GCRA
Greenville County Redevelopment Authority

Minutes
Greenville County Redevelopment Authority
Regular Session
Tuesday, June 23, 2026

Board Members Present:	Denise Ernul, Vice Chair Diana Weir, Treasurer Barry Coleman Dean Doolittle (virtually) David Doser James Hammond Robert Julian Matthew Nocella Joanna Reese Paul Schweikardt DeAndra "DJ" Wilson (virtually)
Board Members Absent:	Jane Kizer, Chair
Staff Members Present:	Joe Smith, Executive Director Beverly Robertson, Human Resources Manager Pamela Proner, Finance Director Francisco Arnaiz, Program Manager Meg Macauley, Senior Executive Assistant & Office Manager

1. **Opening and Roll Call.** The meeting was called to order by the Vice Chair at 12:30 p.m.

2. **Invocation.** The invocation was offered by Mr. Doser.

3. **Approval of the May 26, 2026 Board Minutes.** <u>On a motion by Ms. Reese, seconded by Mr. Hammond, the Board unanimously approved the minutes of the May 26, 2026 Board meeting as presented.</u>

4. **Approval of Fiscal Year 2027 Cost-of-Living Adjustment for Employees.** Ms. Proner referenced the memorandum on page 9, stating that all employees would receive the four percent cost of living adjustment; there are a few staff members who meet other criteria to receive promotions. Analysis including consideration of all positions and relevant promotions and the assumption that Federal and County budget allocations for GCRA would remain the same and that our natural costs would increase determined that we can afford the cost-of-living adjustment.

On a motion by Ms. Weir, seconded by Mr. Schweikardt, the Board unanimously approved the proposed four percent cost-of-living adjustment for staff for Fiscal Year 2027 as presented.

5. Administration Committee. There were no approval items presented at the committee meeting.

a. **Financial Highlights/KPI.** Ms. Proner presented the Financial Highlights for the month of April, stating that Cash and Expenses show increases due to expenditures and draws to contribute to meeting the CDBG timeliness deadline.

6. Operations Committee.

a. **Approval of Proposed Operations Goals for Program Year 2026.** Mr. Doser stated that the committee approved the Operations Goals for the new program year; he reviewed the goals and noted that everything shown had previously been discussed and matched Annual Action Plan figures.

On a motion by Ms. Weir, the Board unanimously approved the Operations Goals for Program Year 2026 as presented.

7. Other Business.

a. **Plans for Compensation Study and Employee Performance Reviews.** Ms. Robertson stated that in the upcoming year, staff will obtain another compensation study, as the last one was performed in 2023 and at the time, it was shared that a study should be performed every three to four years. Mr. Doser asked if we would be using the same consultant as before, and if the cost would be under $50,000 or if the board would need to approve it. Ms. Robertson stated that the same firm will assist us again, as staff were pleased with their work, and responded that the cost will not need approval.

Ms. Robertson then stated that we will also soon implement a new employee appraisal process, because the last formal one used years ago was extremely complex and onerous. A new process will seek to determine how employees have progressed in their particular departments and roles, and instead of being connected to cost-of-living increases, will help determine when staff members are eligible for promotions. Ms. Robertson noted the importance of regular review notes for personnel files, as protection for both the employees and for GCRA.

Questions were posed and discussion ensued regarding performance reviews occurring at a point of deficiency versus annually/ongoing, and the importance of having a distinction between cost-of-living increases and performance appraisals if the two are not to be connected.

Mr. Smith noted that because we are a small agency, it is easier for supervisors to stay in communication with staff to address problems immediately and to make recommendations for promotions based on work level and performance. He added that this is part of an ongoing effort to codify processes and to document procedures.

Ms. Reese praised the GCRA culture and noted that she sees it as a recruitment tool; she then inquired as to the timing of the study and new performance review approach. Ms. Robertson responded that the performance review process will begin before the end of the calendar year, and the compensation study will begin in January. Discussion ensued regarding how managers will conduct reviews.

b. Executive Director Updates.

i. **Affordable Housing Act.** Mr. Smith referenced the article that was sent yesterday to the board regarding the 21st Century ROAD to Housing Act; the bill was passed by the Senate Monday night, and the House may pass it today so that it can move to the White House for signature as soon as Wednesday. The bill carries no additional funding component, but as it had bicameral and bipartisan support, it is hoped that lawmakers will seek more funding the next time the budget is considered.

ii. **Greenville County Budget and Penny Tax Referendum.** Mr. Smith stated that County Council at their June 16th meeting passed the budget on third reading with none of the last-minute amendments approved. The penny tax referendum goes for second reading on July 7th. There is now a complication, as the cities of Greenville and Simpsonville are now seeking to pass their own penny sales taxes; there is a small window of time for them to gain approval, and if the County approves theirs first, the cities cannot then add theirs. It is hoped that the County penny tax will ultimately be passed, so that the resulting dollars can fund Greenlink public transit, a conservation easement, and roads instead of using $26 million of the County's annual budget.

iii. **Marketing & Education.** Mr. Smith stated that the price reduction for Fairview is in effect; GCRA's realtor had two showings this past weekend, has virtually staged some of the homes with more to be completed this week, has refreshed outside photographs for her listings, and will be holding an open house on June 27th with plans for a homebuyer education class at Greer City Hall in progress. Staff are preparing a marketing plan to share with the bank in hopes of extending the loan.

There were two more showings for the W. Bramlett Road house over the weekend; our realtor is receiving good feedback with no complaints about the price.

Mr. Smith stated that staff have been working with the County's Governmental Affairs Coordinator for ideas about how best to approach County departments regarding the Greenville County employee down payment program. Mr. Arnaiz indicated that meetings have been very positive; County representatives want the program to be branded and marketed as their own and as an employee benefit. Messaging will now come from within the County through department heads to increase employee trust of the program.

iv. **Partner Projects.** Mr. Smith stated that he has been in contact with Ms. Bebber, President of United Ministries, to discuss the lease agreement details; no significant changes are expected, and the lease agreement draft will be presented to the GCRA board soon.

The Worley Road LIHTC application has been submitted, and awards will be made in September. We are still working with MetroConnects and ReWa to explore options for sewer improvements on the site. If housing is developed close to the road, more fill dirt and retaining wall construction will be needed, whereas if construction is lower on the site, not as much grading will be necessary but costs will be higher for addressing the sewer system.

v. **Modular Home Builder Field Trip.** Mr. Smith stated that on June 17th, he along with City of Greenville and Greenville Housing Fund staff visited the Impresa/Holmes modular home factory in Robbins, North Carolina. He showed photographs from the tour and spoke highly of the build construction and efficient operation of the company, and provided details about the construction, materials, and logistics. Despite the excellent product quality, he has doubts about GCRA being able to achieve cost savings with this option, as our volume may simply not be high enough. Discussion ensued regarding potential for using this option if we had a large land development opportunity, the company's partnership with local builders, and mortgage products relevant to this style of home-building. Mr. Smith and Mr. Chesney will meet with representatives of Allign Development tomorrow to further discuss opportunities to bid and or to implement a modular product for GCRA's affordable housing inventory. Mr. Smith noted that he is curious to see how the new housing act might open a new path for modular homes; we would want to be prepared if more funding were made available.

8. Adjournment. There being no further business, on a motion by Mr. Hammond, seconded by Ms. Weir, the meeting was adjourned at 1:35 p.m.

Secretary