVOTT (GROCERY REIMBURSEMENT PROGRAM)	489.30
99840671	1/15/2023	[0685] 1Time - CAROLYN MURRELL-MCCOY (GROCERY REIMBURSEMENT PROGRAM)	50.09
99840672	1/15/2023	[0685] 1Time - JULIUS PETTEWAY (GROCERY REIMBURSEMENT PROGRAM)	23.60
99840673	1/15/2023	[0685] 1Time - GREG HOLT (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840674	1/15/2023	[0685] 1Time - NAPOLEON ALSTON (GROCERY REIMBURSEMENT PROGRAM)	138.56
99840675	1/15/2023	[0685] 1Time - TANNA ANDERSON (GROCERY REIMBURSEMENT PROGRAM)	405.28
99840676	1/15/2023	[0685] 1Time - KATHERINE BAKER (GROCERY REIMBURSEMENT PROGRAM)	267.41
99840677	1/15/2023	[0685] 1Time - MELODY BANKS (GROCERY REIMBURSEMENT PROGRAM)	92.87
99840678	1/15/2023	[0685] 1Time - ELAINE BARNES (GROCERY REIMBURSEMENT PROGRAM)	230.62
99840679	1/15/2023	[0685] 1Time - KEVIN BATTLE (GROCERY REIMBURSEMENT PROGRAM)	333.98
99840680	1/15/2023	[0685] 1Time - EMMA BELL (GROCERY REIMBURSEMENT PROGRAM)	145.16
99840681	1/15/2023	[0685] 1Time - MARIE BELL MINOR (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840682	1/15/2023	[0685] 1Time - RONALD BERRY (GROCERY REIMBURSEMENT PROGRAM)	260.21
99840683	1/15/2023	[0685] 1Time - SHIRLEY BLANTON (GROCERY REIMBURSEMENT PROGRAM)	113.66
99840684	1/15/2023	[0685] 1Time - ARDELLA BROWN (GROCERY REIMBURSEMENT PROGRAM)	293.63
99840685	1/15/2023	[0685] 1Time - BONNIE BRYANT (GROCERY REIMBURSEMENT PROGRAM)	192.26
99840686	1/15/2023	[0685] 1Time - GLORIA BULLOCK (GROCERY REIMBURSEMENT PROGRAM)	458.67
99840687	1/15/2023	[0685] 1Time - SANDRA BUTTS (GROCERY REIMBURSEMENT PROGRAM)	156.83
99840688	1/15/2023	[0685] 1Time - BETSY CAVENAUGH (GROCERY REIMBURSEMENT PROGRAM)	25.43
99840689	1/15/2023	[0685] 1Time - NANCY COLLINS (GROCERY REIMBURSEMENT PROGRAM)	256.79
99840690	1/15/2023	[0685] 1Time - DEBRA COOPER (GROCERY REIMBURSEMENT PROGRAM)	70.69
99840691	1/15/2023	[0685] 1Time - DONNA CROTHERS (GROCERY REIMBURSEMENT PROGRAM)	260.05
99840692	1/15/2023	[0685] 1Time - NANCY DOREMUS (GROCERY REIMBURSEMENT PROGRAM)	55.09
99840693	1/15/2023	[0685] 1Time - JOYCE FISHER (GROCERY REIMBURSEMENT PROGRAM)	186.35
99840694	1/15/2023	[0685] 1Time - FRED GODETTE (GROCERY REIMBURSEMENT PROGRAM)	153.58
99840695	1/15/2023	[0685] 1Time - JACQUELINE GRANGER (GROCERY REIMBURSEMENT PROGRAM)	92.91
99840696	1/15/2023	[0685] 1Time - KARL GRIMM (GROCERY REIMBURSEMENT PROGRAM)	284.67
99840697	1/15/2023	[0685] 1Time - CAROLYN GUTHRIE (GROCERY REIMBURSEMENT PROGRAM)	38.74

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99840698	1/15/2023	[0685] 1Time - ANNIE HALL (GROCERY REIMBURSEMENT PROGRAM)	108.12
99840699	1/15/2023	[0685] 1Time - JOSEPH HAYNES (GROCERY REIMBURSEMENT PROGRAM)	435.35
99840700	1/15/2023	[0685] 1Time - MARY HOLMES (GROCERY REIMBURSEMENT PROGRAM)	434.09
99840701	1/15/2023	[0685] 1Time - CONSTANCE JOHNSON (GROCERY REIMBURSEMENT PROGRAM)	102.59
99840702	1/15/2023	[0685] 1Time - PHYLLIS JONES (GROCERY REIMBURSEMENT PROGRAM)	196.96
99840703	1/15/2023	[0685] 1Time - FLORENCE LANE (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840704	1/15/2023	[0685] 1Time - JUDY LAUGHINGHOUSE (GROCERY REIMBURSEMENT PROGRAM)	186.43
99840705	1/15/2023	[0685] 1Time - GLORIA LEE (GROCERY REIMBURSEMENT PROGRAM)	180.23
99840706	1/15/2023	[0685] 1Time - KENIDA LINARES (GROCERY REIMBURSEMENT PROGRAM)	209.68
99840707	1/15/2023	[0685] 1Time - MICHAEL MUNN (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840708	1/15/2023	[0685] 1Time - SHARON NEVELS (GROCERY REIMBURSEMENT PROGRAM)	173.61
99840709	1/15/2023	[0685] 1Time - CHRISTINE RICKS (GROCERY REIMBURSEMENT PROGRAM)	295.22
99840710	1/15/2023	[0685] 1Time - FLORENCE MCKINNEY (GROCERY REIMBURSEMENT PROGRAM)	168.14
99840711	1/15/2023	[0685] 1Time - DONNA BURBINE (GROCERY REIMBURSEMENT PROGRAM)	207.95
99840712	1/15/2023	[0685] 1Time - ANNE SCOTT (GROCERY REIMBURSEMENT PROGRAM)	64.67
99840713	1/15/2023	[0685] 1Time - DARLA HOWARD (GROCERY REIMBURSEMENT PROGRAM)	220.62
99840714	1/15/2023	[0685] 1Time - SYLVIA WILLIAMS (GROCERY REIMBURSEMENT PROGRAM)	93.11
99840715	1/15/2023	[0685] 1Time - BRENDA BARNES (GROCERY REIMBURSEMENT PROGRAM)	186.27
99840716	1/15/2023	[0685] 1Time - AUDREY QUINN (GROCERY REIMBURSEMENT PROGRAM)	321.35
99840717	1/15/2023	[0685] 1Time - KIMBERLY MOHR (GROCERY REIMBURSEMENT PROGRAM)	231.28
99840718	1/15/2023	[0685] 1Time - CHARLES POTTER (GROCERY REIMBURSEMENT PROGRAM)	120.69
99840719	1/15/2023	[0685] 1Time - CHRISTINE GUTOWSKI (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840720	1/15/2023	[0685] 1Time - REGINA BURNS (GROCERY REIMBURSEMENT PROGRAM)	143.99
99840721	1/15/2023	[0685] 1Time - BETSY BRITT (GROCERY REIMBURSEMENT PROGRAM)	92.00
99840722	1/15/2023	[0685] 1Time - HELEN MOORE (GROCERY REIMBURSEMENT PROGRAM)	441.69
99840723	1/15/2023	[0685] 1Time - FRANK ROUSE (GROCERY REIMBURSEMENT PROGRAM)	147.24
99840724	1/15/2023	[0685] 1Time - JUDITH CHANNELS (GROCERY REIMBURSEMENT PROGRAM)	380.15
99840725	1/15/2023	[0685] 1Time - LINDA HENRY (GROCERY REIMBURSEMENT PROGRAM)	410.35
99840726	1/15/2023	[0685] 1Time - KATRINA WILLIAMS (GROCERY REIMBURSEMENT PROGRAM)	74.64
99840727	1/15/2023	[0685] 1Time - BERNADINE ARMSTRONG-PALMORE (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840728	1/15/2023	[0685] 1Time - ANGELA PAIGE-JONES (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840729	1/15/2023	[0685] 1Time - JO ANN CANNON (GROCERY REIMBURSEMENT PROGRAM)	424.02
99840730	1/15/2023	[0685] 1Time - REGINA CORLEY (GROCERY REIMBURSEMENT PROGRAM)	95.74
99840731	1/15/2023	[0685] 1Time - ROBERT MARSHALL (GROCERY REIMBURSEMENT PROGRAM)	16.72
99840732	1/15/2023	[0685] 1Time - SHELIA DEXTER (GROCERY REIMBURSEMENT PROGRAM)	418.95
99840733	1/15/2023	[0685] 1Time - SANDRA BAXTER (GROCERY REIMBURSEMENT PROGRAM)	102.50
99840734	1/15/2023	[0685] 1Time - HILDA SIMMONS (GROCERY REIMBURSEMENT PROGRAM)	436.44
99840735	1/15/2023	[0685] 1Time - LEN SWAIN (GROCERY REIMBURSEMENT PROGRAM)	237.06
99840736	1/15/2023	[0685] 1Time - CAROL PERRY (GROCERY REIMBURSEMENT PROGRAM)	46.05
99840737	1/15/2023	[0685] 1Time - MARGARET HICKS (GROCERY REIMBURSEMENT PROGRAM)	93.76
99840738	1/15/2023	[0685] 1Time - NANCY BURFEIND (GROCERY REIMBURSEMENT PROGRAM)	438.04
99840739	1/15/2023	[0685] 1Time - FLORENCE HARRIS (GROCERY REIMBURSEMENT PROGRAM)	469.35
99840740	1/15/2023	[0685] 1Time - NANCY GATLING (GROCERY REIMBURSEMENT PROGRAM)	381.89
99840741	1/15/2023	[0685] 1Time - PATRICIA COWARD (GROCERY REIMBURSEMENT PROGRAM)	500.00

