

NOTES

TO: Honorable Mayor and City Council Members

FROM: Barbara Lipscomb, City Manager *BL*
LM

DATE: May 20, 2015

SUBJECT: Materials for Your Information

Please find attached the following materials for your information:

1. A memo from Merrill Flood, Community Development Director, regarding the Neuse River Basin Regional Hazard Mitigation Plan
2. A memo from Leah Futrell, Human Resources Director, regarding the Consumer-Driven Health Plan and Health Savings Account
3. A memo from me regarding City Hall lobby and summer interns

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Attachments

cc: Dave Holec, City Attorney
Carol Barwick, City Clerk



TO: Barbara Lipscomb, City Manager

FROM: Merrill Flood, Director of Community Development Department

DATE: May 19, 2015

SUBJECT: Neuse River Basin Regional Hazard Mitigation Plan

The City of Greenville has joined with a regional group of counties for the required update of the required Hazard Mitigation Plan. The State of North Carolina has required that these plans be updated, maintained and adopted now on a regional basis. These plans allow for cities and counties to be eligible for disaster recovery funds in the event of a nationally declared disaster.

The Neuse River Basin Regional Hazard Mitigation Plan is now on the following website: <http://www.neuseriverregionalhmp.org/>. Excerpts from the Regional HMP that reference the City of Greenville are attached. Staff encourages City Council Members to review the plan via the website. Pitt County served as the lead agency for the planning effort and secured grant funds for the plan development. The plan encompasses 5 counties and 26 municipalities including Greenville. The plan includes the counties of Pitt, Lenoir, Greene, Jones and Wayne. On June 16, 2014, Pitt County held a public input meeting on the Plan in the Pitt County Administration Building, Eugene James Auditorium.

The Plan will be on the June 11, 2015 City Council agenda for public hearing and adoption. Plan certification for all participating jurisdictions must be completed by July 2015. As this is a voluminous document, staff wanted to provide ample time for review. The Neuse River Basin Regional Hazard Mitigation Plan will replace the stand-alone City of Greenville – Hazard Mitigation Plan, 4/01/2011, which will not be updated. FEMA prefers that we have a regional approach as opposed to previous years when stand-alone plans were required. Adoption of the plan will allow FEMA relief to federally declared disaster determinations.

Following are excerpts from the Plan's introduction to highlight the purpose of the Plan:

A. What is Hazard Mitigation?

Hazard mitigation is the practice of reducing risks to people and property from natural disasters. Hazard mitigation involves recognizing and adapting to natural forces, and is defined by FEMA as any sustained action taken to reduce long-term risk to human life and property from natural hazards. A fundamental premise of hazard mitigation is that current dollars invested in mitigation will significantly reduce the demand for future expenditures by reducing the extent of emergency recovering, repair, and reconstruction following a disaster.

B. Why is Hazard Mitigation Important to the Neuse River Basin Region?

The Neuse River Basin Regional Hazard Mitigation Plan is being completed to attain the following goals:

- *Promote the public health, safety, and general welfare of residents and minimize public and private losses due to natural hazards.*
- *Reduce the risk and impact of future natural disasters by regulating development in known high hazard areas.*
- *Pursue funds to reduce the risk of natural hazards to existing developments where such hazards are clearly identified and the mitigation efforts are cost-effective.*
- *Effectively expedite post-disaster reconstruction.*
- *Provide education to citizens that empower them to protect themselves and their families from natural hazards.*
- *Protect fragile natural and scenic areas within the planning jurisdiction.*
- *Improve upon regional emergency service provision and response.*

If there are additional questions, Thomas Weitnauer in our office is the staff contact and can be reached at 329-4511.

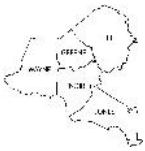
Attachment

Neuse River Basin



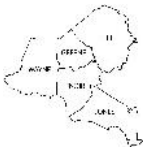
Regional Hazard Mitigation Plan Greene, Jones, Lenoir, Pitt and Wayne Counties

