

NOTES

TO: Honorable Mayor and City Council Members
FROM: Barbara Lipscomb, City Manager
DATE: May 24, 2017
SUBJECT: Materials for Your Information

Please find attached the following materials for your information:

1. A memo from Barbara Lipscomb, City Manager, regarding Sister Cities Ceremony and visit by South Korean Officials and the Sister Cities agreement signing ceremony June 5
2. A memo from Mark Holtzman, Chief of Police, regarding body-worn cameras
3. A memo from Eric Griffin, Fire/Rescue Chief, regarding the Greenville Fire/Rescue 2017 Strategic Plan
4. A letter from Scott Elliot, Pitt County Manager, regarding an increase in municipal animal intake fees at the Pitt County Animal Shelter
5. A memo from Merrill Flood, Assistant City Manager, providing an Arts Council update
6. A memo from Gary Fenton, Director of Recreation and Parks, regarding NC Science Museum Grant Renewal
7. A memo from Gary Fenton, Director of Recreation and Parks, regarding the 2017 Sunday in the Park Summer Concert Series
8. An agenda for the June 13, 2017 Police Community Relations Committee meeting and minutes from the May 9, 2017 meeting
9. A flyer announcing the upcoming Bar-B-Grooves event, June 17, 2017 from 12:00 PM-6:00 PM at the Town Common

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Attachments



Memorandum

To: Honorable Mayor and City Council Members

From: Barbara Lipscomb, City Manager

Date: May 24, 2017

Subject: Sister Cities Ceremony and Visit

The City Council is invited to attend the Sister Cities Friendship City Agreement Signing Ceremony on Monday, June 5, 2017 at 5:30 PM in the Council Chambers. A brief reception will be held prior to the ceremony, starting at 5:00 PM outside of the Council Chambers. As presented during the April 24, 2017 City Council meeting, this agreement is with Yeonsu-gu of Incheon, South Korea.

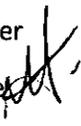
Seven representatives from Yeonsu-gu, including the Mayor and Council Chairperson, will be attending the ceremony. City department heads, citizens, and business leaders have also been invited to attend.

While the City's Public Information Office is still finalizing the itinerary for the Yeonsu-gu visit, some stops have been confirmed. The group will tour Vidant Health, the Cardiovascular Robotics Training Center, Grady White Boats, and Pitt Community College. East Carolina University Chief of Staff Jim Hopf is also working with the University's Global Affairs Office to arrange a stop there. The delegation will also get a tour of City facilities and a closer look at City services.

The City of Yeonsu-gu has also expressed interest in hosting members of Council and City management for a lunch on Tuesday, June 6. We will provide you with those details as we learn more.

Memorandum

To: Barbara Lipscomb, City Manager

From: Mark Holtzman, Chief of Police 

Date: May 24, 2017

Subject: Body-Worn Cameras

At the November 10, 2016, City Council meeting, Council approved the purchase of 90 additional body-worn cameras for the Greenville Police Department (GPD). All cameras have been received and are being assigned to GPD patrol officers. As presented at the City Council meeting, in addition to all patrol officers being outfitted with body-worn cameras, these additional cameras will allow GPD to also outfit specialized units, such as narcotics agents, warrant squad, and detectives, with body-worn cameras. It also provides a small cache of cameras on hand in case one breaks or is needed for a special event.

GPD officers continue to receive training on the proper use of this equipment. Procedures are also in place to randomly review footage for training and compliance purposes. Once all of the units are distributed and training is complete, GPD will be fully outfitted with body-worn cameras by the middle of June 2017.

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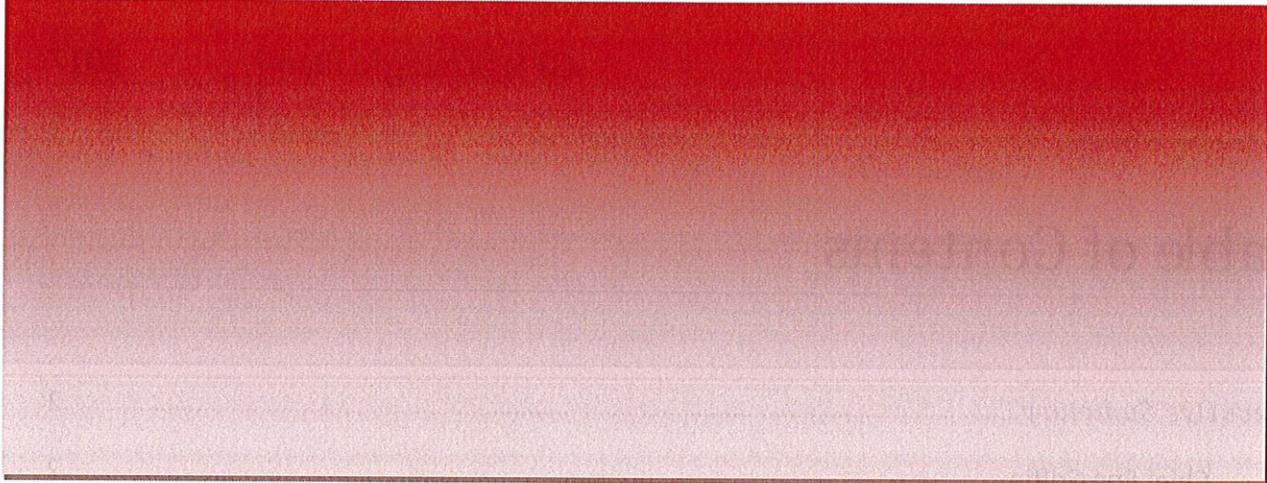
FIRE-RESCUE

MEMORANDUM

TO: Barbara Lipscomb, City Manager
FROM: Eric Griffin, Fire/Rescue Chief 
DATE: May 23, 2017
SUBJECT: Greenville Fire/Rescue 2017 Strategic Plan

I'm pleased to introduce Greenville Fire/Rescue's 2017 Strategic Plan. It is both a road map for Greenville Fire/Rescue (GFR) and a guide for identifying priorities to ensure the department continues to deliver excellent fire, rescue, emergency medical and community risk reduction services into the future. A strategic plan involves a "continuous process", one that has no clear beginning and no clear end. Therefore, this document will be under constant review to ensure the fire/rescue department is prepared and positioned to meet the needs of the community.

Participants on the department's external and internal stakeholders' group performed an outstanding job in committing to this important planning process. They were very supportive all the way through the document's completion. It is my honor and privilege to be the leader of this organization in a City which has a history and tradition of innovation, professionalism and high quality services for its citizens.



Greenville Fire/Rescue

2017 Strategic Plan



Greenville, North Carolina



Table of Contents

Executive Summary.....2

 Chief Eric Griffin.....2

Section One: Community Overview.....3

 Greenville, North Carolina.....3

 Demographics.....4

 Greenville Fire/Rescue Department.....5

Section Two: Strategic Planning.....7

 External Stakeholders9

 SWOT Analysis.....10

 GFR Strategic Planning Team.....11

 Mission, Vision & Values.....11

Section Three: Strategic Planning Goals.....12

 Goals, Objectives & Action Plans16

Section Four: Summary.....20

Executive Summary

I'm pleased to introduce Greenville Fire/Rescue's Strategic Plan. It is both a road map for Greenville Fire/Rescue (GFR) and a guide for identifying priorities so we can continue delivering excellent fire, rescue, emergency medical and community risk reduction services into the future. This plan represents our commitment to the fiduciary responsibilities for the resources entrusted to the department by the community. When community members spoke at the strategic planning meeting, we learned the majority of attendees were very familiar with, and have benefited from, the wide range of emergency and non-emergency services GFR provides. The department and the community worked side by side to answer three fundamental questions during the planning process: where are we now, where are we going and how will we get there? The answers to those questions helped us develop the framework for the plan that will provide effective emergency services in a timely manner and provide Community Risk Reduction services. Through our direct actions, we will develop our employment pool to ensure that workforce diversity and professional development are an integral part of our efforts. We are committed to revisiting our strategic plan annually to ensure the plan accomplishes the goals, and to making adjustments where needed. Our goal is to have a flexible organization that can anticipate and adapt to change. In closing, thank you to all GFR employees who shared their thoughts and ideas through this process. Your honest feedback has been invaluable. Thank you also to the residents, elected officials and other key city and community partners who contributed through this planning process. Your support helped guide us and is critical to the success of this plan. I invite all members of the communities we serve, along with our partner agencies, to join us in supporting this vision for the future of GFR.



