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**FAYETTEVILLE CITY COUNCIL
BUDGET WORK SESSION MINUTES
COUNCIL CHAMBER, CITY HALL
MAY 22, 2025
10:00 A.M.**

Present: Mayor Mitch Colvin (arrived at 10:09 a.m., departed at 12:30 p.m.)

Council Members Katherine K. Jensen (District 1) (departed at 12:18 p.m.); Malik Davis (District 2); Mario Benavente (District 3) (arrived at 10:33 a.m., departed at 1:00 p.m.); D. J. Haire (District 4); Lynne Greene (District 5); Derrick Thompson (District 6) (departed at 12:45 p.m.); Brenda McNair (District 7) (arrived at 10:26 p.m., departed at 12:30 p.m.); Courtney Banks-McLaughlin (District 8) (via TEAMS); Deno Hondros (District 9)

Others Present: Douglas Hewett, City Manager
Adam Lindsay, Assistant City Manager
Jodi Phelps, Assistant City Manager
Kelly Strickland, Assistant City Manager
Todd Joyce, Interim Police Chief
Kevin Dove, Fire Chief
Lisa Harper, Senior Assistant City Attorney
Loren Bymer, Marketing & Communications Director
Jerry Clipp, Human Resource Development Director
Sheila Thomas-Ambat, Public Services Director
Brian McGill, Assistant Public Services Director
Willie Johnson, Chief Information Officer
Nichelle Gaines, Community Safety Manager
Byron Reeves, Assistant Public Services Director
Gerald Newton, Development Services Director
Michael Gibson, Parks and Recreation Director
Brook Redding, Senior Assistant to the City Manager
Albert Baker, Assistant Economic & Community Development Director
Kimberly Leonard, Budget & Evaluation Director
Sarah Loewen, Budget Analyst
Pricilla Xayaphet, Budget Analyst
Amena Mitchell, Budget Analyst
Jerome Coaxum, Budget Analyst
Jennifer Ayre, City Clerk
Members of the Press

1.0 CALL TO ORDER

Mayor Pro Tem Jensen called the meeting to order at 10:00 a.m.

2.0 INVOCATION

The invocation was offered by Council Member Haire.

3.0 PLEDGE OF ALLEGIANCE

The Mayor Pro Tem and City Council led the Pledge of Allegiance.

4.0 APPROVAL OF THE AGENDA

MOTION: Council Member Haire moved to approve the agenda
SECOND: Council Member Greene
VOTE: UNANIMOUS (7-0)

5.0 ITEMS OF BUSINESS

5.1 Budget Chronicles Questions and Answers

Ms. Kimberly Leonard, Budget and Evaluation Director, reviewed the questions and responses for the twenty-one Budget Chronicles questions

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from the last meeting and stated the Budget Chronicles are on the City website.

Discussion ensued regarding court resurfacing, the pedestrian plan, sidewalks, bike lanes, street markings, repaving, and stormwater drainage projects.

Recommendations and questions from City Council included: an additional \$100,000.00 funding for street markings from Council Member Haire; additional funding for neighborhood doorbell cameras from Council Member Haire; \$200,000.00 for microgrants from Council Member Haire; additional technology funds for the Police Department once the new Police Chief has had an opportunity to review from Mayor Colvin; and Council Member Benavente requested a bell curve chart for the property value changes based on the revaluation.

Mayor Colvin requested answers to questions asked today be provided before the next meeting for Council to review.

5.2 Discussion of Public Safety Budget

Mr. Brook Redding, Senior Assistant to the City Manager, stated the City Manager's Office and the Office of Community Safety (OCS) has spent the last several months reviewing and analyzing information to consolidate the programs to build the OCS framework. The Fiscal Year (FY) 2026 OCS budget is structured around five core areas: mental health response and diversion, community-based violence prevention and intervention, homelessness risk reduction, youth opportunities, and administrative needs and over the next fiscal year the office will continue to build capacity, strengthen partnerships, and implement pilot initiatives that reflect Council's strategic direction for the OCS.

