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CITY COUNCIL OF THE CITY OF GREENVILLE WORK SESSION MEETING

Monday, January 10, 2022 - 3:00 p.m.

Meeting Location: Greenville Convention Center, 1 Exposition Drive

The city of Greenville seeks input from citizens while adhering to public health and safety guidelines. All attendees at the location may be subject to a temperature screening. Masks are currently required in all city buildings and at city meetings, regardless of vaccination status.

Citizens may access the meeting at the following web address:

<https://www.greenvillesc.gov/1694/Online-Meetings>

CITY COUNCIL: Mayor Knox White; Councilmember Wil Brasington; Councilmember John DeWorken, Councilmember Dorothy Dowe, Councilmember Lillian Flemming; Councilmember Ken Gibson; Councilmember Russell Stall

CITY STAFF: City Manager John McDonough; City Attorney Michael S. Pitts; City Clerk Camilla G. Pitman

AGENDA

- 1. Call to Order** **3:00 p.m.**
- 2. Employee Compensation Adjustments** **3:00 p.m.**
(Presented by Office of Management and Budget Director Matt Efird and Human Resources Director Athena Miller)
- 3. Section 108 Loan Projects** **3:15 p.m.**
(Office of Management and Budget Director Matt Efird)
- 4. Executive Session:** **3:45 p.m.**
NOTE: City Council will leave the Work Session to conduct an Executive Session which is not open to the public. The Work Session meeting will adjourn following the completion of the Executive Session. No action will be taken prior to adjourning the meeting.
 - a. Economic Development / Legal Briefing**
 - 1. Acquisition/Disposition of Property in Unity Park area** **3:45 p.m.**
(Office of Management and Budget Director Matt Efird)
 - 2. Peace Center Property Matter** **4:15 p.m.**
(City Attorney Mike Pitts)
 - 3. Dunbar Connector Potential Acquisition of Property** **4:30 p.m.**
(Assistant City Manager Shannon Lavrin)
 - 4. Potential Disposition of Liberty Garage** **4:45 p.m.**
(Office of Management and Budget Director Matt Efird)
 - 5. Boards and Commissions** **5:00 p.m.**
(City Clerk Camilla Pitman)
- 5. Adjourn** **5:15 p.m.**

Employee Compensation Adjustments

January 2022



Summary

- **Market Pressures**
- **Public Safety Employees**
- **General Employees**
- **Cost and Funding Capacity**

Market Pressures

- City is in a very competitive labor environment
 - Vacancy rate trending at 11.3%, nearly 25% higher than last year
- Competing agencies are planning and implementing compensation adjustments
 - Greenville County -2.5% COLA
 - Spartanburg - 3% COLA in July and 1.5% COLA for January
 - Simpsonville – 4% COLA
 - Mauldin – 3% COLA
 - Travelers Rest – 4.5% COLA
 - Columbia – 3% COLA
 - Charleston – 4% - 7% increases
 - State of SC – 3% COLA
 - Survey of 240 companies with 10,000+ FTE indicates projected 3.9% increases in employee pay for 2022
- Inflationary Pressure
 - Social Security Administration has announced a 5.9% COLA effective January 2022
 - Firefighter's Pension Board has recommended a 5.9% COLA effective January 2022
 - Federal Reserve Personal Consumption Price Index is projecting inflation at 4.9% as of December 2021

Public Safety Employees

- City is making adjustments to both Police and Fire Department Step Plans
 - Plans have aged since original implementation in 2017
 - Goals:
 - Improve recruitment and “Choice Employer” status with entry salary and attraction of lateral hires
 - Increase retention of valuable trained employees by progression to market midpoint
 - Encourage advancement through the ranks
- Increased starting salaries to lead the market
 - \$21.25/hour (\$47,515) entry level for PO1
 - \$18.50/hour (\$38,480) entry level for FF1 – new position created to generate a talent pipeline
- Separating incentive pay from base pay to standardize Step Plan
 - Education Incentive - \$1/hour for Associate Degree, \$1.50/hour for Bachelor or higher (Max: \$2.00)
 - Bilingual Incentive - \$0.75/hour
 - Military Veteran Incentive - \$1/hour
 - Paramedic Incentive (FD) - \$1/hour
- All employees have been re-slotted into new Step Plan based on total experience, time in grade, internal equity and controlling for pay compression
- Minimum increase for sworn Public Safety employees is 4%, Average for Police is 10.9% and Fire is 8.7%

General Employees

- All non-Public Safety employees with at least 1 year of service as of January 1, 2022 will receive a 4% Cost of Living Adjustment (COLA)
 - Employees under 1 year of service will receive a COLA when they reach their 1-year mark
- All compensation adjustments went into effect January 1, 2022 and will be reflected in the January 21st payroll

