



CITY OF FREDERICKSBURG, VIRGINIA

CITY COUNCIL

MINUTES

Council Chambers, 715 Princess Anne Street
Fredericksburg, Virginia 22401

ITEM #9A

HON. MARY KATHERINE GREENLAW, MAYOR
HON. CHARLIE L. FRYE, JR., VICE -MAYOR, WARD FOUR
HON. KERRY P. DEVINE, AT-LARGE
HON. MATTHEW J. KELLY, AT-LARGE
HON. JASON N. GRAHAM, WARD ONE
HON. WILLIAM C. WITHERS, JR., WARD TWO
HON. DR. TIMOTHY P. DUFFY, WARD THREE

Council Work Session

February 9, 2021

Update from Main Street

Fredericksburg Regional Transit Radio System

Police Executive Research Forum (PERF) Report

Brief on Enterprise Resource Management Progress

The Council of the City of Fredericksburg, Virginia held a work session on Tuesday, February 9, 2021, beginning at 5:30 p.m. using electronic communication through GoToMeeting pursuant to and in compliance with the City Council Ordinance 20-05, an ordinance to address Continuity of City Government during the pendency of a pandemic disaster.

Council Present. Mayor Mary Katherine Greenlaw, Presiding. Vice-Mayor Charlie L. Frye, Jr. Councilors Kerry P. Devine, Timothy P. Duffy, Jason N. Graham, Matthew J. Kelly and William C. Withers, Jr.

Also Present. City Manager Timothy J. Baroody, Assistant City Manager Mark Whitley, Assistant City Manager Doug Fawcett, City Attorney Kathleen Dooley, Police Chief Brian Layton, Special Advisor Eddie Allen, Director of Transit Jamie Jackson, Operations Manager for Transit Glenn Jenkins, Equity and Economic Advancement Officer Angela Freeman, Public Information Officer Sonja Cantu and Clerk of Council Tonya B. Lacey.

Others Present. Executive Director of Main Street Anne Glave, President of Main Street Jenn McGovern.

Update from Main Street. Ms. Glave presented a PowerPoint presentation giving an update and she started with the State of Main, CARES Funding, January- February 2021 Survey Results, Greatest Needs of Businesses, 2021 Projects, Downtown Investment Grant, Technological Innovations in 22401, Virtual Event and Highlights and Accomplishments (2020).

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Ms. Glave explained that many of the businesses were struggling with technology and were fearful to get onto new sites although they had received grants to do so.

Fredericksburg Regional Transit Radio System. Special Advisor Allen stated that some of the things they looked at when they went with the public safety radio system was to look at other agencies in the City to bring them into the system. In 2020, they looked at working on the Public Works system but due to COVID it was put off. Ms. Jackson learned that transit was not on the public safety radio system and they began working to get them on the system.

Director of Transit Jackson explained that their request was to get permission to approach Stafford County for use of their tower. She presented a PowerPoint presentation and she discussed the project overview, project rationale and project funding.

Ms. Jackson explained that the \$752,897 was the total capital cost and there would be an annual cost of \$50,000 but there would be matches and the City's cost would be \$17,744.

Mr. Allen explained that this system would be putting the City and FRED in a good position because if the City decided to go on its own tower it would be able to do so. He also stated that with this new system if there was an emergency on a bus there would be a button to alert the Police Department and currently this was not available. Mr. Allen also noted that currently the City share code plugs with Spotsylvania, Stafford, Caroline and King George but there were propriety items that could not be shared. He said Spotsylvania would be given the ability to communicate with FRED and FRED with them if they choose to add FRED to its system.

Ms. Jackson was hopeful there would not be any issues since this was a regional system.

Police Executive Research Forum (PERF) Report. City Attorney Dooley explained the idea of this discussion was to frame up the discussion before receipt of the report. Ms. Dooley presented a PowerPoint and she discussed the Racial Equity Context, Police Executive Research Forum, Assessment and Recommendation, Community Participation – Input and Proposed Review Framework.

Ms. Dooley described PERF as having a sustained interest and focus on public safety and law enforcement response to mass demonstrations and the use of force. PERF brings best management practices approach and they try to identify where we could improve operations in the future.

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Equity and Economic Advancement Officer Freeman stated the reason for engaging PERF was to engage the community as well as represent and support them. As PERF developed the report she preserved the feedback in order to develop broader feedback. This feedback would tie back to Council's previous feedback.

