

DURHAM CITY COUNCIL BUDGET RETREAT
Friday, February 26, 2021 @ 9:00 a.m. – 1 p.m.
Virtual Zoom Meeting

ATTENDANCE: 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 in attendance: Interim City Manager Wanda Page, Budget and Management Services Director Bertha Johnson, Deputy Budget and Management Services Director John Allore, Budget Analysts Christina Riordan and Lindsey Bineau, City Attorney Kim Rehberg and City Clerk Diana Schreiber.

[CALL TO ORDER]

Director Bertha Johnson introduced the agenda and deferred to Interim City Manager Page for the welcome.

SUBJECT: OPENING REMARKS

Interim City Manager Page welcomed all to the Budget Retreat #4; introduced the 911 First Responder Calls for Service Project discussion for additional analysis and key responses to be prepared to advance the work in Durham- with the objective to develop alternative response pilots; Monica Chaparro, Assistant Director of Budget and Management Services, who facilitated the initial discussion on January 7, 2021, was facilitating today's discussion; and thanked BMS staff for their hard work.

SUBJECT: 911 CALLS FOR SERVICE PROJECT

Ms. Chaparro appreciated staff members: Christina Tookes, Anise Vance, Shannon Delaney (OPI member); and partners: Fire Chief Robert Zoldos, Director of Emergency Services/911 Randy Beeman, Police Chief Cerelyn 'CJ' Davis.

Prior to turning the presentation over to RTI, Ms. Chaparro presented an overview memo addressed to Interim City Manager Wanda Page and introduced the presentation: The memo contained ten alternative programs being proposed by RTI, use of force report, an a research packet including Inventorying Alternatives to enforcement resources: Plan for Identification and Documentation of Public Safety and Public Health Services (by Shannon Delaney) and today's presentation: Calls for Service Research- Understanding Alternative Responses.

Ms. Chaparro referenced an Excel Sheet with additional analysis on calls that Council had expressed interest about hearing more discussion; Anise Vance and Team created website with City of Durham Calls for Service Initiative in

Partnership with RTI; the webpage/site was the central archive for all information related to the project; two objectives of discussion to review RTI's considerations and that Council affirm or deny the considerations and secondly, of the ten programs being presented, requested from Council which elements they were drawn to or had concerns about. The feedback would be used for the pilot implementation action plan of which would be brought back to Council at a Work Session.

Taking the prerogative of the Chair, Mayor Schewel recommended discussing the programs after moving out of screen sharing mode; then moving to the next topic.

Dr. Brian Aagaard introduced principal investigators Kevin Strom, RTI's Direct Center for Policing Research; and Dr. Renee Mitchell, RTI's Co-Principal investigator on the project.

Dr. Strom and Dr. Mitchell made brief remarks.

Mr. Aagaard presented the PowerPoint, *Calls for Service Research: Understanding Alternative Responses*; started the discussion by summarizing the Project Work to Date, Phases I, II and Other project activities with qualitative and quantitative analysis to include Police, Fire and 911. As per Council's inquiries, mental health was better defined in the subsequent presentation.

Key Considerations

Response Strategy Considerations

- Reduce police-public contact and pair the appropriate response resource with community need.
- Be operationally and fiscally efficient
- Meet community expectations for how 911 calls are responded to and resolved
- Meet legal requirements of state statutes
- Maintain or promote public safety

Conclusions of Calls for Service Research

- Residents rely on police for many of same issues for over five decades
- Much of research has focused on interventions rather than about the nature of the call
- Solutions are too often implemented without sufficient resources and plans for sustainability and data can be narrowly assessed.

Officers perspective: how to solve the problem with the limited resources at hand.

Who Calls 911 and Why?

- Majority of calls come from socioeconomic disadvantaged areas
- Majority of calls are for assistance (support), nuisance abatement, traffic problems, or the regulation of interpersonal disputes
- Only 20 percent of calls involve violent or property crime.
- Calls concentrate and crime concentrate in cities; approximately 50% calls congregate within certain city intersections/street segments.
- Top 10% of repeat offenders generally account for nearly 2/3 of the offenses
- High utilizers of medical facilities, what types of medical issues and could persons be diverted to other services
- Figure out how to focus the correct resources to the community
- Depression and PTSD concentrate in high crime and call for service areas

Outcomes: Mental health outcomes can not be expected to improve in areas with high crime.

How are 911 calls resolved?

