

City of High Point

*Municipal Office Building
211 South Hamilton Street
High Point, NC 27261*



Meeting Agenda

Thursday, August 27, 2015

9:00 AM

Council Chambers

Special Called Meeting of City Council

*William S. Bencini, Jr., Mayor
James C. Davis, Mayor Pro Tem
Latimer B. Alexander, IV, Cynthia Y. Davis,
Jason P. Ewing, Jeffrey J. Golden,
Alyce E. Hill, Christopher Williams,
Jay W. Wagner*

Meeting Called to Order

Regular Agenda Items

[150276](#) Resolution - Say Yes To Education for Guilford County
Council is requested to adopt a Resolution in support of Say Yes To Education for Guilford County.

Sponsors: Committee of the Whole

Attachments: [Say Yes Resolution - Signed](#)

[150277](#) Ordinance Revision - Human Relations Commission Ordinance
Consideration of revisions to the Human Relations Commission Ordinance.

Sponsors: Committee of the Whole

Attachments: [Proposed Revisions to HRC Ordinance and Email from City Attorney.pdf](#)
[Human Relations Ordinance \(adopted August 27 2015\).pdf](#)

Adjournment

ARTICLE A – HUMAN RELATIONS PROGRAM AND COMMISSION.**• Sec. 2-3-1 – Policy; Established Program; Commission**

It is hereby declared to be the policy of the City in the exercise of its general police powers and its governmental authority in the promotion of the public health, safety, and welfare, to encourage understanding and good will between all persons; to promote and develop mutual respect among all citizens toward each other; and to work for the elimination of discriminatory practices.

Whereas under authority granted in G.S. 160A-492, the City hereby establishes a Human Relations Program for the achievement of its policy and there is hereby established a commission to be known as the Human Relations Commission ("Commission"), which shall be appointed, organized and function in as advisory role for City Council as hereinafter provided.

• Sec. 2-3-2 –Purpose: Human Relations Program.

Human Relations Program is devoted to:

- (i) the study of problems in the area of human relations;
- (ii) the promotion of equality of opportunity for all citizens;
- (iii) the promotion of understanding, respect and goodwill among all citizens;
- (iv) the provision of channels of communication among the races;
- (v) dispute resolution
- (vi) encouraging the employment of qualified people without regard to race; and
- (vii) encouraging youth to become better trained and qualified for employment.

• Sec. 2-3-3 –Commission; Composition, Terms of members and Compensation.

(a) Membership: The Human Relations Commission shall be selected for membership in the following manner: The Mayor shall nominate one (1) member City Council, Members will make additional eight (8) nominations, one (1) to be made by each of the six (6) ward representatives and one (1) to be made by each of the two (2) at large council representation. All nominees shall be confirmed by the approval of the City Council. All nominees must reside within the City of High Point and in the event any nominees are not approved by City Council, the person making the original nomination shall submit an alternate nomination. There is no requirement that the Commission membership have representation from all wards. The City Council will endeavor to create a composition for the Commission that fairly represents the social, economic, gender and ethnic composition of the population of the city. The City Council may in its discretion appoint five (5) high school and two (2) college/university student representatives from high schools and/or colleges and universities located within the City of High Point ("Student Representatives"). Such Student Representatives shall be non-voting members of the Commission. City Council shall appoint one (1) member of City Council to act as the liaison to the Commission. The appointed liaison shall attend the Commission meetings and keep City Council informed as to the activities of the Commission.

(b) Terms: The term of office for each Commission member shall be as follows:

- (i) all members will serve a two year staggered term;
- (ii) no member shall serve more than three (3) consecutive terms;
- (iii) each member shall hold office until the qualification and appointment of his/her successor or until one (1) year has lapsed since the expiration of the term for which the member was appointed, whichever first occurs;
- (iv) in order to establish staggered terms the original voting members of the commission shall be appointed as follows:
 - (a) three members for a one year term;
 - (b) three members for a two year term; and
 - (c) three members for a three year term.
 - (d) thereafter, each newly appointed voting member shall serve for a two year term.

