



Agenda

City of Greenville

May 26, 2015
6:30 PM
City Council Chambers
200 West Fifth Street

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I. Call Meeting To Order

II. Invocation - Mayor Thomas

III. Pledge of Allegiance

IV. Roll Call

V. Approval of Agenda

- **Public Comment Period**

The Public Comment Period is a period reserved for comments by the public. Items that were or are scheduled to be the subject of public hearings conducted at the same meeting or another meeting during the same week shall not be discussed. A total of 30 minutes is allocated with each individual being allowed no more than 3 minutes. Individuals who registered with the City Clerk to speak will speak in the order registered until the allocated 30 minutes expires. If time remains after all persons who registered have spoken, individuals who did not register will have an opportunity to speak until the allocated 30 minutes expires.

VI. Old Business

1. Report and recommendations regarding Pay Study

VII. New Business

2. Resolution directing publication of Notice of Intent to make an application to the Local Government Commission (LGC), making certain findings relating to the authorization and issuance of General Obligation Public Improvement Bonds of the City of Greenville, North Carolina, and authorizing the Director of Financial Services to file application for approval thereof with the LGC

VIII. Comments from Mayor and City Council

IX. City Manager's Report

X. Closed Session

- To prevent the disclosure of information that is privileged or confidential pursuant to the law of this State or of the United States, or not considered a public record within the meaning of Chapter 132 of the General Statutes, said law rendering the information as privileged or confidential being the Open Meetings Law
- To discuss matters relating to location or expansion of industries or other businesses in the area served by the public body

XI. Adjournment



City of Greenville, North Carolina

Meeting Date: 5/26/2015
Time: 6:30 PM

Title of Item: Report and recommendations regarding Pay Study

Explanation: At the April 20, 2015 joint City Council-Greenville Utilities Commission meeting, City Council requested that the City Manager provide information on alternative pay adjustments and living wages. Information was presented by City staff to City Council at the May 11, 2015 meeting. The discussion was tabled at the May 11, 2015 meeting until all Council could be present.

Fiscal Note: To be determined based on Council action.

Recommendation: Review report and options presented by City staff.

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- [Tables](#)
- [pay_analysis_memo_from_City_Manager_to_Council_983819](#)
- [True_up_study_follow_up_data_1002253](#)



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Memorandum

To: Honorable Mayor and City Council Members
From: Barbara Lipscomb, City Manager
Date: May 8, 2015
Subject: Follow-Up Analysis to the April 20, 2015 Joint City Council/GUC Meeting

At the April 20, 2015, Joint City Council/Greenville Utilities Commission Meeting, the boards approved the recommended pay adjustments outlined in the Segal Waters' 5-Year True-Up Market Study. The results of the study indicated that, overall, the City/GUC pay plan is at market. Adjustments, however, were recommended and approved to address 39 employees whose pay is below the applicable pay range and to address pay compression issues impacting 148 employees.

Upon approval of the adjustments, City staff was directed to look at Refuse Collectors and supporting staff to determine what impact the approved adjustments will have on their salaries. The results of that analysis are detailed in three scenarios below and on the attachment.

Scenario 1:

During the April 20th meeting, Council Member Glover stated that she feels the City's Refuse Collectors should be moved from pay grade 103 to 104. The cost to implement this change would be \$31,828.51, as a result of the 5% pay increase associated with the move to a higher pay grade. This scenario singles out only one classification for a pay increase which not only creates compression issues, but likely morale issues as well. Further, the Refuse Collector position was included as a benchmark position for the 5-Year True-Up Market Study and the analysis concluded that the average base salary for a City of Greenville Refuse Collector is 14% above market.

Scenario 2:

In an attempt to establish a new minimum starting salary threshold for the pay plan to address employees who are in the two lowest pay grades, Scenario 2 collapses pay grades 102 and 103 into pay grade 104. The minimum and maximum annual salaries for pay grade 104 would remain unchanged at \$25,084.80 and \$37,606.40, respectively. For employees in pay grades 102 and 103 whose hourly rate of pay is less than \$12.66, their hourly rate of pay would increase to \$12.66 (5% above the minimum of pay grade 104). The cost to implement Scenario 2 is \$5,137.60. Some compression would occur if this scenario is implemented because new hires who successfully complete the six-month probationary period will be earning the same or very close to the same hourly rate as longer tenured employees whose salaries are increased to implement Scenario 2. Additionally, the City would be paying "above market" pay rates for the positions in pay grades 102 and 103 as a result of their collapse into pay grade 104.

