

City Council Workshop

May 7, 2018



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Item 1

Employee Health Clinic Update



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Employee Health Clinic Update

May 7, 2018

Health Clinic Background

• <https://www.youtube.com/watch?v=GxuPgAVN61o>

• **Opened May 1, 2017**

• **Located at 1400 Brownlea Drive (formerly the Gardner Training Center)**

- **High level of patient confidentiality**
- **Close proximity to City office locations**

• **Hours of operation: Monday – Friday, 7:00 am – 4:00 pm**

Health Clinic Milestones

- **August 1, 2017**
 - **Retirees covered under Cigna (pre-65 retirees) eligible to use health clinic**

- **May 1, 2018**
 - **Pharmacy services added**
 - **Vidant Physician or Nurse Practitioner provides onsite dispensing of approximately 12 prescription medications (non-narcotics)**
 - **Patient can return to clinic for refills if needed**
 - **No co-pay**

Health Clinic Benefits

Employee Benefits	Employer Benefits
<ul style="list-style-type: none">➤ Convenient/easy access to quality health care➤ FREE – no co-pays!➤ Confidential – HIPAA compliant➤ Visit not charged to sick leave➤ Onsite Rx dispensing	<ul style="list-style-type: none">➤ Healthier employees <p>Reduction in:</p> <ul style="list-style-type: none">➤ Paid healthcare costs➤ Drug & pre-employment screening costs➤ Workers' comp claim costs➤ Lost work time and absenteeism

Health Clinic Model

- **Clinic operated by Vidant Corporate Health**
- **Service contract**
- **Vidant responsible for full operation of clinic**
- **Clinic currently operates for City employees, Council members, and retirees covered under Cigna**

Clinical Staffing Model

Occupational Health Nurse: 40 Hrs / Week

Nurse Practitioner: 8 Hrs / Week

Contract Staffing Fee: \$ 160,160

Clinical Staff Duties

- **Preventive care**
- **Treatment of employee illness / medical concerns**
- **Provide appropriate follow-up & referrals**
- **Rx admin provided by Nurse Practitioner or MD**
- **Perform health, drug, & pre-employment screens**
- **Provide case mgmt for work-related injuries**
- **Wellness, disease mgmt, and health counseling**

Visits to Health Clinic May 1, 2017 – April 30, 2018

	Number	%
Non work-related visits	1,290	74%
Work-related visits	453	26%
Total visits	1,743	100%

Equates to an average of 145
visits/month or 7 visits/day

Cost Analysis

	Direct Costs	
	Cost	Average Cost/Visit
Total cost of operation*	\$167,660	\$96.19
Approx. outside clinic cost	\$235,305	\$135.00
Cost savings	\$67,645	\$38.31
Potential ROI	1.4:1	

	Indirect Cost Savings
Total encounters	1,743
Cost savings being seen onsite	\$72,770
Total off-site cost (direct & indirect)	\$308,075
Total clinic cost of operation	\$167,660
Total saved (indirect and direct costs)	\$140,415
Potential total ROI	1.8:1

*Includes clinic supplies; excludes one-time setup costs

First Year Outcomes

- **21% decrease in urgent care visits**
- **4% decrease in PCP visits**
- **Number of ER visits increased slightly but percentage of steerable visits remained steady at 18%**



Source: Cigna provided data

Overall Clinic Utilization

Overall Utilization	
Employees Used Clinic	71%
Employees Not Used Clinic	29%
Total Employees	100%



In Summary

- **Health clinic has been very successful!**
- **Employees view it as a significant, value-added benefit**
- **City is experiencing medical plan savings from redirected care**
- **Partnership with Vidant is important – confidentiality component**

Moving Forward

- Continue to market health clinic to eligible users
- Allow covered spouses and dependent children 13+ to use health clinic beginning July 1st
- Effective July 1st, expand number of hours **Provider (MD or Nurse Practitioner)** onsite from 8 hours/week to 12 hours/week due to already close to capacity status

Questions?

Item 2

Greenville Youth @ Work Program Update



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Greenville Youth@Work Program

Greenville Youth@Work Program

Purpose:

- In support of Council's Strategic Plan initiatives to provide employment and training opportunities to the extent possible
- March 2016, Council authorized and approved funding of the Greenville Youth@Work summer program

Greenville Youth@Work Program

- Partnership with Region Q WIOA (Workforce Innovation and Opportunity Act) Work Experience Program
- Provides employment, training, and educational activities to eligible low-income youth, ages 16-24, who face barriers to employment

Greenville Youth@Work Program

- Provide employment opportunities to 25 eligible youth
 - 20 youth funded by the City of Greenville
 - 5 youth funded by Region Q WIOA
- Region Q WIOA staff screens candidates and refers eligible youth to City's HR Department
- 20 youth funded by City must meet same eligibility requirements and reside within city limits

Greenville Youth@Work Program

- Pay rate is \$8.50 per hour
- Youth work up to 29 hours per week for 7 weeks in various City departments
- Potential to earn up to \$1,725
- Youth work as office staff, light laborers, and staff assistants

Greenville Youth@Work Program

Work Readiness Training

Workshops provided by Pitt Community College. Topics include resume development, mock interviews, dress for success, communication skills, computer skills, etc.

