



City of Greensboro

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

Meeting Minutes - Final City Council Special Meeting

Thursday, February 8, 2018

1:00 PM

ACC Hall of Champions

February 8, 2018 1:00 - 5:00 p.m.
February 9, 2018 9 a.m. - 4:00 p.m.

I. Opening/Agenda Review

This City Council Special meeting of the City of Greensboro was called to order at 1:00 p.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, Councilmembers Marikay Abuzuaiter, Sharon Hightower, Nancy Hoffmann, Michelle Kennedy, Justin Outling, Tammi Thurm, and Goldie Wells.

Also present: City Manager Jim Westmoreland, City Attorney Tom Carruthers, City Clerk Elizabeth H. Richardson and Deputy City Clerk Angela R. Lord.

1. [ID 18-0055](#)

Opening/Agenda Review - Mayor Vaughan, City Manager Westmoreland

City Manager Westmoreland spoke to a four year Council commitment; to shaping the City; a focus on desired 2018 accomplishments; the budget environment; encouraged everyone to visit the Hall of Champions; provided an overview of the agenda for both days; referenced a closed session this afternoon; and spoke to a priority setting session after lunch on Friday.

II. 2017 Year in Review

2. [ID 18-0056](#)

2017 Year in Review

City Manager Westmoreland spoke to the City's accomplishments; to lasting value; presented a video to reflect 2017 achievements; and spoke to opportunities for 2018.

III. Forecast for 2018

3. [ID 18-0058](#)

Forecast for 2018

- a. Financial Status Update
- b. Bond Program/CIP Update
- c. Water Resources Update
- d. Organizational Efforts
 - i. Comp Plan Update
 - ii. IT Updates - Smart Cities, TriGig, and Cyber Security Updates
 - iii. HR Updates - Employee Compensation and Minimum Wage Implementation

Budget and Evaluation Director Larry Davis made a PowerPoint Presentations (PPP); reviewed accessed valuation growth; spoke to challenges in previous years; highlighted the major general fund revenues; spoke to an approximate growth of 1.5%; the need to reduce expenditures; and to the flat revenues for utility sales tax. Mr. Davis spoke to the overall expenses over the past four years; the capital reserve fund; reviewed the general fund expenditures; voiced the gap was more than anticipated; explained staff would update Council with a financial status in the spring; reviewed employment hiring positions; health insurance deductible and minimizing cost to employees; and highlighted the decrease in fuel cost. Mr. Davis explained the coliseum complex revenues and expenditures; spoke to compensation; outlined the \$15 per hour wage schedule; spoke to a rate increase requested from Duke Energy; the cost for heating and lighting City buildings; stated staff was researching a switch over to LED lighting for street lamps; reviewed the household hazardous waste program; spoke to the need for roof replacements; new City facilities; and to organizational technology and infrastructure.

Discussion took place regarding debt service bonds; the cost of street lights; upgrades to light poles and fixtures; a reduction in cost with LED lighting; the projection of additional revenue; balancing the budget; the potential to cut priorities; the intentionality of the agenda outline for the retreat; and priorities.

Councilmember Outling inquired about the projected deficits in comparison with previous years; spoke to goal setting; requested staff provide the information at a work session; and for budget cuts to be discussed earlier in the year.

Councilmember Thurm requested staff to review the budget history for newer councilmembers.

Mr. Davis outlined the budget season for last year; explained expenditures had been on point; that there had been lower revenues; and spoke to a potential influx of funds for March 2018.

Discussion continued regarding budget adjustments; seasonal costs; and the rate of collections.

Assistant City Manager David Parrish made a PPP; outlined the Bond project status; spoke to future assets and buildings; to City owned facilities and structures; explained City parks were maintained by the Facilities and Engineering departments; current, ongoing and planned projects; and spoke to aging facilities in need to repairs and maintenance.

City Manager Westmoreland referenced previous discussions regarding project level information; and recycling work back to the community.

Assistant City Manager Parrish provided an overview of the bonds; recapped bonds that had been issued; spoke to completed road projects; landfill access; to the major projects for 17-18; street improvement projects; to the North Carolina Department of Transportation funding requirements; outlined the Capital Improvement Projects (CIP); spoke to infrastructure; and to a capital intensive organization.

Discussion ensued regarding repairs to pot holes; water main breaks; and road maintenance fund allocations.

Finance Director Rick Lusk reviewed the schedule for Bond issuance; and projected spending allocations to be completed by 2024.

City Manager Westmoreland stated staff would provide a street resurfacing list to Council; and spoke to the availability of Economic Development Bonds.

Discussion continued regarding regulations for bond allocations; Downtown streetscape; and shovel ready site development.

Water Resources Director Steve Drew made a PPP; provided a departmental overview; spoke to the department budget; the water and sewer systems; outlined rate comparisons to other North Carolina cities; rate drivers; spoke to recent legislation; regulations under the Safe Drinking Water and Clean Water Acts; reviewed future system demands; water and sewer readiness; and utility disaster preparedness.

