

City of High Point

*Municipal Office Building
211 S. Hamilton Street
High Point, NC 27260*



Meeting Agenda

Tuesday, February 25, 2020

3:30 PM

3rd Floor Lobby Conference Room, #302

Special Called Meeting

*Jay W. Wagner, Mayor
Christopher Williams, Mayor Pro Tem
Michael A. Holmes, S. Wesley Hudson
Cyril A. Jefferson, Tyrone E. Johnson
Victor A. Jones, Britt W. Moore
Monica L. Peters*

CALL TO ORDER

PRESENTATION OF ITEMS

- 2020-80** Discussion-Criteria to select targeted neighborhoods for a holistic strategy of improvements. (Short Term Goal #2)
Staff is requested to discuss the criteria to select targeted neighborhoods for a holistic strategy of improvements. (Short Term Goal #2)

ADJOURNMENT

CITY OF HIGH POINT

AGENDA ITEM



Title: Appointment – Human Relations Commission

From: City Clerk's Office

Public Hearing: N/A

Attachments: Application

Meeting Date: January 6, 2020

Advertising Date /

Advertised By: N/A

PURPOSE:

To confirm the appointment of Stacy Jones to the Human Relations Commission.

BACKGROUND:

Council Member Holmes is recommending the appointment of Stacy Jones to the Human Relations Commission as his Ward 6 appointee. Ms. Jones will fill the unexpired term of Ester Idassi who has resigned. Appointment will be effective immediately and will expire November 1, 2020.

BUDGET IMPACT:

N/A

RECOMMENDATION / ACTION REQUESTED:

Council is requested to confirm the appointment of Stacy Jones to the Human Relations Commission.

Profile

Stacy

First Name

Jones

Last Name

sjones7374@yahoo.com

Email Address

2372 Rockland Circle

Street Address

Suite or Apt

High Point

City

NC

State

27265

Postal Code

Mobile: (336) 471-9304

Primary Phone

Home:

Alternate Phone

Self

Employer

Which Boards would you like to apply for?

Human Relations Commission: Submitted

Ward you reside in?

5

Interests & Experiences

Please list any work, volunteer, and/or educational experience that you would like us to consider in the review of your application.

As a HR professional and business owner in High Point, my career has centered around human relations and community support.

[Stacy Kirby Jones - Resume.pdf](#)

Upload a Resume

Have you participated in Leadership High Point?☐ Yes ☒ No

If yes, please list the year in which you participated in Leadership High Point:

Gender☒ Female

STACY N. KIRBY-JONES, SPHR

2372 Rockland Circle
High Point, NC 27265

Phone: 336.471.9304
Email: sjones7374@yahoo.com

Profile

Business Owner and Human Resource Professional with demonstrated leadership ability and business acumen. Strategic thinker with proven success in business management. Self-starter possessing broad based competencies in all facets of business ownership and management.

Professional Experience

KIRBY JONES & COMPANY, LLC, High Point, NC 2019 - Present

A Business and Real Estate consulting company

Business Owner

- Partner with small business owners to develop strategic plans to administer Human Resource functions and manage cash flow
- Craft Human Resource policies and maintains compliance for small businesses
- Real Estate Appraiser Trainee with C&J Appraisal Company

KINDERNOGGIN, LLC, High Point, NC 2010 - 2019

A 5 STAR preschool program serving 85+ children ages one to five in an academically rich environment

Business Co-Owner

- Developed and built the program from startup
- Created and directed the strategic plan for program growth and development
- Led a staff of 20 teachers and administrators
- Managed all legal, financial and human resource related functions to include financial reporting, cash flow management and talent acquisition

POLO RALPH LAUREN, Greensboro, NC 2005 - 2009

The world leader in the design, marketing and distribution of premium lifestyle products

Manager, Human Resources (12/05 – 10/06)

Sr. Manager, Human Resources (10/06 – 7/08)

Director, Human Resources (7/08 – 7/09)

- Business partner to a client base of 1000+ associates within the supply chain and shared services.
- Driver of processes and objectives which support the achievement of overall business plans.
- Partnered with key business leaders to develop/align business and human resource strategies to achieve a productive/positive work environment.
- Championed and consulted on key human resources processes.
- Managed and resolved employee relation issues.
- Administered and maintained organizational standards, policies, and procedures.
- Built a high performance team through talent acquisition and management.

JACKSON HEWITT/ TAX SERVICES OF AMERICA, NC 2005 - 2005

The #2 tax preparer in the US, Jackson Hewitt prepares tax returns for low- and middle-income customers through more than 6,700 offices (primarily franchised).

