



## CITY COUNCIL AGENDA July 7, 2021

### Members

Nikuyah Walker, Mayor  
Sena Magill, Vice Mayor  
Heather D. Hill  
Michael K. Payne  
J. Lloyd Snook, III  
Kyna Thomas, Clerk

### 9:00 AM Special Meeting

By order of Mayor Nikuyah Walker, pursuant to Virginia Code Section 15.2-1418, a SPECIAL MEETING was called for the CHARLOTTESVILLE CITY COUNCIL, to be held on Wednesday, July 7, 2021 beginning at 9:00 a.m. Register at [www.charlottesville.gov/zoom](http://www.charlottesville.gov/zoom). Virtual/electronic meeting in accordance with a local ordinance amended and re-enacted April 19, 2021, to ensure continuity of government and prevent the spread of disease during a declared State of Emergency. Individuals with disabilities who require assistance or special arrangements to participate in the public meeting may call the ADA Coordinator at (434) 970-3182 or submit a request via email to [ada@charlottesville.gov](mailto:ada@charlottesville.gov). The City of Charlottesville requests that you provide a 48 hour notice so that proper arrangements may be made.

### CALL TO ORDER

### ROLL CALL

### AGENDA APPROVAL

### ACTION ITEMS

1. Appropriating Funds for removal, storage, and/or covering of the statues/sculptures of Confederate Generals Robert E. Lee and Stonewall Jackson, and Sacajawea/ Lewis and Clark - \$1,000,000 (2nd reading and Vote)
2. Resolution: Appropriating funds of American Rescue Plan #1 Tranche - \$1,986,100 (1st of 2 readings)
3. Resolution: Appropriating funds for City School Bus Driver Incentive Plan - \$332,952 (1st of 2 readings)
4. Resolution: Appropriating funds for Transit Bus Driver Benefits Incentive Plan - \$499,632 (1st of 2 readings)

### PUBLIC COMMENT

CITY OF CHARLOTTESVILLE, VIRGINIA  
**CITY COUNCIL AGENDA**



<b>Agenda Date:</b>	June 24, 2021 <b>Special Meeting</b>
<b>Action Required:</b>	Vote (by Unanimous Consent) to Add Item to Special Meeting Agenda: <b>Introduction/ First Reading of Resolution to Appropriate Funds To be used for Removal, Storage or Covering of Statues</b>
<b>Staff Contact:</b>	Chip Boyles, City Manager Ashley Marshall, Deputy City Manager
<b>Presenter:</b>	Chip Boyles, City Manager
<b>Title</b>	Resolution Appropriating Funds (\$1,000,000) for removal, storage, and/or covering of the statues/sculptures of Confederate Generals Robert E. Lee and Stonewall Jackson, and Sacagawea/ Lewis & Clark

**Background and Discussion:**

On June 7, 2021 Council adopted a Resolution to remove, relocate, contextualize or cover the statue/sculpture of Robert E. Lee located in Market Street Park and a Statue/sculpture of Stonewall Jackson located in Court Square Park. Council has also previously approved removal of the statue/sculpture of Sacajawea/Lewis & Clark located at the intersection of West Main Street and Ridge Street. This appropriation resolution will officially earmark funds and make them available to be spent at the discretion of the City Manager, to pay for any related costs for removing, storing and/or covering the statues.

Whether or not funds will need to be expended in relation to the removal of any particular statue will depend on various circumstances. Pursuant to City Council's June 7, 2021 resolution, the statues/sculptures of Lee and Jackson will not be removed, covered or contextualized until a 30 day offering period has expired. The attached appropriation resolution is necessary, in order to assure that funds are available to the City Manager commencing in early July, to cover the costs associated with carrying out actions previously authorized by City Council, including removal, in the event that the cost of removal is not anticipated to be covered by any third party. (As previously discussed with Council, none of the sculptures/ statues can be conveyed to any third party without City Council approval of the conveyance).

Per City Code 2-42(b) City Council may, by unanimous consent, add the introduction and first reading of this resolution to the agenda for its June 24, 2021 special meeting. City Council cannot vote on the Resolution until a second reading is conducted.

**Community Engagement:**

Numerous public hearings have been held related to the removal of the three statues/sculptures.

**Alignment with City Council's Vision and Priority Areas:** Yes.

**Budget Impact:**

The funds being designated were previously appropriated to the City's budget (Capital Projects Contingency Fund), after a public hearing, as part of the year end appropriation. The purpose of the attached resolution is to identify specific purposes for which this particular dollar amount may be expended.

**Recommendation:**

Staff recommends approval of the Resolution.

**Alternatives:**

City Council may choose not to appropriate funding for these purposes at this time.

