

# NOTES

TO: Honorable Mayor and City Council Members

FROM: Barbara Lipscomb, City Manager 

DATE: October 7, 2015

SUBJECT: Materials for Your Information

Please find attached the following materials for your information:

1. A memo from Dave Holec, City Attorney, entitled NCDOT Amended Request, regarding the Resolution approving the grant of temporary easements to the North Carolina Department of Transportation in connection with the Tenth Street Connector Project agenda item, continued to Thursday, October 8, 2015.
2. A copy of the Human Relations Council 2016-2020 Strategic Vision, to be discussed at the October 8, 2015 City Council meeting
3. A memo from Les Everett, Chief Building Inspector, regarding permits issued in September for new residential and commercial construction
4. A report from the Inspections Division for September

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Attachments

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

## MEMORANDUM

**TO:** Mayor and Council Members

**FROM:** David A. Holec, City Attorney



**DATE:** October 7, 2015

**SUBJECT:** NCDOT Amended Request

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The North Carolina Department of Transportation (NCDOT) modified its request for the grant of temporary easements. The request is made in connection with a significant upgrade to existing storm drainage lines as a part of the work planned for the Tenth Street Connector Project. The City's property impacted is at the western edge of the Thomas Foreman Park property located at the northeastern corner of the intersection of West Fifth Street and Memorial Drive.

NCDOT is still requesting a temporary drainage easement of approximately 0.143 acres. But, rather than requesting a temporary construction easement along West Fifth Street containing approximately 0.021 acres, NCDOT is now requesting additional right-of-way in basically the same location containing approximately 0.028 acres. The reason for the change is that there is a sidewalk within this area which should be within the right-of-way. NCDOT has also increased the compensation amount to pay the City by \$3,000, from \$19,950 to \$22,950.

NCDOT has agreed to add under the special provisions paragraph of the deed the following:

It is distinctly understood and agreed by the GRANTORS and the DEPARTMENT that the GRANTORS have made public improvements within the right of way and temporary drainage easement conveyed herein, including but not limited to a neighborhood marker, sidewalks, crosswalks, and landscaping and that the DEPARTMENT shall notify the GRANTORS prior to the commencement of work which may impact said public improvements and shall, upon the completion of the work, restore the public improvements and any disturbed area as nearly as possible to its condition which existed immediately prior to its use.

Attached is a revised agenda sheet.

cc: Barbara Lipscomb, City Manager

attachment



## City of Greenville, North Carolina

Meeting Date: 10/8/2015  
Date time: 6:00 PM

**Title of Item:** Resolution approving the grant of right-of-way and a temporary easement to the North Carolina Department of Transportation in connection with the Tenth Street Connector Project

**Explanation:** **Abstract:** The North Carolina Department of Transportation (NCDOT) seeks an additional right-of-way along West Fifth Street and a temporary drainage easement in connection with the Tenth Street Connector Project. The right-of-way and easement will be located on the western portion of the Thomas Foreman Park property located at the northeastern corner of the intersection of West Fifth Street and Memorial Drive. The right-of-way and easement are needed in order to facilitate work involving a significant upgrade to an existing storm water drainage line.

**Explanation:** The North Carolina Department of Transportation (NCDOT) seeks an additional right-of-way along West Fifth Street and a temporary drainage easement in connection with the Tenth Street Connector Project. The right-of-way and easement will be located on the western portion of the Thomas Foreman Park property located at the northeastern corner of the intersection of West Fifth Street and Memorial Drive. The right-of-way and easement are needed in order to facilitate work involving a significant upgrade to an existing storm water drainage line.

Including in the scope of work planned by NCDOT for the Tenth Street Connector Project are significant upgrades to existing storm water drainage lines. As part of this planning, the work includes the replacement of an existing 48" RCP (reinforced concrete pipe) line lying in the western portion of the Thomas Foreman Park property located at the northeastern corner of the intersection of West Fifth Street and Memorial Drive. The capacity of this line is being increased with a new 60" RCP. This work requires a temporary drainage easement of approximately 0.143 acres. In addition, the work requires additional right-of-way along West Fifth Street of approximately 0.028 acres. Upon completion and acceptance of the project by the NCDOT, the easement will terminate. The right way will remain and will include a sidewalk which was outside the current right-of-way.

Attached is the following:

- 1) Resolution approving the Grant of Right-of-Way and a Temporary Easement;
- 2) Deed for Right-of-Way; and
- 3) Plan Drawings for the work.

**Fiscal Note:** The City will receive \$22,950 from the North Carolina Department of Transportation as compensation for the conveyance of the right-of-way and temporary easement.

**Recommendation:** Approve the attached resolution approving the grant of right-of-way and a temporary drainage easement to the North Carolina Department of Transportation for the Tenth Street Connector Project.

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Viewing Attachments Requires Adobe Acrobat. [Click here](#) to download.

Attachments / click to download

- ☐ [Temporary Easement](#)
  - ☐ [Plan Drawing](#)
  - ☐ [Resolution Approving Grant of Temporary Easements to NCDOT for Tenth Street Connector 1012574](#)
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RESOLUTION NO. \_\_\_\_-15

RESOLUTION APPROVING THE GRANT OF RIGHT OF WAY  
AND A TEMPORARY DRAINAGE EASEMENT TO THE  
NORTH CAROLINA DEPARTMENT OF TRANSPORTATION  
FOR THE TENTH STREET CONNECTOR PROJECT

WHEREAS, the City of Greenville is the owner of the property located at the northeast corner of the intersection of West Fifth Street and Memorial Drive upon which is located Thomas Foreman Park and described in the deed recorded in Book H44, Page 522, Pitt County Registry of Deeds;

WHEREAS, the North Carolina Department of Transportation has requested additional right-of-way along West Fifth Street and a temporary drainage easement in connection with the Tenth Street Connector Project – NCDOT Project No. U3315;

WHEREAS, the North Carolina Department of Transportation has offered to pay to the City of Greenville the amount of \$22,950 as compensation for the conveyance of said right-of-way and easement; and

WHEREAS, North Carolina General Statute 160A-273 authorizes the City of Greenville to grant easements upon any city property and North Carolina General Statute 160A-274 authorizes the City of Greenville to grant any interest in real property that it may own to a governmental unit upon such terms and conditions it deems wise;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Greenville that it does hereby approve the grant of right-of-way and a temporary drainage easement to the North Carolina Department of Transportation upon property it owns, as described in the deed recorded in Book H44, Page 522, Pitt County Registry, for the amount of \$22,950, as compensation, said right-of-way and easement being needed to facilitate drainage improvements in connection with the Tenth Street Connector Project.