Draft:
January 9, 2015



**NEUSE RIVER BASIN REGIONAL
HAZARD MITIGATION PLAN
SECTION 6. MITIGATION STRATEGIES**

| Number | Strategy | Goal Addressed (see page 6-3) | Hazard Addressed (see page 3-1) | Applicable Jurisdictions | Priority | Responsible Party/Dept. | Funding Sources |
|---------------------------|---|----------------------------------|------------------------------------|--|----------|---|-----------------------------|
| P25 | Pitt County will work to address localized flooding issues throughout the county as identified and discussed in the Pitt County Stormwater Management Study and the SEPI Flood Mitigation Report for Pitt County, North Carolina, developed as an element of this plan. | 1, 2, 4, 6 | 1, 2, 4, 8 | Pitt County, Ayden, Bethel, Falkland, Farmville, Fountain, Greenville, Grifton, Grimesland, Simpson, Winterville | Medium | <ul style="list-style-type: none"> ■ Pitt County Planning ■ Municipal Administrations | GF, NCDENR, HMGP, PDM, UHMA |
| P26 | Pitt County will work closely with the Greenville Utilities Commission and the Neuse Regional Water & Sewer Authority to establish a memorandum of understanding regarding supplemental resource and capacity availability in the event of an emergency. | 1, 2, 3, 4, 5, 6 | 1, 2, 3, 4, 5, 6, 7, 8, 9 | Pitt County, Greenville | Medium | <ul style="list-style-type: none"> ■ Pitt County Administration ■ Greenville Utilities ■ Neuse River WASA | GF, GUC |
| P27 | Pitt County will utilize recently upgraded storm surge inundation data provided through NCEM. This data will be utilized when making changes to land use policy and regulatory documents. | 1, 2, 4, 6 | 1, 2, 4, 8 | Pitt County, Ayden, Bethel, Falkland, Farmville, Fountain, Greenville, Grifton, Grimesland, Simpson, Winterville | Medium | <ul style="list-style-type: none"> ■ Pitt County Planning ■ Pitt County Emergency Management ■ Municipal Administrations | GF, NCDPS |
| CITY OF GREENVILLE | | | | | | | |
| P28 | The City of Greenville will continue to update the City's Emergency Operations Plan (EOP), provide more strategies for City operations following a disaster, and ensure that the EOP is aligned with the Regional Hazard Mitigation Plan. | 1, 4, 5 | 1, 2, 3, 4, 5, 6, 7, 8, 9 | Greenville | High | <ul style="list-style-type: none"> ■ Greenville Administration ■ Greenville City Council | GF |
| P29 | The City of Greenville will revise the development standards in the Flood Damage Prevention Ordinance so that new single-family residential development (not just multi-family) must be elevated two (2) feet above base flood elevation, making the standards consistent with Pitt County standards. | 1, 2, 6 | 1, 2, 4 | Greenville | Medium | <ul style="list-style-type: none"> ■ Greenville Planning ■ Greenville Administration ■ Greenville City Council | GF |



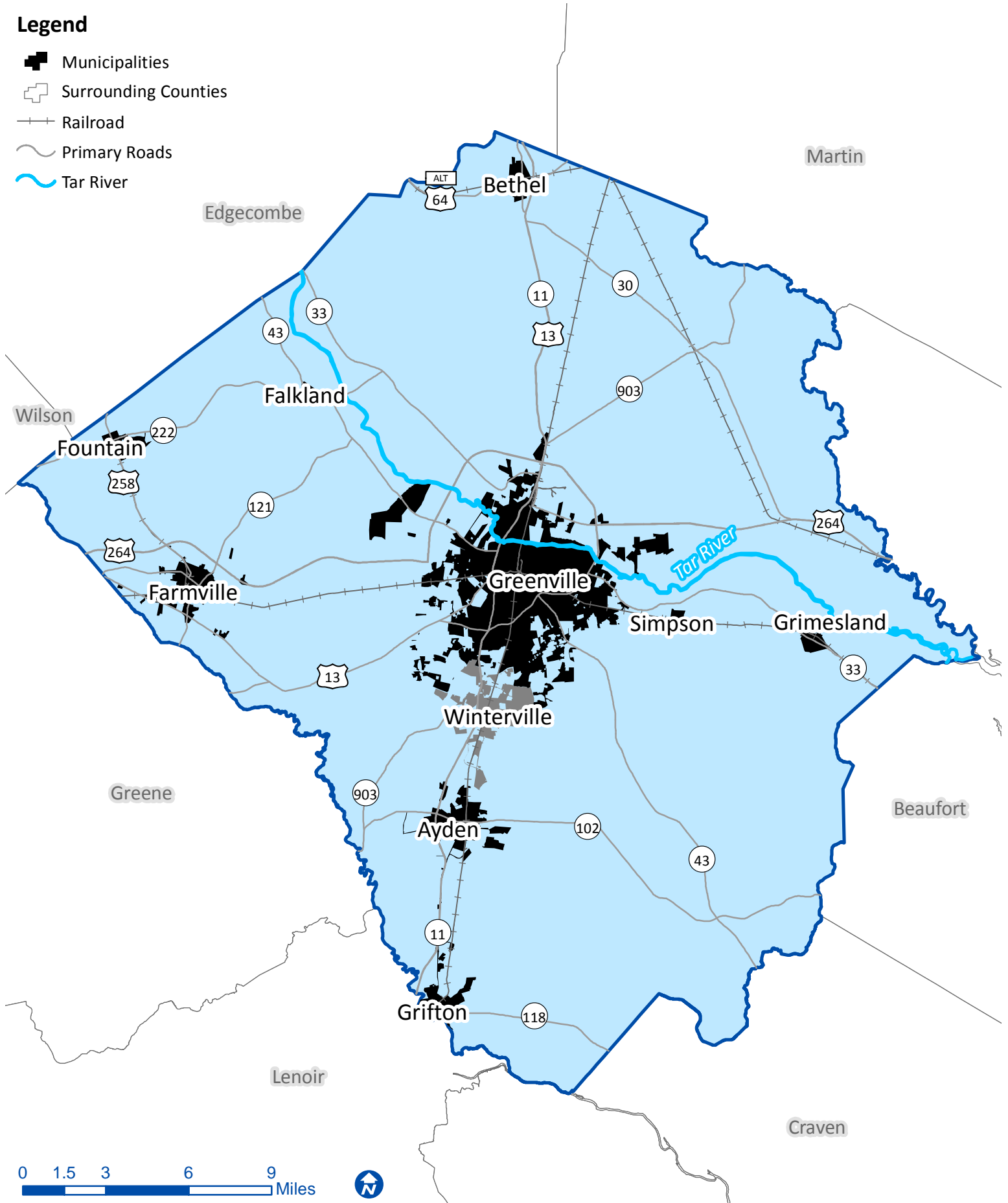
**NEUSE RIVER BASIN REGIONAL
HAZARD MITIGATION PLAN
SECTION 6. MITIGATION STRATEGIES**