**Attachments:**

Appropriation Resolution

**RESOLUTION APPROPRIATING FUNDING  
(ONE MILLION DOLLARS (\$1,000,000.00))  
FOR COSTS OF REMOVAL, STORAGE, AND/OR COVERING OF THE  
STATUES/SCULPTURES OF CONFEDERATE GENERALS ROBERT E. LEE AND  
STONEWALL JACKSON, AND THE STATUE/SCULPTURE OF SACAJAWEA/LEWIS &  
CLARK**

**BE IT RESOLVED** by the Council of the City of Charlottesville, Virginia that the sum of \$1,000,000 from the CIP Contingency Fund is hereby designated to be available for expenditure, at the discretion of the City Manager, for costs associated with the removal, storage and/or covering of the statues/sculptures of Confederate Generals Robert E. Lee and Stonewall Jackson, located in City public parks (as authorized by Resolution of City Council dated June 7, 2021) and for costs associated with the removal and/or storage, if necessary, of the statue/sculpture of Sacajawea/Lewis & Clark, located at the intersection of West Main Street and Ridge Street.

**Expenditures**

\$1,000,000    Fund: 426    WBS Element: CP-080    G/L: 599999

**CITY OF CHARLOTTESVILLE, VIRGINIA  
CITY COUNCIL AGENDA**



<b>Agenda Date:</b>	July 7, 2021
<b>Action Required:</b>	First Reading of Resolution to Appropriate Funds
<b>Presenter:</b>	Chip Boyles, City Manager
<b>Staff Contacts:</b>	Chip Boyles, City Manager
<b>Title:</b>	<b>Resolution Appropriating Funds from the American Rescue Plan for Eligible Local Activities - \$1,986,100</b>

**Background and Discussion:**

On March 11, 2021, United States President Biden signed the American Rescue Plan Act of 2021 (the Act) to provide additional relief for individuals and businesses affected by the coronavirus pandemic. The Act includes funding for state, local, and tribal governments as well as education and COVID-19-related testing, vaccination support, and research.

The City of Charlottesville is to receive direct funding from the American Rescue Plan (ARP) in two tranches: \$9,804,854 in May, 2021 and \$9,804,854 in May, 2022 for a total of \$19,609,708. These funds must be obligated by December 31, 2024.

City staff have begun the process to identify first urgent community needs resulting from the impacts of the COVID-19 virus. Further program development will allow additional agency and community requests for eligible funding needs. An eligible use of the ARP funds, replacement of lost local government revenues during the pandemic, is a priority for the ARP funds, and will be brought before Council at a future Council meeting. However, the first use of ARP funding by the City of Charlottesville is for urgent financial needs of the City and community, including community safety, housing assistance, business recovery and city operations.

**Community Support**

Peace in the Streets	\$95,000
Mentoring at Lugo-McGinnis Academy	\$153,500
Legal Aid Justice Center Eviction Prevention	\$300,000
Emergency Relief and Community Assistance	\$811,100
Department of Human Services COVID Related Assistance	\$176,500

**Business Support**

Department of Economic Development Recovery Roadmap	\$250,000
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**City Staff Support**

City Hall Access Reconfiguration	\$200,000
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Per City Code 2-42(b) City Council may, by unanimous consent, add the introduction and first reading of this resolution to the agenda for its July 7, 2021 special meeting. City Council cannot vote on the Resolution until a second reading is conducted.

**Alignment with City Council’s Vision and Strategic Plan:**

The usages and projects proposed to be funded with the ARP funds contributes to Goal 1 of the Strategic Plan, to be an inclusive community of self-sufficient residents; Goal 2 to be a healthy and safe City; Goal 4 to have a strong, creative, and diversified community; and Goal 5 to be a well managed and responsive organization.

**Community Engagement:**

There will be a public hearing conducted at the July 19, 2021 City council meeting related to the usage of the ARP funding as outlined in this memo. Further community engagement and review for the full ARP Program will be conducted during program development over the next 12 months. The current requests are emergency in nature with community input limited to the July 19<sup>th</sup> public hearing and written comment to City Council prior to that meeting.

**Budgetary Impact:**

The amount of the ARP funds was unknown during the development of the FY 2022 City Budget and not included. The approval of this resolution has no immediate impact on the FY 2022 General Fund budget. However should these funds not be appropriated, the usage of previously appropriated funding may be necessary to fund these activities resulting in reduced funding for previously approved usages.

**Recommendation:**

Staff recommends approval of the Resolution and appropriation of ARP funds.

**Alternatives:**

City Council may elect not to appropriate funding for these purposes at this time or may elect other ARP eligible program expenditures.

**Attachments:**

Resolution for the Appropriation of funds.