Cost and Funding Capacity

- Cost for 4% COLA for all employees (including Public Safety) = \$1 million (FY22 impact)
 - Additional cost for Public Safety Plans = \$680,000 (FY22 impact)
- Adopted FY22 budget included funding for full employment, plus 3% January COLA. Because of higher than anticipated vacancy rates, the planned increases can be absorbed in the FY22 budget without the need for additional funding
- City is making long-term investments in employees rather than one-time bonuses as seen in other jurisdictions

Employee Compensation Adjustments

January 2022



Section 108 Loan Program

Special Emphasis Neighborhood Infrastructure Investment

January 2022



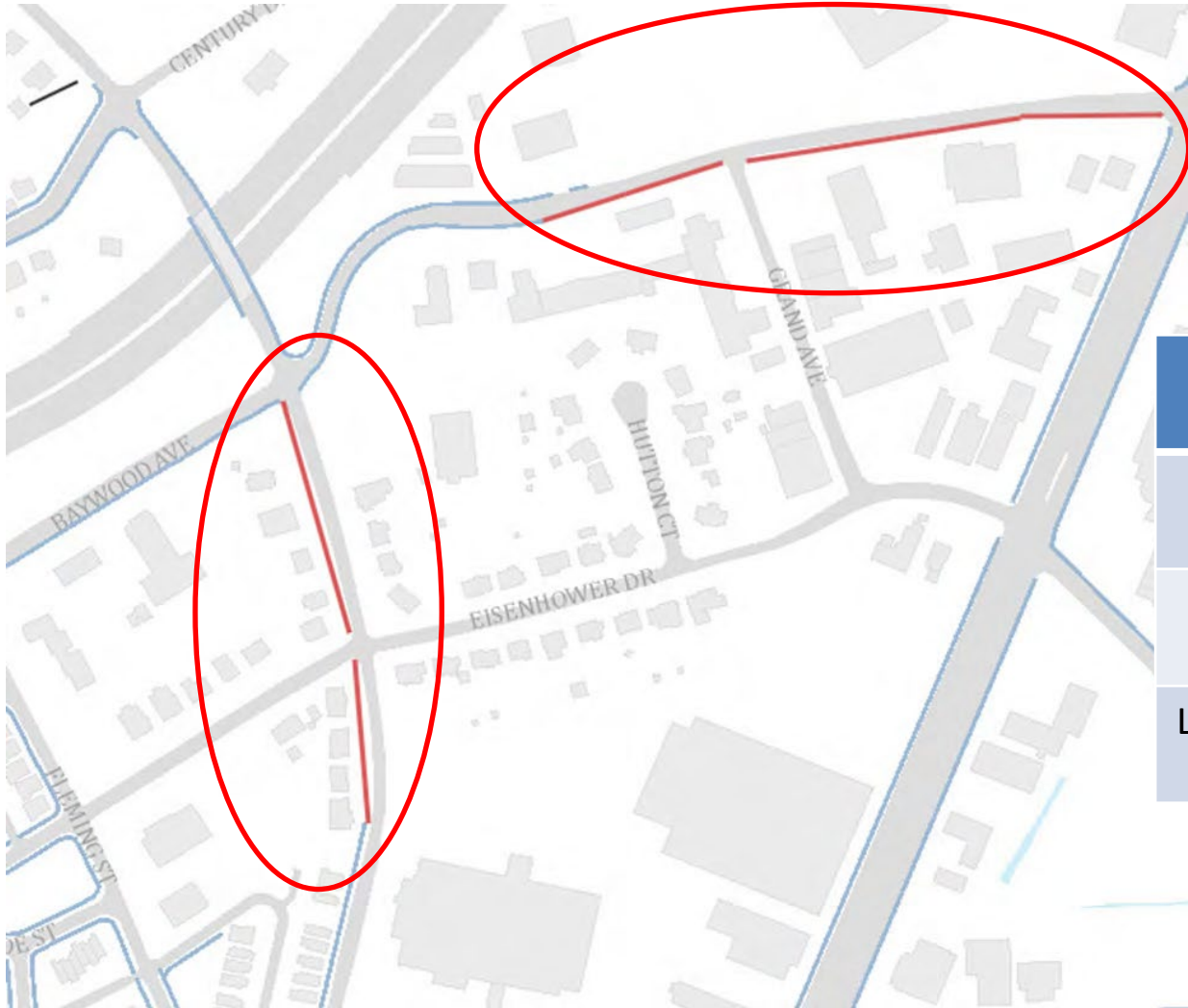
Section 108 Loan Program Summary

- Program available to CDBG recipients as a source of low-cost, long-term financing for community development projects
- Local governments borrowing funds guaranteed by HUD **must pledge current and future CDBG allocations** as security for the loan
- Loans are made for a period of up to **20 years**
- Eligible activities:
 - Acquisition of real property
 - Rehabilitation of publicly owned real property
 - Housing rehabilitation eligible under CDBG
 - Construction, reconstruction, or installation of public facilities (including street, sidewalk, and other site improvements)
 - Related relocation, clearance, and site improvements
 - Loan to for-profit businesses for economic development purposes
 - Payment of interest on the guaranteed loan and issuance costs of public offerings
 - Debt service reserves
 - Finance fees
 - Public works and site improvements
 - In limited circumstances, affordable housing construction
- Activities not allowed:
 - Projects where the public benefits standards have been triggered (often for economic development projects) and where a sufficient level of public benefit is not achieved are ineligible.
