



FAYETTEVILLE CITY COUNCIL
AGENDA
JUNE 4, 2012
5:00 P.M.
Lafayette Room, City Hall

1.0 CALL TO ORDER

2.0 INVOCATION

3.0 APPROVAL OF AGENDA

4.0 OTHER ITEMS OF BUSINESS

- 4.1 Community Development - Update on HOPE VI Business Park Development
Presented By: Victor Sharpe, Community Development Director and Doug Peters, President, Fayetteville-Cumberland County Chamber of Commerce
- 4.2 Presentation of key findings from the Garner Report on economic development.
Presented By: Doug Peters, FCCCC President
- 4.3 Report - Boarded-Up Structures
Presented By: Scott Shuford, Development Services Director Brian Meyer,
- 4.4 Limited English Proficiency (LEP) - Update
Presented By: John Kuhls, Human Resource Development Director Ade Lewis, Asst HR Director - Organization Development & Training Ron McElrath, Human Relations Director
- 4.5 Parks and Recreation - Park Bond Proposal Update
Presented By: NA
- 4.6 Compensation Policy Discussion
Presented By: John Kuhls, Human Resource Development Director; and Kristoff Bauer, Interim City Manager
- 4.7 Response to Request to Donate 0.92 acre to Cape Fear Botanical Garden
Presented By: Kecia Parker, Real Estate Manager

5.0 MANAGER'S REPORT

6.0 ADJOURNMENT

CLOSING REMARKS

POLICY REGARDING NON-PUBLIC HEARING AGENDA ITEMS

Anyone desiring to address the Council on an item that is not a public hearing must present a written request to the City Manager by 10:00 a.m. on the Wednesday preceding the Monday meeting date.

POLICY REGARDING PUBLIC HEARING AGENDA ITEMS

Individuals wishing to speak at a public hearing must register in advance with the City Clerk. The Clerk's Office is located in the Executive Offices, Second Floor, City Hall, 433 Hay Street, and is open during normal business hours. Citizens may also register to speak immediately before the public hearing by signing in with the City Clerk in the Council Chamber between 6:30 p.m. and 7:00 p.m.

POLICY REGARDING CITY COUNCIL MEETING PROCEDURES SPEAKING ON A PUBLIC AND NON-PUBLIC HEARING ITEM

Individuals who have not made a written request to speak on a non-public hearing item may submit written materials to the City Council on the subject matter by providing twenty (20) copies of the written materials to the Office of the City Manager before 5:00 p.m. on the day of the Council meeting at which the item is scheduled to be discussed.

Notice Under the Americans with Disabilities Act (ADA): *The City of Fayetteville will not discriminate against qualified individuals with disabilities on the basis of disability in the City's services, programs, or activities. The City will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the City's programs, services, and activities. The City will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all City programs, services, and activities. Any person who requires an auxiliary aid or service for effective communications, or a modification of policies or procedures to participate in any City program, service, or activity, should contact the office of Ron McElrath, ADA Coordinator, at rmcelrath@ci.fay.nc.us, 910-433-1696, or the Office of the City Clerk at cityclerk@ci.fay.nc.us, 910-433-1989, as soon as possible but no later than 72 hours before the scheduled event.*

CITY COUNCIL ACTION MEMO

TO: Mayor and Members of City Council
FROM: Victor Sharpe, Community Development Director
DATE: June 4, 2012
RE: **Community Development - Update on HOPE VI Business Park Development**

THE QUESTION:

Is acquiring subject properties consistent with the City's commitment to the HOPE VI Revitalization Project?

RELATIONSHIP TO STRATEGIC PLAN:

Greater Tax Base - Strong Local Economy and More Attractive City - Clean and Beautiful.