BE IT FURTHER RESOLVED by the City Council of the City of Greenville that the Mayor and City Clerk be and are hereby authorized to execute said temporary construction easement and temporary drainage easement for and on behalf of the City of Greenville.

Adopted on this, the 8th day of October, 2015.

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Allen M. Thomas  
Mayor

ATTEST:

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Carol L. Barwick  
City Clerk

Revenue Stamps \$ 46.00

## DEED FOR HIGHWAY RIGHT OF WAY

THIS INSTRUMENT DRAWN BY Doug Askew CHECKED BY Taylor Keith

The hereinafter described property ☐ Does ☒ Does not include the primary residence of the Grantor

RETURN TO: Division R/W Agent, NCDOT

NORTH CAROLINA  
COUNTY OF Pitt  
TAX PARCEL 4678729151

TIP/PARCEL NUMBER: U-3315 209  
WBS ELEMENT: 35781.2.1  
ROUTE: 10<sup>th</sup> Street Connector

THIS FEE SIMPLE DEED, made and entered into this the \_\_\_\_\_ day of October 20 15  
by and between City of Greenville  
200 West Fifth Street  
Greenville, NC 27834

hereinafter referred to as GRANTORS, and the Department of Transportation, an agency of the State of North Carolina, 1546 Mail Service Center, Raleigh, NC 27611, hereinafter referred to as the Department;

### WITNESSETH

That the GRANTORS, for themselves, their heirs, successors, and assigns, for and in consideration of the sum of \$ 22,950.00 agreed to be paid by the DEPARTMENT to the GRANTORS, do hereby give, grant and convey unto the DEPARTMENT, its successors and assigns, in FEE SIMPLE that certain property located in Greenville, Township, Pitt County, North Carolina, which is particularly described as follows:

Point of beginning being N 10°07'21.4" E, 30.487 feet from -  
Y19- Sta 13+00; thence to a point on a bearing of N 00°34  
'36.3" w , 10.043 feet; thence to a point on a bearing of s  
89°25'23.7" w , 119.251 feet; thence to a point on a bearing  
of s 16°18'23.8" w , 10.556 feet; thence to a point on a  
bearing of N 89°23'45.9" E,  
122.317 feet; returning to the point and place of beginning.

COUNTY: Pitt WBS ELEMENT: 35781.2.1 TIP/PARCEL NO.: U-3315 209

IN ADDITION, and for the aforesated consideration, the GRANTORS further hereby convey to the DEPARTMENT, its successors and assigns the following described areas and interests:

Temporary Drainage Described As Follows:

Point of beginning being N 26°18'22.1" w , 44.402 feet from -  
Y19- Sta 13+00; thence to a point on a bearing of N  
10°42'12.6" w , 198.723 feet; thence to a point on a bearing  
of s 16°18'23.8" w , 88.077 feet; thence to a point on a  
bearing of s  
10°42'12.6" E, 113.108 feet; thence to a point on a bearing of  
N 89°25 23.7" E, 40.633 feet; returning to the point and place  
of beginning.

The above described Temporary Drainage Easement will terminate upon completion and acceptance of the project. The underlying fee owner shall have the right to continue to use the Temporary Easement area(s) in any manner and for any purpose, including but not limited to the use of said area for access, ingress, egress, and parking, that does not, in the determination of the Department, obstruct or materially impair the actual use of the easement area(s) by the Department of Transportation, its agents, assigns, and contractors.

**SPECIAL PROVISIONS.** This deed is subject to the following provisions only:

It is distinctly understood and agreed by the GRANTORS and the DEPARTMENT that the GRANTORS have made public improvements within the right of way and temporary drainage easement conveyed herein, including but not limited to a neighborhood marker, sidewalks, crosswalks, and landscaping and that the DEPARTMENT shall notify the GRANTORS prior to the commencement of work which may impact said public improvements and shall, upon the completion of the work, restore the public improvements and any disturbed area as nearly as possible to its condition which existed immediately prior to its use.

The property hereinabove described was acquired by the GRANTORS by instrument(s) recorded in the Pitt County Registry in Deed Book H Page 522.

The final right of way plans showing the above described right of way are to be certified and recorded in the Office of the Register of Deeds for said County pursuant to N.C.G.S. 136-19.4, reference to which plans is hereby made for purposes of further description and for greater certainty.

The Grantors acknowledge that the project plans for Project # 35781.2.1 have been made available to them. The Grantors further acknowledge that the consideration stated herein is full and just compensation pursuant to Article 9, Chapter 136 of the North Carolina General Statutes for the acquisition of the said interests and areas by the Department of Transportation and for any and all damages to the value of their remaining property; for any and all claims for interest and costs; for any and all damages caused by the acquisition for the construction of Department of Transportation Project # 35781.2.1, Pitt County, and for the past and future use of said areas by the Department of Transportation, its successors and assigns for all purposes for which the said Department is authorized by law to subject the same.

TO HAVE AND TO HOLD the aforesaid premises and all privileges and appurtenances thereunto belonging to the DEPARTMENT, its successors and assigns in FEE SIMPLE, or by easement as indicated, for the past, present and future use thereof and for all purposes which the said Department is authorized by law to subject the same.