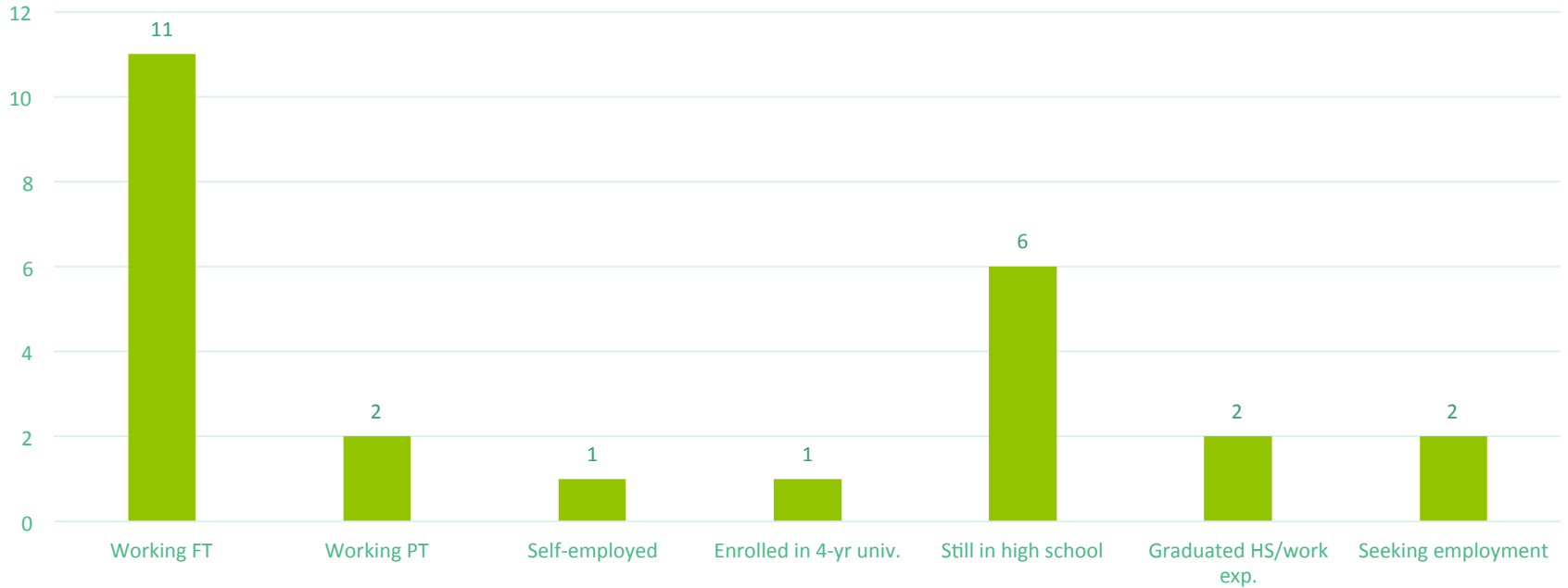
Work Experience

Youth gain valuable work experience with the goal of developing good work habits and work skills

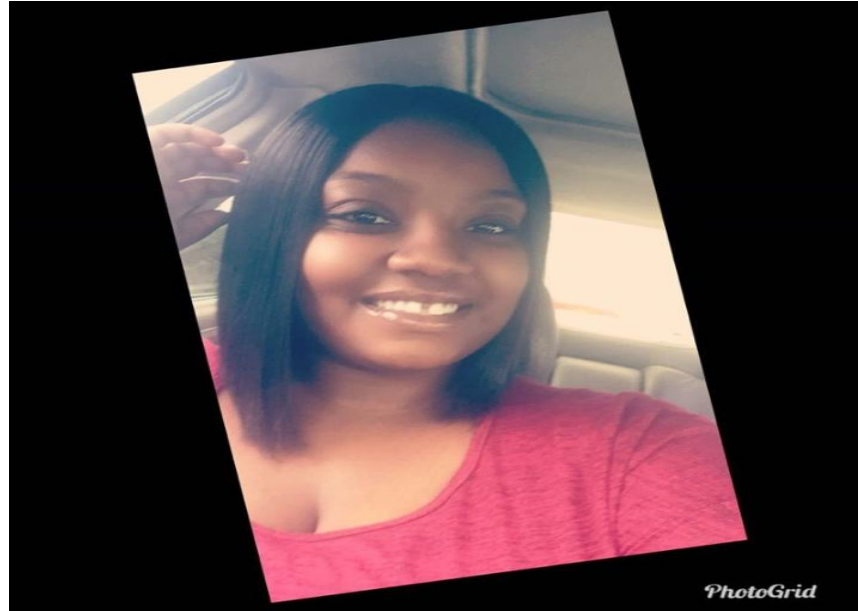
Career Readiness Certificates preparation and testing

Youth allotted time to obtain CRC certification. CRCs are portable, nationally recognized credentials that certify the essential skills for workplace success

2017 Greenville Youth@Work Program Statistics



**Diamond Streeter – 2017 Greenville Youth@Work participant;
current full-time Administrative Assistant at ECU!!**



Questions?

Item 5

Discussion of Nightclubs and
Eating Establishments



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Item #5

Discussion of Nightclubs and Eating Establishments

This is a continuation of Council's discussion from Dec. 2017.

Comments included:

- What do other cities do to regulate clubs?
- How do cities we admire regulate clubs?
- Distinguish between clubs & D&E's?
- Future discussion of whether to allow more clubs & how to allow clubs outside of downtown



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Outline

- Clubs and D&E' s Regulations
- Chronology of Ordinances to Regulate Clubs
- Inventory of Clubs and D&E' s
- Survey of how other Cities Regulate Clubs
University-based Cities of Similar Size
NC Cities
- Discussion



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Zoning Ordinance Requirements Applicable to Public/Private Clubs and Dining and Entertainment Uses



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Differences between Clubs and D&E' s

Clubs – The principal use is entertainment and meets all of the following: Open to the general public, may require membership, may require a cover charge, provide live or recorded music, may provide floor show, may provide dance area, may offer a full service bar, may offer food and servers.

D&E' s – An eating and entertainment establishment. MUST have food sales in excess of 30% of the total gross receipts during any month. Must provides sit-down dining areas. When closing at midnight, complete menu MUST be offered on-premises until 11:00 PM.

MAY offer all of the services listed above in Clubs and MAY provide: server, table ordering, busboy, disposable containers; carry-out; delivery; drive-through OR over-the-counter. DOES NOT qualify as fast-food.



Differences between D&E' s and Restaurants

Minimum % of food sales to total gross receipts per month

- 30% for D&E' s
- 50% for Restaurants

Membership

- D&E' s - Optional
- Restaurants - No



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Zoning Districts Where Clubs are Allowed with a Special Use Permit

- Downtown Commercial
- Downtown Commercial Fringe
- General Commercial
- Heavy Commercial



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Club Spacing Requirements

- 500-foot spacing requirement between clubs. Measure from lot lines.
- 500-foot spacing requirement from single-family dwellings located in a zoning district that allows single family uses. Measure from lot lines.
- 500-foot spacing from all single-family residential zoning districts. Measure from lot lines.



Zoning Districts where D&E' s are Allowed Permitted:

- General Commercial
- Heavy Commercial
- Unoffensive Industry
- Industry

With Special Use Permit:

- Medical Support
- Medical Office
- Medical General Commercial
- Medical Heavy Commercial
- Office Residential
- Downtown Commercial
- Downtown Commercial Fringe
- Neighborhood Commercial



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Spacing Requirements for D&E' s

200-foot spacing requirement in Neighborhood Commercial zoning district.

When D&E' s are within 500 feet of residential zoning districts and it has outside speakers after 11:00 PM, the establishment must have a security guard(s).



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Spacing Requirements for D&E' s with Outdoor Speakers

D&E' s within 300 feet of residential districts must turn off speakers by 11:00 on Sundays-Thursdays; and must turn off speakers by 2:00 AM on Fridays and Saturdays.

To extend speaker hours to 2:00 AM on Thursdays and certain holidays, D&E' s must be over 500 feet from conforming single-family dwellings or single-family residential zoning districts.



Is there a spacing requirement between Clubs and D&E' s?

No

Is there a spacing requirement between microbreweries to one another or to Clubs or D&E' s?

No, however microbreweries are only allowed in the Downtown Commercial zoning district.