Regional Human Resource Manager

- Directed field Human Resource operations for multiple locations throughout North Carolina.
- Business partner to regional leadership providing guidance in the development and implementation of human resource strategies that supported business objectives.
- Managed talent acquisition and new associate on-boarding for multiple locations.
- Led the creation and implementation of employee training programs to promote increased productivity, profitability and growth.

ALPHA THOUGHT GLOBAL, INC., High Point, NC 2002 - 2005
The second largest medical billing company in the United States. (Revenue: \$35M)

Human Resource Manager

- Developed an effective and highly efficient human resource infrastructure in support of 100+ employees in multiple states.
- Proactively interacted with management to identify HR goals and objectives that were in line with business goals.
- Worked closely with management to attract, develop, and retain talent needed to drive business strategies and maintain staffing levels.
- Performed benefit administration to include open enrollment, claims resolution, change reporting, approving invoices for payment, COBRA, and communicating benefit information to employees.
- Established relationships with employees and was consistently available for consultation on employee related issues, concerns, policies and procedures.

GILBARCO, INC, Greensboro, NC 2000 – 2002
The leading manufacturer of fueling and retail management systems for convenience stores and service stations. (Revenue: \$700M)

Human Resource Generalist

- Provided full HR support to an employee base of 700+ in Greensboro, NC and 70+ in Kinston, NC.
- Provided labor contract interpretation ensuring consistency in application and non-violation of labor agreement.
- Handled grievance preparation in accordance with union regulations.
- Worked daily hands-on with managers and employees regarding HR employment issues.
- Established company's first performance review system in a non-union manufacturing environment.
- Facilitated focus groups and one-on-one discussions to promote positive work environment.

OGDEN PARKS, INC., Greensboro, NC 1998 – 2000
The theme park division of Ogden Corporation, Inc., a manager of power plants, theme parks and airport services. (Revenue: \$148M)

Human Resource Manager

- Managed eleven administrative staff members.
- Directed all hiring and out-processing of 600+ seasonal employees annually.
- Investigated employee complaints and determined appropriate resolution to resolve issues.
- Responsible for the administration of company benefits for all eligible employees.

WAKE COUNTY PUBLIC SCHOOLS, Raleigh, NC 1996 – 1998
The largest public school system in North Carolina

Joyner Elementary School

Fourth Grade Teacher

- Taught, guided and motivated school age children.
- Developed and taught lesson plans in accordance with North Carolina Public School curriculum.

Education

Bachelor of Arts (B.A.), June 1996
North Carolina Central University – Durham, North Carolina
North Carolina Teaching Fellow
Major: Education Minor: Mathematics

Senior Professional in Human Resources (SPHR)
Society for Human Resource Management, HRCI

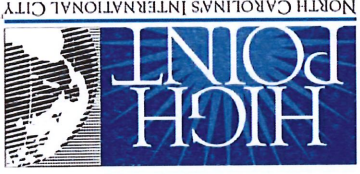
North Carolina Real Estate Appraiser Trainee
NC Appraisal Board, Raleigh, NC

