ROCKY MOUNT, NC
THE CENTER OF IT ALL

ROCKY MOUNT CITY COUNCIL

COMMITTEE OF THE WHOLE MEETING

MONDAY, MARCH 14, 2022

CITY COUNCIL
COMMITTEE OF THE WHOLE

MONDAY, MARCH 14, 2022
5:00 PM

AGENDA

1. Classification and Compensation Study	Peter Varney
2. April Retreat	Peter Varney
3. American Rescue Plan Update	Ken Hunter
4. Crime Report	Robert Hassell

MEMORANDUM

ROCKY MOUNT
CITY MANAGER'S OFFICE
THE CENTER OF IT ALL

To: Mayor and City Council

From: Peter Varney, Interim City Manager PV

Date: 3/10/2022

Re: Classification and Compensation Study

At a called meeting of the City Council held November 16, 2021, the City Council tabled a recommendation to adopt a new Classification and Compensation Plan (the Gallagher Plan) until March 14, 2022. In the same meeting, the Council also unanimously approved a 4.5% COLA (cost-of-living pay adjustment) for all full and part-time employees effective November 27, 2021.

After reviewing the proposed plan over the last several days and weeks, I find myself in a place where I cannot recommend adoption of the Gallagher Plan by the City Council for a number of reasons. Instead, I am recommending the following course of actions:

1. We will recommend funding for a new Classification and Compensation Study in the FY 2023 budget. The new study would get under way in September-October 2022 so that a new Plan could be adopted in time for budget preparation for FY 2024.

2. We will recommend at the April 11 Committee of the Whole meeting that the City Council incorporates $15/hour as the new minimum wage (2080 hour equivalency) into the current pay and classification plan. The pay ranges with pay plan will be adjusted accordingly.

3. We will recommend at the April 11 Committee of the Whole meeting that the pay ranges with current pay and classification system be adjusted to include the 4.5 COLA approved in November and any additional market adjustment.

4. We will recommend allowing time until July 1, 2022, to evaluate the existing career ladder components in the existing pay and classification plan and identify areas additional career ladders are needed.

5. We will recommend allowing time until July 1 to identify areas in our existing policy and classification plan where employees are adversely affected by the long standing problem of pay range compression. We hope to recommend adjustments that would enable us to address the major compression issues.

6. We will recommend a pay adjustment effective July 2 that would benefit employees until the proposed new Classification and Compensation Study is completed.

7. We will use the time between April 11 and July 1 to align the position control system in MUNIS with the position control system in our budget system. These two systems have been out of balance for several years, resulting in delays in processing new hires, promotions, pay for performance, and other issues.

This request for a "time-out" to chart a new course comes as a surprise to all and a disappointment to some but I believe it to be in the long-term best interest of the City and its workforce. The intent is to provide the incoming city manager with a solid pay structure to use as a basis for initiating a new comprehensive study of our classification and compensation plan. This change in direction recognizes our commitment to providing a classification and compensation plan that is fair and equitable and offers well defined opportunities for advancements to our employees.

MEMORANDUM

ROCKY MOUNT
CITY MANAGER'S OFFICE
THE CENTER OF IT ALL

To: Mayor and City Council

From: Peter Varney, Interim City Manager

Date: 3/10/2022

Re: April Retreat

At the work session on February 14, the City Council requested a one-day retreat in April.

I am proposing that the City Council consider meeting all day Friday either April 22 or April 29 at the Rocky Mount Event Center.

The subjects I am proposing for your consideration are outlined as follows:

I. Facility Needs

Rocky Mount Judicial Center

Rocky Mount Police Department

Imperial Centre

Booker T. Washington Community Center

R.M. Wilson Gymnasium

Senior Center

Energy Resource Operation Center

Liggett & Myers Operation Center

Event Center Storage

Unity Cemetery Office

II. Inner City Redevelopment

A. Housing Incentive Program Update

B. Community Wealth Building Update

C. Redevelopment Opportunities

- Beal Street Redevelopment Plan
- South Grace Street (Fire Station #2)
- Happy Hill (Gay Street)
- Crosstown (Self-Help/RMECDC)
- Cokey-Redgate-Arlington-Edgecombe
- South Rocky Mount-Little Raleigh

III. Event Center Update

IV. Downtown Redevelopment Update

V. Metro-Net Broadband

VI. Capital Improvement Plan

Please let me know if there are changes needed in the proposed agenda.