Sincerely,

A handwritten signature in black ink that reads "Eric T. Griffin".

Eric T. Griffin
Fire/Rescue Chief

SECTION 1 Community Overview

Greenville Fire/Rescue (GFR) is an all-hazards emergency services department that provides fire suppression, Paramedic-level emergency medical services transport, technical rescue, hazardous materials mitigation, enforcement of regulations essential to the fire protection and safety of life and property, fire investigation, public education and community outreach to residents, visitors and businesses in Greenville, North Carolina . The department provides these services through the 161 women and men who serve in either administrative positions or are assigned to twenty-four hour shifts. Greenville staffs six fire/rescue stations that are strategically positioned within the city.

Originally named “Martinsborough” in honor of then-royal governor, Josiah Martin, the county seat of Pitt County was established in 1774. Martinsborough remained a small river village until the Revolution. After the war ended, by an act of the North Carolina General Assembly on January 8, 1787, Martinsborough became “Greensville,” in honor of General Nathanael Green, a Revolutionary War hero. Greensville, which later became simply Greenville, remained a small courthouse village with several stores and wharves serving a population of barely 600.

In May 1884, the City had a firehouse erected near the Market House on Third Street. In the following month, June 1884, the first fire company was organized and named the "Rough and Ready Fire Company". This was a volunteer group of 40 black men that was headed by Captain S. O. Mason. Known as a "hook and ladder" company, each member bought their own bucket and made a ladder to aid them in their work. The Rough and Ready Fire Company was the only fire protection Greenville had until 1895. In April of that year, the Greenville Fire Company was organized and City Council appointed Seth T. Hooker as the first Fire Chief. Still a volunteer department, it would grow to employ full-time staff that answered a growing assortment of emergency calls. Many years later, in 1948, then-Chief George Gardner spearheaded the creation of the Greenville Rescue Squad to enable the department to better meet its traditional role as lifesaver.

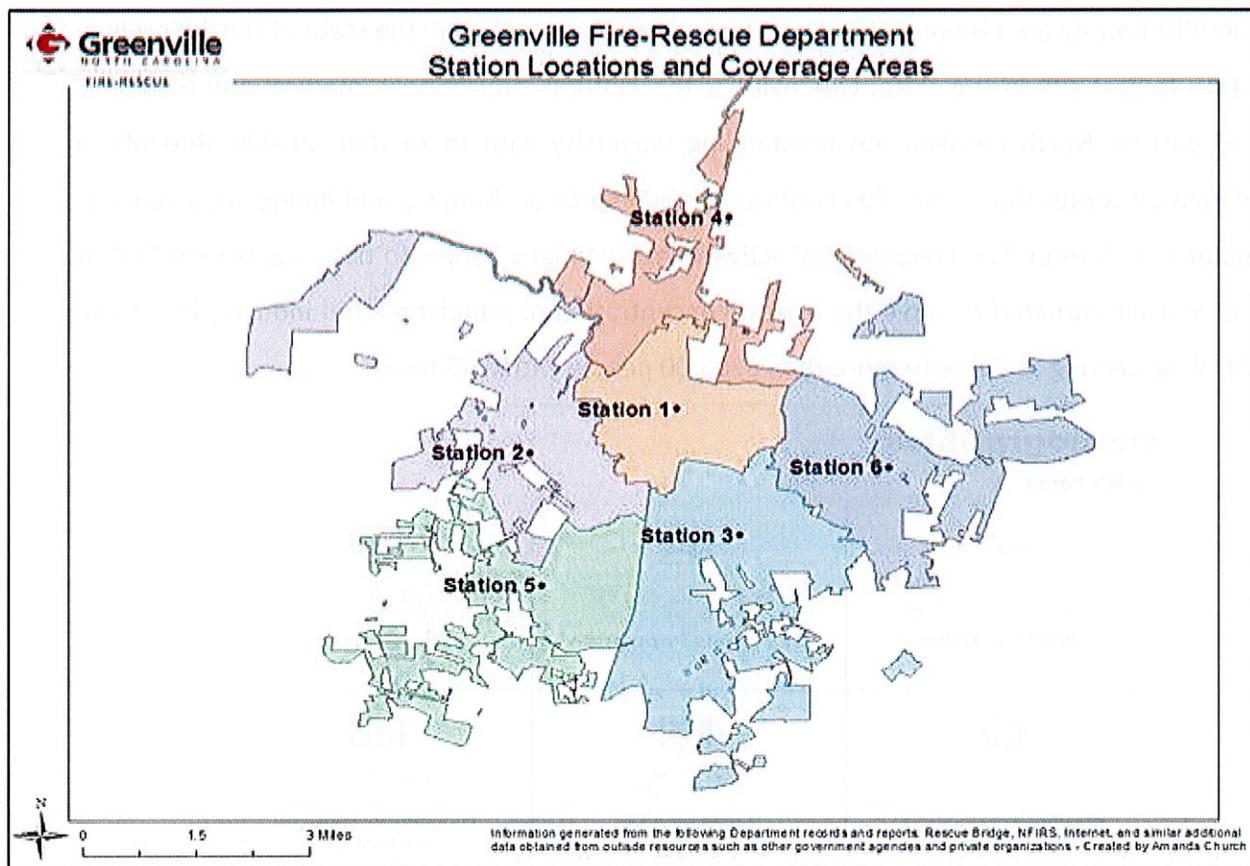
With a focus on technical rescue, this rescue squad did not initially transport patients to the emergency department. It wasn't until the early 1970s that the North Carolina Office of Emergency Medical Services (NCOEMS) certified Greenville Fire/Rescue to operate ambulances as an emergency medical service to transport the sick and injured to the hospital's emergency department. This visionary fire-based EMS program evolved into an EMT-Paramedic level ambulance service that included all GFR fire apparatus being staffed with Paramedics. Under the current leadership of Chief Eric Griffin, Greenville Fire/Rescue remains one of two municipal fire departments in the state of North Carolina that provides Paramedic-level ambulance transport. In 2016 the staff of 161 personnel responded to 17,812 calls for emergency service with 83% of those calls being EMS-related.



Located in the north central coastal plains region of eastern North Carolina, Greenville (35 square miles) and Pitt County (656.52 square miles) can be found 85 miles east of Raleigh and 85 miles inland of the Atlantic Ocean, positioning it halfway between the capital and the coast. The Greenville/Pitt County area is one of the fastest-growing urban centers in the state of North Carolina. As the 10th largest city in the state, Greenville is the cultural, educational, medical and economic capital of eastern North Carolina. An outstanding university with more than 28,000 students, a regional medical center that serves 29 counties, an abundance of shopping and dining opportunities, and a multitude of cultural and recreational activities attract many people to the area. Greenville/Pitt County is centrally-situated to serve the largest concentration of population and industry in eastern North Carolina, serving as home to more than 820,000 people within 45 miles.

Demographics		
Quick Facts		
 175,842 MSA Population	 90,597 City Limits Population	 39.8% Growth Rate (1980-2010)
 \$41,119 Median Household Income	 31.5 Median Age	 29.7% Bachelor's Degree or higher

Greenville is divided into six geographical response zones, known as fire districts. Each district is served by a single fixed-facility station that defines the first due response area. The strategic location of each station is to ensure an effective distribution of fire and EMS resources. Greenville Fire/Rescue provides EMS and fire protection services to the City, and fire protection to 13 businesses in the extraterritorial jurisdiction (ETJ). Protected businesses in the ETJ have established contracts and pay a fee for fire services. Each of the six stations house at least one fire apparatus and one ambulance. Each fire apparatus (five are quints) is certified by NCOEMS as a Paramedic quick-response vehicle (QRV). The emergency medical service (EMS) units are also certified by NCOEMS as Paramedic transport ambulances. Stations 1 and 2 have two advanced life support (ALS) ambulances staffed within the station. In addition to Paramedic equipment, the ambulances also carry assigned personnel's turnout gear and self-contained breathing apparatus (SCBA). By outfitting the fire apparatus with EMS equipment and the EMS unit with fire suppression equipment, the department is able to support its "all-hazards" approach to emergency service delivery.