Public Information Officer Cantu noted that the PERF survey would be located on the City's website for anyone who would like to take the survey. She reviewed each of the questions with the Council and asked if there were any additional question that the Council would like to see on the survey.

Councilor Kelly stated that he would like to see questions regarding the events that took place during the protests. He said it was important to look at all aspects otherwise the City would not get all the information it needed.

Councilor Graham said a way to move forward was to get recommendations and he thought the survey should ask if there were recommendations in the report that were not agreed upon and how should the recommendations be changed. He said this could be used as a conversation starter and give a foundation on how to move forward. Mayor Greenlaw said that was an interesting way to get a broader perspective.

Ms. Freeman talked about an organization called Government Alliance on Racial Equity (GAORE) they are designed to assist municipalities in navigating complex conversations. There are several tools available to help guide the work and review. She said it would be important for the City to go back to the community and check in and this would help engagement and trust in the process.

Councilor Devine agreed with Councilors Kelly and Graham and said there needed to be more poignant questions to get better feedback.

Councilor Duffy spoke frankly and stated that the City was obligated to monitor its employees and their actions must be reviewed and he said it was most important to know how the employees acted and why so they City could learn to move forward. He felt there was a gap in what the Council was debriefed on and what was suggested in the report. He said this report was filled with important information on how the government should relate to its citizens.

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Vice-Mayor Frye spoke of how disorganized the protest were and he felt that many in the community were misled by others. He said this was not a City related incident it was worldwide.

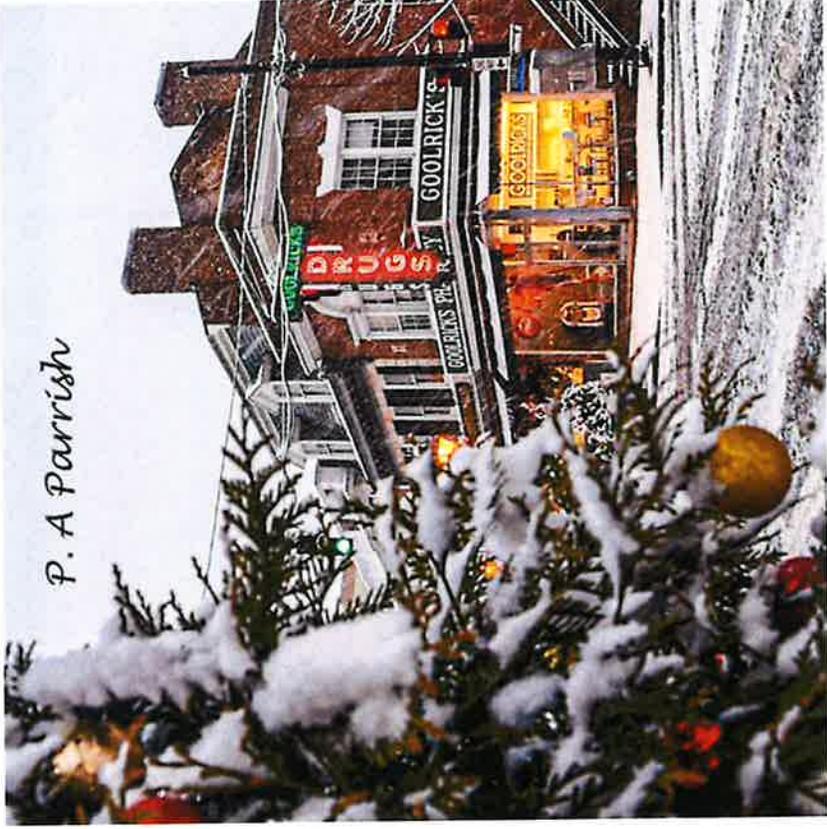
Councilor Kelly asked how the City was planning to have dialog with the public regarding the report and Ms. Freeman noted that it was important to engage the public but not everyone was comfortable in engaging. She said a process would need to be established so that no harm is done to anyone, the City must respect and demonstrate what its heard in order to build trust and transparency. Ms. Freeman noted how hard it was to engage people during the pandemic.

Brief on Enterprise Resource Management Progress. Assistant City Manager Whitley reported the they had successfully completed the Go Live Payroll system. He said they had great collaboration with schools.

Adjournment. There being no further business to come before the Council at this time. Mayor Greenlaw declared the session officially adjourned at 7:22 p.m.