(c) Compensation: Members of the Commission shall serve without compensation. The Commission shall be furnished secretarial, clerical and support staff by the City Manager to assist in its organizational efforts. The Commission shall recommend an annual budget to the City Manager which budget shall include staff support provided by the Manager, materials and supplies as are necessary for the proper function of the Commission.

• **Sec. 2-3-4 – Officers.**

The Commission shall elect a chairperson and a vice-chairperson, each of whom shall serve for one (1) year terms.

• **Sec. 2-3-5 –Committees.**

Council may, as necessary and upon request from the Commission, appoint or approve the appointment of committees related to specific human relations problems. These committees shall be composed of adult residents of the City that are not members of the Commission and chaired by a member of the Commission.

• **Sec. 2-3-6 –Meetings; Open Meetings.**

The Commission shall hold meetings as necessary at dates and times as may be fixed by the Commission. All Commission meetings are Open Meetings, open to the public and shall abide by all applicable laws, regulations and policies. The Commission shall work with the City Clerk to assure each meeting is properly noticed.

- **Sec. 2-3-7- Quorum.**

A quorum shall consist of a simple majority of the current membership.

- **Sec. 2-3-8 - Rules of Procedure.**

The Commission shall adopt any rules and regulations as may be necessary for the proper discharge of its duties, which shall be reported to the City Council and filed with the City Clerk.

- **Sec. 2-3-9 -Functions and duties of the commission.**

The Human Relations Commission shall serve as an advisor to the City Council with respect to human services and human rights. Specifically as approved by City Council, the Commission may:

- (1) promote mutual understanding and respect for the purpose of the elimination of discriminatory practices in the city;
- (2) evaluate socio-economic human relations needs;
- (3) develop plans and analyses for human service needs;
- (4) advise City Council on the establishment of human relations, goals, objectives, policies and standards;
- (5) monitor the trends and activities in human relations in the City;
- (6) conduct Council-approved programs within the community about good human relations practices and laws, regulations, policies and programs affecting equal rights and opportunities for all persons;
- (7) advise City Council with respect to assistance to be provided to established organizations in the area of human relations;
- (8) receive or gather information and attempt to conciliate and otherwise process complaints and inquiries concerning human relations and human rights that are made to the City staff assigned to support the Commission;
- (9) make such recommendations to the city council as it deems necessary to fully implement the policy of this article;
- (10) establish a subcommittee of its members which shall have the authority to attempt conciliation or mediation or both as to any complaint;
- (11) perform such other related duties as may be requested by city council.
- (12) encourage youth to become better trained and qualified for employment; and

- (13) provide bi annual reports to City Council that contains a six month work plan for desired programs, goals.

• **Sec. 2-3-10 - Fair Housing.**

The Human Relations Commission may address Fair Housing matters in accordance with N.C.G.S. 160A-499.2 and any City ordinances adopted under such authority, however the Commission shall not function in those areas in which the City Council has expressly legislated.

• **Sec. 2-3-11 Human Relations Department.**

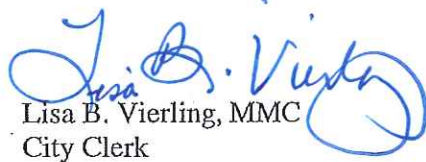
The purpose of the Human Relations Department is to furnish support and assistance to the Commission. All employees of the Human Relations Department are considered employees of the City and shall be hired, appointed, terminated and/or removed in the same manner as other City employees hired by the City Manager and shall perform all duties under the supervision of the City Manager or his/her designee. It shall be the duty of the Human Relations employee(s) to:

- (1) Perform the administrative work of the Commission and to carry out its recommendations as approved by the City Council; and
- (2) Perform such other duties as may be assigned by the City Manager and his/her designee.

Adopted this the 27th day of August, 2015.