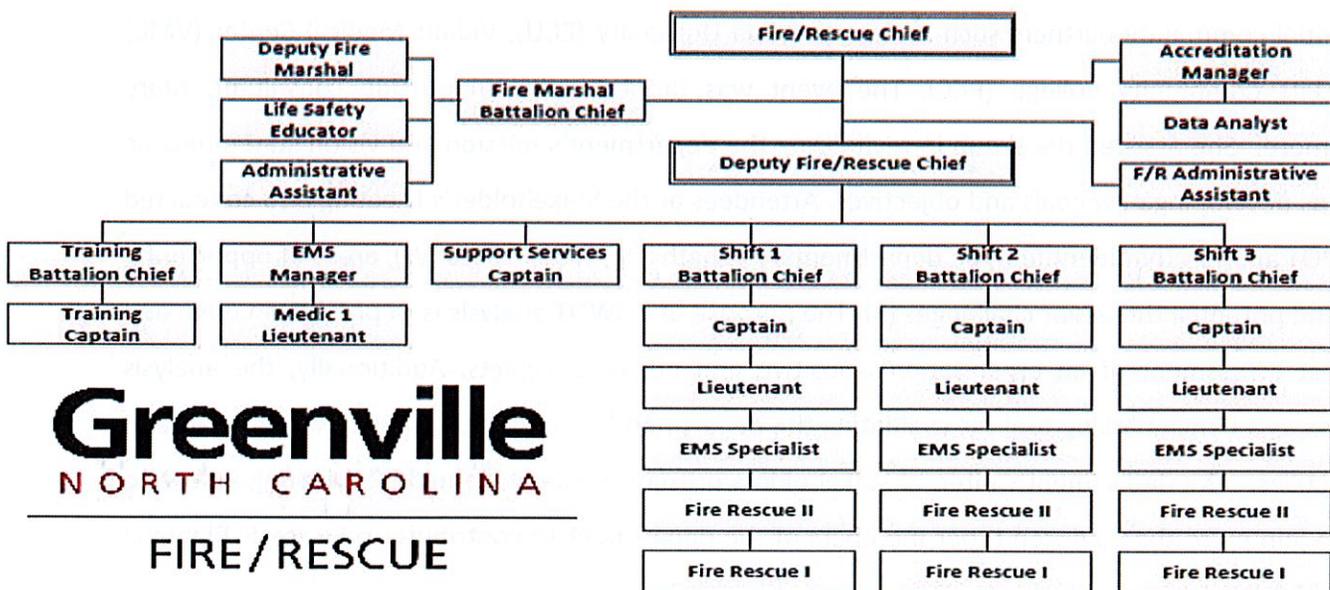


In total, Greenville Fire/Rescue staffs six fire engines, eight ambulances, a tower apparatus, a technical rescue unit, an EMS supervisor unit, two EMS quick-response vehicles (QRV) and a Shift Commander unit. Within all six stations, the EMS units are the most utilized type of apparatus, accounting for over 83 percent of the total call volume.

FY	2014/2015		2015/2016		2016/2017*	
Total call volume	16,623		17,024		13,817	
EMS type	13,917	83.72%	14,065	82.62%	11,442	82.81%
Fire/Rescue type	2,706	16.28%	2,959	17.38%	2,375	17.19%

*July1, 2016- April1, 2017

This deployment of physical resources is accomplished with a total of 161 authorized positions. Thirteen of these positions are administrative positions that enforce NC fire codes, deliver public education and support daily operations. The remaining personnel are shift positions that deliver emergency and non-emergency services to the community, providing 24-hour continuous coverage seven days a week. Shift personnel work an average 56-hour work week, with a schedule of 24 hours and 15 minutes on duty and 47 hours and 45 minutes off duty. They are distributed among three platoons assigned to separate shifts as depicted in the organizational chart below.



Customers Greenville Fire/Rescue serves include:

- 911 callers (17,812 calls for service in CY 2016)
- Residents and home owners: 90, 597 population in 2016 with 34.8% owner-occupied housing rate
- Visitors and guests: 2,515 people per square mile
- Businesses, organizations and their employees: 99% urban, 1% rural
- Night clubs, restaurants and entertainment venues
- Schools, both public and private (16 public: 2 high school, 4 middle, 10 elementary)
- East Carolina University: Fall 2016 enrollment was 28,962; 16 dorms
- Doctor offices: 1,454 listings of physicians and doctor's offices
- Assisted living facilities: 13 for seniors; 3 for special needs
- Mutual aid requests for services outside of the city limits (368 incidents in 2016)
- Vidant Medical Center (Hospital): 861 beds; annually 44,500 inpatients and 171,000 outpatients; 58 beds in the emergency department and 53,000 served annually

SECTION 2 Strategic Planning

In 2015, Greenville Fire/Rescue embarked on its inaugural formal strategic planning process. Data would be gathered and evaluated within FY 2014-2017. In December 2016, the department took a commemorative step in the strategic planning process as both community and department members came together to collaborate in the first official Stakeholder's Meeting. This concerted effort was attended by a wide swath of local residents and businesses, volunteer agencies, as well as essential community partners such as East Carolina University (ECU), Vidant Medical Center (VMC) and Pitt Community College (PCC). The event was facilitated by an outside consultant, Mary Paramore. She assisted the group in revitalizing the department's mission and vision statements as well as developing new goals and objectives. Attendees at the Stakeholder's Meeting also conducted a SWOT analysis that identified the department's strengths (S), weaknesses (W), areas of opportunity (O) and potential threats or challenges (T). The purpose of a SWOT analysis is to provide an open and honest assessment of an organization's positive and negative aspects. Additionally, the analysis serves as a benchmarking tool for evaluating the department's success in achieving stated goals and objectives. The department's internal stakeholders present at the Stakeholder's Meeting would go on to join more than a dozen other members of the department to contribute to Strategic Planning Team Sessions.

To more effectively manage the inevitable change that the future brings, Greenville Fire/Rescue took focused steps in its strategic planning process. Within that process specific relationships with external agencies and systems were identified. The positive impacts received and reciprocated were envisioned, analyzed and renovated. As those relationships are maintained, the next scheduled stakeholder's meetings will undoubtedly contribute to their sustainability.

The net was cast out further to gather even more feedback from external stakeholders as the 2016 Greenville Citizens Survey polled area residents. Fire/Rescue received an 88% satisfaction rate, the highest rating among all City services. Conducted by the Kansas-based ETC Institute, the survey was administered by mail, phone and online. GFR received similar high marks on the previous survey done in 2013.



Mary Paramore facilitated discussions at the December 2016 Stakeholder's Meeting

Key words and phrases identified by the stakeholders describing GFR (in no particular order):

To Serve, Service; Respect, Empathy; Guests, Visitors, Residents, Community; Diverse, Inclusive, Non-Discriminatory; Exceptional, Committed, Professional, Honesty, Integrity, Compassion; Health and Safety for Staff; Outreach; Emergency; Continuous Improvement; Team Work, Trust, Professional

Once the SWOT analysis had been examined, the stakeholders were able to draft a revision of the department's mission statement. The mission states the core purpose of the Fire/Rescue Department while the vision describes future goals. Values are the guiding principles for the organization. All GFR employees are guided by the mission, vision and values.