- Most calls do not result in arrest
- Most calls require officer to perform some type of support role involving consensual
- Offices work within structural and organizational restraints imposed by law and their organizations but mostly work to resolve issues without resorting to enforcing the law.

911 Mental Health Calls for Service (CFS) Research

- Council for State Government (2002)
- Boston Co-Responder model/program
 - If mental health call was not labeled as the primary issue as Disturbed Person, then data was often not capture or tracked in CAD system.

Understanding LEA Responses: Focus Groups

- Focus groups included members of DPD
 - Overview of key findings
 - Putting quantitative analysis into context
 - Helping to fill gaps from quantitative analysis
 - Groups indicative of officer perceptions

Mayor and Council appreciated the presentation and partnership with RTI.

Council Member Middleton explained that he had been dispatched to Boston in 2015 and recalled conversations with Police command staff and their street level response; asked about slide, Who Called 911, how were findings delineated between national and Durham responses. He also asked what types of questions were asked in the focus groups and there was a perception by officers that Council was out of touch; and asked what prompts were used in the focus groups.

Dr. Aagaard noted findings were national and that Durham information was included in the short report and could provide those statistics and spatial distribution. The information about focus groups prompts were included in the report- questions related to how interventions were meant to work. Refer to p. 13.

Staff did not attend the focus groups to ensure a safe space for the officers.

Mayor Schewel spoke to the request for Council to take ride-alongs with police officers. The Mayor and Council already had taken ride-alongs and did not do it for PR but to learn operations at the granular level.

Ms. Chaparro spoke to tabling in the community as follow-up with youth and homeless interactions; teens did not appreciate when officers got involved in their disputes and on the other hand, neither did the officers want to be involved in that space; animal calls were considered beyond officers' expertise.

Mayor Schewel reflected it was not appropriate for officers to respond to certain types of calls, confirming a commonality as it appeared in the research.

Presentation continued:

Defining and Identifying Mental Health Calls for Service

- Retrospectively review unstructured text of 911 call notes to identify calls involving person experiencing mental health symptoms
- Potential pilot: modifying existing practices to implementation CAD technology to allow to better way to capture calls regarding individuals in crisis and documentation.

Ms. Chaparro interjected that there had been discussions with Police and Fire as to how a solution could look like, which barriers existed and which processes need to change in order to do a better job.

Council Member Middleton addressed CAD usage in fire departments; referenced the 2% of calls being known as mental health calls; noted that police officers did not know when they were responding if an incident involved mental health issues and supported a robust menu of options to respond to various circumstances.

Dr. Aagaard spoke to three points of intervention for alternatives with varying amounts of information available: point of dispatch/not knowing what was going on; responding to the scene and deciding on alternative response; not responding at acute crisis state, with follow-up afterwards.

Mayor Pro Tempore Johnson addressed the breakdown of the individual call types, the mental health calls are a bigger issue than the first data exhibited, stated mental health was an underlying condition and was not a direct result of

the call; figuring out how to call and how to respond was tricky; made a note of how few of the 911 calls related to crime (20%) versus things decided what police should do (80%) and spoke to assigning non-officers to respond to the calls not requiring officers. This information was good for shaping how the pilot should be modified to Durham.

Council Member Middleton spoke to the risk of tethering policy movement to the statistics and that the concerns were more about values; and that Council needed to shift protocols as a response to communities of color in an effort to prevent persons from being injured/killed by officers and indicated that children were suffering from PTSD from living in their neighborhoods.

Council Member Freelon remarked about mental health algorithm of previous data that could have been underlying mental health crises; PTSD, depression, bipolar disorder, contributing factors to calls needed to be documented; and supported using this as a framework to consider as algorithms were being put together.

Dr. Aagaard responded that it was difficult for clinician to diagnose persons in controlled environments, that it was difficult to assign mental health diagnoses in the field.

Dr. Mitchell addressed mental health conditions; there was a legal framework for data of involuntary commitment, and mental health issues (dementia, alzheimers) and mental health issues; we could look for largest universe in call then break them down into framing the call. This has not been done in the field before, and would be exploratory. She urged starting broadly, see what information was brought in, then become more detailed by call exploration.

Dr. Strom mentioned that the two approaches were complimentary; call notes would not be used for diagnoses but in follow up to call, could there be an assessment process in the follow up portion of the call.

Other cohort cities included in study: Rock Hill, SC, Cary, Winston-Salem, Raleigh, Greensboro, Burlington.

Council Member Freeman addressed being black in America was not mental illness, but the effects of being black could create some mental health issues; mental health diagnoses versus legal framing. She urged being careful of not boxing people in with the cure violence mentality.

