



City of Greensboro

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

Meeting Minutes - Final City Council

Friday, January 29, 2016

9:30 AM

ACC HALL OF CHAMPIONS

I. OPENING REMARKS

This City Council Annual Priority Setting Session of the City of Greensboro was called to order at 9:30 a.m. on the above date in the ACC Hall of Champions Board Room of the Greensboro Coliseum Complex with the following members present: Mayor Nancy Vaughan, Councilmembers Marikay Abuzuaite, Mike Barber, Jamal Fox, Sharon Hightower, Nancy Hoffmann, Justin Outling and Tony Wilkins.

Absent: Mayor Pro-Tem Yvonne Johnson.

Also present were City Manager Jim Westmoreland, City Attorney Tom Carruthers and City Clerk Betsey Richardson.

1. [ID 16-0105](#) Opening Remarks/Agenda Review - Mayor Vaughan, City Manager Westmoreland

City Manager Westmoreland provided an overview of the packet provided to Council; spoke to transforming the City; and outlined the proposed schedule for the session.

Mayor Vaughan added that Council would get through the informational portion of the agenda this morning.

City Manager Westmoreland showed a video outlining the work and events that had taken place throughout the City in 2015.

II. PRESENTATIONS AND UPDATES

2. [ID 16-0106](#) 2015 Year in Review - City Manager Westmoreland

Councilmembers spoke to the accomplishments they were most proud of during the past year such as job creation; the growth of the M/WBE Program; inclusion of all in the City process; Gate City Boulevard streetscape project; rebranding the Gate City corridor; the establishment of the Family Justice Center as well as partnering with Guilford County and High Point; economic development partnerships; improved quality of life; attention to East Greensboro; putting Greensboro on the map; inner City development; working with the private sector to develop LeBauer Park and the Tanger Performing Arts Center; enhanced marketing for the City; growing the tax base while refraining from a tax increase over the past nine years; and innovative ideas.

City Manager Westmoreland provided his perspective of the work the City had done over the past year; stated staff had seen indicators that the economic climate was improving; gave credit to Council and the City staff team for driving things forward; and made a PowerPoint Presentation that outlined the 2015 Priorities and Accomplishments.

Discussion ensued regarding the Clemson Study; revenues generated as a result of Coliseum events; hotel/motel tax impact; and ticket tax and user fees.

City Manager Westmoreland was requested to provide Council with the Clemson Study information.

The PowerPoint Presentation highlighted a collaborative focus to move Greensboro forward; a review of recent accomplishments; and a review of the five goals of Council being Economic Development, Infrastructure, Public Safety, Customer Service, and Fiscal Stewardship.

City Manager Westmoreland reviewed changes by staff such as moving forward with a paperless agenda; transitioning to the Council Committee Structure; economic development growth; establishment of an 8/80 impact zone; the Randolph County Megasite project; creation of an M/WBE Coordinating Committee and growth of the M/WBE Program; and provided highlights of the public safety departments.

3. [ID 16-0108](#) Organizational Financial Status and Needs Review - City Manager Westmoreland and Staff

City Manager Westmoreland recognized Budget Director Larry Davis for a presentation on the organizational financial status, needs and forecast.

Councilmember Wilkins asked if staff was considering a tax increase.

Mr. Davis provided a PowerPoint Presentation that assessed the valuation growth; outlined the major General Fund Revenue highlights; property tax; general sales tax; utility sales tax; ABC revenue/beer & wine tax; and building permit fees. Mr. Davis added that the City still had a minor annual valuation growth in the tax base; did not have a lot of additional revenues; stated the organization had begun to see an improvement; confirmed that the capital reserve account had been replenished; and stated the City had back to back winning years. Mr. Davis explained that the general fund balance was approximately \$264 million; spoke to fuel and equipment costs; provided an overall summary of the general fund over the past several years; provided an overview of the employee insurance fund; funding for personnel; and reviewed positions that had been changed over the past several years.

Councilmember Barber asked how a hiring freeze would impact departments; and stated that former Assistant City Manager Mary Vigue had developed a chart which reflected the total number of employees broken down with salary costs.

Discussion took place regarding impact of budget cuts on operational and public safety departments.

City Manager Westmoreland was requested to provide a monthly report of the total number of City employees with a breakdown of salary costs in the Bi-Weekly report that would include the previous month's report with strikethroughs for comparison; and to provide a spreadsheet of the past ten years showing departmental reductions.

