



# City of Greensboro

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

## Meeting Minutes - Final City Council Work Session

Tuesday, February 18, 2020

2:30 PM

Plaza Level Conference Room

### I. Call To Order

This City Council work session of the City of Greensboro was called to order at 2:30 p.m. on the above date in the Plaza Level Conference Room of the Melvin Municipal Office Building with the following members present:

Mayor Nancy Vaughan, Councilmembers Marikay Abuzuaiter, Sharon Hightower, Nancy Hoffmann, Yvonne J. Johnson, Michelle Kennedy, Justin Outling, Tammi Thurm, and Goldie Wells.

Also present were City Manager David Parrish, City Attorney Chuck Watts and Deputy City Clerk Tebony Rosa.

### II. Presentations

#### 1. [ID 20-0198](#) Financial Update

City Manager David Parrish extended greetings; and recognized Assistant City Manager Larry Davis.

Assistant City Manager Davis made a PowerPoint Presentation (PPP); explained fiscal year (FY) 19-20 highlights and trends in the general fund revenue and expenditures; provided a synopsis of previous fiscal years; spoke to tax base growth; to property revaluation; to debt service fund transfer; to citywide events that generated tax proceeds and revenue; to bonds; to departmental budget contributions; to future funding sources; to city employee compensation initiatives; to economic development improvements; and to annual building maintenance.

Discussion ensued regarding employee contributions to the retirement system; minimum wage; merit increases; and caregiver leave.

Councilmember Outling requested an update on the FY 19-20 fund balance relative to additional full-time and part-time positions.

(A copy of the PowerPoint Presentation is filed in Exhibit Drawer C, Exhibit No. 5, which is hereby referred to and made a part of these minutes.)

#### 2. [ID 20-0117](#) CC Retreat Preview

City Manager Parrish recognized Master Certified Strategic Planner, Meredith Powell.

Ms. Powell gave a PPP; provided insight on setting long-term goals; spoke to external factors in the decision-making process; to creating a living document; to the Strengths, Weaknesses, Opportunities and Threats (SWOT) Analysis; to data comparisons; to the mission and vision statements; and explained that core values are governing, or guiding, principles.

Discussion took place regarding Greensboro's image; affordable living; and the inclusion of all staff levels in the strategic planning process.

Councilmembers participated in a group exercise for the city's vision statement; core values; and long-term goals.

Discussion continued regarding the organizational philosophy; creation of a new vision statement; adding

terminology; creating an acronym; an understanding of the meaning of the terms 'equity', 'community', 'compassion', 'progressive', 'sustainability', and 'welcoming'. Additional discussion took place regarding goals; an action plan; implementation timeline; accountability; directives; and reporting requirements.

(A copy of the PowerPoint Presentation is filed in Exhibit Drawer C, Exhibit No. 5, which is hereby referred to and made a part of these minutes.)

### 3. [ID 20-0199](#) GCJAC Update

City Manager Parrish recognized Assistant City Manager Trey Davis who introduced Police Chief Brian James, Greensboro Criminal Justice Advisory Commission (GCJAC) Administrator Latisha McNeil, and GCJAC members Tom Phillips and Jay Webb.

Mr. Webb provided a handout; spoke to Consent to Search Forms; to transparency; to policy education; and to recommendations by the Commission.

Discussion ensued regarding documentation; body-worn camera footage; accountability; officer disciplinary procedures; probable cause determinations; constitutional rights; and language concerns.

Chief James spoke to the Professional Standards Division protocols; to the Police Community Review Board (PCRB) procedures; to the appellate process; and to GCJAC review of PCRB cases.

Discussion continued regarding options for sister-city traffic stop procedures; consent-to-search card language; GCJAC disparity study; and measurement of success metrics in search protocols.

### **Recess to Closed Session**

Moved by Mayor Pro-Tem Johnson, seconded by Councilmember Thurm, to go into closed session to preserve the attorney-client privilege between the City's attorneys and the City Council. The motion carried by voice vote.

The City Council Work Session recessed to closed session at 4:52 p.m.

Council returned to open session in the Council Chamber at 5:37 p.m. with all members in attendance.

Moved by Councilmember Abuzuaiter, seconded by Councilmember Wells, to return to open session at 5:37 p.m. The motion carried by voice vote.

### **III. Adjournment**

It was the consensus of Council to adjourn the work session. The motion carried by voice vote.

THE CITY COUNCIL ADJOURNED AT 4:53 P.M.

TEBONY C. ROSA  
DEPUTY CITY CLERK

NANCY VAUGHAN  
MAYOR