External Stakeholders

Blythe Tennant - Residential Neighborhood Association, Vice Chair	Dr. Ted Delbridge - Vidant Medical Center Physician, Chair of the Dept of Emergency Medicine	Dr. Erik Kneubuehl - East Carolina University, Vice Chancellor of Student Involvement	Carnie Hedgepeth - Pitt Community College, Director Emergency Services Training
Richard Burke - American Red Cross, Disaster Program Manager	Dr. David Lewis - East Carolina University, Emergency Medicine Resident	Karen Kus - East Carolina University, Associate Dean of Students	Juvencio Roca-Peralta - Association of Mexicans in NC (AMEXCAN), Executive Director
Laurie Stallings - Cypress Glen Retirement Community, Executive Director	Dr. Rashad Holloway - East Carolina University, Emergency Medicine Resident	Sue Anne Fipps - Vidant Medical Center, Injury Prevention Program Manager	Michael Best - Greenville Housing Authority, Deputy Executive Director
Bill McCarthy - East Carolina University, Vice Chancellor of Campus Living	Steve Taylor - Pitt County Medical Director's Office, Training Specialist	Kristin Braswell - Pitt Community College, Dean of Continuing Education	Jackie Listecki - Pitt-Greenville Chamber of Commerce, Director of Membership
Meredith Hawke - Uptown Greenville, Events Director	Rod Debs - Pastor and Greenville Resident	Travis Rogerson - Pitt County School System, Facilities Division	Steve Naylor - Pitt County School System, Facilities Division
Ann Eleanor - Greenville Resident	Ruth Leggett - Greenville Resident		



December 2016 Stakeholder's Meeting attendees included local residents and members of the business community

SWOT Analysis ~

Strengths:

Cross training in fire & EMS	Well educated staff	Quality care delivered	Professional	Quality equipment
Highly capable staff	Well trained staff	Teamwork displayed	Diverse staff	Caring staff

Weaknesses:

Financial resources/funding	Lack of diverse staff	Resources vs demand	Community education	Community perception
Limited stations	Turnover	Limited resources	Keeping up with growth	Response time

Opportunities:

Rethink service delivery	Multi-language training	Earlier introduction to EMS (outlook for future cultural change)	Increase pay for staff
Public education delivery	Addition of adjunct services offered	Recruiting from diverse communities (language & cultural)	

Threats:

Increase in demand for services	Lack of urban planning	Recruitment for future needs	Insufficient Funding
Lack of bilingual staff	Increased community diversity	Department's growth should match community's growth	



GFR's Strategic Planning Team

David Brown Bryant Beddard Erica Bullock Jeremy Cleaton Amanda Church Lewis Coble
Brock Davenport Ken Denton Greg Gibson Eric Griffin Don Gurkin Donnie Hardee
Greg Hardee Jesse Harris Calvin Horne, Sr. Lester Layton Ron McLean Kevin Sowers
Shannon Sparrow John Stepps Mervin Taylor Rebekah Thurston



January 2017 Planning Team Session with Internal Stakeholders

MISSION STATEMENT

At Greenville Fire/Rescue, we are a team of compassionate professionals committed to serving the diverse needs of our community through high-quality and timely response to a full range of emergency services, outreach and prevention programs.

VISION STATEMENT

Greenville Fire/Rescue will deliver quality, timely services in response to all hazards with a diverse and highly trained workforce; be proactive in meeting the needs of the community by identifying and implementing outreach programs and interventions; and work together to continuously improve our personnel and our performance.

VALUES

Each of us at Greenville Fire/Rescue values:

- *Integrity: maintaining the highest ethical standards in all that we do.*
- *Compassion: treating everyone with kindness and excellent customer service.*
- *Respect: honoring diversity in our workforce and in the community we serve.*
- *Continuous Improvement: always working towards higher benchmarks, both professionally and individually.*



January 2017 Planning Team Session with Internal Stakeholders

SECTION 3 Goals and Objectives

Given an understanding of the stakeholder's SWOT analysis and the mission and vision statements, three departmental goals were developed. Strategic goals are organization-wide benchmarks that detail the issues identified by the stakeholders. In turn, those strategic goals provide the vehicle to take advantage of current opportunities, as well as build challenges into future opportunities. From the development of goal statements, staff members were able to create objectives designed to accomplish the various goals. A timeline was established to ensure that the objectives will be completed, redundancy will be eliminated and accountability will be provided. In no specific order, the three strategic goals constructed to steer the department's growth include: effectively respond to requests in a timely manner; strengthen community engagement; and purposeful development of the employment pool. Performance measures were established to hold the department accountable to the goals' success.

GOAL: PROVIDE EFFECTIVE EMERGENCY SERVICES IN A TIMELY MANNER

Greenville Fire/Rescue will operate with proficient resources, to include stations and personnel. To keep up with the City's growth and the changing needs of the community, the department will strategically evaluate the resources available compared to the requests for service. The department will analyze each responding unit's response times and establish 90th percentile goals for fire suppression, EMS, technical rescue and hazardous material calls. This includes 90th percentile goals for the turnout times, travel times and effective response force assembly times.

Items of note taken from the Stakeholder's meeting (in no particular order):

- Provide effective response times
- Operate with proficient resources, stations, equipment and personnel
- Operate with efficient communications technology
- Keep up with the City's growth and the changing needs of the community
- Evaluate resources vs demand

OBJECTIVES:

- Implement a 10 % reduction in turnout time over a 12-month period
- Implement a 10 % reduction in travel time over a 12-month period
- Reduce (maintain) the amount of time to assemble an Effective Response Force (ERF) by 10% over a 12-month period
 - Change culture
 - Implement MDT and AVL technology
 - Maintain/enhance relationship with 911 Communications
 - Consult with the City on infrastructure and new stations
 - Invest in capital improvement

GOAL = PROVIDE COMMUNITY RISK REDUCTION SERVICES

The Life Safety Services Division consists of fire inspectors, fire investigators, as well as public education specialists. These personnel, along with operations staff specifically trained in these areas of expertise, will provide comprehensive community outreach and public education programs. Goals will be set to measure participation in community risk reduction services that provide fire and life safety public education programs, increase community involvement and awareness, as well as the development of interagency relationships and community partnerships that improve programs and services.

Items of note taken from the Stakeholder's meeting (in no particular order):

- Provide Public Education about fire and life safety to various community audiences
- Increase community involvement and awareness
- Develop interagency relationships and community partnerships to improve programs and services (specifically 911, ECU, PCC and VMC)

OBJECTIVES:

- Attend community and neighborhood association meetings by departmental personnel
- Partner with ECU to create new Public Safety Advisory (PSA) content and recruitment video
- Provide more internal support for education programs
- Develop relationships with 911 Communications, Pitt County fire and EMS departments (semi-annual meetings, inner-agency training, post-incident action events)
- Acquire assistance for grant writing (train internals or hire external)
- Establish a Community Risk Reduction Program
- Incorporate recruiting/steps to employment in our interactions with the public
- Implement a Citizen's Fire Academy
- Increase the number of employees with Fire/Life Safety Education (FLSE)

GOAL: DIRECT THE DEVELOPMENT OF EMPLOYMENT POOL

This particular goal encompasses two arenas: the existing internal pool of employees and the population of potential employees. A diversified workforce understandably helps to eliminate barriers with the diverse community that is served. The collective intelligence of a diverse organization allows for different strengths and perspectives to effectively meet the department's goal. Greenville Fire/Rescue is committed to purposeful recruitment of minorities to increase the diversity of our workforce. We will build and/or strengthen community outreach initiatives that reflect the public that we serve.

With regards to the existing employees, Greenville Fire/Rescue understands that our greatest strength comes from having a staff that is both highly-trained and well-educated. The department's Training Division will develop a Comprehensive Training Plan to address the following: facilitating effective training, maintaining proper equipment and providing sufficient personnel to meet the challenges presented at all emergency incidents. A Career Development Program will be implemented to provide information and guidance to employees for personal growth and career development. This program will assist employees in achieving their full professional potential. Developing employees directly benefits the department and the community by having professional, knowledgeable and productive employees who provide the highest level of service and continually strive for the best possible results.

OBJECTIVES:***External –***

- Increase exposure and outreach to minority communities to recruit a diverse workforce (AMEXCAN, churches, Junior Women's Association, Young Professionals, Asian Americans)
- Develop recruiting & marketing materials geared towards the available workforce (e.g. millennials, generation Z)
- Recruit from high schools, PCC, ECU
- Development of an introduction program for middle school and high school (STEM, healthcare); PCC; Youth Explorer program

Internal –

- Develop a mentor process
- Evaluate employment turnover (including traditional attrition and millennial's impact)
- Implement an Officer's Development Program
- Present a workshop about Millennials in the workplace to:
 - (1) Adjust the existing workplace's habits/communications/expectations
 - (2) Teach the millennials workplace expectations

Goal 1 Provide effective emergency services in a timely manner.

