

**FAYETTEVILLE CITY COUNCIL
WORK SESSION MINUTES
LAFAYETTE ROOM
AUGUST 3, 2015
5:00 P.M.**

Present: Mayor Nat Robertson

Council Members Kathy Jensen (District 1) (arrived at 5:08 p.m.); Kady-Ann Davy (District 2); H. Mitchell Colvin, Jr. (District 3); Chalmers McDougald (District 4); Robert T. Hurst, Jr. (District 5); William J. L. Crisp (District 6); Larry O. Wright, Sr. (District 7); Theodore Mohn (District 8); James W. Arp (District 9)

Others Present: Theodore Voorhees, City Manager
Kristoff Bauer, Deputy City Manager
Rochelle Small-Toney, Deputy City Manager
Karen McDonald, City Attorney
Harold Medlock, Police Chief
Ben Major, Fire Chief
Lisa Smith, Chief Financial Officer
Kevin Arata, Corporate Communications Director
Tracey Broyles, Budget and Evaluation Director
Michael Gibson, Parks, Recreation and Maintenance Director
Victor Sharpe, Community Development Director
Willie Ratchford, President, CEO WPR Consulting, LLC
Dr. Victoria McGrath, McGrath Consulting Group Associates
Pamela Megill, City Clerk
Members of the Press

1.0 CALL TO ORDER

Mayor Robertson called the meeting to order.

2.0 INVOCATION

The invocation was offered by Council Member McDougald.

3.0 APPROVAL OF AGENDA

MOTION: Council Member Hurst moved to approve the agenda.

SECOND: Council Member Wright

VOTE: UNANIMOUS (9-0)

4.0 OTHER ITEMS OF BUSINESS

4.01 Appointment of Deputy Finance Officers for the Purpose of Signing Purchase Orders

Ms. Lisa Smith, Chief Financial Officer, presented this item and stated for over a decade, the Public Works Commission (PWC) purchasing office has been responsible for issuing purchase orders on behalf of the City. This responsibility also includes signing the state required pre-audit certificate on the City's purchase orders. The pre-audit certificate is a statement signed by a finance officer or deputy finance officer that provides an assurance that sufficient funds remain in the City's budget to pay the amount obligated by a purchase order or contract. City Council adopted a resolution in 2002 designating the PWC's Purchasing Supervisor and Purchasing Agent as the positions responsible for signing the pre-audit statement on City purchase orders. Since that time, PWC has changed the titles of these positions; therefore, the adoption of a new resolution is required to clarify which positions are currently authorized to perform this duty.

The resolution will clarify that PWC's Procurement Manager (formerly known as the Purchasing Supervisor) and the Procurement

Supervisor (formerly known as the Purchasing Agent) are authorized to sign the pre-audit certificate on the City's purchase orders. Currently, the Procurement Manager is Ms. Gloria Wrench and the Procurement Supervisor is Mr. Mark Cannady.

MOTION: Council Member Mohn moved to suspend the rules for this one item.

SECOND: Council Member Hurst

VOTE: UNANIMOUS (10-0)

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE
DESIGNATING THE PUBLIC WORKS COMMISSION PROCUREMENT MANAGER AND
PROCUREMENT SUPERVISOR AS DEPUTY FINANCE OFFICERS. RESOLUTION
NO. R2015-044**

MOTION: Council Member Mohn moved to adopt the resolution.

SECOND: Council Member Hurst

VOTE: UNANIMOUS (10-0)

