

**DURHAM CITY COUNCIL WORK SESSION**  
**Thursday, February 4, 2021 @ 1:00 p.m.**  
**Virtual Zoom Meeting**

The Durham City Council held a virtual Work Session on the above date and time with the following members present: Mayor Steve Schewel, Mayor Pro Tempore Jillian Johnson and Council Members Javiera Caballero, Pierce Freelon, DeDreana Freeman, Mark-Anthony Middleton and Charlie Reece. Absent: None.

Also present: Interim City Manager Wanda Page, City Attorney Kim Rehberg and City Clerk Diana Schreiber.

Mayor Schewel called the meeting to order and welcomed everyone in attendance at the virtual meeting.

Announcements by Council

Mayor Schewel requested a moment of silence in honor of Budget and Management Director Bertha Johnson who lost her father and Assistant City Manager Keith Chadwell who lost his mother.

Council Member Freeman encouraged support of local facilities to schedule COVID-19 vaccinations; and urged persons with cold symptoms to be tested for COVID-19. She also expressed concern about the unemployed and pushed assistance in the form of tax credits and tax relief for residents living in three specific areas of Durham; and urged a response by Community Development. She congratulated Council Member Middleton for moving along the Universal Basic Income Grant and resolution; thanked the Durham County Commissioners for moving along the Race Equity Bylaws and spoke to Peace Week.

Council Member Middleton acknowledged the passing of staff's family members; acknowledged staff's support in writing the UBI grant and his colleague, Council Member Freelon, for his support of the program. He spoke in support of the expansion of Bull City United's violence interruption work and how the work intertwined with the Peace Week celebrations. He also mentioned that gunfire was still evident within the City and this reminded us that efforts needed to be continued to counteract gunfire.

Council Member Freelon briefly thanked his colleague, Council Member Middleton, and spoke to his outreach in Oxford Manor; and addressed upcoming violence interruption work in those neighborhoods staffed with local residents.

Mayor Pro Tempore Johnson wished her grandmother her 85th Birthday during the difficult year of COVID-19 and announced that her grandmother received her COVID-19 vaccination.

Council Member Freeman mentioned her late grandmother and the love she exuded.

Council Member Reece congratulated Mayor Pro Tempore's grandmother on her birthday and vaccination; he announced his grandmother received her second vaccination shot recently. He noted that in reviewing Council Procedures, there was no provision to prevent the announcement of proclamations at work sessions and that he had prepared the proclamation for the upcoming Council Meeting.

Interim City Manager Wanda Page asked for Council's consideration of three priority items:

Item 13) 2021-2024 Employee Benefits: Attachments 13 and 14 added  
Item 14) Grant- Duke University Health Systems Office of Community and Local Governmental Relations: Attachment 3 updated  
Item 21) 2020 Fourth Quarter Crime Report: Attachments 3 & 4 added  
Item 22) Supplemental Item added: Recovery and Renewal Taskforce Funding Request for Phase 4 Back on the Bull's Public Health Campaign: item added.

**MOTION** by Council Member Freeman, seconded by Council Member Caballero, was approved at 1:16 p.m. by the following roll call vote: Ayes: Mayor Schewel, Mayor Pro Tempore Johnson and Council Members Caballero, Freelon, Freeman, Middleton and Reece. Noes: None. Absent: None.

Mayor Schewel thanked the Interim City Manager Page for her efforts in taking on challenges, figuring out and implementing solutions.

The City Attorney and City Clerk's Offices had no priority items.

Mayor Schewel read the items off the printed agenda and pulled the following items:

Items 1, 3, 4, 5, 6, 13, 14, 16, 22 were pulled for additional remarks and discussion.

**SUBJECT: BOARDS, COMMITTEES AND COMMISSIONS ATTENDANCE REPORTS FOR JANUARY 1, 2020 - DECEMBER 31, 2020 (ITEM 1/ PR 14456)**

Mayor Schewel requested clarity on the process related to attendance reports when members fall below the 50% threshold in a year of service. Assistant Clerk Paola Roland noted that as per Council's virtual meeting guidelines, those members who had fallen below the 50% minimum would be excused for their attendance for the calendar year 2020.

Council Member Caballero asked if staff could reach out to the boards and commissions to ask those members if they are still interested in the positions and it was worth outreach with those individuals.

City Clerk Schreiber stated there was concern on some committees that quorum could not be reached without the attendance of the prescribed number of members.

