



## Budget, Governance, and Intergovernmental Relations Council Committee Meeting Summary

Monday, May 1, 2023

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### COMMITTEE AGENDA TOPICS

Agenda Overview

- I. Evaluation Process for Appointed Staff
- II. Federal & State Legislative Updates
- III. Review of Attendance Policy for Boards and Commissions

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### COMMITTEE INFORMATION

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**Committee Members Present:** Dimple Ajmera (Chair), James Mitchell (Vice Chair), Tariq Bokhari, Lawana Mayfield, and Dante Anderson.

**Staff Resource:**

Ryan Bergman, Strategy & Budget  
Sheila Simpson, Human Resources Director  
Dana Fenton, City Manager's Office

**Meeting Duration:** 12:00 p.m. – 1:30 p.m.

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### ATTACHMENTS

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- I. Agenda
- II. Evaluation Process for Appointed Positions
- III. Federal & State Legislative Updates

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### DISCUSSION HIGHLIGHTS

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**Evaluation Process for Appointed Staff**

HR director, Ms. Sheila Simpson, presented to the committee on 2 action items resulted from last month's discussion:

- 1.) To survey of cities & counties across the state and the nation to determine how, or if 360 Assessment is included within their evaluation process
  - a. 80% include competency performance objectives
  - b. 50% have measurable goals
  - c. 0% uses 360 Assessment in their process
- 2.) HR to create a Performance Conversation Framework Template, which council can be used to have discussion with appointee to align strategic priorities with performance objective of each

appointee.

- a. Used City Manager's Performance Evaluation Conversation Framework to explain the current framework in practice
- b. All appointees also have performance objectives
- c. HR recommends adopting a new process of performance evaluation, including adding SMART goals milestones and KPIs, a formal mid-year performance conference, and training to new Council Members, to the current Performance Conversation Framework.

HR Recommendations:

- 1.) Council to complete upcoming FY2023 Performance Evaluation for Appointed Staffs in June and July including City Attorney, City Manager and City Clerk.
- 2.) Adopt new process as outlined by HR for FY2024, starting with setting up KPIs, goals and milestones for appointees in June – July 2023 timeframe

**Vote:** Motion was made and passed (3 Yes: Council Members Bokhari, Mitchell, and Mayfield; 2 No: Council Members Ajmera and Anderson) to move forward with closing out FY2023 Performance Evaluation for Appointed Staffs in June, and begin FY2024 cycle with the newly proposed Performance Evaluation Framework by HR.

### **Federal & State Legislative Update**

City Manager's Office, Mr. Fenton, provided the update.

US Congress:

- Met with staffs of NC & SC Delegations to brief on fourth parallel runway project for Charlotte Douglas International Airport
- House subcommittee reports on Federal FY 2024 budget are expected to be voted on in June and July
- Limit, Save, Grow Act of 2023:
  - Federal government will reach debt limit sometime in June
  - Republican's proposal to raise debt ceiling by \$1.5 trillion was opposed by President and Democrats due to budget reduction and rescissions

NC General Assembly:

- 2023-2025 State Budget:
  - House passed their version of the budget on April 6
  - Senate expected to pass their version the week of May 8
  - Passage by both houses would be followed by House – Senate negotiations
- Statewide Issues:
  - Medicaid expansion enacted into law
  - NC Compassionate Care Act / medical marijuana (passed Senate)
  - Sports Wagering (passed House)
- City's 2023 State Legislative Agenda
  - Civilian Traffic Crash Investigators expected to move to the House floor this week
  - Pretrial Integrity Act hearing is May 2

- Powell Bill – City working under leadership of Representative Cunningham and Senator Salvador to restore funding
- Landlord – Tenant and HOA Changes (passed House)
  - City amendment incorporated into legislation to assure continuation of city's incentives-based source of income discriminatory policy
- Revise Pharmacy Benefit Manager Provisions (passed House)
  - City working with bill sponsor and Representative Cunningham on amendment to exempt local governments from the bill.
- Land Use Clarifications and Changes
  - Returns responsibility for planning and zoning from cities to counties, which would require county commissions to adopt their own ordinances and approve rezonings

Committee expressed concern about HB 551, the Landlord-Tenant and HOA Changes legislation, and how that could affect the city's incentives-based source of income discrimination policy.

**Review of Attendance Policy for Boards and Commissions**

Attendance Policy for Advisory Boards / Commission discussion deferred due to time to June meeting.

Meeting adjourned at 1:30 p.m.

**Next Meeting:** The next meeting is scheduled for June 5, 2023, at noon.