Alternative Strategies: Customized Approach for City of Durham

No one-size fits all approach to implementing alternative responses that exist in other jurisdictions.

1. CAHOOTS- program pairs crisis workers/clinicians/social workers with emergency medical services workers to respond to people experiencing mental health crises. Active in Eugene, Oregon and was supported by a local clinic.
2. HOME Team- San Francisco, CA. specially trained EMS as diversion
3. CAMP- Los Angeles PD's SMART initiative, intent of intervention was to focus on high risk individuals and link them to mental health services before an untreated mental health issue escalated. Mental evaluation unit and triage unit supported the CAMP program.
4. LEAD - Seattle, Washington. Divert low level offending and decrease recidivism for low-level offenses and increase wellness for individuals. DA, PD and Social Services and public defender's offices. Has resulted in lower recidivism and better communication between groups.

Changing the culture of organizations was objective to become more compassionate and working toward common purpose to reduce jail time, pipeline into prison and recidivism.

5. Crisis Intervention Teams- 40 hour
6. Co-responder Model - Durham has this.

Mayor Schewel appreciated the comparative chart of programs and urged Council's responses to the various models.

Ms. Chaparro explained that once a referral was made to CIT, there was no follow-up with the officers; and spoke to Durham's Welcome Home Program work with probation and DA's office, some of the relationships had already been activated.

Council Member Middleton noted the leadership and cultural changes by command staff in Durham had been updated; many officers had been trained in CIT (Crisis Intervention Training), asked if Use of Force report should have been presented prior to the initiatives; and asked, what was being fixed and how pervasive were DPD's use of force issues that turned out to be underlying mental health issues.

Ms. Chaparro suggested that Council receive a presentation on use of force if it was the will of Council.

Mayor Pro Tempore Johnson inquired about what was the decision or outcome desired from Council today.

Ms. Chaparro responded that staff was looking for components/elements that Council was drawn to from the different models.

Director Johnson sought agreement on key considerations plus aspects of the initiatives that Council had strong sense of moving forward on.

Mayor Schewel suggested to go through the slides of programs; allow for Council responses; notate values and parts of programs that are favored by Council for guidance toward the pilot; then receive a summary of the use of force report.

Presentation of the slides continued focused on alternative programming:

7. Diversion at Dispatch- intervention can take form of sending non-law enforcement personnel to a crisis or transferring the 911 call to an individual who could address the issue over the phone; an alternative crisis response.

8. Non-Urgent Call Diversion - Alternative response to non-urgent calls have taken the form of an in-person civilian response, telephone response units, and online reporting. Discuss how technology could replace assistance. Determine which non urgent calls could be slotted for a pilot. Offered a question: were there any statutes that created obstacles for Durham. Berkeley, CA discussed the limits of traffic law and managed by certain groups of employees.

Feedback

Mayor Schewel expressed appreciation for the presentation that includes other programs in addition to CAHOOTS; supported alternative diversion at dispatch (#7) and imagined NIS staff responding to calls of abandoned vehicles. Mayor Schewel asked about alarms and calls for service.

Dr. Aagaard clarified the term, 'alarm' by noting that alarm included alarms of all types, including commercial and residential.

Council Member Caballero focused on alignment on what was actually needed, using public resources on doing better and using the best allocation of resources possible; for example, armed police officers were not required for alarm calls for service; and urged using police officers to address violent crime. She noted that insurance carriers required police reports for various incident, this in turn forced officers into a 'box'.

Council Member Middleton questioned what was Council trying to fix in Durham; expressed his end goal was to prevent black and brown people from being injured/killed by law enforcement officers; and favored #7, Diversion at Dispatch. He urged the focus be on Durham by asking how many people of color had been brutalized in Durham and how many lives had been lost versus those statistics reflecting non-persons of color.

Council Member Freeman stated the conversation around Black Lives Matter and defunding police had to be held in context and appreciated her colleagues' remarks.

9. Family Liaison Program - the role of Family Liaison Officer is one unique to British Policing. Operates from harm reduction rather than punishment point of view. Highly-trained officers were embedded into families from investigations through the legal process.

10. Inventorying Service Provider Resources document

Limitations for Calls for Service Research

Initial call designations were not necessarily good predictor of how calls ended up being resolved.