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99840742	1/15/2023	[0685] 1Time - LEYCHIA PATTERSON (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840743	1/15/2023	[0685] 1Time - JANICE DAVIS (GROCERY REIMBURSEMENT PROGRAM)	255.22
99840756	1/18/2023	[0637] VERIZON WIRELESS (Telephone - Cell Phones)	449.76
99840750	1/18/2023	[2188] HEATHER LYNN O'CONNOR (Mileage 01/07/2023 - 01/13/2023)	299.67
99840746	1/18/2023	[0873] JANUARY BROWN (Invoices 01/18/2023, 01/18/2023)	137.34
99840751	1/18/2023	[2264] Optimum Business (Phone Provider)	800.73
99840749	1/18/2023	[2278] John Carlton Gideon, III (Mileage 01/07/2023-01/13/2023)	151.24
99840747	1/18/2023	[0635] CITY OF NEW BERN (Utilities)	421.56
99840752	1/18/2023	[0619] ANGELIA H PRIDGEN (Mileage 01/07/2023 - 01/13/2023)	92.36
99840753	1/18/2023	[0337] TERMINIX (Pest Control)	75.00
99840755	1/18/2023	[0445] US POSTAL SERVICE (Rental of PO Box)	435.00
99840754	1/18/2023	[0982] THEE CATERING COMPANY (Meal GMB 1/12/2023)	441.73
99840744	1/18/2023	[1018] 4IMPRINT, INC. (Large Print Word Search Puzzle Book (Qty:500) with ECC-AAA logo for seniors.)	585.91
99840745	1/18/2023	[2132] B&B Communications, Inc. (Go Daddy Office 365)	3,669.96
99840748	1/18/2023	[2169] BECCA JOAN EVERSOLE (Mileage 01/7/2023 - 01/13/2023)	30.13
99840916	1/25/2023	[2169] BECCA JOAN EVERSOLE (Mileage 01/14/2023 - 01/20/2023)	268.65
99840920	1/25/2023	[1076] KINGS RESTAURANT (Invoices 01/25/2023, 1/23/2023)	1,858.36
99840917	1/25/2023	[1076] KINGS RESTAURANT (2023 Legislative Luncheon)	1,658.36
99840919	1/25/2023	[0619] ANGELIA H PRIDGEN (Mileage 01/14/2023 - 01/20/2023)	115.29
99840918	1/25/2023	[0366] MOUNTAINEER COMPUTER SYSTEMS (Invoices 25428, 25512, 25533, 25566, 25720, 25769)	1,920.00
99840915	1/25/2023	[2293] ELECTRONIC SOLUTIONS (LenovoThinkPad T16 Gen 1 16" Touchscreen Notebook - WUXGA (for Heather O'Connor))	2,822.30
99840912	1/25/2023	[0873] JANUARY BROWN (Mileage 01/14/2023 - 01/20/2023)	324.13
99840910	1/25/2023	[2174] MICAHAH VAUGHAN ANDERSON (Mileage 01/14/2023 - 01/20/2023)	41.00
99840913	1/25/2023	[2179] CASTLEBRANCH (Background Check for Planner)	93.75
99840911	1/25/2023	[2213] KIMBERLY SUE BAKER (Mileage 01/07/2023 - 01/13/2023)	34.06
99840914	1/25/2023	[2239] David Cauley (FCSP Caregiver Respite Voucher 1/17/2023)	140.00
99840757	1/25/2023	[0685] 1Time - ANNIE AUGUSTE (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840758	1/25/2023	[0685] 1Time - DANIEL BARTOLINI (GROCERY REIMBURSEMENT PROGRAM)	72.59
99840759	1/25/2023	[0685] 1Time - MARSHALL BROWN (GROCERY REIMBURSEMENT PROGRAM)	214.88
99840760	1/25/2023	[0685] 1Time - TELLORRIE BROWN (GROCERY REIMBURSEMENT PROGRAM)	125.63
99840761	1/25/2023	[0685] 1Time - RETHA DAVIS (GROCERY REIMBURSEMENT PROGRAM)	54.33
99840762	1/25/2023	[0685] 1Time - DAISY DUNCAN (GROCERY REIMBURSEMENT PROGRAM)	127.63
99840763	1/25/2023	[0685] 1Time - ROBERTA DUVAL (GROCERY REIMBURSEMENT PROGRAM)	294.62
99840764	1/25/2023	[0685] 1Time - GEORGIA FONVILLE (GROCERY REIMBURSEMENT PROGRAM)	67.93
99840765	1/25/2023	[0685] 1Time - CATHERINE GIBSON (GROCERY REIMBURSEMENT PROGRAM)	486.25
99840766	1/25/2023	[0685] 1Time - ERIC GODSEY (GROCERY REIMBURSEMENT PROGRAM)	243.20
99840767	1/25/2023	[0685] 1Time - JIMMIE HALL (GROCERY REIMBURSEMENT PROGRAM)	15.47
99840768	1/25/2023	[0685] 1Time - DEBORAH HARGETT (GROCERY REIMBURSEMENT PROGRAM)	42.48
99840769	1/25/2023	[0685] 1Time - ROSETTA JENKINS (GROCERY REIMBURSEMENT PROGRAM)	71.62
99840770	1/25/2023	[0685] 1Time - MARGARET MURRELL (GROCERY REIMBURSEMENT PROGRAM)	48.56
99840771	1/25/2023	[0685] 1Time - DEBORAH NIPPER (GROCERY REIMBURSEMENT PROGRAM)	135.74
99840772	1/25/2023	[0685] 1Time - BARRY PURINTON (GROCERY REIMBURSEMENT PROGRAM)	347.83
99840773	1/25/2023	[0685] 1Time - MARY SAMS (GROCERY REIMBURSEMENT PROGRAM)	133.28
99840774	1/25/2023	[0685] 1Time - WRAY SIMPSON (GROCERY REIMBURSEMENT PROGRAM)	171.91

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99840775	1/25/2023	[0685] 1Time - TOMMY THOMPSON (GROCERY REIMBURSEMENT PROGRAM)	102.73
99840776	1/25/2023	[0685] 1Time - BRENDA JENKINS (GROCERY REIMBURSEMENT PROGRAM)	61.74
99840777	1/25/2023	[0685] 1Time - MELVIN MANN (GROCERY REIMBURSEMENT PROGRAM)	113.21
99840778	1/25/2023	[0685] 1Time - NELDA KESSLER (GROCERY REIMBURSEMENT PROGRAM)	471.75
99840779	1/25/2023	[0685] 1Time - AVERY SMITH (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840780	1/25/2023	[0685] 1Time - CATHY AIKENS (GROCERY REIMBURSEMENT PROGRAM)	65.74
99840781	1/25/2023	[0685] 1Time - SANDRA BAXTER (GROCERY REIMBURSEMENT PROGRAM)	298.41
99840782	1/25/2023	[0685] 1Time - JOHNNY BRIMMER (GROCERY REIMBURSEMENT PROGRAM)	154.56
99840783	1/25/2023	[0685] 1Time - VIRGINIA GIBBS (GROCERY REIMBURSEMENT PROGRAM)	349.22
99840784	1/25/2023	[0685] 1Time - PHAEDRA HOLLEY (GROCERY REIMBURSEMENT PROGRAM)	346.50
99840785	1/25/2023	[0685] 1Time - GLENDA JOHNSON (GROCERY REIMBURSEMENT PROGRAM)	387.40
99840786	1/25/2023	[0685] 1Time - JULIE PITTMAN (GROCERY REIMBURSEMENT PROGRAM)	173.22
99840787	1/25/2023	[0685] 1Time - JOHNNI BLACKWELL (GROCERY REIMBURSEMENT PROGRAM)	18.23
99840788	1/25/2023	[0685] 1Time - MARCO CARRERAS (GROCERY REIMBURSEMENT PROGRAM)	164.49
99840789	1/25/2023	[0685] 1Time - CAROLYN FOYE (GROCERY REIMBURSEMENT PROGRAM)	121.19
99840790	1/25/2023	[0685] 1Time - DARLA HOWARD (GROCERY REIMBURSEMENT PROGRAM)	158.88
99840791	1/25/2023	[0685] 1Time - STEVEN KING (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840792	1/25/2023	[0685] 1Time - KENNETH DUGAN (GROCERY REIMBURSEMENT PROGRAM)	403.03
99840793	1/25/2023	[0685] 1Time - HELEN JENNINGS (GROCERY REIMBURSEMENT PROGRAM)	121.90
99840794	1/25/2023	[0685] 1Time - EFFIERIE JOHNSON (GROCERY REIMBURSEMENT PROGRAM)	191.08
99840795	1/25/2023	[0685] 1Time - KAREN FIELDS (GROCERY REIMBURSEMENT PROGRAM)	193.54
99840796	1/25/2023	[0685] 1Time - DONALD LONG (GROCERY REIMBURSEMENT PROGRAM)	18.17
99840797	1/25/2023	[0685] 1Time - JAMES MANNING (GROCERY REIMBURSEMENT PROGRAM)	56.47
99840798	1/25/2023	[0685] 1Time - PAULA PATSELAS (GROCERY REIMBURSEMENT PROGRAM)	449.96
99840799	1/25/2023	[0685] 1Time - JEAN PETERSON (GROCERY REIMBURSEMENT PROGRAM)	106.03
99840800	1/25/2023	[0685] 1Time - LAURA PITTMAN (GROCERY REIMBURSEMENT PROGRAM)	151.74
99840801	1/25/2023	[0685] 1Time - ALMA ROCHA (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840802	1/25/2023	[0685] 1Time - MARTHA SULLIVAN (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840803	1/25/2023	[0685] 1Time - ARTHINE THOMAS (GROCERY REIMBURSEMENT PROGRAM)	274.00
99840804	1/25/2023	[0685] 1Time - HELEN THOMAS (GROCERY REIMBURSEMENT PROGRAM)	492.84
99840805	1/25/2023	[0685] 1Time - JANET WARD (GROCERY REIMBURSEMENT PROGRAM)	239.61
99840806	1/25/2023	[0685] 1Time - LISA WESTON (GROCERY REIMBURSEMENT PROGRAM)	268.11
99840807	1/25/2023	[0685] 1Time - RICHARD BAKER (GROCERY REIMBURSEMENT PROGRAM)	13.12
99840808	1/25/2023	[0685] 1Time - SALLIE BARRETT (GROCERY REIMBURSEMENT PROGRAM)	30.81
99840809	1/25/2023	[0685] 1Time - BRENDA BERRY (GROCERY REIMBURSEMENT PROGRAM)	46.96
99840810	1/25/2023	[0685] 1Time - FRED BONAR (GROCERY REIMBURSEMENT PROGRAM)	400.03
99840811	1/25/2023	[0685] 1Time - MARY BRAZIL (GROCERY REIMBURSEMENT PROGRAM)	23.71
99840812	1/25/2023	[0685] 1Time - LLOYD BROWN (GROCERY REIMBURSEMENT PROGRAM)	318.34
99840813	1/25/2023	[0685] 1Time - BARBARA BURWELL (GROCERY REIMBURSEMENT PROGRAM)	138.20
99840814	1/25/2023	[0685] 1Time - DIANNE CABLE (GROCERY REIMBURSEMENT PROGRAM)	6.76
99840815	1/25/2023	[0685] 1Time - DANNY COLLINS (GROCERY REIMBURSEMENT PROGRAM)	438.42
99840816	1/25/2023	[0685] 1Time - CLAUDIA CUSHING (GROCERY REIMBURSEMENT PROGRAM)	34.57
99840817	1/25/2023	[0685] 1Time - TONYA EDWARDS (GROCERY REIMBURSEMENT PROGRAM)	32.77
99840818	1/25/2023	[0685] 1Time - DWIGHT FULCHER (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840819	1/25/2023	[0685] 1Time - LOUIS FUMA (GROCERY REIMBURSEMENT PROGRAM)	65.55