Mr. Davis reviewed the debt service objectives; 2006, 2008 and 2009 bonds; current projections for the debt service fund; upcoming bond projects; and items of optimism and concern during the next budget cycle.

Discussion ensued around bond projects; a possible bond referendum in November; what it would take to get projects completed quickly; timing for projects; the need to notify taxpayers of the impact a bond referendum might have on taxes; and review of the part time, hourly and roster employees with regard to the minimum wage increase.

City Manager Westmoreland was requested to notify taxpayers on the bond referendum ballot of the impact on their taxes for each referendum if possible.

City Manager Westmoreland stated he hoped to provide Council with information regarding the impact of the minimum wage increase on part time, roster and hourly employees within a month.

Councilmember Barber asked that the wording in the previous resolution be changed from 'policy' to 'goal'.

Mayor Vaughan reminded Council that the City's water rates were the second lowest in the state; and requested that the City broadcast that information.

Discussion took place regarding user fees; services provided through taxes; comparison of what other cities provided; a report by the John Locke Foundation; sales tax distribution; and educating citizens to understand the value of services they received through taxes.

City Manager Westmoreland was requested to explore how the City could provide user fee comparison numbers with other cities with the inclusion of services provided through City tax dollars.

Mayor Vaughan declared a ten minute recess at 10:56 a.m. Council reconvened at 11:09 a.m. with all members in attendance except Mayor Pro-Tem Johnson.

4. [ID 16-0109](#) 2016 Organizational Forecast and Needs (by Goal Area) - City Manager Westmoreland and City Attorney Carruthers

City Manager Westmoreland made a PowerPoint Presentation on the 2016 organizational forecasts and needs; spoke to the economic development success the City was seeing; the Greensboro/Randolph MegaSite project; continued enhancement of the M/WBE Program; support for continued development in East Greensboro; and support for new initiatives.

Assistant City Manager David Parrish outlined the Request for Proposal (RFP) process for a disparity study.

City Attorney Carruthers provided an overview of the legal justification for a disparity study; and to the impact to City contracts.

Discussion involved the requirements for a disparity study; Innovate NC Initiative; an upcoming college fellowship program; internship programs; development of the College Commission; and the process for implementation and development for the Downtown BID services.

City Manager Westmoreland referenced the General Assembly Study Committee for municipal service districts; outlined the infrastructure goals for 2016; projects in progress and to be completed in 2016; and upcoming goals for public safety.

Discussion ensued regarding the timeframe for completion of the Greenway; additional structured parking Downtown; and completion timeframe for the Gate City Boulevard streetscape project.

City Attorney Carruthers was requested to include the RFP/bid process for services provided to municipal service districts; and property owners' rights with regard to petitioning for removal from a municipal district in the 2016 Legislative Agenda.

City Manager Westmoreland spoke to the public safety, customer service and fiscal stewardship goals.

Police Chief Wayne Scott reviewed the process for the replacement of the body worn cameras; spoke to the changes in technology over the past three years; and costs for storage in the cloud.

Discussion took place regarding body worn cameras; the strategic plan for the organization; process for the newly formed Community Partners Board; and the budget process going forward.

City Manager Westmoreland suggested that Council hear the Legislative Agenda Development after lunch; and that Council reconvene at 1:00 p.m.

5. [ID 16-0110](#) Lunch Break With Cary Town Council and Staff

City Council recessed for lunch at 11:40 a.m. City Council reconvened at 12:57 p.m. with all members in attendance except for Mayor Pro-Tem Johnson and Councilmember Barber.

City Attorney Carruthers made a PowerPoint Presentation that provided a 2015 Legislative recap; outlined the status of the items; stated the 2016 Legislative Short Session would start on April 25th; spoke to items that would be included in the short session; advised that several Councilmembers had requested the Community Police Review Board appointment process be resubmitted as well as land banking options; and spoke to the League's position on bills.

City Attorney Carruthers was requested to carryover the Presumptive Disability for Firemen bill currently being reviewed by the study committee.

Discussion took place regarding the foreclosure process used by Guilford County; land trust issues; Interlocal Agreement with Guilford County; process for upset bids; adding tuition equality and college assistance to the 2016 legislative agenda; review of the revocation of ABC permits when venues exceeded occupancy capacities; and a review of unpaid parking tickets.

Councilmember Barber returned to the meeting at 1:16 p.m.