**RESOLUTION APPROPRIATING FUNDING FOR  
American Rescue Plan for Eligible Local Activities  
\$1,986,100**

**BE IT RESOLVED** by the Council of the City of Charlottesville, Virginia that the sum of \$1,986,100 from American Rescue Plan funding is hereby designated to be available for expenditure, at the discretion of the City Manager, for costs associated with eligible ARP expenditures for the following purposes and amounts:

**Community Support**

Peace in the Streets	\$95,000
Mentoring at Lugo-McGinnis Academy	\$153,500
Legal Aid Justice Center Eviction Prevention	\$300,000
Emergency Relief and Community Assistance	\$811,100
Department of Human Services COVID Related Assistance	\$176,500

**Business Support**

Department of Economic Development Recovery Roadmap	\$250,000
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**City Staff Support**

City Hall Access Reconfiguration	\$200,000
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**Revenues - \$1,986,100**

Fund: **XXX**                      Cost Center: **XXXXXXXXXX**                      G/L Account: 430120

**Expenditures**

\$95,000	Fund: <b>XXX</b>	I/O: <b>XXXXXXXXXX</b>	G/L: 599999
\$153,500	Fund: <b>XXX</b>	I/O: <b>XXXXXXXXXX</b>	G/L: 599999
\$300,000	Fund: <b>XXX</b>	I/O: <b>XXXXXXXXXX</b>	G/L: 599999
\$811,100	Fund: <b>XXX</b>	I/O: <b>XXXXXXXXXX</b>	G/L: 599999
\$176,500	Fund: <b>XXX</b>	I/O: <b>XXXXXXXXXX</b>	G/L: 599999
\$250,000	Fund: <b>XXX</b>	I/O: <b>XXXXXXXXXX</b>	G/L: 599999
\$200,000	Fund: <b>XXX</b>	I/O: <b>XXXXXXXXXX</b>	G/L: 599999

CITY OF CHARLOTTESVILLE, VIRGINIA  
CITY COUNCIL AGENDA



Agenda Date:	July 7, 2021 – <b>SPECIAL MEETING</b>
Action Required:	<b>Introduction/ First Reading of Resolution to Appropriate Funds to be used for School Bus Driver Incentive Plan</b>
Presenter:	Chip Boyles, City Manager
Staff Contacts:	Chip Boyles, City Manager
<b>Title:</b>	Resolution Appropriating \$332,952 for School Bus Driver Benefits Incentive Plan

**Background:**

It has been highly publicized that a nationwide school bus driver shortage exists. According to a recent *School Transportation News* article, 80% of respondents surveyed said their school district or bus company is currently lacking in school bus drivers. The Charlottesville School System school bus driver needs are experiencing this same shortage. Of 30 drivers needed to properly service the school route needs, the City currently has 9 on-staff drivers. Routes may operate with as few as 14 drivers with additional shifts.

Factors contributing to driver shortages include; salary & benefits, commercial driver's license requirements and delays, background checks, and behavior and support of student riders. To address contributing factors within the City's control, staff has developed a proposal to increase benefits through financial incentives and health benefits for new and existing drivers

**Discussion:**

Staff recommends the approval of a \$2,400 hiring and longevity bonus eligible to new and existing bus drivers over a 9-month period. This bonus would be accompanied with the benefit of a health care premium cost equivalent to that of a 40 hour employee. Hourly pay rates would remain the same, still the highest in our immediate region.

Per City Code 2-42(b) City Council may, by unanimous consent, add the introduction and first reading of this resolution to the agenda for its July 7, 2021 special meeting. City Council cannot vote on the Resolution until a second reading is conducted.

City staff recommends a bonus program of \$2,400 for new and existing drivers to attract immediate attention of new drivers and better compensate the current nine drivers. This bonus would be accompanied with the offer of health insurance at a premium cost equivalent to that of a 40 hour employee. This change will also provide a cost savings to existing drivers. Bonuses would be paid in three phases: upon positive completion of CDL training, mid-year and end of year. (Likely



a larger payment at end of year to both help retain and to assist in summer months hiatus.)

Hourly compensation would remain the same but separate from the health care incentive and bonus incentive. In discussion with Albemarle County, their starting rate for FY22 is \$16.20 to \$18.89 compared to the City's \$16.97 to \$18.78.

The details of the proposal are as follows:

1. This proposal is a 2 year pilot program.
2. Budget will include 30 driver positions. Currently, there are 28 budgeted – this does not include the 2 Lead Driver positions and the 1 hostler position. The proposal will add two (2) - 30 hour FTEs to the Pupil Transportation budget.
3. \$2,400 Bonus will be offered. Specific payout amounts and intervals to be determined with a portion to be paid up front and a remaining balance to be paid over the entire school year.
4. Driver Healthcare Premiums will be equivalent to the 40 hour premium rates

**Alignment with City Council's Vision and Strategic Plan:**

Approval of this agenda item aligns with Goal 1: An Inclusive Community of Self-Sufficient Residents and Goal 5: A well-managed and Responsive Organization of the City's Strategic Plan.