 - Buildings used for the conduct of government
 - Projects that do not meet a national objective are not eligible.

Proposed Project

- Borrow approximately \$3.6 million for sidewalk construction in Special Emphasis Neighborhoods
- Projects and funding source is in addition to the Neighborhood Infrastructure Bond that will invest in roads, sidewalks, and public places throughout the City
- \$270,622 has been allocated in the FY 2022 CDBG Budget as a first repayment installment
- Funding allows for approximately 12,000 LF (2.3 miles) of sidewalk (including curb and gutter) in the following neighborhoods:
 - Arcadia Hills
 - Greenline-Spartanburg
 - Nicholtown
 - Pleasant Valley
 - Southernside
 - West Greenville
- Projects were selected by:
 - Using list of NSTEP-eligible sidewalks that improve existing connectivity in the neighborhoods
 - Locations that would have fewer right-of-way challenges
- Initial project list reduced/alterd due to Council and neighborhood feedback during Community Empowerment Team meeting, lack of right-of-way, and cost escalation (14% since Spring)

Arcadia Hills Project



Street	Start	End	Length (LF)	Timing
Keith	Eisenhower	Existing SW	315	Spring/Summer 2023
Keith	Eisenhower	Baywood	460	Spring/Summer 2023
Lowndes Hill	Pleasantburg	Keith	1500	Spring/Summer 2023

*Estimated Cost - \$775,000

Arcadia Hills Project



Arcadia Hills Project



Greenline-Spartanburg Project



Street	Start	End	Length (LF)	Timing
Stag	Dupont	Mt. Eustis	400	Spring/Summer 2023
Mt. Eustis	Spartanburg	Stag	500	Spring/Summer 2023

*Estimated Cost - \$306,000

Greenline-Spartanburg Project



Nicholtown Project



Street	Start	End	Length (LF)	Timing
Ackley	Carter	Nicholtown	830	Spring/Summer 2022
Rebecca	NCC	Clark	950	Spring/Summer 2023
Alameda	Clark	Glenn	2,800	Summer/Fall 2022