Council Member Freeman inquired with the City Attorney's Office about members with disabilities and their potential inability to use virtual meeting software.

City Attorney Rehberg noted that she did not have information to know if disability issues were impacting attendance. However, if there were disability related issues as to why members were not attending the meetings, there would need to be investigation to provide for accommodation. She requested that Council table this portion of the discussion until there could be partnering with the Clerk's Office to resolve the issues.

Interim City Manager Page asked that as the evaluation was occurring, if there was a lack of technology, her team requested input.

Mayor Schewel requested the Clerk and staff to reach out to our boards for those people who have low attendance and either have the chair call people to ask if they are still planning on serving, he understood the double-bind we have here but that would be useful.

Council Member Caballero asked that the Chair and Vice Chairs reach out to ask if members were having technical issues to attending virtual meetings.

Mayor Schewel requested that the Clerk to correspond with the board chairs to survey their members to see if technical issues were a concern.

**SUBJECT: AMEND THE FY2020-21 BUDGET AND OTHER GRANT AND CAPITAL PROJECT ORDINANCES AND AMENDMENTS (ITEM 3/ PR 14463)**

Christina Riordan, Budget and Management Services, responded to Mayor Schewel's inquiries about the debt service fund (revenue source), sitting in the CIP, as a source of the COVID-19 \$5 million. The funds would be used for COVID-19 related revenue losses.

**SUBJECT: RESOLUTION IN SUPPORT OF THE MAYORS FOR GUARANTEED INCOME PLEDGE (ITEM 4/ PR 14483)**

Council Member Middleton explained the background of the item and spoke of his partnership with Council Member Freelon; and indicated that a high level commitment from the city was expected by the pilot program funders in the form of a resolution. He requested the resolution be approved at the Work Session due to time constraints involved with application to the Mayors for Guaranteed Income Coalition Pledge.

Council Member Middleton read the resolution into the record.

Council Members echoed their support for the pilot, appreciated the work accomplished by Council Members and efforts performed by staff. The program was a proven successful social program that incorporated recurrent payments through the end of the pandemic.

**MOTION** by Council Member Middleton, seconded by Council Member Freelon, to suspend the rules in order to vote at 1:47 p.m., was approved by the following vote: Ayes: Mayor Schewel, Mayor Pro Tempore Johnson and Council Members Caballero, Freelon, Freeman, Middleton and Reece. Noes: None. Absent: None.

**MOTION** by Council Member Middleton, seconded by Council Member Freelon, to approve the resolution at 1:48 p.m. was approved by the following vote: Ayes: Mayor Schewel, Mayor Pro Tempore Johnson and Council Members Caballero, Freelon, Freeman, Middleton and Reece. Noes: None. Absent: None.

#### **RESOLUTION #10204**

**SUBJECT: CASA 2702 NORTH DUKE STREET AFFORDABLE RENTAL PROJECT FUNDING AWARD AND PREDEVELOPMENT AGREEMENT (ITEM 5/ PR 14461)**

Reginald Johnson, Director of the Department of Community Development, responded to Council's questions.

Council Member Reece inquired about the purpose of the item, asking if the \$120,000 in pre-development funding and if the project was to happen, the city would be obligated to pay \$2 million in loan funding.

Karen Lado, Assistant Director, confirmed that if the project did not move forward, it would be converted into a grant. She also explained that affordable units were needed across the city for households at or below less than 30%; the project was dedicated to serving those persons. Tax credits and income mixing offset costs but since this was a small site, CASA intended to serve a high need population and debt could not be carried on the property.

Council Member Reece reviewed the financial breakdown of the various sites and total unit costs.

**SUBJECT: OPERATING SUPPORT GRANT AGREEMENT WITH REINVESTMENT PARTNERS INC. IN THE AMOUNT OF \$110,000 OF FY2020-21 DEDICATED HOUSING FUNDS (DHF) (ITEM 6/ PR 14462)**

Reginald Johnson, Director of the Department of Community Development, responded to Council's questions.

Council Member Freeman inquired about the city proposing covering the costs of salaries within non-profit agencies.

Director Johnson provided introductory comments regarding the RFP and wanted to ensure the developments were kept on track during the pandemic.

Assistant Director Lado spoke to the background of nonprofits who were struggling to keep themselves solvent during the pandemic's economic downturn; the economy impacted developers and households; many of the developers were forgiving rent; and that it was necessary to provide quick support of existing developers by focusing on providing funding for operating expenses while buttressing cash reserves.

