



City of Greensboro

Melvin Municipal Building
300 W. Washington Street
Greensboro, NC 27401

Meeting Minutes - Final City Council Special Meeting

Thursday, January 31, 2019

9:00 AM

ACC Hall of Champions Board Room

I. Call To Order

This City Council Special meeting of the City of Greensboro was called to order at 9:00 a.m. on the above date in the ACC Hall of Champions Boardroom of the Greensboro Coliseum Special Events Center with the following members present:

Mayor Nancy Vaughan, Mayor Pro-Tem Yvonne Johnson, Councilmember Marikay Abuziater, Councilmember Sharon Hightower, Councilmember Nancy Hoffmann, Councilmember Michelle Kennedy, Councilmember Justin Outling, Councilmember Tammi Thurm, and Councilmember Goldie Wells.

Also present: City Manager David Parrish, Interim City Attorney Jim Hoffman, City Clerk Betsey Richardson, and Deputy City Clerk Angela R. Lord.

II. Presentations and Council Discussion Items

1. [ID 19-0050](#) Introduction

City Manager David Parrish provided an overview of meeting topics; spoke to providing Council with information and data; to planning operations; to setting Council priorities and objectives; to the 2018 community and organizational events; and to a diverse community. City Manager Parrish highlighted companies coming into Greensboro that had been driven by a logistical location; the availability of jobs; the expansion of the United Parcel Service (UPS); spoke to an aviation focus; to a North Carolina Agricultural and Technical State University (A T & T) engineering facility project and football championship; highlighted the Proximity Mill ground breaking; the Ruth Wicker Tribute to Women celebration; the construction of the Steven Tanger Center for the Performing Arts; and spoke to being an University city with over 60,000 students. Mr. Parrish continued by highlighting a decrease in unemployment; an income increase; spoke to a \$2.5 million tornado response; and to strong growth within the city.

Mayor Pro-Tem Johnson advised that she would leave at 1:00 p.m.; stated she would return following her appointment; and requested the 2018 success and challenge highlights be provided to Council.

City Manager Parrish reviewed information in a pamphlet provided by Communications Director Carla Banks; and confirmed staff would provide copies to Council.

2. [ID 19-0051](#) Current Financial Overview

Budget and Evaluation Director Larry Davis made a PowerPoint Presentation (PPP); outlined topics to be discussed; spoke to assessed valuation growth; to recent trends; to generation of funds; to financial performances; provided an financial status chart for general fund revenue and expenditures; spoke to percentage growth rates; to the upcoming budget cycle; stated expenditures were growing at a faster rate than revenues; reviewed City/County combined annual taxes; spoke to debt services; to the addition of staffing positions; outlined other funding throughout the city; and highlighted Coliseum revenues, events, and current projects. Mr. Davis reviewed Hotel/Motel occupancy funding; voiced concerns with potential increased fuel cost; highlighted health insurance and claims cost; spoke to compensation initiatives; to changes in the recycling program; stated information would be provided at an upcoming work session; reviewed Capital asset needs; identified items to be addressed in 2019-20; spoke to organizational technology and infrastructure; to a Microsoft upgrade; and to the potential generation of revenue with fire inspection fees.

Councilmember Abuzuaiter requested staff to provide a projection of revenue for the Hotel/Motel tax that could be generated with new hotels.

Councilmember Thurm requested staff to provide a detailed analysis for storm costs.

Councilmember Outling requested staff provide additional information on expenditure growth; and on Maintenance & Operations (M & O).

Discussion took place regarding payroll; improvements to employee compensation; debt services; roof and elevator repairs; and funding for road repairs.

City Manager Parrish spoke to a five to ten year plan; outlined plans to improve the city's rate grading; and spoke to roof replacement.

Finance Director Rick Lusk continued the PPP; provided an overview of the 2016 Bond projects; spoke to the funding schedule; to the debt service; funding bonds through 2023; outlined bond project spending; spoke to a projected \$70 million for planned projects; reviewed the 2019-2028 Capital Improvement Plan (CIP); spoke to bond sources; to the borrowing of funds; to authorized bonds; and outlined expenditures by service area and funding sources.

Discussion continued regarding transportation and grant funding; and community concerns with transportation fees.

