



CITY MANAGER'S WEEKLY REPORT

raleighnc.gov



CITY OF
Raleigh
MANAGER'S
OFFICE

Issue 2020-01

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INFORMATION:

Regular Council Meeting Tuesday, January 7 - No Lunch Work Session - Afternoon and Evening Sessions

Reminder that Council will meet next **Tuesday** in regularly scheduled sessions at **1:00 P.M.** and **7:00 P.M.** The agenda for the meeting was published on Thursday:

<http://boarddocs.com/nc/raleigh/board.nsf>

Please note there will be a **Closed Session** immediately following the afternoon session of the Council meeting.

Reminder: If there is an item you would like to have pulled from the consent agenda for discussion, please send an e-mail mayorstaff@raleighnc.gov by 11 A.M. on the day of the meeting.

Community Survey Results

Staff Resource: Mary Vigue, Budget & Mgt Services, 996-4270, mary.vigue@raleighnc.gov

As Council begins its work for 2020 the latest [Community Survey results](#), presented in February 2019, may be of interest. The random-sampled, statistically significant survey of Raleigh residents is conducted every two years to assess community satisfaction with and perception of services provided by the City of Raleigh.

The survey looks at organizational excellence, arts and cultural resources, economic development and innovation, and transportation and safety. Full results and cross tabs of data are available on the City website:

<https://raleighnc.gov/services/government/community-survey>

(No attachment)

Wilmington Street Full Closure

Staff Resource: Lee Mai, Development Services, 996-5760, cuong.mai@raleighnc.gov

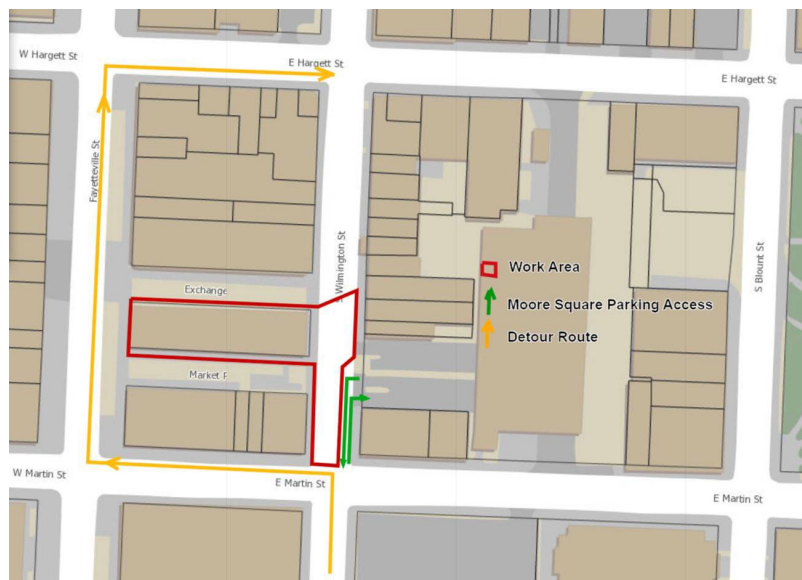
Radco Roofing has been coordinating with local businesses, the Downtown Raleigh Alliance, and staff with both Development Services and the Special Events office for several months to determine an appropriate time to perform necessary roof repairs for the building located at 230 South Wilmington Street. To perform these repairs, Wilmington Street will need to be closed between East Martin and East Hargett Streets on several consecutive weekends.

The closure had previously been requested to occur prior to the Christmas and New Year holidays but was postponed to minimize impacts to businesses in the corridor.

The street closure plan will require the closure of all through lanes on Wilmington Street, with access to the Moore Square Parking Deck remaining accessible at all times. Minimal sidewalks will be closed. The closing of Wilmington Street will take place on the following days:

- **Saturday, January 4**
- **Sunday, January 5**
- **Saturday, January 11**
- **Sunday, January 19**

A map outlining the detour route may be found below.



Vehicles and cyclists heading north on Wilmington will detour left on East Martin, the north on Fayetteville Street, then east on Hargett Street to return to northbound Wilmington Street.

Flaggers will be stationed at the entrances and exits of the Moore Square Parking Deck to direct access in and out the deck.

(No Attachment)

Weekly Digest of Special Events

Staff Resource: Derrick Remer, Special Events Office, 996-2200, derrick.remer@raleighnc.gov

Included with the *Weekly Report* materials is the special events digest for the upcoming week.