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99840820	1/25/2023	[0685] 1Time - JUANITA GARNER (GROCERY REIMBURSEMENT PROGRAM)	174.98
99840821	1/25/2023	[0685] 1Time - SAGER GREENE (GROCERY REIMBURSEMENT PROGRAM)	447.45
99840822	1/25/2023	[0685] 1Time - WILLIAM GURGANIOUS (GROCERY REIMBURSEMENT PROGRAM)	291.24
99840823	1/25/2023	[0685] 1Time - ELIZABETH HILL (GROCERY REIMBURSEMENT PROGRAM)	196.59
99840824	1/25/2023	[0685] 1Time - PAMELA HOLDER (GROCERY REIMBURSEMENT PROGRAM)	35.75
99840825	1/25/2023	[0685] 1Time - LARRY JORDAN (GROCERY REIMBURSEMENT PROGRAM)	117.07
99840826	1/25/2023	[0685] 1Time - PAMELA MARTIN (GROCERY REIMBURSEMENT PROGRAM)	13.91
99840827	1/25/2023	[0685] 1Time - ANNA MIKITUUK (GROCERY REIMBURSEMENT PROGRAM)	499.59
99840828	1/25/2023	[0685] 1Time - IVA MORGAN (GROCERY REIMBURSEMENT PROGRAM)	136.84
99840829	1/25/2023	[0685] 1Time - GERALDINE PARZIALE (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840830	1/25/2023	[0685] 1Time - IDA PELHAM (GROCERY REIMBURSEMENT PROGRAM)	184.33
99840831	1/25/2023	[0685] 1Time - LINDA PELHAM (GROCERY REIMBURSEMENT PROGRAM)	65.93
99840832	1/25/2023	[0685] 1Time - SUSAN PETERSON (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840833	1/25/2023	[0685] 1Time - ELVIS RAYNOR (GROCERY REIMBURSEMENT PROGRAM)	108.41
99840834	1/25/2023	[0685] 1Time - PATRICIA RICHARDSON (GROCERY REIMBURSEMENT PROGRAM)	3.18
99840835	1/25/2023	[0685] 1Time - DONNA RIGGS (GROCERY REIMBURSEMENT PROGRAM)	319.07
99840836	1/25/2023	[0685] 1Time - PATRICIA ROSEMAN (GROCERY REIMBURSEMENT PROGRAM)	348.03
99840837	1/25/2023	[0685] 1Time - JANICE RUSSELL (GROCERY REIMBURSEMENT PROGRAM)	209.15
99840838	1/25/2023	[0685] 1Time - ANNE SCOTT (GROCERY REIMBURSEMENT PROGRAM)	102.55
99840839	1/25/2023	[0685] 1Time - EDNA SIDBERRY (GROCERY REIMBURSEMENT PROGRAM)	21.80
99840840	1/25/2023	[0685] 1Time - JUANITA SOOTER (GROCERY REIMBURSEMENT PROGRAM)	89.41
99840841	1/25/2023	[0685] 1Time - DOMINICK SPADARO (GROCERY REIMBURSEMENT PROGRAM)	16.09
99840842	1/25/2023	[0685] 1Time - LISA SPARR (GROCERY REIMBURSEMENT PROGRAM)	293.13
99840843	1/25/2023	[0685] 1Time - SHIRLEY SUTTON (GROCERY REIMBURSEMENT PROGRAM)	312.24
99840844	1/25/2023	[0685] 1Time - MATTIE TATUM (GROCERY REIMBURSEMENT PROGRAM)	175.58
99840845	1/25/2023	[0685] 1Time - JANICE THORNTON (GROCERY REIMBURSEMENT PROGRAM)	98.54
99840846	1/25/2023	[0685] 1Time - CARYN TONEY (GROCERY REIMBURSEMENT PROGRAM)	455.43
99840847	1/25/2023	[0685] 1Time - DOROTHY USA (GROCERY REIMBURSEMENT PROGRAM)	166.58
99840848	1/25/2023	[0685] 1Time - LISA VAN HORN (GROCERY REIMBURSEMENT PROGRAM)	252.95
99840849	1/25/2023	[0685] 1Time - MARY WATKINS (GROCERY REIMBURSEMENT PROGRAM)	7.30
99840850	1/25/2023	[0685] 1Time - VIRGINIA WILLIAMS (GROCERY REIMBURSEMENT PROGRAM)	225.63
99840851	1/25/2023	[0685] 1Time - RUTH ADAMS (GROCERY REIMBURSEMENT PROGRAM)	201.73
99840852	1/25/2023	[0685] 1Time - DAVID ALBANESE (GROCERY REIMBURSEMENT PROGRAM)	132.04
99840853	1/25/2023	[0685] 1Time - MARTHA ANDERSON (GROCERY REIMBURSEMENT PROGRAM)	146.48
99840854	1/25/2023	[0685] 1Time - WILLIAM BALDREE (GROCERY REIMBURSEMENT PROGRAM)	178.67
99840855	1/25/2023	[0685] 1Time - SHELIA BEST (GROCERY REIMBURSEMENT PROGRAM)	63.58
99840856	1/25/2023	[0685] 1Time - JACK BRANCH (GROCERY REIMBURSEMENT PROGRAM)	226.53
99840857	1/25/2023	[0685] 1Time - FANNIE CHAPMAN (GROCERY REIMBURSEMENT PROGRAM)	474.40
99840858	1/25/2023	[0685] 1Time - JUDITH CLINE (GROCERY REIMBURSEMENT PROGRAM)	76.38
99840859	1/25/2023	[0685] 1Time - ALLEN COLE (GROCERY REIMBURSEMENT PROGRAM)	451.30
99840860	1/25/2023	[0685] 1Time - DELLA COLEMAN (GROCERY REIMBURSEMENT PROGRAM)	23.02
99840861	1/25/2023	[0685] 1Time - DOUGLAS COWAN (GROCERY REIMBURSEMENT PROGRAM)	354.54
99840862	1/25/2023	[0685] 1Time - ROBERT CREECH (GROCERY REIMBURSEMENT PROGRAM)	195.64
99840863	1/25/2023	[0685] 1Time - MARY CREWS (GROCERY REIMBURSEMENT PROGRAM)	257.95
99840864	1/25/2023	[0685] 1Time - MARY CROUELL (GROCERY REIMBURSEMENT PROGRAM)	500.00