City Manager Westmoreland advised there was time for Council to add items to the 2016 Legislative agenda; referenced the upcoming Metro Mayors luncheon; and recognized City Attorney Carruthers for an update on body worn camera legislation.

City Attorney Carruthers provided an overview of the Body Worn Camera Footage PowerPoint Presentation; advised of the constitutional challenges; privacy concerns versus transparency concerns; explained the contents of the bill that made crossover; confirmed that Council could not order the Police Chief on how he should enforce the law; and spoke to Police Chief Scott's constitutional mandate.

Discussion took place around footage being released if officers consented to and waived their rights regarding release; the need for Greensboro to be a trend setting City for the nation with regard to release of video; Police Chief Scott's discretion on video that could be released; the need for the City to set its own standards on the issue; importance in reviewing the issue; and the length of time for staff to review video prior to releasing.

City Attorney Carruthers was requested to provide the edited body worn camera information to Council.

Police Chief Scott voiced concerns with streamlining footage that had not been reviewed; explained the timeframe for reviewing footage prior to release; privacy issues; spoke to the change in technology; and to the amount of resources that would be needed to review footage prior to release.

City Manager Westmoreland stated that staff would research the issues and challenges; provide a report to Council in March; and would review the work of the General Assembly Study Committee on the issue.

Additional discussion took place regarding reviewing the issue since 2014; having panel discussions; concerns with video that would be released; staff needing a sense of direction from Council; financial issues; the need for Greensboro to establish the City as a prototype City for the rest of the nation to look at and evaluate; and bringing the item to the Public Safety Committee in March.

Council was requested to send additional ideas or options to City Attorney Carruthers.

City Manager Westmoreland was requested to bring information to the March Public Safety Committee meeting regarding release of body worn camera video to assist Greensboro in becoming a trend setter City.

6. [ID 16-0111](#) City Council 2016 Priority Setting Session - City Council

City Manager Westmoreland stated the remainder of the session would be for Council to set the 2016 goals and priorities; and recognized Human Resources Director Connie Hammond and Human Resources Consultant Maria Hicks-Few and Organizational Development Specialist Kimberly Sowell who would be facilitating the discussion.

Ms. Hicks-Few advised that Council would review the 2015 goals; elaborate on said goals if needed; and, after discussion, prioritize the goals for 2016.

Council reviewed and discussed the five priorities as follows: Goal #1: Economic Development; Goal #2: Infrastructure; Goal #3: Public Safety; Goal #4: Customer Service; and Goal #5: Fiscal Stewardship; and provided the points they felt needed to be added to each goal.

The following bullet points were brought up during the discussion:

City Manager Westmoreland was requested to look at the air quality at the MMOB and additional parking decks when developing the budget regarding maintenance of City facilities.

Provide a benchmark on how Greensboro compared to other cities in land use planning and how Greensboro could improve.

Explore diversity among all organizational departments and retention of minorities in public safety departments.

Restorative justice and civil service for juveniles.

Being proactive and ahead of the curve when exploring excessive force in the Police Department, developing a biased base policy for Police.

Explore reviewing the customer service provided by the Planning, Zoning and Engineering and Inspection departments.

Hiring liaisons for individual Council members.

Development of a Listserve for the community to establish relationships with neighborhoods.

Confirmation that Council's goal was to not increase taxes.

Improved notification process for zoning issues.

Development of an Accountability Office.

Placing EDBS, M/WBE and Human Relations departments under one roof.

Exploring the possibility of combining duplicated services with Guilford County, (Councilmember Wilkins requested he be included in the conversation with the County Manager).

Development of apprenticeship programs for youth.

Continued partnerships with area colleges and universities.

Development of economic development clusters for expansion of the City.

Use of vehical registration tax to go towards transportation.

Councilmember Wiklins left the meeting at 2:49 p.m.

Ms. Hicks-Few and Ms. Sowell provided green and red stickers to Council; and requested that they rank their priorities listed on the sheets with red indicating the issues Council was highly passionate about.

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

7. [ID 16-0112](#) Next Steps - City Manager Westmoreland

City Manager Westmoreland stated Council would have some difficult decisions regarding the budget and priorities; voiced appreciation for their time and effort during the session; provided an overview of the next steps going forward; and wished them a good weekend.

III. ADJOURNMENT

The City Council Annual Priority Setting Session adjourned at 3:22 p.m.