And the GRANTORS covenant with the DEPARTMENT, that the GRANTORS are seized of the premises in fee simple, have the right to convey the same in fee simple, or by easement as indicated, that the title thereto is marketable and free and clear of all encumbrances, and that the GRANTORS will warrant and defend the title against the lawful claims of all persons whomsoever except for the exceptions hereinafter stated. Title to the property hereinabove described is hereby conveyed subject to the following exceptions:

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COUNTY:       Pitt       WBS ELEMENT:       35781.2.1       TIP/PARCEL NO.:       U-3315 209      

IN WITNESS WHEREOF, the GRANTORS have hereunto set their hands and seals (or if corporate, has caused the instrument to be signed in its corporate name by its duly authorized officers and its seal to be hereunto affixed by authority of its Board of Directors) the day and year first above written.

This instrument does not transfer the herein described interests unless and until this document is accepted by an authorized agent of the Department of Transportation.

\_\_\_\_\_ (SEAL) \_\_\_\_\_ (SEAL)

BY: \_\_\_\_\_ Mayor

ACCEPTED FOR THE DEPARTMENT OF TRANSPORTATION BY: \_\_\_\_\_

(Official Seal)	North Carolina, _____ County
	I, _____, a Notary Public for
	_____ County, North Carolina, certify that
	_____ personally came
	before me this day and acknowledged that he/she is the CLERK of the
	CITY OF _____, and that by authority duly given, the
foregoing instrument was signed in its name by its MAYOR of the CITY OF	
_____, sealed with its corporate seal, and attested by	
_____ as its CITY CLERK.	
Witness my hand and official seal this the _____ day of	
_____, 20 ____.	
_____	
Notary Public	
My commission expires:	



MH  
(RECOVERED)

19- POT Sta. 10+00.00

1504

+45.78 (Y19)  
235.63'

REMOVE AND RECONSTRUCT  
BRICK COLUMNS  
SEE LANDSCAPE PLANS

PROPOSED BRICK  
CROSSWALK  
SEE LANDSCAPE PLANS

+05.66 (Y19)  
29.96'  
40'

END PAVING

-Y19- POT Sta. 13+00.00

BM #1

-Y19- STA 12+62.77  
OFF 20.01' LT  
ELEV = 54.15'

209

CITY OF GREENV

BM #2

-Y19- STA 12+98.73  
OFF 24.43' LT  
ELEV = 54.52'

+20.20 (Y19)  
151.35'

PROPOSED SCORED  
CONC SIDEWALK  
SEE LANDSCAPE PLAN

+86.41 (Y19)  
40'

+83.95 (Y19)  
29.91'

+40.09 (Y19)

REMOVE

+80.72 (Y19)  
40'

1503

5' CONC SIDEWALK

5' CONC SIDEWALK

-Y19-  
5TH STREET

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# Greenville Human Relations Council

## 2016 – 2020 Strategic Vision



### Human Relations Council Members

Byung Lee, Chair  
Bonnie Snyder, Vice-Chair  
Rose Glover, City Council Representative  
Cassandra Daniels, Staff Liaison  
Lauren Applewhite, Summer Intern

Marvin Arrington, Jr.  
Rodney Coles  
Prudencio Martinez-Mengel  
Rajesh Verma

Samar Badwan  
Inez Dudley  
Franchine Philpot Pena  
Ritvik Verma

Isaac Blount  
Loyd Horton  
Heena Shah

Isaac Chemmanam  
Bob Hudak  
Jake Srednicki

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## INTRODUCTION

When the Greenville Human Relations Council was established in 1972, our community was polarized by race. This polarization meant barriers to housing, employment, education, etc. Despite multiple laws passed over 50 years ago, the legacy of these barriers remains today.

The strength of our City lies in its people, and one of the greatest strengths of Greenville is its tremendous *wealth of diversity*. The Greenville Human Relations Council's purpose is to provide a means for which all residents of Greenville may be assured equal enjoyment of rights and privileges without regard to race, religion, color, gender, national origin, disability, sexual orientation/gender identity, or family status.

In order to meet the needs of a changing population and economy, Greenville should continue to provide and support efforts of a fully engaged Human Relations Office with additional staffing. Staff and the Council must be allowed to continue to have a voice in the areas of diversity, acceptance and respect for all segments of the community and not condone discrimination of any type. If this community is to continue to grow, prosper and is to become a premiere (All American City), Greenville must become a place where businesses and people of all ages, race, religion, income and abilities can prosper and succeed.

The Human Relations Council strongly believes that serving as a catalyst for change will not only provide every citizen in Greenville with a better understanding and appreciation for their rights, but an understanding and an appreciation for celebrating our differences and similarities in a growing, diverse community.

## OVERVIEW

Presently, the Community Relations Officer of the Community Development Department is responsible for the overall operations of the Greenville Human Relations Council and the Greenville Youth Council. This staff member works under the direction of the Community Development Director and is guided by laws and regulations relevant to the Civil Rights Act of 1964.

The Community Relations Officer performs professional and creative work in planning, promoting, coordinating and implementing programs related to an extensive range of municipal human relationships. Crucial objectives of the initiatives are to pursue eliminating discrimination and to encourage mutual respect and understanding among all racial, religious, differently-abled, generational, gendered, and ethnic groups in the city. The work requires specialized performance on a wide variety of human problems and human relationships, which are generally of a complex social nature.

The following duties, although not all inclusive, are undertaken by the Community Relations Officer and the Human Relations Council:

- ✓ **Prepare and conduct fair housing presentations** to colleges, participants of the Homebuyers Education Workshops, tenants, landlords and the general public.