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99840865	1/25/2023	[0685] 1Time - ALICE FRANKS (GROCERY REIMBURSEMENT PROGRAM)	224.08
99840866	1/25/2023	[0685] 1Time - ERNESTINE GATEWOOD (GROCERY REIMBURSEMENT PROGRAM)	131.54
99840867	1/25/2023	[0685] 1Time - JUDITH GROVE (GROCERY REIMBURSEMENT PROGRAM)	119.43
99840868	1/25/2023	[0685] 1Time - CAROLYN HALL (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840869	1/25/2023	[0685] 1Time - DONNA HARRISON (GROCERY REIMBURSEMENT PROGRAM)	60.26
99840870	1/25/2023	[0685] 1Time - JEFFREY HATTLEY (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840871	1/25/2023	[0685] 1Time - HILDA ISAACS (GROCERY REIMBURSEMENT PROGRAM)	158.44
99840872	1/25/2023	[0685] 1Time - THERESA JAMES (GROCERY REIMBURSEMENT PROGRAM)	19.84
99840873	1/25/2023	[0685] 1Time - LINDA JONES (GROCERY REIMBURSEMENT PROGRAM)	240.27
99840874	1/25/2023	[0685] 1Time - ROGER JONES (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840875	1/25/2023	[0685] 1Time - ROSE JONES (GROCERY REIMBURSEMENT PROGRAM)	149.04
99840876	1/25/2023	[0685] 1Time - CHARLOTTE KOCH (GROCERY REIMBURSEMENT PROGRAM)	36.22
99840877	1/25/2023	[0685] 1Time - TERRI LAWRENCE (GROCERY REIMBURSEMENT PROGRAM)	124.71
99840878	1/25/2023	[0685] 1Time - DENNIS LOVETT (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840879	1/25/2023	[0685] 1Time - GLORIA MATTHEWS (GROCERY REIMBURSEMENT PROGRAM)	323.39
99840880	1/25/2023	[0685] 1Time - VALERIE MCDUFFIE (GROCERY REIMBURSEMENT PROGRAM)	169.34
99840881	1/25/2023	[0685] 1Time - MICHAEL MCGRAW (GROCERY REIMBURSEMENT PROGRAM)	345.18
99840882	1/25/2023	[0685] 1Time - DIANE MENDER (GROCERY REIMBURSEMENT PROGRAM)	134.54
99840883	1/25/2023	[0685] 1Time - CHARLENE MIDGETTE (GROCERY REIMBURSEMENT PROGRAM)	90.52
99840884	1/25/2023	[0685] 1Time - CAROL MORE (GROCERY REIMBURSEMENT PROGRAM)	130.91
99840885	1/25/2023	[0685] 1Time - EDWARD MOORE (GROCERY REIMBURSEMENT PROGRAM)	36.34
99840886	1/25/2023	[0685] 1Time - TRACY MURRAY (GROCERY REIMBURSEMENT PROGRAM)	179.76
99840887	1/25/2023	[0685] 1Time - ANITRA NELSON (GROCERY REIMBURSEMENT PROGRAM)	128.60
99840888	1/25/2023	[0685] 1Time - PATRICIA NOBLES (GROCERY REIMBURSEMENT PROGRAM)	128.92
99840889	1/25/2023	[0685] 1Time - LEIGH PEOPLES (GROCERY REIMBURSEMENT PROGRAM)	82.53
99840890	1/25/2023	[0685] 1Time - PATRICK PETERS (GROCERY REIMBURSEMENT PROGRAM)	65.28
99840891	1/25/2023	[0685] 1Time - MARY PITTMAN (GROCERY REIMBURSEMENT PROGRAM)	412.22
99840892	1/25/2023	[0685] 1Time - JANICE RICH (GROCERY REIMBURSEMENT PROGRAM)	154.19
99840893	1/25/2023	[0685] 1Time - CHRISTINE RICKS (GROCERY REIMBURSEMENT PROGRAM)	117.19
99840894	1/25/2023	[0685] 1Time - JEAN SCALES (GROCERY REIMBURSEMENT PROGRAM)	162.52
99840895	1/25/2023	[0685] 1Time - DONALD SIMPSON (GROCERY REIMBURSEMENT PROGRAM)	228.61
99840896	1/25/2023	[0685] 1Time - EDWARD SQUIRES (GROCERY REIMBURSEMENT PROGRAM)	62.57
99840897	1/25/2023	[0685] 1Time - JUDY STADELMAN (GROCERY REIMBURSEMENT PROGRAM)	236.84
99840898	1/25/2023	[0685] 1Time - GLENWOOD STANCIL (GROCERY REIMBURSEMENT PROGRAM)	153.57
99840899	1/25/2023	[0685] 1Time - KATHY SWINSON (GROCERY REIMBURSEMENT PROGRAM)	37.61
99840900	1/25/2023	[0685] 1Time - BEVERLY WEATHERS (GROCERY REIMBURSEMENT PROGRAM)	17.58
99840901	1/25/2023	[0685] 1Time - ROBERT WETHERINGTON (GROCERY REIMBURSEMENT PROGRAM)	119.16
99840902	1/25/2023	[0685] 1Time - SYLVIA WILLIAMS (GROCERY REIMBURSEMENT PROGRAM)	201.87
99840903	1/25/2023	[0685] 1Time - GERALDINE WINDLEY (GROCERY REIMBURSEMENT PROGRAM)	106.85
99840904	1/25/2023	[0685] 1Time - SHERYL WOOD (GROCERY REIMBURSEMENT PROGRAM)	202.05
99840905	1/25/2023	[0685] 1Time - BARBARA PARKER (GROCERY REIMBURSEMENT PROGRAM)	496.99

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99840906	1/25/2023	[0685] 1Time - TINA YOUNG (GROCERY REIMBURSEMENT PROGRAM)	487.47
99840907	1/25/2023	[0685] 1Time - PHYLLIS DEAYER (GROCERY REIMBURSEMENT PROGRAM)	105.68
99840908	1/25/2023	[0685] 1Time - KENNETH ERB (GROCERY REIMBURSEMENT PROGRAM)	476.13
99840909	1/25/2023	[0685] 1Time - MIRIAM LEROUX DE NUNEZ (GROCERY REIMBURSEMENT PROGRAM)	135.08
99840921	1/31/2023	[0685] 1Time - STEPHANIE ALLEN (GROCERY REIMBURSEMENT PROGRAM)	213.85
99840922	1/31/2023	[0685] 1Time - MARY BECTON (GROCERY REIMBURSEMENT PROGRAM)	290.00
99840923	1/31/2023	[0685] 1Time - CHRISTINE BELL (GROCERY REIMBURSEMENT PROGRAM)	193.05
99840924	1/31/2023	[0685] 1Time - NANCY BURFEIND (GROCERY REIMBURSEMENT PROGRAM)	61.96
99840925	1/31/2023	[0685] 1Time - SANDRA BUTTS (GROCERY REIMBURSEMENT PROGRAM)	102.01
99840926	1/31/2023	[0685] 1Time - OTTIS CARTER (GROCERY REIMBURSEMENT PROGRAM)	145.17
99840927	1/31/2023	[0685] 1Time - ROBERT DIETRICH (GROCERY REIMBURSEMENT PROGRAM)	193.76
99840928	1/31/2023	[0685] 1Time - JOAN DILDY (GROCERY REIMBURSEMENT PROGRAM)	358.22
99840929	1/31/2023	[0685] 1Time - TAYLOR ELY-NOLEN (GROCERY REIMBURSEMENT PROGRAM)	156.05
99840930	1/31/2023	[0685] 1Time - PATRICIA FERNANDEZ (GROCERY REIMBURSEMENT PROGRAM)	177.80
99840931	1/31/2023	[0685] 1Time - FLORENCE FONVILLE (GROCERY REIMBURSEMENT PROGRAM)	107.00
99840932	1/31/2023	[0685] 1Time - REGINA GREEN (GROCERY REIMBURSEMENT PROGRAM)	129.44
99840933	1/31/2023	[0685] 1Time - SANDRA INGRAM (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840934	1/31/2023	[0685] 1Time - JOHNNY LATHAM (GROCERY REIMBURSEMENT PROGRAM)	80.27
99840935	1/31/2023	[0685] 1Time - ROBERT MARSHALL (GROCERY REIMBURSEMENT PROGRAM)	113.71
99840936	1/31/2023	[0685] 1Time - JEWEL MOORE (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840937	1/31/2023	[0685] 1Time - RACHEL MOYE (GROCERY REIMBURSEMENT PROGRAM)	187.24
99840938	1/31/2023	[0685] 1Time - CAROLYN MURRELL-MCCOY (GROCERY REIMBURSEMENT PROGRAM)	182.42
99840939	1/31/2023	[0685] 1Time - DEBORAH NIPPER (GROCERY REIMBURSEMENT PROGRAM)	82.30
99840940	1/31/2023	[0685] 1Time - VIVIAN PEREZ (GROCERY REIMBURSEMENT PROGRAM)	136.47
99840941	1/31/2023	[0685] 1Time - TIMOTHY RESPER (GROCERY REIMBURSEMENT PROGRAM)	276.67
99840942	1/31/2023	[0685] 1Time - BARBARA SAMPSON (GROCERY REIMBURSEMENT PROGRAM)	46.96
99840943	1/31/2023	[0685] 1Time - MARTHA TAYLOR (GROCERY REIMBURSEMENT PROGRAM)	111.52
99840944	1/31/2023	[0685] 1Time - TERESA STILLEY (GROCERY REIMBURSEMENT PROGRAM)	111.84
99840945	1/31/2023	[0685] 1Time - MARY TRUDE (GROCERY REIMBURSEMENT PROGRAM)	21.76
99840946	1/31/2023	[0685] 1Time - KATRINA WILLIAMS (GROCERY REIMBURSEMENT PROGRAM)	211.84
99840947	1/31/2023	[0685] 1Time - ROBIN WATTS (GROCERY REIMBURSEMENT PROGRAM)	335.96
99840948	1/31/2023	[0685] 1Time - IROLENE WHITEHEAD (GROCERY REIMBURSEMENT PROGRAM)	207.36
99840949	1/31/2023	[0685] 1Time - BEATRICE WILLIAMS (GROCERY REIMBURSEMENT PROGRAM)	96.67
99840950	1/31/2023	[0685] 1Time - MYRTLE YARBER (GROCERY REIMBURSEMENT PROGRAM)	221.87
99840951	1/31/2023	[0685] 1Time - JUANITA ALBERT (GROCERY REIMBURSEMENT PROGRAM)	364.86
99840952	1/31/2023	[0685] 1Time - SANDRA ALSTON (GROCERY REIMBURSEMENT PROGRAM)	286.86
99840953	1/31/2023	[0685] 1Time - SHIRLEY ANDERSON (GROCERY REIMBURSEMENT PROGRAM)	451.19
99840954	1/31/2023	[0685] 1Time - LAURA ANDREWS (GROCERY REIMBURSEMENT PROGRAM)	367.14
99840955	1/31/2023	[0685] 1Time - MELANIE ARTHUR (GROCERY REIMBURSEMENT PROGRAM)	346.29
99840956	1/31/2023	[0685] 1Time - NORA AVERY (GROCERY REIMBURSEMENT PROGRAM)	406.14
99840957	1/31/2023	[0685] 1Time - FRED BONAR (GROCERY REIMBURSEMENT PROGRAM)	99.97
99840958	1/31/2023	[0685] 1Time - JAMES BUNTING (GROCERY REIMBURSEMENT PROGRAM)	500.00