Preliminary Analysis of Core City Neighborhoods

Special Meeting
of the
Community Development Committee
February 25, 2020

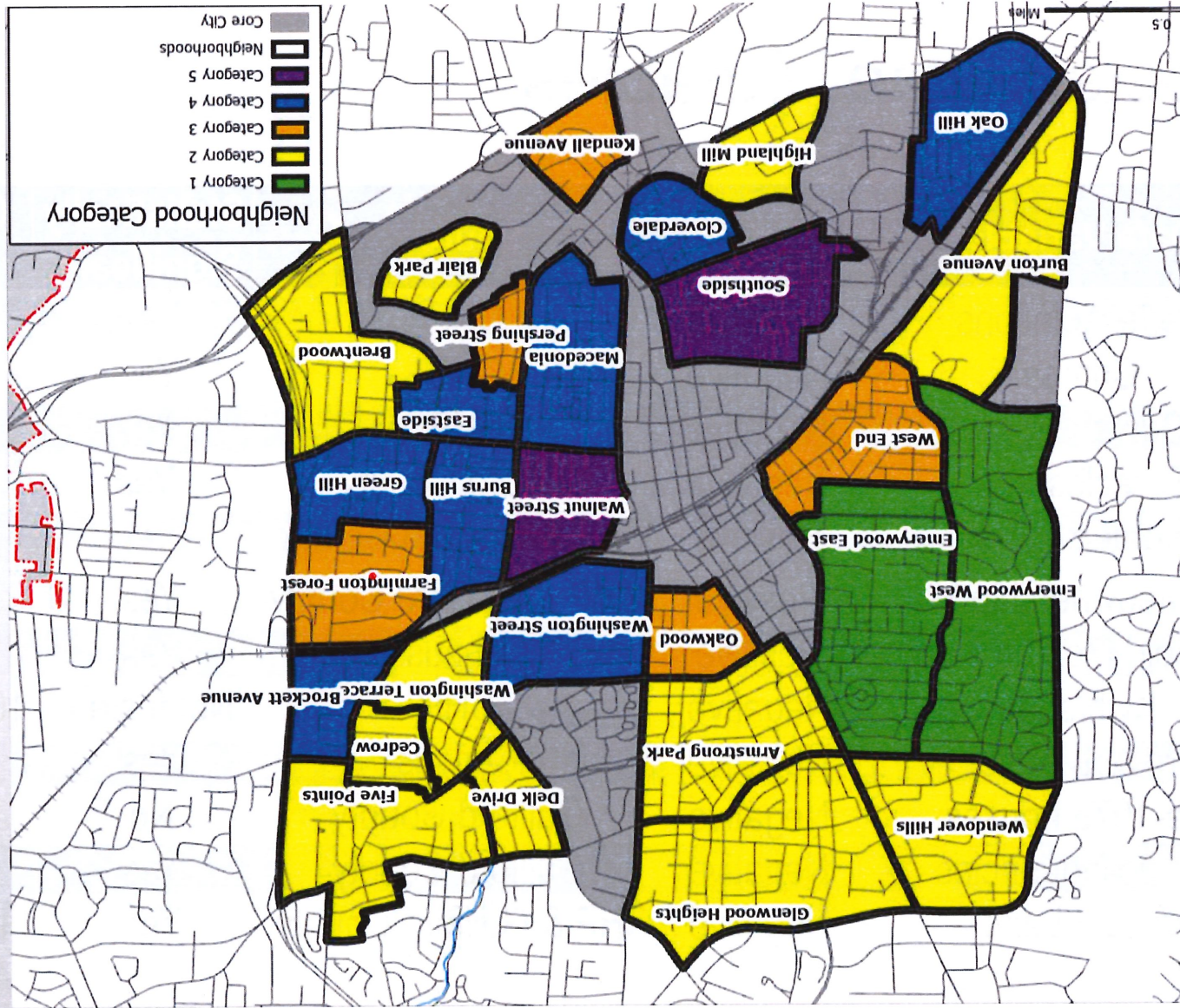
Agenda

- Data used for analysis
- Neighborhood groupings
- Recommendations



Selected Data Variables

Data Variable	Impact	Source	Statistically Significant	Core City Average
Code violations	Negative	CHP	Yes	165
Crimes	Negative	CHP	Yes	20
Crimes/sq mi	Negative	CHP	Yes	73
Foreclosures	Negative	Guilford County	Yes	10
Homeowners	Positive	CHP & Guilford County	Yes	148
Homeownership %	Positive	CHP & Guilford County	Yes	42%
Household Median Income	Positive	Census	Yes	\$28,125
Kwh/sq ft	Negative	CHP	Not tested	10 kwh/sq ft
Poverty Rate	Negative	Census	Yes	41%
Pre-1978 houses	Negative	Guilford County	No	61%
Tax Delinquencies	Negative	Guilford County	Yes	20
Vacant Land	Negative	CHP & Guilford County	Yes	16.5 acres



Category I Neighborhoods

Neighborhood	Characteristics of Note	Suggested Action
Emerywood West	\$70,620 HHI, 80% Homeowner, 15% poverty	Continue CCHI, No targeted action needed
Emerywood East	\$50,110 HHI, 63% Homeowner, 20% poverty	Continue CCHI, No targeted action needed

Category II Neighborhoods

Neighborhood	Characteristics of Note	Suggested action needed
Wendover Hills	\$36,220 HHl, 45% Homeowner, 9% poverty	Continue CCHl, rehab
Cedrow	\$35,263 HHl, 39% Homeowner, 7% poverty	Offer rehab
Glenwood Heights	\$40,252 HHl, 35% Homeowner, 24% Poverty	Continue CCHl
Deik Drive	\$30,875 HHl, 42% Homeowner, 32% poverty	Offer rehab
Brentwood	\$34,517 HHl, 41% Homeowner, 11% poverty	Consider targeted rehab
Armstrong Park	\$34,299 HHl, 50% Homeowner, 29% poverty	Continue CCHl
Burton Avenue	\$27,287 HHl, 44% Homeowner, 41% poverty	Continue CCHl, targeted rehab
Five Points	\$27,620 HHl, 37% Homeowner, 30% poverty	Continue housing development
Washington Terrace	\$24,259 HHl, 32% Homeowner, 29% poverty	Continue housing development
Highland Mill	\$30,087 HHl, 44% Homeowner, 60% poverty	Targeted rehab, n'hood improvements
Blair Park	\$22,688 HHl, 46% Homeowner, 62% poverty	Targeted rehab, n'hood improvements