Ms. Nichelle Gaines, OCS Program Manager, provided an overview of the plans for FY26. For mental health response, OCS is preparing to initiate a co-response/alternate response study in partnership with the Police Department that is expected to begin in the second or third quarter of FY26. The study will evaluate the best-fit models for field-based mental health responses and help guide future implementation. In community-based intervention, OCS is working with the National Institute for Criminal Justice Reform (NICJR) to develop a long-term community violence intervention strategy to shape the foundation of the violence intervention pillar. OCS continues to work with community partners to come up with targeted, data-driven solutions. Within the homeless risk reduction pillar, OCS is working to launch the impact reduction program framework while rebranding the CARES engagement team into a street engagement team. OCS is currently leading the coordination for 90-day summer youth program, as part of the broader implementation strategy to support the Youth Protection Safety Ordinance.

Discussion ensued.

Mr. Todd Joyce, Interim Police Chief, presented the Police Department's FY26 operations budget, which includes field operations, business operations, emergency communications, and specialized operations. Discussion ensued regarding the Police Activities League (PAL) and opportunities to increase participation and funding.

Mr. Kevin Dove, Fire Chief, presented the Fire Department's FY26 operations budget and stated it includes almost \$36 million for salary as well as funding for three new fire inspectors and one new plans examiner. Discussion ensued regarding the fire inspectors and plans examiner positions. Chief Dove stated historically the Fire Inspector's Office has been understaffed and overwhelmed, the new plans examiner will make it so two will be in the office examining plans and three out in the field.

Mr. Jerry Clipp, Human Resources Department Director, presented an overview on public safety compensation compression. In the last few months, there has been a noticeable change for employees being promoted

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from the step plan to the pay range plans. The ranges and step plans are competitive based on market data, but the issue is non-step employees are not positioned correctly in their pay grade, creating compression in the non-step plans for Assistant Chief and above.

Discussion ensued regarding the public safety compression issues and possible solutions. Staff recommend completing the public safety compensation study at the cost of \$75,000.00, and set aside \$1.52 million to fix the issues, with implementation in January 2026.

MOTION: Council Member Hondros moved to include funding up to \$450,000.00 for the Police Department and \$75,000.00 for the study.

SECOND: Council Member Benavente

VOTE: UNANIMOUS (10-0)

MOTION: Council Member Haire moved to excuse Mayor Colvin and Mayor Pro Tem Jensen

SECOND: Council Member Thompson

VOTE: UNANIMOUS (8-0)

MOTION: Council Member Hondros moved to excuse Council Member McNair

SECOND: Council Member Thompson

VOTE: UNANIMOUS (7-0)

Chief Joyce presented the locations of the current cameras and license plate readers (ALPR) deployed throughout the City. Current limitations include no current disaster recovery systems in place for network failures, single point failure issues with the current wireless radio network, bandwidth limitations with the wireless radio infrastructure, lack of integrated AI on cameras and systems, and limited coverage in the west, northwest, and southwest areas of the City.

Staff provided a summary of needs which include a 162 non-ALPR and 128 ALPR camera expansion, with over 542 sensors, eleven high-capacity recording servers that have a 60-day retention, additional FUSUS cores, BriefCam servers, and network and server upgrades to support the streaming and storage. Analytics and AI needs include BriefCam integration and advanced searches for video summarization and pattern recognition, and on-camera object detection. Infrastructure needs include network upgrades Spectrum and PWC Fiber, new independent fiber or cellular links at each camera site, and disaster recovery.

The initial target areas would include the downtown core, major corridors such as Morganton, Reilly, Cliffdale, Raeford, Owen, Bragg, Skibo, and Ramsey. It would require, at minimum, a 12-month process for procurement and deployment; however, Murchison Road would be delayed until FY27 due to project timelines with the North Carolina Department of Transportation. Council Member Benavente requested that legal review the legalness of using AI. Dr. Douglas Hewett, City Manager, stated Information Technology, Legal, and the Police Department will review if there are additional societal concerns when reviewing new technology.