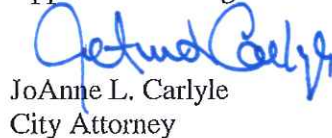
William S. Bencini, Jr.
Mayor



Lisa B. Vierling, MMC
City Clerk



Approved as to legal form:



JoAnne L. Carlyle
City Attorney

ARTICLE A –HUMAN RELATIONS PROGRAM AND COMMISSION.• **Sec. 2-3-1 – Policy; Established Program; Commission**

It is hereby declared to be the policy of the City in the exercise of its general police powers and its governmental authority in the promotion of the public health, safety, and welfare, to encourage understanding and good will between all persons; to promote and develop mutual respect among all citizens toward each other; ~~to work toward the elimination of unfair and unjust dealings between and among its citizens~~ and to work for the elimination of discriminatory practices. ~~between and among its citizens because of race, creed, color, sex, national origin, age, handicap, or economic status, within the scope of its legal powers and authority so to do.~~

Whereas under authority granted in G.S. 160A-492, the City hereby establishes a Human Relations Program for the achievement of its policy and there is hereby established a commission to be known as the Human Relations Commission ("Commission"), which shall be appointed, organized and function in as advisory role for City Council as hereinafter provided.

• **Sec. 2-3-2 – ~~Division of the human relations; composition, salary, appointment. Purpose:~~ Human Relations Program.** ~~The human relations division shall be composed of the director of human relations and any other personnel as may be authorized from time to time by the city council, all of whom shall be paid in accordance with the salary schedule of classified services as adopted by the city council. The city manager shall hire the director with the assistance of the human relations commission.~~

Human Relations Program is devoted to:

- (i) the study of problems in the area of human relations;
- (ii) the promotion of equality of opportunity for all citizens;
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- (iv) the provision of channels of communication among the races;
- (v) dispute resolution
- (vi) encouraging the employment of qualified people without regard to race; and
- (vii) encouraging youth to become better trained and qualified for employment.

(Code 1958, Sec. 2-51)

• **Sec. 2-3-3 – ~~Commission established; composition, terms of members~~ Commission; Composition, Terms of members and Compensation.**

(a) Membership: There is hereby established and created a human relations commission which shall consist of 13 adult members who live and/or work in the City of High Point. At least seven (7) of the voting members will be residents of High Point. In addition, the commission may appoint student representatives from the community high schools and liaisons from various city departments as deemed appropriate who shall be non-voting members. Membership on the commission shall be broadly representative of the city's population and include racial, ethnic, and religious minorities, and take into account geographic, economic, sexual, and age considerations. The Human Relations Commission shall be selected for membership in the following manner: The Mayor shall nominate one (1) member City Council, Members will make additional eight (8) nominations, one (1) to be made by each of the six (6) ward representatives and one (1) to be made by each of the two (2) at large council representation. All nominees shall be confirmed by the approval of the City Council. All nominees must reside within the City of High Point and in the

event any nominees are not approved by City Council, the person making the original nomination shall submit an alternate nomination. There is no requirement that the Commission membership have representation from all wards. The City Council will endeavor to create a composition for the Commission that fairly represents the social, economic, gender and ethnic composition of the population of the city. The City Council may in its discretion appoint five (5) high school and two (2) college/university student representatives from high schools and/or colleges and universities located within the City of High Point ("Student Representatives"). Such Student Representatives shall be non-voting members of the Commission. City Council shall appoint one (1) member of City Council to act as the liaison to the Commission. The appointed liaison shall attend the Commission meetings and keep City Council informed as to the activities of the Commission.

~~(b) All appointments will be made by city council who will endeavor to appoint members from each of the following designated groups and/or categories: at least one (1) each from the bar association, the board of realtors, ecumenical community, and educational system. Four (4) appointments will be for special interest groups, five (5) will be at large, and at least three (3) non-voting liaisons. Terms: The term of office for each Commission member shall be as follows:~~

- (i) all members will serve a two year staggered term;
- (ii) no member shall serve more than three (3) consecutive terms;
- (iii) each member shall hold office until the qualification and appointment of his/her successor or until one (1) year has lapsed since the expiration of the term for which the member was appointed, whichever first occurs;
- (iv) in order to establish staggered terms the original voting members of the commission shall be appointed as follows:
 - (a) three members for a one year term;
 - (b) three members for a two year term; and
 - (c) three members for a three year term.
 - (d) thereafter, each newly appointed voting member shall serve for a two year term.