4.02 Human Relations Department Report

Ms. Rochelle Small-Toney, Deputy City Manager, introduced Mr. Willie Ratchford, President, CEO WPR Consulting, LLC. Mr. Ratchford stated with the retirement of the former Human Relations Director, the City contracted with WPR Consulting, LLC, to assess the stakeholder and community needs and recommend an organization that supports these identified needs. The Fayetteville Human Relations Commission and Department were first established in March 1968, evolving from the Fayetteville Good Neighbor Council in 1964, and the Fayetteville Human Relations Advisory Commission and the Human Relations Department in 1967. Since 2005, the Human Relations Commission and Department serve the City of Fayetteville and Cumberland County. The Human Relations Commission is appointed by City Council (11 members) and the Cumberland County Commissioners (2 members). The Fair Housing Board (5 members) is appointed by the City Council, however, the staff does investigate fair housing complaints in the County. The Human Relations Department falls under the administration of the City Manager and is funded entirely by the City of Fayetteville. The departmental budget is slightly less than \$300,000.00 annually and is staffed by three full-time positions. The County provides an in-kind Senior Aide for 20 hours per week to help support the administrative needs of the department. WPR Consulting has completed its assessment of the needs and desires of community stakeholders relevant to future programs for the Commission and the Department and is recommending a reorganization that is aligned to support these initiatives. It is recognized that the existing department is not properly resourced to meet the needs and expectations of the Commission, the Fair Housing Board, or the community at large. The recommendation adds three additional positions and operational support. The recommendation further provides that the County provides 50 percent of the funding to support the expanded department and program. The recommendation provides that the County provides 50 percent of the total funding for expanded staff and programmatic support, which will result in a savings to the City if the County elects to continue to participate in the Human Relations and Fair Housing programs. These additional resources will provide the staff and program support to ensure adequate coverage and reach across the County.

The 65 page Fayetteville-Cumberland Human Relations Commission June 2015 report was provided to Council. Discussion ensued.

Council thanked Mr. Ratchford for the report. This item was for information only.

4.03 Fire Department Pay Plan

Mr. Ben Major, Fire Chief, stated funding to implement the consultant's recommendations for E911 and Fire personnel was included

in the proposed FY 16 Budget. The Council provided additional direction related to the pay for Fire personnel and additional funding was included in the final budget and the pay plan changes are in the process of being implemented consistent with the memorandum included in the packet. There are two Fire Department compensation issues that staff is developing and will seek funding for in FY 17 as follows:

1. Education Incentive - Once a minimum education standard is established, then compensation for those who exceed that standard is proposed.
2. Career Development Plan for Officers - The past Career Development Plan requirements were revised and integrated into the position progression and step plan for Firefighter and Lieutenant classifications. This incentive program needs to be revised and funded for officer ranks to continue to incent beneficial supplemental training for Captains and above.

The FY 16 Budget contains \$658,000.00 to implement the compensation changes for the Fire Department, excluding those not in the pay plan. This is \$279,000.00 more than budgeted in FY 15 for pay changes for the same personnel. An additional \$72,000.00 has been budgeted for six months of 1 percent - 401k contribution for Fire Department personnel as well.

Chief Major introduced Dr. Victoria McGrath, McGrath Consulting Group Associates. Dr. McGrath provided an overview of the study and invited discussion.

Consensus of Council was to accept the report.

4.04 Parks & Recreation Capital Program

Mr. Kristoff Bauer, Deputy City Manager, presented this item with the aid of a PowerPoint presentation and stated the Council has been exploring alternatives for pursuing the completion of projects identified in the Parks and Recreation Master Plan. The use of General Obligation Bonds ("GO Bonds") provides significant advantages over conventional financing for these kinds of projects; allowing the projects to be completed sooner and at a lower overall cost. The issuance of GO Bonds, however, must be approved by voters. State law regarding the use of special elections for the consideration of GO Bond authorization has changed since Council last considered this issue. The action calendar (included in the agenda packet) outlines the timing of actions necessary to place a GO Bond authorization on the May 3, 2016, ballot for consideration. Significant time has passed since the cost estimates for listed projects were prepared. Staff recommends that updated estimates be prepared to support the development of the financial plan to support the approved capital program. Survey work is standard practices used by successful communities to refine GO Bond proposals. With the change in schedule as previously mentioned, there is time to utilize this strategy to gather data valuable in finalizing a GO Bond ballot measure strategy. Due to the change in State law eliminating Council authority to call a special election for the consideration of a ballot measure authorizing the issuance of GO Bond debt, the fee for placing this question on the recommended ballot, budgeted at \$150,000.00, is expected to be significantly less. Staff recommends using an estimated \$40,000.00 of these funds to collect survey data regarding the proposal and to have the project cost estimates updated by a qualified cost estimation firm.

