

**MINUTES**  
**PTRC Board of Delegates**  
**August 15, 2018**

**Present**

Marikay Abuzuaiter, City of Greensboro  
Kevin Austin, Yadkin County  
Michelle Barson, Town of Clemmons  
Jimmy Blake, Town of Biscoe  
Sam Bishop, Town of Elkin  
Buddy Boggs, Town of Haw River  
Alan Branson, Guilford County  
Renee Bryant, City of Randleman  
Jeff Bullins, Town of Mayodan  
John Byrum, Town of Midway  
Perry Conner, Town of Franklinville  
Rick Cross, Town of Bermuda Run  
Fleming El-Amin, Forsyth County  
Tim Flinchum, Town of Rural Hall  
Alvin Foster, Town of Yanceyville  
Darrell Frye, Randolph County  
Carissa Graves-Henry, Town of Green Level  
Nathaniel Hall, Caswell County  
Archie Hicks, Town of East Bend  
John Larson, Winston-Salem  
Bonnie Lasky, Town of Boonville  
Peggy Leight, Town of Walkertown  
Rick McCraw, City of King  
Wayne Moore, Town of Jonesville  
Howard Morgan, Town of Sedalia  
Mark Richardson, Rockingham County  
Donald Scarborough, City of High Point  
Naydine Sharpe, Village of Alamance  
Tobin Shepherd, City of Lexington  
Bert Lance Stone, City of Archdale  
Don Truell, Davidson County  
Van Tucker, Surry County  
Lenny Williams, Town of Gibsonville  
Steve Yokeley, City of Mount Airy  
Filmore York, Town of Liberty

**Absent**

Lori Armstrong, Town of Stoneville  
Dwight Atkins, Town of Pilot Mountain  
Wayne Atkins, Town of Dobson  
Leroy Ault, Town of Tobaccoville  
Ian Baltutis, City of Burlington

**Absent cont'd**

Layton Booker, Town of Candor  
Eddie Boswell, Alamance County  
Frank Bruno, Town of Stokesdale  
Jim Butler, City of Burlington  
Darryl Carter, City of Eden  
Monta Davis-Oliver, Town of Yadkinville  
Gail Dunham, Town of Summerfield  
John Ferguson, Davie County  
David Fernandez, Town of Seagrove  
James Festerman, City of Reidsville  
Fred Franklin, Town of Lewisville  
Jesse Hill, City of Trinity  
Ernest Lankford, Stokes County  
Pamela Lofland, Town of Clemmons  
Clarence Meachem, Town of Sedalia  
Griffin McClure, City of Graham  
John McDermon, Town of Rural Hall  
Chip Miller, Town of Mt. Gilead  
Lynn Montgomery, Town of Jamestown  
Jackie Morris, Montgomery County  
Dennis Paschal, Town of Wentworth  
John Peterson, Town of Elon  
Patty Philipps, City of Mebane  
Brenda Platt, Town of Madison  
Damon Prince, Town of Troy  
Chris Sapp, Town of Bethania  
Ann Schneider, Town of Oak Ridge  
Danny Shaw, Town of Ramseur  
David Smith, City of Asheboro  
Ed Smith, Town of Lewisville  
Carla Strickland, Town of Pleasant Garden  
Chris Thompson, Town of Kernersville  
Brent Ward, Town of Mocksville  
Larry Ward, Town of Denton  
Janet Whitt, Town of Danbury  
Steve Yokeley, Town of Wallburg  
Raleigh York, City of Thomasville

Chairman Yokeley welcomed the PTRC Board of Delegates and called the meeting to order at 12:00pm. Renee Bryant introduced Randleman's new City Manager, Zack Hewett. Chairman Yokeley requested a moment of silence and then led the Board in the Pledge of Allegiance.