**SUBJECT: 2021-2024 EMPLOYEE BENEFITS (ITEM 13/ PR 14471)**

Acting Human Resources Director John Scott responded to Council's questions.

Mayor Schewel asked for an explanation of how the city self-funds their health insurance claims.

Acting Director Scott explained the collection and pay out processes with AETNA.

Mayor Schewel inquired about stop loss insurance.

If claims were above and beyond, the insurance was used to insure the city against catastrophic losses. The city self-insured itself, then if there were claims over and above \$225,00 then stop loss insurance would be activated.

Mayor Schewel inquired how COVID-19 had impacted claims.

Finance Director David Boyd noted that initially claims were down but had started returning to normal levels, some procedures had been deferred. Director Boyd explained the health of the fund was strong and it was not necessary to increase premiums for employees this coming cycle.

Council Member Freeman asked about AETNA was engaged in community involvement.

Various respondents from AETNA spoke to how AETNA was supporting Latin and African-American communities in Durham.

Yasmin Jones, AETNA representative, would provide Council a list of local supported groups by CVS Health partners and provided examples of three specific organizations: National Caucus on Black Aging, Durham Technical Community College with workforce initiative team, NC Community College System of Transition Program, including the NC Career Center.

Gabe Oliveros, AETNA representative, stated she handled AETNA's local and community partnerships and would provide Council information in the form of a slide deck from CVS Health Community Grants and Foundation efforts; and cited an example of support, the Interfaith Food Shuttle, in Durham and six other counties.

HR Director Regina Youngblood indicated the memo was responding to specific questions by Council.

Council Member Freeman requested information on Durham specific partnerships.

A representative announced a \$5 million college scholarship program for black and latinx students to pursue careers in health care.

**[SUPPLEMENTAL ITEM]**

**SUBJECT: RECOVERY AND RENEWAL TASK FORCE PHASE 4  
(ITEM 22/PR 14499)**

Ryan Smith, Innovative and Performance Manager, Budget and Management Services, provided the staff report for the RRTF; and deferred to Katie Galbraith to explain the proposal.

Katie Galbraith, Durham Regional Hospital, and Susan Amey, Discover Durham, had reviewed four additional proposals and brought forward one at the Work Session; and noted one proposal was undergoing additional review, related to vaccination work and equitable vaccine distribution; one other proposal for rental assistance was on hold. Festivals and events was supported by Discover Durham; and encouraged public health best practices and hygiene efforts (masking, handwashing, social distancing).

Ms. Amey shared the proposal; provided background of the bi-lingual Back on the Bull campaign that ended at the end of December 2020; the new program focused increasing vaccination efforts and making certain of reaching a broad diverse community and supported economic recovery and community engagement. The centerpiece of the new campaign was a vaccination pledge by co-opting influencers/celebrities in Durham including faith community leaders. The cost was \$150,000 to be split by the city and county and requested Council approve the funds to start in the month of February.

Council Member Freeman asked for information about delivery of the vaccine and how would smaller organizations be advertised.

Ms. Amey noted that the Department of Public Health would be the contact about how to make appointments; and suggested that smaller organizations would be listed there as resources.

Mayor Schewel stated the item would be placed on the Consent Agenda.

Council Member Middleton asked if the campaign was contingent on the city and county contributions; and inquired about influencers, who are they and were they part of a prescribed category.

Ms. Amey spoke to the situation if there were no county contributions, there would be more emphasis on digital channels rather than broadcast media; and spoke to the vaccine pledge by popular persons and/or influencers.

Council Member Freeman asked about the need for graphic designers and that the General Service Department had a listing of local artists; and spoke to the COVID-19 mutation process.

## **[PRESENTATIONS]**

### **SUBJECT: 2020 FOURTH QUARTER CRIME REPORT (ITEM 21/ PR 14476)**

Police Chief Cerelyn 'CJ' Davis presented the report and the slides exhibited the following:

#### 2020 Challenges:

- Malware attack
  - COVID-10
  - First Amendment Protests
  - Civil Unrest
  - Policy Enhancements
  - Racial Equity Training
  - Increase in violent crime- firearm related
- Index Crime Rate per 100,000 population by year - graph

### Part 1 Violent Crime: 2019-2020 Change

Homicides: -3% change  
Rape: 9% increase  
Robbery: slight rise  
Aggravated Assault: 31% increase  
Violent Crime: 20% increase

### Shooting Incidents 2019 compared to 2020

Number of incidents rose by 48%  
Number of shooting victims rose by 68%  
Fatalities were up slightly from 32 to 33 persons  
Non-Fatalities rose from 157 incidents to 285 incidents  
Investigators in organized crime and patrol participating on taskforce  
Improvements seen since taskforce activated in 2020

City-wide Shooting Incident by year and offense type (2016 thru 2020) - graph

National Trend in Shootings in 2020 - national survey results

Durham Police Gun Seizures from 2010-2020 - graph

Majority seized during traffic stops

Stolen Firearms by offense type - graph

Majority of weapons taken from unlocked vehicles and during robberies from buildings.