BACKGROUND:

- The City has allocated one million dollars to acquire land for the development of a business campus consistent with its commitment for the HOPE VI Revitalization project.
- City Council passed a resolution on November 24, 2008 that granted the City Manager or his designee the authority to negotiate and acquire property in the HOPE VI Revitalization area in support of the 2007 HOPE VI Grant for the Old Wilmington Road community.
- It was decided then that a decision on relocation and condemnation would come back to City Council for consideration.
- To date, the City has acquired **22** of the 40 parcels. Negotiations are underway for **7** additional parcels (3 of those are problematic). Offers have been mailed to **11** other property owners.
- The City is working with the Fayetteville-Cumberland County Chamber of Commerce to determine the use of the site. The Chamber has hired MSI/KKG along with Thomas Point Associates to provide professional market analytics, site planning and design services.
- MSI/KKG will be in attendance to discuss their approach to the project and obtain feedback from City Council.

ISSUES:

- Because the City is not using federal funds for this project, we are not required to follow the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (URA) for the occupied properties.
- Staff recommends moving forward with the acquisition of the occupied properties and providing the following assistance up to \$5,000.00 per property to the tenant or owner occupant: moving costs, deposits (rent & utilities), 3 months rental assistance and relocation assistance (staff assistance in locating suitable housing).
- Three properties are occupied with tenants and two are owner-occupied.
- Currently there are two parcels that have been acquired that have structures on them that will need to be demolished.
- An additional parcel acquired is the former residence of Dr. E. E. Smith. We have been in discussion with Fayetteville State University to determine if they have an interest in preserving the structure. The consultant's plans will include recommendations on the best way to deal with the Dr. E.E. Smith house.

BUDGET IMPACT:

- \$1 million dollars has been committed and budgeted for this project as part of the HOPE VI Revitalization project.

OPTIONS:

This item is presented for informational purposes.

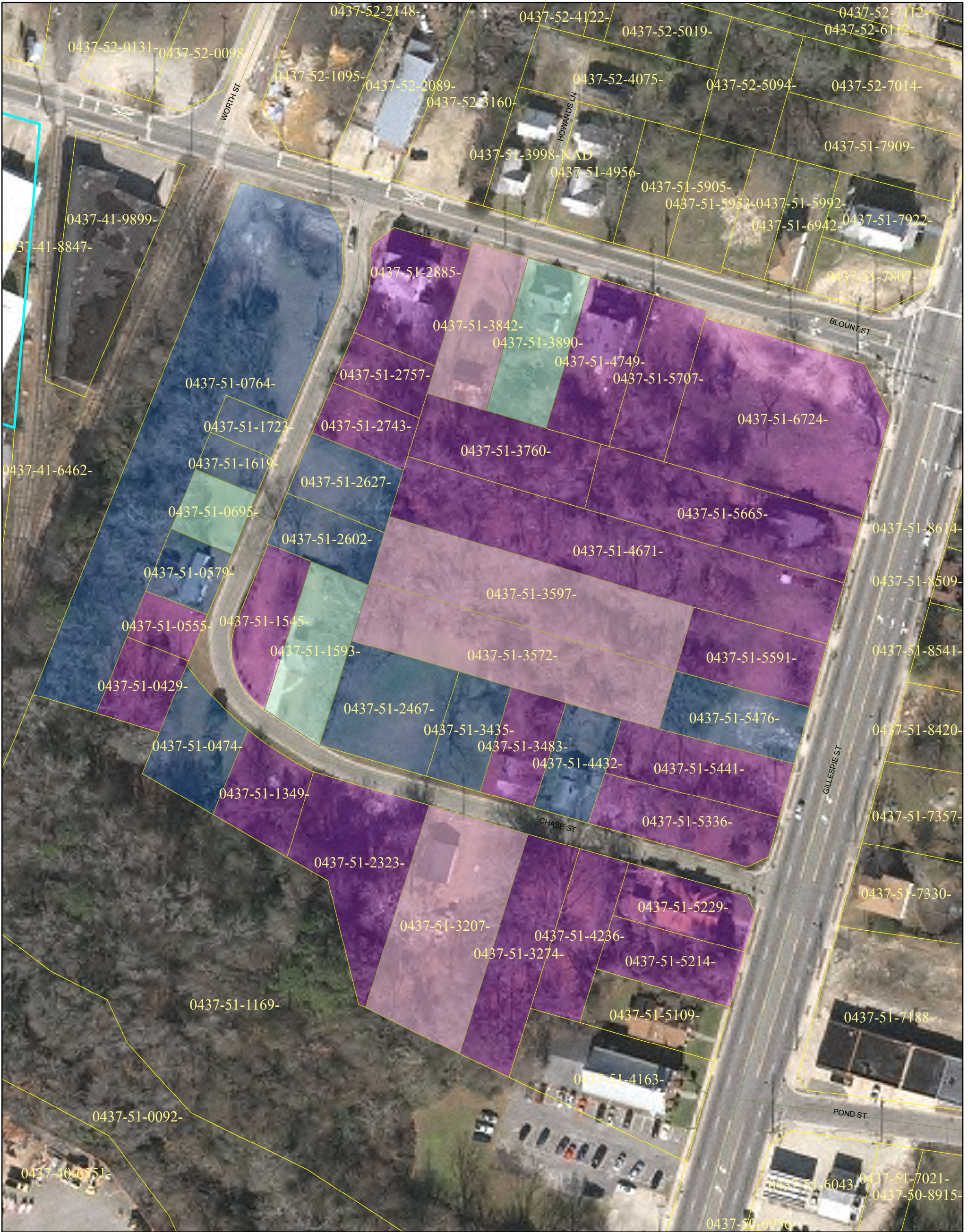
RECOMMENDED ACTION:

