

12.5.16 City Council Meeting



Item 8: Consideration of Parking Task Force Recommendations





Taskforce Makeup

 Tronette Green, Corey Barrett, Christian Lockamy, Bianca Shoneman, Kevin Mulligan, Rik DiCesare, Chris Ivey, Stacy Pigford; adjunct members Kim Branch, Merrill Flood, Mark Holtzman

Process

• Process optimization, customer experience, following money, internal process, site visit

Public Input

 Reserve 100-200 spaces uptown for development until a long term parking supply strategy is in place, preferential parking outside businesses, keep and expand on-street parking on Dickinson Ave, courthouse in session creates short-term issues, 2 hour parking signs are ambiguous, standardize hours and rates, expand E-tag





Parking Recommendations

- Standardization of signage, single point of contact for customers, update website, gate the parking deck, stripe-restripe all on-street parking spaces, require tow trucks to accept electronic payment or install ATM, standardize leasing, consolidate expenses and revenues, create RFQ/RFP for 3rd party parking contractor in 2017 for consideration in 2018 budget
- Post RFP for professional parking study for high impact (rates, meter locations), high cost (parking structure) and parking demand reduction strategies
 Parking and Transportation Committee
 - Letter of support





Existing





Public Signage Existing





Public Lot Signage

Replace inconsistent existing city signs

Example: Harris Lot, 2 hour parking signs, etc.

Create a standardized signage for public lots

- High quality
- Legible print for signs
- Standardize color
- Standardize support post



Future Standards





ptown Private Signage Existir





rivate Parking Signs Guideline

Create a guideline for private parking lots

- High quality
- Legible print for signs
- Standardize color
- Standardize support post

Seek grant funds to pay for private sector transition to meet guidelines



Uptown Signage Future



Private Parking

Unauthorized Vehicles will be Towed at Owner's Expense

Find yourself in good co

MEADO

Future

Reside

Parkin



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arking Deck Existing (Fourth S





Parking Deck Existing (Interior





Deck Considerations

Recommend security gates at entrance/exit

- \$160k-260k (should City budget for 2018 or proceed now)
- Gate should operate to allow GPD (or parking) to operate offsite
- Place sign at entrance with fee structures
 - Removable special event parking signs (done)
 - Note: Loss of up to 8 parking spaces

Sign posted at each individual space (Public or leased)

• \$12k estimated cost



Deck Considerations cont.

Remove Parking Kiosks, replace with user friendly options

Customer pays upon exit

Special Event Parking

- Create a new special event flat fee parking program
 - (Require new fee structure)



Parking Deck Possibilities





Other Parking Considerations

Single Point of Contact for Parking and Consolidate Web content





Other Parking Considerations

- **Stripe-Restripe On-street Spaces**
- Tow trucks accept E-payment or provide ATM on-site
- Consolidate parking expenses and Revenues
- Post Parking Consultant RFP High Impact and High Cost Recommendations
- Meter Rates, Meter Locations
- Parking Structure size and Location

Create RFP for 3rd Party Contractor in 2017 for consideration in 2018



Public Education

- Create public education strategy in December
- December/January educate public

Greensboro educational video



Item 9: 2016-17 Employee Evaluation Ratings and Merit Pay System Update



Background

- City contracted with Segal Waters Consulting in 2015 to assist with development of :
 - performance management system
 - pay matrix linked to employee performance
- Performance management system implemented in fall of 2015, based on focus group input





Background

- Training workshops for supervisors and orientation sessions for employees were held during implementation of new system
- Evaluation period established during 2015-2016
- Draft pay matrices were developed to link pay to performance



Background

- Human Resources Department audited historical performance appraisal ratings to:
 - determine the distribution of performance ratings
 - project distribution of employee evaluation ratings for the 2016-17 performance review period





Comparison of Actual Employee Evaluation Ratings as compared to Projected (2016-17 Review Period)

	% of Employees Receiving Rating		
Evaluation Rating	Projected	<u>Actual</u>	
Unsatisfactory	0.0%	0.0%	
Needs Improvement	1.0%	0.2%	
Sometimes Meets Expectations	4.0%	4.3%	
Meets Expectations	50.0%	65.9%	
Exceeds Expectations	35.0%	25.1%	
Top Performer	10.0%	4.5%	
Total	100.0%	100.0%	



Merit Pay Matrix for an overall 1%-4% salary increase

	1%	2%	3%	4%		
Employees Below Midpoint						
Unsatisfactory	0.0%	0.0%	0.0%	0.0%		
Needs Improvement	0.0%	0.0%	0.0%	0.0%		
Sometimes Meets Expectations	0.0%	1.5%	2.0%	3.0%		
Meets Expectations	1.0%	2.0%	3.0%	4.0%		
Exceeds Expectations	1.5%	2.8%	4.0%	5.0%		
Top Performer	2.5%	3.5%	4.8%	6.0%		
Exceeds Expectations	1.5%	2.8%	4.0%	5.0%		



Merit Pay Matrix for an overall 1%-4% salary increase

	1%	2%	3%	4%		
Employees Above Midpoint						
Unsatisfactory	0.0%	0.0%	0.0%	0.0%		
Needs Improvement	0.0%	0.0%	0.0%	0.0%		
Sometimes Meets Expectations	0.0%	0.0%	0.0%	0.0%		
Meets Expectations	.5%	1.5%	2.5%	3.0%		
Exceeds Expectations	1.0%	2.0%	3.0%	3.5%		
Top Performer	1.3%	2.5%	3.5%	4.0%		



Merit Pay System

During 2016-17 budget process, Council decided to move slowly with transition to a merit pay system due to concern of new evaluation system and staff needing time to acclimate to new evaluation tool. Therefore,

- 2016-17 adopted budgeted included a 2% market adjustment for all employees
- 2017-18 financial plan included a 1% market adjustment and 1% to fund merit pay
- Full transition to merit pay system commencing in FY 2018-19



Next steps

- Managers and supervisors will meet individually with employees in December to review their performance fo 2015-2016
- Periodic refresher training will be held with managers and supervisors to reinforce key concepts
- Re-visit merit pool funding for FY 2017-18