(Attachment)

Council Member Follow Up Items

Follow Up from the December 3 City Council Meeting

Human Rights Campaign Municipal Equality Index Score (Council Member Cox)

Staff Resource: Audrea Caesar, Housing & Neighborhoods, 996-4330, audrea.caesar@raleighnc.gov

During the meeting Council requested information from staff regarding opportunities to increase the Municipal Equality Index (MEI) score as administered by the Human Rights Campaign. Raleigh received an MEI Index Score of 58, which represents an increase from the 2018 score of 52.

A staff memorandum is included with the *Weekly Report* materials in response to the request.

(Attachment)

Racial Equity Training (Council Member Martin)

Staff Resource: Audrea Caesar, Housing & Neighborhoods, 996-4330, audrea.caesar@raleighnc.gov

This memo is a follow up to the request made at the December 3, 2019 City Council meeting on racial equity training opportunities for Council and for City staff. The information below reflects training options for City Council and the current equity work being carried out by City staff.

Council Training Recommendations

There are several companies that provide Diversity, Equity and Inclusion training however the most impactful recommendations are listed below:

Racial Equity Institute (REI) Phase I workshop hosted by Organizing Against Racism (OAR)

<https://www.oaralliance.org/>

- **Tuesday** January 28 & **Wednesday** January 29, 2020 1737 Hillandale Rd. Durham, NC 27705 St. Luke's Episcopal Church
- **Thursday** February 6 & **Friday** February 7, 2020 - 1737 Hillandale Rd. Durham, NC 27705 St. Luke's Episcopal Church
- **Friday** February 7 & **Saturday** February 8, 2020 1801 Hillsborough St. Raleigh, NC 27605 - Pullen Memorial Baptist Church
- **Additional dates can be found on the OAR website.**

LGBT Center of Raleigh

- Lindsey Lughes, Executive Director
- Can provide a Council specific training covering the basics, terminology, Raleigh trends, and other focus areas
- Dates to be coordinated with the Center and Raleigh City Council

Government Alliance on Race & Equity (GARE)

- Building Racial Equity Foundations - Thursday June 18, 2020 <https://www.eventbrite.com/e/building-racial-equity-foundations-raleigh-nc-618-tickets-77555413329>

Current Equity Work

In September 2019, Raleigh kicked off its first enterprise wide Equity initiative created at the direction of City Council to review the current Strategic Plan, Comprehensive Plan, and departmental business plans with a focus on equity. To carry out this request two internal staff teams were created. One to build organizational capacity through training and development (GARE Cohort), and a second, City of Raleigh Equity (CORE) Team to carry out the parallel process of reviewing policies and practices.

GARE Cohort

To create and sustain an equity initiative, it is important to have staff that is trained and equipped with the expertise necessary to effectively communicate, train, review and execute skills through a racial equity lens. The investment of training will prove crucial when it comes time to evaluate the current strategic, comp and business plans for equity. To obtain the essential skill set and approach Raleigh is currently participating in the Government Alliance on Race and Equity (GARE) North Carolina Cohort. Teams from several government jurisdictions across the state have committed to a one-year planning process for equity. The cohort has attended two of seven in-person skill-building sessions, and one of three online peer-to-peer exchanges. The cohort is an opportunity for jurisdictions wishing to deepen work on racial equity plan for equitable future outcomes.

The City of Raleigh Equity (CORE) Team

This team will be the leaders in creating Raleigh's first Equity Plan and will work closely with the GARE Cohort in terms of information sharing from the trainings and utilizing the GARE tools as a combined group. The primary functions of the core team are as follows:

- **Coordinating** the development of an action plan to review, revise, and incorporate Equity throughout Raleigh's Strategic, Comp and Business Plans
- **Capacity-building** to disseminate learning, skills, and tools for operationalizing equity
- **Communicating** about racial equity across departments and management levels
- **Collecting** and analyzing data for documenting, measuring, and evaluating progress
- **Championing** racial and social justice and celebrating and sustaining success

(No attachment)

Traffic Calming Update - Quail Hollow Drive and Hardimont Road (Councilmember Buffkin)

Staff Resource: Will Shumaker, RDOT, 996-4175, william.shumaker@raleighnc.gov

During the meeting Council requested staff to conduct new traffic calming evaluations on Quail Hollow Drive and Hardimont Road and identify any low-cost solutions to address potential speeding and cut-through traffic on these two streets. However, before addressing the specific request, it may be helpful to provide some background on the Neighborhood Traffic Management Program (NTMP). The current NTMP divides streets into two categories, minor and major. The determination of the category is based on the street width. If a street is less than a specified width (31 feet from back of curb to back of curb), it is categorized as a minor street and is only eligible to receive vertical deflection devices (i.e. speed humps or speed tables). If a street is wider than the specified width, it is categorized as a major street and is eligible to receive horizontal treatments (i.e. bump outs, medians and chicanes) installed in successive order to effect driving speeds. The 31' width is used as a break point for treatment options for several reasons. First, international fire codes require a traversable path of no less than 20'. Any street width less than the 31' back of curb to back of curb would not have enough width to install a horizontal deflection device and maintain two 10' travel lanes to meet the fire code (A 31' back of curb to back of curb width has an actual pavement width of 26'). Secondly, the Unified Development Ordinance (UDO) has a handful of street classifications that all are capped larger than or less than the 31' back to back width, and these requirements mandate certain street widths. The NTMP is restricted to only residential type streets, and the UDO width requirements often determine which type of project (major or minor) a street is eligible to receive.