*Estimated Cost - \$1,560,000

Nicholtown Project



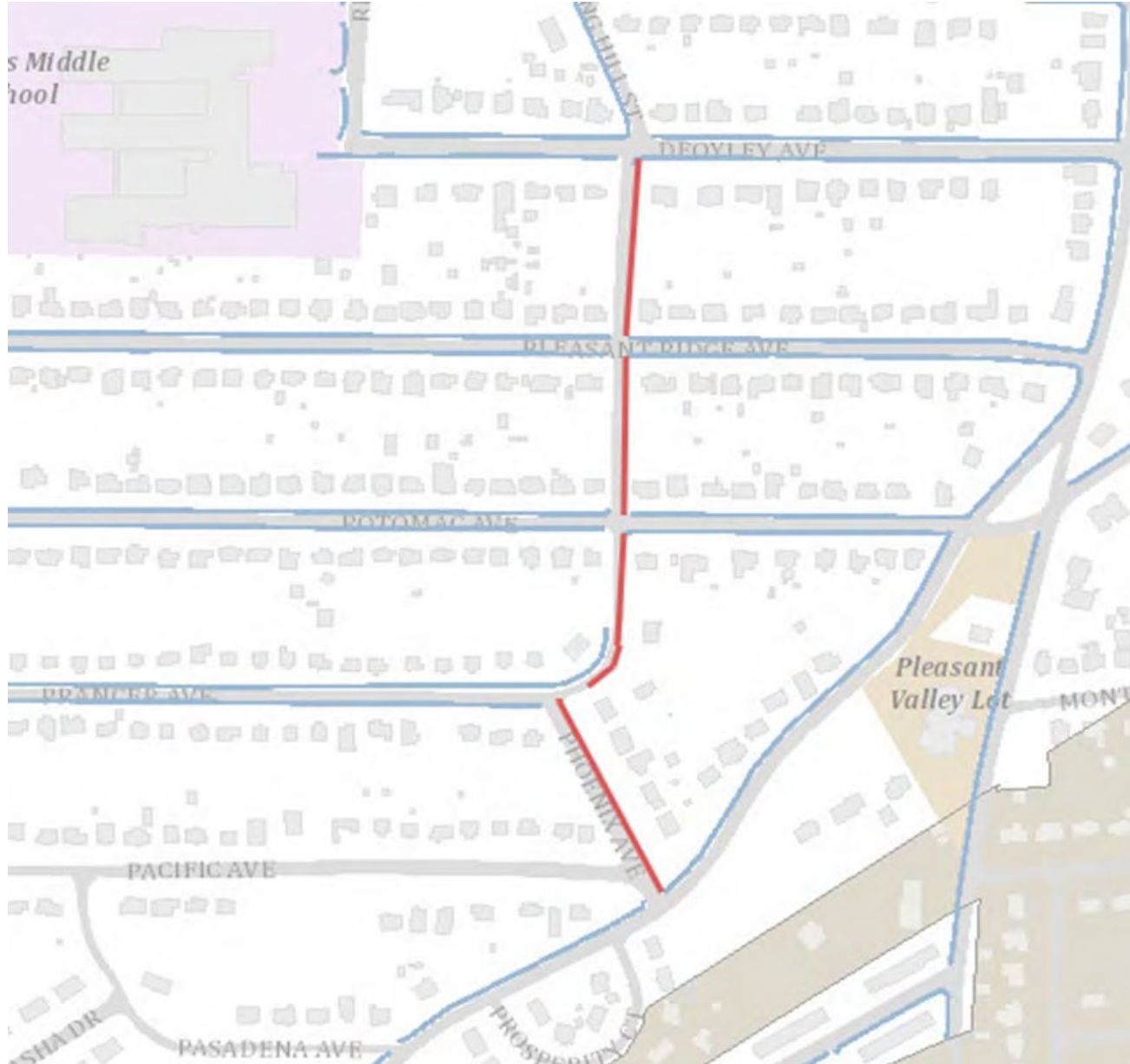
Nicholtown Project



Nicholtown Project



Pleasant Valley Project



Street	Start	End	Length (LF)	Timing
Phoenix	Long Hill	Prosperity	480	Spring/Summer 2022
Long Hill	Deoyley	Phoenix	1,120	Spring/Summer 2022

* Estimated Cost -\$545,000

Pleasant Valley Project



Southernside Project



Street	Start	End	Length (LF)	Timing
Cook	Mulberry	Frank	1170	Spring/Summer 2022

* Estimated Cost - \$400,000

Southernside Project



West Greenville Project



Street	Start	End	Length (LF)	Timing
Traction	Pendleton	Existing SW	1,500	Summer/ Fall 2022

* Estimated Cost - \$510,000

West Greenville Project



Summary and Timeline

Neighborhood	Road	Schedule	Cost
Nicholtown	Ackley	Spring/Summer 2022	\$285,000
Southernside	Cook	Spring/Summer 2022	\$400,000
Pleasant Valley	Long Hill/Phoenix	Spring/Summer 2022	\$544,000
Nicholtown	Alameda/Glenn/Catlin	Summer/Fall 2022	\$950,000
West Greenville	Traction	Summer/Fall 2022	\$510,000
Arcadia Hills	Keith	Spring/Summer 2023	\$270,000
Arcadia Hills	Lowndes Hill	Spring/Summer 2023	\$510,000
Greenline-Spartanburg	Mt. Eustis/Stag	Spring/Summer 2023	\$306,000
Nicholtown	Rebecca	Spring/Summer 2023	\$325,000
Total Estimated Cost			\$4,100,000

- Section 108 Available Funding is \$3.6 million, leaving a deficit of \$500k. Staff recommends using a portion of the FY22 or FY23 NSTEP funding to cover the additional cost due to construction escalation.
- Cost estimates will be used to file amendment to Annual Action Plan (Council Action and Public Hearing Required)
- HUD Application Process, Design and Bidding of first segments will happen concurrently over the next few months
- Additional and ongoing neighborhood engagement will occur during project construction

Section 108 Loan Program

Special Emphasis Neighborhood Infrastructure Investment

January 2022