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Chronology of Zoning Ordinance Amendments Adopted to Regulate Clubs

- 1992** Council deleted the 500 foot spacing between clubs
- 2009** *Fatal drive-by shooting downtown, 25 clubs downtown at that time*
- 2010** Council added a 500 ft spacing requirement for clubs
- 2010** Council added a 500 ft spacing requirement between clubs and residential uses and residential zoning districts
- 2016** Council adopted ordinance to allow nonconforming uses to expand through construction of a roof decks



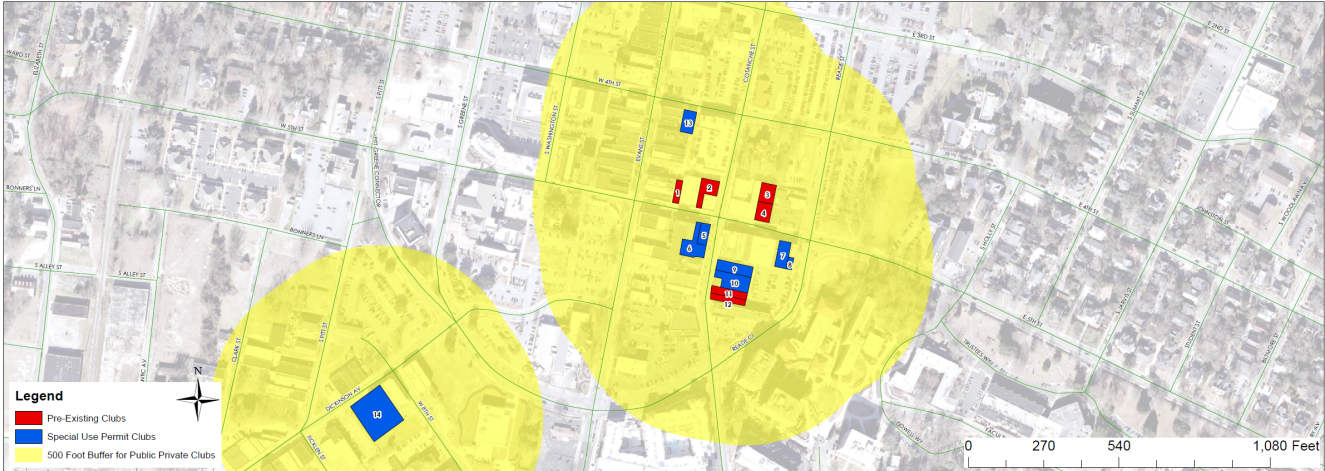
Inventory of Existing Clubs and D&E Businesses



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1	Grumpy's Pub
2	The Rafter's Social Club
3	Vacant
4	Vacant
5	5th Street Annex
6	5th St. Distillery
7	The Way
8	Vacant
9	Still Life
10	Pantana Bob's
11	Mac's Billards
12	Five 19
13	Tavern on 4th
14	Trollingwood Brewery

Public and Private Clubs (Downtown)



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Public and Private Clubs (Citywide)

Map Number

Name

Public & Private Club	
1	Grumpy's Pub
2	The Rafter's Social Club
3	Vacant
4	Vacant
5	5th Street Annex
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15	Club Fuzion
16	Tie Breakers Billiards / Bar
17	The Buccaneer Music Hall
18	Buck Wild Tavern



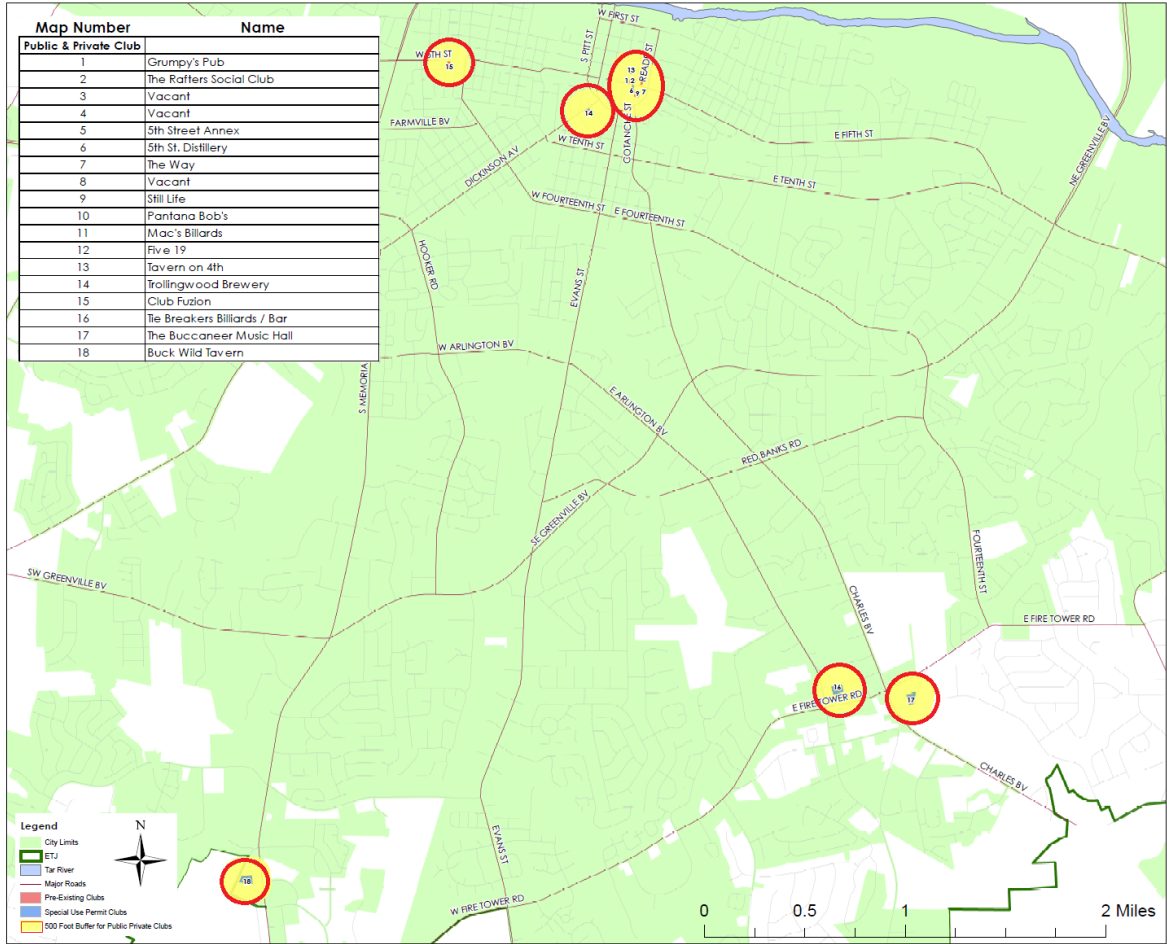
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Legend