**1. Presentation: 50 Years of Regionalism**

- a. In honor of PTRC's 50<sup>th</sup> Anniversary, Mr. Matthew Dolge shared a brief presentation on 50 years in Regionalism.
- b. Before there were COGs there was federal revenue sharing. Beginning in 1968, "New Federalism" stipulated that all federal grant applications must first be submitted to a unit representing localities from the entire urban area for comment/ review prior to being funded. That job was given to the Council of Governments. In 1967, Guilford and Forsyth counties set about to establish the Piedmont Triad Council of Governments.
- c. The first meeting was held on June 27<sup>th</sup>, 1968 at the Guilford County Courthouse with the 5 following charter members: Guilford County, Forsyth County, City of Greensboro, City of Winston-Salem, and City of High Point.
- d. The founding delegates and officers included Dale Montgomery, Guilford County; Fred Hauser, Forsyth County; Carson Bain, City of Greensboro; M.C. Benton, City of Winston Salem; Bob Davis, City of High Point; and Howard Coble, Guilford County Attorney General.
- e. Early cogs in NC were built around Standard Metropolitan Statistical Areas. Up until 1970, PTCOG planning region consisted of Guilford, Forsyth, Randolph, and Yadkin Counties.
- f. Initially there was no staff and little money. The first year's budget was \$1,420. Lindsay Cox, Guilford County Planning Director, was named "Executive Director" but was paid by Guilford County. There was no office so meetings were held sporadically in the evenings at the Guilford County Courthouse and Friendship Dining Room. In 1969, luncheon meetings replaced night meetings and were held at the Albert Pick Motor Inn but were still sporadic.
- g. At this time the primary function of the Board was to approve applications for federal projects.
- h. The first major project of the Board was planning for a large, regional joint park to be named Triad Park. The federal grant application was submitted in 1968 but was not approved. This was a major setback for the group's first efforts. A joint resolution in 1968 to establish the NC Zoo in Randolph County. This was a coup for regionalism since Guilford County had previously submitted a site for consideration. In 1970, the PTCOG received a "701 HUD grant" for \$22,500, hired two staff members and opened an office.
- i. Membership grew quickly in the late 1960's because all applications for federal grant money were reviewed initially by the COG board. Local governments clamoring for federal money jumped in, even those outside the 4-county planning region. Between 1969 and 1974, 28 more eligible local governments joined. The budget and staff tripled PTCOG established the Regional Criminal

Justice Planning and Regional Comprehensive Health Planning. In 1971, PTCOG moved into new office space on Friendly Avenue in Greensboro.

- j. In 1970, 17 multi-county Planning Regionals were established across the state. Our PTCOG region grew from 4 counties to an 11 county area. Montgomery County was added in 2001 after the dissolution of another COG.
- k. Darrell Frye, Randolph County who has been on our board for 34 years is our longest serving delegate and has been our chair. Becky Smothers, City of High Point was our first female chair. Nate Hall was our first minority chair and he has been a delegate for 22 years. Steve Yokeley, Mt. Airy is our current chair.
- l. There have been significant changes demographically over 50 years. Population in 1968 was 603,895. Today in our region it is 1, 713,613. Our workforce has quadrupled in size. The percentage of people commuting outside of the county they live in went from 18.9% in 1968 to 30.9% today.
- m. Executive Directors over the past 50 years have been few due to long tenure. Lindsay Cox served as PTCOG Executive Director from 1968-1992. Joe Matthews served as Executive Director of NWPCOG from 1978-1992. Randy Billings served as PTCOG Executive Director from 1992-2010. Finally, our current Executive Director, Matthew Dolge has been serving since 1993.
- n. Mr. Dolge added that we appreciate the ability to serve our members each and every day. We thank you for your support and membership over the past 50 years.
- o. We hope you will all join us on October 15<sup>th</sup> as we celebrate our 50 years. Your full boards will be invited. We look forward to recognizing past board chairs, award winners, and more. The event will be at The Terrace at the Greensboro Coliseum.