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- ✓ **Organize and prepare materials** for inter-group seminars and programs.
  - ✓ **Serve the Human Relations Council and the Youth Council and their committees** during meetings or other Council activities.
  - ✓ **Conduct inquiries into complaints** received in fair housing and **conduct investigations of complaints**, and respond as appropriate or as required to those accountable for the resolution of respective complaints.
  - ✓ **Maintain working relationships** with other groups in the city working on human relations programs.
  - ✓ **Maintain continuing relations** with city, state and federal government agencies involved in the areas of human relations.

## **DESCRIPTION OF PROGRAMS**

**Complaint Resolution:** Receives, investigates, and mediates complaints and unfair treatment in housing based on race, national origin, gender, familial status, disability, and color, and religion, according to state and federal fair housing laws (Tenant/Landlord Complaints and Concerns).

**Education and Outreach:** Sponsors education and outreach efforts that provide seminars and information to residents and others about fair housing, landlord/tenant issues, cultural diversity, disability, and other human and civil rights issues (Fair Housing Seminars, Fair Housing Poster Contest, and Homebuyers Education Workshops, residents, etc.).

**Human Relations and Education:** Sponsors and co-sponsors celebrations, community dialogues, public forums and projects that educate residents, organizations and agencies (Inclusive Community Breakfast, Awards Ceremony and Reception, Senior Citizens Christmas Celebration, Community Dialogues, etc.).

## **HUMAN RELATIONS COUNCIL HISTORY**

The Greenville Human Relations Council was established by Ordinance No. 382 on February 10, 1972. Since its inception, 43 years ago, the work of this resident-driven Council has changed significantly. Requests have increased considerably from residents living in dilapidated or substandard housing, from low-income families, and the elderly and disabled populations seeking affordable decent housing.

The Human Relations Council's role is to address these and other issues. When addressing these concerns, the Council's goal is to promote unity, understanding and equal opportunities for all in Greenville. The Human Relations Council accomplishes these goals by utilizing city staff and the community.

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The duties and responsibilities of the Community Relations Officer and the Council are:

- To **organize and implement** human relations programs dealing with the problems of human relations;
- To **promote understanding, respect and goodwill** among all ethnic groups in the city;
- To **promote equality of opportunity** for all citizens;
- To **provide channels of communication** among all ethnic groups;
- To **encourage the employment of qualified people** of all ethnic groups;
- To **encourage youth** to become better trained and qualified for employment opportunities;
- To **hold such meetings** as the Human Relations Council may deem necessary or proper to assist in carrying out its functions; and,
- To **make recommendations to City Council** for action it deems necessary for the continuance of harmony among racial and ethnic groups in the city.

The Human Relations Council's Mission and Vision Statements are:

- The **Mission** is to serve as advocate for all people in pursuit of human and economic relationships, to promote activities, education and programs that enhance human dignity, equal opportunity, mutual respect and harmony among the many different residents of Greenville.
- The **Vision** is for an inclusive community where trust, acceptance, fairness and equity are community norms.

The **goals** of the Human Relations Council are to support positive human relations by encouraging and promoting recognition, education, respect, understanding and appreciation of the City's rich diversity; and to continue working to encourage community dialogues to eliminate biases in the community in order to build positive relationships. Goals are accomplished through the programs, events and activities (educational and community outreach) that are sponsored by the Council.

The focus of this strategic vision is based on: (1) the Council's vision and mission statements; (2) the Council's responsibilities; and, (3) the Council's initiatives and their components.

## **INCLUSIVE COMMUNITY INITIATIVE**

In 2007, the City of Greenville joined the National League of Cities "Inclusive Communities Campaign", reaffirming the City's commitment to sustain a community in which the dignity of every individual is respected. The purpose of this initiative is to create an environment where all residents feel respected and regarded as contributing members of the community.

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## **The Mission and Vision Statements are:**

The **Mission** is to engage, listen, recognize, welcome and celebrate an inclusive community; and, the **Vision** is to work towards becoming an inclusive and just community.

The Inclusive Community Initiative is comprised of programs and/or activities that provide opportunities for the community to not only embrace the city's diversity; but, also provide occasions for the community to meet someone different and build new relationships. Activities and/or events promoting the City's commitment towards building an inclusive community are: appropriate signage placed at key gateway corridors of the City; signage at the airport welcoming visitors to the area in different languages; and, the city's annual inclusive community breakfast. To create a more inclusive community, there must be trust and understanding between the various groups. This requires a commitment to be open from every individual, group and institution in our community.

The Inclusive Community Initiative has two programs: (1) Dismantling Racism Initiative (DRI) and (2) Building Integrated Communities (BIC). These programs are crucial and paramount to the success of the Inclusive Community Initiative. Both programs have separate vision and missions statements. However, they are designed to serve the same purpose, which is to create a greater welcoming community.

Therefore, they share the same **goals, objectives and performance measures**.

### **Dismantling Racism Initiative (DRI)**

**Mission Statement:** Bringing people together from all walks of life, to gain understanding through dialogue concerning the challenges of racism, to plant seeds of change by building community.

**Vision Statement:** Connecting people matters to dismantle racism.

Fifty-two years after Dr. Martin Luther King's "I Have a Dream" speech, repairing America's racial ills requires a new approach. Dr. King's message was quite simple, based on America's founding promise that "all men are created equal" and has a right to "life, liberty and the pursuit of happiness." In the last couple of years, racism has not only become alive and well but very vivid across the nation. High profile police killings of young black men and the racially-motivated shooting of nine African-Americans in Charleston, South Carolina, the killing of three (3) Muslim students in Texas and North Carolina, the killing of police officers and the on-going debate regarding the removal of the confederate flag have sparked protests and civil unrest in American cities.

Additionally, the exponential growth of diverse cultures and ethnicities, i.e., Hispanics and Asians, among others, in the City of Greenville, challenges traditional views, creating frictions that lead to considerable social tension in our communities. A 2015 poll conducted by CBS News-New York Times, indicates that most Americans believe race relations in this country are tenuous. More than half of whites and more than two-thirds of blacks think so.