(c) Compensation.

Members of the Commission shall serve without compensation. The Commission shall be furnished secretarial, clerical and support staff by the City Manager to assist in its organizational efforts. The Commission shall recommend an annual budget to the City Manager which budget shall include staff support provided by the Manager, materials and supplies as are necessary for the proper function of the Commission.

~~(Code 1958, § 2-53; Ord. No. 01-74, § 1, 9-6-01; Ord. No. 6233/05-24, § 1, 3-10-05)~~

State Law reference—Municipal authority to establish human relations agencies and programs, G.S. 160A-492.

• **Sec. 2-3-4 – Officers ~~of commission.~~**

The Commission shall elect a chairperson and a vice-chairperson, each of whom shall serve for one (1) year terms.

(Code 1958, § 2-54)

• **Sec. 2-3-5 – ~~Functions and duties of commission.~~ Committees.**

~~In order to carry out the general intent and purpose of this article, the human relations commission shall be the authorized agency in the city to perform the following duties:~~

- ~~(1) to promote mutual understanding and respect for the purpose of the elimination of discriminatory practices in the city;~~
- ~~(2) to coordinate and enlist the cooperation of various groups in the city in order to fulfill the purposes of this article;~~
- ~~(3) to receive and investigate complaints of:~~
 - ~~a. the denial of equal access to, and discrimination in employment, housing, education, recreation and public accommodations where the denial and discrimination against either an individual or a group is based on race, creed, color, national origin, sex, age or handicap;~~
 - ~~b. the denial to any person or group of equal access to and benefit from all public services;~~
 - ~~c. the violation by any person or group of legally protected human rights;~~
- ~~(4) to attempt by conciliation or mediation, to resolve any complaint over which it has jurisdiction as defined in this section;~~
- ~~(5) to act as a public forum to hear complaints from groups and/or individuals whereby misunderstandings, differences or alleged unfair treatment may lead to serious conflict.~~
- ~~(6) to conduct educational programs within the community about good human relations practices and laws, regulations, policies and programs affecting equal rights and opportunities for all persons;~~
- ~~(7) to appoint any committees as are necessary to relate to specific human relations problems. These committees shall be composed of adult residents of the city and chaired by a member of the commission;~~
- ~~(8) to cooperate with federal, state, county and city agencies in an effort to develop harmonious intergroup and interracial relations;~~
- ~~(9) to make such recommendations to the city council as it deems necessary to fully implement the policy of this article;~~
- ~~(10) ——— to make an annual written report to the city council of the commission's activities; and~~
- ~~(11) ——— to perform such other related duties as may be requested by city council.~~

Council may, as necessary and upon request from the Commission, appoint or approve the appointment of committees related to specific human relations problems. These committees shall be composed of adult residents of the City that are not members of the Commission and chaired by a member of the Commission.

• **Sec. 2-3-6 – ~~Commission to hold regular meetings~~ Meetings; Open Meetings.**

The Commission shall hold meetings ~~at least once a month on any days and at any hours as may be fixed by the commission~~ as necessary at dates and times as may be fixed by the Commission. All Commission meetings are Open Meetings, open to the public and shall abide by all applicable laws, regulations and policies. The Commission shall work with the City Clerk to assure each meeting is properly noticed.

~~(Code 1958, Sec. 2-56)~~

~~Sec. 2-3-7 Special meetings of commission~~ Quorum.

A quorum shall consist of a simple majority of the current membership.