Scenario 3:

Scenario 3 attempts to establish a new minimum starting salary threshold for the pay plan to address employees who are in the three lowest pay grades. Scenario 3 collapses pay grades 102 through 104 into pay grade 105. The minimum and maximum annual salaries for pay grade 105 would remain unchanged

at \$26,332.80 and \$39,499.20, respectively. For employees in pay grades 102 through 104 whose hourly rate of pay is less than \$13.29, their hourly rate of pay would increase to \$13.29 (5% above the minimum of pay grade 105). The cost to implement Scenario 3 is \$26,893.15. Like Scenario 2, compression would occur if this scenario is implemented because new hires who successfully complete the six-month probationary period will be earning the same or very close to the same hourly rate as longer tenured employees whose salaries are increased to implement Scenario 3. Additionally, the City would be paying “above market” pay rates for the positions in pay grades 102 through 104 as a result of their collapse into pay grade 105.

Summary of Scenarios:

It is important to keep in mind that with each of the three scenarios, time in position is the only factor for the increased rate of pay. Therefore, employees who may not have demonstrated performance warranting a pay increase would still receive an increase in pay. Equally important to consider is that each scenario will create compression issues for the City. For example, with Scenario 1, the pay of Refuse Collectors may exceed the rate of pay of positions in higher pay grades as a result of the 5% increase in pay for Refuse Collectors. For Scenarios 2 and 3, impacted employees will be increased to the respective amount which means that, regardless of time in position or performance, they all will be earning the same rate of pay.

Department Directors Compression Pay:

Apart from the analysis directed by Council, I reviewed again the compression pay adjustments that were approved for two department head positions at the April 20, 2015 Joint Meeting. It is my recommendation that the department head positions should not be included in the pay compression adjustments. These positions are members of the City’s management team and, as such, their compensation is market and performance-driven. Both department heads are eligible to receive longevity pay on an annual basis; therefore, additional compensation based on time in position or length of service is not recommended.

Please contact me if you have any questions.

Attachments

cc: Richard Hicks, Interim Assistant City Manager
Leah Futrell, Director of Human Resources

ATTACHMENT

Scenarios:

1) Increase pay of only Refuse Collectors by 5%

- a. 21 Refuse Collectors with a total cost to implement of \$31,828.51
- b. Refuse Collector classification maintained in PG 103 (salary range: \$23,878.40 - \$35,817.60)
- c. Statistical data based on current pay of Refuse Collectors:
 - i. Average hourly rate = \$14.49
 - ii. Lowest hourly rate = \$12.60 (approximately 10% above minimum of pay grade)
 - iii. Highest hourly rate = \$16.34
- d. Statistical data if pay is increased by 5%
 - i. Average hourly rate = \$15.22
 - ii. Lowest hourly rate = \$13.23 (approximately 15% above minimum of pay grade)
 - iii. Highest hourly rate = \$17.16

2) Pay grade 104 becomes pay plan's lowest pay grade (positions in pay grades 102 and 103 moved to pay grade 104)

- a. Pay of current employees in pay grades 102 and 103 will increase to at least \$12.66/hour (5% above minimum of pay grade 104)
- b. Employees currently making at least \$12.66/hour will see no change in pay
- c. 12 employees impacted
- d. Total cost to implement: \$5,137.60
- e. Additional compression not factored in because compression adjustments approved on 4/20/15

3) Pay grade 105 becomes pay plan's lowest pay grade (positions in pay grades 102 – 104 moved to pay grade 105)

- a. Pay of current employees in pay grades 102 - 104 will increase to at least \$13.29/hour (5% above minimum of pay grade 105)
- b. Employees currently making at least \$13.29/hour will see no change in pay
- c. 22 employees impacted
- d. Total cost to implement: \$26,893.15
- e. Additional compression not factored in because compression adjustments approved on 4/20/15

Scenario 1: Pay of Refuse Collectors increased by 5%

Position Title	Department	Division	Fund	Annual Base Salary	Hourly rate	New rate (pay after 5% + compression)	difference between new rate & current rate	annualized cost of new rate	New Annual Base Salary
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$26,208.00	\$12.60	\$13.23	\$0.63	\$1,310.40	\$27,518.40
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$26,208.00	\$12.60	\$13.23	\$0.63	\$1,310.40	\$27,518.40
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$27,268.80	\$13.11	\$13.77	\$0.66	\$1,363.44	\$28,632.24
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$30,347.20	\$14.59	\$15.32	\$0.73	\$1,517.36	\$31,864.56
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$32,988.80	\$15.86	\$16.65	\$0.79	\$1,649.44	\$34,638.24
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$32,052.80	\$15.41	\$16.18	\$0.77	\$1,602.64	\$33,655.44
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$29,785.60	\$14.32	\$15.04	\$0.72	\$1,489.28	\$31,274.88
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$29,390.40	\$14.13	\$14.84	\$0.71	\$1,469.52	\$30,859.92
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$26,208.00	\$12.60	\$13.32	\$0.72	\$1,496.91	\$27,704.91
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$32,968.00	\$15.85	\$16.64	\$0.79	\$1,648.40	\$34,616.40