Discussion ensued regarding replacement and life expectancy of pipes; standard benchmarks; budgets and cost drivers; rehab allocations; use and research on fluoridation and ammonia; limiting toxic exposures; emerging contaminate; cyber security; and capacity availability.

Council recessed at 2:26 p.m. and reconvened at 2:36 p.m. with all members in attendance except Councilmember Kennedy.

Councilmember Kennedy returned to the meeting at 2:40 p.m.

Planning Director Sue Schwartz made a PPP; provided an overview of the Comprehensive Plan; the PlanIt Greensboro process; of how the City had changed; of comparisons to other cities; cost associated with and delivery of services; spoke to community input; outlined the next steps; spoke to quality of life; the release of data and trends later in the month; and engagement and role of City Council in the process.

Councilmember Outling spoke to the need for Council involvement; to focus on job creation; and requested staff schedule a meeting to share information.

Discussion took place regarding the ongoing collection of data; resident involvement; the need for an engagement strategy; and the role of Parks and Recreation in planning for engagement.

City Manager Westmoreland spoke to a functional and operational blueprint; to the need for improvements; identification of redevelopment and growth opportunities; referenced the Economic Development Alliance Committee; and highlighted a focus on developed industrial sites compatibility.

Information Technology Director Jane Nickles made a PPP; spoke to creating a Smart City; shared Greensboro had been one of ten cities invited to work on the Smart City project; spoke to high speed fiber network requirements; fiber incentives; open data; and to performance metrics. Ms. Nickles outlined the Smart pilot corridor on Gate City Boulevard; stated Greensboro was International Organization for Standardization (ISO) 27001 certified; spoke to best practices; and to the history and partnerships of the Triad Gigabit Fiber Initiative (TRIGIG). Ms. Nickles outlined current technologies; spoke to connectivity; to the need for more bandwidth for data; to economic drivers; provisions and access of assets and services; focus areas; candidates for the project; leveraging services; and legal agreements.

Discussion ensued regarding comparing Greensboro technology with other cities; provider and speed options for residents; fee structures; inclusion of the Greensboro Housing Authority; intergovernmental connections; public safety; extension of services outside the City for regional attraction; disaster recovery sites; and outside auditing.

City Manager Westmoreland highlighted future project lines; spoke to annexation laws; dashboard measurements; referenced sophisticated hackers; and stated Greensboro was ahead of the curve.

Mayor Vaughan requested staff provide a training session.

Ms. Nickles highlighted the Gate City corridor as a redevelopment area; outlined the protections in place to guard against hackers; and added that the City's cyber security team had been invited to do a training for the Community Foundation.

City Manager Westmoreland recognized Interim Human Resources Director Jamiah Waterman to provide a Compensation at a Glance presentation.

Mr. Waterman made a PPP; spoke to the compensation philosophy; compensation plans; being equity; provided an overview of the compensation plan since 2012; reviewed the total compensation philosophy; spoke to control points; compensation and labor markets; the benchmarking process; reviewed salary structures; job values; calculation of compa-ratios; and spoke to the City being competitive in the 50th percentile.

Discussion took place regarding prioritization of compensation; the private sector pay scales; differences in skill sets and positions; job duties; reclassification of positions; green zone structure changes; merit increases; movement toward a \$15 per hour wage; pay grades based on tenure and performance; and employment turnover rates.

City Manager Westmoreland referenced the functionality of the organization; spoke to the demand for more pay; and to the impact on employee performances.

Discussion continued regarding Council action to approve the \$15 per hour wage increase; moving from the 50th to the 75th percentile; a projected hiring rate increase; allocations for infrastructure and parks; and retirement and employee separations.

Councilmember Hightower spoke to the need for departments to be equalized; and to individual departmental budgets.

Mr. Waterman addressed employee development opportunities; and outlined the future compensation philosophy of the City.

Mayor Pro-Tem Johnson voiced that \$15 per hour did not meet the needs of everyone.

City Manager Westmoreland stated staff had provided a lot of information; spoke to the information that would be provided tomorrow; and scheduling priorities.

(A copy of the PowerPoint Presentations are filed in Exhibit Drawer A, Exhibit No. 4 which is hereby referred to and made a part of these minutes)

IV. Closed Session (4:00 p.m.)

4. [ID 18-0059](#)

Recess to Closed Session

Moved by Mayor Pro-Tem Johnson, seconded by Councilmember Abuziater to go into closed session to preserve the attorney-client privilege between the City Attorney and Council and to consult with the City Attorney and the attorney retained by the City concerning pending litigation in the matter of Raiford Tetstone, Jr. vs. City of Greensboro, et. al.; David Wray vs. City of Greensboro, et al; William Thomas Fox and Scott Everett Sanders vs. The City of Greensboro, et al, and to give instructions to legal counsel concerning the handling of a claim pursuant to N.C.G.S. 143-318.11 (a)(3). The motion carried by voice vote.

V. Adjournment

It was the consensus of Council, to adjourn the meeting at the completion of the closed session.

THE CITY COUNCIL ADJOURNED AT 5:05 P.M.

ANGELA R. LORD
DEPUTY CITY CLERK

NANCY VAUGHAN
MAYOR