Street Evaluations

Both Quail Hollow Drive and Hardimont Road are wide enough to qualify for horizontal treatments. These types of projects are generally called Neighborhood Streetscape Projects. A request for traffic calming was received for Quail Hollow Drive in late 2018 and the evaluation was completed in December 2018. At that time, it had an 85th percentile speed of 34.99 miles per hour (mph) in a 35-mph zone. Based upon reported crashes, pedestrian trip generators, traffic volume and other components, it scored 61.61 points. A street must score a minimum of 70 points to be placed on the eligible project list. The most recent request for traffic calming on Hardimont Road came in around five years ago and an evaluation was completed in May 2014. The 85th percentile speed was 44.64 mph in 35 mph zone. That speed, combined with other traffic data, resulted in a score of 105.28, and the street was placed on the eligible project list. The NTMP policy states that if a street has been on either project list for five years without being considered for a project, the street will be removed from the project list. Unfortunately, due to the number of projects on the major and minor project lists, the timeframe for Hardimont implementation expired before it could be addressed.

Raleigh is changing rapidly and with those changes, the street network, and its operations, is also changing. As development increases density, new roads are built, and new street connections are made, traffic in an area will likely change based on the new street network and usage. The goal of the NTMP is to give the option for traffic calming projects to streets that have the greatest need. Due to the rapid rate of change, some areas are likely to change based on new development. Neighborhoods without speeding problems today may see an increase in speeding; conversely, traffic patterns may change and areas with a problem today may see a decline in traffic. By setting a five-year window, we ensure we are using timely evaluation data to best direct the limited resources dedicated to this issue. When streets are removed from either the major or minor project list due to the time limit, they must start the process over, beginning with a request for a street evaluation. However, in response to the speeding issues identified in the first Hardimont evaluation, multiway stops evaluations were completed, approved, and installed in 2016 at the intersections of Hardimont Road at Quail Hollow Drive & Hardimont Road at Wingate Drive.

At the request of City Council, Quail Ridge and Hardimont were recently re-evaluated. These traffic calming evaluations were conducted in December 2019. Quail Hollow Drive scored 62.70 points in the new evaluation. This score does not meet the minimum score of 70 points to be placed on the eligible project list. Hardimont Road scored 83.75 points, making it eligible for a project. It would currently be ranked 4th on the Neighborhood Streetscape project list.

Interim Traffic Calming Measures

The NTMP policy states that streets with 4000 or fewer vehicles per day can petition to lower the speed limit to 25 mph and streets with greater than 4000 vehicles per day can petition to lower the speed limit to 30 mph. Both Hardimont Road and Quail Hollow Drive are currently at the statutory 35 mph speed limit. Both streets are eligible for a speed limit reduction with a successful citizen petition that obtains signatures of support from a minimum of 75% of the residents with property abutting each street. Based on the volume results from the most recent evaluations, Quail Hollow Drive can petition for a speed limit reduction to 25 mph and Hardimont Road can petition for a speed limit reduction to 30 mph. A representative for each street will need to contact Staff to initiate the speed limit reduction petition process.

Staff has also been developing potential low-cost interim measures for streets identified as having a speed compliance issue. The following options could be used for streets with issues as they await a project.

- An effective interim treatment is the use of temporary speed feedback signs placed by the Raleigh Police Speed Enforcement Zone group at strategic locations throughout the City. The effects are not permanent but the 85th percentile speeds collected by the radar signs are much lower than the less conspicuous pneumatic tube counters.
- Staff is also exploring placards placed along the street by the Raleigh Police Department denoting “Speed Enforcement Zones” over intermittent periods of time. Irrespective of actual enforcement, these signs can have a positive short-term effect.
- Lastly, once a street has been identified as having a speed compliance issue, they are added to a rotating list that is sent to the Raleigh Police Department alerting them of neighborhood streets where speeding is an issue. The Raleigh Police Department uses this list to help them direct their limited resources to best serve the neighborhoods with the greatest documented speed compliance issues.