MEMORANDUM

ROCKY MOUNT, NC
THE CENTER OF IT ALL

To: Peter Varney, Interim City Manager

Cc:

From: Kenneth Hunter, Assistant to the City Manager for Budget & Evaluation

Date: 3/9/2022

Re: American Rescue Plan Update

Attached is a presentation for City Council during their upcoming Committee of the Whole providing an update on our progress with funds allocated by the United States Department of Treasury through the American Rescue Plan Act. As of now the City has spent $1,267,958 of the $11,521,180 allocated. The update also provides an overview of changes to applicable regulations as established in the Final Rule published on January 6, 2022.

Further discussion will be provided during the Committee of the Whole presentation.

ROCKY MOUNT, NC
THE CENTER OF IT ALL

American Rescue Plan Act Update

3/14/2022, City Manager's Office

ROCKY MOUNT, NC
THE CENTER OF IT ALL

Current Plan of Allocations

Category	Amount Planned	Amount Expended
Premium Pay for Essential Workers		
Premium Pay for City Employees	$1,267,958	$1,267,958
Services to Disproportionately Impacted Communities		
Affordable Housing	$3,000,000	$0
Revenue Replacement		
Provision of Government Services	$0	$0
Reserved for Future Projects	$7,253,222	$0
Grand Total	**$11,521,180**	**$1,267,958**

ROCKY MOUNT, NC
THE CENTER OF IT ALL

Allowable Categories

- Support Public Health Expenditures
- Address Negative Economics Impacts Caused by COVID-19
  - Includes "Exacerbation of Pre-Existing Disparities"
  - Expanded Latitude for Projects in Qualified Census Tracts (HUD)
- Replace Lost Public Sector Revenue
- Provide Premium Pay for Essential Workers
- Invest in Water, Sewer, and Broadband Infrastructure
  - Includes Stormwater
  - State Law prevents expenditures on Broadband

Recent Developments

- Final Rule released January 6, 2022
- All local governments can claim up to $10 million of their allocation for revenue loss without needing to show proof (i.e., no calculation required)
  - Most flexible means of use
- "Affordable housing" available for incomes up to 300% poverty level
- No written justification required for capital projects less than $1 million
- Water, Sewer, and Stormwater projects must align with eligibility of revolving funds

ROCKY MOUNT, NC
THE CENTER OF IT ALL

Recent Developments

- State ARPA-Funded Water, Sewer & Stormwater Improvements (DEQ)
  - 2 rounds of grants in 2022
  - $323 million available for Water/Sewer
  - $82 million available for Stormwater
  - $15 million local jurisdiction limit
- Additional State programs in development
- Local technical assistance available from UNC School of Government, NC League of Municipalities, and Upper Coastal Plain Council of Governments

MEMORANDUM

ROCKY MOUNT
POLICE
THE CENTER OF IT ALL

To: Peter Varney, City Manager

Cc:

From: Robert Hassell, Police Chief

Date: 03/07/2022

Re: Presentation of Crime Statistics

Purpose
The purpose of this memo is to present a summary of the city-wide crime numbers to the Committee of the Whole during the March 14, 2022 meeting.

Discussion
The presentation covers the crime incidents throughout the city currently and compares them to last year during the same time period. The crimes tracked in this presentation are crimes labeled as part 1 crimes in the National Incident Based Reporting System (NIBRS) by the federal government. These crime numbers are tracked by the FBI and shared with the Bureau of Justice Statistics for tracking purposes.

The presentation includes investigation outcomes for the violent crimes and the related arrests. It also includes maps depicting the areas of shots fired, incidences of aggravated assault and murder. The presentation also highlights the efforts and successes of the police department to combat the violent crime occurring in the city.