| Number | Strategy | Goal Addressed (see page 6-3) | Hazard Addressed (see page 3-1) | Applicable Jurisdictions | Priority | Responsible Party/Dept. | Funding Sources |
|--------------------------|---|----------------------------------|------------------------------------|--------------------------|----------|---|-----------------|
| P30 | The City of Greenville will avoid subdivision development that is dependent on one or few streets that are susceptible to flooding. The City's subdivision ordinance currently requires single-family residential subdivisions with 30+ units to provide two or more access points; the City will consider requiring multi-family subdivisions to also provide two or more access points. | 1, 4 | 1, 2, 4 | Greenville | High | <ul style="list-style-type: none"> Greenville Planning Greenville Administration Greenville City Council | GF |
| P31 | The City of Greenville will strengthen the City's existing stormwater control ordinances to require new residential development to provide 10-year flood ponds, instead of 1-year flood ponds. The City will ensure that development complies with all stormwater regulations. | 1, 4, 6 | 1, 2, 4 | Greenville | Medium | <ul style="list-style-type: none"> Greenville Administration Greenville City Council | GF |
| P32 | The City of Greenville will continue to establish a flood recovery center (FRC) when needed to address post disaster issues. The City will utilize existing staff and create temporary positions for the FRC. | 1, 4 | 1, 2, 4 | Greenville | Medium | <ul style="list-style-type: none"> Greenville Administration | GF |
| TOWN OF FARMVILLE | | | | | | | |
| P33 | The Town of Farmville will raise minimum flood protection level (freeboard) from 1 foot to 4 feet above base flood elevation. | 1, 2 | 1, 2, 4 | Farmville | Low | <ul style="list-style-type: none"> Farmville Administration | GF |
| P34 | The Town of Farmville will build a new 500,000 gallon above ground storage tank to enhance/increase the town's storage capacity to 1.8 million gallons of water, which exceeds current average daily consumption. | 1, 4, 6 | 9 | Farmville | Low | <ul style="list-style-type: none"> Farmville Administration Farmville Utilities | GF, NCDENR |
| TOWN OF GRIFTON | | | | | | | |
| P35 | The Town of Grifton will continue to flood proof manholes to reduce stormwater to enter the sanitary sewer system. | 1, 2 | 1, 2, 4 | Grifton | High | <ul style="list-style-type: none"> Grifton Utilities | GF, NCDOT |

Map 16 - Pitt County Non-Specific Hazards

Legend

- Municipalities
- Surrounding Counties
- Railroad
- Primary Roads
- Tar River



Map 17 - Pitt County Flood Hazard Areas & Critical Facilities

1. Gardnerville FD
2. Bell Arthur VFD
3. Station House Fire and Rescue
4. Bethel Rescue Squad
5. Sharp Point VFD
6. Pactolus VFD
- *7. Belvoir FD
8. Red Oak Community FD
9. Station House Fire and Rescue -1
10. Eastern Pines FD
11. Eastern Pines FD Garage
12. Black Jack VFD

- *13. Greenville Fire and Rescue - 4
14. Greenville Fire and Rescue - 6
15. Pactolus EMS
16. Eastern Pines EMS
17. Bell Arthur EMS
18. Stokes FD
19. Clarks Neck VFD - 1
20. US Forest Service
65. Ayden Grifton High
66. North Pitt High
67. Falkland Elementary
68. Chicod Elementary

69. Pactolus Elementary
70. Belvoir Elementary
71. D H Conley High
72. Northwest Elementary
73. Hope Middle
74. Lakeforest Elementary
75. G R Whitfield
76. Stokes Elementary
77. Ridgewood Elementary