This item will be presented for consideration at the City Council's June 25, 2012 meeting with a recommendation to move forward with the acquisition of the occupied properties along with providing relocation assistance up to \$5,000.

ATTACHMENTS:

HOPE VI Business Park Progress Map

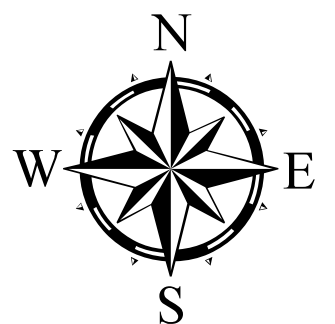
Hope Six Business Park



Date: 5/16/2012

Legend

- Under_Negotiation
- Offers_Acquired
- Offers_Mailed
- Negotiations_w_Problems



CITY COUNCIL ACTION MEMO

TO: Mayor & City Council
FROM: Kristoff Bauer, Interim City Manager
DATE: June 4, 2012
RE: **Presentation of key findings from the Garner Report on economic development.**

THE QUESTION:

What information and recommendations from the Garner Report influence the City's actions in pursuit of economic vitality?

RELATIONSHIP TO STRATEGIC PLAN:

Goal 1 - Greater Tax Base Diversity - Strong Local Economy.

BACKGROUND:

On May 2nd, Garner Economics LLC provided its report; *A Blueprint for Success: A Holistic Economic Development Strategy for Fayetteville and Cumberland County, NC*. The report takes a realistic look at the regions economic conditions and makes several suggestions focused at improving economic vitality. The report has been provided to Council under separate cover.

ISSUES:

BUDGET IMPACT:

OPTIONS:

RECOMMENDED ACTION:

This item is for discussion purposes only.

CITY COUNCIL ACTION MEMO

TO: Mayor and City Council
FROM: Scott Shuford, Development Services Director
DATE: June 4, 2012
RE: **Report - Boarded-Up Structures**

THE QUESTION:

What are the City's options for addressing the problem posed by boarded-up structures?

RELATIONSHIP TO STRATEGIC PLAN:

Desirable Neighborhoods

BACKGROUND:

City Council has requested that staff study the issue of boarded-up buildings and provide a report with options and recommendations.

ISSUES:

The City of Fayetteville has a large number of boarded-up structures in its residential and commercial neighborhoods. This situation is related to the transient nature of our residents and to the need to secure structures from vandalism and illegal entry.

Neighborhoods with boarded structures face impacts that include appearance, crime and property value issues. There is a local economic development impact associated with boarded structures as well.

State law will not allow the City to demolish boarded structures unless other conditions prevail. The City is able to establish time limits for boarding structures.

The challenge is how to address this complicated issue in a way that balances property rights with neighborhood and community impact.