Objective 1 A. Unit's turnout time to fire suppression, technical rescue and hazardous materials emergency calls will be 120 seconds or less 90% of the time.		
Action Plan	Timeline	Responsible Position
Each station's and shift's officer is responsible for improving their station's turnout time. Each Shift Commander will report their shift's stations turnout times quarterly to the Command Staff. The two minutes objective is a 10% reduction in the current 90 th percentile baseline for turnout time to fire suppression calls (0:02:13).	Ongoing with quarterly review	Shift Commanders
Objective 1 B. Unit's turnout time to emergency medical calls will be 99 seconds or less 90% of the time.		
Action Plan	Timeline	Responsible Position
Each station's and shift's officer is responsible for improving their station's turnout time. Each Shift Commander will report their shift's stations turnout times quarterly to the Command Staff. The 0:01:39 objective is a 10% reduction in the current 90 th percentile baseline for turnout time to EMS calls (0:01:50).	Ongoing with quarterly review	Shift Commanders
Objective 1 C. Unit's travel time to fire suppression, technical rescue and hazardous materials emergency calls will be 0:06:26 or less 90% of the time.		
Action Plan	Timeline	Responsible Position
Each station's and shift's officer is responsible for improving their station's travel time. Each Shift Commander will report their shift's stations travel times quarterly to the Command Staff. The 0:06:26 objective is a 10% reduction in the current 90 th percentile baseline for travel time to fire suppression calls (0:07:09).	Ongoing with quarterly review	Shift Commanders
Objective 1 D. Unit's travel time to emergency medical calls will be 0:07:20 or less 90% of the time.		
Action Plan	Timeline	Responsible Position
Each station's and shift's officer is responsible for improving their station's travel time. Each Shift Commander will report their shift's stations travel times quarterly to the Command Staff. The 0:07:20 objective is a 10% reduction in the current 90 th percentile baseline for travel time to EMS calls (0:08:09).	Ongoing with quarterly review	Shift Commanders

Objective 1 E. The time for the arrival of an effective response force (ERF) to fire suppression calls will be 0:11:12 or less 90% of the time.		
Action Plan	Timeline	Responsible Position
Each station's and shift's officer is responsible for improving their station's ERF time. Each Shift Commander will report their shift's stations ERF times quarterly to the Command Staff. The 0:11:12 objective is a 10% reduction in the current 90 th percentile baseline for the ERF time to moderate risk fire suppression calls (0:12:27).	Ongoing with quarterly review	Shift Commanders
Objective 1 F. The time for the arrival of an effective response force (ERF) to emergency medical calls will be 0:09:44 or less 90% of the time.		
Action Plan	Timeline	Responsible Position
Each station's and shift's officer is responsible for improving their station's ERF time. Each Shift Commander will report their shift's stations ERF times quarterly to the Command Staff. The 0:09:44 objective is a 10% reduction in the current 90 th percentile baseline for the ERF time to moderate risk EMS calls (0:10:41).	Ongoing with quarterly review	Shift Commanders

Goal 2 Provide Community Risk Reduction Services.

Objective 2 A. Provide public education programs about fire and life safety to various community audiences.		
Action Plan	Timeline	Responsible Position
Promote smoke alarm program and install alarms and batteries in residential homes.	Ongoing with annual review	Life Safety Services Division
Annually visit area daycares with age-appropriate FLSE programs, such as Fire Safety Puppet Show.	Ongoing with annual review	Life Safety Services Division
Annually visit K-3rd graders with age-appropriate FLSE programs.	Ongoing with annual review	Life Safety Services Division
Annually visit elderly/disabled housing authority properties with age-appropriate FLSE programs, such as "Remembering When".	Ongoing with annual review	Life Safety Services Division

Provide CPR and AED trainings for the public and city staff to improve survival opportunities of patients in cardiac arrest.	Ongoing with annual review	Life Safety Services Division
Objective 2 B. Increase community involvement and awareness.		
Action Plan	Timeline	Responsible Position
Update community through moderating and posting on departmental social media platforms.	Ongoing with annual review	Life Safety Services Division
Deliver station tours to increase awareness of departmental activities and programs.	Ongoing with annual review	Life Safety Services Division
Objective 2 C. Develop interagency relationships and community partnerships that improve programs and services (specifically 911, ECU, PCC and VMC).		
Action Plan	Timeline	Responsible Position
Work in conjunction with Vidant's Injury Prevention Program to check and install child car seats.	Ongoing with annual review	Life Safety Services Division
Successfully participate in grant funding opportunities by hiring or training internal grant writing specialists.	Ongoing with annual review	Life Safety Services Division
Collaborate with Pitt Community College on fire and EMS continuing education, F/R Recruit Academy, and EMS Curriculum Advisory Committee.	Ongoing with annual review	Deputy Chief and Training Division
Collaborate with Pitt County Emergency Management on the Local Emergency Planning Committee, 911 Communication's Advisory Board and EMS Oversight Committee.	Ongoing with annual review	Chief
Goal 3 Direct the development of the employment pool to increase workforce diversity and professional development.		
Objective 3 A. Implement purposeful recruitment of minorities to increase the cultural and lingual diversity of the workforce.		
Action Plan	Timeline	Responsible Position
Attend career fairs and community outreach events to purposefully recruit minorities.	Ongoing with annual review	Life Safety Services Division

Provide outreach and public information programs to area communities.	Ongoing with annual review	Life Safety Services Division
Objective 3 B. Create and maintain an effective Comprehensive Training Plan.		
Action Plan	Timeline	Responsible Position
Create a Comprehensive Training Plan.	Implement 3/2017 Completion 12/2017	Deputy Chief and Training Division
Objective 3 C. Create and maintain an effective Professional Development Plan.		
Action Plan	Timeline	Responsible Position
Create a Professional Development Plan.	Implement 3/2017 Completion 12/2017	Deputy Chief and Training Division

SECTION 4 Summary

This 2017 Greenville Fire/Rescue Strategic Plan represents the efforts of all department members to evaluate our department and to anticipate future community needs, as well as the resources required to meet those needs. The plan distinguishes that the department periodically reassess its mission and vision in order to successfully provide comprehensive, cost-effective emergency services to our community. Recognizing that a Strategic Plan is a living document, GFR is committed to the continuous improvement process that annually reviews the department's plan and completely updates it every 3-5 years. We extend our appreciation to all members of Greenville Fire/Rescue and to our stakeholders for the collaborative effort it took to produce this document and for the effort we must now make to act upon this plan.



FIRE/RESCUE

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**PITT COUNTY
OFFICE OF THE COUNTY MANAGER**

1717 W. 5TH STREET
GREENVILLE, NORTH CAROLINA 27834-1696
TELEPHONE: (252) 902-2950 FAX: (252) 830-6311

D. Scott Elliott
County Manager
scott.elliott@pittcountync.gov

RECEIVED

May 4, 2017

MAY 16 2017

City of Greenville
Attn: Ms. Barbara Lipscomb, City Manager
200 West Fifth Street
Greenville, NC 27834

CITY MANAGER'S OFFICE

Re: Municipal Animal Intake Fees

Dear Ms. Lipscomb:

This letter is to follow-up on my previous letter (May 27, 2016) on the topic of municipal animal intake fees. As you will recall, from the attached, intake fees at the Pitt County Animal Shelter were increased from \$20.00 to \$40.00 for FY 16-17. As reflected in last year's letter, intake fees are proposed to once again increase from \$40.00 to \$80.00 for FY 17-18.

As stated last year, it is our intention that this correspondence assists you during your budget deliberations. Any increase in the Municipal Intake Fee, if adopted, will take affect with any animals your municipality brings to the shelter as of July 1, 2017.

On another note, we are pleased to tell you that the \$1.8M expansion project at the Animal Shelter is progressing well. We plan to bid this out this summer with construction beginning sometime this fall.

Should you have any additional questions regarding the fee increase or any other Pitt County Animal Services issues, please feel free to contact me or Animal Services Director Michele Whaley at Michele.whaley@pittcountync.gov or (252) 902-1729.

Sincerely,

A handwritten signature in blue ink that reads "D. Scott Elliott".