(A copy of the PowerPoint Presentation is filed in Exhibit Drawer B, Exhibit No. 2 which is hereby referred to and made a part of these minutes)

3. [ID 19-0052](#) Employee Compensation Review

Human Resources (HR) Director Jamiah Waterman recognized HR staff in attendance; made a PPP; spoke to personnel cost; to maintaining a competitive edge; to economic development support; to a reduction in poverty; outlined a competitive salary structure; explained the ranking of jobs; compared benchmark positions; spoke to a 2018 benchmark survey; to proposed grade changes; to competitive incentives; to multiple certifications; and to community development. Mr. Waterman explained adopted signing and incentive bonuses for hard to fill positions; to retaining talent; outlined competitive benefits; and spoke to life insurance packages for employees.

City Manager Parrish spoke to competitive benefits; to above and below market comparisons; and to the benefits program.

Discussion took place regarding package percentages; trade certification funding and incentives; re-establishment of a tuition reimbursement program; in-house learning and development opportunities; the availability of 2019 voluntary benefits paid by the employee for major life incidents; and the City Manager and donated paid leave benefits.

Councilmember Kennedy requested staff to provide a cost analysis for expanding Paid Parental Leave; to research Caregiver Leave; and to research evaluation metrics and turnover rates.

Mr. Waterman spoke to efforts to reduce poverty; to implementation of a minimum salary structure in 2018; to a non-beniffited pay increase; to maintenance of competitive salary positions; salary structures; stated staff did not recommend salary increases for the Fire and Police departments; and spoke to review of performance based salary increases.

Councilmember Outling asked for clarification on the basis for recommendations concerning Fire and Police increases; and about merit increases.

Mr. Waterman outlined percentage increases over the past two years; spoke to turnover data; to employee

recruitment; and reviewed the process for merit increases.

Discussion continued regarding construction trades; performance based guidelines; the employee evaluation process; and supervisory trainings.

Councilmember Hightower inquired about employee surveys.

City Manager Parrish spoke to employee responses to a 2018 survey; and to an upcoming follow-up survey.

Discussion ensued regarding employee concerns; a consumer driven health plan; protections for catastrophic expenses; reducing poverty; retaining talent; workplace culture; the application process timeline; and applicant access to the review process.

Councilmember Hightower requested staff research free parking options for employees.

City Manager Parrish outlined parking benefits; and spoke to a parking increase that would not impact employees.

Councilmember Hoffmann left the meeting at 10:23 a.m. and returned at 10:25 a.m.

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4. [ID 19-0053](#) Status of City Facility Life Cycle Planning

Mayor Vaughan declared a recess at 10:25 a.m. Council reconvened at 10:36 a.m. with all members in attendance except for Councilmember Outling.

Engineering and Inspections Director Kenney McDowell made a PPP; spoke to maintained facility assets in all Council districts; life cycle planning of building needs; to the operating budget; to non-routine maintenance; to the annual M & O budget; to facility reinvestment; to capital assets; voiced concerns for buildings that were over 25 years old; to facility asset conditions; maintenance priorities; life expectancy's; reviewed potential maintenance needs; spoke to dedicated funding; budgeting of non routine items; to a \$1 million gap; outlined the use of capital reserve funds; current maintenance projects; highlighted a current project at the Greensboro Science Center; and additional departmental maintenance needs.

Discussion took place regarding the use of solar panels; solar installation of electric buses; the security badge updates; and needed roof repairs for the Cultural Arts Center.

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5. [ID 19-0090](#) 2018 Crime Review

Police Chief Wayne Scott recognized staff in attendance; made a PPP; spoke to the Safer City Summit; spoke to media coverage; outlined 2018 crime trends; spoke to a reduction in crimes from 2017; provided statistics for homicides; referenced violent crimes and crime rates; recognized coordinated efforts by citizens; outlined comparisons to Sister Cities; provided an area density map by Districts; spoke to hot spot policing; to implementation of Gun Stoppers; to effective programming; and to the recovery of fire arms. Chief Scott reviewed areas of high visibility control; investigative units; spoke to violent crime initiatives; collaborative efforts with the local, state, and federal authorities; outlined 2018 community responses; a job fair at the Coliseum; housing investments; and enforcement and prevention of gangs.