Eastern Carolina Council of Governments

Payment Register from 1/01/2023 to 1/31/2023

01 General - FCB

<u>EFT or Check #</u>	<u>Date</u>	<u>Vendor / Description</u>	<u>Payment Amount</u>
99840959	1/31/2023	[0685] 1Time - DONNA BURBINE (GROCERY REIMBURSEMENT PROGRAM)	122.97
99840960	1/31/2023	[0685] 1Time - LORRAINE BUTLER (GROCERY REIMBURSEMENT PROGRAM)	47.77
99840961	1/31/2023	[0685] 1Time - CATHERINE CHITTY (GROCERY REIMBURSEMENT PROGRAM)	280.06
99840962	1/31/2023	[0685] 1Time - RICHARD COWELL (GROCERY REIMBURSEMENT PROGRAM)	40.58
99840963	1/31/2023	[0685] 1Time - MARY COX (GROCERY REIMBURSEMENT PROGRAM)	177.35
99840964	1/31/2023	[0685] 1Time - DIANE DELORIER (GROCERY REIMBURSEMENT PROGRAM)	322.52
99840965	1/31/2023	[0685] 1Time - JOANNE DOVE (GROCERY REIMBURSEMENT PROGRAM)	333.98
99840966	1/31/2023	[0685] 1Time - JOAN DRTOS (GROCERY REIMBURSEMENT PROGRAM)	283.77
99840967	1/31/2023	[0685] 1Time - NANCY DUBE (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840968	1/31/2023	[0685] 1Time - MARSHA EASTLAND (GROCERY REIMBURSEMENT PROGRAM)	35.91
99840969	1/31/2023	[0685] 1Time - DAVID ELLIOTT (GROCERY REIMBURSEMENT PROGRAM)	339.67
99840970	1/31/2023	[0685] 1Time - SALETHA FONVILLE (GROCERY REIMBURSEMENT PROGRAM)	21.40
99840971	1/31/2023	[0685] 1Time - TERESE GIBBS (GROCERY REIMBURSEMENT PROGRAM)	294.36
99840972	1/31/2023	[0685] 1Time - CYNTHIA GILL (GROCERY REIMBURSEMENT PROGRAM)	39.18
99840973	1/31/2023	[0685] 1Time - BETTE GILLIKIN (GROCERY REIMBURSEMENT PROGRAM)	91.51
99840974	1/31/2023	[0685] 1Time - CHRISTABELL GODWIN (GROCERY REIMBURSEMENT PROGRAM)	367.89
99840975	1/31/2023	[0685] 1Time - AGATHA GOODWIN (GROCERY REIMBURSEMENT PROGRAM)	496.64
99840976	1/31/2023	[0685] 1Time - BRIAN GRABER (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840977	1/31/2023	[0685] 1Time - BARBARA HENDERSON (GROCERY REIMBURSEMENT PROGRAM)	190.91
99840978	1/31/2023	[0685] 1Time - CYNTHIA HENDERSON (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840979	1/31/2023	[0685] 1Time - SUE HEROLD (GROCERY REIMBURSEMENT PROGRAM)	93.81
99840980	1/31/2023	[0685] 1Time - GEORGIA HORRELL (GROCERY REIMBURSEMENT PROGRAM)	59.02
99840981	1/31/2023	[0685] 1Time - BETTY HURST (GROCERY REIMBURSEMENT PROGRAM)	390.57
99840982	1/31/2023	[0685] 1Time - MARY KILPATRICK (GROCERY REIMBURSEMENT PROGRAM)	178.95
99840983	1/31/2023	[0685] 1Time - DEBORAH KINSEY (GROCERY REIMBURSEMENT PROGRAM)	484.70
99840984	1/31/2023	[0685] 1Time - EVA KNIGHTEN (GROCERY REIMBURSEMENT PROGRAM)	56.76
99840985	1/31/2023	[0685] 1Time - JOYCE LATHAM (GROCERY REIMBURSEMENT PROGRAM)	172.57
99840986	1/31/2023	[0685] 1Time - RANDALL LOVELACE (GROCERY REIMBURSEMENT PROGRAM)	282.29
99840987	1/31/2023	[0685] 1Time - JANET MONTERO (GROCERY REIMBURSEMENT PROGRAM)	129.04
99840988	1/31/2023	[0685] 1Time - KAREN MOORE (GROCERY REIMBURSEMENT PROGRAM)	128.82
99840989	1/31/2023	[0685] 1Time - MARY MUMFORD (GROCERY REIMBURSEMENT PROGRAM)	171.46
99840990	1/31/2023	[0685] 1Time - ALICIA OUTLAW (GROCERY REIMBURSEMENT PROGRAM)	272.57
99840991	1/31/2023	[0685] 1Time - VIRGINIA SMITH-JONES (GROCERY REIMBURSEMENT PROGRAM)	58.49
99840992	1/31/2023	[0685] 1Time - LYNN BAUSHKE-WEDDLE (GROCERY REIMBURSEMENT PROGRAM)	60.69
99840993	1/31/2023	[0685] 1Time - BARRY PURINTON (GROCERY REIMBURSEMENT PROGRAM)	152.17
99840994	1/31/2023	[0685] 1Time - VENTIA REYNOSO (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840995	1/31/2023	[0685] 1Time - ANNE SCOTT (GROCERY REIMBURSEMENT PROGRAM)	117.18
99840996	1/31/2023	[0685] 1Time - SANDRA SINGLETON (GROCERY REIMBURSEMENT PROGRAM)	500.00
99840997	1/31/2023	[0685] 1Time - DOMINICK SPADARO (GROCERY REIMBURSEMENT PROGRAM)	127.41
99840998	1/31/2023	[0685] 1Time - BARBARA SPEIGHT (GROCERY REIMBURSEMENT PROGRAM)	470.14
99840999	1/31/2023	[0685] 1Time - BRENDA SPEIGHT (GROCERY REIMBURSEMENT PROGRAM)	431.56

Payment Register from 1/01/2023 to 1/31/2023

01 General - FCB

<u>EFT or Check #</u>	<u>Date</u>	<u>Vendor / Description</u>	<u>Payment Amount</u>
99841000	1/31/2023	[0685] 1Time - ANNIE SMITH (GROCERY REIMBURSEMENT PROGRAM)	468.06
99841001	1/31/2023	[0685] 1Time - DORIS SOUTHERLAND (GROCERY REIMBURSEMENT PROGRAM)	455.63
99841002	1/31/2023	[0685] 1Time - MICHELE STATEN (GROCERY REIMBURSEMENT PROGRAM)	366.84
99841003	1/31/2023	[0685] 1Time - JOHN WINSTON (GROCERY REIMBURSEMENT PROGRAM)	78.61
99841004	1/31/2023	[0685] 1Time - DEBORAH WORLEY (GROCERY REIMBURSEMENT PROGRAM)	104.79
99841005	1/31/2023	[0685] 1Time - ALETTA TAYLOR (GROCERY REIMBURSEMENT PROGRAM)	500.00
99841006	1/31/2023	[0685] 1Time - JOHN HERRING (GROCERY REIMBURSEMENT PROGRAM)	52.91
99841007	1/31/2023	[0685] 1Time - HAZEL GETTY (GROCERY REIMBURSEMENT PROGRAM)	500.00
99841008	1/31/2023	[0685] 1Time - DOROTHY CANADY (GROCERY REIMBURSEMENT PROGRAM)	500.00

Total Payments:**160,207.72**

Financial Statement of Activity
Eastern Carolina Council of Governments
For 1/31/2023

001	M-T-D Actual	Y-T-D Actual	Annual Budget	Budget Remaining	Percent Used
Revenues					
4703. Other Revenue	5,000.00	28,656.77	925,000.00	(896,343.23)	3.10
4712. Appropriated Fund Balance	0.00	0.00	112,332.00	(112,332.00)	0.00
4713. Local Revenue - Dues	0.00	152,578.40	161,420.00	(8,841.60)	94.52
4716. Local Projects	0.00	0.00	59,094.00	(59,094.00)	0.00
4717. ECC Match	0.00	0.00	(141,490.00)	141,490.00	0.00
Total Revenues	5,000.00	181,235.17	1,116,356.00	(935,120.83)	16.23
Expenses					
5455. Board Travel	0.00	0.00	500.00	500.00	0.00
5457. Board Meeting	2,168.24	3,348.41	5,000.00	1,651.59	66.97
5465. President Allowance	0.00	900.00	1,800.00	900.00	50.00
5501. Special Project	12,347.50	26,335.00	0.00	(26,335.00)	0.00
5502. Training	0.00	480.71	4,857.00	4,376.29	9.90
5510. Program Services	0.00	9,362.50	42,429.00	33,066.50	22.07
5700. Mileage Expense	101.43	4,200.08	19,589.00	15,388.92	21.44
5701. Hotel, Meals, Incidentals	0.00	829.53	7,000.00	6,170.47	11.85
5720. Salary	23,117.99	123,166.56	625,415.00	502,248.44	19.69
5721. 401K	741.47	6,484.79	184,805.00	178,320.21	3.51
5722. FICA	1,760.16	9,350.22	18,353.00	9,002.78	50.95
5724. Health Insurance	2,708.10	12,724.55	15,000.00	2,275.45	84.83
5725. Dental Insurance	92.92	457.29	650.00	192.71	70.35
5726. Retirement	2,686.46	13,152.84	16,962.00	3,809.16	77.54
5736. Unemployment Benefits	157.22	266.73	150.00	(116.73)	177.82
5749. Legal Fees	0.00	21,654.75	15,609.00	(6,045.75)	138.73
5750. Consultant	0.00	0.00	81,000.00	81,000.00	0.00
5751. Audit	0.00	1,410.94	25,549.00	24,138.06	5.52
5752. Rent	0.00	26,949.00	53,898.00	26,949.00	50.00
5754. Equipment Lease	475.10	2,850.60	6,000.00	3,149.40	47.51
5757. Insurance & Bonding	0.00	9,970.49	11,000.00	1,029.51	90.64
5758. Postage	0.00	(34.90)	1,400.00	1,434.90	(2.49)
5759. Printing/Publication	0.00	0.00	884.00	884.00	0.00
5760. Telephone, Cell Service	252.33	1,677.53	4,122.00	2,444.47	40.70
5761. Utilities	693.44	6,315.76	15,000.00	8,684.24	42.11
5768. Broadband	0.00	749.97	1,636.00	886.03	45.84
5769. Computer Related Purchase	0.00	0.00	1,925.00	1,925.00	0.00
5770. Office Supplies	0.00	2,631.47	18,713.52	16,082.05	14.06
5771. IT System Administration	3,584.41	5,585.19	5,589.00	3.81	99.93
5772. Dues & Subscriptions	0.00	6,880.13	12,731.00	5,850.87	54.04
5773. Janitorial	0.00	1,275.00	4,896.00	3,621.00	26.04
5774. Advertising	0.00	966.90	1,150.00	183.10	84.08
5775. Maintenance & Repairs	115.00	1,111.30	2,565.00	1,453.70	43.33
5776. Administration Website	0.00	199.95	628.00	428.05	31.84
5778. Copier Costs/Paper	0.00	(1,539.65)	2,600.00	4,139.65	(59.22)
5779. Bank Charges	0.00	796.37	500.00	(296.37)	159.27
5781. Employment Screening	93.75	542.75	500.00	(42.75)	108.55
5899. Indirect Cost	(37,431.74)	(242,973.93)	(94,049.52)	148,924.41	(258.35)
Total Expenses	13,663.78	58,078.83	1,116,356.00	1,058,277.17	5.20
Excess Revenue Over (Under) Expenditures	(8,663.78)	123,156.34	0.00	123,156.34	0.00