**Community Engagement:**

As a personnel incentive program, community engagement has not occurred. The current requests are emergency in nature with no opportunity for community input beyond City Council meetings.

**Budgetary Impact:**

The first year of this incentive program is expected to cost \$332,952. The Charlottesville City Schools (CCS) has agreed to fund this amount for two years (FY23 and FY24) utilizing either CARES or American Rescue Plan funding as an eligible school improvement expense.

**Recommendation:**

Staff recommends approval and appropriation of these funds.

**Alternatives:**

City Council may elect not to appropriate funding for these purposes at this time or may elect another driver incentive program to attract drivers.

**Attachments:**

Appropriation Resolution

**RESOLUTION APPROPRIATING FUNDING FOR THE SCHOOL BUS  
DRIVER INCENTIVE PROGRAM  
\$332,952**

**BE IT RESOLVED** by the Council of the City of Charlottesville, Virginia that the sum of \$332,952 is hereby designated to be available for expenditure, at the discretion of the City Manager, for costs associated with an FY22 School Bus Driver Incentive Program.

**Expenditures**

\$332,952 Fund: 105      Cost Center:2491001000      G/L: 599999

**Revenues**

\$332,952 Fund: 105      Cost Center:2491001000      G/L: 498900

CITY OF CHARLOTTESVILLE, VIRGINIA  
CITY COUNCIL AGENDA



Agenda Date:	July, 7, 2021
Action Required:	Introduction /First Reading of Resolution to Appropriate Funds to be used for Transit Driver Incentive Plan
Presenter:	Chip Boyles, City Manager
Staff Contacts:	Chip Boyles, City Manager
Title:	<b>Resolution Appropriating \$499,632 for Transit Driver Benefits Incentive Plan</b>

**Background and Discussion:**

As School Bus Driver shortages have plagued the City of Charlottesville, this region and the nation, commercial drivers are in high demand for freight trucks, delivery trucks, ride-hails and especially public transit. The City of Charlottesville is proposing to entice new drivers into the industry and to retain the existing drivers through a benefits incentive program of a \$2,400 incentive pay and improved health insurance premiums. To provide an incentive plan to one set of drivers over another could shift the shortage from transit to school bus or vice versa.

Staff recommends the approval of a \$2,400 hiring and longevity bonus eligible to new and existing bus drivers over a 9-month period. This bonus would be accompanied with the benefit of a health care premium cost equivalent to that of a 40-hour employee. Hourly pay rates would remain the same, still the highest in our immediate region.

Per City Code 2-42(b) City Council may, by unanimous consent, add the introduction and first reading of this resolution to the agenda for its July 7, 2021 special meeting. City Council cannot vote on the Resolution until a second reading is conducted.

The details of the proposal are as follows:

1. This proposal is a 2 year pilot program.
2. Budget will include 91 driver positions.
3. \$2,400 Bonus will be offered. Specific payout amounts and intervals to be determined with a portion to be paid up front and a remaining balance to be paid over the entire year.
4. Driver Healthcare Premiums will be equivalent to the 40-hour premium rates

**Alignment with City Council's Vision and Strategic Plan:**

Approval of this agenda item aligns with Goal 1: An Inclusive Community of Self-Sufficient Residents and Goal 5: A well-managed and Responsive Organization of the City's Strategic Plan.

**Community Engagement:**

As a personnel incentive program, community engagement has not occurred. The current requests are emergency in nature with limited opportunity for community input beyond City Council meetings.

There will be a public hearing conducted at the July 19, 2021 City council meeting.

**Budgetary Impact:**

The first year of this incentive program is expected to cost \$499,632. Charlottesville Area Transit will fund this amount for two years (FY23 and FY24) utilizing their direct CARES or American Rescue Plan funding as an eligible public transit improvement expense.

**Recommendation:**

Staff recommends approval of the Resolution and appropriation of funds.

**Alternatives:**

City Council may elect not to appropriate funding for these purposes at this time or may elect to fund an alternate incentive dollar amount.

**Attachments:**

Resolution for the Appropriation of funds.

**RESOLUTION APPROPRIATING FUNDING FOR THE TRANSIT BUS  
DRIVER INCENTIVE PROGRAM \$499,632**

**BE IT RESOLVED** by the Council of the City of Charlottesville, Virginia that the sum of \$499,632 is hereby designated to be available for expenditure, at the discretion of the City Manager, for costs associated with an FY22 Transit Bus Driver Incentive Program.

**Expenditures** \$499,632 Fund: XXX Cost Center:XXXXXX G/L: XXXX

**Revenues** \$499,632 Fund: XXX Cost Center:XXXXXXXXXX G/L: XXXX