

City of High Point

*Municipal Office Building
211 S. Hamilton Street
High Point, NC 27260*



Minutes

Monday, October 4, 2021

3:30 PM

Council Chambers, 3rd Floor

Manager's Briefing

Jay W. Wagner, Mayor

Britt W. Moore (At Large), Mayor Pro Tem

*Tyrone Johnson (At Large), Cyril Jefferson (Ward 1), Christopher Williams (Ward 2),
Monica L. Peters (Ward 3), S. Wesley Hudson (Ward 4), Victor Jones (Ward 5), and
Michael Holmes (Ward 6)*

NOTICE:

Face Coverings (Face Masks) are now required inside all public places/buildings in Guilford County.

The Guilford County Board of County Commissioners in their capacity as the Guilford County Board of Health Re-Instated a Mandatory Mask Policy which will be effective on Friday, August 13th at 5:00 p.m.

The mandate requires that:

(1) Individuals must wear Face Coverings when indoors in all businesses, establishments, and public places.

(2) All businesses, establishments, and public places must require that all persons wear Face Coverings when indoors on their premises.

For additional information on the Guilford County Mask Mandate, please visit:
www.guilfordcountync.gov

CALL TO ORDER

Present 8 - Jay Wagner, Britt Moore, Tyrone Johnson, Cyril Jefferson, Christopher Williams, Monica Peters, Wesley Hudson, and Victor Jones

Absent 1 - Michael Holmes

PRESENTATION OF ITEMS

The meeting was called to order at 3:30 p.m.

Present:

Mayor Jay W. Wagner; Mayor Pro Tem Britt W. Moore, At Large; Council Member Tyrone Johnson, At Large [arrived at 4:44 p.m.]; Council Member Cyril Jefferson, Ward 1; Council Member Christopher Williams, Ward 2; Council Member Monica Peters, Ward 3 [arrived at 3:35 p.m.]; Council Member Wesley Hudson, Ward 4 [arrived at 3:48 p.m.]; and Council Member Victor Jones, Ward 5

Absent:

Council Member Michael Holmes, Ward 6

Staff Present:

Tasha Logan Ford, City Manager; Randy McCaslin, Deputy City Manager; Eric Olmedo, Assistant City Manager; Greg Ferguson, Assistant City Manager; JoAnne Carlyle, City Attorney; Jeron Hollis, Managing Director; Trevor Spencer, Engineering Services Director; Steve Lingerfelt, IT Services Director; Ryan Ferguson, Marketing Manager; Lee Tillery, Parks and Recreation Director; Heidi Galanti, Planning Administrator; Andy Piper, Senior Planner; Stephen Hawryluk, Budget and Performance Manager; Mark McDonald, Transportation Director; Bobby Fitzjohn, Financial Services

Director; Rase McCray, Human Relations Manager; Lisa Vierling, City Clerk; and Mary S. Brooks, Deputy City Clerk

The following documents associated with the presentations, are hereby attached as a permanent part of these proceedings:

1. Presentation-Community Inventory & Analysis (CIA)
2. Hand Out-Task 1 of the Comprehensive Plan
3. Presentation-Update-The Office of Diversity, Equity & Inclusion (DEI)
4. Presentation-Update-Transportation Bond Projects
5. Presentation-Update-Parks & Recreation General Obligation Bond Projects

[2021-439](#)

Community Inventory and Analysis- Task One of the Comprehensive Plan Update

Staff will share a presentation on the Community Inventory and Analysis- Task One of the Comprehensive Plan Update.

Attachments: [CIA Presentation.pdf](#)

Heidi Galanti, Planning Administrator, Planning and Development Department extended greetings; said that the Task One Community Inventory and Analysis (CIA) of the Comprehensive Plan (Plan) was completed; spoke to launching a website for the Plan that would be the source for public information; recognized Andy Piper, Senior Planner, Planning and Development Department as well as other staff in the Planning and Development Department for their hard work and efforts; provided a brief history of the Plan for the city of High Point dating back as early as 1947; expressed the need to continue the momentum for the city; said that the CIA was to establish a baseline of where we are as a community; spoke to the benefits of the Plan; and recognized Mr. Piper to give a presentation regarding the CIA-Task One of the Comprehensive Plan.

