



City of Greensboro

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

Meeting Minutes - Final City Council Work Session

Tuesday, June 12, 2018

2:30 PM

Plaza Level Conference Room

I. Call To Order

This 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 member 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 were City Manager David Parrish, City Attorney Tom Carruthers, and Assistant City Clerk Mary S. Brooks.

II. Presentations

1. [ID 18-0378](#) Recess to Closed Session

Moved by Mayor Pro-Tem Johnson, seconded by Councilmember Kennedy to go into closed session to preserve the attorney-client privilege between the City Attorney and Council; to consult with the City Attorney and to give instructions to legal counsel concerning the handling of a claim or judicial procedure pursuant to N.C.G.S. 143-318.11(a)(3) and to discuss matters relating to the relocation or expansion of industries or other businesses, including potential economic development incentives that may be offered in negotiations, pursuant to G.S. 143-318.11 (a)(4). The motion carried by voice vote.

Council recessed to closed session at 2:52 p.m. Council reconvened into open session at 2:58 p.m. with all members in attendance except Councilmember Michelle Kennedy.

Councilmember Kennedy returned at 2:59 p.m.

Moved by Councilmember Abuzuaiter, seconded by Councilmember Thurm to return to open session. The motion carried by voice vote.

2. [ID 18-0381](#) 2018-19 Fiscal Year Budget Discussion

City Manager David Parrish recognized Budget and Evaluation Director Larry Davis to speak on the proposed budget for Fiscal Year (FY) 18-19.

Mr. Davis made a PowerPoint Presentation (PPP) of the recommended FY 18-19 budget; spoke to internal funds; recalculating salaries; adjustments made; the Community Partners Board (CPB); and gave the amount of the recommended budget.

Mayor Pro-Tem Johnson asked if the Fire Department minimum wage increase was included in budget.

Mr. Davis stated the Fire Department was a part of the recommended budget with no minimum wage changes.

Councilmember Hightower requested the Fire Department be included in the next FY's budget; and inquired about

the Community Development Financial Institutions (CDFI) role.

Mr. Davis continued discussion regarding merits; the new minimum wage; Council revisions; East Greensboro Now; and to the Greensboro Community Development fund.

City Manager Parrish spoke to the CDFI loan process; and to separate funding.

Discussion took place on East Greensboro Now; the CDFI; recommendations from the CPB; performance goals; performance base programs; quarterly reports; opportunities for improvements; recommendations from staff; flexibility for goal setting meetings; priorities; and having engagement with the public.

Councilmember Outling requested a timeline be provided as to when staff expects to have recommendations from the CPB; and to clarify and identify goals from organizations.

City Manager Parrish gave dates for the review process.

Councilmember Kennedy spoke to self-sufficient organizations; and to needed funds.

City Manager Parrish stated the budget adoption would be at the next Council meeting in June.

3. [ID 18-0380](#) M/WBE Disparity Study Discussion

Assistant City Manager Barbara Harris made a PPP on the Disparity Study; spoke to the updated executive summary; availability of firms; the master vendor file; registered M/WBE firms; inclusion of the Housing and Urban Development (HUB); potential vendors; the twenty four county summary; highlighted the areas for minority contractors; and gave the breakdown of awards based on race.

Councilmember Hightower inquired about awards for minorities based on utilization; and to the prior Disparity Study;

Assistant City Manager Harris spoke to implementing recommendations; addressing disparities; the review committee meetings; and to internal and external remedies.

Councilmember Hightower voiced concern with on call contract timelines; spoke to the recommendations from the public; and to the anecdotal interviews.

City Manager Parrish stated solicitation for on call contracts would open back up.

Assistant City Manager Harris spoke to recommendation changes made by the City Attorney's office; public hearings; the community's input; and to Griffin and Strong, PC's (GSPC) final draft.

City Attorney Tom Carruthers explained the contract between the City and GSPC.

Councilmember Thurm asked if the budget included the M/WBE department.

City Manager Parrish stated the budget could be adjusted at a later time.

Mayor Pro-Tem Johnson spoke to the discrimination policy; and to possible discrimination investigations.

City Attorney Carruthers spoke to a consultation with Mr. Ted Edwards of the Banks Law Firm, P.A. for future assistance; to modifications in the executive summary; recognized GSPC as experts; North Carolina (NC) state laws; and to implement recommendations to the M/WBE program.

Discussion took place on increased M/WBE staff; to follow up on awarded contracts with the City; the budget for the M/WBE program; having clarity on recommendations; budget changes; Council's approval; good faith policy; the fifty point process; to the M/WBE ordinance; to the race and gender neutral program; to the bifurcated bid process;

and to geographic regions.

Mayor Pro-Tem Johnson suggested the use of interns with the M/WBE staff.

Councilmember Outling requested clarification on the recommendations that could not be implemented.

M/WBE Coordinator Gwen Carter explained the race and gender neutral, and conscious programs; spoke to goals for contracts; equality; and to more M/WBE participation.

Assistant City Manager Harris stated Council would vote on recommendations at the August Council meeting.

4. [ID 18-0382](#) Presentation of Proposed City Policy Regarding Percentage of Finalist for Senior Executive/Department Head Positions

Interim Human Resources Director Jamiah Waterman recognized Senior Human Resource Manager, Tiffany Brown; made a PPP on Race and Gender Diversity; gave demographic breakdowns; spoke to compensation; and discussed a plan to ensure fairness.

Councilmember Hightower inquired about equal pay for men and women; and to the disparity in other cities.

Councilmember Thurm asked for clarification on the disparity for the executive ranks.

Interim Human Resources Director Waterman spoke to equal opportunity efforts; pay differences; reasonable factors; changes to employment applications; added benefits; Equal Employment Opportunity (EEO) data; inclusion; mandatory training; statistical findings; pay equity analysis; employment protection efforts; underutilized positions; the affirmative action plan; and stated this study was tailored to the executive ranks.

Councilmember Outling spoke to the executive roles; and requested regular updates on race and gender diversity.

Councilmember Kennedy spoke to tracking gender identity; to gender equality and confidentiality; and to the lesbian, gay, bisexual and transgender (LGBT) community.

Interim Human Resource Director Waterman highlighted the Fire and Police Department's recruitment challenges; to race identity data; and to working with vendor to capture gender identity.

Councilmember Hightower voiced the need for community job fairs; spoke to employment challenges; and to cultural diversity.

Interim Human Resource Director Waterman stated the study would be an continued process.

(Copies of the PowerPoint Presentations are filed in Exhibit Drawer A, Exhibit No. 13 which is hereby referred to and made a part of these minutes)

III. Adjournment

Moved by Mayor Pro-Tem Johnson, seconded by Councilmember Wells, to adjourn the meeting. The motion carried by voice vote.

THE CITY COUNCIL WORK SESSION ADJOURNED AT 4:02 P.M.

MARY S. BROOKS
ASSISTANT CITY CLERK

NANCY VAUGHAN
MAYOR

