

**HIGH POINT CITY COUNCIL
SPECIAL MEETING
August 5, 2024 – 4:00 P.M.
3rd Floor Conference Room – Municipal Building**

CALL TO ORDER, ROLL CALL

Mayor Cyril Jefferson called the Special Meeting of the High Point City Council to order at 4:00 p.m.

Present Mayor Cyril Jefferson, Council Member Michael Holmes, Council Member Britt Moore (arrived at 4:12 p.m.), Council Member Vickie McKiver, Council Member Tyrone Johnson (arrived at 4:12 p.m.), Council Member Monica Peters (arrived at 4:15 p.m.), Council Member Patrick Harman, and Council Member Tim Andrew

Absent Council Member Amanda Cook

ADOPTION OF AGENDA

Mayor Pro Tempore Holmes made a motion, seconded by Council Member McKiver, to adopt the agenda as presented.

Motion carried with the following vote:

Aye: Mayor Jefferson, Council Member Holmes, Council Member McKiver, Council Member Harman, and Council Member Andrew

Absent: Council Member Moore, Council Member Cook, Council Member Johnson, and Council Member Peters

PRESENTATION OF ITEMS

2024-317 Human Resources Departmental Overview

Staff will provide an overview of the Human Resources Department

Angela Kirkwood, Human Resources Director, provided the departmental overview and outlined each section of the department, including Talent Acquisition; Learning & Organizational Development; Human Resources Information Systems; Employee Relations and Engagement; Benefits Administration; Safety, Health and Wellness; and the Employee Health Clinic.

In response to Mayor Pro Tempore Holmes, Ms. Kirkwood said the currently vacant Learning & Development Consultant position would first perform an initial assessment to determine the training deployment phases. She emphasized the need to focus on customer service and building trust in the organization. She explained that after the initial assessment they would determine the need to hire an additional person. She said the person in the role will meet with department heads to assess the needs of each department within the first 90 days.

In response to Mayor Jefferson, Ms. Kirkwood explained the Employee Health Clinic had saved a total of \$9,170 in co-pays since it opened.

Mayor Jefferson thanked Ms. Kirkwood for her comprehensive review and said that understanding the whole process was very important.

In response to Mayor Jefferson, Ms. Kirkwood spoke on meeting with department directors to determine the greatest need regarding vacancies. She spoke on strategies being implemented to close the gap between employee selection to starting date. She talked about community partnerships to ensure the city maintained a presence in the community. She shared hiring cards with QR codes to current job opportunities and encouraged Council to share the code with prospective employees. She said the department directors were on board with the new recruitment strategies and that she appreciated the interactions with all of them.

In response to Mayor Pro Tempore Holmes, she said the current physical recruitment radius included Greensboro, Winston-Salem, community organizations, and regional colleges, community colleges and universities. She said she was looking into expanding the apprenticeship program to include a wider demographic range.

Tasha Logan Ford, City Manager, said the public safety recruitment outreach could also include out-of-state candidates, as well as military personnel who might be transitioning to civilian positions.

2024-316 Regional Water Resources Update

Staff will provide information on City participation in regional discussions regarding water and sewer infrastructure planning and studies.

Damon Dequenne, Assistant City Manager, provided the update and recognized Robby Stone, Public Services Director. He provided some background information on the City of High Point water, including its two water sources, City Lake and Oak Hollow Lake. He spoke on the two raw water pump stations, both elevated and ground-level storage tanks, and explained the City was a 19 percent owner of Piedmont Triad Regional Water Authority (PTRWA). He said the city received an average of 2.28 million gallons a day (MGD) of water from them.

He spoke on the city-owned Ward Water Treatment Plant and said the plant treated an average of 13.4 MGD and was permitted up to 24 MGD.