~~Special meetings of the commission may be called by the chairman by notice given in writing and delivered personally to each member or left at his residence not less than 24 hours prior to the time fixed for the meeting. If all members of the commission are present at the special meeting, however, then the requirement as to prior written notice shall be deemed to be waived. It shall be necessary to state in the notice of a special meeting, the nature of the business to be transacted at the meeting.~~

~~(Code 1958, Sec. 2-57)~~

• **~~Sec. 2-3-8 - Place of commission meetings; all meetings public~~ Rules of Procedure.**

~~All regular and special meetings of the commission shall be held at the municipal building of the city, except when adjourned to another place. All meetings shall be open to the public. The Commission shall adopt any rules and regulations as may be necessary for the proper discharge of its duties, which shall be reported to the City Council and filed with the City Clerk.~~

~~(Code 1958, Sec. 2-58)~~

• **~~Sec. 2-3-9 - Quorum of commission.~~ Functions and duties of the commission.**

~~A quorum shall consist of a simple majority of the current membership. The Human Relations Commission shall serve as an advisor to the City Council with respect to human services and human rights. Specifically as approved by City Council, the Commission may: In order to carry out the general intent and purpose of this article, the human relations commission shall be the authorized agency in the city to perform the following duties:~~

- (1) ~~to~~ promote mutual understanding and respect for the purpose of the elimination of discriminatory practices in the city;
- (2) ~~to coordinate and enlist the cooperation of various groups in the city in order to fulfill the purposes of this article;~~ evaluate socio-economic human relations needs;
- (3) ~~to receive and investigate complaints of;~~ develop plans and analyses for human service needs;
 - a. ~~the denial of equal access to, and discrimination in employment, housing, education, recreation and public accommodations where the denial and discrimination against either an individual or a group is based on race, creed, color, national origin, sex, age or handicap;~~
 - b. ~~the denial to any person or group of equal access to and benefit from all public services;~~
 - c. ~~the violation by any person or group of legally protected human rights;~~
- (4) ~~to attempt by conciliation or mediation, to resolve any complaint over which it has jurisdiction as defined in this section;~~ advise City Council on the establishment of human relations, goals, objectives, policies and standards;

- (5) ~~to act as a public forum to hear complaints from groups and/or individuals whereby misunderstandings, differences or alleged unfair treatment may lead to serious conflict;~~ monitor the trends and activities in human relations in the City;
- (6) ~~to conduct Council-approved educational~~ programs within the community about good human relations practices and laws, regulations, policies and programs affecting equal rights and opportunities for all persons;
- (7) ~~to appoint any committees as are necessary to relate to specific human relations problems. These committees shall be composed of adult residents of the city and chaired by a member of the commission;~~ advise City Council with respect to assistance to be provided to established organizations in the area of human relations;
- (8) ~~to cooperate with federal, state, county and city agencies in an effort to develop harmonious intergroup and interracial relations;~~ receive or gather information and attempt to conciliate and otherwise process complaints and inquiries concerning human relations and human rights that are made to the City staff assigned to support the Commission;
- (9) ~~to~~ make such recommendations to the city council as it deems necessary to fully implement the policy of this article;
- (10) ~~to make an annual written report to the city council of the commission's activities; and~~ establish a subcommittee of its members which shall have the authority to attempt conciliation or mediation or both as to any complaint;
- (11) ~~to~~ perform such other related duties as may be requested by city council.
- (12) encourage youth to become better trained and qualified for employment; and
- (13) provide bi annual reports to City Council that contains a six month work plan for desired programs, goals.

• **Sec. 2-3-10 - ~~Rules of procedure of commission~~ Fair Housing.**

~~The commission shall adopt any rules and regulations as may be necessary for the proper discharge of its duties, which shall be filed with the city clerk and reported to city council. The Human Relations Commission may address Fair Housing matters in accordance with N.C.G.S. 160A-499.2 and any City ordinances adopted under such authority, however the Commission shall not function in those areas in which the City Council has expressly legislated.~~

~~(Code 1958, Sec. 2-60)~~

• **Sec. 2-3-11 —~~Reserved.~~ Human Relations Department.**

The purpose of the Human Relations Department is to furnish support and assistance to the Commission. All employees of the Human Relations Department are considered employees of the City and shall be hired, appointed, terminated and/or removed in the same manner as other City employees hired by the City Manager and shall perform all duties under the supervision of the City Manager or his/her designee. It shall be the duty of the Human Relations employee(s) to:

- (1) Perform the administrative work of the Commission and to carry out its recommendations as approved by the City Council; and
- (2) Perform such other duties as may be assigned by the City Manager and his/her designee.