Mr. Piper made a PowerPoint Presentation (PPP) regarding the CIA Background analysis of existing conditions in the city; explained what the CIA was; said it was a starting point based on facts and data; and was not based on replacing other planning efforts; said that the CIA would be presented using StoryMaps because of its flexibility for users; said it was a group effort; and explained and discussed the following tabs that would be provided on the Plan's website:

- Introduction and Purpose
- Demographics
- Socioeconomics
- Housing
- Land Use & Zoning
- Economy
- Infrastructure
- Community Services & Facilities
- Cultural & Environmental Resources
- Trends Analysis
- Benchmarking of Key Indicators

Mr. Piper concluded and provided instructions regarding the website to access the CIA; and entertained questions.

Mayor Pro Tem Moore inquired if the website would be providing up to date information. Mr. Piper replied that another heat map could be in the future to accommodate that; and that the website included a snapshot in time to establish a baseline.

Council Member Hudson inquired on the number of Brownfield redevelopments that the city had. Mr. Piper replied the Brownfield redevelopments were not on the map; said that was something that could be looked at during the comprehensive plan process; and noted that today's presentation was an overview of what a brownfield was.

Mr. Piper continued discussion regarding benchmarking of key indicators; how success was measured; provided the website with the analysis; and entertained questions.

Mayor Pro Tem Moore inquired on the timeframe for the next step regarding the Plan. Ms. Galanti replied that the next step in the Plan would be Task 2 which is an policy audit; said that the audit would begin in house completed by an outside consultant; the cost for the consultant would total in the amount of \$350,000; \$300,000 would be for the consultant; \$50,000 would be used for public education series on educating the public on different planning theories and topics; the audit would take three years to complete; and if the consultant was hired in 2022 it would be completed by 2024.

[2021-440](#)

Diversity, Equity & Inclusion (DEI) Program

Staff will provide an update on the city's Diversity, Equity & Inclusion (DEI) Program.

Attachments: [DEI Update 10.4.21 \(TLF edits\).pdf](#)

Jeron Hollis, Managing Director made a PowerPoint Presentation (PPP) on the Office of Diversity, Equity and Inclusion; said that he was filling in for Jelani Biggs, DEI Officer, who would not be able to make it in today; provided an overview of what was going to be discussed; explained the demographics for workforce data (2019), and Community data (Census 2020); said that 23% was minority, and 24% women for workforce data, and 57% minority, and 53% women for the community data; voiced the importance of having a workforce that reflected the demographics of the community; spoke to collaborating with the Human Resources Department on recruitment efforts that represented the under populated; provided an overview of the city's partnership with High Point Pathways; spoke to external and emerging partners with the city to assist in engaging with diverse audiences for opportunities with the city; said that staff was consulting with the Government Alliance on Race and Equity (GARE) regarding the implementation of an employee survey to assess the knowledge, skills, and experiences of employees related to race and equity; GARE recommended having a baseline survey to gather employee responses early in the process of incorporating organizational change to advance equity with a targeted implementation period of early 2022; explained what the survey would entail and capture about employees; discussed the hiring policies and practices that would include a subject matter expert/interview panel selection; and concluded with measuring outcomes to assess progress on specific metrics such as recruitment/community engagement, and workforce demographics; and entertained questions.

Council Member Jefferson inquired on the timeframe that the DEI Specialist position

would be filled in the DEI department; asked would there be mandatory diversity training for department heads/directors; and inquired on any updates regarding a Disparity Study on MWBE participation. Mr. Hollis replied that a DEI Specialist position was included in the budget; and that the new hire would start at the beginning of 2022. Tasha Logan Ford, City Manager replied 'yes', that there would be diversity training for department heads/directors; that the city's trainer to assist with those efforts began on the 27th; and that staff would provide an update regarding a Disparity Study at a later date.

2021-441**Upgrades to 3rd Floor Conference Room for Audio Streaming of Meetings**

Staff will provide an update regarding the upgrades to the 3rd Floor Conference Room for audio streaming of meetings.

Ryan Ferguson, Marketing Manager reported that staff researched multiple streaming options for the 3rd floor conference room; said that the cost to upgrade the conference room would be \$16,257.30; explained the installation process including the equipment that would be installed; and that the timeframe for installation was estimated to be completed in two months.

Council Member Jones asked if there would be a notification signal/light when meetings go live. Mr. Ferguson replied that staff was currently having discussions regarding installing a mute button to use during the live streaming of meetings.

Tasha Logan Ford, City Manager advised the mayor and city council that staff would need a consensus to move forward with the upgrade installation.

It was the consensus of the mayor and city council for staff to move forward in the installation upgrade to the 3rd floor lobby conference room for streaming meetings.

2021-446**ARPA Funding**

Discussion on Community Engagement Options.