- Pre-Existing Clubs
- Special Use Permit Clubs
- 500 Foot Buffer for Public Private Clubs



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Public/Private Clubs and Dining and Entertainment Establishments (Citywide)

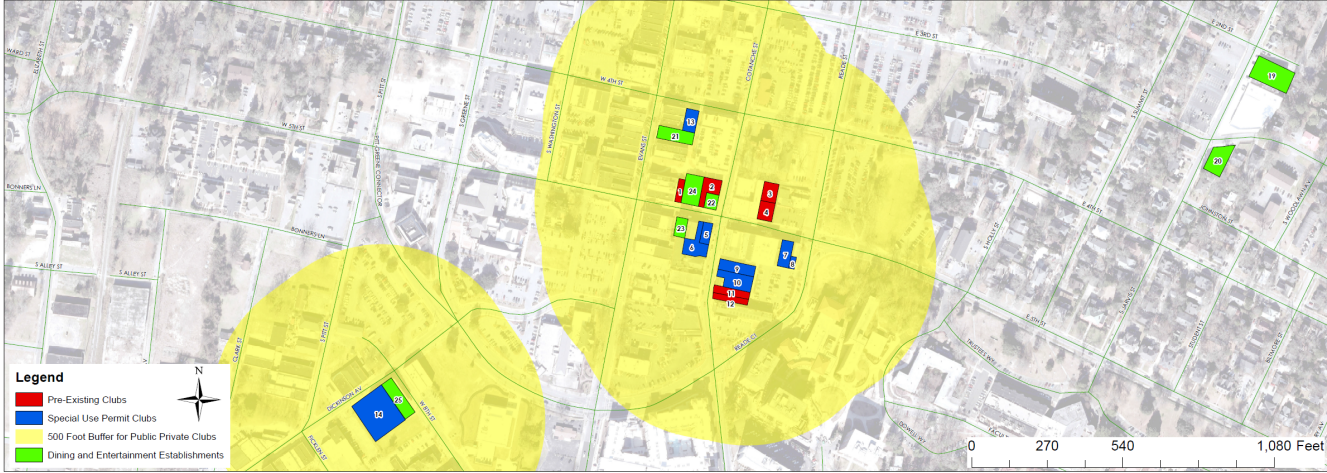
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Dining & Entertainment Establishments	
19	Anchors
20	Christy's Europub
21	Crave Uptown
22	Blackened Kraken
23	Crossbones Tavern
24	Fire American Tavern
25	DAP



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Public/Private Clubs and Dining and Entertainment Establishments (Downtown)