* Facility located in floodplain

Critical Facilities

- + Emergency Services
- + Schools

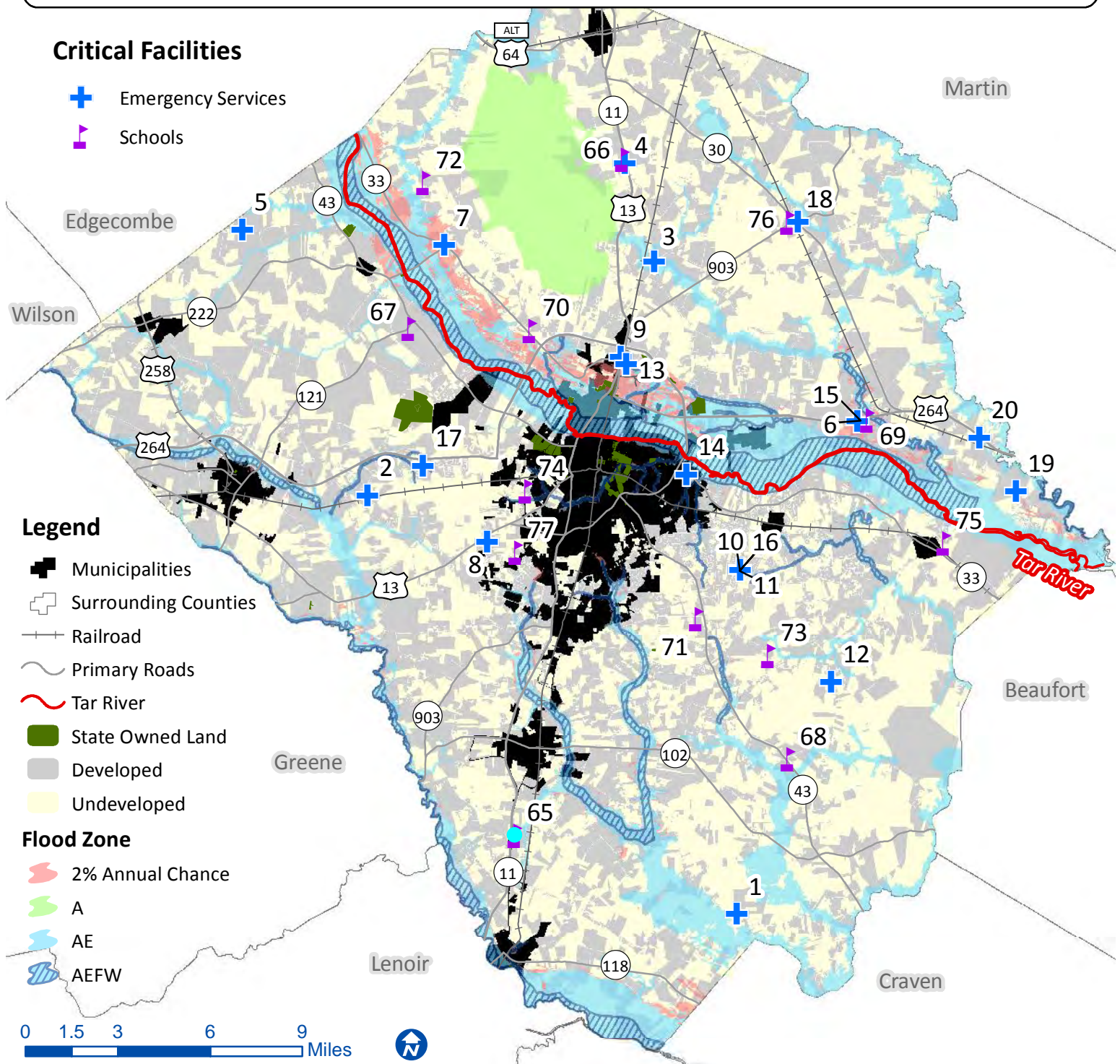
Legend

- Municipalities
- Surrounding Counties
- Railroad
- Primary Roads
- Tar River
- State Owned Land
- Developed
- Undeveloped