Position Title	Department	Division	Fund	Annual Base Salary	Hourly rate	New rate (pay after 5% + compression)	difference between new rate & current rate	annualized cost of new rate	New Annual Base Salary
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$29,556.80	\$14.21	\$14.92	\$0.71	\$1,477.84	\$31,034.64
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$27,414.40	\$13.18	\$13.84	\$0.66	\$1,370.72	\$28,785.12
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$29,785.60	\$14.32	\$15.04	\$0.72	\$1,489.28	\$31,274.88
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$30,409.60	\$14.62	\$15.35	\$0.73	\$1,520.48	\$31,930.08
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$32,177.60	\$15.47	\$16.24	\$0.77	\$1,608.88	\$33,786.48
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$32,073.60	\$15.42	\$16.19	\$0.77	\$1,603.68	\$33,677.28
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$30,180.80	\$14.51	\$15.24	\$0.73	\$1,509.04	\$31,689.84
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$30,742.40	\$14.78	\$15.52	\$0.74	\$1,537.12	\$32,279.52
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$29,702.40	\$14.28	\$14.99	\$0.71	\$1,485.12	\$31,187.52
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$33,384.00	\$16.05	\$16.85	\$0.80	\$1,669.20	\$35,053.20
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$33,987.20	\$16.34	\$17.16	\$0.82	\$1,699.36	\$35,686.56

21 employees

\$31,828.51

Scenario 2: 5% ABOVE PG 104 (\$12.66/HR)

Position Title	Department	Division	Fund	Current Annual Base Salary	Current hrly rate	compression pay hourly increase	new rate (current rate + \$12.66 less new rate)	annual amount to reach \$12.66	% increase	New Annual Base Salary	
CUSTODIAN I	Public Works	BUILDING & GROUNDS	General Fund	\$24,876.80	\$11.96		\$ 11.96	\$ 0.70	\$ 1,456.00	6%	\$ 26,332.80
LABORER	Recreation & Parks	PARKS	General Fund	\$25,438.40	\$12.23		\$ 12.23	\$ 0.43	\$ 894.40	4%	\$ 26,332.80
LABORER	Public Works	BUILDING & GROUNDS	General Fund	\$25,438.40	\$12.23		\$ 12.23	\$ 0.43	\$ 894.40	4%	\$ 26,332.80
LABORER	Public Works	STREET MAINTENANCE	Storm Water Utility	\$25,438.40	\$12.23		\$ 12.23	\$ 0.43	\$ 894.40	4%	\$ 26,332.80
LABORER	Public Works	STREET MAINTENANCE	Storm Water Utility	\$26,208.00	\$12.60		\$ 12.60	\$ 0.06	\$ 124.80	0%	\$ 26,332.80
LABORER	Public Works	STREET MAINTENANCE	Storm Water Utility	\$26,208.00	\$12.60		\$ 12.60	\$ 0.06	\$ 124.80	0%	\$ 26,332.80
LABORER	Public Works	BUILDING & GROUNDS	General Fund	\$26,208.00	\$12.60		\$ 12.60	\$ 0.06	\$ 124.80	0%	\$ 26,332.80
LABORER	Recreation & Parks	PARKS	General Fund	\$26,208.00	\$12.60		\$ 12.60	\$ 0.06	\$ 124.80	0%	\$ 26,332.80
LABORER	Public Works	STREET MAINTENANCE	Storm Water Utility	\$26,208.00	\$12.60		\$ 12.60	\$ 0.06	\$ 124.80	0%	\$ 26,332.80
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$26,208.00	\$12.60		\$ 12.60	\$ 0.06	\$ 124.80	0%	\$ 26,332.80
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$26,208.00	\$12.60		\$ 12.60	\$ 0.06	\$ 124.80	0%	\$ 26,332.80
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$26,208.00	\$12.60		\$ 12.60	\$ 0.06	\$ 124.80	0%	\$ 26,332.80
12 employees								\$ 5,137.60			