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A 2015 poll conducted by CBS News-New York Times, indicates that most Americans believe race relations in this country are tenuous. More than half of whites and more than two-thirds of blacks think so. The poll also suggest that forty (40%) percent of blacks and whites believe race relations is deteriorating. To create and sustain healthy communities and to make progress in our communities, residents from all backgrounds and views/opinions must work together to address racism and inequities.

The Human Relations Council through its *“Connecting People: Planting Seeds to Dismantle Racism” Pilot Project*, has sponsored a series of events providing opportunities for people from a variety of racial, ethnic, religious and cultural backgrounds to explore approaches/methods for creating a greater community; and hopefully, a positive and lasting change for Greenville. The Human Relations Council has sponsored three (3) community events to draw participants from as many parts of the community as possible to exchange information face-to-face, share personal stories and experiences, to honestly express perspectives and to clarify viewpoints. Below is a brief description of each event:

The first community dialogue of the pilot project was held on **Saturday, January 31, 2015** from 8:30 am to 4:00 pm. It was held at City Hall and approximately 41 people participated. The facilitator was Barbara Culmer-Illaw from Atlanta, Georgia. The event included general discussions on dismantling racism and a number of activities that emphasized the importance of listening in communication, especially when the community is engaged in conversations on race, a topic that is not only difficult but also sensitive when being discussed.

The second community dialogue was offered on **Thursday, May 14, 2015**. The event was held at St. Paul’s Episcopal Church. Facilitators were Rev. Rod Debs and Cassandra Daniels. Participants came to share a meal and to listen to one another’s life experiences in small group settings. They were asked to (1) share an experience of racism that you experienced or observed that you would not want your children to experience and (2) what would elimination of racism look like for our children?

On **Thursday, June 25, 2015**, a third community dialogue was held at St. Paul’s Episcopal Church. More than 50 people attended and Rev. Bill Neely, Pastor of First Presbyterian Church, served as the facilitator. Discussions focused on three questions:

- (1) How have you experienced privilege?
- (2) What statements have you heard that might be considered racist?
- (3) What is one positive step that we might take to continue to build understanding and mutual respect?

The Council is currently preparing to move community dialogues into conversations that will focus on specific topics. The purposes for community dialogues and conversations are to continue the Council’s efforts to:

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- ✓ Improve our neighborhoods by building bridges across racial lines;
  - ✓ Build new relationships;
  - ✓ Better understand all cultures;
  - ✓ Build partnerships between law enforcement and the community; and,
  - ✓ Build partnerships across jurisdictional lines.

While racism may be different things to different people, the infrastructure of racism is deeply rooted in our history and embedded in our culture and no doubt one of the greatest barriers to solving all kinds of problems. Society, the place where fingers are pointed to blame, has many challenges and problems, such as; poverty, hunger, homelessness, education, poor housing, drugs, and prostitution. Challenges and problems that are deeply rooted, i.e. racial divide, racial profiling, injustices, hatred, segregation, discrimination, prejudices, and bigotry, etc., dwells in every state, city and community.

### **Building Integrated Communities Project**

The BIC initiative was launched in May, 2011 to examine the challenges that immigrants experience and to take a look at City's efforts to build a community that welcomes immigrants, and helps them adjust to life. The City of Greenville and the Human Relations Council hosted the following BIC Stakeholders' meetings:

- Tuesday, May 3;
- Wednesday, June 22; (conference call);
- Thursday, October 6;
- Friday, November 18; and,
- Thursday, February 8, 2012.

Those meetings were held to discuss new ideas and innovative strategies to facilitate a greater understanding between existing residents and immigrants in the community.

According to the BIC Communities *Need Survey* conducted by staff of UNC-Chapel Hill and the Focus Group Study conducted by City and Pitt Community College staff, common areas where immigrants experienced the most challenges are (1) access to information and services, (2) transportation, and, (3) lack of communication.

The Immigrant Advisory Ad Hoc Subcommittee (IAAHS) was created from the Building Integrated Communities (BIC) project, a joint venture between the City of Greenville, Human Relations Council and Institute for the Study of the Americas, the School of Government at UNC-Chapel Hill; and a mandate from City Council establishing the subcommittee on May 2, 2013.

Immigrants, who are referred to as "newcomers or others" are often treated differently based on their physical appearance, race, cultural and/or religious differences, characteristics or any combination of these elements.



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Generally, immigrants fear law enforcement because of cultural and language barriers, as well as, the possibility of deportation. Police officers experience difficulty communicating with immigrants who typically under reports crime or provide information on criminal activity in the community. As the number of non-English speaking residents grows, both law enforcement and emergency services staff face language barriers when interacting with suspects and victims of crime that need to be transported to the emergency room. Unfortunately, when law enforcement and emergency services staff encounter someone who does not speak English, there is always the potential for misunderstanding.

In order to promote healthy communities, Greenville needs to continue their efforts to eliminate racism. Racism and gaps among racial and ethnic groups affect education, housing, health care, the justice system and job opportunities. If Greenville is going to make progress in our communities and in our country, people from all backgrounds and views must work together to address racism and inequities.

Goals and objectives for the **Dismantling Racism Initiative** and the **Building Integrated Communities Programs** are:

- Goal 1:** Provide two (2) opportunities for the community to participate in a dialogue where they feel safe to share their experiences and stories.
- Goal 2:** Provide opportunities for elected officials, community leaders, law enforcement, public safety and the community to support the City's Inclusive Community Initiative.

**Objectives:**

1. To share the vision of the City's Inclusive Community Initiative.
2. To connect residents in the community in an effort to improve relationships and promote diversity.
3. To develop relationships among residents from various, diverse backgrounds through community dialogues.
4. To develop a deeper understanding and awareness about the experiences of those who differ culturally.
5. To collaborate with other agencies, organizations, and schools to disseminate information to bridge the language gap.
6. To organize and implement community dialogues/events that foster open communications between the business communities elected officials and other community organizations.
7. Discuss topics relevant to current issues in the community; carry on meaningful, productive conversations.
8. To bridge the gap between community leaders, elected officials, law enforcement, public safety and the community with events, celebrations, dialogues, forums of the Human Relations Council.

