

**HIGH POINT CITY COUNCIL
SPECIAL MEETING
May 7, 2018 – 4:00 P.M.
3RD FLOOR LOBBY CONFERENCE ROOM**

MINUTES

Present:

Mayor Jay Wagner, Mayor Pro Tem Chris Williams (Ward 2); and Council Members Britt Moore, At Large; Don Scarborough, At Large; Jeffrey Golden (Ward 1); Monica Peters (Ward 3); Wesley Hudson (Ward 4); Victor Jones (Ward 5); and Jason Ewing (Ward 6)

Staff Present:

Greg Demko, City Manager; Randy McCaslin, Deputy City Manager; Randy Hemann, Assistant City Manager; JoAnne Carlyle, City Attorney; Loren Hill, Economic Development Director; Herb Shannon, Senior Planner; Lee Burnette, Planning & Development Director; Heidi Galanti, Planning Administrator; Eric Olmedo, Budget and Administrative Director; Laura Altizer, Senior Budget Analyst; Angela Kirkwood, Human Resource Director; Sherri Toney, Human Resource Analyst; Lisa Vierling, City Clerk and Sandra Keeney, Deputy City Clerk

Others Present:

Judy Stalder, TREBIC

News Media:

Pat Kimbrough, High Point Enterprise

Note: The following handouts were distributed and will be incorporated as a permanent part of these proceedings:

- ✓ City Wide Rezoning Project
- ✓ Fiscal Year 2018-2019 Proposed Budget Personnel & Benefits

Mayor Wagner called the Special Meeting to order at 4:09 p.m. and introduced Greg Demko, City Manager. Mr. Demko gave an overview of the meeting and introduced Heidi Galanti, Planning Administrator.

City Wide Rezoning Project

Ms. Galanti gave a brief overview on Zoning Map Revisions. January 1, 2017, the new development ordinance went into effect. In the process of doing that project staff reviewed the zoning map and identified areas that the zoning map was not in compliance with the use or the planning policies. She explained the goal is to encourage development, and the objectives are:

1. To remove zoning remnants and slivers
2. Properly zone City parks and natural areas
3. Evaluate zoning that conflicts with the common land use
4. Remove old conditional Zoning that may be a barrier to development

She stated the project would be similar to the Street Abandonment project and will be a multi-year project. She explained how the cases would be presented to Council noting they would be presented a few at a time.

She shared maps of examples of zoning issues and explained the plan for correcting those issues. She stated if Council was in agreement with correcting the zoning issues some next steps would be to allow staff to contact property owners, City Council would initiate zoning changes, Public Hearings by Planning and Zoning Commission, Public Hearings by City Council followed by approval of zoning changes.

Council Member Peters asked if the West End is being considered. Ms. Galanti stated in the 2012 Core City Plan, there were land use plan amendments for the core city area and West End is likely one of them, it is a big part of the zoning changes that will be brought forth for consideration.

Fiscal Year 2018-2019 Proposed Budget – Personnel & Benefits

Mr. Demko stated Eric Olmedo, Budget and Administrative Director, will be presenting items that are included in the budget regarding personnel and personnel benefits.

Mr. Olmedo related to the Council that copies of the Fiscal Year 2018-2019 Budget is in the City Manager's Office for them to pick up after the meeting. He stated the following are positions that will be added to the proposed budget:

1. Administrative Assistant – City Manager's Office
2. Administrative Associate – Water/Sewer
3. Scale House Operator – Solid Waste
4. Motor Equipment Operator – Stormwater
5. Upgraded Position – Police Officer position to Lieutenant for the Family Justice Center

Next, he spoke regarding the Pay for Performance Plan, explaining the proposed budget includes a Performance merit increase with a 0%-4% range which helps the city remain competitive in the retention and recruitment of new employees, and gives department directors more flexibility in rewarding high performing employees. He said the merit increase would be effective January 1st citywide, noting that historically merit increases were performed on the date of hire anniversary. There will be a review period beginning August 1st through October 31st and all merit increases would be effective January 1st. He stated the cost is approximately \$1.24 million citywide and gave a breakdown of impact by fund.

He said City employees are eligible to participate in the North Carolina 410(k) or 457 plan, but there is currently no match by the city. He stated as of December 2017, 274 Cities and 59 Counties statewide match or grant employees' funds for these programs. He suggested the City match contributions up to 1% effective January 1st, noting the city-wide cost to be estimated at \$160,000 for the 1st year. Randy Hemann, Assistant City Manager stated employees have turned down positions because of the fact they worked for Counties or Municipalities that do match the 410(k) or 457 and the City of High Point does not.

Mr. Olmedo stated the Health Insurance and Dental Insurance program was moved last year to a calendar year bases, historically it was on a fiscal year bases. He said there is budgeted a 5% increase to city contributions for health and dental insurance, although the City is still working with Mark III which is the benefit consultant to try to determine the renewal rate for next year. He said the contract will be coming to Council in September for renewal. Mr. Demko asked what is the confidence level that 5% will be sufficient. Mr. Olmedo stated with employee contribution changes and minor plan changes he is confident in the 5%. Mr. Demko asked about the possibility of becoming self-insured. Mr. Olmedo stated the city has been fully insured for several years. He stated an analysis is performed every year to determine if that is an option, noting the past few years have not shown substantial savings. He said the City continues to have conversations with Mark III to ensure the best option for the City.

Mr. Demko stated he felt it was important to continue with the Pay for Performance Plan because City Employees are the most valuable assets. He stated in regard to the 401(k) he wanted to encourage people to save as well as the City to be more competitive in the market place to ensure getting the best quality people.

Mayor Wagner asked when the Public Hearing will be for the Budget. Mr. Olmedo stated it will be May 21st. Mr. Demko stated there will be a follow up work session if needed on May 30th and the vote on the Budget is June 4th.

Mayor Wagner announced that a Closed Session was needed. Council Member Moore moved to go into Close Session at 4:31 p.m. pursuant to N.C. General Statue §143-318.11(a)3 to discuss matters regarding attorney-client privilege. Council Member Golden made a second to the motion, which carried by a 9-0 unanimous vote.

Mayor Pro Tem Williams moved to dissolve the Closed Session and resume Regular Session. Council Member Moore made a second to the motion, which carried by a 9-0 unanimous vote. Regular Session resumed at 4:47 p.m.

Mayor Wagner announced there would be no action taken as a result of the Closed Session.

There being no further discussion, the meeting adjourned at 4:48 p.m. upon motion by Council Member Hudson and second by Council Member Peters.

Respectfully Submitted,

Jay W. Wagner, Mayor

Attest:

***Sandra Keeney
Deputy City Clerk***