Scenario 3: 5% ABOVE PAY GRADE 105 (\$13.29/HR)

Position Title	Department	Division	Fund	Current Annual Base Salary	Current hrly rate	compression pay hourly increase	new rate (current rate + compression pay)	\$13.29 less new rate	annual amount to reach \$13.29	% increase	New Annual Base Salary
CUSTODIAN I	Public Works	BUILDING & GROUNDS	General Fund	\$24,876.80	\$11.96		\$ 11.96	\$ 1.33	\$ 2,766.40	11%	\$ 27,643.20
LABORER	Recreation & Parks	PARKS	General Fund	\$25,438.40	\$12.23		\$ 12.23	\$ 1.06	\$ 2,204.80	9%	\$ 27,643.20
LABORER	Public Works	BUILDING & GROUNDS	General Fund	\$25,438.40	\$12.23		\$ 12.23	\$ 1.06	\$ 2,204.80	9%	\$ 27,643.20
LABORER	Public Works	STREET MAINT.	Storm Water Utility	\$25,438.40	\$12.23		\$ 12.23	\$ 1.06	\$ 2,204.80	9%	\$ 27,643.20
LABORER	Public Works	STREET MAINT.	Storm Water Utility	\$26,208.00	\$12.60		\$ 12.60	\$ 0.69	\$ 1,435.20	5%	\$ 27,643.20
LABORER	Public Works	STREET MAINT.	Storm Water Utility	\$26,208.00	\$12.60		\$ 12.60	\$ 0.69	\$ 1,435.20	5%	\$ 27,643.20
LABORER	Public Works	STREET MAINT.	Storm Water Utility	\$26,208.00	\$12.60	\$ 0.09	\$ 12.69	\$ 0.60	\$ 1,257.57	5%	\$ 27,643.20
LABORER	Public Works	BUILDING & GROUNDS	General Fund	\$26,208.00	\$12.60		\$ 12.60	\$ 0.69	\$ 1,435.20	5%	\$ 27,643.20
LABORER	Recreation & Parks	PARKS	General Fund	\$26,208.00	\$12.60		\$ 12.60	\$ 0.69	\$ 1,435.20	5%	\$ 27,643.20
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$26,208.00	\$12.60		\$ 12.60	\$ 0.69	\$ 1,435.20	5%	\$ 27,643.20
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$26,208.00	\$12.60		\$ 12.60	\$ 0.69	\$ 1,435.20	5%	\$ 27,643.20
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$26,208.00	\$12.60	\$ 0.09	\$ 12.69	\$ 0.60	\$ 1,257.57	5%	\$ 27,643.20
GROUPS MAINTENANCE TECH I	Public Works	BUILDING & GROUNDS	General Fund	\$26,332.80	\$12.66		\$ 12.66	\$ 0.63	\$ 1,310.40	5%	\$ 27,643.20

Position Title	Department	Division	Fund	Current Annual Base Salary	Current hrly rate	compression pay hourly increase	new rate (current rate + compression pay)	\$13.29 less new rate	annual amount to reach \$13.29	% increase	New Annual Base Salary
STAFF SUPPORT SPECIALIST I	Police	SUPPORT SERVICES	General Fund	\$26,332.80	\$12.66		\$ 12.66	\$ 0.63	\$ 1,310.40	5%	\$ 27,643.20
GROUND MAINTENANCE WORKER	Public Works	BUILDING & GROUNDS	General Fund	\$26,728.00	\$12.85		\$ 12.85	\$ 0.44	\$ 915.20	3%	\$ 27,643.20
LABORER	Public Works	STREET MAINT.	Power Bill Fund	\$26,728.00	\$12.85		\$ 12.85	\$ 0.44	\$ 915.20	3%	\$ 27,643.20
LABORER	Public Works	BUILDING & GROUNDS	General Fund	\$26,873.60	\$12.92	\$ 0.11	\$ 13.03	\$ 0.26	\$ 541.22	2%	\$ 27,643.20
LABORER	Public Works	STREET MAINT.	Power Bill Fund	\$27,268.80	\$13.11		\$ 13.11	\$ 0.18	\$ 374.40	1%	\$ 27,643.20
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$27,268.80	\$13.11		\$ 13.11	\$ 0.18	\$ 374.40	1%	\$ 27,643.20
CUSTODIAN II	Public Works	BUILDING & GROUNDS	General Fund	\$27,289.60	\$13.12		\$ 13.12	\$ 0.17	\$ 353.60	1%	\$ 27,643.20
REFUSE COLLECTOR	Public Works	SANITATION	Public Works Sanitation	\$27,414.40	\$13.18		\$ 13.18	\$ 0.11	\$ 228.80	1%	\$ 27,643.20
CUSTODIAN II	Public Works	BUILDING & GROUNDS	General Fund	\$27,580.80	\$13.26		\$ 13.26	\$ 0.03	\$ 62.40	0%	\$ 27,643.20