Category III Neighborhoods

Neighborhood	Characteristics of note	Suggested Action Needed
Oakwood	\$22,763 HHI, 33% Homeowner, 44% poverty	Code enforcement, N'hood improvements
Kendall Avenue	\$25,139 HHI, 4% Homeowner, 13% poverty	Code enforcement, N'hood improvements
Farmington Forest	\$18,032 HHI, 11% Homeowner, 65% poverty	Code enforcement, N'hood improvements
West End	\$23,828 HHI, 16% Homeowner, 55% poverty	Code enforcement, N'hood improvements
Pershing Street	\$22,518 HHI, 19% Homeowner, 69% poverty	Code enforcement, N'hood improvements

Category IV Neighborhoods

Neighborhood	Characteristics of note	Suggested Action Needed
Oak Hill	\$33,976 HHI, 20% Homeowner, 47% poverty	Code enforcement
Eastside	\$29,983 HHI, 28% Homeowner, 29% poverty	Code enforcement
Cloverdale	\$19,304 HHI, 24% Homeowner, 55% poverty	Code enforcement
Macedonia	\$23,251 HHI, 11% Homeowner, 58% poverty	Code enforcement, continue housing construction
Green Hill	\$17,175 HHI, 30% Homeowner, 56% poverty	Code enforcement
Washington Street	\$20,190 HHI, 16% Homeowner, 53% poverty	Code enforcement, n'hood improvements
Burns Hill	\$15,412 HHI, 18% Homeowner, 57% poverty	Code enforcement
Bracket Avenue	\$16,723 HHI, 12% Homeowner, 52% poverty	Code enforcement