Discussion ensued regarding Neighborhood Oriented policing; the Special Operations division; increase of homicides in Districts 1 and 2; programs for high risk children; and housing investments in east Greensboro.

Chief Scott outlined a relaunch of community watch programs; spoke to a high profile court case; to upcoming employee trainings; to the Police Explorers and School Resource Officers programs; reviewed events for 2019; and spoke to educational opportunities.

Councilmember Outling returned to the meeting at 11:07 a.m.

Discussion took place regarding the Greensboro Police Department (GPD) exceeding state requirements; dealing with deescalation issues; advisement from mental health professionals; current training events; opportunity zones; impact of the economy on violent crimes; and community engagement.

Councilmember Hightower requested staff research the expansion of the National Night Out program to include multiple events during the year.

Chief Scott explained the national program model; spoke to budget impacts; to the Police Academy graduation on February 28th; to growth of the program; provided statistics for filling positions; reviewed national challenges; and spoke to statutes that impact salaries.

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6. [ID 19-0056](#) Plan 2 Play

Parks and Recreation (P & R) Director Nasha McCray recognized staff in attendance; made a PPP; spoke to a Plan2Play update; to their parks and recreation system; to quality of life; to community growth; referenced a master plan from 1988; spoke to a change in trends; to community and departmental engagement; to a people centered focus; to allocation of resources; economic impacts; and to maintaining accreditation.

Mayor Vaughan left the meeting at 11:21 a.m. and returned at 11:24 a.m.

Ms. McCray spoke to program management; outlined the project schedule; spoke to visions and concepts; to the engagement process; to informal survey's; and social media marketing. Ms. McCray continued with highlighting focus group meetings; innovative programs; interactive features; spoke to the master plan vision to include enhancement, expansion, and connectivity; outlined the Plan2Play framework; spoke to the incorporation of bike and walking trails; to enhancement of partnerships; to transformative programs; fresh and dynamic programs; and to an increase of community resources. Ms. McCray outlined facility and staffing needs; spoke to density; to challenges for growth and development; to operations and maintenance needs; to staff reductions; to a streamline of operational services; and to staff recommendations for a 20 year plan.

Mayor Pro-Tem Johnson requested staff to utilize local College and University art departments in the implementation of the plan.

Discussion took place regarding a Windsor Chavis project.

Councilmember Outling requested information regarding the value of assets managed by the department; and a metric for success of plan implementation.

Ms. McCray spoke to staff empowerment; to accessibility; to trail connectivity; provided images of existing and proposed trails; spoke to generation of investment returns; to value of adjacent properties; outlined the next steps; the upcoming schedule; stated staff would present the plan to Council at the February 19th meeting; voiced appreciation for the support of the community, City Council and the City Managers office.

Council commended the P & R department for community outreach; and the recent Ruth Wicker Tribute.

Discussion took place regarding experience of department employees; a budget review; and the loss of P & R facilities over the past few years.

Council requested staff research partnership investments; connectivity of trails; and the expansion of capacity and summer hours.

Mayor Pro-Tem Johnson left the meeting at 11:44 p.m.

Discussion continued regarding the need for capacity expansion; and weekend gang violence.

City Manager Parrish stated staff would provide a Bond Projects Tracker Demonstration during lunch.

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III. Working Lunch

Mayor Vaughan declared a recess at 11:45 a.m. Council reconvened at 12:12 p.m. with all members in attendance.

7. [ID 19-0054](#) Bond Project Tracker Demonstration

Mr. Davis provided an update on the bond tracker system; spoke to dealing with Citywide projects; to upcoming data; requested Council feedback on the tracking system; recognized and commended the work of staff on the project; spoke to testing the program; and to creating filters to identify particular projects.

Councilmember Kennedy left the meeting at 12:16 p.m. and returned at 12:22 p.m.

Mr. Davis outlined website filters; provided a demonstration on navigating the test site; spoke to the timeline for implementing a live website; and to the long term goals for a variety of capital projects.

Mayor Pro-Tem Johnson left the meeting at 12:22 p.m.

IV. Presentations and Council Discussion Items (Cont.)

8. [ID 19-0057](#) Water Resources Update

Mayor Vaughan declared a recess at 12:23 p.m. Council reconvened at 12:45 p.m. with all members in attendance except Mayor Pro-Tem Johnson.