Financial Statement of Activity
Eastern Carolina Council of Governments
For 1/31/2023

003	M-T-D Actual	Y-T-D Actual	Annual Budget	Budget Remaining	Percent Used
Revenues					
4701. Federal Revenue	444,558.00	2,991,841.49	3,581,751.00	(589,909.51)	83.53
4702. State Revenue	0.00	0.00	2,500,158.00	(2,500,158.00)	0.00
4711. MIS Revenue	0.00	1,383.12	4,500.00	(3,116.88)	30.74
4713. Local Revenue	0.00	54,568.60	54,566.00	2.60	100.00
4717. ECC Match	0.00	0.00	228,306.00	(228,306.00)	0.00
Total Revenues	444,558.00	3,047,793.21	6,369,281.00	(3,321,487.79)	47.85
Expenses					
5460. MIS Fee	0.00	1,383.12	4,500.00	3,116.88	30.74
5500. Advisory Council	0.00	1,207.38	1,500.00	292.62	80.49
5502. Training	0.00	1,055.00	4,251.00	3,196.00	24.82
5510. Program Services	104,107.26	259,752.52	178,524.00	(81,228.52)	145.50
5700. Mileage Expense	1,594.37	16,035.50	30,729.00	14,693.50	52.18
5701. Hotel, Meals, Incidentals	224.00	6,273.37	8,572.00	2,298.63	73.18
5705. Annual Meeting	0.00	672.49	673.00	0.51	99.92
5720. Salary	39,836.34	335,755.50	797,335.00	461,579.50	42.11
5721. 401K	1,301.64	12,813.57	117,961.00	105,147.43	10.86
5722. FICA	3,016.96	24,916.51	37,139.00	12,222.49	67.09
5724. Health Insurance	5,045.60	43,700.40	67,225.00	23,524.60	65.01
5725. Dental Insurance	197.08	1,750.71	2,968.00	1,217.29	58.99
5726. Retirement	4,743.52	38,777.91	37,726.00	(1,051.91)	102.79
5736. Unemployment Benefits	270.87	433.86	506.00	72.14	85.74
5751. Audit	0.00	21,164.06	31,451.00	10,286.94	67.29
5752. Rent	0.00	120.00	1,440.00	1,320.00	8.33
5758. Postage	0.00	345.45	1,480.00	1,134.55	23.34
5759. Printing/Publication	0.00	926.51	2,000.00	1,073.49	46.33
5760. Telephone, Cell Service	925.37	7,186.94	16,627.00	9,440.06	43.22
5768. Broadband	72.79	2,755.18	10,364.00	7,608.82	26.58
5769. Computer Related Purchase	0.00	5,267.92	6,500.00	1,232.08	81.04
5770. Office Supplies	0.00	3,509.26	12,751.00	9,241.74	27.52
5771. IT System Administration	2,590.55	15,190.57	31,672.00	16,481.43	47.96
5772. Dues & Subscriptions	0.00	8,060.53	15,865.00	7,804.47	50.81
5775. Maintenance & Repairs	0.00	1,428.74	3,500.00	2,071.26	40.82
5778. Copier Costs/Paper	0.00	1,539.65	3,996.00	2,456.35	38.53
5781. Employment Screening	0.00	51.75	52.00	0.25	99.52
5844. 844 ECC CAREGIVER VOUCHERS	160.00	2,286.00	2,500.00	214.00	91.44
5854. 855 ECC SUPPLEMENTAL	0.00	358.29	442.00	83.71	81.06
5899. Indirect Cost	37,431.74	242,973.93	494,414.00	251,440.07	49.14
6200. HCCBG PASS-THRU FUNDS	0.00	1,544,956.00	4,248,718.00	2,703,762.00	36.36
6600. LEGAL AIDE	0.00	8,605.00	20,024.00	11,419.00	42.97
6700. Sr. Center Gen Purpose	0.00	33,054.00	81,978.00	48,924.00	40.32
6800. III-D	0.00	11,796.00	1,127.00	(10,669.00)	1,046.67
6900. CARES FCSP	0.00	17,756.00	2,145.00	(15,611.00)	827.79
6999. Aging P & A Pass-Thru	0.00	0.00	90,626.00	90,626.00	0.00
Total Expenses	201,518.09	2,673,859.62	6,369,281.00	3,695,421.38	41.98
Excess Revenue Over (Under) Expenditures	243,039.91	373,933.59	0.00	373,933.59	0.00

**Budget & Audit Committee Report – Potential Pay Schedule and
Personnel Policy Updates**

February 9, 2023

Summary:

ECC changed its payroll from biweekly to monthly in April 2022, due to staffing issues. This adjustment was also included in the Personnel Policy amendments at the September 8, 2022, meeting. Staff is recommending changing back to biweekly payroll, effective February 1, 2023, for the following reasons:

- Staff members have expressed that monthly payrolls are hard on them financially and would like to return to bi-weekly, if possible.
- ECC's accounting software, Accufund, was originally set-up for bi-weekly payroll. It is not built for monthly payroll, and staff is having issues with monthly billing reports for taxes and benefits.
- Due to the timing of monthly payroll, ECC has been currently paying late fees for benefit payments, and moving to bi-weekly payroll will eliminate these charges.

If ECC moves back to a biweekly payroll schedule, adjustments to the Personnel Policy are required.

Additionally, management is suggesting an additional change to the Personnel Policy regarding merit pay. Merit pay is allowed by the Personnel Policy and has been incorporated into prior budgets; however, merit pay increases have not been implemented in recent years at ECC. Management is asking for additional flexibility regarding merit pay to allow for one-time bonuses or increases in salary. Decisions about any merit adjustments would be based on annual performance evaluations and dependent on funding as included in the budget that is approved by the board.

These recommendations have been discussed with staff.

The staff recommendations will be discussed in the Budget and Audit Committee meeting, prior to the Executive Committee Board meeting.

Request:

- The Executive Committee is asked to consider any recommendations from the Budget and Audit Committee on this matter.

Attachments:

- Pertinent sections of the ECC Personnel Policy, if the ECC Budget and Audit Committee and Executive Committee agree to adjust the payroll to biweekly.

Section 5. Annual Performance Evaluations

Annual performance evaluations are ordinarily completed in September for all regular employees.

Section 6. Merit Pay

Merit increases are not automatic, but may be awarded as in increase of salary and/or a one-time bonus based on annual performance evaluations. The Executive Director may implement merit increases and/or one-time bonuses, provided that funding for such increases is approved by the Board.

Section 7. Payment at a Listed Rate

Employees covered by the salary schedule plan are paid at the listed rate within the salary ranges established for their respective jobs except for employees whose present salaries are above the established maximum rate.

When an employee attains the maximum rate of a salary range for his or her present position, no further salary increases are received unless (1) the position is reclassified, or (2) the employee is promoted to another position with a higher salary range.

Section 8. Pay Rate in Promotion, Demotion, Transfer and Reclassification

When an employee is promoted, demoted, transferred, or reclassified, the rate of pay for the new position is established as follows:

- A. When a promotion occurs, if the employee's new salary is below the minimum, it will be increased at least to the minimum rate of the salary range assigned to the position. If an employee's current salary is already above the new minimum salary rate, his or her salary may be increased at the discretion of the Executive Director.
- B. When a transfer occurs from one position to another position in the same salary grade, the employee will continue to receive the same salary.
- C. When a reclassification occurs and an employee's position is reclassified to a class having a higher salary range, the employee's salary will be increased to at least the minimum step of the new pay range. If the employee's current salary is already above the minimum salary rate, his or her salary may be adjusted by the Executive Director.
- D. When a demotion occurs and an employee's position is changed to a class having a lower salary range, the employee's salary will be within the new pay range.

Section 9. Pay Rates in Salary Plan Revisions

If the Board approves a grade change for a position, the salaries of employees whose positions are assigned to that grade will be affected as follows:

- A. When a higher pay grade is assigned, employees in that grade receive a salary adjustment to at least the minimum step of the new range.
- B. When a lower pay grade is assigned, the salaries of the employees in that grade remain unchanged. If the assignment to a lower pay range results in an employee being paid at a rate above the maximum step established for the new rate, the salary of the employee is maintained at

Article VII. Holidays, Leaves and Time Away from Work

Section 1. Paid Holidays Observed

- A. The following 13 holidays are observed by ECC:
 - 1. New Year's Day
 - 2. Martin Luther King's Birthday
 - 3. Good Friday
 - 4. Memorial Day, as observed by the State of North Carolina
 - 5. Independence Day
 - 6. Labor Day
 - 7. Veterans' Day
 - 8. Thanksgiving Day and the day after Thanksgiving
 - 9. Christmas Eve, Christmas Day, and the day following Christmas
 - 10. One additional day as specified by the Executive Director (currently a fourth day during the Christmas Holiday or Juneteenth, at the employees option)
- B. All full-time employees appointed to regular positions, normally scheduled to work on the day which the holiday falls, receive the holidays with pay. Part-time employees normally scheduled to work on a day designated as a holiday, receive pay according to the stipulations of their offer letter at the time of hiring.
- C. New full-time employees, during their conditional employment period, are eligible to receive holiday pay provided they are normally scheduled to work on that day. New part-time employees, during their conditional employment period, are eligible to receive holiday pay at the rate stipulated in their offer letter at the time of hire.
- D. Unless otherwise approved by the immediate supervisor, holidays are to be taken on the day scheduled.