Adopted this the 27th day of August, 2015.

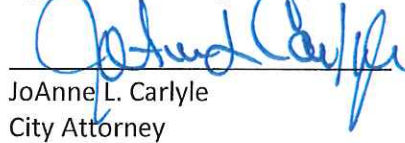

Lisa B. Vierling, MMC
City Clerk





William S. Bencini, Jr.
Mayor

Approved as to legal form:


JoAnne L. Carlyle
City Attorney

**RESOLUTION IN SUPPORT OF SAY YES TO
EDUCATION FOR GUILFORD COUNTY**

WHEREAS, the High Point City Council desires to participate in the Say Yes initiative, and based upon statements received from Say Yes to Education, the City Council is informed and believes as follows:

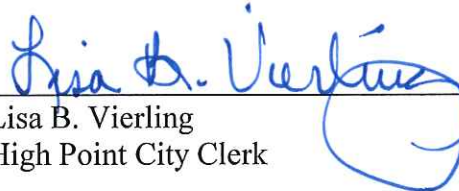
- The Say Yes organization and was founded in 1987 by money manager George Weiss, who promised more than 100 sixth graders at a Philadelphia school that he would pay to send them to college if they graduated high school;
- Since its inception Say Yes has evolved into a national nonprofit that organizes and galvanizes whole cities around the goals of every public school student graduating from high school to be able to attain, afford and complete a post-secondary education;
- Say Yes believes that regardless of economic circumstance or social standing, every child can achieve a post-secondary education and become an actively contributing member of their community when given the opportunities and support;
- The organization currently works with nearly 65,000 public school students in pre-kindergarten through grade 12;
- Through fundraising, Say Yes and its local partners make it possible for a community's public high school graduates to receive full tuition scholarships to any in-state public college and university regardless of family income; said awards being granted after Pell grants and other financial aid have been taken into account;
- Say Yes communities achieve a positive economic impact – a more educated labor force, incentives for businesses to start or relocate into a community, a stronger tax base, increased property values and revitalizes communities while assisting students and families to achieve a post-secondary education;
- Guilford County is the leading candidate to become the next Say Yes to Education Community and will provide the opportunity to work together so that every graduate of Guilford County Schools will be eligible to receive a college education or post-secondary certificate;
- Say Yes has challenged the community to meet an initial \$28 million fundraising goal of forty percent (40%) of the overall \$70 million endowment goal for local scholarships which could be available to the graduating class of 2016 and at this time, at this point in time the community has raised over 25 million in pledges;
- Upon the completion of six years collaboration with the national Say Yes organization each Say Yes community must take ownership of the effort and assume local responsibility for sustaining the scholarship endowment and for providing other support to students and their families; and

- Say Yes brings stakeholders in the community, city and county government, the school district, parents, teachers, businesses, philanthropic and faith-based organizations, colleges and universities together and arms them with the tools needed to boost post-secondary participation and success.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF HIGH POINT:

- That the success of the Say Yes to Education would benefit Guilford County students and the High Point community as a whole;
- City Manager, or his/her designee, is hereby directed to participate as a representative of the City of High Point in various Say Yes committees;
- The Mayor will serve as co-chair of the Community Leadership Council;
- City Manager shall keep City Council informed as to appropriate opportunities for the City of High Point relating to Say Yes that should arise, and;
- City Manager shall request authority from City Council for any additional participation by High Point, including without limitation, any expenditures associated with the Say Yes program.

Adopted this the 27 day of August, 2015.


Lisa B. Vierling
High Point City Clerk




William S. Bencini, Jr.
Mayor

8-17-2015
Manager's Briefing

new proposed language
original language
deleted language

ARTICLE A –HUMAN RELATIONS PROGRAM AND COMMISSION.

