



**City of Greensboro Meeting Minutes - Draft**

**City Council Special**

**October 13, 2022, 1:00 pm**

**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 Zack Matheny, Councilmember Tammi Thurm, and Councilmember Goldie Wells

Also Present: City Manager Taiwo Jaiyeoba, Chief Deputy City Attorney Al Andrews, City Clerk Angela Lord, Deputy City Clerk Tebony Rosa, and Assistant City Clerk Victoria Howell

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**A. Call to Order**

This City Council Special Strategy Session of the City of Greensboro was called to order at 1:05 P.M. on the above date in the Katie Dorsett Council Chamber of the Melvin Municipal Office Building.

Mayor Pro-Tem Johnson conducted a roll call to confirm Councilmembers in attendance; and confirmed Mayor Vaughan and City Manager Taiwo Jaiyeoba were in attendance via zoom.

**B. Matters to be Discussed**

B.1 2022-903 Leadership Edge Capstone Presentation – Irish Good

Assistant City Manager Larry Davis provided an overview of the Leadership Edge Capstone project; and recognized Manager of Organizational Development and Training Irish Good.

Ms. Good acknowledged the 2022 Leadership Edge participants.

Team members Latisha McNeil, Tommy Joseph, Chris Marriott, and Lydia McIntyre made a PowerPoint Presentation (PPP), provided an overview of the GSO Making Ownership Viable for Employees (M.O.V.E.) Program proposal; employee housing incentives; financing resources; down payment assistance and incentive options; highlighted funding considerations; an employee-focused wellbeing; spoke to attraction and retention of talent; to community re-investment; to housing market challenges; to inventory quantity; to an incentive program turnaround time; to implementation milestones; and to first time homeownership.

Discussion took place regarding the model program data; turnaround time and down payment concerns; rental assistance programs; rent to own processes; employee eligibility; funding availability; Average Median Income (AMI) requirements and analysis; exclusion of Executive level staff; public-private partnerships; and median household costs.

City Manager Taiwo Jaiyeoba commended the Leadership Edge cohort team; spoke to the affordable housing crisis; and to employee support.

(A copy of the PowerPoint Presentation is filed in Exhibit Drawer E, Exhibit No. 34, which is hereby referred to and made a part of these minutes.)

**B.2 2022-905 Police Workforce Challenges and Retention/Offc of Community Safety/Police Chief Search Update – Interim Chief Teresa Biffle/ Latisha McNeil/Trey Davis**

Interim Chief Teresa Biffle made a PowerPoint Presentation (PPP); provided an overview of Greensboro Police Department (GPD) staffing and vacancies; future personnel challenges; spoke to peer-city agency comparisons; and identified hiring crisis components. Interim Chief Biffle highlighted current trends in the national law enforcement narrative; social justice industry changes; spoke to supplemental gap-filling measures; to special event activations and off-duty assignments; and to community impacts. Interim Chief Biffle explained lateral officer retention priorities; civilian personnel vehicle crash response options; and peer-city salary competition.

Discussion took place regarding anticipated vacancies and attrition; minority Police Academy participation; participant demographics; Neighborhood Watch groups; and ZenCity statistics.

Councilmember Abuzuaiter requested staff to consider procedural issues surrounding civilian non-sworn personnel conducting law enforcement duties.

Councilmember Thurm requested staff to research peer city data on degree incentives.

Office of Community Safety (OCS) Manager Latisha McNeil made a PPP; provided an overview of the OCS mission and vision; outlined objectives and programs; spoke to the organizational structure; to stakeholder communications; highlighted an engagement plan; and implementation strategies.

Discussion took place regarding office personnel; community involvement in the GPD Police Chief search; and peer city retention methods.

Assistant City Manager Trey Davis highlighted the GPD Police Chief search parameters; spoke to an application timeline; to consulting firm interactions; to candidate pool evaluation protocols; and to community engagement.

(A copy of the PowerPoint Presentations are filed in Exhibit Drawer E, No. 34, which is hereby referred to and made a part of these minutes.)

Mayor Nancy Vaughan joined the meeting at 1:54 pm.

### B.3 2022-906 Legislative Updates – Latoya Caesar-Crawford/Al Andrews

City Manager Taiwo Jaiyeoba recognized Intergovernmental Relations Manager, Latoya Caesar-Crawford; provided a future success snapshot; and an overview of stakeholder interactions.

Ms. Caesar-Crawford made a PPP; spoke to legislative agenda priorities for FY23; to City Council strategic priorities; to the federal agenda; to the proposed 6 community projects; to the North Carolina General Assembly long- and short-session agendas; to the legislative agenda process; outlined recommendations for committee input; federal grant opportunities; and trending state issues.

Discussion took place regarding incentives for federal and state public safety; housing; underserved communities; and statewide and local issues.

(A copy of the PowerPoint Presentation is filed in Exhibit Drawer E, No. 34, which is hereby referred to and made a part of these minutes.)

Council recessed at 2:32 p.m.; and reconvened at 3:00 p.m. with all Councilmembers in attendance.

B.4 2022-1025 Strategy Frame Work – City Manager

City Manager Jaiyeoba made a PPP; provided a five year strategic framework; reviewed City Council March 2022 Strategic Priorities; spoke to a data tracking methodology; to success metrics; provided an overview of yearly and ongoing plans; spoke to a subject-matter focus versus a strategy focus; to stakeholder collaborations; to framework reasoning; to an upcoming district tour; provided ZenCity graphs; highlighted issue-centered responses; internal city resources and talent; and the City philosophy of being purpose driven, people centered, data informed. City Manager Jaiyeoba referenced an implementation timeline; spoke to goal metrics; to the next steps; to the need to connect departmental plans; to community engagement; and highlighted organizational strengths and weaknesses.

Councilmember Thurm requested staff to research additional outreach outside the ZenCity data.

Councilmember Hightower requested collaboration of multi-departmental annual plans; and connection for community needs.

Councilmember Abuzuaiter requested staff to attend neighborhood meetings to capture information; and to push data to social media outlets.

Discussion took place regarding goal implementations; a five-year plan; and commendation on the mini-strategy session presentations.

(A copy of the PowerPoint Presentation is filed in Exhibit Drawer E, Exhibit No. 34, which is hereby referred to and made a part of these minutes.)

C. **Adjournment**

It was the consensus of Council to adjourn the meeting. The motion carried by affirmation.

The City Council Adjourned at 3:21 p.m.

These minutes are respectfully submitted by the City Clerk, Angela Lord, Deputy City Clerk, Tebony Rosa, and Assistant City Clerk, Victoria Howell.

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Nancy Vaughan, Mayor

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Angela Lord, City Clerk