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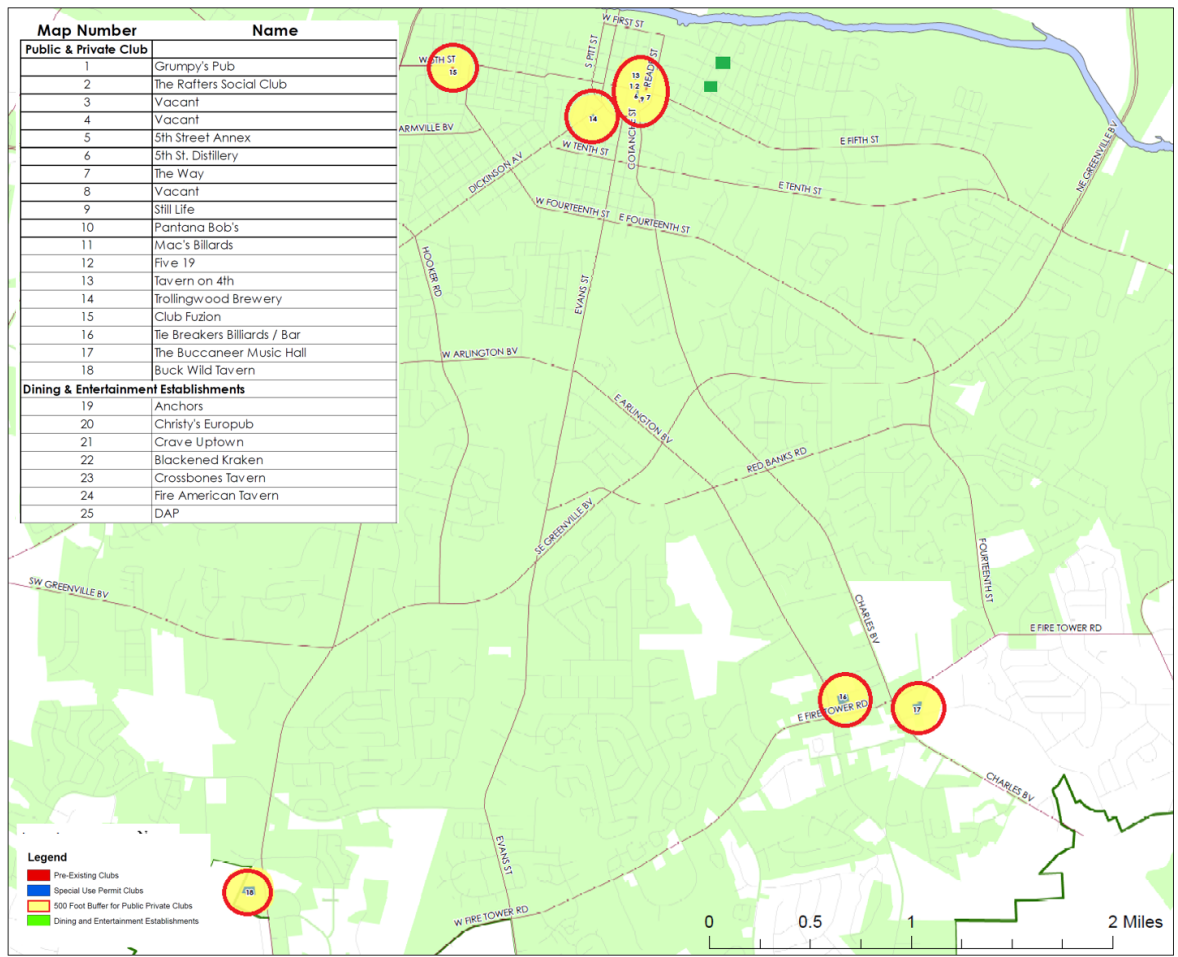
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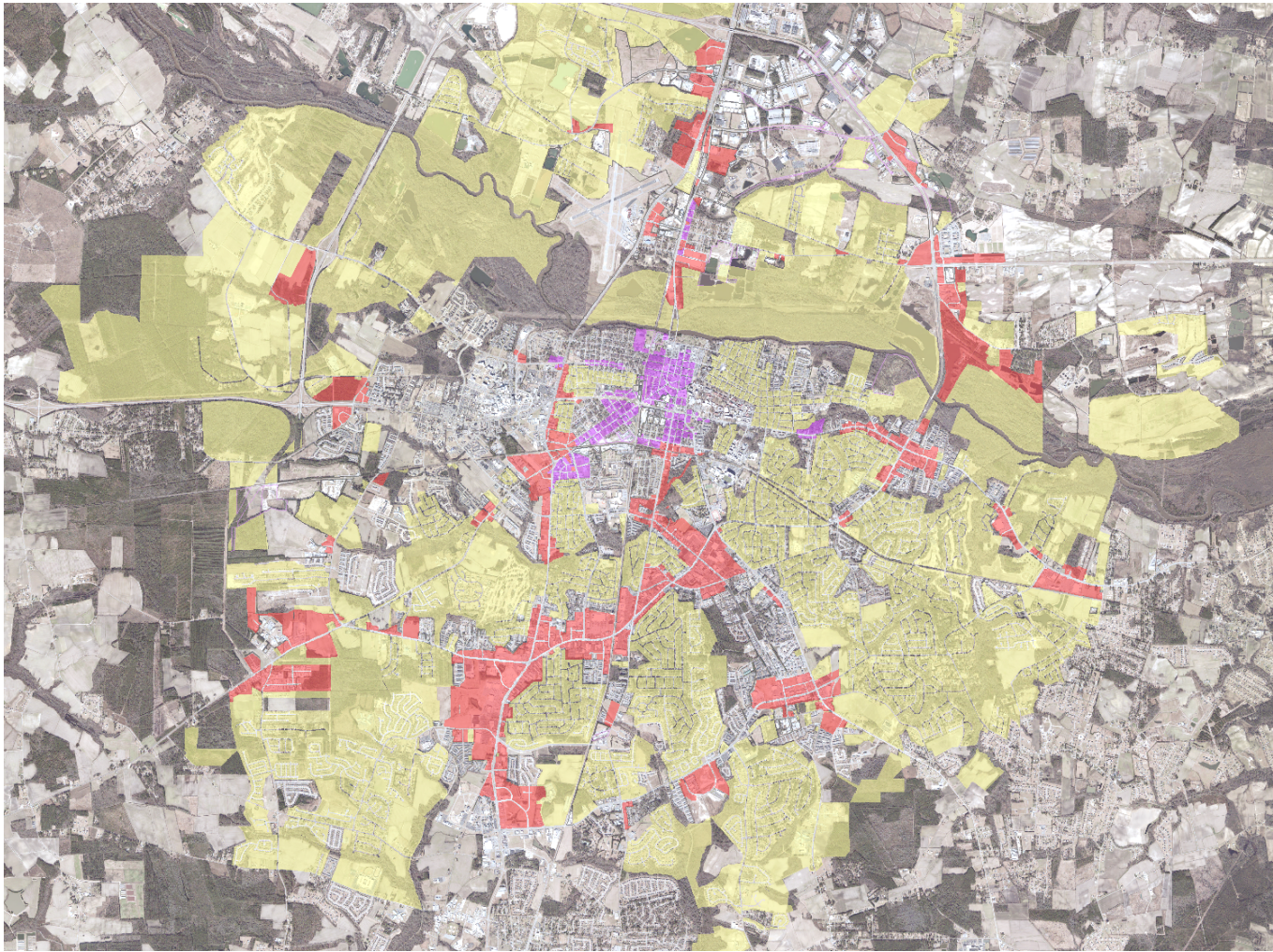
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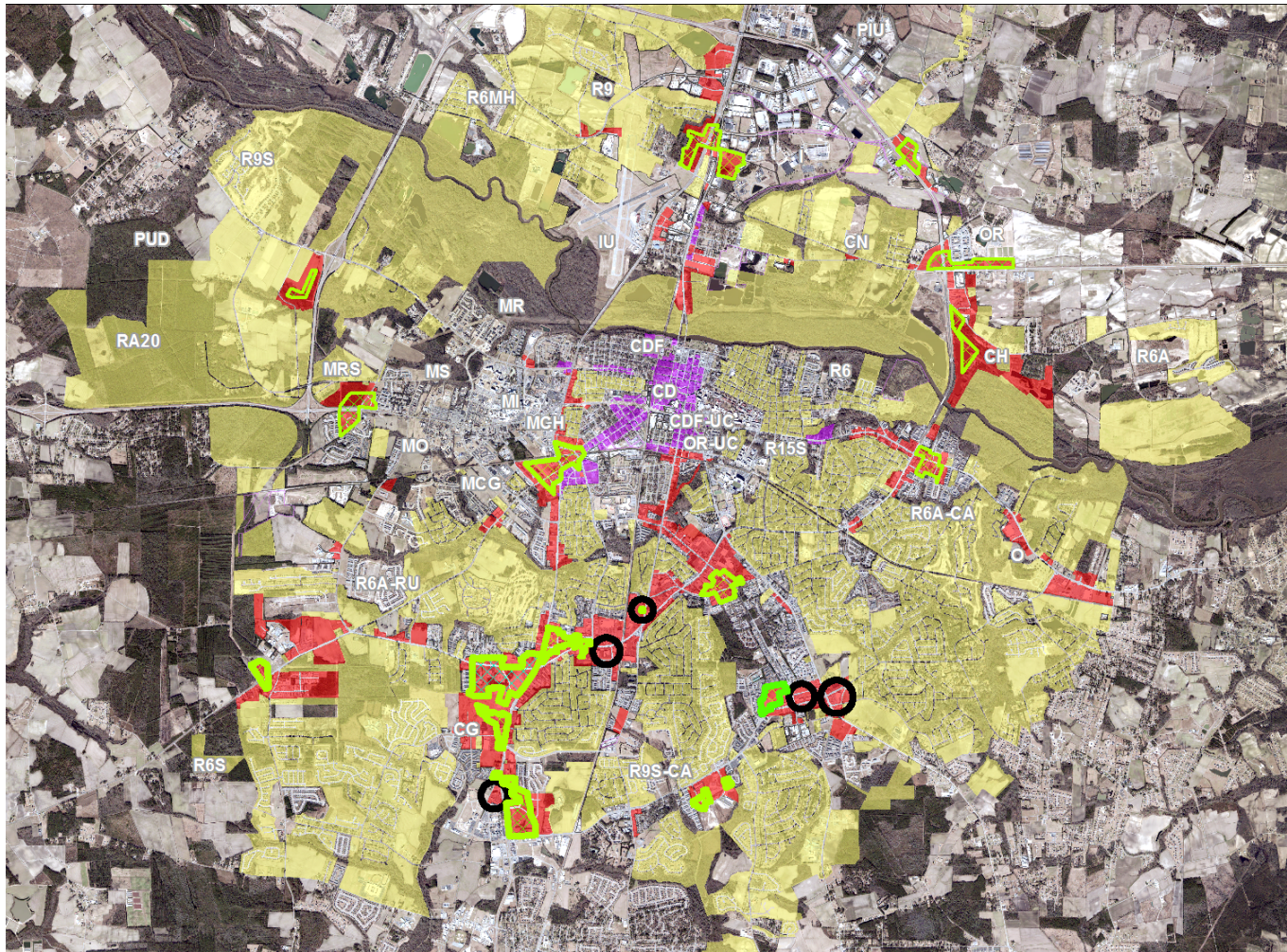
- Pre-Existing Clubs
- Special Use Permit Clubs
- 500 Foot Buffer for Public Private Clubs
- Dining and Entertainment Establishments