Section 2. Effect of Holidays on other Types of Paid Leave

Regular holidays that occur during a period of paid leave are not charged as vacation, sick or other paid leave.

Section 3. Adverse Weather Conditions and Other Dangerous

Circumstances Since ECC employees have the ability to work from any place using a mobile device or laptop provided by the office or a personally owned computing device and since all that is needed is an internet connection (and possibly electricity depending on the device), the following policies apply to the late opening, early closure and closure of the ECC offices at the current physical address. Any employee who was already scheduled to telework will be expected to do so per his/her agreement with his/her supervisor regardless of late opening, early closure or closure of the office.

- A. Late Opening--If, in the judgment of the Executive Director, a late opening due to inclement weather is in the best interest of the safety and well-being of ECC employees, the Executive Director may authorize a late opening. Unless otherwise notified, ECC employees will follow the late opening schedule of City of New Bern or Craven County. In the event of a late opening, ECC employees are to continue to work off-site during normal office hours using cloud computing

unless their unique circumstances prohibit them from doing so. The employee is to notify his/her supervisor regarding his or her planned activities.

- B. Early Closure--If, in the judgment of the Executive Director, an early closing due to inclement weather is in the best interest of the safety and well-being of the ECC employees, the Executive Director may authorize the early closure. Unless otherwise notified, ECC employees will follow the early closure schedule of City of New Bern or Craven County. ECC employees are to continue to work off-site during normal office hours using cloud computing unless their unique circumstances prohibit them from doing so. The employee is to notify his or her supervisor regarding his/her planned activities.
- C. Closure--If, in the judgment of the Executive Director, closure of the office due to inclement weather or threatening natural disaster is in the best interest of the safety and well-being of the ECC employees, the Executive Director may authorize such closure. Unless otherwise notified, ECC employees will follow the closure schedule of City of New Bern or Craven County. ECC employees are to continue to work off-site during normal office hours using cloud computing unless their unique circumstances prohibit them from doing so. The employee is to notify his/her supervisor regarding his/her planned activities.
- D. Other Unsafe Circumstances—The Executive Director may also close the office when other unsafe circumstances cause a serious disruption in the ability of the employees to work or to access the office (e.g., HVAC system malfunction, loss of electric power). ECC employees are to continue to work off-site during normal office hours using cloud computing unless their unique circumstances prohibit them from doing so. The employee is to notify his or her supervisor regarding his/her planned activities.
- E. Compensation for time missed due to Adverse Weather Conditions or unsafe circumstances—An employee who works off-site with his/her supervisor's permission is compensated as if she/he were working in the office. Appropriate procedures regarding working from home are to be followed. An employee who, for whatever reason, does not work off-site during a declared closure of the office (full or part of a day) will discuss his or her situation with his or her supervisor. The supervisor will report on the situation and will recommend, and the Executive Director will choose, one of three actions:
 - 1. employee to be compensated using "personal time";
 - 2. employee to be compensated using "other paid time" due to extenuating circumstances;
 - or
 - 3. employee is not to be compensated.

Section 4. Vacation and Sick Leave

- A. Vacation leave is provided for the employee to use at his or her discretion (sick, religious, personal business, vacation, medical or dental care, family needs, educational courses, death leave, etc.). Sick leave is provided for the employee only to use for sickness, bodily injury, medical/dental appointments, temporary disability, quarantine and other illnesses. Employees are encouraged to request time off in advance, whenever possible. Requests to take leave are made to the immediate supervisor and, whenever feasible, the employee's request for specific time off is granted, taking the organization's needs into account. Requests may be disapproved because of

workload or staffing levels. Any conflicts that cannot be resolved by the immediate supervisor are referred to the Executive Director.

- B. Leave time begins accruing upon employment, however, accrued vacation leave time cannot be used until after the successful completion of the initial conditional period of employment (180 days). After that period, time may be taken as accrued.
- C. For the purposes of accrual of vacation leave time, the number of years used to calculate accrued time begins on the corresponding anniversary date.
- D. Leave accrual for full-time regular employees is as follows: (effective ~~April 1, 2022~~ February 1, 2023)

Number of Years	Monthly Bi-weekly Vacation	Monthly Bi-weekly Sick	Total
0-2 years	6.7 <u>3.1</u>	8.7 <u>4</u>	15.44 <u>7.1</u>
2-5 years	8 <u>3.7</u>	8.7 <u>4</u>	16.74 <u>7.7</u>
5-9 years	10 <u>4.6</u>	8.74 <u>4</u>	18.74 <u>8.6</u>
9-12 years	11.9 <u>5.5</u>	8.7 <u>4</u>	20.64 <u>9.5</u>
12-18 years	13.4 <u>6.2</u>	8.74 <u>4</u>	22.14 <u>10.2</u>
18+	15 <u>6.9</u>	8.74 <u>4</u>	23.74 <u>10.9</u>

- E. For purposes of tracking eligible credit towards retirement, upon certification from prior employers of unused time, and upon verification that the NC Local Governmental Employee's Retirement System accepts the previous employer's retirement system transfer of benefits, new employees may transfer any unused sick leave to ECC. Sick leave earned is allowed as creditable service at the time of retirement to employees who are members of the NC Local Government Employees Retirement System.
- F. Vacation leave is cumulative through the last day of December of each year. Any vacation leave accrued in excess of 240 hours will be converted to sick leave if not used by the last day of December of each year. Refer to the current year pay period schedule to determine the actual calendar date since it can change from year to year.
- G. A regular employee who separates is paid for any unused vacation leave that has accrued, not to exceed a maximum of 240 hours at the salary/rate of pay currently being paid. A new employee who is still in his or her conditional period is not eligible to receive accrued vacation leave as pay if he or she separates prior to achieving regular employment status. Advance notice of resignation is required to receive payout of unused vacation leave. If not received, the Executive Director has the option to not pay this benefit to the employee.

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In the event an employee dies while employed with ECC, his or her estate will be paid for all accumulated vacation leave earned, not to exceed 240 hours.

Section 5. Family and Medical Leave Policy

The Family and Medical Leave Act of 1993 (FMLA) which generally covers public employers with more than 50 employees and provides for unpaid job-protected leave to cover employees in certain circumstances. Under the FMLA policy ECC employees will be ineligible for FMLA coverage because ECC employs fewer than 50 employees within a 75 mile radius of its office.

Section 6. Military Service Leave Policy

ECC recognizes that employees may need to be absent from work to serve in the US military. ECC provides military service leaves of absence to all regular full-time, part-time and probationary employees in compliance with the Uniformed Services Employment and Reemployment Rights Act (USERRA) and applicable North Carolina law.

A. Administration of this Policy

If you have any questions regarding this policy or if you have questions about military service leave that are not addressed in this policy, please contact the Executive Director.

B. Procedures

If you need to take military service leave, you should provide advance notice to your supervisor or the Executive Director. When possible, you should give at least 30 days' notice of your request for leave. If 30 days' notice is not possible because of military necessity or for other reasons, you should give as much advance notice as possible unless military necessity prevents the notice or giving notice is otherwise impossible or unreasonable.

Written notice is preferred. Please submit a copy of your military orders, training notice or order to active duty to your supervisor.

C. Eligibility Requirements

1. Eligible Employees

All regular full-time, part-time and probationary employees are eligible for military service leave if they are absent from work because of eligible military service.

2. Eligible Military Service

For purposes of this policy, eligible military service means certain types of service (listed below) in the following branches of the US military:

- a. Armed Forces (Army, Navy, Air Force, Marine Corps and Coast Guard), including the Reserves.
- b. National Guard, when the employee is engaged under federal authority in active duty for training, inactive duty training or full-time National Guard duty.
- c. Commissioned Corps of the Public Health Service

- d. Any other category of persons designated by the President in time of war or national emergency.
- e. Eligible employees may take leave under this policy for the following types of military service:
 - Active duty
 - Active duty for training
 - Initial active duty for training
 - Inactive duty training
 - Full-time National Guard duty.
 - Funeral honors duty performed by National Guard or Reserve members.
 - Submitting to an examination to determine your fitness for any of these services.
 - Service as an intermittent disaster response appointee of the National Disaster Medical System when you are activated under federal authority or attending authorized training in support of a federal mission.

D. Compensation during Leave

During military service leave, employees will be paid the difference (if any) between their ECC base pay and their military pay for the first 15 work days of training or active military duty in each fiscal year. To receive any differential pay, you must submit your military pay stub to the Finance Director so ECC can calculate the differential pay. Employees also may use any or all of their accrued but unused vacation or other paid time off during their military service leave. Otherwise military service leave is unpaid.

E. Reemployment

You may be eligible for reemployment after your military service leave. If you would like to return to work, you must report to work or submit an application for reemployment to the Executive Director, including your military discharge documentation, if available, as follows:

1. If your military service was for less than 31 days, you must report to work on the first regularly scheduled workday that is at least eight hours after you return home from military service.
2. If your military service was for 31 to 180 days, you must apply for reemployment within 14 days following completion of military service.

3. If your military service was for more than 180 days, you must apply for reemployment within 90 days following completion of military service.

If you are unable to comply with this schedule through no fault of your own or if you are injured or recovering from an injury, please speak with the Executive Director as soon as possible to determine if you are eligible for additional time to apply for reemployment.

Nothing in this policy requires ECC to reemploy individuals who are not eligible for reemployment rights under applicable law.

F. *Discrimination and Retaliation Prohibited*

ECC prohibits and will not tolerate discrimination or retaliation against any employee or applicant because of that person's membership in or obligation to perform service for any branch of the US military. Specifically, no one will be denied employment, reemployment, promotion or any other benefit of employment or be subjected to any adverse employment action based on that person's membership in or service for any branch of the US military. In addition, no one will be disciplined, intimidated or otherwise retaliated against because that person exercised rights under this policy or applicable law.