- **Sec. 2-3-1 – Policy; Established Program; Commission**

It is hereby declared to be the policy of the City in the exercise of its general police powers and its governmental authority in the promotion of the public health, safety, and welfare, to encourage understanding and good will between all persons; to promote and develop mutual respect among all citizens toward each other; ~~to work toward the elimination of unfair and unjust dealings between and among its citizens~~ and to work for the elimination of discriminatory practices. ~~between and among its citizens because of race, creed, color, sex, national origin, age, handicap, or economic status, within the scope of its legal powers and authority so to do.~~

Whereas under authority granted in G.S. 160A-492, the City hereby establishes a Human Relations Program for the achievement of its policy and there is hereby established a commission to be known as the Human Relations Commission (“Commission”), which shall be appointed, organized and function in as advisory role for City Council as hereinafter provided.

- **Sec. 2-3-2 – ~~Division of the human relations; composition, salary, appointment.~~ Purpose: Human Relations Program.** ~~The human relations division shall be composed of the director of human relations and any other personnel as may be authorized from time to time by the city council, all of whom shall be paid in accordance with the salary schedule of classified services as adopted by the city council. The city manager shall hire the director with the assistance of the human relations commission.~~

Human Relations Program is devoted to:

- (i) the study of problems in the area of human relations;
- (ii) the promotion of equality of opportunity for all citizens;
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- (iv) the provision of channels of communication among the races;
- (v) dispute resolution
- (vi) encouraging the employment of qualified people without regard to race; and
- (vii) encouraging youth to become better trained and qualified for employment.

(Code 1958, Sec. 2-51)

- **Sec. 2-3-3 – ~~Division of human relations; composition, terms of members~~ Commission; Composition, Terms of members and Compensation.**

(a) Membership: The Human Relations Commission shall be selected for membership in the following manner: The Mayor shall nominate one (1) member City Council, Members will make additional eight (8) nominations, one (1) to be made by each of the six (6) ward representatives and one (1) to be made by each of the two (2) at large council representation. All nominees shall be confirmed by the approval of the City Council. All nominees must reside within the City of High Point and in the event any nominees are not approved by City Council, the person making the original nomination shall submit an alternate nomination. There is no

requirement that the Commission membership have representation from all wards. The City Council will endeavor to create a composition for the Commission that fairly represents the social, economic, gender and ethnic composition of the population of the city. The City Council may in its discretion appoint five (5) high school and two (2) college/university student representatives from high schools and/or colleges and universities located within the City of High Point ("Student Representatives"). Such Student Representatives shall be non-voting members of the Commission. City Council shall appoint one (1) member of City Council to act as the liaison to the Commission. The appointed liaison shall attend the Commission meetings and keep City Council informed as to the activities of the Commission.

(b) Terms: The term of office for each Commission member shall be as follows:

- (i) all members will serve a two year staggered term;
- (ii) no member shall serve more than three (3) consecutive terms;
- (iii) each member shall hold office until the qualification and appointment of his/her successor or until one (1) year has lapsed since the expiration of the term for which the member was appointed, whichever first occurs;
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~~(b) — All appointments will be made by city council who will endeavor to appoint members from each of the following designated groups and/or categories: at least one (1) each from the bar association, the board of realtors, ecumenical community, and educational system. Four (4) appointments will be for special interest groups, five (5) will be at large, and at least three (3) non-voting liaisons.~~

~~(Code 1958, § 2-53; Ord. No. 01-74, § 1, 9-6-01; Ord. No. 6233/05-24, § 1, 3-10-05)~~

State Law reference— Municipal authority to establish human relations agencies and programs, G.S. 160A-492.

- **Sec. 2-3-4 – Officers ~~of commission~~.**

The Commission shall elect a chairperson and a vice-chairperson, each of whom shall serve for one (1) year terms.

(Code 1958, § 2-54)

- **Sec. 2-3-5 – Committees.**

Council may, as necessary and upon request from the Commission, appoint or approve the appointment of committees related to specific human relations problems. These committees shall be composed of adult residents of the City that are not members of the Commission and chaired by a member of the Commission.

- **Sec. 2-3-6 – ~~Commission to hold regular meetings~~ Meetings; Open Meetings.**

The Commission shall hold meetings as necessary at dates and times as may be fixed by the Commission. All Commission meetings are Open Meetings, open to the public and shall abide by all applicable laws, regulations and policies. The Commission shall work with the City Clerk to assure each meeting is properly noticed.

