



# **City of Greensboro Meeting Minutes - DRAFT**

## **City Council Work Session**

**May 2, 2024, 2:00 p.m.**  
**Plaza Level Conference Room**  
**300 West Washington Street**  
**Greensboro, NC**

Present: Mayor Nancy Vaughan, Mayor Pro-Tem Yvonne Johnson, Councilmember Marikay Abuzuaiteer, Councilmember Sharon Hightower, Councilmember Nancy Hoffmann, Councilmember Hugh Holston, Councilmember Zack Matheny, Councilmember Tammi Thurm, and Councilmember Goldie Wells

Also Present: Interim City Manager Chris Wilson, City Attorney Chuck Watts, and Assistant City Clerk Destiny Stansberry

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### **A. Call To Order**

These City Council minutes are a general account of the May 2, 2024 work session meeting. For full details of discussions, the meeting video can be located on the City of Greensboro website at <https://www.greensboro-nc.gov/government/city-council/council-meetings>.

This City Council work session of the City of Greensboro was called to order at 2:00 p.m. on the above date in the Plaza Level Conference Room of the Melvin Municipal Office Building.

Mayor Vaughan confirmed Councilmembers in attendance.

### **B. Presentations**

#### **B.1 2024-348 Budget Review**

Assistant City Manager Larry Davis provided an overview of the item; and recognized staff.

Finance Director, Marlene Druga made a PowerPoint Presentation (PPP); spoke to the general and debt service fund; highlighted peer comparisons; upcoming projects; spoke to sales tax; and to revenue.

Mayor Pro-Tem Johnson left the meeting at 2:40 p.m. and returned to the meeting at 2:42 p.m.

Budget and Evaluation Director, Jon Decker continued the PPP; spoke to sales tax; to the American Rescue Plan (ARP) and general funds; and to guidelines.

Ms. Druga referenced debt issuances; the Windsor Chavis and garage facility projects; and spoke to upcoming bond authorizations.

Discussion took place regarding Park and Recreation funding needs; interest rates; the debt capacity; housing bonds; future bond referenda's; budgetary conversations; tax increases; and upcoming work sessions.

(A copy of the PowerPoint Presentation is filed in Exhibit Drawer G, No. 17, which is hereby referred to and made a part of these minutes.)

#### B.2 2024-349 Pay Equity Study

People and Culture Director Jamiah Waterman recognized the Pay Equity team members; and introduced Baker Tilly, Lead Consultant Manager, Sarah Town.

Ms. Town made a PPP; spoke to data collection; to policy and practice reviews; to statistical analyzes; and reviewed employee salaries.

Discussion took place regarding salary analysis; job grade comparisons; and determinants of compensation.

Ms. Town outlined a organizational position reviews; policy and procedural reviews; occupational sorting; workforce compositions; merit and step increases; spoke to strategic recommendations and communication; and to targeted interventions.

Discussion continued regarding finding results; departments reviewed; employee concerns and equality; peer city comparisons; and policy revisions.

Councilmember Hoffmann left the meeting at 2:24 P.M.

Discussion ensued regarding hiring official education; transparency; and job evaluations.

(A copy of the PowerPoint Presentation is filed in Exhibit Drawer G, No. 17, which is hereby referred to and made a part of these minutes.)

#### C. **Adjournment**

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

The City Council Adjourned at 3:20 p.m.

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Nancy Vaughan, Mayor

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Destiny Stansberry, Assistant City Clerk