ECC is committed to enforcing this policy against discrimination and retaliation. However, the effectiveness of our efforts depends largely on employees telling us about inappropriate workplace conduct. If employees feel that they or someone else may have been subjected to conduct that violates this policy, they should report it immediately. If employees do not report such conduct, ECC may not become aware of a possible violation of this policy and may not be able to take appropriate corrective action.

Section 7. Civic Leave

Civic leave is granted to all employees who are summoned or subpoenaed to attend court as a juror or witness for the federal or state government. Evidence of required civic service and/or court compensation must be provided.

The employee is entitled to leave with pay for the period of absence required up to a maximum of 10 working days. The employee is entitled to keep any fees received for witness service or jury duty.

Section 8. School and Related Leave

Any employee needing time to attend to the needs of a school-aged child may take up to four hours of leave to do so. Any employee who is the parent or guardian of a child under the jurisdiction of the juvenile courts may take leave to comply with orders of the juvenile courts. Employees shall be provided with reasonable leave to obtain a protective order or other relief from domestic violence. Such leave must be coordinated with the employee's supervisor or the Executive Director.

Update on the Progress Made on the ECC Executive Director's 90-Day Plan

February 9, 2023

Summary:

As part of the hiring / interview process, Executive Director David Bone was asked to provide a 90-day plan to start his tenure as Executive Director. This plan has been used as a guide in the operation of ECC, and progress has been made.

As part of a strategic planning process for ECC, the Executive Director will provide the Executive Committee an update on the progress made with this plan.

With the next agenda item, the Executive Director will facilitate a conversation with the Executive Committee about the Strengths, Weaknesses, Opportunities, and Threats (or SWOT analysis) for the organization. Staff will then take this feedback to develop a new short-term strategic plan for ECC.

Attachments:

- Attached is a copy of the 90-day plan

**Eastern Carolina Council
Executive Director 90-Day Plan
David Bone**

Priorities	Action Plan Items	Day 1 - 30	Day 31 - 60	Day 61 - 90
Establish board/organizational priorities, expectations and stretch goals	A. Establish board / organizational priorities, expectations and stretch goals B. Build relationships with the Executive Committee C. Build relationships with the Board of Directors D. Establish relationships with Managers E. Attend governing board meetings of member organizations (4 per month) F. Attend RPO and Regional Aging Advisory Committee Meetings G. Attend community events in each county	A.1. Hold a work session with the Executive Committee to draft priorities and goals B.1. Schedule weekly conversation with President B.2. Begin sending weekly updates to the Executive Committee C.1. Attend / support Board of Dir. Mtg. D.1. Establish a County Managers Advisory Board F.1. Begin attending RPO, Regional Aging Advisory Committee Meetings	A.2. Take Executive Committee's Priorities to Board of Directors for approval B.3. Begin monthly conversation with each Executive Committee member C.2. Begin sending monthly reports to the Board of Directors D.2. Host a meeting of all County and Municipal Managers E.1. Begin attending governing bd. mtgs. F.2. Continue attendance at RPO, Regional Aging Advisory Comm. Meetings G.1. Begin attending community events	A.3. Provide 90-day status update B.4. Continue updates and conversations with Executive Committee members C.3. Reach out to Board of Directors individually by phone E.2. Continue ongoing attendance of governing board meetings F.3. Maintain ongoing efforts G.2. Maintain ongoing efforts
Build trust, relationships, and lines of communication	H. Communicate expectations to staff, discuss current projects I. Hire an experienced, capable Finance Director J. Establish relationships/communications with outside vendors providing services to ECC members through ECC; explore opportunities to expand K. Explore opportunities to expand services through contractual arrangements with other COGS L. Provide ARPA support services thru COG Director Association M. Review, assess progress on Comprehensive Economic Development Strategy plan (EDA document) N. Work with department directors regularly to update work plans, review departmental effectiveness and explore opportunities to provide enhanced services O. Review SERDI report P. Follow-up on EDA funding opportunity Q. Hire Econ. Dev. Director/Planner, other new staff identified (funded initially by possible EDA grant)	H.1. Begin holding regular staff mtgs. H.2. Begin meeting with indiv. dept. dirs. I.1. Begin marketing the position on LinkedIn page, reaching out to Finance colleagues for referrals J.1. Meet with Colliers and any other vendors for status updates, discussion of accountability / communication of current projects, as well as new opportunities K.1. Continue preliminary conversations with other COG Directors about economic dev., pay studies and other areas for poss. assistance/partnerships M.1. Review plan, current efforts w/ staff N.1. Begin conversations O.1. Discuss SERDI report with Exec. Comm., Mgrs Adv. Board and staff P.1. Touch base with Hillary Sherman, make her aware of my new position, ask if any additional info. Needed	H.3. Continue to hold regular staff mtgs. I.2. Begin evaluating Fin. Dir. Candidates J.2. Continue ongoing communications with vendors K.2. Continue ongoing conversations L.1. Support other COGs with ARPA guidance to ECC members M.2. Discuss service needs with mgrs., begin work to update Comp. Econ. Dev. Strategy document N.2. Continue to coach staff on direction of departments, work plans P.2. Follow-up with EDA Q.1. Once EDA funding awarded, begin marketing the position on LinkedIn page, reaching out to Finance colleagues for referrals	H.4. Consider training opportunities for staff I.3. Conduct Finance Director interviews, hire Finance Director J.3. Discuss potential opportunities for collaboration with outside vendors K.3. Discuss potential opportunities for collaboration with other COGs L.2. Continue ARPA support M.3. Get input on CEDS plan from Executive Committee and regional partners N.3. Continue efforts Q.2. If funding received, continue to advertise for Econ. Dev. / Planner position
Develop a plan and take actions to improve financial sustainability/accountability	R. Develop budgetary baseline with the FY2022-23 Budget S. Review opportunities to receive new revenues from member organizations for new services rendered T. Seek out additional grant opportunities U. Review dues structure (long-term goal)	R.1. Take Draft FY 22-23 Budget to Executive Committee on 5/12/22 M.1. Review plan, current efforts w/ staff N.1. Begin conversations O.1. Discuss SERDI report with Exec. Comm., Mgrs Adv. Board and staff P.1. Touch base with Hillary Sherman, make her aware of my new position, ask if any additional info. Needed	R.2. Take Draft FY 22-23 Budget to General Membership Board on 6/9/22 S.1. Continue conversations with vendor partners and other COGS T.1. Review professional resources for grant opp., engage staff to do same	R.3. Work with Finance Team to close fiscal year, begin to work with auditor S.2. Continue to engage partners and member organizations T.2. Maintain ongoing efforts to seek grant opportunities that align with org.
Focus on customer service and providing value to members; market ECC services to members	V. Make contact with several members weekly about services ECC can provide W. Evaluate services provided X. Create an environment of outreach, quality customer service with staff	W.1. Begin evaluation of services W.2. Engage Executive Committee, Managers Advisory Board for feedback X.1. Begin stressing importance of proactive communication and quality customer service	V.1. Begin marketing/outreach conversations with at least 4 members per week W.3. Continue ongoing efforts to evaluate programs and services X.2. Highlight excellent customer services in newsletter and other avenues	V.2. Maintain ongoing efforts W.3. Engage staff to continually evaluate programs, projects and initiatives for consistent improvement X.3. Continue to highlight the positive, provide constructive feedback

Eastern Carolina Council
Executive Director 90-Day Plan
David Bone

Seek out opportunities to help facilitate regional collaboration and provide regional leadership	<p>Y. Strengthen relationships with regional partners</p> <p>Z. Continually engage member organizations to seek out opportunities</p> <p>AA. Review municipal/county board meeting agendas</p> <p>BB. Read local newspapers in ECC's region to stay abreast of the issues and projects in the region</p>	<p>Y.1. Make introductory visits/phone calls to regional partners</p>	<p>Y.2. Begin attending meetings of other regional partners, when possible</p> <p>Z.1. Discuss opportunities in outreach conversations, other opportunities</p> <p>AA.1. Review agendas online as part of ongoing effort</p> <p>BB.1. Subscribe, as needed</p>	<p>Y.3. Schedule lunch meetings with regional partners</p> <p>Z.2. Continue ongoing efforts</p> <p>AA.2. Continue ongoing efforts</p> <p>BB.2. Continue ongoing efforts</p>
Tell the ECC/member success stories, improve organizational transparency	<p>CC. Update the website</p> <p>DD. Create a Monthly ECC newsletter</p> <p>EE. Proactively send out press releases, as appropriate</p>		<p>CC. 1. Work with staff and the contractor to update info. currently on website</p> <p>DD.1. Begin sending out monthly newsletters to all members</p> <p>EE.1. Begin ongoing effort</p>	<p>CC.2. Develop a scope of work for additional information to be added to the website</p>

S.W.O.T. (Strengths, Weaknesses, Opportunities, and Threats) Analysis

February 9, 2023

Summary:

As part of the hiring / interview process, Executive Director David Bone was asked to provide a 90-day plan to start his tenure as Executive Director. This plan has been used as a guide in the operation of ECC, and progress has been made.

In the prior agenda item, the Executive Director will provide the Executive Committee an update on the progress made with this plan.

With this agenda item, the Executive Director will facilitate a conversation with the Executive Committee about the Strengths, Weaknesses, Opportunities, and Threats (or SWOT analysis) for the organization.

A SWOT analysis guides in the identification of an organization's strengths and weaknesses (S-W), as well as broader opportunities and threats (O-T). Developing a fuller awareness of the situation helps with both strategic planning and decision-making.

A SWOT analysis can offer helpful perspectives at any stage of an effort. It can be used to:

- Explore possibilities for new efforts or solutions to problems.
- Make decisions about the best path for initiatives. Identifying opportunities for success in context of threats to success can clarify directions and choices.
- Determine where change is possible. An inventory of your strengths and weaknesses can reveal priorities as well as possibilities.
- Adjust and refine plans mid-course. A new opportunity might open wider avenues, while a new threat could close a path that once existed.

Staff will then take this feedback to develop a new short-term strategic plan for ECC.

Attachments:

None