Requested Action
None

Respectfully Submitted,

Robert Hassell
Chief of Police

ROCKY MOUNT
POLICE
THE CENTER OF IT ALL

March 2022 Crime Report

February 2022 Data

March 14, 2022
Robert Hassell, Chief of Police

ROCKY MOUNT
POLICE
THE CENTER OF IT ALL

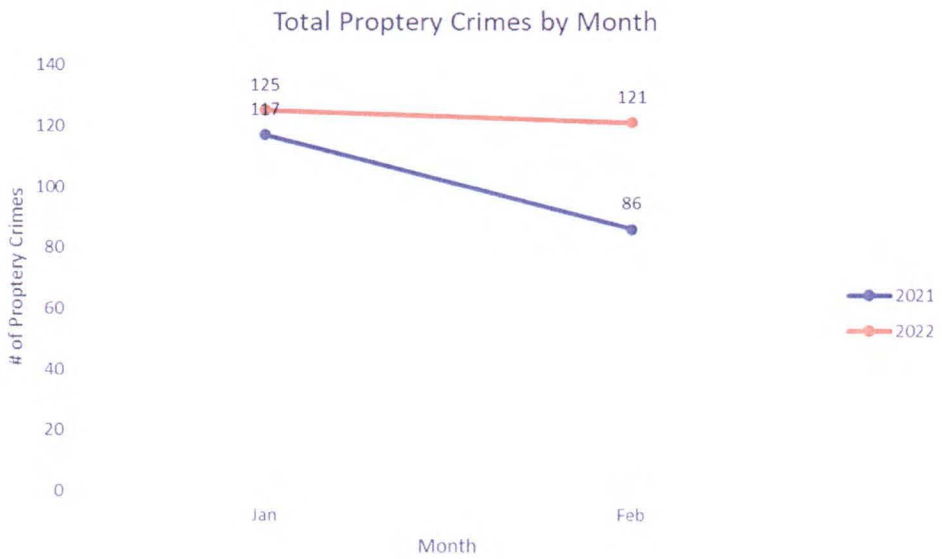
March 2022 Crime Report

Part 1 Crimes Comparison Chart

The table is a comparison of crime numbers by month and year to date compared to the same time periods last year.

CRIMES	Feb 2021	Feb 2022	+/-	YTD 2021	YTD 2022	+/-
Murder	3	2	-1	4	3	-1
Rape	0	1	1	3	2	-1
Com Robbery	2	1	-1	9	7	-2
Ind Robbery	4	4	0	5	9	4
Agg Assault	34	24	-10	69	42	-27
Commercial B&E	11	5	-6	16	12	-4
Residential B&E	9	10	1	29	11	-18
Non Residential B&E	1	4	3	3	7	4
Larceny	54	95	41	133	186	53
MV Theft	9	8	-1	15	17	2
Arson	0	1	1	1	1	0
Total	**127**	**155**	**28**	**287**	**297**	**10**

Part 1 Crimes Comparison Chart



March 2022 Crime Report

Aggravated Assault Cases and Investigations

Aggravated Assault Cases	10
Aggravated Assault Victims	24
Numbers Cases with Multiple victims	7
Aggravated Assault Arrests	2
Aggravated Assault Cases Cleared	4