Mental health

Verifying Information

Much of what was being cited involved some inaccurate or incomplete statistics

The Need for Evaluation

- There was a lack of fidelity across cities making research findings difficult to generalize. Ex. Boston Co-Responder Program. This required test practices within individual police agencies.
- Different cities and departments had access to different resources; another reason for tailored approach
- Access to community resources was one of most important aspects of successful mental health program; understanding resources available in community whether officer, social worker or EMT responding to calls
- Testing is only way to determine that programs were effective and not harmful to community.

Potential Path Forward

Reduce public-police contact and pair appropriate response resource with community need

1. Expand and evaluate existing DPD co-response strategy
2. Pilot mental health identification and documentation plan

Be operationally and fiscally efficient:

Potential Pilot: systematically identify which call natures to divert to P2C
Meet community expectations for how 911 calls were responded to and resolved.

Potential Pilot: survey callers about willingness to accept alternate responses for subset of call natures

Meet legal requirements of state statutes while maintaining or providing public safety assistance.

Feedback

Council Member Middleton spoke to the language of reducing 'negative' police contact (requested to add the word, negative).

Mayor Schewel responded that in terms of which pilot to do, do all of them and asked staff to figure out the logistics. He appreciated Ms. Delaney's memo on inventorying of resources; noted that the County entities were doing a lot of inventorying already in order to be ready for the Wellness and Safety Taskforce. He also related to CAHOOTS being involved into a larger mental health system/clinic, this was important to know and needed to arrange this mental health system back-up happen in Durham; he noted that Durham County had so many of the resources needed for the process; and suggested a shorter presentation be given to the County Joint City-County at some point. By not being the first implementer of the programs, the best portions could be coopted; and appreciated the cooperation and research.

Council Member Freelon spoke to city-county collaboration and supported his colleague's suggestion of collaborating with Lincoln Behavioral Health Clinic. For grieving families relevant to the Family Liaison Program (UK), it would be difficult for families impacted by violence to be comforted by the entity that caused the harm; supported an alternate agency consisting of family liaison piece to support grieving families, perhaps a community member; referenced the slide that indicated 50% calls had concentrated resources on 5% of the streets, favored a proactive versus reactive stance with Lincoln Health or some sort of transformative justice hub and imagined Lincoln Health or new entity like a Pauli Murray Health Center. The availability of a health center would allow for the downsizing of PD, removing calls from their purview and allow this to be reflective in the PD budget. He stated the CAHOOTS model was most appealing to him, requiring a city-county partnership.

Council Member Reece thanked staff and RTI collaborators for the model initiatives; was a bit disappointed on the modest suggestions on the potential path forward; there was a community desire to see Council do much more in this work; and supported the CAHOOTS model in partnership with the trusted Lincoln Behavioral Health Clinic. He did not see work included such as was occurring in Berkeley, CA, around creating a traffic enforcement unit, to manage traffic infractions and broken down cars by unarmed officers; and addressed private alarm call companies that were selling police response as a product and noted the city's response to alarms demanded another conversation.

Ms. Chaparro indicated that Council's feedback would be incorporated into the pilot and that the information would be brought back to Council at a work session.

Council Member Freeman favored feedback on technology and link call response to Durham One Call (919-560-1200), Non-Emergency PD (919-560-4600),

Lincoln Behavioral Health Clinic (919-651-8401); encouraged connections between mental health agencies in regard to non-emergency emergencies; appreciated her colleagues' comments regarding opportunity and centering on race discussions; urged Safety and Wellness Taskforce use data for approaches; and looked forward to the Police Chief's recommendations in reforming the Police Department.

Mayor Pro Tempore Johnson supported diversion at the 911 Call Center, independent mental health and quality of life response pilot that did not include a co-responder model, (supported having officer on back-up), and traffic response option served as a site for diversion. She also spoke to outsourcing alarm response to the private sector with armed personnel; and was supportive of aligning police response with more appropriate public needs.

Council Member Middleton spoke to robustness of response protocols and decoupling the responding clinician from the officer while retaining the ability for the clinician to call for backup, and added that resources would need to be available for this support.

Ms. Chaparro noted that state law to allow for clinician on scene and that a legal resource would be added to the process; and pivoted to the Use of Force discussion.

Dr. Aagaard addressed tables indicating the different types of Use of Force calls referenced on Tables 1 and 2; provided an overview on the different types consisting of three years of data; he noted there was data on mental health calls and the number that resulted in use of force. If Council wanted data on the types of use of force for the type of mental health calls, this information could be compiled.

Mayor Schewel inquired about the meaning of 'soft hands with injury'.

Dr. Aagaard would request the information from the Police Department.