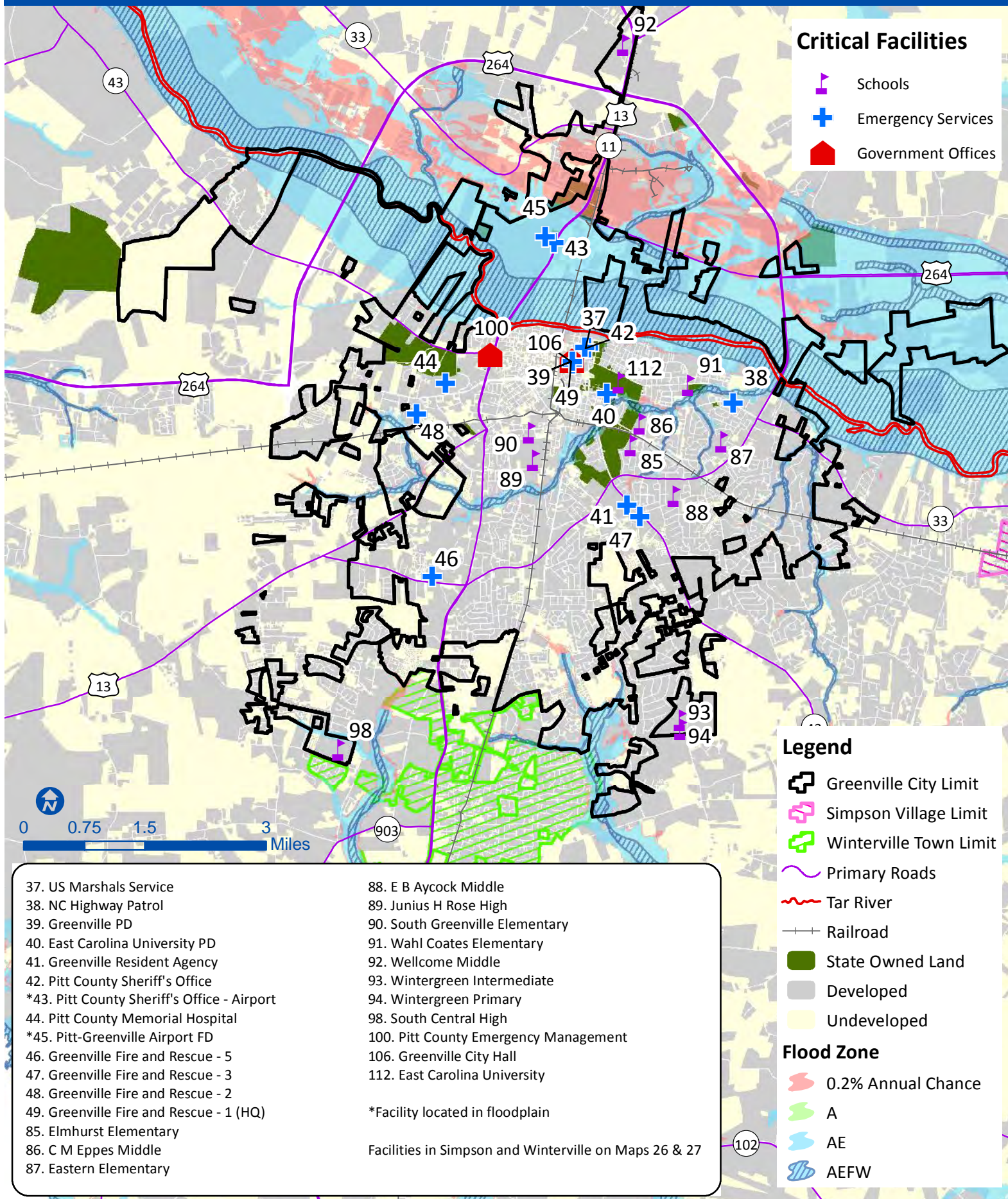
Flood Zone

- 2% Annual Chance
- A
- AE
- AEFW

0 1.5 3 6 9 Miles



Map 23 - Greenville Flood Hazard Areas & Critical Facilities



Strategy #PI-4: Continue to advise/assist property owners with how to retrofit homes and businesses to be more disaster resistant.

Progress: Pitt County continues to maintain a thorough public outreach and education program as defined through the CRS program.

Status/Corresponding 2015 Strategy: P22

Strategy #PI-5: Annually work with local real estate agents to ensure that buyers are aware when a property is exposed to potential flood damage.

Progress: Pitt County continues to maintain a thorough public outreach and education program as defined through the CRS program.

Status/Corresponding 2015 Strategy: P22

Strategy #PI-6: Utilize early warning system to disseminate information to the public during an emergency that includes the ALERT Notification System, PSA's and news release etc.

Progress: Pitt County continues to maintain and improve upon the County's Emergency Alert System.

Status/Corresponding 2015 Strategy: P12

B. City of Greenville

The following provides a summary of progress achieved in regards to the strategies adopted through the 2010 City of Greenville Hazard Mitigation Plan:

Comprehensive Infrastructure Plan

Strategy #1: Access and maintain a better GIS system with utility data from the Greenville Utilities Commission.
Note: GUC has been reluctant to share relevant data due to homeland security concerns.

Progress: The City of Greenville maintains a close relationship with the Greenville Utilities Commission. These efforts will be ongoing through the implementation of this plan and are carried out through day-to-day, month-to-month coordination regarding operations, expansion, and maintenance.

Status/Corresponding 2015 Strategy: P26

Strategy #2: Develop a plan for relocating public infrastructure out of flood hazard areas.

Progress: The City of Greenville has, and will continue to, utilize their information and data in this plan when making key decisions regarding location/relocation of public infrastructure and critical facilities. To date, the City has not developed a formal plan regarding this issue; however, relocation of infrastructure is addressed in the City's Comprehensive Plan, Hazard Mitigation Plan, and Flood Redevelopment Plan.

Status/Corresponding 2015 Strategy: P13

Required Open Space Ordinance

Strategy #3: Preserve open space in floodplain and environmentally sensitive areas. Explore ways that the City of Greenville might acquire additional properties in floodprone areas.

Progress: The City of Greenville has maintained a robust Open Space and Floodplain Management Program since the occurrence of Hurricane Floyd. The City continues to seek out new opportunities in relation to these efforts on an annual basis, as well as following a natural hazard event.

Status/Corresponding 2015 Strategy: P10, P13

Strategy #4: Minimize loss of personal and real property from natural disasters by continuing to support subdivision clustering to maximize density while preserving flood hazard areas.

Progress: The City of Greenville continues to take a proactive stance towards floodplain management. These efforts are intended to include modifications to the City's land use controls, including regulations enabling cluster subdivisions. This strategy has not been achieved, but is reflected in the updated strategies.

Status/Corresponding 2015 Strategy: P30

Strategy #5: Continue to support subdivision clustering to maximize density while preserving flood hazard areas. In addition to its existing cluster zoning option, the City adopted a Master Plan Community Ordinance in 2010, which provides incentives (such as allowing higher density) in exchange for planning and design characteristics that promote, e.g., environmentally sustainable development.

Progress: The City of Greenville continues to take a proactive stance towards floodplain management. These efforts are intended to include modifications to the City's land use controls, including regulations enabling cluster subdivisions. This strategy has not been achieved, but is reflected in the updated strategies.

Status/Corresponding 2015 Strategy: P30

Strategy #6: Ensure that previously flooded properties are maintained as open space.

Progress: The City of Greenville has maintained a robust Open Space and Floodplain Management Program since the occurrence of Hurricane Floyd. The City continues to seek out new opportunities in relation to these efforts on an annual basis, as well as following a natural hazard event. Properties are maintain as open space through a combination of deed restrictions and regulations included in the City's Zoning Ordinance.

Status/Corresponding 2015 Strategy: P10, P13

Strategy #7: Promote greenways, parks and recreation uses throughout the City, particularly along existing streams and in previously flooded areas utilizing flood buyout properties. The Bradford Creek Soccer Complex opened in . This facility is part of the City's long-range plan to encourage the creation of public and private outdoor recreational uses, as well as preserve open spaces, within an area of the city that was significantly impacted by Hurricane Floyd in 1999.

Progress: The City of Greenville has maintained a robust Open Space and Floodplain Management Program since the occurrence of Hurricane Floyd. The City continues to seek out new opportunities in relation to these efforts on an annual basis, as well as following a natural hazard event. The City has not acquired any additional units since development of the last plan due to a lack of eligible units.