**Tonya B. Lacey
Clerk of Council
City of Fredericksburg**

P. A Parrish



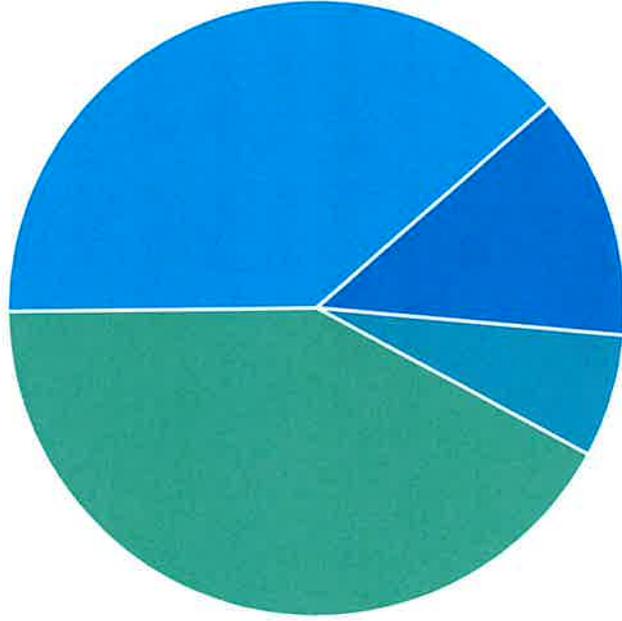
Fredericksburg, VA Main Street, Inc.

February 9, 2021 Update
City Council Work Session



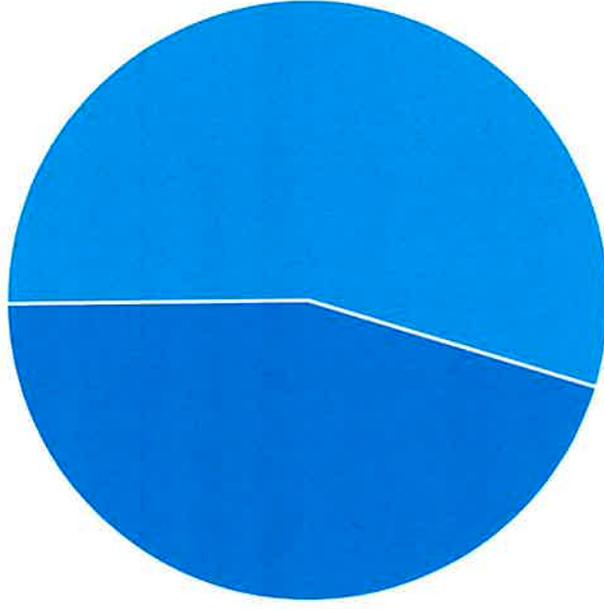
CARES FUNDING

Recipients



- Restaurants (12)
- Museums - nonprofits (2)
- Services (4)
- Retail (13)

Funding Use



- Technology (17)
- COVID-19 (14)



Survey Results (continued)

Curbside:

78% of Restaurants

74% of Retail businesses

50% of Service Businesses *Yoga, hair, skincare, gyms*

Private Appointments and Special Hours:

70% of Retail businesses

75% of Service Businesses

33% of Cultural Businesses *Art galleries, Museums*

Shipping:

77% of retail offering shipping

50% of Cultural and Services

Survey Results (continued)

Retail:

- 10% Experienced Similar Sales Amounts
- 32% Experienced an Increase in Sales by 10% to 24%
- 21% Experienced a Decline in Sales between 5% to 24%
- 25% Experienced a Decline in Sales between 25% to 50%

Professional Services:

- 43% Reported Revenue Similar to that in 2020

Business Operations:

- 23% of Businesses were Always Open in 2020
- 18% of Businesses Closed for 2 Weeks or Less
- 7% of Businesses were Closed for 2 to 4 Weeks
- 50% of Businesses were Closed from 30 to 90 Days*
- *70% of Cultural and Service Businesses were Closed for 60+ days.

