



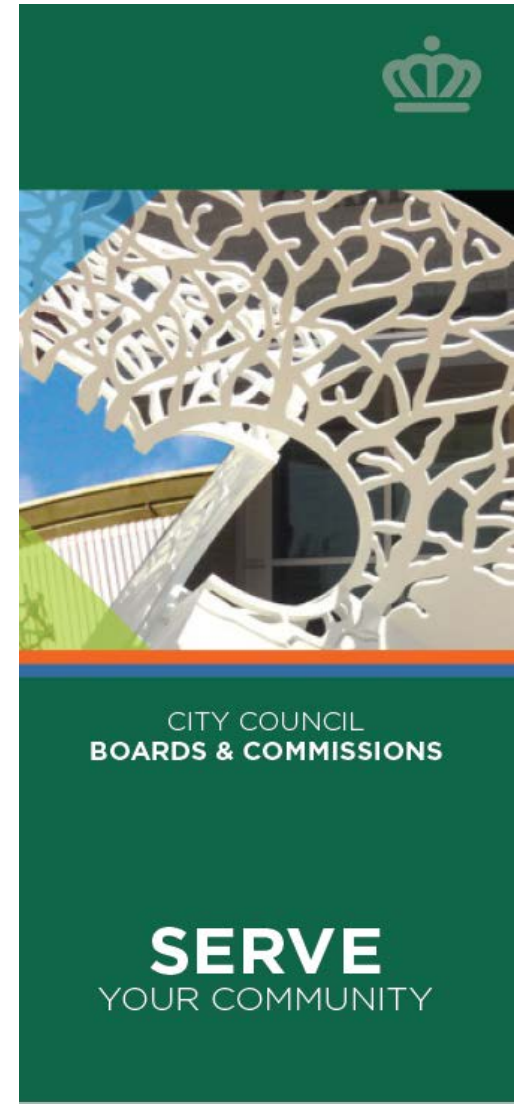
# Recommendations on Boards and Commissions

Office of the City Manager

Dec. 3, 2018

# BACKGROUND

- **The City of Charlotte has over 30 Boards and Commissions.**
- **Boards and Commissions are designed to allow the public to have an advisory role in the development and implementation of City Council policy.**
- **In September, 2018, at the direction of Council, the City Manager asked staff to review the nomination process, and look for opportunities to strengthen Charlotte's Boards and Commissions.**
- **At the November 26, 2018 Business Meeting, Council directed the City Manager to bring forth the recommendations for discussion at the next Strategy Session.**



# GOALS OF REVIEW AND RECOMMENDATIONS

- 1. Streamline nomination process**
- 2. Strengthen relationship between Boards and Commissions and City Council**
- 3. Improve understanding and effectiveness of Boards and Commissions**



## Provide Council with relevant information only

- Only include nomination information for applicants who meet qualifications.
- Prohibit members who do not meet attendance requirements for one Board or Commission from serving on other Boards and Commissions for 12 months.  
**= Reduction in packet size of 30% - 40%**
- Request Boards and Commissions use template to make recommendations to City Council for member nominations.



## Memo

TO: Mayor and City Council  
FROM: Michael Haithcock and Tonya Clarkston, Co-Chairs of the Keep Charlotte Beautiful Committee  
DATE: September 4, 2018  
RE: Nomination Recommendations - Keep Charlotte Beautiful (KCB)

We are aware that City Council is considering applicants for vacant positions on the KCB Committee and appreciate this opportunity to offer recommendations. With assistance from our staff advisor, we have reviewed the applications submitted and wish to make the following recommendations based on expressed passion for KCB's values, willingness to serve, prior work/life experience that could foster positive growth within the board, and contributions to overall committee diversity. Ultimately, we understand the Mayor and City Council can appoint anyone they deem qualified to serve.

### Candidate Recommendations:

John Doe (5) - Recommended  
Jane Doe (3) - Recommended

- Explore creation of summary page for nominations to highlight key information.