D. Scott Elliott
County Manager

Cc: Michele Whaley, Animal Services Director
Duane Holder, Deputy County Manager, Chief Finical Officer

COPY



**PITT COUNTY
OFFICE OF THE COUNTY MANAGER**

1717 W. 5TH STREET
GREENVILLE, NORTH CAROLINA 27834-1696
TELEPHONE: (252) 902-2950 FAX: (252) 830-6311

D. Scott Elliott
County Manager
scott.elliott@pittcountync.gov

May 27, 2016

City of Greenville
Attn: Ms. Barbara Lipscomb, City Manager
200 West Fifth Street
Greenville, NC 27834

Re: Municipal Animal Intake Fees

Dear Ms. Lipscomb:

The Pitt County Board of Commissioners is in the midst of budget workshops for development of the FY 2016-17 Annual Budget. Like you, during each budget cycle, the Board has directed staff to evaluate user fees to determine whether those fees cover the cost of services provided. In partnership with the Board-appointed Animal Services Advisory Board (ASAB), an increase in the Municipal Intake Fee at the Pitt County Animal Shelter is being recommended and considered.

The Board will consider ASAB's recommendation that the Municipal Intake Fee be increased incrementally over the next 3 fiscal years until the full cost of intake is covered. Based on the most recently completed fiscal year of operations, the average cost per animal was \$90.91. Given that cost, the recommendation will be to double the current Intake Fee (\$20.00) annually until the full per animal cost is realized. To assist you with budget planning, the following chart depicts what impact your 2015 volume of animals would have on your annual intake fees.

Town Name	2015 Intake	@ \$20 Intake Fee	@ \$40 Intake Fee	@ \$80 Intake Fee	@ \$90 Intake Fee
City of Greenville	715	\$ 14,300	\$ 28,600	\$ 57,200	\$ 64,350

It is our intention that this correspondence assists you during your budget deliberations. Any increase in the Municipal Intake Fee, if adopted, will take effect with any animals your municipality brings to the shelter as of July 1, 2016.

Concerning to the topic of consolidated countywide animal control services, the Board of Commissioners has formally voted to pursue "Option 2" of the original four expansion options presented (see attached matrix). However, the motion to select Option 2 has conditional with the following language "unless municipalities give feedback that would direct otherwise" (i.e. present and consider "fair share" model).

Should you have any additional questions regarding the fee increase or any other Pitt County Animal Services issues, please feel free to contact me or Animal Services Director Michele Whaley at Michele.whaley@pittcountync.gov or (252) 902-1729.

Sincerely,

A handwritten signature in black ink that reads "D. Scott Elliott". The signature is written in a cursive style with a large initial "D" and "E".

D. Scott Elliott
County Manager

Cc: Michele Whaley, Animal Services Director

DM#171568



Find yourself in good company

TO: Barbara Lipscomb, City Manager

FROM: Merrill Flood, Assistant City Manager

A handwritten signature in black ink, appearing to be 'M. Flood', is written over the 'FROM:' line.

DATE: May 24, 2017

SUBJECT: Arts Council Update

Councilmember Rick Smiley requested an update on the Arts Council Contract. The work program from the current contract is attached. Economic Development staff continues to work with the Arts Council on their contract for services. Ms. Holly Garriott, will be present at the August 7, 2017 meeting of City Council to provide a status update on the contract deliverables and to answer questions.

Specific Work to be Performed by the Pitt County Arts Council at Emerge

The Pitt County Arts Council will perform the following specific services:

- **The Pitt County Arts Council at Emerge will continue to serve the City of Greenville by administering the following arts services as the Civic Art Facilitator and Countywide Arts Council (\$5,000 for 2016-17):**
 1. **Develop, promote and support the arts in the City of Greenville.**
 - a. The Arts Council dispersed around \$20,000 in Grassroots Grants to non-profit Arts Organizations for the fiscal year 16-17. These are matching grants for community arts programs.
 - b. The Arts Council dispersed nearly \$10,000 in Regional Artist Project Grants throughout eastern NC. Six of these grants were to Pitt County artists, many residing or working in the City of Greenville.
 - c. The Arts Council is the designated partner to the North Carolina Arts Council, and works with the staff of the NC Arts Council to bring programs to the City of Greenville and Pitt County. The Arts Council had 3 meetings, and several phone conversations with the NCAC staff about the SmART Initiatives Program. The Arts Council has been asked to apply for the SmART Initiatives in July 2017. If accepted, the City of Greenville will become the sixth SmART City in NC beginning in January 2018.
 - d. The Arts Council works with state legislators to encourage more funding to the local arts agencies.
 - e. The Arts Council implements the Youth Public Arts Project, a program for at-risk youth that meets at Emerge Gallery on Saturdays throughout the year, and then each participant can attend 2 weeks of summer camp.
 - f. The Arts Council implements Art is Good Medicine, where artists weekly go to the hospital and the Hope Lodge to work with patients, as well as a monthly free workshop at Emerge Gallery for cancer survivors, patients, family members, and caregivers.
 - g. The Arts Council, partnering with PCC Small Business Center, offers a free monthly Art Means Business workshop, at Emerge Gallery, to artists of all types to help them with their business skills.
 - h. The Arts Council is a co-coordinator for PirateFest, an annual festival partnering with Uptown Greenville and the City of Greenville that brings over 30,000 people to the Uptown District.
 2. **Serve as the voice for artists and arts organizations to better engage, support, and grow our arts within the community.**
 - a. The Arts Council funds and maintains a countywide calendar that includes all arts and cultural events. This is supposed to be a service where the entities can add their own events, but Arts Council staff adds in events when it is not already entered.

Deliverables:

- 1. An annual report will be presented to the City Council showing the success of items 1-4 (listed above).**
 - a. This will be presented to the City Council in June, July, or August of 2017.

Over a 3 year timeframe, the Pitt County Arts Council at Emerge will create an Arts District Plan for Uptown Greenville that outlines a broad vision and goals, highlights the benefits of well-developed arts areas and recommends a series of projects and initiatives that can advance Uptown Greenville to become the arts center of Pitt County, and ultimately recognized as the center for the arts in the region. (\$11,000 per year, for 2 years):

YEAR ONE: 2016-2017

Research and Precedent Study Phase: The Pitt County Arts Council will conduct research and precedent studies of other successful arts districts to areas similar to Greenville. Two to three visits to other arts districts will be conducted.

Deliverables:

- 1. 2-3 trips will be coordinated by the Pitt County Arts Council to other arts districts to meet with officials, arts administrators, and arts organizations to understand the benefits and challenges of starting an Arts District.**
 - a. Arts Council staff visited Seagrove, NC in November 2016.
 - b. The Arts District Research Committee visited Kinston, NC in March 2017.
 - c. The Arts District Research Committee will be visiting Norfolk, VA in May 2017.

- 2. The Pitt County Arts Council will present to the City Council the findings and recommendations of the Arts District Research and Precedent Study. This will include some budgetary recommendations for 2017-18 to begin some trial programs.**
 - a. The Arts Council recommends a budget of \$15,000 annually for acquisition of new public art. The first recommendation for public art acquisition is to purchase 2-3 pieces by Jonathan Bowling to ensure they remain in the Uptown District.
 - b. The Arts Council will present information about visits and advancement of becoming a SmART City to the City Council in June, July, or August of 2017 to the City Council.

- 3. Collaborate with ECU to determine an effective methodology to coalesce their artistic talent into Greenville's mainstream community.**
 - a. The Arts Council has three members of the ECU administration on the Arts District Research Committee (Chris Buddo, Kate Bukoski, and Sharon Paynter, and one member who is the President of the Arts

Council this year (Chris Ulffers). We are working to integrate ECU's artistic talent into the Greenville mainstream community through our regular meetings that are currently in the research phase of an Arts District.

Arts District Research Committee

This committee is made up of existing members of the Civic Arts Committee, who made recommendations to enlarge the group for supervision of the research component to better represent ECU's involvement and collaboration in this process, representation from the City of Greenville Planning and Economic Development, West Greenville, and local artists from the Dickinson Avenue Arts District Group. This committee will have conducted 2-3 site visits to other districts by the end of the May 2017, and also began in October 2016 conducting research about models of arts districts, policies and incentives, arts incubators, and artist in residency programs.