Jeron Hollis, Managing Director spoke to receiving feedback from the community regarding the use of ARPA funding; said that Guilford County had expressed interest in having a community session here at City Hall; said that the city could overlap that session to receive feedback at that time from the citizens of High Point; to having future sessions in the city get dialogue from the community; spoke to having surveys completed using an outside firm that would cost around \$50,000 to \$60,000; and entertained questions.

Tasha Logan Ford, City Manager said that Guilford County would like to conduct their session here at city hall in October; spoke to the opportunity of partnering with the county regarding feedback from the community; to having independent sessions; and to creating a survey with broad categories to include existing projects, capital improvements, infrastructure, housing needs, etc...

Mayor Wagner spoke to working with the county to maximize the ARPA funds to make a bigger impact in the city; and voiced the need to look at the city's specific needs.

Council Member Jefferson spoke to the feedback from citizens regarding the use of ARPA funding; and inquired on providing information for the public on the city's website.

Ms. Logan Ford replied that staff would reach out to the county regarding maximizing the ARPA funds; said that a website was being developed to show allocations for funding received; said that the website would also provide a link for more information on the federal guidance for ARPA funds; and the website would also include actions that council had taken so far regarding the use of the funding.

2021-442

2019 GO Bond Projects

Staff will provide an update on the 2019 GO Bond projects.

Attachments: [High Point Parks & Recreation General Obligation Bond Update 2021.pdf](#) [Oc Transportation GO Bond Projects_100421.pdf](#)

Mark McDonald, Transportation Director made PowerPoint Presentation (PPP) on update on the Transportation Bond Project; and provided an overview of the three following Projects: Burton Avenue, Triangle Lake Road, and Washington Street Relocation as followed:

1. Burton Avenue Widening Project: widening from Wright Street to the city limits at the Davidson County line add curb and gutter for improved drainage, utility upgrades design by Engineering services in progress, construction would start in fall 2022 and \$6.5 million roadway plus \$2.5 million utilities.
2. Triangle Lake Road Widening Project: Hickory Chapel Road to M.L. King, Jr. Drive, improve alignment and site distances, add curb and gutter for improved drainage sidewalks and bike lanes utility upgrades, environmental update and prelim design complete; construction in fall 2023 and \$12 million roadway and \$3.85 million for utilities.
3. Washington Street Relocation Project: Project is addressing a serious erosion problem that could potentially undermine the road, will shift 1,800 feet of road and sidewalk away from the top of slope, existing pedestrian crossings will be retained, utility upgrades, design by an on-call consultant in progress, construction in spring 2022 and \$3.5 million roadway and \$1.4 million utilities.

Council Member Hudson asked if the pedestrian bridge would remain as is. Mr. McDonald replied that the pedestrian bridge would remain in place.

Mayor Pro Tem Moore inquired on the funding for the utilities portion of the projects. Mr. McDonald replied that the funding for utilities would come from the water, sewer, and electric funds.

Lee Tillery, Parks and Recreation Director made a PPP on the High Point Parks and Recreation General Obligation Bond; and provided an overview for the Senior Center, and City Lake Park Projects as followed:

1. Senior Center Project: the old Senior Center site was sold began a five-year

lease of the Oak Hollow Community Center in January 2021 that serves as a temporary location for the Senior Center and activities work continues to evaluate possible locations for new center, once location was determined, next step would be planning and design which would take up to one year and estimated construction timeframe would be 12-18 months.

2. City Lake Park Pool and Gym renovation Project: planning and design began in May 2020 Samet Corporation was selected as CMAR in April 2021, construction began in May 2021, progress can be viewed from the High Point City Lake Park construction webpage; photos were shared regarding the progress and challenges, the water slide for the park went through the approval process with the North Carolina Department of Labor and was denied the approval for a slide; and Mr. Tillery provided reasoning for decision.

Mayor Wagner spoke to having discussions with Fred Bagget regarding the approval for the water slide.

Mr. Tillery said that staff was looking at Plan B regarding the water slide.

Discussion-Vaccination Incentives

Tasha Logan Ford, City Manager spoke to having incentives for employees who received the COVID-19 vaccinations; spoke to comparisons from other cities that gave incentives to employees; would like to implement a bonus for employees vaccinated in the amount of \$250 by late November; and give an additional \$250 if an organization goal was met with targeted 70% rate; and said that the bonus would be paid in December.

ADJOURNMENT

There being no further business to discuss, the meeting adjourned at 5:10 p.m. upon motion duly made and seconded.

Respectfully Submitted,

Mary S. Brooks, CMC
Deputy City Clerk