

**Community Development/Housing/General Government Committee**  
**Virtual/In Person Meeting**  
**April 12, 2022**

**CALL TO ORDER**

*Mayor Pro Tempore Adams called the meeting to order at 4:30 p.m. and stated all Committee Members are participating in-person. Because a Non-Committee Member, Council Member Barbara Burke, is participating virtually, the North Carolina General Statutes states this meeting is a virtual or remote meeting and is being streamed live.*

**Present:**

Mayor Pro Tempore Denise D. Adams, Chair  
Council Member Annette Scippio, Vice Chair  
Council Member Robert Clark  
Council Member Kevin Mundy

**Additional Attendees:**

Council Member Jeff MacIntosh  
Council Member John Larson  
Council Member Barbara Hanes Burke (virtual)

**CONSENT AGENDA**

*Mayor Pro Tempore Adams stated the Committee would first consider the Consent Agenda and asked if there were any items that needed to be removed for discussion. Consent Agenda Items C-1, C-2 and C-3 were removed for discussion.*

**A motion was made by Council Member Clark, seconded by Council Member Scippio, to approve the balance of the Consent Agenda. The motion carried by the following vote:**

**Aye:** Mayor Pro Tempore Adams, Council Member Scippio, Council Member Mundy, and Council Member Clark

**C-4.** Resolution Amending Article III of the City of Winston-Salem Personnel Resolution Regarding Paid Parental Leave.

**Approved by the Consent Agenda.**

**C-5.** Approval of Community Development/Housing/General Government Committee Summary of Minutes.

**Approved by the Consent Agenda.**

**C-1.** Resolution Electing The 2022 Inductees To The Winston-Salem Arts, Culture, And Entertainment Memorial Walk Of Fame.

*Council Member Scippio removed this item for discussion.*

*In response to Council Member Scippio, Ben Rowe, Assistant City Manager, explained the policy regarding how many inductees are allowed per year.*

*In response to Council Member Mundy, Mr. Rowe provided a staff report for this item.*

**A motion was made by Council Member Clark, seconded by Council Member Scippio, that Agenda Item C-1 be approved. The motion carried by the following vote:**

**Aye:** Mayor Pro Tempore Adams, Council Member Scippio, Council Member Mundy, and Council Member Clark

**C-2.** Resolution Amending Article III of the City of Winston-Salem Personnel Resolution Regarding Paid Holidays for City of Winston-Salem Employees.

*Council Member Scippio removed this item for discussion.*

*In response to Council Member Scippio, Dr. Marquis Barnett, Human Resource Director, explained the Christmas Holiday section of the resolution and provided a brief staff report.*

**A motion was made by Council Member Scippio, seconded by Council Member Mundy, that Agenda Item C-2 be approved. The motion carried by the following vote:**

**Aye:** Mayor Pro Tempore Adams, Council Member Scippio, Council Member Mundy, and Council Member Clark

**C-3.** Resolution Amending Article II of the City of Winston-Salem Personnel Resolution Authorizing the City Manager to Implement Financial Incentives for Hard-to-Fill Positions.

*Council Member Scippio removed this item for discussion.*

*Dr. Marquis Barnett, Human Resources Director, provided the staff report.*

*In response to Council Member Scippio, Dr. Barnett explained the referral policy noting that the City Manager can terminate the policy at any time.*

*In response to Council Member Mundy, Dr. Barnett stated if a new employee named multiple people as referrals, the first employee listed will receive the credit. He said the City Manager, with help from the Human Resource Department, would define hard to fill positions.*

*In response to Mayor Pro Tempore Adams, Dr. Barnett explained the rationale surrounding the three month incentive and noted he would provide information regarding what other municipalities are doing. He stated the policy would be funded using salary savings and would provide the Mayor and Council with updates.*

*Dr. Barnett explained the exclusions under the referral policy stating that the Human Resource staff would not be eligible if they met an applicant during their duties such as a job fair.*

**A motion was made by Council Member Scippio, seconded by Council Member Mundy, that Agenda Item C-3 be approved. The motion carried by the following vote:**

**Aye:** Mayor Pro Tempore Adams, Council Member Scippio, Council Member Mundy, and Council Member Clark

**GENERAL AGENDA**

**G-1.** Resolution Suspending the City of Winston-Salem COVID-19 Vaccination Incentives and Testing Policy.

*Ben Rowe, Assistant City Manager, provided the staff report for this item.*

*In response to Council Member Mundy, Mr. Rowe stated staff will review if new hires will be asked if they are vaccinated even if the City is not requiring them to be vaccinated. He noted the Carf and Resolution would be updated to read "any variant" instead of "new variant".*

*In response to Council Member Scippio, Angela Carmon, City Attorney, stated the policy can be reactivated if needed, noting it would come before Committee and Council for reactivation.*

*Mayor Pro Tempore Adams requested information regarding the number of vaccinated employees that contracted COVID.*

**A motion was made by Council Member Clark, seconded by Council Member Scippio, that Agenda Item G-1 be approved. The motion carried by the following vote:**

**Aye:** Mayor Pro Tempore Adams, Council Member Scippio, Council Member Mundy, and Council Member Clark

**G-2.** Information on Social Districts.

*Aaron King, Assistant City Manager, provided the staff report for this item.*

**A motion was made by Council Member Clark, seconded by Council Member Scippio, that Agenda Item G-2 be continued to the May 10, 2022, Community Development/Housing/General Government Committee. The motion carried by the following vote:**

**Aye:** Mayor Pro Tempore Adams, Council Member Scippio, and Council Member Clark

**Nay:** Council Member Mundy

**G-3.** 2021-2022 College Advisory Board Annual Report

*Wanda Allen-Abraha, Director of Human Relations, gave an introduction of this item.*

*Sid Subramanian, College Advisory Board Chair, and Kelly Jo Currey, provided the report.*

*Mayor Pro Tempore Adams thanked the College Advisory Board for their hard work.*

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*In response to Mayor Pro Tempore Adams, Mrs. Allen-Abraha provided information regarding the National League of Cities Grant.*

**G-4.** Diversity, Equity, and Inclusion Employee Equity Survey Overview.

*Mrs. Wanda Allen-Abraha introduced Ms. Brittany Pitts.*

*Brittany Pitts, Equity Assurance Administrator, provided the staff report for this item.*

*Council Member Clark requested data regarding the demographics of employees that have left the organization, what jobs such as department heads, supervisors etc. are leaving, and the demographics of disciplined employees.*

*Mayor Pro Tempore Adams stated more employees need to complete the survey and suggested to provide incentives for completion. She asked for Staff to research what other cities are doing regarding getting employees to participate.*

*In response to Council Member Mundy, Lee Garrity, City Manager, stated the City hopes to benchmark RJ Reynolds in hopes of becoming the employer of choice.*

**ADJOURNMENT**

*There being no further business to come before the Committee, the meeting adjourned at 5:50 p.m.*