## **2. Consent Items, Steve Yokeley, PTRC Chair**

- a. Request to enter into contract with NCDOT in the amount of \$223,361 to support the development of the Yadkin Valley Regional Bicycle Plan and Map during FY 18-19 & FY19-20
- b. Request for approval of the PTRDC Board member appointment
- c. Request for approval of the fourth budget revision
- d. Request for approval of the POWER Grant Application Support letter to be sent to ARC (*this item was pulled from consent agenda*)
  - i. There being no questions, a motion was made by Mr. Darrell Frye.
  - ii. The motion was seconded by Mr. Mark Richardson.
  - iii. The consent items were approved.

## **3. Action Item: Request for approval of June 20, 2018 PTRC Board of Delegate Minutes, Steve Yokeley, Chair**

- a. There being no questions a motion was made by Mr. Nate Hall.
- b. The motion was seconded by Mr. Fleming El-Amin.
- c. The April 18, 2018 Board of Delegate minutes were approved.

**4. Action Item: Request for approval of the POWER Grant Application Match Letter to be sent to the Appalachian Regional Commission, Wendy Walker-Fox, Workforce Development Director**

- a. Ms. Wendy Walker- Fox explained that since the last Executive Committee meeting we have learned that a match letter is required to move forward with the ARC POWER grant application.
- b. The Appalachian Regional Commission (ARC) is soliciting applications for grants under the Partnerships for Opportunity and Workforce and Economic Revitalization (POWER) Initiative for Federal Fiscal Year 2018 (FY18) funding.
- c. The POWER Initiative is a congressionally funded initiative that targets federal resources to help communities and regions that have been affected by job losses in coal mining, coal power plant operations, and coal-related supply chain industries due to the changing economics of America's energy production.
- d. POWER supports efforts to create a more vibrant economic future for coal-impacted communities by cultivating economic diversity, enhancing job training and reemployment opportunities, creating jobs in existing or new industries and attracting new sources of investment.
- e. According to a recent study, two counties in the Piedmont Triad region, Forsyth and Surry, are vulnerable to the decline of the coal industry. Because these counties do not mine coal the impact has not been immediate. However, the ripple effects of the coal industry decline are beginning to be felt. Piedmont Triad Regional Council is aware that a proactive approach is required to address the future challenges facing these two vulnerable counties. PTRC plans to conduct research and develop a strategic plan to address economic changes and workforce impact. This plan will include a state-of-the-art workforce development training and education hub, the Dream. Career. Academy. The Dream. Career. Academy. would address current as well as future workforce needs, serving both adult and youth. The goal of the initiative is to align talent with careers in innovative ways and to identify and engage currently disengaged populations to the workforce by removing barriers for these individuals. The core components of the Dream. Career. Academy. include: Career Exploration, Career Connection, Career Development and Business Support.
- f. Ms. Walker-Fox added that we are Partnering with CAEL, Winston Salem Business Inc., and Whitaker Park on this project.
- g. There being no questions a motion was made by Mr. Fleming El-Amin.
- h. The motion was seconded by Mr. Kevin Austin.
- i. The request for approval of the POWER Grant Application Match Letter to be sent to the Appalachian Regional Commission was approved.

**5. Executive Directors report**

- a. The recent news that VF Corp is moving out of a region is a hit. This loss highlights the importance of our Triad Talent Alignment Study which gathered information on aligning talent with needs in the corporate community. We've been working on a Talent Portal where people can go and easily find jobs and

also explore opportunities for leisure and housing. We have found that we don't project well outside of our region. This positive image is important when we are looking to bring or keep talent here. Another barrier that we keep hearing is that businesses are having a hard time recruiting upper and mid-level management because of the lack of recreation opportunities. We've addressed this concern through our great downtowns, rivers and greenways but the problem is we aren't telling our story effectively. This Portal can change this. We are working with many employers and realtors to do a better job showcasing all we have to offer. VF Corp is going to Denver and we have what they have. We just need to do a better job at telling our story.