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9. To encourage youth to participate and share their experiences and perceptions.
  10. Identifying issues of importance to the community and to communicate those issues with recommendations to City Council.
  11. Increase education and outreach efforts that will assist in promoting unity, understanding and equal opportunity for all of Greenville residents.

**Performance Indicators:**

- The percentage of previous community members attending community dialogues and/or events.
- The percentage of new participants attending community dialogues and/or events.
- The number of elected officials and community leaders that attend and participate in community dialogues and/or events.
- Exit evaluation and random surveys of participants after the conclusion of the seminars and or workshops.

**FAIR HOUSING INITIATIVE**

The concept of fair housing seems simple. Nevertheless, the day-to-day practical application of fair housing is characterized with misunderstanding and misinformation. Operating under the philosophy that “everyone has a right to safe, decent and affordable housing”, staff fulfills requests daily for assistance with housing problems (i.e., evictions, lack of hot water or heat, security deposit issues, rental and utilities assistance, etc.).

The Community Relations Officer received a total of 125 fair housing related requests for last year (2014); an average of 10.42 calls per month. From January through June of this year, staff has received 78 fair housing related requests.

On an average, staff has responded to an average of nineteen (19) requests per month. Inquiries and referrals are received from residents, agencies/organizations, landlords, tenants, pastors, and city departments, including the City Manager’s office, City Clerk’s office, and City Council members. Affordable and decent housing remains an important challenge for Greenville; and the challenge for persons or families who care for persons with disabilities is even greater.

The Community Relations Officer and city partners provide educational opportunities for tenants and landlords in April to observe and recognize Fair Housing Month. However, there is a greater need to further educate residents. The development of an effective and comprehensive outreach and public education program designed to raise awareness of fair housing laws could further educate the community and protect individuals against housing discrimination. The City’s Consolidated Annual Performance and Evaluation Report (CAPER) identify the lack of education as one of the impediments to Fair Housing. Education is an essential part of fair housing opportunities and enforcement regarding the rights and responsibilities afforded by fair housing laws.

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**Goals and objectives:**

**Goal 1:** Raise awareness of fair housing laws for the community, tenants and landlords through educational workshops, seminars, etc.

**Objectives:**

1. To increase the number of participants attending the fair housing seminar for landlords/property managers by an average of 25% in April, 2016.
2. To increase the number of participants attending the fair housing seminar for tenants by an average of 25% in April, 2016.
3. To increase awareness and knowledge of fair housing laws by an average of 50% by offering the poster contest to school age and college students (ECU, Shaw and PCC).

**Performance Indicators:**

- Number of fair housing seminars/workshops offered annually.
- Number of participants attending in fair housing seminars/workshops.
- Number of students participating in the poster contest from previous year.
- Exit Evaluations and random surveys of participants after the conclusion of the seminars and/or workshops.

**Goal 2:** Provide educational opportunities for the community on fair housing laws.

**Objectives:**

1. To provide at least three (3) additional educational workshops for tenants in 2016.
2. Increase the availability of fair housing resources for the community via the city's website.
3. To create a tenant/landlord handbook (English/Spanish).
4. To track demographics at Human Relations Council events.

**Performance Indicators:**

- Number of educational workshops offered to tenants annually.
- Number of participants attending from previous year.
- Number of school age students participating in the poster contest from previous year.
- Number of college students participating in the poster contest.
- Exit evaluation and random surveys of participants after the conclusion of the seminars or workshops

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**Long-term goal(s):**

**Goal 1:** Apply for HUD Fair Housing Grant – FHAP (Education and Outreach Component)

**Objectives:**

1. Increase fair housing education to residents, tenants, and property managers by 25% in 2017.
2. Create a fair housing media campaign for GTV-9 in 2017.
3. Create tenant/landlord handbook (English/Spanish) in 2016.
4. Create fair housing information for City's website.

**EMPLOYMENT INITIATIVE**

Staff and the Human Relations Council are mindful of laws governing employment. Staff and the Council will continue to encourage residents pursuing assistance in any areas of employment to contact the Equal Employment Opportunity Commission (EEOC) that enforces federal laws that prohibit discrimination.

**GREENVILLE YOUTH COUNCIL**

The Greenville Youth Council was established on August 11, 2005. Membership is for high school students (grades 9 – 12) that attend public, private, or home-schooled. The purpose of the Council is:

- to offer an opportunity for Greenville youth to experience the working of city government,
- to develop leadership skills which benefit the community and themselves, and
- to strengthen their communities through volunteer service and implemented projects.

It also serves as an opportunity for young people to practice democracy in order to better prepare themselves for later responsibilities as residents and serve as a line of communication between youth and adults.

The **Mission** of the Greenville Youth Council is to enrich the lives of the youth by encouraging involvement in the community and local government; and the **Vision** is for the voices of the youth in Greenville to be recognized and heard.

Goals and objectives of the Youth Council are:

**Goal 1:** Provide at least three (3) opportunities to attend and observe another board or commission established by City Council to enhance their knowledge of local government.

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**Goal 2:** Work with the Greenville Human Relations Council and our City Council representative to provide at least three (3) opportunities for youth in the community to participate in forums or dialogues where young people can express themselves on a variety of topics.

**Objectives:**

1. To encourage members of the Youth Council and other youth to become more familiar with the workings of local government through education, involvement, and participation.
2. To encourage the youth to become more engaged with the community and events that celebrates the city's rich diversity.
3. To provide valuable insight on issues affecting youth and community.
4. To identify and bring issues before City Council that has an impact on youth that will warrant City Council's consideration.