Ms. Chaparro summarized the Council's direction, assemble the team and devise a pilot action plan; and would return at an upcoming Work Session as well as a presentation at an upcoming Joint City-County Meeting.

Council expressed gratitude to MsChaparro and team along with the RTI representatives.

Interim City Manager Page elevated the Community Safety and Wellness Taskforce, the resources to be provided to the Taskforce, and the County collaboration that would help inform and advance the work of the City. She also mentioned the FUSED Fellow who would be supporting the Community Safety

and Wellness Taskforce; the individual would be compensated by grant funding for a period of 12 months.

Council started their break at 11:47 a.m. and returned at noon.

SUBJECT: BUDGET GUIDELINES

Director Johnson distributed via email the Budget Guidelines and delineated the pending items printed in red font; and indicated that the budget would be returning to Council for deliberations on March 18 and April 5, 2021.

REVENUES

Director Johnson spoke to the revenue side; and acknowledged that property tax and sales tax contributed to the General Fund:

- Tax Rate would remain at 30.83 cents (per \$100 of assessed value); this item would be addressed at a later time. 53.17 cents is the total tax rate.
- Tax Rate for Debt Service Fund would remain at 11.00 cents (per \$100 of assessed value); possibly adding a penny for CIP.
- The other items were not pending changes.
- Water and Sewer Rate increases would not exceed an average of 3.6% for the average Tier 3 customer.
- Proposed increase to Stormwater Rates for typical residential customer (Tier 2) shall not exceed \$.51 per month.

Council Member Reece supported the budget guidelines with its pending departmental requests and appreciated the breakout of non/recurrent costs.

Council Member Middleton stated the budget guidelines looked good; spoke to the tax rate of the debt service fund at 11 cents; addressed pennies for housing funds; and looked to building capacity with the CIP with the tax rate for the green infrastructure bond. He also preferred to hold the tax rate steady for the General Fund.

Council Member Freeman spoke to how the green infrastructure bond would help relative to street maintenance and appreciated the layout.

Mayor Pro Tempore Johnson stated the budget guidelines looked great; having the option for the one cent in the debt service fund would be good; and related to the Departmental Requests, how much additional funding was necessary for them.

Deputy Director John Allore addressed Departmental Requests and noted that they were still be analyzed; and that an answer was pending.

Mayor Pro Tempore Johnson also stated that raises were a high priority and that new programming would be good, too; the needs in the community were higher than the community's capacity.

Mayor Schewel emphasized the importance of the budget guidelines; and summarized that there was flexibility by council for a change in the General Fund tax rate for pay and green and equitable infrastructure in the debt service fund.

Director Johnson stated, just to be clear, that Council was willing to go up a penny on the debt service fund and asked for confirmation. On the General Fund side, more information was coming after the departmental budget requests were analyzed and that more information was coming on March 18th Work Session.

Mayor Schewel stated that Council was still discussing the one cent.

Council Member Caballero supported the current General Fund tax rate; and looked forward to the conversations on programs and debt service.

Mayor Schewel reminded Council that staff was still working on sustainable/equitable infrastructure bond calculations and would provide guidance on a future tax increase, to fund; and suggested a possible approach to put in a 1.38 cents for Dedicated Housing Fund, one option would be to either use a combination of General Fund and Debt Service Fund increase not to exceed 2 cents or use an up to approach.

Council Member Freeman admitted it was hard to decide on the tax rate due to not knowing departmental requests; she stated that if the funding related to race equity based or youth based or harm reduction based, she was willing to support up to five cents increase in the tax rate.

Mayor Schewel urged keeping in mind that if the County devised a real low income homeowner tax relief program, there would be interest and that would cost something to adopt the program. He also stated that he was supportive of capping the overall tax increase to two cents.

Council Member Middleton wanted to hear more about the tax rate cap; supported the sustainability/equity bond; and that if one penny increased the equity within the CIP linked to equity and green infrastructure, realized it was a concrete step toward the bond.

Mayor Schewel proffered to Director Johnson that Council remain flexible on the General Fund and Debt Service Rate but needed more guidance from Budget. He confirmed that he heard a strong desire to hold the tax rate increase to below two cents and that he wanted to hear about the departmental needs.

It was the consensus of Council to hold the tax rate increase to below two cents and to hear more from the departments on their needs.

EXPENDITURES

Director Johnson discussed the bonus plan in the discussed pay for performance components and encouraged discussion on bullet #1, pay adjustments/ equity bonuses for Police, Fire and General Employees. She confirmed bonuses would be pulled from Fund Balance. The total change in costs between Scenarios 1,2 and 3 would be calculated and provided to Council.