- b. Please put November 1<sup>st</sup> on your calendars for our second Economic Development Summit. We will have a national group presenting on branding. Other topics include the food movement and outdoor recreation. This year we are excited about partnering with Piedmont Triad Partnership. Our Summit will take place during the day. Then PTP will hold their State of the Region that evening. This will be followed by the Winston Salem Business Journal's reception. This all day event will be held at High Point University.

#### **6. Around the Region, Steve Yokeley, Chairman**

- a. Mr. Alan Branson invited everyone to the Wyndham in Greensboro this weekend. He also shared the news that past Greensboro City Manager, Jim Westmoreland's wife passed away. We should remember him in our prayers.

#### **7. New Business**

- a. Mr. Blair Barton-Percival shared the new demographics report for all 12 of our counties. The document is called "An Overview of the Aging Population & Individuals with Disabilities. They have hard copies and they are also available for download off of our website.
- b. This reports have proved useful for collaboration and grant writing. The AAA has received many requests for new, updated reports.
- c. Each booklet starts with a county overview and then moves on to health outcome maps.
- d. They also break down the county population demographics by many factors including income, transit options, health insurance coverage and more.
- e. These reports show the importance of addressing the whole person not just the illness.
- f. Mr. Barton-Percival encourages everyone to take a look and see how you can use it. PTRC AAA is proud of this quality product and will be sharing them across the region.
- g. There will also be an Aging event in December. We will host 4 national speakers that will help us address the needs of our older adults. Be on the lookout for more information about this event.

**8. Action Item: Request to enter into closed session to discuss a personnel matter (Pursuant to G.S. 143-318.11)**


- a. A motion was made by Mr. Darrell Frye to enter closed session.
- b. The motion was seconded by Mr. Mark Richardson.
- c. A personnel matter was discussed.
- d. With no other personnel matters to be discussed, the meeting reconvened into general session with a motion by Mr. Fleming El- Amin and seconded by Ms. Marikay Abuzuaiter.
- e. There being no more questions a recommendation was made to increase the Executive Director’s salary to \$157,220, an increase of 9.5%. This increase is due the recognition that the current salary is below other regional councils in the state. PTRC is largest regional council on the basis of member governments, number of programs offered, number of personnel employed, and budget. The Officers and members of Executive Committee discussed plans to consider an 8.5% increase, with a salary of \$170,584, next fiscal year.
- f. This recommendation is based on data collected for similar positions in member governments over 10,000 in population and regional councils with budgets over \$10,000,000. See below chart.

Minimum	Progression to Pay Target Developmental increase	Pay Target
\$123,838	\$9,349	\$170,584
35 <sup>th</sup> Percentile of member government executive market and comparison regional councils	Developmental increase value, established by five increments from minimum to pay target. Developmental increases are contingent upon individual contributions and performance. Development increases are applied as a flat dollar amount and the value of that amount ranges from 7% at minimum, to 6% at pay target, and averages 6.5% over the calculated five increments.	Compensation goal contingent upon performance. 86 <sup>th</sup> percentile of data set. Employee may be eligible for additional increases or lump sum payments may be awarded. Base salary increases beyond pay target are awarded when performance is deemed exceptional and exceeds established criteria.

- g. The Executive Director concurs and recommends the acceptance of the report and taking the associated action.
- h. There being no more questions, a motion was made by Mr. John Larson.
- i. The motion was seconded by Mr. Mark Richardson.
- j. The recommendation of increasing the Executive Director’s salary to \$157,220, an increase of 9.5% and consideration of an 8.5% increase next year for a salary of \$170, 584 was approved.

**There being no other business a motion to adjourn was made by Mr. Jimmy Blake and seconded by Ms. Marikay Abuzuaiter. The meeting was adjourned at 1:00 pm.**

  
Steve Yokeley, PTRC/Chair

  
Katie Mitchell, Clerk to the Board