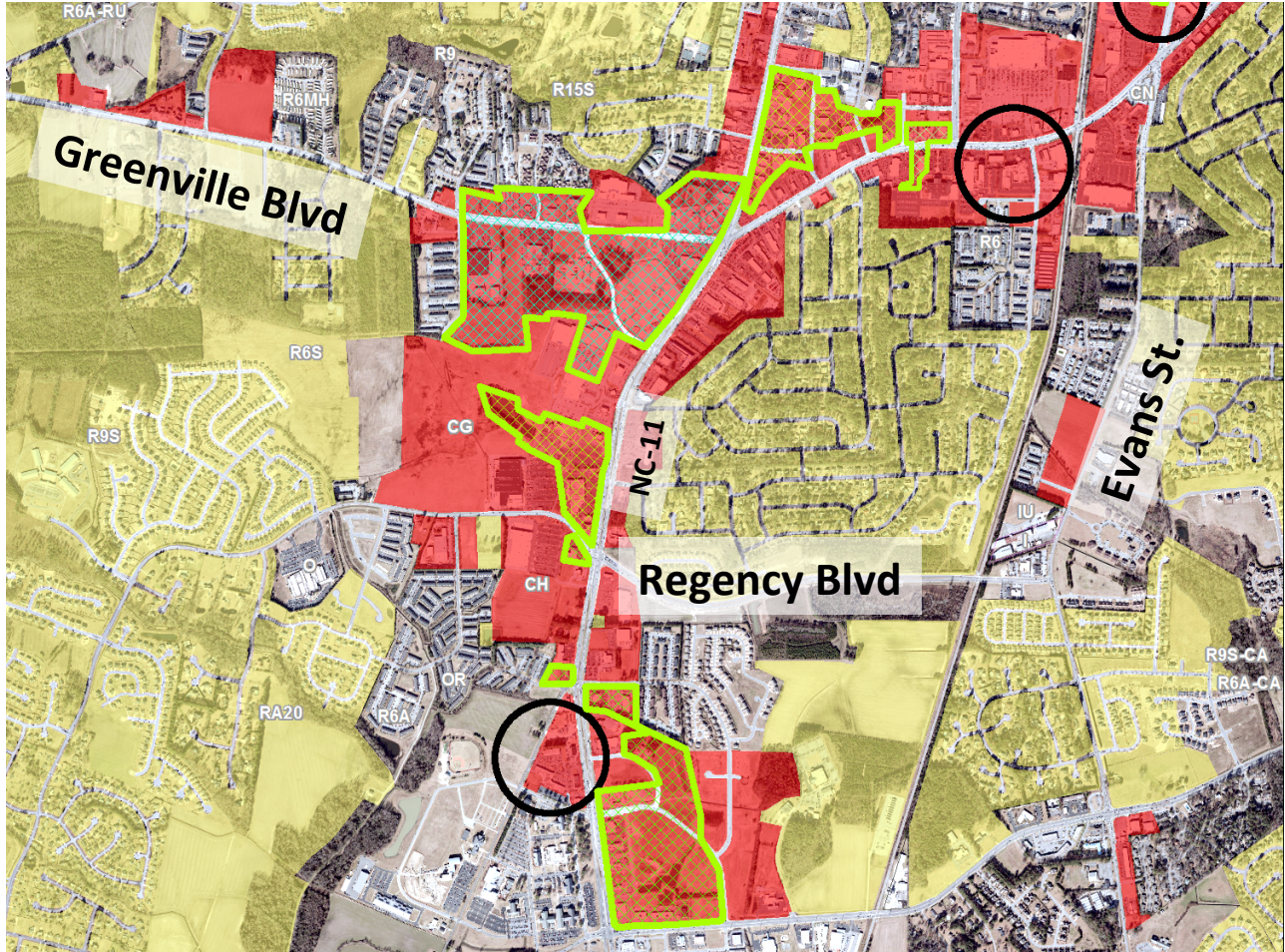
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Survey of How Other University-Based Cities Regulate Clubs



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Survey of How Other University-Based Cities Regulate Clubs

Generally, most other university-based cities do not have spacing requirements for clubs between one another or from residential uses. Most do have spacing requirements between clubs and places of worship and schools which are typically 100-400 feet. These spacing requirements are required and enforced by the state's ABC Commission.



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No spacing requirement between clubs at:

- University of Arkansas, Fayetteville
- University of Virginia, Charlottesville
- University of Georgia, Athens
- Auburn University, Auburn
- Penn State, University Park
- Texas A&M, College Station
- Virginia Tech, Blacksburg
- Univ. of FL, Gainesville, 100 ft. spacing between residential districts

Notre Dame, IN

There is only a 1,000 ft. spacing requirement for clubs outside of downtown

Ole Miss, Oxford

Private Clubs are not allowed in Mississippi

Mich. State, E. Lansing:

Private clubs are not allowed. Only D & E

W. VA Univ., Morgantown: Private clubs are not allowed downtown



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Club Spacing Requirements for NC Cities

Survey from 2008

No Spacing: Chapel Hill, Havelock, Jacksonville, Laurinburg, Rocky Mount, Siler City, and Wilmington

Spacing Requirement Between other Clubs:

Goldsboro: 150 ft to other clubs and 200 to residential zones

Kinston: 300 ft

Washington: 500 ft

Elizabeth City: 500 ft in CBD

Spacing Requirement to Other Uses:

Mount Airy: 50 ft to residential zones

Cary: 100 ft to residential zones

Greensboro: 200 ft to parks, churches, day cares, schools & resid. zones

Morganton: 200 feet to church, school, park and residential zones

Fayetteville: 500 ft to day cares

Garner: 500 ft to dwellings or residential zones

Wilson: 500 ft to dwelling, church or park



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Club Spacing Requirements for North Carolina Cities

5/4/2018

No spacing requirement between clubs in:

- Chapel Hill
- Wilmington
- Boone
- Asheville



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Discussion

What are we trying to fix or accomplish?