Staff will present a report that will frame the issue and will include options for using the City's authority to impose time limits for boarding structures. We anticipate receiving Council direction on how to proceed.

BUDGET IMPACT:

None noted.

OPTIONS:

Options will be presented at the worksession. They will include continuing our current practice, establishing uniform time limits, and establishing time limits based on other violations.

RECOMMENDED ACTION:

Council receive report and provide direction to staff.

CITY COUNCIL ACTION MEMO

TO: Mayor and Members of City Council
FROM: John Kuhls, Human Resource Development Director; Ron McElrath, Human Relations Director
DATE: June 4, 2012
RE: **Limited English Proficiency (LEP) - Update**

THE QUESTION:

This is an informational item to update Council on the City's Limited English Proficiency (LEP) policy, and provide status on current resources and training now underway.

RELATIONSHIP TO STRATEGIC PLAN:

Limited English Proficiency (LEP) was identified as a management agenda priority in the City's Strategic Plan for 2011-2012.

BACKGROUND:

The City implemented its Limited English Proficiency (LEP) policy effective July 15, 2011. It was distributed to all City employees in August, 2011. The Human Relations Department is the responsible Department for monitoring and updating the LEP Plan, and the City will review and update LEP policies and procedures every third year beginning in May, 2011 per the policy. Interpreter resources have been identified and training has been developed.

ISSUES:

Communication of the City's policy and available resources will ensure efficient delivery of language assistance for LEP persons who seek City of Fayetteville services. A Limited English Proficiency person is one who does not speak English as his or her primary language and who has a limited ability to read, speak, write, or understand English.

BUDGET IMPACT:

Funding for interpreter services is within departmental budgets where needs exist (e.g. Police). Should there be a significant increase in future needs, then budgets may need adjustment to support the demand.

OPTIONS:

N/A

RECOMMENDED ACTION:

Council receive this information and provide any feedback as desired for continued success and support of the City's policy going forward.

CITY COUNCIL ACTION MEMO

TO: Mayor and Members of City Council
FROM: Michael Gibson, Parks, Recreation & Maintenance Director
DATE: June 4, 2012
RE: **Parks and Recreation - Park Bond Proposal Update**

THE QUESTION:

- Review Financial Plan for City Park Bond Proposal

RELATIONSHIP TO STRATEGIC PLAN:

- Goal 2 - More Efficient Government - Cost Effective Service Delivery - Objective 3 - Investing in City's future infrastructure, facilities and equipment.

BACKGROUND:

- Council's top priority to develop a park bond referendum bond proposal
- Park bond referendum proposal package is completed by Site Solutions
- Developed proposed financial package for park bond referendum

ISSUES:

- Determine total GO bond debt and appropriate tax rate for bond referendum

BUDGET IMPACT:

- NA

OPTIONS:

- NA

RECOMMENDED ACTION:

- Update Council

ATTACHMENTS:

Bond Financial Plan
Bond Construction Costs

ISSUER - CITY OF FAYETTEVILLE, NORTH CAROLINA (Scenario 3 -City only model)
CIP Model

Project Summary

City Projects	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Neighborhood Aquatic Facility 1	\$ -	\$ -	\$ 2,115,080	\$ -	\$ -	\$ -	\$ 2,115,080
Neighborhood Aquatic Facility 2	-	-	2,115,080	-	-	-	2,115,080
Neighborhood Aquatic Facility 3	-	-	-	2,115,080	-	-	2,115,080
Neighborhood Aquatic Facility 4	-	-	-	2,115,080	-	-	2,115,080
Splash Pad TBD	-	-	-	-	-	-	-
Neighborhood Park 1	-	-	-	300,000	-	-	300,000
Neighborhood Park 2	-	-	-	-	300,000	-	300,000
Neighborhood Park 3	-	-	-	-	-	-	250,000
Existing Parks/Buildings	-	-	-	800,000	-	-	800,000
Subtotal	\$ -	\$ -	\$ 4,230,160	\$ 5,330,160	\$ 300,000	\$ -	\$ 250,000