Last Name	First Name	Incumbent/ Appointed by Term	District	Age	Ethnicity	Gender	Describe any personal attitude, life experiences, and prior examples that demonstrate you can make objective, impartial, evidence based decisions.
Barnette-Shell	Faye	NA	3	59	African American	F	I have worked with on customer services over telephone and in person, and with medical patients for over 20 years, I listen and get all the facts, before making a decision on the needs of that person.
Barrett	Jeffrey	NA	7	64	Caucasian/Non-Hispanic	M	I recognize that my ability to be objective and fair is central to being qualified to serve on the CRB. It's difficult to demonstrate this character trait on paper. Let me start by sharing how central to my faith this character trait is. Judaism is a religion of laws starting with the 10 Commandments and extending to the 613 mitzvot (laws) in the Torah. We wear a prayer shawl (tallit) in temple with 613 fringes to remind us of these being 613 laws to guide us. One such law is a prohibition for judges to take bribes. The Torah explains the reason for this commandment: "For bribery blinds the eyes of the wise." We are all judges, <u>at all</u> the time. There are important decisions to be made constantly, and these require clear thinking and examination of facts. I don't make to make myself feel to be a Jewish scholar but to share the respect I have for objectivity is central to who I am. I have managed staff throughout my career and have been tasked to make impactful personnel decisions many times ranging from compensation to disciplinary actions. Of course, I had personal relationships with many staff but held myself to a standard of objective review of all facts and circumstances as I strove to be even-handed and fair.
Black, Jr.	Henry T.	Incumbent/ City Manager/1st Term	4	48	African American	M	After many years of racial profiling my attitude towards policing was at a very disturbing high. As I continue to move forward in life I received a criminal justice degree from the UNCIL, also attended CPCL, BIAT training in the early 2000's. With <u>all</u> <u>that</u> <u>experience</u> I can say now, I am well-equipped with the tools to making objective, evidence based decisions.
Clements	Kyle	NA	Meck. Co. Towns	48	Caucasian/Non-Hispanic	M	When my previous employer was told to new ownership, I was faced with a decision to find new work, or stay with a job that I once loved. But had now become toxic. I was asked my current job with NACCAN. I assessed the new income vs new cost of living and came to the determination that despite the upheaval of my family, moving from Michigan to North Carolina was the proper decision to make.
Darnell	Clarence	Incumbent/Mayor/1st Term	7	72	Caucasian/Non-Hispanic	M	I have almost always been in supervision during my working life. I have had to resolve problems between employees. I was also a mediator for the Court in Charlotte and almost <u>all</u> of the cases I was involved in were resolved.
Donaghy	Sandra	Incumbent/Mayor/1st Term (Chair)	7	76	Caucasian/Non-Hispanic	F	I have been a part of the board that has reviewed many cases and can make wise decisions after hearing both sides of the arguments.
Giraud	Magali	Incumbent/Mayor/Partial Term	Meck. Co. Towns	59	Hispanic	F	In my over 20 years' experience in human resources management, I am responsible for conducting evidence-based investigations on a regular basis to include complaints of sexual harassment, discrimination, national origin discrimination, wage disparity, bullying in the workplace, etc. During my military service, I was tasked with the review of disciplinary actions taken and had to ensure that each action taken was within military guidelines and regulations. I have attended several workshops and seminars on proper investigation and interview techniques including the Wicklander-Zulawski Interview and Interrogation Course. My personal belief is that everyone is innocent until proven guilty without a shadow of a doubt.
Jensen	Marc	Incumbent/City Manager/1st Term	4	68	Caucasian/Non-Hispanic	M	I cannot think of anything more appropriate, involved or current than my objective to the CRB the past 3 years. I have consistently made evidence based decisions that have been arrived at through my dedication and impartial intent.
Langevin	Diane	Incumbent/City Manager/1st Term	5	67	Caucasian/Non-Hispanic	F	I have been a neighborhood association president for the past 17 years and over these years I have served on several East Charlotte committees and City Boards that have involved making decisions based on information provided. As a neighborhood president there have been many times when diplomacy was necessary to keep issues between residents of the neighborhood from becoming overwhelming. Working with other neighborhood leaders when conflicts arose and find a way to work harmoniously. I work very closely with our Community Officers and we have worked very closely to make our community safer. I feel that strong neighborhoods make for a strong city. On a personal life experience, I was Dept. Chair of the Dental Auxiliary Program at York Technical College for 16 years; I was a member for Accreditation Committee for the American Dental Association for dental programs. I was the curriculum expert on each team visit and had to determine if the curriculum adhered to the ADA standards and make recommendations for the program to become accredited.