**Does Council have directions for staff?
... Revise spacing, zoning, other?**



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Item 3

Installation of Sidewalks for North Carolina Department of Transportation (NCDOT) Widening Projects



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05.07.18

City Council Workshop

Installation of Sidewalks for NCDOT Widening Projects

NCDOT Request

As a follow-up to NCDOT's previous workshop presentation, NCDOT is requesting the City approve the appropriate Municipal Agreements to cover the following widening projects:

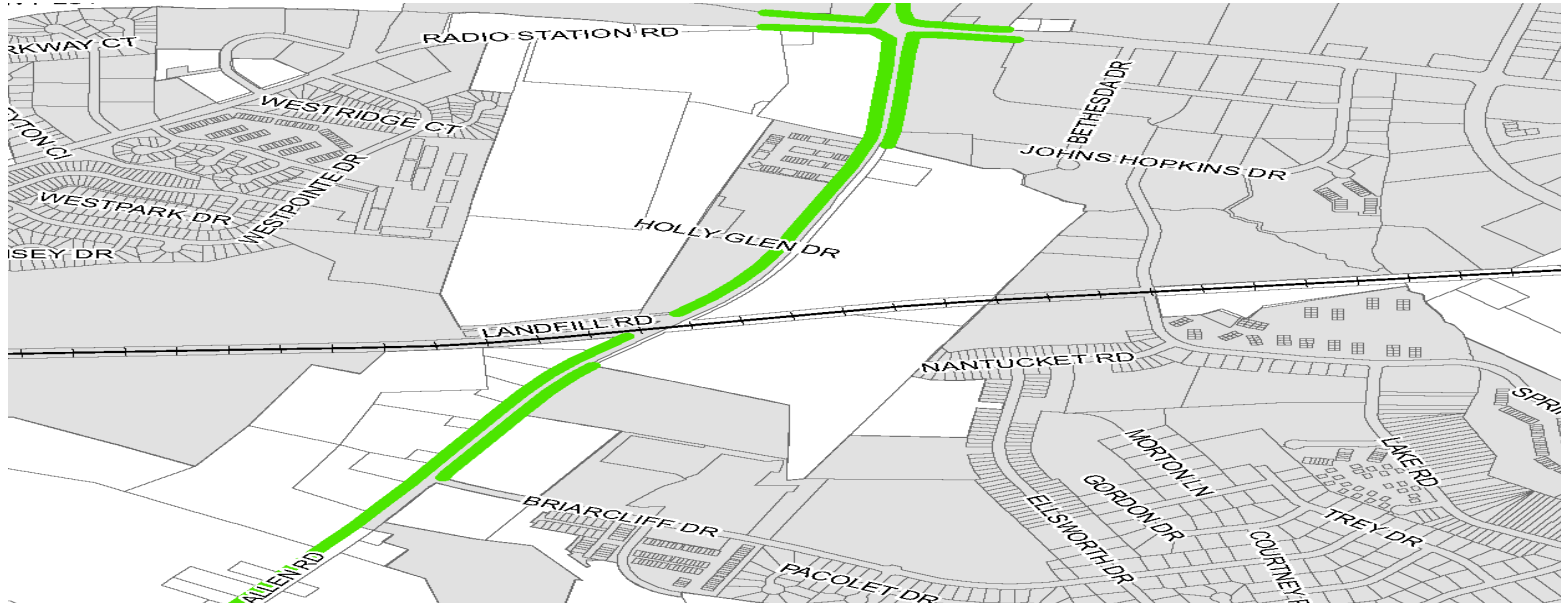
- 1) Allen Road Widening - from Dickinson Avenue to Stantonsburg Road
- 2) Fire Tower/Portertown Road – from Turnbury Drive Ext. to East 10th Street

Sidewalk Installation

Sidewalks will be funded by NCDOT and City only. City funding options listed below:

1. City funds sidewalk installation within City limits
2. City funds sidewalk within City and County boundaries
3. City funds sidewalk installation in both the City and County - leaving out areas that are not currently developed while maximizing continuity of sidewalk.

ALLEN ROAD WIDENING (U-5875) - Dickinson Avenue to Stantonsburg Road



ALLEN ROAD WIDENING - Dickinson Avenue to Stantonsburg Road

SCENARIO

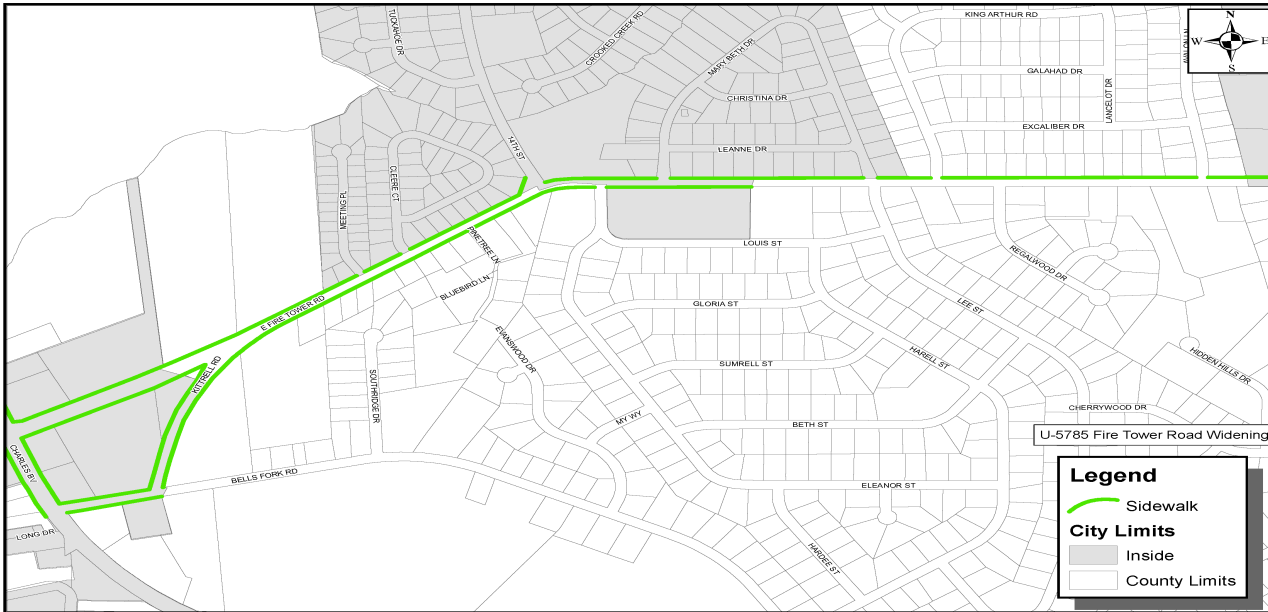
ESTIMATED COST

1. City Limits Only	\$120,000 - \$160,000
2. Both City/County	\$240,000 - \$280,000
3. Hybrid	\$190,000 - \$230,000

FIRE TOWER/PORTERTOWN ROAD E. Fire Tower Rd to 10th Street



FIRE TOWER/PORTERTOWN ROAD Charles Blvd to Portertown Road



FIRE TOWER/PORTERTOWN ROAD Turnbury Dr Extension to Charles Blvd



FIRE TOWER/PORTERTOWN RD. Charles Blvd to 10th Street

SCENARIO	ESTIMATED COST
1. City Limits Only	\$150,000 - \$190,000
2. Both City/County	\$290,000 - \$330,000
3. Hybrid	\$200,000 - \$240,000

For the extension of the project from Charles Blvd to west of Arlington, sidewalk costs estimated to be \$100k. This would be added to above.