Highest Loss in Employees:

- Restaurants with Large Staff, and Cultural & Service Businesses
- Hiring Staff was Most Important (After Revenue) – Restaurants & Services

Greatest Needs of Businesses

Overall:

- 73% - Increased Revenue
- 28% - Hiring Staff
- 28% - Assistance with COVID-Related Expenses
- 19% - Assistance with Grants and Loan Needs
- 19% - Assistance with COVID Benefits Programs – PPP
- 18% - Rent Reduction

Restaurants Top Needs:

Assistance with COVID Expenses; Hiring Staff; Rent Reduction

Retail Top Needs:

Assistance with Technology; Assistance with Grants/Loans

Services & Cultural Top Needs

Assistance with Grants/Loans; Assistance with Technology; Rent Reduction

Professional Office Top Needs

Assistance with Technology; Mental Health

78% are Cautiously Optimistic for 2021

Downtown Investment Grant

Due March 15, 2021; \$25,000 Award

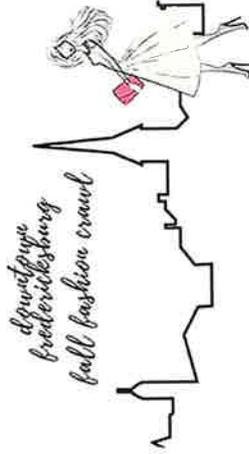
First Friday Revamp

- Economic Driver for Restaurants, Retail and Cultural Places
 - Open Container Permit – No Closed Streets
 - Involves and Positively Impacts All Downtown Businesses
 - Grant Money to be Used for Branding and Marketing
 - Fall 2021
- 

Highlights & Accomplishments (2020)

- Fashion Crawl
- Scarecrow & Bats
- Small Business Saturdays
- Holiday Stroll
- Scan & Love
- Behind the Register Podcast
- Chatham Bridge Construction Guide
- Customized Posters for COVID Phases
- Holiday Gift Card Promotion

SAVE THE DATE



THURSDAY OCTOBER 15 - SUNDAY OCTOBER 18 2020



OCT 2-31

Scarecrows are Coming Contest

Come Downtown and vote for your favorite Scarecrows! Ballots available at participating businesses and digitally at:

bit.ly/fxbgscarecrows



SPONSORED BY:



fredericksburgrotary.org



OCT Scarecrows and Bats 24 at Fred Nats • 5:00 - 7:30pm

Grab the family and a blanket, and head to the Fred Nats Stadium for fun activities, games and a FREE movie! Limited to the first 1,000 people. Masks and social distancing required. \$5/car parking fee.

Special thank to the Fred Nats for making this event possible.



SHOP Safely Downtown
Our S.A.F.E Policy For Phase One
Shop safely & responsibly

S: Stay HOME
 If you are sick or caring for someone who is sick.

A: Access to out-of-shop and safe in-shop experiences

F: Face Coverings are state-mandated for staff and customers unless otherwise exempt.

E: Enhanced Safety Measures

- Social distancing requirements
- Frequent hand sanitizer stations
- Limited number of customers in shop
- Frequent handwashing
- Hand sanitizer stations available
- No or low contact payment options
- Face masks available for customers
- Temporary changes in return policy



Holiday Promotional Card expiring on April 30, 2021.

Thriving Through Construction

Provided by Fredericksburg, VA Main Street.

FREDERICKSBURG REGIONAL TRANSIT

RADIO COMMUNICATIONS UPGRADE

FEBRUARY 9, 2021



PROJECT RATIONALE

Rationale for Tower Adjustment:

- FRED's current system is owned by a private provider, Communications Specialist, Inc. (CSI).
- CSI has notified FRED that in the future they intend to transition from the tower leasing business.
- Limit risk of FRED exposure and service disruption due closure of private tower.
- Increase equipment and service reliability.
- Reduce current "spotty" service and "dead spots" of radio service in the region.



PROJECT FUNDING

FRED Transit Communications Upgrade Pricing

- **Total Project Cost:** \$751,897 (*total capital cost*)
Annual cost (\$50,000) this has matches
City Cost \$17,744
- **Project Funding:**
 - 80% Federal, 16% State, 4% Local
 - Local Share split among localities
 - Request in FRED FY22 Budget



PERF Final Report

02/09/2021

City Council Work Session
and Regular Session



Police Executive Research Forum

has a sustained interest and focus on public safety and law enforcement response to mass demonstrations and use of force

PERF works with police chiefs and other experts and leaders to develop law enforcement best practices:

- Development methodology:
 - Conduct studies
 - Identify experts
 - National conferences with hundreds of LE leaders and experts
 - Publish reports
- “Best practices:”
 - Not based on legal standards, but
 - Policies and strategies developed over time, informed by experience
 - Use of Force and Mass Demonstrations – two areas of sustained focus

Community participation - input

PERF's Final Report reflects the views of the community, as communicated during in-person and online interviews

- Section III of the Final Report provides a snapshot of community viewpoints on the demonstration events and on the City's response to those events

Questions/discussion