[illegible]

## Align Boards & Commissions to City Council Focus Areas & Council Committees

### Community Safety

- Citizens Review Board
- Civil Service Board
- Community Relations Committee
- Domestic Violence Advisory Board
- Fireman's Relief Board of Trustees
- Passenger Vehicle for Hire

### ED

- Airport Advisory
- Bechtler Arts Foundation
- Business Advisory
- Charlotte Business INclusion
- Charlotte Community Capital Loan
- Charlotte-Mecklenburg Public Access Corporation
- Charlotte Regional Visitors Authority
- Mint Museum Board of Trustees
- Public Art Commission
- NASCAR Hall of Fame Advisory Committee
- \*Privatization/Competition Advisory

### Environment

- Charlotte Tree Advisory
- Charlotte Water Advisory
- Keep Charlotte Beautiful
- Storm Water Advisory Committee
- Waste Management Advisory Board

### HAND

- Charlotte Area Fund
- Charlotte Housing Authority
- Charlotte International Cabinet
- Historic District Commission
- Historic Landmarks Commission
- Housing Advisory Board of Charlotte-Mecklenburg
- Housing Appeals Board
- Neighborhood Matching Grants

### TAP

- Bicycle Advisory
- Citizens' Transit Advisory Group
- Planning Commission
- Transit Services Advisor Committee
- Zoning Board of Adjustment

*\*The Privatization/Competition Advisory Committee was instituted in an era where the City was using a run the business model, and it is now questionable whether it is relevant today.*



## **Reinforce the Connection Between Committee Focus Areas and Board and Commission Work**

- Council Committee Chairs appoint Council member liaisons to Boards and Commissions in their Committee's purview.
- Develop consistent template for Boards and Commissions to annually report on progress to Council Committees.
- Compile all Boards and Commissions annual reports and provide to City Council in one packet.

## **Seek Opportunities for Recognition**

- Hold annual recognition night for all Board and Commission volunteers.

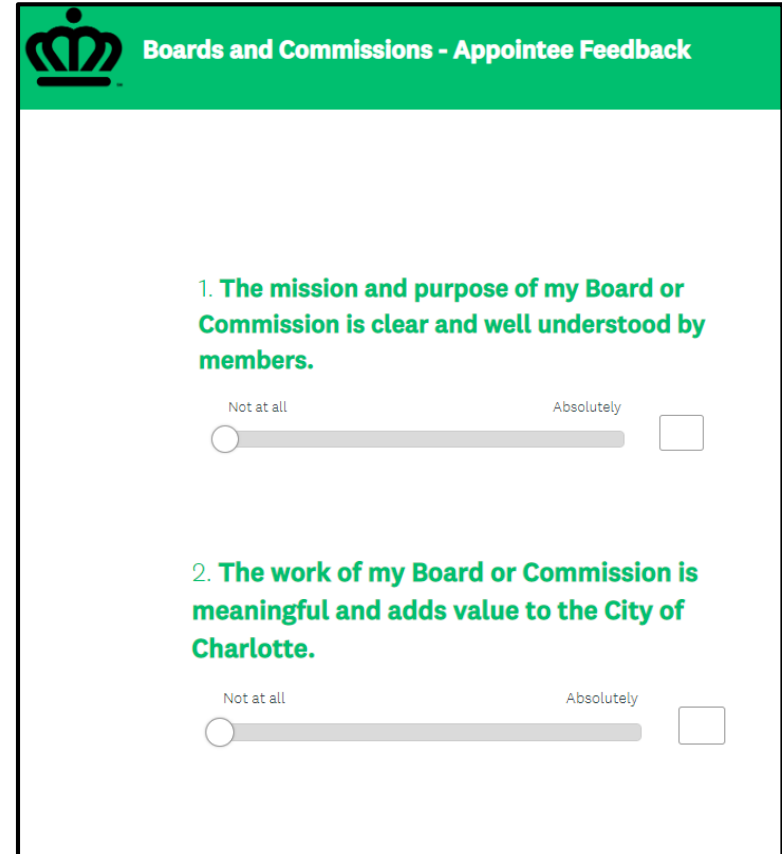


## Hear ideas and feedback from appointees

- Design a short survey for all members of Charlotte's Boards and Commissions to get feedback on value of work.

## Use data to develop further recommendations

- December – conduct survey
- January – review data
- January/February - bring forth data and analysis at the Annual Strategy Meeting

A screenshot of a survey form titled "Boards and Commissions - Appointee Feedback". The form has a green header with a crown icon. It contains two questions, each with a horizontal slider and a checkbox.

**Boards and Commissions - Appointee Feedback**

1. The mission and purpose of my Board or Commission is clear and well understood by members.

Not at all ☐ ☐ Absolutely

2. The work of my Board or Commission is meaningful and adds value to the City of Charlotte.

Not at all ☐ ☐ Absolutely



THANK YOU!