



City of Greensboro

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

Meeting Minutes - Final City Council Work Session

Tuesday, January 19, 2021

3:00 PM

VIRTUAL

I. Call To Order

This virtual City Council work session of the City of Greensboro was called to order at 3:00 p.m. on the above date.

Mayor Vaughan took a roll call to confirm Councilmembers in attendance. The following members were present:

Mayor Nancy Vaughan, Mayor Pro-Tem Yvonne J. Johnson, Councilmembers Marikay Abuzaiter, Sharon Hightower, Nancy Hoffmann, Justin Outling, Tammi Thurm, and Goldie Wells.

Absent: Michelle Kennedy

Also present were City Manager David Parrish, City Attorney Chuck Watts and Assistant City Clerk, Victoria L. Howell.

II. Presentations

1. [ID 21-0080](#) Coliseum/Tanger Center Discussion

Assistant City Manager Larry Davis spoke to the COVID-19 impacts on Coliseum events; to lost revenue; and to recovery strategies.

Greensboro Coliseum Complex (Coliseum) Director Matt Brown made a PowerPoint Presentation (PPP); spoke to Coliseum and Tanger Center COVID-19 impacts; to canceled events; to security and service contracts; to air filtration systems; to employee vacancies; to federal COVID-19 relief grants; COVID-19 testing distribution; to the Coliseum Championship Sporting Event Spring Calendar; to event projections; and to monthly updates.

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

2. [ID 21-0079](#) Water Resources Update

Water Resource Director Mike Borchers recognized Water Resources Manager, Virginia Spillman and Storm Water Manager, David Phleger.

Ms. Spillman made a PPP; spoke to flood hazard minimization efforts; to flood hazards; to drainage issues; to hazard mitigation; to a floodplain ordinance update; to flood damage prevention regulations; to the National Flood Insurance Program and Community Rating System (CRS); to flow monitoring; and to a collection system and monitoring services. Ms. Spillman outlined Watershed Modeling; infrastructure improvements; stream projects; spoke to pipes and culverts; to ongoing efforts; to challenges and opportunities; to Federal Emergency Management Agency (FEMA) Grants; to a comprehensive plan; to climate change; to challenges for developers and homeowners; and to community outreach.

Discussion took place regarding program components; FEMA grant support; high priority properties; design criteria; cost/impact of reoccurring flooding; estimated cost of properties; flood insurance; and vacant or developed properties.

Councilmember Hightower requested staff to research flood insurance funding to include multi-family residences.

Discussion continued regarding values, elevation, and status of purchased properties; engineering solutions; and homeowner protections.

Mr. Borchers made a PPP; spoke to a water and wastewater capacity update; to the local water supply; provided an image of the supply plan; and spoke to future growth allocations.

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

3. [ID 21-0081](#) Human Resources - Employee Compensation Discussions

Human Resource Director Jamiah Waterman made a PPP; spoke to employee compensation concerns; to the current system approach; to annual pay increases; to merit raises versus Cost of Living Adjustments (COLA); to a step plan proposal; and gave an overview of four salary structures.

Discussion ensued regarding fund allocation; implementation of a Step program; affordable housing; staff recommendations; internal motivators; and pay grades.

Councilmember Outling requested staff to provide data regarding the Compensation Step Program to include cost, employee feedback, and implementation plans.

Discussion continued regarding consistent pay rates; step program benefits; peer municipalities competitive pay rates; and additional discussions at the upcoming council retreat.

Councilmember Thurm requested staff to research peer municipalities pay grades.

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

Moved by Councilmember Abuzuaiter, seconded by Councilmember Hightower, to adjourn to closed session to preserve the attorney-client privilege between the City's attorneys and the City Council in connection with a certain litigation matter. The parties to the litigation matters to be discussed include, in addition to the City of Greensboro, Basil Agapion, Sophia Agapion, and ARCO Realty. The motion carried on the following roll call vote:

Ayes: Mayor Nancy Vaughan, Mayor Pro-Tem Yvonne J. Johnson, Councilmembers Marikay Abuzuaiter, Sharon Hightower, Nancy Hoffmann, Justin Outling, Tammi Thurm, and Goldie Wells.

Absent: Councilmember Michelle Kennedy

Council recessed to closed session at 5:05 p.m.

Council reconvened into open session at 5:22 p.m. with all members in attendance except Councilmember Kennedy.

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

III. Adjournment

Moved by Councilmember Thurm, seconded by Councilmember Abuzuaiter, to adjourn the meeting. The motion carried by affirmation.

Ayes: Mayor Nancy Vaughan, Mayor Pro-Tem Yvonne J. Johnson, Councilmembers Marikay Abuzuaiter, Sharon

Hightower, Nancy Hoffmann, Justin Outling, Tammi Thurm, and Goldie Wells.

Absent: Michelle Kennedy

THE CITY COUNCIL ADJOURNED AT 5:22 P.M.

NANCY VAUGHAN
MAYOR

VICTORIA L. HOWELL
ASSISTANT CITY CLERK