City Manager Parrish recognized Water Resources Senior Manager, Kristine Williams to provide an update.

Ms. Williams made a PPP; spoke to water usage; to reliable water and sewer services; to the quality of services; outlined rate comparisons; federal and state regulations; City Council authority; and spoke to the confidence of the community. Ms. Williams outlined household incomes; rate and cost drivers; rehab of infrastructure; spoke to Fiscal Year 2019 projects; to the lifeline of piping; to an uptake in sanitary sewage overflow; to a ten year regulatory review; to the completion of a biological project in 2020; to the need for upgrades; to growth pressures; and highlighted a capacity study currently underway. Ms. Williams provided a Greensboro/Randolph Megasite update; spoke to emerging contaminants; transparency; to a potential agreement for emergency services from Randolph County; and explained requirements to readopt the Water Shortage Response Plan every five years.

Discussion ensued regarding sewer overflow contributors; Jordan Lake Rules; protection of water quality; ideas for improvements; toxic environments; downstream community involvement; regulations of Perfluorooctanesulfonic acid (PFOS); treatment techniques; future construction projects; and requirement levels of fluoride in the water source.

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V. Next Steps**9. [ID 19-0058](#) Council/Manager Discussion**

City Manager Parrish spoke to Council review of goals, strategies and objectives; and to a Council driven session.

Mayor Pro-Tem Johnson returned to the meeting at 1:52 p.m.

Councilmember Kennedy left the meeting at 2:10 p.m. and returned at 2:12 p.m.

Mayor Vaughan declared a recess at 2:35 p.m. Council reconvened at 2:46 p.m. with all members in attendance.

Council discussion ensued regarding the City of Greensboro Goals and Strategies. The following bullet points were areas of priority; and directives provided to staff.

- * Provide a measurement of goals and objectives; provide an estimated monetary value of goals; research Gateway signage; and enhanced landscape design of publicly owned facilities. (Outling, Hightower, Abuzuaiter).
- * Provide detailed comprehensive Downtown Master Streetscape plan. (Hoffmann, Thurm).
- * Research avenues to expedite Order of Repair procedures; affordable housing; utilization of minority investment groups as options to address home rehab; focus on the Opportunity zones for economic development and investments; and provide timeline for project implementation. (Council).
- * Identify and target resources for a 5 block radius initiative for the 5 hottest locations within the Opportunity zones; to implement an integrated approach on a micro level; to expedite funding availability of fire and inspection fees; research cross pollination between departments; creation of a Government Alliance for Race and Equity Chapter; and explore a fiber ring in District 2 near Bennett College. (Kennedy).
- * Research opportunity for community art piece for water tower new Revolution Mills. (Wells, Johnson).
- * Research recruitment opportunities for young adults; to provide staff follow up to Council; and research stricter code enforcement for fine collections. (Johnson, Hightower).
- * Research signage investment; address poverty; address salary increase options for identified departments; and incentives for weekend enforcement workforce. (Hightower).
- * Research elevated planning fees for expedited inspections; implementation of a website highlighting resources available within the City; and coordinating efforts on energy efficiency. (Thurm).
- * Research utilization of Economic Development partners for marketing opportunities; incentives for attracting young small business entrepreneurs; and research additional connectivity. (Outling).
- * Research focus on Economic and Workforce development. (Vaughan, Wells).
- * Initiate a citizen's survey as a communication tool for a measurement of citizen perceptions. (Hoffmann).
- * Research enhanced transportation services. (Hightower, Wells, Abuzuaiter).
- * Research reimplementing of the IFYI. (Abuzuaiter).
- * Implement a plan for removal of down trees in city right-of-ways. (Vaughan).

City Manger Parrish spoke to proactive communications; to a purpose driven staff; to a community driven organization; and to a strategy for the upcoming year.

(A copy of the Handout is filed in Exhibit Drawer B, Exhibit No. 2 which is hereby referred to and made a part of these minutes)

VI. Adjournment

Moved by Mayor Vaughan, seconded by Councilmember Kennedy, to adjourn the meeting. The motion carried by voice vote.

THE CITY COUNCIL ADJOURNED AT 3:30 P.M.

ANGELA R. LORD

DEPUTY CITY CLERK

NANCY VAUGHAN
MAYOR