Mr. Dequenne talked about the two wastewater treatment plants, Eastside Wastewater Treatment Plant and Westside Wastewater Treatment Plant. He explained the city was a regional provider on the wastewater side and has interlocal agreements with neighboring areas, including Archdale, Jamestown, and Sedgefield. He said the Eastside plant was permitted up to 26 MGD and had an average flow of 14.75 MGD. He explained that the Eastside plant discharged into the Cape Fear River Basin.

He spoke on the Westside Plant and said it was permitted up to 10 MGD with an average flow of 3.5 MDD. He explained the Westside Plant also had an interlocal agreement with Trinity in the form of 1 MGD. He talked about the major upgrade in 2018 and said the plant discharges into the Yadkin-Peedee River Basin.

Mr. Dequenne shared the history of PTRWA and said it was founded by six communities including Greensboro, High Point, Randleman, Randolph County, Jamestown, and Archdale.

He showed a map of the Piedmont Triad region and explained that, based on recent economic development plans for the state of North Carolina, the region is much larger than just High Point, Greensboro and Winston-Salem.

Mr. Dequenne emphasized the regulatory compliance necessary to address PFOA/PFAS (Forever Chemicals) in the next 3-5 years and explained PTRWA was leading discussions and moving forward with plans to treat out those chemicals. He said the PTRWA treatment upgrade would cost High Point \$16,150,000 based on the city's 19 percent ownership in PTRWA. He spoke on the Ward Water Treatment Plant and future solutions, including switching our source water from City Lake, which contains forever chemicals, to Oak Hollow Lake, which does not. He said, in today's dollars, it will cost over 170 million to treat out forever chemicals and wanted to make sure Council was aware of these developments.

Mr. Dequenne spoke on current and future growth areas and said that PTRWA was increasing the size of their treatment plan. He explained High Point had enough water from PTRWA and would not be participating in that expansion, but that the city had to participate in the treatment expansion.

He spoke on the significant challenges ahead on how to handle wastewater from development and said that PTRWA is leading the discussion on sewer capacity and service.

He talked about the Regional and Wastewater Conceptual Plan (US 421 Corridor) and said High Point could be on the hook for \$900 million. He showed the map from the state report and said Asheboro could be a regionalization focus area. He said there was discussion about Asheboro membership in PTRWA and the feasibility of a regional facility in Asheboro.

He said he hoped that in the future some of the funding would be coming from the companies that provided the chemicals in the first place. He spoke about having to deal with the same issues on the wastewater side and said the City is working on plans and solutions but stressed it would be a multi-year process.

In response to Council Member Moore, Mr. Dequenne said he did not know how the governance would play it if Asheboro was brought into PTRWA but said it would not change the city's position on the water side of things.

Mayor Jefferson thanked Mr. Dequenne for his presentation.

2024-318 Closed Session Attorney-Client Privilege

Council is requested to go into Closed Session pursuant to N.C.G.S. §143-318.11(a)(4) and §143-318.11(a)(3) for Economic Development and Attorney-Client Privilege.

A motion was made by Mayor Pro Tempore Holmes, seconded by Council Member Peters, to go into Closed Session pursuant to N.C.G.S. §143-318.11(a)(3) for Attorney-Client Privilege.

Motion carried with the following vote:

Aye: Mayor Jefferson, Council Member Holmes, Council Member Moore, Council Member McKiver, Council Member Peters, Council Member Harman, and Council Member Andrew

Absent: Council Member Cook

Closed Session began at 4:44 p.m.

Council Member McKiver made a motion, seconded by Council Member Johnson, to end Closed Session and resume Regular Session.

Motion carried with the following vote:

Aye: Mayor Jefferson, Council Member Holmes, Council Member Moore, Council Member McKiver, Council Member Peters, Council Member Harman, and Council Member Andrew

Absent: Council Member Cook

Closed Session ended and Regular Session resumed at 5:20 p.m.

ADJOURNMENT

There being no further business to come before the City Council, the meeting was adjourned at 5:20 p.m.

Respectfully Submitted,

Cyril Jefferson, Mayor

Attest:

Alison Glynn, Deputy City Clerk