



City of Greensboro

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

Meeting Minutes - Final City Council Work Session

Tuesday, May 25, 2021

2:10 PM

HYBRID

I. Call To Order

This Work Session meeting of the City Council of the City of Greensboro was called to order at 2:11 p.m. on the above date in the Council Chamber of the Melvin Municipal Office Building with the following members present:

Mayor Vaughan, Mayor Pro-Tem Johnson, Councilmember Abuzuaite, Councilmember Hightower, Councilmember Hoffmann, Councilmember Kennedy, Councilmember Outling, Councilmember Thurm, and Councilmember Wells.

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

II. Presentations

1. [ID 21-0309](#) Budget Cycle Overview

City Manager David Parrish spoke to the Recommended Fiscal Year 2021-2022 budget; and recognized Assistant City Manager Larry Davis.

Assistant City Manager Davis made a PowerPoint Presentation (PPP); spoke to staff recommendations; to salary structures; and to take home vehicles for the Greensboro Police Department (GPD).

Human Resources Director Jamiah Waterman continued the PPP; spoke to public safety compensation rates; to salary recommendations for the Greensboro Fire Department (GFD); to recruitment and retention; to a bonus program; reviewed starting salaries and increases; and comparisons to peer municipalities.

Discussion ensued regarding officers impacted with salary changes; additional costs; peer municipalities pay structures; and the GFD workforce.

Assistant City Manager Davis explained staff would provide additional information at an upcoming work session.

Discussion continued regarding the current salary increase merit system; the need to standardize compensation packages across all public safety departments; previous pay studies; an employee survey; competitive salaries; and Green Zone pay for firefighters.

Mr. Waterman continued the PPP; spoke to Guilford Metro 911 reclassifications; to a 3-year employment commitment; and to potential bonus costs.

Interim Finance Director Marlene Druga made a PPP; provided an overview of a GPD take home vehicle program; spoke to cash flow estimates.

Discussion ensued regarding vacant positions; salary control points; and salary adjustments; the proposed vehicle take home program; City liability; competitive incentives; and a focus on high crime areas.

Assistant City Manager Davis continued the PPP; spoke to the American Rescue Plan (ARP) funding; to estimated allocations; eligible uses of the funds; explained restrictions on use of funding for deficits; spoke to an ARP stimulator; and to allocations of funding.

Budget & Evaluation Director Jon Decker continued the PPP; reviewed ARP community submissions; highlighted a community desire to support small businesses; and explained additional information would be provided next week.

Discussion ensued regarding usage of ARP funds; allocations for public safety; revenue loss; and community investments.

Ms. Druga continued the PPP; spoke to the proposed bond referendum; to the projected tax impact; to staff recommended funding for housing, community services, and Parks and Recreation; and to the need for Council direction to complete applications;

Discussion ensued regarding the potential of a delayed election; the impact on bond packages; road improvements; recreational centers; the Natural Science Center; COVID-19 funding; and increased tax rates.

City Manager Parrish explained informational data would be provided at the June 1, 2021 meeting; spoke to the pay structure for general employees; to Crime Stoppers funding; to the Downtown Greensboro Incorporated (DGI) Ambassador Program; and to the need for Code Enforcement vehicles.

Mayor Pro-Tem Johnson left the meeting at 4:45 p.m.

Councilmember Kennedy temporarily experienced technical difficulties.

Councilmember Thurm requested staff to provide data for project costs; revisions to a dumping ordinance; and an increase to the Field Operations budget.

Councilmember Wells inquired about the Lyfe Program.

(A copy of the PowerPoint Presentation is filed in Exhibit Drawer D, Exhibit No.16, which is hereby referred to and made a part of these minutes.)

III. Adjournment

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

THE CITY COUNCIL ADJOURNED AT 5:00 P.M.

VICTORIA HOWELL
ASSISTANT CITY CLERK

NANCY VAUGHAN
MAYOR