It was the consensus of Council to support the Pay and Benefit components as listed on the Budget Guidelines. Director Johnson noted that the amounts were 'up to' (fluid) amounts since departmental budget requests had not yet been considered.

It was the consensus of Council to support the street resurfacing funding, maintenance replacement project plan and fleet replacement funding as listed on the Budget Guidelines.

Director Johnson spoke to the funding of Council's budget requests and would be considered up to \$600,370 (\$212,400 one-time from General Fund balance and \$387,970 recurrent).

Mayor Pro Tempore Johnson asked for clarity on the We Are the Ones request.

Council Member Freelon explained that the item consisted of a two-year commitment, that the Ambassador Program was the lead project and that Mayor Schewel and himself were speaking with County elected officials about their support and would update Council.

Director Johnson stated the We Are the Ones item was pending and required further discussion with the County.

Council Member Middleton inquired were the violence interruption expansion funding would be housed.

Interim City Manager Page responded that the violence interruption expansion would be built into the base budget and would entail a continual agreement with Durham County.

Council Member Middleton addressed travel allowances for FY21-22 and the resumption of in-person meetings and responsibilities of Council Members at various agencies across the country. He urged that travel account not be cut.

Mayor Schewel noted that other Council budget categories could be cut instead of travel.

Interim City Manager Page indicated that it had been a long time in the organization for contingency cuts and that not all cuts would be accepted by the Budget team; and that the request was to give departments an opportunity to review their budgets and to have conversations about the cuts.

Council Member Caballero addressed the immigrant and refugee coordinator, and asked if the conversation could be continued with the county to determine their interest in co-funding the position.

Mayor Schewel responded affirmatively to his colleague's remarks.

Mayor Pro Tempore Johnson requested that the COVID relief fund be refreshed and that impacts of the pandemic would continue through the next cycle.

Mayor Schewel was optimistic that there would be federal relief.

Council Member Freeman inquired about El Centro and We Are the Ones and that both groups were doing similar work and if one was moving forward as a pilot why was the other not moving forward as a pilot.

Mayor Schewel responded that the We Are the Ones fund was proposed as a two-year proposal and that was why it was listed as it was. This item was listed similarly to the DEAR Program request, not recurring.

Council Member Freelon added context to the discussion of the We Are the Ones, two-year proposal; noted the genesis of the item was related to COVID relief to communities of color; and indicated the questions were being sent to the folks designing the program and would help rally some response. He also added that the information would be shared with Council.

Council Member Freeman noted that it was harder for programs to move that were part-time, no benefits; acknowledged the funding for We Are the Ones had been cut from \$250,000 to \$62,000 and wanted it to be in parity with El Centro.

Council Member Reece inquired about the balance of the travel budget; and noted that his colleagues had been requested to represent at national organizations and was willing to transfer funds from his allocation.

Council Member Middleton appreciated his colleague, Council Member Reece, for sharing his funds.

Council Member Middleton supported maintaining the current level of funds in the travel budget; noted that the El Centro item was recurring, hence becoming a line

item; and discussed the scope of El Centro's work. He addressed the pressure associated with an organization becoming supported as a line item.

Council Member Caballero asked for clarity in knowing if the item was recurring and responded that latinos were black and some blacks were latinos.

Council Member Freeman encouraged consistency in assigning line-item status to non-profits and that the threshold needed to be clear and consistent.

Director Johnson appreciated the discussion and if there were additional questions, she asked Council to reach out; and reminded Council that Budget staff would return with follow up information on the March 18th Work Session.

The upcoming FY21-22 Budget Schedule:

March 3: CANN Event: Engagement Activity focused on education, budget priorities and budget transparency

May 17: Budget presentation by the City Manager

May 26 & 27: Council Work Sessions

June 7: Budget Public Hearing

June 10: Additional Work Session, if needed

June 21: Budget adoption

SUBJECT: CLOSING REMARKS

Interim City Manager Page appreciated staff and Council for their presentations, discussions and guidance on some very tough topics during COVID and COVID-recovery. She noted additional discussions of rate changes would continue and that the Budget Guidelines would be more formalized at the March 18th Work Session.

Council expressed gratitude to Budget and Finance staff for their efforts.

[ADJOURNMENT]

Being no additional business to transact, the meeting adjourned at 1:00 p.m.

Diana Schreiber
City Clerk