County Projects	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Community Aquatic Facility	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
East Regional Rec. Center	-	-	-	-	-	-	-
Splash Pad Falcon	-	-	-	-	-	-	-
Splash Pad Wade	-	-	-	-	-	-	-
Splash Pad Godwin	-	-	-	-	-	-	-
Splash Pad Gray's Creek	-	-	-	-	-	-	-
Splash Pad Eastover	-	-	-	-	-	-	-
Splash Pad North Cumberland	-	-	-	-	-	-	-
Splash Pad Lake Rlm	-	-	-	-	-	-	-
Neighborhood Park 4	-	-	-	-	-	-	-
Neighborhood Park 5	-	-	-	-	-	-	-
Neighborhood Park 6	-	-	-	-	-	-	-
Existing Parks/Buildings	-	-	-	-	-	-	-
Subtotal	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Joint Projects	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
City Percentage	100.0%						
County Percentage	0.0%						
Multipurpose Aquatic Facility	\$ -	\$ 25,939,760	\$ -	\$ -	\$ -	\$ -	\$ 25,939,760
Tennis Center	-	-	-	2,680,535	-	-	2,680,535
Field Road Sports Complex	-	-	5,502,750	-	-	-	5,502,750
Cape Fear River Park	-	-	-	6,000,000	-	-	6,000,000
Skateboard Park	-	-	581,900	-	-	-	581,900
Greenways Acquisition	-	500,000	1,000,000	-	-	-	700,000
Parkland Acquisition	-	-	-	-	-	-	1,500,000
Planning and Design	2,680,000	-	-	-	-	-	2,680,000
Subtotal	\$ 2,680,000	\$ 26,439,760	\$ 7,084,650	\$ 8,680,535	\$ -	\$ -	\$ 700,000
Total	\$ 2,680,000	\$ 26,439,760	\$ 11,314,810	\$ 14,010,695	\$ 300,000	\$ -	\$ 950,000
							\$ 55,695,265

Bond Construction Costs - City Projects

Project	Probable Construction Cost
Multipurpose Center with Senior Center	\$ 25,939,760
Neighborhood Aquatic Centers (College Lakes, Stoney Point, Westover, Cumberland/Ireland)	\$ 8,460,320
Tennis Center	\$ 2,680,535
Sports Complex	\$ 5,502,750
Cape Fear River Park	\$ 6,000,000
Skateboard Park	\$ 581,900
Neighborhood /Community Parks (Bailey Lake Park, Montclair Park, South Gate Park)	\$ 800,000
Greenways	\$ 700,000
Existing Parks and Building Renovations (Brentwood School Park, Clark Park, D. Gilmore Building, MLK Park, Massey Hill, Mazarick Park, Seabrook Park)	\$ 800,000
Parkland Acquisition	\$ 1,500,000
Planning and Design	\$ 2,680,000
Totals	\$ 55,645,265

CITY COUNCIL ACTION MEMO

TO: Mayor and Members of City Council
FROM: John Kuhls, Human Resources Development Director; and Kristoff Bauer, Interim City Manager
DATE: June 4, 2012
RE: **Compensation Policy Discussion**

THE QUESTION:

Interim City Manager Kristoff Bauer would like to begin a discussion with Council to ask for feedback and direction regarding the City's Compensation policy.

RELATIONSHIP TO STRATEGIC PLAN:

Council has expressed an interest in moving forward with implementing recommendations from the recently conducted compensation study, and identified Short-term Direction and Long-term Funding Strategy as FY 2013 Policy Actions within the City's FY13 Strategic Plan. This effort also relates to Goal 2 - More Efficient City Government - Cost-Effective Service Delivery, and supporting opportunities for recruiting and retaining a quality city workforce.

BACKGROUND:

The Interim City Manager's FY 2013 recommended budget includes \$2.04 million in funding for pay changes, effective in mid-August, including: the 4-5% police pay step plan and a merit increase based upon performance for general employees of 2.5% of salary range mid-point. Beyond this short-term direction, it is beneficial to have a discussion with Council to understand preferences for the City's compensation policy in the long-term.