Case Dispositions

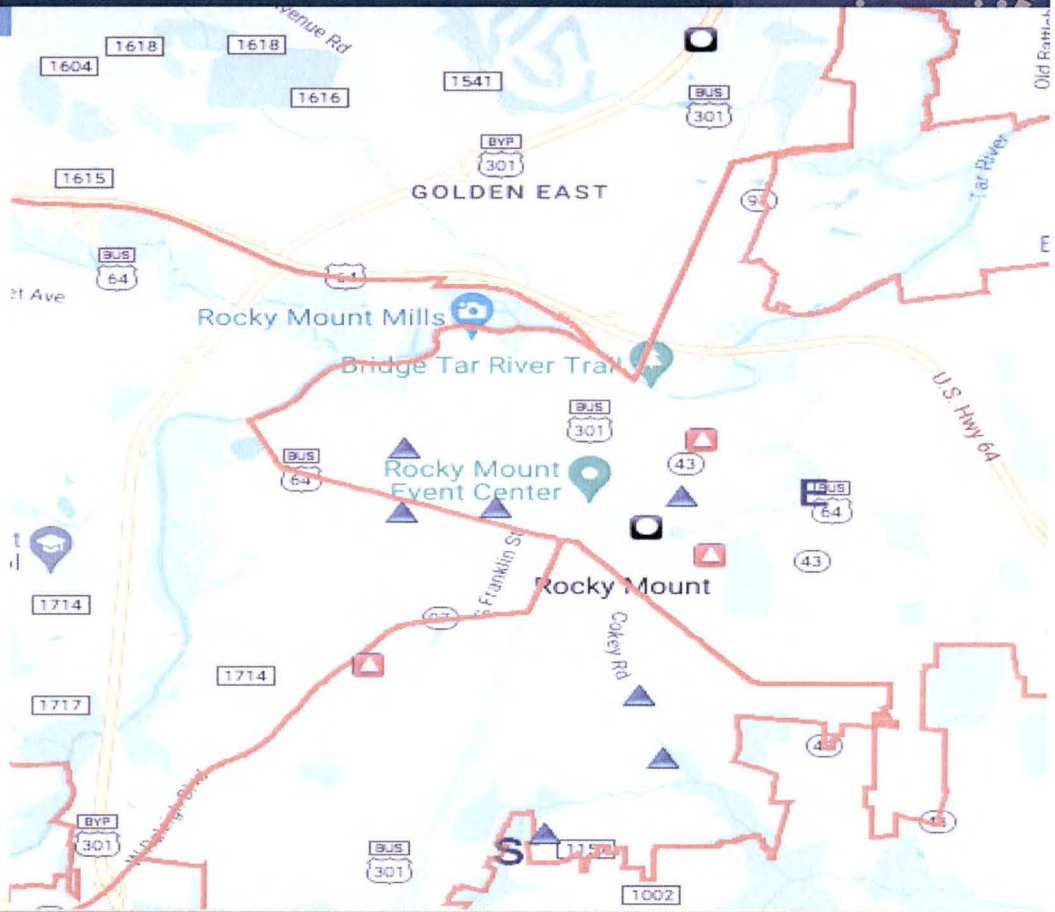
• Cases Cleared by Arrest	3
• Exceptionally Cleared	1
• Inactive Cases	4
• Open Cases	2
• **Grand Total of Incidents**	**10**

ROCKY MOUNT
POLICE
THE CENTER OF IT ALL

March 2022 Crime Report

- Murder
- Aggravated Assault
- Shooting Into OCC Build/Veh.

• Victims with Injuries	9
• Victims Without Injuries	17
Grand Total of Victims	**26**