Status/Corresponding 2015 Strategy: P10, P13

Strategy #8: Recommend rezoning requests to consider using the Conservation Overlay Zoning District to ensure that vulnerable areas will never be developed.

Progress: The City of Greenville will take all information and data outlined within this plan into consideration when making decisions relating to rezoning requests, particularly within the Conservation Overlay Zoning District.

Status/Corresponding 2015 Strategy: P29

Post Disaster Recovery and Reconstruction Plan (PDRRP)

Strategy #9: Improve coordination of existing public education resources pertaining natural hazard planning and mitigation.

Progress: The City of Greenville has maintained a comprehensive outreach and education campaign through implementation of the City's Community Rating System program. These efforts will continue and involve an annual mailing to individuals in flood prone areas, running ads once annually providing

details about the dangers associated with floodplain development, and making materials available at local library branches.

Status/Corresponding 2015 Strategy: P20

Strategy #10: Ensure that critical facilities are identified and operational immediately after the occurrence of a hazard.

Progress: The City of Greenville maintains an independent Emergency Operations Plan (EOP) that operates in concert with Pitt County Emergency Management. This plan is reviewed and updated on an annual basis. These efforts also include coordination and assistance in implementing the County's Continuity of Operations Plan (COOP).

Status/Corresponding 2015 Strategy: P28

Strategy #11: Ensure that emergency response is operational, cross reference the Emergency Operations Plan.

Progress: The City of Greenville maintains an independent Emergency Operations Plan (EOP) that operates in concert with Pitt County Emergency Management. This plan is reviewed and updated on an annual basis. These efforts also include coordination and assistance in implementing the County's Continuity of Operations Plan (COOP).

Status/Corresponding 2015 Strategy: P28

Strategy #12: Apply for grants that provide for housing and tenant relocation.

Progress: The City of Greenville maintains an ongoing housing rehabilitation and assistance program. This program does not specifically target flood prone properties, so the City has opted to eliminate this strategy from the plan.

Status/Corresponding 2015 Strategy: Eliminated

Strategy #13: Establish a Flood and Hazard Recovery Division of the Community Development Department. Temporary staff positions would be necessary.

Progress: The City of Greenville maintains staffing levels through annual budgeting and service delivery assessment, which occurs on an ongoing basis. It has been determined that this is not integral to the Hazard Mitigation Plan and has been eliminated.

Status/Corresponding 2015 Strategy: Eliminated

All Hazards Information Library

Strategy #14: Improve education and outreach to the community regarding flood hazards and flood mitigation, targeting areas that include properties in the repetitive losses inventory.

Progress: The City of Greenville has maintained a comprehensive outreach and education campaign through implementation of the City's Community Rating System program. These efforts will continue and involve an annual mailing to individuals in flood prone areas, running ads once annually providing details about the dangers associated with floodplain development, and making materials available at local library branches.

Status/Corresponding 2015 Strategy: P20

Strategy #15: Improve education, awareness and outreach to the community regarding other hazards that would affect the entire jurisdiction. Improve coordination of existing public education resources pertaining natural hazard planning and mitigation.

Progress: The City of Greenville has maintained a comprehensive outreach and education campaign through implementation of the City's Community Rating System program. These efforts will continue and involve an annual mailing to individuals in flood prone areas, running ads once annually providing details about the dangers associated with floodplain development, and making materials available at local library branches.

Status/Corresponding 2015 Strategy: P20

Strategy #16: Enhance the City's current flood hazard library collection to include this plan as well as information on all types of natural disasters it references.

Progress: The City of Greenville has maintained a comprehensive outreach and education campaign through implementation of the City's Community Rating System program. These efforts will continue and include securing handouts and guidance intended to educate citizens about floodplain development. These materials are made available in local library branches and through annual mailings to individuals in flood prone areas.

Status/Corresponding 2015 Strategy: P20





PAGE G-31



PAGE G-32

Strategy #29: Consider increasing perennial stream buffer requirements and require buffers along all intermittent streams as well as perennial streams.

Progress: The City of Greenville works closely with NCDENR on the enforcement of stream buffer rules. These efforts are ongoing. However, the City has not taken steps to independently increase stream buffers due to lack of political will.

Status/Corresponding 2015 Strategy: P8

Strategy #30: Promote greenways, parks and recreation uses throughout the City, particularly along existing streams and in previously flooded areas utilizing flood buyout properties.

Progress: The City of Greenville has maintained a robust Open Space and Floodplain Management Program since the occurrence of Hurricane Floyd. The City continues to seek out new opportunities in relation to these efforts on an annual basis, as well as following a natural hazard event. The City has not acquired any additional units since development of the last plan due to a lack of eligible units.

Status/Corresponding 2015 Strategy: P10, P13

Strategy #31: Recommend rezoning requests to consider using the Conservation Overlay Zoning District to ensure that vulnerable areas will never be developed. The Master Plan Community Ordinance also provides density and other bonuses for employing environmentally sustainable development practices.

Progress: The City of Greenville will take all information and data outlined within this plan when making decisions relating to rezoning request, particularly within the Conservation Overlay Zoning District.

Status/Corresponding 2015 Strategy: P29

Strategy #32: Develop a comprehensive post disaster recovery and reconstruction plan for the City. The City of Greenville's Emergency Operations Plan now incorporates recovery planning as part of the post-event checklists.