22 employees

\$ 26,893.15



City of Greenville, North Carolina

Meeting Date: 5/26/2015
Time: 6:30 PM

Title of Item: Resolution directing publication of Notice of Intent to make an application to the Local Government Commission (LGC), making certain findings relating to the authorization and issuance of General Obligation Public Improvement Bonds of the City of Greenville, North Carolina, and authorizing the Director of Financial Services to file application for approval thereof with the LGC

Explanation: **Abstract:** This resolution is for review and approval by the City Council so that staff may move forward with the application to the LGC to authorize through public referendum the issuance of General Obligation debt for street and pedestrian transportation improvements.

Explanation: This item was continued from the May 11, 2015, City Council meeting.

At the April 20, 2015, City Council meeting, the City Council discussed the possibility of a funding strategy for special projects for the City. The City Financial Services and Attorney's offices have been working with the Financial Advisors and Bond Counsel to initiate steps on a 2015 General Obligation bond for streets and pedestrian transportation improvements.

The bond referendum is scheduled for November 3, 2015 and the bond question reads as indicated below.

Street and Pedestrian Transportation Bonds

Shall the order adopted on _____, 2015, authorizing not exceeding \$13,850,000 Street and Pedestrian Transportation Bonds of the City of Greenville, North Carolina, for the purpose of providing funds, together with any other available funds, for providing street and pedestrian transportation improvements in said City, including, but without limiting the generality of the foregoing, constructing, reconstructing, widening, extending, resurfacing and improving streets and roads, thoroughfares, and bridges; constructing, reconstructing, relocating and eliminating grade crossings and grade separations;

constructing and installing traffic controls, signals, gateway treatments, markers, lighting, street trees and street furniture; improving, relocating and installing utility lines; constructing sidewalks, bike and pedestrian trails, greenways, curbs, gutters, culverts and drains; and acquiring any necessary rights of way or easements therefor, and authorizing the levy of taxes in an amount sufficient to pay the principal of and the interest on said bonds, be approved?

Attached is the resolution that calls for the publication of a Notice of Intent to make an application with the LGC for this bond, makes certain findings relating to this bond, and authorizes the Director of Financial Services to file application with the LGC for approval of this bond. Additionally attached is the "Notice of Intent" that will be published in The Daily Reflector explaining the intent of the City to file the application referenced above. The source of funds for the debt service associated with this project is the City's General Fund.

Fiscal Note:

Annual debt service payment amounts are anticipated to begin in fiscal year 2016-2017 and will be included in the biennial budget and operating plan with a two-cent tax increase, if required to pay the new debt service.

Recommendation:

Approve the attached resolution directing publication of Notice of Intent to make an application to the Local Government Commission (LGC), make certain findings relating to the authorization and issuance of General Obligation Public Improvement Bonds of the City of Greenville, North Carolina, and authorize the Director of Financial Services to file the application for approval with the LGC.

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[📎 Resolution of Intent to Issue Bonds 1003299](#)

[📎 Notice of Intent to Apply for Bond Approval 1003298](#)

A meeting of the City Council of the City of Greenville, North Carolina, was held in the Council Chambers of the City Hall Building, 200 West Fifth Street, Greenville, North Carolina, the regular place of meeting, at 6:30 P.M., on Tuesday, May 26, 2015.

Present: Mayor Allen M. Thomas, presiding, and Council Members _____

Absent: _____

* * * * *

[The Director of Financial Services introduced the following resolution, which was read by title and summarized by the City Manager:]

RESOLUTION DIRECTING PUBLICATION OF NOTICE OF INTENT TO MAKE AN APPLICATION TO THE LOCAL GOVERNMENT COMMISSION, MAKING CERTAIN FINDINGS RELATING TO THE AUTHORIZATION AND ISSUANCE OF GENERAL OBLIGATION PUBLIC IMPROVEMENT BONDS OF THE CITY OF GREENVILLE, NORTH CAROLINA, AND AUTHORIZING THE DIRECTOR OF FINANCIAL SERVICES TO FILE APPLICATION FOR APPROVAL THEREOF WITH THE LOCAL GOVERNMENT COMMISSION

WHEREAS, the City Council of the City of Greenville, North Carolina (the "City") is considering the authorization of not exceeding \$13,850,000 General Obligation Public Improvement Bonds of the City (the "Bonds") for the purpose of providing funds, together with any other available funds, for portions of the costs of certain street and transportation improvement capital projects; now, therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF GREENVILLE, NORTH CAROLINA, as follows:

Section 1. The City Council hereby directs the publication of a notice of intent to file an application for approval of the Bonds with the Local Government Commission of North Carolina.

