



City of Greensboro Meeting Minutes - DRAFT

City Council Work Session

June 9, 2022, 2:00 p.m.
Katie Dorsett Council Chamber
300 West Washington Street, Greensboro, NC 27401

Present: Mayor Nancy Vaughan, Mayor Pro-Tem Yvonne Johnson, Councilmember Marikay Abuzuaiter, Councilmember Sharon Hightower, Councilmember Nancy Hoffmann, Councilmember Hugh Holston, Councilmember Justin Outling, Councilmember Tammi Thurm, and Councilmember Goldie Wells

Also Present: City Manager Taiwo Jaiyeoba, City Attorney Chuck Watts, and Assistant City Clerk Victoria Howell

A. Call To Order

This City Council work session of the City of Greensboro was called to order at 2:00 p.m. on the above date.

Mayor Vaughan took a roll call to confirm Councilmembers in attendance.

B. Presentations

B.1 2022-440 FY 22-23 Budget Review

Water Resource Department Senior Manager, Kristine Williams made a PowerPoint Presentation (PPP); provided a Fiscal Year (FY) 2022 update; highlighted rate increase projections; peer city comparisons; spoke to the recommended budget; to revenues and expenses; to water and sewer capacity; to economic development; to advanced metering infrastructure; to an upcoming career fair; and to employee retention.

Discussion took place regarding business expenditure impacts; infrastructure repairs and upgrades; and emergency crew availability.

Human Resource Director, Jamiah Waterman made a PPP; provided an overview of the current compensation structure; highlighted labor market data; peer cities compensation rates; outlined FY 22-23 Greensboro Fire Department (Fire) recommendations; market adjustments; Merit and Step Program percentages; spoke to benchmark jobs; and to the control point.

Councilmember Thurm requested staff to provide a spreadsheet listing employee salaries; the control point; years of service; race; and updated salaries; and to provide a 5-7 year peer city salary history.

Discussion continued regarding diversity; and education incentives.

Councilmember Wells requested staff to compare peer cities resources and budgets.

Mr. Waterman continued the PPP; spoke to Public Safety recommendations; to compensation impacts; to compression studies; and to peer communities crime statistics.

Mayor Pro-Tem Johnson requested staff to research alternative employee incentive methods.

Councilmember Outling requested staff to compare peer cities crime rates; and to review Council priorities for additional budget cuts.

Discussion took place regarding baseline position comparisons; peer cities resources; tax increase implications; property re-evaluations; policing expenditures; affordable housing; transit; general fund; cost drivers; deferred maintenance; inflation; and American Rescue Plan (ARP) funds.

Mr. Waterman continued the PPP; provided an overview of the general employee salary proposal; spoke to incentive percentages; to the recommended budget; to salary adjustments; to bonuses; to take home vehicles; and to tuition assistance.

Discussion ensued regarding the Fire and Emergency Medical Technician (EMT) acceleration program; employee overtime; diverse employee retention; and service training.

Mayor Vaughan requested staff to research combining year 1 and 2 salary adjustments into a one-year plan for Police and Fire.

Fire Chief Jim Robinson spoke to the acceleration class; to bonuses; to diversity recruitment; and to ARP funds.

(A copy of the PowerPoint Presentation is filed in Exhibit Drawer E, No. 19, which is hereby referred to and made a part of these minutes.)

C. Adjournment

Moved by Mayor Pro-Tem Johnson, seconded by Councilmember Abuzuaiter, to adjourn the meeting. The motion carried by affirmation.

The City Council Adjourned at 4:24 p.m.

Nancy Vaughan, Mayor

Victoria L. Howell, Assistant City Clerk