Progress: The City of Greenville maintains an independent Emergency Operations Plan (EOP) that operates in concert with Pitt County Emergency Management. This plan is reviewed and updated on an annual basis. These efforts also include coordination and assistance in implementing the County's Continuity of Operations Plan (COOP).

Status/Corresponding 2015 Strategy: P28

Strategy #33: Participate in the directives of the Pitt County Emergency Operations Plan (EOP).

Progress: The City of Greenville maintains an independent Emergency Operations Plan (EOP) that operates in concert with Pitt County Emergency Management. This plan is reviewed and updated on an annual basis. These efforts also include coordination and assistance in implementing the County's Continuity of Operations Plan (COOP).

Status/Corresponding 2015 Strategy: P28

Strategy #34: Continue to establish a flood recovery center when needed to address post disaster issues. Utilize existing staff and create temporary positions for the FRC. Utilize the environmental planner to direct the division.

Progress: This strategy has not been accomplished, but is reflected in the updated strategies of this plan.

Status/Corresponding 2015 Strategy: P32

Strategy #35: Continue to seek funding from state sources such as the Hazard Mitigation Grant Program and the Housing Crisis Assistance Funds for housing and tenant relocation projects.

Progress: The City of Greenville maintains an ongoing housing rehabilitation and assistance program. This program does not specifically target flood prone properties, so the City has opted to eliminate this strategy from the plan. The City will, however, continue to seek out funding for the acquisition of flood prone and/or repetitive loss properties.

Status/Corresponding 2015 Strategy: P10

Strategy #36: Ensure that critical facilities are located within reasonable locations. Consider developing new facilities where needed; several new critical facilities were added to this plan since the last update, including fire stations, the West End Dining Hall, and the Health Sciences Complex.

Progress: The City of Greenville has, and will continue to, utilize their information and data in this plan when making key decision s regarding location/relocation of public infrastructure and critical facilities.

Status/Corresponding 2015 Strategy: P13

Strategy #37: Consider establishing a tree preservation and protection ordinance that will address clear cutting and tree removal on private properties. The City of Greenville adopted perimeter buffer zone tree preservation/removal standards per House Bill 2570, March 2007 (Ord. 07-33).



Progress: This strategy has been accomplished through the adoption of the City's current Comprehensive Tree Protection Ordinance, enforced through the Planning and Public Works Department. This strategy has been eliminated due to its completion.

Status/Corresponding 2015 Strategy: Eliminated

Strategy #38: Ensure that stream buffers are undisturbed by development unless stormwater improvements are necessary, or walking trails based on the proposed greenway system can be established.

Progress: The City of Greenville works closely with NCDENR on the enforcement of stream buffer rules. These efforts are ongoing.

Status/Corresponding 2015 Strategy: P8

Strategy #39: Ensure that the appropriate greenway trail types are used in areas where preservation of natural materials is encouraged; the planned Green Mill Run Branch will feature a boardwalk and bridges to cross over wetlands.

Progress: The City of Greenville has maintained a robust Open Space and Floodplain Management Program since the occurrence of Hurricane Floyd. The City continues to seek out new opportunities in relation to these efforts on an annual basis, as well as following a natural hazard event.

Status/Corresponding 2015 Strategy: P10, P13

Center City – West Greenville Revitalization Plan

Strategy #40: Support infill development in established areas that have a lower risk of being significantly damaged from a flood or other hazard event. In pursuance of the revitalization plan, the City has utilized bond and grant funds to implement community revitalization. Greenville has received \$400,000 in EPA brownfields assessment grants. The City has developed 48 affordable rental units & 17 for ownership houses within the West Greenville Redevelopment Area, which has a lower risk of being significantly damaged from a flood or other hazard event.

Progress: The City of Greenville maintains an ongoing housing rehabilitation and assistance program. This program does not specifically target flood prone properties, so the City has opted to eliminate this strategy from the plan. This program maintains a focus on the establishment of affordable housing units.

Status/Corresponding 2015 Strategy: Eliminated

Update the Tree Planting and Protection Ordinance

Strategy #41: Consider establishing a tree preservation and protection ordinance that will address clear-cutting and tree removal on private properties. The City of Greenville adopted perimeter buffer zone tree preservation/removal standards per House Bill 2570, March 2007 (Ord. 07-33).

Progress: This strategy has been accomplished through the adoption of the City's current Comprehensive Tree Protection Ordinance, enforced through the Planning and Public Works Department. This strategy has been eliminated due to its completion.

Status/Corresponding 2015 Strategy: Eliminated

Flood Insurance Rate Maps (FIRM's)

Strategy #42: Revise the development standards in the Flood Damage Prevention Ordinance so that new single-family residential development (not just multifamily) must be elevated 2 feet above base flood elevation, making the standards consistent with Pitt County standards. Acquire and utilize North Carolina future conditions flood mapping, which requires communities to set development standards in the 500-year flood plain at 2 feet above base flood elevation.

Progress: The City of Greenville has enacted a freeboard requirement of one foot. The city has discussed increasing this to two feet, but this has not transpired. This strategy is reflected in the updated plan.

Status/Corresponding 2015 Strategy: P29

City of Greenville, North Carolina Website

Strategy #43: Improve education and outreach to the community regarding flood hazards and flood mitigation, targeting areas that include properties in the repetitive losses inventory.

Progress: The City of Greenville has maintained a comprehensive outreach and education campaign through implementation of the City's Community Rating System program. These efforts will continue.