### Part 1 Property Crimes- change from 2019 to 2020

Burglary: 2% fall  
Larceny: 2% fall  
Vehicle Theft: 30% increase  
Property Crime: slight rise

Residential burglaries down but commercial burglaries were up.  
Honda Accord - most popular stolen vehicle in 2020  
Many stolen vehicles are being used in violent crime from one jurisdiction to another. Do not leave unattended vehicles running with keys in ignition.

Arrest Reports by Month - chart

Precautionary measures in March  
Arrests dropped in March when exercising precautionary COVID efforts

### Part 1 Clearance Rates

2020 rates lower across the board than in 2019  
Compared local to FBI clearance rates

### Priority 1 Calls for Service

Target Response Time 5.8 minutes  
Average Response time 5.75 minutes  
Target Under 5 minute response 575  
Less than 5 minute response 55.57%

### Staffing Levels at end of Dec. 2020

Sworn - 90%  
Non-Sworn - 94%  
Next BLET Training - starts in Feb. 2021  
Difficult recruiting year for officers due to COVID  
Using digital campaign for recruits

Mentoring program for new recruits with veteran officers or supervisors

U-visa Requests by Quarter

Annual figures compared

2020 Holiday Initiatives

Toys for Tots

Officer shopping

Package delivery to families

Animal Protection Society Program - truckload of creature comforts

4th Quarter Community Outreach

Coffee with a Cop

Halloween Treats from trunks

Mosque outreach- bookbag giveaway and food sharing

Virtual Citizen's Police Academy held via Zoom

4th Quarter Hispanic Community Outreach

Bilingual crime prevention materials

Drunk driver education

December DPD Social Media - holiday outreach and initiatives statistics/graph

Officer vaccinations have begun

Council Member Reece inquired about trends: increase in motor vehicle crashes and fatalities.

Chief Davis addressed reckless driving incidents in the city; due to COVID and the lower number of enforced incidents and the stand-down environment, noise and racing had become intolerable. She stated her monitoring efforts focused on individuals who were violating the most.

Council Member Reece referenced the Arrest Report by Month and asked if the change in protocols from COVID lead to a lower number of arrests.

Chief Davis noted that people were committing crimes but the officers were not as proactive in the manner they had been in engaging the community to make arrests. She noted that several squads were impacted by COVID quarantines last year.

Council Member Reece spoke to an increase in domestic violence and how was the Department addressing the increase.

Chief Davis used the lethality assessment model to determine when mediation, referrals and shelter could be activated. She mentioned there was a higher rate of attempted and successful suicides in the past year.

Council Member Reece mentioned that Council approved the centralized Family Justice Center for which Council recently approved funding; and spoke in support of the adult misdemeanor diversion program for folks up to the age of 26 year olds; results: 100 % completion rate with only 16 reoffended out of 316 persons. He asked about the crime statistics for 2020 and noted other national cities had

similar trajectories; and hoped for reductions in this year's statistics. Corporal Justice King was called out for kudos in his efforts in helping the unhoused neighbors and helped a family dealing with a loss by suicide.

Council Member Freelon arrests per month, the lines were parallel with a couple peaks, asked what accounted for the ebbs/flows of arrests.

Chief Davis noted that activity was reflected by what was happening in local communities. Last summer, there was unprecedented level of gun violence. She explained that persons involved in shootings were being removed from the streets and spoke to the misdemeanor diversion program. She also noted that crime was seasonal, retaliation was taking place, and suppression by Police had an impact.

Council Member Freelon made remarks about the upcoming budget retreats and addressed the organizer community's calls for accountability and redistribution of resources. He inquired about Austin, Texas funds away from policing to purchasing housing and how did this movement relate to the Chief's workload.

Chief Davis responded that she was open to whatever worked that resulted in fewer shootings in the community and spoke to incidents that rose to a level of requiring an officer. She expressed support for violence interruption and social outreach toward youth in order to prevent them from getting into complicated spaces.