In fall of 2017, we will begin holding civic engagement and stakeholder meetings to begin researching the local needs and expectations of Greenville residents, artists, and businesses.

Current Members

Wanda Yuhas, Pitt County Development Commission
Bianca Shoneman, President, Uptown Greenville
Myriah Shewchuk, Landscape Architect, East Group
Charlotte Fitz-Daniels, (formerly of the Greenville Museum of Art, now ECU Joyner Library
Ned Puchner, Greenville Museum of Art Director (just hired and will be representing GMA)
Collette Kinane, City of Greenville Planning
Tom Wisemiller, City of Greenville Economic Development
Christian Lockamy, City of Greenville Economic Development
Mike McCarty, Local Developer
Sharon Rhue, Landscape Architect, Rivers & Assoc.
Scott Elliott, County Manager
Henry Stindt, Local Artist and Dickinson Avenue Arts District Coordinator
Sim Asher, Local Artist
Chris Buddo, Dean, ECU, College of Fine Arts and Communication
Jermaine McNair, NC Civil and West Greenville Representative
Devinder Culver, Police Department and West Greenville Representative
Kate Bukoski, Director, ECU School of Art and Design
Sharon Paynter, Asst. Vice Chancellor, Public Service and Community Relations

Other participants in update meetings: Allen Thomas, Jim Blount, Uptown Board members, Arts Council Board members.

Memo

To: Barbara Lipscomb, City Manager
From: Gary Fenton, Director of Recreation and Parks 
Date: May 24, 2017
Re: NTC - NC Science Museum Grant Renewal

The City of Greenville was recently invited by the North Carolina Department of Natural and Cultural Resources (NCDNCR) to reapply for the NC Science Museum Grant in the amount of \$60,000.

NCDNCR's initial grant of \$61,912 that was awarded this spring must be expended by the end of the current fiscal year and is being used to develop a water quality STEAM lab and teacher training facility at River Park North.

If awarded, the FY18 grant funds will be utilized to fund two FY18 part-time positions, (1) a STEAM lab volunteer and operations coordinator and (2) a teacher and student training coordinator for FY 2017-2018. In addition, there would be funding for materials associated with developing a robust volunteer and teacher training program at River Park North.

Positions will not exceed 20 hours per week for 38 weeks, and will be paid at a rate of \$18.50/hour. Positions are designed to be attractive to ECU graduate students and are based on the current rate offered for graduate assistantship positions. Human Resources has been contacted regarding the steps needed to create these positions should the grant be funded.

The NC Science Museum grant operates on a two year budget cycle, and funds may possibly be awarded for FY19 as well. If so, those funds would be utilized to continue these positions for an additional year with an added emphasis on program evaluation.

There is no required match associated with this grant and no commitment required to continue to fund these positions beyond the term of the grant. If awarded, Council will be asked to approve accepting the grant and an associated budget amendment. The application for this grant is due by May 31st, 2017.

For further details regarding the grant application, please contact Christopher Horrigan, Park Coordinator, at 252-329-4562 or chorrigan@greenvillenc.gov.

Please let me know if there are any questions.

cc: Merrill Flood, Assistant City Manager

Memo

To: Barbara Lipscomb, City Manager
From: Gary Fenton, Director of Recreation and Parks 
Date: May 24, 2017
Re: Sunday in the Park Summer Concert Series

Recreation and Parks would like to remind City Council of the upcoming *Sunday in the Park Concert Series* and invite Council Members to come out and enjoy what promises to be a great lineup for 2017.

Sunday in the Park has been produced by the City of Greenville for 44 years. The series was created by Stuart Aronson, a former Arts/Drama faculty member of East Carolina University, who approached Greenville Recreation and Parks staff in the early 70's seeking a partnership. The goal was to bring a diverse range of live musical concerts to Greenville and provide citizens with free entertainment in the relaxed atmosphere of Town Common. The event has been a staple for the Greenville community ever since and continues to grow in popularity.

This year's concert series, organized by Recreation Supervisor Ron Harris, will kick-off on Sunday, June 4th with *The Main Event Band* who will be performing R&B, soul, country and beach music. All concerts begin at 7:00pm. If weather conditions are uncertain, citizens may call (252) 758-7246 for an update.

Sunday in the Park would not be possible without financial support from the City as well as a variety of local sponsors, including ABC News Channel 12, Pirate Radio 1250 & 930, Barbour-Hendrick Honda, Physician's East, Pitt County Arts Council at Emerge, Fox News Eastern Carolina, Woodforest National Bank and Greenville Times.

The complete 2017 line up for *Sunday in the Park* is attached for your reference. We hope to see many residents enjoying the show each Sunday at The Town Common.

Please let me know if there are any questions.

cc: Merrill Flood, Assistant City Manager

Greenville Recreation and Parks Department

Sunday in the Park

2017 Line Up

June 04 - *The Main Event Band*

Greenville's ultimate party band performing R&B, Soul, Funk, Country and Beach music. The band features a tight rhythm section, keys and strong vocals playing the 80's, 90's and today's tops hits.

June 11 - *Tar River Community Band*

A Sunday in the Park regular, the Tar River Community Band is a group of volunteer musicians from the Greenville area. Directed by James Mauser, they specialize in marches, show tunes, jazz, swing and classical music.

June 18 - *Pitt Community College Symphony Orchestra*

This wonderful college-based orchestra is led by conductor Michael Stevenson. The orchestra is made up of over 60 musicians and is a collaborative effort of the college and community. They play a variety of popular and classical orchestral pieces.

June 25 - *Old Grey Suits*

Traditional Bluegrass and Newgrass right out of Pitt County. If you love the traditional style with influences such as Bill Monroe, Flatt and Scruggs, Jimmy Martin, J.D. Crowe, Stanley Brothers and Tony Rice, then this is your concert! Come sit back and relax to the back porch feel and stay awhile!

July 02 - *Painted Man*

Bringing the best of Soul, R&B, Funk, and Dance, from Myrtle Beach South Carolina comes one of the best sounding bands on the east coast. Painted Man is a musical powerhouse that will get folks moving and grooving. It's sure to be a great evening at Town Common!

July 09 - *The David Dixon Trio*

David Dixon is a singer/songwriter from Greenville, NC. He studied music at the Berklee College of Music in Boston MA. His band performs a classical mix of rock infused Blues and Reggae. David was the lead guitarist for the well-known band, the Embers, from 2008-2011.

July 16 - *The Monitors*

Performing an array from early Jazz to Rhythm and Blues, the Monitors have been a Sunday in the Park crowd favorite for over 40 years. They are known to generate a large audience participation for the Electric Slide and other dances.

July 23 - *Caroline Dare Band*

Making her debut at Sunday in The Park, Caroline Dare is a 15 year old North Carolina and Nashville Tennessee ASCAP songwriter and CMA member. She has started to gain popularity all over the Southeast. In just a few short years she has already played the Bluebird Café, Commodore Grille, Eddie's Attic, Merlefest, and the Coca-Cola Speedway Street Festival, and in April of 2015 she was featured as Taylor Guitars "Player of the Week." With touches of Country, Pop & originals she is headed for a bright future! Now backed by a talented band, she'll soon be reaching for the stars!

July 30 - *Diali Cissokho & Kaira Ba*

Hailing from Senegal, Diali Keba Cissokho & Kaira Ba will bring the wonderful sounds of West African Griot music to the Town Common stage. Diali will bring Kaira Ba (Universal Love) in the Manding tradition, playing a *kora*, a 21 string instrument resembling a banjo in look and a harp in sound, and will incorporate influences of

the best of the West African tradition. The group has recorded two albums, "Resonance" & "The Great Place," and was nominated for "Best African Group" during the 2015 All Africa Music Awards.

August 06 - *Molasses Creek with special guest Green Grass Cloggers*

From the Island of Ocracoke comes a long time Sunday in the Park favorite, Molasses Creek. Playing their brand of Folk, Americana, and Roots music they weave wonderful stories to the listener's ear. This concert will also feature The Green Grass Cloggers celebrating 46 years of award winning and Hall of Fame performances.