Status/Corresponding 2015 Strategy: P20

Strategy #44: Improve education, awareness and outreach to the community regarding other hazards that would affect the entire jurisdiction. Improve coordination of existing public education resources pertaining natural hazard planning and mitigation.

Progress: The City of Greenville has maintained a comprehensive outreach and education campaign through implementation of the City's Community Rating System program. These efforts will continue.

Status/Corresponding 2015 Strategy: P20

Strategy #45: Enhance the City's website to include information about Hazard Mitigation and the programs and policies it relates to.


Progress: The City of Greenville has maintained a comprehensive outreach and education campaign through implementation of the City's Community Rating System program. These efforts will continue.

Status/Corresponding 2015 Strategy: P20



Memorandum

Find yourself in good company

To: Barbara Lipscomb, City Manager
From: Leah B. Futrell, Director of Human Resources 
Date: May 19, 2015
Subject: Consumer-Driven Health Plan with Health Savings Account

A consumer-driven health plan (CDHP) with a health savings account (HSA) will be offered to employees as a third medical plan option effective January 1, 2016. The CDHP with HSA is being offered in accordance with the three-year health benefits strategic plan that has been approved by City Council and the GUC Board of Commissioners. The City and GUC CDHP is a high-deductible health plan coupled with an HSA that allows employees to pay for eligible medical expenses. The goal of a CDHP is to help employees become more value-conscious with regard to health care and attentive to wellness and preventive care.

The City Council and GUC Board of Commissioners also approved employer contributions to employees' HSA accounts in 2016. For 2016, the City and GUC will contribute \$500 for employee-only coverage and \$1,000 for two-person or family coverage as an incentive for employees to enroll in the HSA and to help employees accumulate HSA funds to pay for qualified medical expenses.

GUC has elected to fully fund their employees' HSAs at the beginning of 2016 rather than periodically throughout the year. Since 2016 will be the first year that the City and GUC offer an HSA and employees may be reluctant to enroll because it is new, I recommend that the City also fully fund employees' HSAs at the beginning of 2016. By doing so, employees who enroll in the HSA and elect employee-only coverage will have \$500 added to their HSAs to be used for qualified medical expenses effective January 1, 2016 and throughout the year. Likewise, employees who enroll in the HSA and elect two-person or family coverage will have \$1,000 added to their HSAs to be used for qualified medical expenses effective January 1, 2016 and throughout the year. Employees will also have the opportunity to contribute on a pre-tax basis to their HSAs each pay period which will help grow their HSAs. Any unused funds in their HSAs at the end of the year will roll-over and can be used for qualified medical expenses in future years as needed. An HSA belongs to the employee and is portable if the employee decides to leave the City for any reason.

As you and I have discussed, if the City decides to fully fund employees' HSAs at the beginning of 2016, it would not be under any obligation to continue to do so for future plan years. The City could instead decide to fund the HSA account periodically throughout the year which may be more fiscally desirable. Plan year 2016 will be a pivotal year with the addition of the CDHP option. Offering the additional incentive of fully funding employees HSAs at the beginning of 2016 may result in more employees transitioning from our current PPO plans to the HSA option which is typically less costly to employers over the long-term.

Please let me know if you have any questions or require additional information.

cc: Richard Hicks, Interim Assistant City Manager



Memorandum

Find yourself in good company

To: Honorable Mayor and City Council Members
From: Barbara Lipscomb, City Manager *BL by RNB*
Date: May 20, 2015
Subject: City Hall Lobby / Summer Interns

You may notice some changes in the City Hall lobby, particularly with the reception desk. Following the previous receptionist transferring to the Housing Division, I asked staff to analyze the call and visitor volume for this position. It was determined there were not enough calls and foot traffic to justify a full-time person in this position. As such, we are transitioning to no longer staffing the desk full-time.

Several steps will be taken to implement this process. When a person calls 329-CITY (2489), an automated attendant will direct them to various departments; the choices were selected based on the highest number of calls for department requests. There is also a "zero out" option for callers which will get them staff in either the City Attorney's Office, City Clerk's Office, or City Manager's Office. Signs are also being placed in the lobby to direct people to the Municipal Building, the Police-Fire/Rescue building, or GUC. Information will also be available to direct citizens to Public Works when needed.

Additionally, since the desk will not be staffed on a regular basis, you will no longer be able to be "buzzed into" the CAO, CCO, and CMO suite. You will need to have your badge with you to access the suite, or use the phone at the front desk to call someone in the CAO, CCO, or CMO.

I also wanted to make you aware that we will be utilizing two student interns this summer. Through the Mid-East Commission's (MEC) Summer Work Program, six individuals between the ages of 17 and 22 will be assigned to work for the City of Greenville, and one of them will be physically located at the front desk. This intern will work 20 hours per week in order to gain valuable workplace skills and experience, and there is no cost to the City for this position, or the other MEC interns.

The second student intern will be an MPA student from ECU who will work a total of 400 hours over the summer. One project the ECU intern will be assigned is the educational campaign for the upcoming bond referendum. The ECU intern can coordinate staff's attendance at meetings with various groups to make presentations and to answer questions regarding the bond referendum. The ECU intern will also assist in the development and distribution of informational materials, and the MEC intern will assist the ECU intern with this project.

I appreciate your patience as we work through this transition. If you have any questions, please contact me.

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cc: Dave Holec, City Attorney
Carol Barwick, City Clerk