SUMMARY OF OPTIONS

Allen, Fire Tower and Portertown Roads

SCENARIO	MAXIMUM ESTIMATED COST
1. City Limits Only	\$450,000
2. Both City/County	\$710,000
3. Hybrid	\$570,000

Staff recommendation: Option 3, Hybrid approach

Recommendation: Option 3 as the preferred scope with the total estimated cost share of the two projects being \$570,000.

This item will be brought before Council during the June 2018 meeting.

Item 4

Presentation on Fleet Study Results



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Overview of Fleet Utilization Report

May 7, 2018



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City Fleet = 520 vehicles



City Fleet = 520 vehicles



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City Equipment = 167



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Operations and Maintenance



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Scope of report

- Analyze current fleet size, composition, and use.
- Develop recommendations for allocation of vehicles and equipment.
- Review current vehicle replacement policies.
- Develop a 10-year replacement schedule with projected cost.



Study methodology

- Collection of data on the City's fleet including type, assigned department, acquisition date, meter reading, and replacement cost.
- Statistics on utilization including average use levels for each type of vehicle.
- Meet with departments regarding their operational needs for vehicles.
- Assessment of fleet replacement practices and comparison to industry best management practices.
- Analysis of past fleet replacement funding and funding required to sustain the 10-year plan.

Study findings

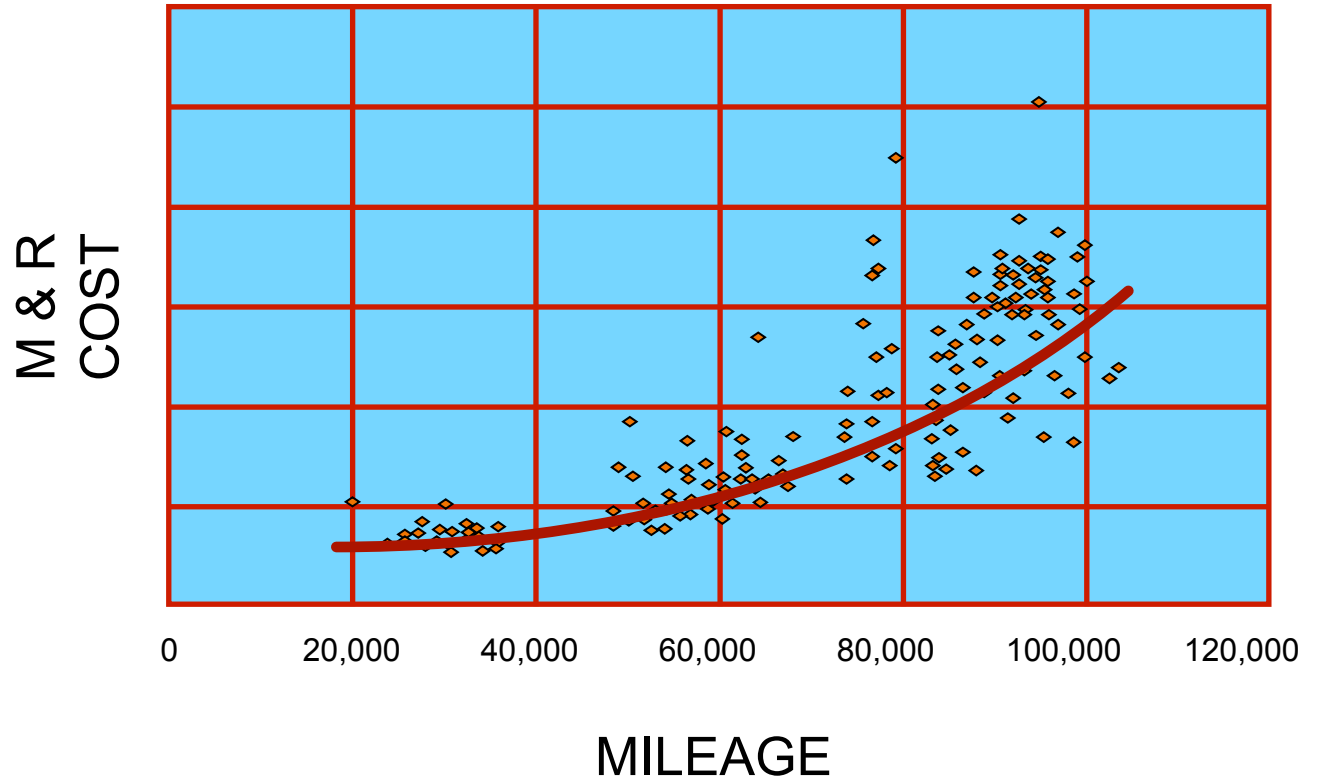
- City vehicles are well-utilized.
- Average replacement cycle is 8.4 years, which is typical for a fleet of this size.
- Off-fleet vehicles are a concern.
- There is a funding imbalance. (Currently replacing at 100%; funding at 30%.)
- The Vehicle Replacement Fund (VRF) covers the cost of vehicle/equipment replacement, but a procedure to cover vehicles involved in accidents is needed.

Age of the Fleet

- The City's established replacement policy works out to be an average of 8.4 years (this is a typical average for cities).
- The average age of the vehicles should be one-half the average replacement cycle – 4.2 years for the City.
- The City's actual average fleet age of 7 years is 67% higher than expected.



Impact of vehicle age on repair costs



Extending vehicle replacement schedule?

- City purchases a pickup truck for \$30,000.
- Expected life span: 10 years.
- Annual maintenance cost starts at \$1,000 and increases \$1,000 every five years.

10 years

30,000
+15,000
45,000
- 7,000
\$38,000

O&M

Resale value

Total investment

15 years

30,000
+30,000
60,000
- 1,500
\$58,500



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Recommendations and Actions

- City should create a process to limit the number of off-fleet vehicles. (Action — City Manager's Office approval.)
- The City needs to increase annual funding for fleet replacement. (Action — Propose budget to increase funding from 30% to 40% in FY2019 and 50% in FY2020.)
- Replacing vehicles at the appropriate time will save the City money.
- Several underutilized vehicles are being reassigned or sold.
- Create a pool vehicle system.
- Evaluate capital purchase/finance of large vehicles.



City Council Workshop

May 7, 2018



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