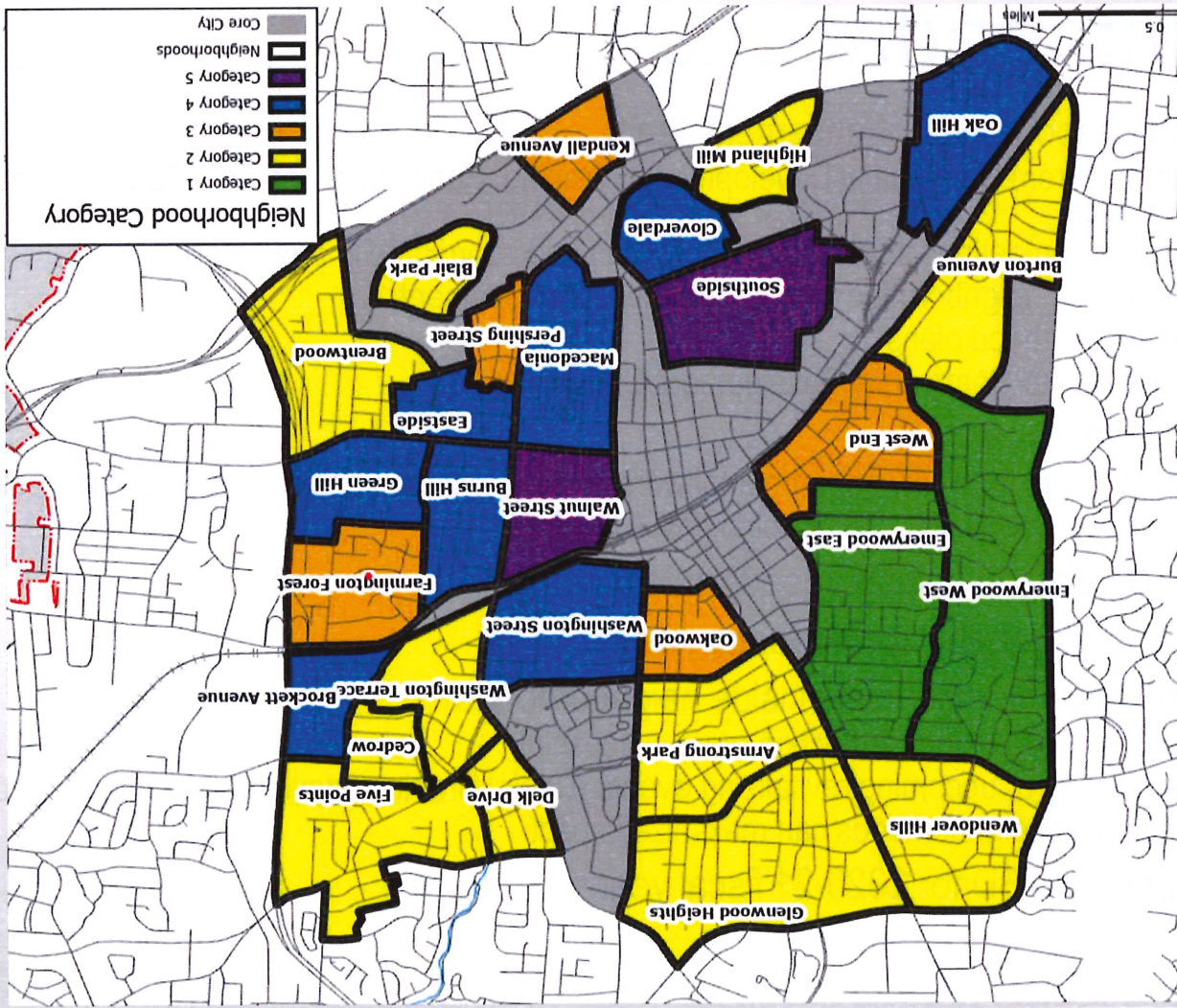
Category V Neighborhoods

Neighborhood	Characteristics of note	Suggested action needed
Southside	\$24,303 HHI, 19% Homeowner, 54% poverty	Code enforcement, continue redevelopment
Walnut Street	\$10,794 HHI, 7% Homeowner, 69% poverty	Code enforcement, neighborhood improvements

Neighborhood	Characteristics of Note	Suggested action needed
Wendover Hills	\$36,220 HHI, 45% Homeowner, 9% poverty	Continue CCHI, rehab
Cedrow	\$35,263 HHI, 39% Homeowner, 7% poverty	Offer rehab
Glenwood Heights	\$40,252 HHI, 35% Homeowner, 24% Poverty	Continue CCHI
Delk Drive	\$30,875 HHI, 42% Homeowner, 32% poverty	Offer rehab
Brentwood	\$34,517 HHI, 41% Homeowner, 11% poverty	Consider targeted rehab
Armstrong Park	\$34,299 HHI, 50% Homeowner, 29% poverty	Continue CCHI
Burton Avenue	\$27,287 HHI, 44% Homeowner, 41% poverty	Continue CCHI
Five Points	\$27,620 HHI, 37% Homeowner, 30% poverty	Continue housing development
Washington Terrace	\$24,259 HHI, 32% Homeowner, 29% poverty	Continue housing development
Highland Mill	\$30,087 HHI, 44% Homeowner, 60% poverty	Targeted rehab, n'hood improvements
Blair Park	\$22,688 HHI, 46% Homeowner, 62% poverty	Targeted rehab, n'hood improvements
Macedonia	\$23,251 HHI, 11% Homeowner, 58% poverty	Code enforcement, continue housing construction
Washington Street	\$20,190 HHI, 16% Homeowner, 53% poverty	Code enforcement, n'hood improvements
Southside	\$24,303 HHI, 19% Homeowner, 54% poverty	Code enforcement, continue redevelopment

Recommendations

- Restart the Neighborhood Enhancement Team
 - Staff members from Community Development, Planning, Public Services, PD, Code Enforcement, GIS, Fire and City Attorney's office
 - Initial bi-monthly meetings share information, plan and coordinate improvements.
 - Analyze selected neighborhoods and recommend improvements
 - Develop neighborhood plans
 - Monthly updates to Community Development Committee
- Formalize the Data Team
 - GIS staff members from City departmental work on data to inform decision making and tracking progress
 - Departments include IT, PD, PS, Electric, P&D, DOT, FD
- Likely higher success in neighborhoods categories II & III
- Categories IV & V probably have greater needs
- Consider strategic enhancements inside neighborhoods
 - Due to issues of scale, focused action more successful
 - Leverage existing or upcoming revitalizing events (Daniel Brooks redevelopment, HPU, Stadium)
 - Smaller compact neighborhoods can maximize impact
- Initial appropriation TBD for 2020-21 fiscal year



Thanks!

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