



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

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.

Nancy Vaughan, Mayor

Angela Lord, City Clerk