August 13 - *Nantucket*

The City of Greenville proudly presents North Carolina Hall Of Fame band, Nantucket. Formed in 1969 in Jacksonville North Carolina and signed by Epic records in 1977, the group had several hits including the single "Heartbreaker" off their 1978 self-titled album, *Nantucket*. They have been an opening act for AC/DC, The Allman Brothers, Boston, The Cars, Charlie Daniels, The Doobie Brothers, Heart, Kiss, Ted Nugent, REO Speedwagon, 38 Special, and Lynyrd Skynyrd. Many a time they graced the stage at the Attic Night Club in Greenville NC, amassing many local fans. A concert rock fans should not miss!

August 20 - *Chicago Reloaded (Tribute)*

The ultimate Chicago tribute band on the east coast. Playing all the HITS of the original Chicago and featuring some of the most talented musicians from the Charlotte and Triangle areas of North Carolina. A great way to end the 2017 concert series. Chicago Fans will not want to miss this one!



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POLICE COMMUNITY RELATIONS COMMITTEE A G E N D A

Tuesday, June 13, 2017 – 6:30 to 7:30 p.m.
Jaycee Park, Multi-purpose room

2000 Cedar Lane
Greenville, NC 27858

- 1) Call to Order – Diane Kulik, Chair
- 2) Roll Call
- 3) Approval of the Agenda – June 13, 2017
- 4) Approval of Minutes – May 9, 2017
- 5) State briefly the mission of committee and purpose of meeting
- 6) Guest Speaker: Lt. Michael Broadwell, Strategic Services – Greenville Police Department

Topic: Red Light Camera Initiative

- Implementation locations
 - Dates of activation
 - Operations
 - Fine disbursements
- 7) Public Expression and Questions
 - 8) ADJOURN

NOTE:

To maintain order of the board and clarity of recording, please allow one person to speak at a time. Thank you.

The Police Community Relations Committee Mission Statement

Serve as a liaison between the community and the police. To serve as an advocate for programs, ideas, and methods to improve relations between the community and the police. To disseminate information to the community and the City with regard to the state of relations between the community and the Greenville Police Department. To assist and promote the community education efforts concerning safety awareness and community and individual awareness.

**SUMMARY MINUTES FOR THE
POLICE COMMUNITY RELATIONS COMMITTEE**

May 9, 2017
Greenville, NC

Chairperson Diane Kulik called the Police Community Relations Committee meeting to order at 6:30 p.m., at The City Hall Building, 200 West Fifth Street, Room 337, Greenville, NC 27834.

APPROVAL OF THE AGENDA:

Chairperson Diane Kulik asked for a motion for approval of the May 9, 2017 agenda.

Motion: Mr. Scott Snyder
Seconded: Mr. Greg Rubel

The agenda was unanimously approved by the committee.

APPROVAL OF THE MINUTES:

Chairperson Diane Kulik asked for a motion for approval of the April 20, 2017 minutes.

Motion: Mr. Lennard Naipaul
Seconded: Mr. Greg Rubel

The minutes were unanimously approved by the committee.

Assistant Attorney Donald Phillips clarified the approval was for the revised minutes emailed out around 4:45 p.m. and asked if the committee members needed to take a few moments to review the minutes. No further discussion was generated and the revised minutes were approved.

APPROVAL OF THE REVISED MINUTES:

Chairperson Diane Kulik asked for a motion to accept and approve the revised minutes with corrections.

Motion: Mr. Scott Snyder
Seconded: Mr. Lennard Naipaul

The revised minutes were unanimously approved by the committee.

INTRODUCTION OF COMMITTEE MEMBERS / ROLL CALL:

Chairperson Diane Kulik provided opportunity for each committee member and city staff to introduce themselves.

MISSION OF COMMITTEE AND PURPOSE OF MEETING:

Chairperson Diane Kulik read the purpose of the meeting:

To serve as a liaison between the community and the police; to serve as an advocate for programs, ideas, and methods to improve relations between the community and the police; to disseminate information to the community and the City with regard to the state of relations between the community and the Greenville Police Department; to assist and promote the community education efforts concerning safety awareness and community and individual awareness.

COMMITTEE MEMBERS PRESENT:

Lennard Naipaul; District 2

Scott Snyder; District 4

Greg Rubel; District 3

Diane Kulik; Chairperson, At-Large

COMMITTEE MEMBERS ABSENT:

Jermaine McNair; Mayoral

CITY STAFF MEMBERS PRESENT:

Ted Sauls, Deputy Chief of Police; Donald K. Phillips, Assistant Attorney; Sylvia Horne, Administrative Staff Support Specialist; Sgt. Dale Mills, Community Outreach.

COUNCIL MEMBERS PRESENT:

None

OTHERS:

Darrin Burnette – Community Watch Leader - Dickinson Avenue /14th Street Corridor
News Media

NEW BUSINESS:

Guest Speaker: Deputy Chief Ted Sauls – Greenville Police Department

Topic: Police Deaths/Police Involved Shootings

The discussion was opened by announcing that this is Police Memorial Week. Data from the Officer Down Memorial Page concluded that in 1791 there was one death of a police officer, in 1975 the number was at 240, in 2016 the total was 143, and in 2017 we are currently at 44. In comparison a News Week inquiry revealed that police officers have fatally wounded approximately 1,000 Americans each year.

The number fluctuates each year with many factors considered on key dimensions. They include:

- **Impact on the Public** – The police department needs community input on topic of concerns to promote transparency and collaboration. The consensus is that fear is at the foundation with the officers and citizens nationally, resulting in our most recent shootings and deaths. Statistics show that there is twenty percent of the population that utilize police services. Of the twenty percent, ten may not like the police and commit unlawful acts and the other ten percent are on the fence trying to make up their mind on how they feel about police officers.
- **Impact on the Police** – The group was reassured that the police department is capable of responding to most any incident imaginable.

However, with police officers under attack in our nation, the response, actions and behaviors have been elevated out of concerns for personal safety.

Some of challenges nationally encountered in the police profession are a reflection of recent police involved shootings and police deaths. They include:

- Recruitment: Officers leaving the profession due to tension, the lack of trust from the community, and fear for personal safety.
 - Body Worn Cameras: The police department has purchased body worn cameras for police officers to promote legitimacy and trust in the community. They provide a transparent reflection of officer encounters with the public. This is a new tool being introduced in the profession that requires training, understanding, and the task of getting officers to embrace the idea. The cameras purchased provide a 270 degree view and the data is securely downloaded each shift the officer works.
 - Hypervigilance: Recent events have officers in a heightened state of anxiety that often negatively reflect in their health and job performance. This usually causes officers to overreact in a situation.
 - Under Reaction: Not providing the adequate response to a situation in fear of judgement by the community.
 - Shutting Down: Not performing any proactive policing, but instead just taking the calls they are assigned.
- **Media Influences**- Technology has made social media information convenient and instantly tangible. As a result, the information received is often raw data that does not provide the opportunity for a recipient to receive the complete scenario.

In closing, Deputy Chief Sauls provided the committee with a list of required annual training that officers must submit to and pass to retain their certifications They include: , Biased Based Profiling, Fire Extinguisher, Hazmat, Juvenile Minority Sensitive Training, Firearms, Driving, Subject Control, Taser, Domestic Violence, and Crisis Intervention just to name a few.

Public Expression and Questions

The committee members asked several questions, and made comments and concerns regarding Police Deaths and Police Involved Shootings.

Chairperson Diane Kulik asked for a motion to adjourn the meeting.

Motion: Mr. Lennard Naipaul
Seconded: Mr. Greg Rubel

The committee unanimously adjourned the meeting.

The next meeting is on June 13, 2017. Meeting place will be announced later.

ADJOURN – 7:50 p.m.

Respectfully submitted,

Sylvia Horne
Administration Bureau Secretary
Greenville Police Department
Document (#1051563)



CAROLINA
BARBECUE FESTIVAL

THE CARROLL DASHIELL
GREENVILLE
GROOVES
MUSIC FESTIVAL



BAR-B-GROOVES

FEATURING: CARROLL DASHIELL
MOTOWN R&B CLASSIC SHOW

AFRICAN AMERICAN MUSIC FESTIVAL
BBQ FESTIVAL ★ KIDS ACTIVITIES ★ GROG

JUNE 17, 2017

12:00 PM–6:00 PM

TOWN COMMON ★ 100 E 1ST ST