Section 2. The City Council hereby finds and determines, in connection with authorizing the issuance of the Bonds, that (a) the proposed issuance of the Bonds is necessary or expedient for the City, (b) the proposed principal amount of the Bonds is adequate and not excessive for the proposed purpose of such issue, (c) the City's debt management procedures and policies are good and are managed in strict compliance with law, (d) any increase in taxes necessary to service the Bonds will not be excessive, and (e) under current economic conditions, the Bonds can be marketed at reasonable rates of interest.

Section 3. The Director of Financial Services is hereby designated as the representative of the City to file an application for approval of the Bonds with the Local Government Commission of North Carolina, and all actions heretofore taken by the Director of Financial Services and any other officers of the City relating to such matter are hereby approved, ratified and confirmed.

Section 4. This resolution shall take effect immediately upon its passage.

Upon motion of Council Member _____, seconded by Council Member _____, the foregoing resolution entitled:

“RESOLUTION DIRECTING PUBLICATION OF NOTICE OF INTENT TO MAKE AN APPLICATION TO THE LOCAL GOVERNMENT COMMISSION, MAKING CERTAIN FINDINGS RELATING TO THE AUTHORIZATION AND ISSUANCE OF GENERAL OBLIGATION PUBLIC IMPROVEMENT BONDS OF THE CITY OF GREENVILLE, NORTH CAROLINA, AND AUTHORIZING THE DIRECTOR OF FINANCIAL SERVICES TO FILE APPLICATION FOR APPROVAL THEREOF WITH THE LOCAL GOVERNMENT COMMISSION”

was passed by the following vote:

Ayes: Council Members _____

Noes: _____.

* * * * *

I, Carol L. Barwick, City Clerk of the City of Greenville, North Carolina, DO HEREBY CERTIFY that the foregoing has been carefully copied from the recorded minutes of the City Council of said City at a meeting held on May 26, 2015, said record having been made in Minute Book No. ___ of the minutes of said City Council, beginning at page ___ and ending at page ___, and is a true copy of so much of said proceedings of said City Council as relates in any way to the passage of the resolution described in said proceedings.

WITNESS my hand and the official seal of said City, this ___ day of May, 2015.

City Clerk

[SEAL]

NOTICE OF INTENT TO
APPLY TO THE LOCAL GOVERNMENT COMMISSION
FOR APPROVAL OF BONDS

NOTICE is hereby given of the intention of the undersigned to file an application with the Local Government Commission, Raleigh, North Carolina, for its approval of the issuance of the following proposed bonds of the City of Greenville, North Carolina, which bonds shall be subject to the approval of the voters of said City at a referendum:

\$13,850,000 STREET AND PEDESTRIAN TRANSPORTATION BONDS for the purpose of providing funds, together with any other available funds, for providing street and pedestrian transportation improvements in said City, including, but without limiting the generality of the foregoing, constructing, reconstructing, widening, extending, resurfacing and improving streets and roads, thoroughfares, and bridges; constructing, reconstructing, relocating and eliminating grade crossings and grade separations; constructing and installing traffic controls, signals, gateway treatments, markers, lighting, street trees and street furniture; improving, relocating and installing utility lines; constructing sidewalks, bike and pedestrian trails, greenways, curbs, gutters, culverts and drains; and acquiring any necessary rights of way or easements therefor.

Any citizen or taxpayer who objects to said bonds in whole or in part may file with the Local Government Commission a statement setting forth his objections and containing his name and address as provided in Section 159-50 of the General Statutes of North Carolina, in which event he shall also file a copy of such statement with the undersigned, at any time within seven days from the date of publication of this Notice. Objections set forth in said statement will be considered by said Commission, along with said application, in determining whether to approve or disapprove said application.

CITY COUNCIL OF THE CITY OF GREENVILLE,
NORTH CAROLINA

By: Bernita Demery
Director of Financial Services