Discussion ensued.

Consensus of Council was to bring this item (to include turf fields as part of the package) back to a special meeting to be held in October 2015.

4.05 House Party Ordinance

Ms. Karen McDonald, City Attorney, presented this item and stated the Police Department announced Operation Safe Summer in June 2015 which is an initiative by the department to ensure house parties are held safely. The Mayor also expressed interest in the development of an ordinance. During your June 17, 2015, special meeting, a House Party ordinance was presented and discussed. At that time, concerns were raised about the constitutionality of the ordinance. Consensus of Council was to bring this back to the August work session for further discussion.

Discussion ensued.

Consensus of Council was to direct staff to draft an ordinance to come back to Council for review at the September 8, 2015, City Council work session. Council Members Crisp and McDougald were not in agreement with the consensus.

4.06 Term of Office - Four-Year/Staggered Terms

Council Member Wright presented this item and stated a four-year term would favor both the City and the Council, a significant amount of time and funding is spent on educating newly elected officials; these resources would be better utilized if a four-year term were in place. An additional measure would be for the terms to be staggered rather than have all ten elected officials running for office at the same time.

Discussion ensued.

Consensus of Council was to direct staff to research a four-year staggered term of office and bring the findings back to Council for further discussion at a later work session.

4.07 Homeless One-Stop-Shop Building for all Agencies

Council Member Wright presented this item and stated he would like to see a large group of the homeless served through one facility; we do not need to be duplicating the same services at various agencies. Council Member Wright asked if staff could research to locate a building that could be renovated to serve this need.

Discussion ensued.

Consensus of Council was to return this item to the September 8, 2015, work session for further discussion.

4.08 Splash Pad for Fuller Recreation Center

Council Member Wright presented this item and stated there is no recreation center located in District 7, and requested something expedient for that area, especially a water facility. Council Member Crisp noted he had a problem with placing a City facility on a church property.

Consensus of Council was to bring this item back for further discussion at a later date to be determined.

4.09 As One Prayer Walk - Request to Support the Activity and Waive the Fees

Council Member Wright presented this item and stated the next As One Prayer Walk will take place April 9, 2016, at Festival Park and requested support of this activity and waiving of associated fees.

Consensus of Council was to bring this item back to a future work session, date to be determined. Council Member Crisp was not in agreement with the consensus.

4.10 Rebranding the City's Official Logo by Removing the Market House from the Seal.

Council Member McDougald presented this item and stated the objective of the discussion was to determine if the current City logo is the image needed to promote a desirable place to live, work and recreate. Does the current logo represent the City of Fayetteville and the people calling the City home; is there a better logo that will promote the diversity, forward-thinking, and high-tech military City we have become; and to develop consensus among City Council about how we could move forward in unity on this sensitive issue. Fayetteville has become one of the most diverse cities in the country with people from all over the world. We are home to the largest military installation in America with all their technology. The symbol of our great City must likewise reflect the strength of this diversity and the many positive aspects of our City.

Discussion ensued.

Consensus of Council was to direct the administration to work with the Human Relations Department on the development of a potential new City seal design.

4.11 Authorization of Tax Increase Funds for Police Recruiting

Council Member Arp presented this item and stated he proposed Council authorize excess funding from the tax increase for additional police officers be made available to the Chief of Police to contract advertising services, recruitment services, hiring bonuses, and relocation allowances to accelerate the rate of police lateral hires.

Discussion ensued.

Council Member Arp withdrew this item.

4.12 City Council Agenda Item Request - Devonwood Homeowners

Council Member Arp presented this item and stated the Homeowners Association of Devonwood is requesting a transfer of parcel #0408-13-2454, located on McFadyen Drive to the City with an appraised value of \$250.00.

Consensus of Council was to approve this request.

6.0 ADJOURNMENT

There being no further business, the meeting adjourned at 9:40 p.m.

Respectfully submitted,

PAMELA J. MEGILL
City Clerk

NAT ROBERTSON
Mayor

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