Council Member Middleton spoke to his outreach in the Edgemont Community where gunfire went off every night and in turn an elderly community member, Ms. Anna, was suffering from anxiety related to gunfire. He noted that many in the Latinx community did not trust calling the police; addressed ShotSpotter and emphasized how gunfire impacted the quality of life; and supported funding violence interruption, guaranteed income and intervention to stem the crime wave. He spoke to investing in free sensors to send help in real time rather than spending money for high-resolution videos.

Council Member Middleton asked the Chief if Council had encouraged or given marching order to the Chief instructing her officers to not actively arrest drug dealers and to stop responding to gunfire.

Chief Davis responded that such comments surfaced from individuals who were traditional policing versus using common sense in taking care of the community. She responded that Council had not asked her to stand down in any way. If there was any type of threat that required the deployment of officers, she would have no hesitation in deploying them.

Council Member Middleton asked what was the city's readiness posture similar to what happened at the Capitol on January 6, 2021.

Chief Davis has had conversations in policing in shoring up, responding quickly and ensuring equipment was available to respond to such incidents. She stated that she had the ability to counteract a security breach at City Hall, depending on the number of participants. She often had her officers on stand by and at the ready for varying circumstances.

Council Member Middleton inquired about larger caliber weapons in shootings occurring in the city.

Chief Davis acknowledged that weapons were being seized during vehicular stops and high powered weapons were being used in drive-bys. She responded to Council Member Middleton that she would like to speak to his community member, Ms. Anna.

Council Member Middleton asked if the Chief had a different response to verbal versus electronic notification of gunfire.

Chief Davis noted that adrenaline pumped to either type of notification.

Council Member Caballero expressed gratitude for the Chief's report and the culture change in the Department, it was especially noticeable this past summer; and appreciated the Chief's support for pilots and finding alternatives in community safety in Durham and extended gratitude to the Chief's vision.

Council Member Freeman echoed the gratitude that since the Chief had been in Durham, there had been a difference; noted Officer Beckett's work; and encouraged officers in District 1 to step it up to make the employee of the month list.

Chief Davis noted that instead she would contact the District 1 commander to step it up.

Council expressed support and appreciation for the Chief's work.

Mayor Schewel expressed his condolences to the Chief for the loss of her father.

**SUBJECT: FY2021-22 CITY COUNCIL BUDGET REQUESTS  
(ITEM 20/ PR 14466)**

Bertha Johnson, Director of Budget and Management Services, spoke to the tool to be used to prioritize Council's eleven budget requests; noted several initiatives had been proposed last year in this year's summary; and made a PowerPoint presentation that included background, timeline, points of discussion and described the following three tools:

### Prioritization Tools to Rank Council's Proposals

1. Paired Weighting
2. Scorecard Ranking (last year's choice)
3. Voting/Polling

Racial Equity rating would be used for the requests. Requests were scheduled for discussion on February 25th and 26th.

Director Johnson asked Council to select the prioritization tool; and encouraged Council to use the race equity tool to ask who would the initiative impact and if it would impact marginalized communities. She referenced the one-page Race Equity Summary sheet.

Mayor Schewel suggested that the names of the submitters be made known and that Council members discuss the items with one another prior to the completing the ratings.

Council summarized their proposed initiatives and rationale.

Council voted between paired weighting and the scorecard rating method.

Council selected the scorecard method.

In the past, Director Johnson offered to take all the proposals through an internal team review of the proposals.

Staff would review the proposals and then Council could compare their scores with staff's reviews.

City Clerk Schreiber announced Council's nomination of Aissa L. Dearing-Benton to the Durham City-County Environmental Affairs Board - Appointment representing the category of Energy.

### **SETTLING THE AGENDA FOR THE FEBRUARY 15, 2021 CITY COUNCIL MEETING**

Interim City Manager Page settled the agenda with the following items on the Consent Agenda: Items 1 through 3, 5 through 19, and 22.

**MOTION** by Council Member Freeman, seconded by Council Member Freelon, to settle the agenda for the February 15, 2021 city council meeting as was stated by the Interim City Manager was approved at 5:05 p.m. by the following vote: Ayes: Mayor Schewel, Mayor Pro Tempore Johnson and Council Members Caballero, Freelon, Freeman, Middleton and Reece. Noes: None. Absent: None.

Being no additional items to come before Council, Mayor Schewel adjourned the meeting at 5:06 p.m.

Diana Schreiber  
City Clerk