**Performance Indicators:**

- The number of forums or dialogues sponsored by the Council.
- The number of Youth Council members observing other city board and/or commission meetings.
- The numbers of community events the Council participates in or attends.
- Exit evaluation and random surveys of participants after the conclusion of the seminars and or workshops.

One of the key issues that the Council faces is the challenge of engaging and getting other youth from various backgrounds and communities involved in their programs and projects. Members of the Council and their advisors (Human Relations Council) will prepare marketing materials and develop a plan to recruit more youth participation. Youth in the Greenville/Pitt County communities are our leaders of tomorrow and it is important that they are not simply relegated to the side; but are recognized as an essential part of the community and included in the decision-making process.

Woven throughout this plan is an understanding of our community and the primary goal is to improve our services in order to promote unity, understanding and create equal opportunity for all residents of Greenville.

The Human Relations Council welcomes the challenges we face. We are committed to the principle of fairness that will make our City a place where our children will grow and learn the value of diversity and fairness.

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This is our task and mission for a better Greenville. As we advocate for civil rights and human relations protections, it's important that we build our future from the foundation of our past - by continuing to promote acceptance, understanding, diversity, and equal opportunity for all of Greenville.

In conclusion, we live in times of great opportunities and challenges and both require civic character and conduct that respects and honors the civil and human rights of all our residents. The Council is entrusted with a noble charge of improving the relationships within our city by planting seeds of change, by cultivating an atmosphere of mutual appreciation, and by respecting our diverse community.

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## **Section II**

# **Creation of a Human Relations Division**

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**Recommended Action:** Development of a *Human Relations Division* within the Community Development Department

At the Human Relations Council's meeting of Wednesday, September 2, 2015, a motion was made by Franchine Philpot Pena, seconded by Prudencio Martinez-Mengel, to approve the Council's Strategic Vision with any additional changes deemed necessary by the subcommittee. Motion carried unanimously.

It is the Human Relations Council's strong recommendation to the City Council and the City Manager that the organizational structure of the Community Development Department be redesigned to authorize the creation of a "Human Relations Division", complete with support staff.

The purpose of this division will be to: 1) Provide administrative support to the appointed Human Relations Council (HRC) members; 2) Provide the operational and logistical day-to-day manpower to dealing with the variety and growing community relations issues in accordance with federal and state laws, as well as, local ordinances established by the Greenville City Council; 3) Conduct the necessary research and investigation activities associated with troublesome community issues; and, 4) work with the Human Relations Council to draft detailed and complete proposed solutions for the City Council to approve.

Based on our current research of surrounding municipalities of comparable size, with regards to our population and expected population and community growth rates over the next 5 years, we recommend that the division be initially established with following full-time manpower positions/allocations:

- 1 – Human Relations Services, Director (Primary focus: Education, Outreach, and Events Coordinator)
- 2 – Human Relations Specialist (Primary focus: Fair Housing, Community Related Programs, i.e. Fair Housing subcommittee, Dismantling Racism Subcommittee, Immigrant Advisory Ad Hoc Committee, etc.)
- 1 – Human Relations Staff Support Specialist II (Primary focus: Administrative support to the Director and Specialists)

Job descriptions and salary ranges for these positions will be developed with the guidance and direction of the City of Greenville's Human Resource Department and approved by the City Manager and City Council.

The value of the staff member and the council should not be overlooked. Both staff and the council work diligently to be more proactive with public relations, increasing outreach to diverse populations in the city, increasing partnerships with related organizations, supporting local immigrant populations, and, creating community forums to bring residents together for purposeful community dialogues on tough issues and community concerns.



## Survey of NC Cities Providing Human Relations Programs

City Name/ Entity Name	Name of Entity Providing Service	County or City Population	Jurisdictions Covered	Provides Traditional HRC Functions	Fair Housing Ordinance adopted by City	Provides Youth Council Programming	Investigates Fair Housing/Equal Employment Complaints	Staffing Full- time Equivalent (FTE)
Greensboro	City Human Relations Dept.	263,268	City	Yes	Yes	Yes	Yes/No	7
Winston-Salem	City Human Relations Dept.	228,362	City	Yes	Yes	Yes	Yes/No	4
Greenville	City Human Relations Council	90,233	City	Yes	No	Yes	*Yes/No	1
Raleigh	City Human Relations Commission	377,353	City	Yes	Yes	Yes	Fair Housing Review Board Yes/No	1.5
Goldsboro	City Community Affairs Dept.	37,661	City	Yes	No	Yes	*Yes/No	3
Wilson	City Human Relations Dept.	50,643	City	Yes	No	Yes	*Yes/No	4
Rocky Mount	City Human Relations Dept.	59,228	City	Yes	No	Yes	*Yes/No	4
Fayetteville	Fayetteville- Cumberland Human Relations Dept.	316,914	Joint City- County	Yes	Yes	No	Yes/No	4
High Point	City Human Relations Dept.	100,645	City	Yes	Yes	Yes	Yes/No	3

**\*Note:** While these cities are not a HUD substantially equivalent program, fair housing investigations are completed at a “basic” level.

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The goal of the Council by end of 2015:

- ❖ **Goal 1: Establish a Human Relations Division.** The purpose of the Human Relations Division is to provide the administrative, research, and, logistical support to the Human Relations Council (HRC) and the Greenville Youth Council. This newly established division (within the Community Development Department) will enable the Human Relations Council to provide the positive programs of non-discrimination for the City of Greenville.

Furthermore, it will significantly enhance the Council's ability to make detailed, comprehensive reports and recommendations to City Council, thereby fulfilling its objective of an inclusive community by the betterment of groups and inter-group relationships within the Greenville community. It will also significantly enhance the Human Relations Council's ability for handling any specific or community/population group unique problems falling under the purview of the Human Relations Division.