~~The commission shall hold meetings regularly at least once a month on any days and at any hours as may be fixed by the commission.~~

(Code 1958, Sec. 2-56)

Sec. 2-3-7 - ~~Special meetings of commission~~ Quorum.

A quorum shall consist of a simple majority of the current membership.

~~Special meetings of the commission may be called by the chairman by notice given in writing and delivered personally to each member or left at his residence not less than 24 hours prior to the time fixed for the meeting. If all members of the commission are present at the special meeting, however, then the requirement as to prior written notice shall be deemed to be waived. It shall be necessary to state in the notice of a special meeting, the nature of the business to be transacted at the meeting.~~

~~(Code 1958, Sec. 2-57)~~

• **Sec. 2-3-8 - ~~Place of commission meetings; all meetings public~~ Rules of Procedure.**

The Commission shall adopt any rules and regulations as may be necessary for the proper discharge of its duties, which shall be reported to the City Council and filed with the City Clerk.

~~All regular and special meetings of the commission shall be held at the municipal building of the city, except when adjourned to another place. All meetings shall be open to the public.~~

~~(Code 1958, Sec. 2-58)~~

• **Sec. 2-3-9 - Functions and duties of the commission.**

The Human Relations Commission shall serve as an advisor to the City Council with respect to human services and human rights. Specifically as approved by City Council, the Commission may: ~~In order to carry out the general intent and purpose of this article, the human relations commission shall be the authorized agency in the city to perform the following duties:~~

- (1) ~~to~~ promote mutual understanding and respect for the purpose of the elimination of discriminatory practices in the city;
- (2) ~~to coordinate and enlist the cooperation of various groups in the city in order to fulfill the purposes of this article;~~ evaluate socio-economic human relations needs;
- (3) ~~to receive and investigate complaints of:~~ develop plans and analyses for human service needs;
 - a. ~~the denial of equal access to, and discrimination in employment, housing, education, recreation and public accommodations where the denial and discrimination against either an individual or a group is based on race, creed, color, national origin, sex, age or handicap;~~
 - b. ~~the denial to any person or group of equal access to and benefit from all public services;~~
 - c. ~~the violation by any person or group of legally protected human rights;~~
- (4) ~~to attempt by conciliation or mediation, to resolve any complaint over which it has jurisdiction as defined in this section;~~ advise City Council on the establishment of human relations, goals, objectives, policies and standards;
- (5) ~~to act as a public forum to hear complaints from groups and/or individuals whereby misunderstandings, differences or alleged unfair treatment may lead to serious conflict;~~ monitor the trends and activities in human relations in the City;

DAWN SPARKS

From: JOANNE CARLYLE
Sent: Thursday, August 13, 2015 2:37 PM
To: JEFFREY GOLDEN; JAY WAGNER; CHRISTOPHER WILLIAMS; ALYCE HILL; RANDY McCASLIN; GREG DEMKO
Cc: DAWN SPARKS
Subject: Expired and recommended term replacements

As requested, I have taken a look at the membership of the Commission and the implementation of the proposed staggered terms. Based upon our discussions, the following is one scenario of how you may want to proceed. Currently there are Five members who have unexpired terms. Three of those are scheduled to expire in 2016 and two are scheduled to expire in 2018. Assuming that you have a total membership of nine there are four positions to be filled. This corresponds with the four (mayor and three council members) that were suggested to nominate replacements. See below:

Three to expire in one year – 2016

1. Matthews
2. Freeman
3. Rodland

Three to expire in two years

1. To be appointed by Mayor Pro Tem
2. To be appointed by At large Council
3. To be appointed by At large Council

Three to expire in three years

1. Benfield
2. Nixon
3. To be appointed by Mayor

This also assumes that you will allow the current unexpired members that are not residents to remain on the Commission until they expire. The new appointees will be required to be residents.

Let me know if you have any questions. Thanks,

JoAnne

JOANNE CARLYLE, JD



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