ISSUES:

The turnover rate for all City employees has increased over recent history. The additional cost for recruitment, training, and loss of productivity is substantial. In many cases employees are trained by the City and after several years they choose to work for a different employer utilizing the same skills for more money. PWC recently said that 44% of their employees are paid at mid-point or better in their respective pay range, while the City has only 34% of all general fund employees paid at mid-point or better. We can also explain what compa-ratios are, and how they are used for pay planning.

Key questions for discussion include whether we should have a more aggressive merit pay plan, while striving for greater than 34% of employees at or above mid-point? The Police step plan has proven to successfully reduce turnover, and PWC has utilized annual benchmark surveys with more frequent salary structure adjustments to stay competitive, while the City's most recent pay structure changes were made in 2008. What are reasonable alternatives?

The Market Study results by Segal in the compensation study adjusted the findings for each job title by using the Economic Research Institute (ERI) data. This methodology increases or decreases the reported pay from other public and private sector peers by a factor determined by whether employers are paying a competitive wage for a given area. Examples include Durham salaries being reduced by 9.6%; Greensboro salaries being reduced by 6.1%; and all others used being reduced for an average of 9.4% before comparing to Fayetteville salaries.

Does the Council prefer to use the Market Study results with or without the ERI adjustments? Is it important to be competitive with both the Triangle and Triad when trying to attract professional local government employees? Other secondary questions can be discussed over time, as these primary questions will help establish a clearer future policy.

BUDGET IMPACT:

N/A for the short-term FY 2013 budget as recommended by the Interim City Manager.

OPTIONS:

1. Postpone discussion of these and related questions to a later date and time.
2. Begin this discussion now in order to establish a clearer future direction and policy.

RECOMMENDED ACTION:

Begin this discussion in order to establish a clearer future direction and policy.

CITY COUNCIL ACTION MEMO

TO: Mayor and Members of City Council
FROM: Kecia Parker, Real Estate Manager
DATE: June 4, 2012
RE: **Response to Request to Donate 0.92 acre to Cape Fear Botanical Garden**

THE QUESTION:

How best to respond to a request by Cape Fear Botanical Garden for the City to donate 0.92 acre on Eastern Boulevard for a Visitors Pavilion Complex helping to enhance the corridor leading to the downtown area.

RELATIONSHIP TO STRATEGIC PLAN:

More Attractive City- Clean and Beautiful

BACKGROUND:

The old fire tower on Eastern Boulevard was constructed in the late 1950s. The City has constructed a new fire tower facility and no longer utilizes the parcel on Eastern Boulevard of approximately 0.92 acres. In 2007 Cape Fear Botanical Garden asked the City to remove the fire tower and deed the old fire tower property to them. Funding was received to build the new facilities but there was not enough money to demolish the fire tower. The Cape Fear Botanical Garden has asked the City the status of this donation.

ISSUES:

- Parcel is no longer utilized by the Fire Department
- North Carolina General Statute §160A-279 provides authority and the method for response to a request for City owned property to be disposed of.
- The tax value of said parcel is \$78,908.00
- The compensation for the parcel would be the public use of a Visitors Pavilion Complex and the enhancement provided to the Eastern Boulevard Corridor.

BUDGET IMPACT:

There will be no significant impact to the budget

OPTIONS:

- Direct staff to continue with appropriate procedure for adopting resolution to convey property as is for the public use provided.
- Designate an alternate means of disposal such as auction or private negotiation and direct staff accordingly.
- Decline to dispose of the property.

RECOMMENDED ACTION:

Provide direction to staff as how Council would like to proceed.

ATTACHMENTS:

Aerial Map of Property
Parcel Map

Fire Tower

City of Fayetteville
DB 442, PG 287
0447-14-5917-

NEASTERN BLVD

I-95 BUS N

NEASTERN BLVD

I-95 BUS S

HILL ST

NEASTERN BLVD

ALFAFA ST

N KING ST

4-7-1-1

Fire Tower

N EASTERN BLVD

N EASTERN BLVD

I 95 BUS S

I 95 BUS N

City of Fayetteville
DB 442, PG 287
0447-14-5917-

HILL ST

N EASTERN BLVD

ALFALFA ST

N KING ST

4 7 - 2 - 1