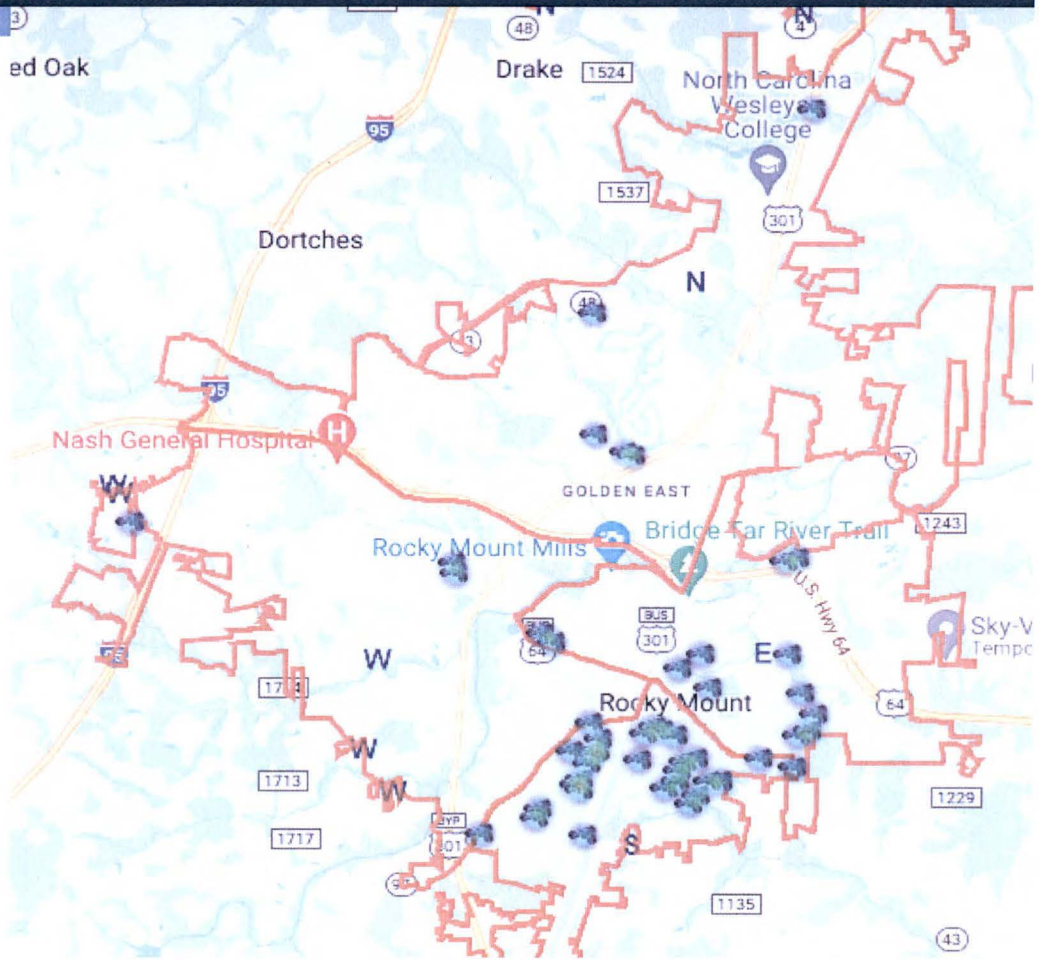


ROCKY MOUNT
POLICE
THE CENTER OF IT ALL

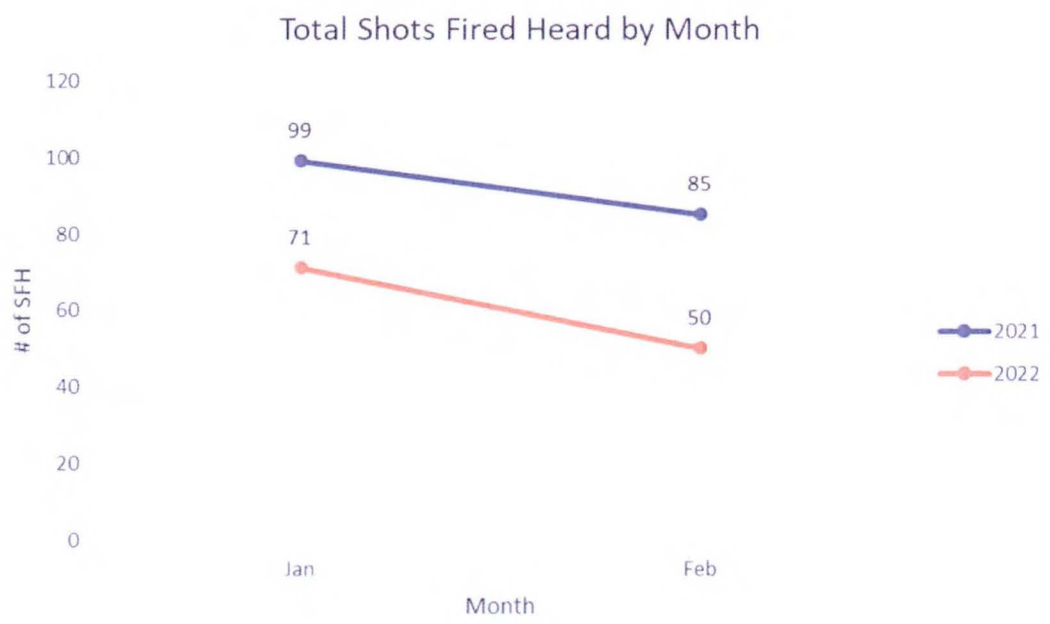
March 2022 Crime Report

Shotspotter & Citizen Calls Throughout the City

• Shots Fired	49
• Shell Casings were Found	29
• Number Shell Casings Found	227
• Number of Firearms Seized	28
• Number of Firearms Seized YTD	60
• Weapon Violation Arrests	7



Shots Fired Heard Comparison Chart



Community Involvement

Police Athletic/Activity League: PAL Basketball season ended with a tournament game March 16th . Congratulations to Cpl. Jackson and the Guardians.

PAPAL basketball celebration March 25th where participants were awarded trophies and coaches and parents were acknowledged.