Our recommendation for the size and positions with this division are based on current research of other surrounding municipalities that have such a department or division within their organizational structure. **Please refer to attached chart.**

Our strategic plan offers the following timelines to complete this initiative:

**Objective 1:** Recommendation for the Establishment of the Human Relations Division within the Community Development Department and its associated positions.

- **Recommended to City Council and the City Manager for approval by October, 2015.**

**Objective 2:** Create job descriptions.

- **Coordinate with the Human Resources Department for completion by March 31, 2016.**

**Objective 3:** Activation of the Human Relations Division of the Community Development Department.


- **Hire the necessary manpower to fill division positions by June 2016.**
- **Begin operations of the division by July 1, 2016.**

## **Conclusion**

In order for the Human Relations Council to function more effectively and proactively in addressing the needs of the community, the administrative, operational, and logistical functions of the current staff member need to be expanded and reorganized to meet the growing needs of the fastest growing city East of Interstate 95! This department restructuring will more effectively AND efficiently better prioritize the workload, coordinate the use of Human Relations Council resources, and, offerings of local community services.

Memorandum

**To:** Barbara Lipscomb, City Manager

**From:** Les Everett, Chief Building Inspector 

**Date:** October 2, 2015

**Subject:** New Building Permit Report

The following is a list of Building Permits issued for NEW Residential and Commercial construction during the month of September, 2015.

Builder	Address	Type	Cost
Natco Construction Llc	908 Moye Bv	Commercial/business (new)	2,790,000
Elks, A Construction	2015 Leighton Dr A	Duplex Townhome	160,000
Elks, A Construction	2015 Leighton Dr B	Duplex Townhome	0
Elks, A Construction	1604 Cambria Dr A	Duplex Townhome	180,000
Elks, A Construction	1604 Cambria Dr B	Duplex Townhome	0
Elks, A Construction	1605 Cambria Dr A	Duplex Townhome	144,500
Elks, A Construction	1605 Cambria Dr B	Duplex Townhome	0
Elks, A Construction	1609 Cambria Dr A	Duplex Townhome	170,000
Elks, A Construction	1609 Cambria Dr B	Duplex Townhome	0
Aldridge & Southerland Bldrs	3321 Camille Dr	Single Family Residential (new)	110,000
Cherry Construction Company	3048 Rolston Rd	Single Family Residential (new)	298,050
Clark, Bill Homes Of	1704 Stone Wood Dr	Single Family Residential (new)	102,950
Clark, Bill Homes Of	816 Emerald Park Dr	Single Family Residential (new)	102,400
Clark, Bill Homes Of	812 Emerald Park Dr	Single Family Residential (new)	104,600
Clark, Bill Homes Of	700 Kiesee Dr	Single Family Residential (new)	96,050
Elks, A Construction	608 Vassar Rd	Single Family Residential (new)	308,000
First Colony Construction Co	1204 Penncross Dr	Single Family Residential (new)	69,850
Harris Residential Bldrs	3632 Prestwick Pl	Single Family Residential (new)	145,050
Harris Residential Bldrs	115 Golf View Dr	Single Family Residential (new)	157,450
Pennington Construction	2112 Dahlonga Dr	Single Family Residential (new)	175,000
Smith, Llc, Mark	901 Megan Dr	Single Family Residential (new)	164,800
Tozer Builders, Inc.	3701 Ramsey Dr	Single Family Residential (new)	57,800
Tozer Builders, Inc.	3705 Ramsey Dr	Single Family Residential (new)	73,550
Tozer Builders, Inc.	3709 Ramsey Dr	Single Family Residential (new)	70,100
	Total		5,480,150

## (Previous year and month comparison of new construction)

2015-2016July

Residence:	17 Permits	3,505,850
Duplex T:	2 Permits	178,000
(1 Bldg/2 Units)		
Business:	2 Permits	2,388,361
Total:	21 Permits	6,072,211

August

Residence:	16 Permits	2,290,400
Duplex T:	4 Permits	345,000
(2 Bldgs/4 Units)		
Total:	20 Permits	2,635,400

September

Residence:	15 Permits	2,035,650
Duplex T:	8 Permits	654,500
(4 Bldgs/8 Units)		
Business:	1 Permit	2,790,000
Total:	24 Permits	5,480,150

2014-2015July

Residence:	6 Permits	1,172,950
Duplex T:	2 Permits	180,000
(1 Bldgs/2 Units)		
Multi-Family:	1 Permit	873,290
Business:	6 Permits	7,382,075
Total:	15 Permits	9,608,315

August

Residence:	12 Permits	1,865,600
Total:	12 Permits	1,865,600

September

Residence:	13 Permits	2,202,100
Duplex T:	4 Permits	351,550
(2 Bldgs/4 Units)		
Business:	3 Permits	5,576,995
Shell:	1 Permit	65,000
Church:	1 Permit	3,439,085
Total:	24 Permits	11,734,760

F/Y Total: 65 Permits 14,187,761


F/Y Total: 51 Permits 23,208,675

Cc: Merrill Flood, Assistant City Manager

Doc: 1013157

The following is a monthly breakdown of activities of this Division as related to construction within our jurisdiction

	For Month	To Date
Building Permits	148	471
Mechanical Permits	146	519
Plumbing Permits	35	117
Electrical Permits	154	635
Total Permits	483	1742
Building Inspections	297	1020
Plumbing Inspections	155	605
Mech. Inspections	332	987
Elect. Inspections	315	1051
Fire Inspections	0	5
Stop Work Orders	1	3
Condemnations	0	1
ABC Lic. Insp	4	7
Non- Residential Min. Code Insp.	0	4
Total Inspections		0
	1104	3682
Commercial Plan Reviews	19	74
Residential Plan Reviews	28	96
Sign Plan Reviews	6	47
Site Plan Reviews	12	48
BOA Reviews	4	7
		0
Turnover	\$62,399.22	\$177,237.54
doc #985371		

  
Les Everett

cc: Merrill Flood, Assistant City Manager