Discussion ensued.

MOTION: Council Member Hondros moved to excuse Council Member Thompson

SECOND: Council Member Davis

VOTE: UNANIMOUS (6-0)

MOTION: Council Member Hondros moved to fund additional cameras not to exceed \$100,000.00

SECOND: Council Member Benavente

VOTE: PASSED by a vote of 5 in favor to 1 in opposition. (Council Member Davis)

Chief Joyce stated full expansion that would cover the entire City and additional concentration in the downtown corridor would cost \$8.2 million. The server room expansion is the first need in order to ensure

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recovery systems are in place and will cost \$1.6 million, which includes mobile cameras and three additional mobile trailers that would allow for additional coverage.

Mr. Byron Reeves, Assistant Public Services Director, stated Council requested information on the stormwater fees credit manual for non-residential rate payers. Commercial facilities can get retention credit for up to 30 percent reduction, based on 25 percent for a 10-year storm event and 5 percent for a 25-year storm event. There is also a water quality credit for up to 30 percent. Treated run off for the first 1 inch of rain and the discharge of a 1-year, 24-hour storm must be less than the pre-development discharge. Industrial sites that have an Industrial NPDES Discharge permit can receive up to a 20 percent reduction. Credits are cumulative for up to 80 percent reduction in stormwater fees.

Mr. Reeves stated 92 percent of rate payers are residential and 8 percent are commercial. Four municipalities were used as benchmarks: Durham, Greensboro, Raleigh, Winston-Salem, and Columbia, South Carolina. The three options for the creation of the Tier Structure that were provided at the April Work Session were reviewed. The same presentation was given to the Stormwater Advisory Board in May, and they recommended residential tiered structure #3. Discussion ensued.

MOTION: Council Member Hondros moved to approve residential tiered rate structure 3 to commence in Fiscal Year 2027.

SECOND: Council Member Benavente

VOTE: UNANIMOUS (6-0)

MOTION: Council Member Hondros moved to earmark \$100,000.00 from the Stormwater enterprise fund for stormwater quality improvement.

The motion died for lack of a second, and it was placed in the parking lot.

5.3 Parking Lot

The following items are currently in the parking lot: entrance sign additional funding for \$200,000.00, additional microgrant funding of \$100,000.00, Police and Fire Compression issues \$1,517,366.00, Community Engagement Leader/Public Records for \$100,000.00, Youth Council engagement for \$41,400.00, Boards and Commissions recruitment for \$2,000.00, Fayetteville NEXT funding for \$4,000.00, Unified Development Ordinance consultant for \$500,000.00, 24-hour recreation centers, parking study for \$150,000.00, additional public safety cameras for \$1,610,470.00, BriefCAM AI software for \$500,000.00, Festival Park security upgrades, right-of-way maintenance temp staffing for \$500,000.00, splashpad at Tokay Fitness Center for \$450,000.00 then \$35,000.00-\$45,000.00 annually, and code enforcement staffing for \$261,483.00.

Council Member McNair requested \$5,000.00-\$10,000.00 funding for United Way.

Council Member Hondros' motion added the request to include funding up to \$450,000.00 for the Police Department and \$75,000.00 for the study.

Council Member Hondros' next motion added the request to fund additional cameras not to exceed \$100,000.00.

Council Member Hondros requested the addition of \$100,000.00 of Stormwater Enterprise Fund for stormwater quality improvements, such as litter and debris removal and filtering.

Council Member Haire requested the addition of all the Police Department expansion recommendations.

6.0 ADJOURNMENT

There being no further business, the meeting adjourned at 1:13 p.m.
Respectfully submitted,

JENNIFER L. AYRE
City Clerk
052225

MITCH COLVIN
Mayor

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