Unfortunately, staff has not found any interim solution that has a lasting effect. A traffic calming project that modifies the characteristics of an existing roadway is the most effective way to permanently effect speeds and bring drivers into compliance. On the most recent 30 streets that have been treated, the average decrease in the 85th percentile speed has been 8.51 mph. An additional 8 streets were completed in August 2019 and the after study will be conducted in February 2020 to determine project effectiveness. Staff is continually researching interim measures and new forms of traffic calming in an attempt to bring swift and effective relief. Interim measures such as painted edge lines and delineators to create “bump-outs” and other similar treatments have been explored before. Because the interim measures would have an impact to on-street parking, there would need to be a public involvement component. In addition the cost of the flexible bollards is such that using them to delineate a temporary bump out may be almost the same as an asphalt speed hump. Staff is currently researching other tools that could be used as an interim measure, including benchmarking other tools and programs throughout the country.

Overall NTMP Revisions

Current policy identifies a NTMP goal to install between 8-13 traffic calming projects per year. Those projects are further broken down to 7-10 Traffic Calming projects with vertical treatments such as speed humps, and 1-3 Neighborhood Streetscape projects with horizontal treatments such as curb extensions, chicanes, etc. Staff is currently conducting a review of the program and believes some changes can be made to increase project output and offer assistance to a greater number of citizens. By simplifying the program, efficiencies can be gained and project delivery timelines can be shortened. The goal of the new policy update will be to effectively address the existing project lists, while taking into account the newly requested streets that are added to the project list and should decrease project delivery timelines so projects should be completed within 12 months of the introductory meeting. Staff will bring recommendations for changes to the policy for Council consideration in the first quarter of 2020.

In these policy recommendations, we will be addressing resident choice in treatment types for all classifications of streets. This revision will provide residents the option of a mixture of horizontal and vertical treatments that will provide the most effective mix of treatments and project results for each unique street. Staff is working with the Raleigh Fire Department to determine routes and sections of streets they deem critical for each station’s response area. Those critical streets will be limited in treatment type and availability as any alterations to the Raleigh Fire Department’s response time on those streets will affect every resident in their service area as opposed to end destination streets where the effect is localized to the neighborhood that chooses to move forward with a traffic calming project.

(No attachment)

Special Events Weekly Digest

Friday, January 3 – Thursday, January 9

City of Raleigh Special Events Office
specialevents@raleighnc.gov | (919) 996-2200 | www.raleighnc.gov/specialevents

Permitted Special Events

[GoTriangle Electric Bus Media Event](#)

Union Station Plaza

Tuesday, January 7

Event Time: 9:45am – 12:00pm

Associated Road Closures: No roads will be closed for the event. Union Station Plaza will be used from 8:00am until 1:00pm.

Other Events This Weekend

[First Friday Raleigh](#)

Friday, January 3

Downtown Raleigh

[Hurricanes vs. Capitals](#)

Friday, January 3

PNC Arena

[US Grappling Raleigh](#)

Saturday, January 4

Raleigh Convention Center

[Happy Feet to a Latin Beat – North Carolina Symphony Young People’s Concert](#)

Saturday, January 4

Meymandi Concert Hall

[Fine Art Wedding Show](#)

Saturday, January 4 – Sunday, January 5

Raleigh Convention Center

[Hurricanes vs. Lightning](#)

Sunday, January 5

PNC Arena

Public Resources

[Event Feedback Form](#): Tell us what you think about Raleigh events! We welcome citizen and participant feedback and encourage you to provide comments or concerns about any events regulated by the Special Events Office. We will use this helpful information in future planning.

[Road Closure and Road Race Map](#): A resource providing current information on street closures in Raleigh.

[Online Events Calendar](#): View all currently scheduled events that are regulated by the City of Raleigh Special Events Office.

Council Member Follow Up



Raleigh

MEMO

TO: Ruffin Hall, City Manager

THRU: Marchell Adams-David Douglas, Assistant City Manager

FROM: Dr. Audrea Caesar, Executive Director, Human Relations

DATE: January 3, 2020

SUBJECT: Opportunities to Increase MEI Scores

This memo is a follow up to the request made at the December 3, 2019 City Council meeting on opportunities to increase the Municipal Equality Index (MEI) score administered by the Human Rights Campaign focusing on equality for the LGBTQ community. Raleigh received a MEI Index Score of 58 which is an increase from 2018's score of 52. Below are areas of opportunities to improve Raleigh's future MEI Index Score.

I. **Non-Discrimination Laws**

This category examined discrimination laws that focus specifically on Private Employment, Housing and Public Accommodations. The State of North Carolina, Wake County and Raleigh received zero points due to Dillon's law which mandates that municipalities may only engage in activity that is sanctioned by the state. In this case N.C. General Assembly approved a compromise bill that repealed House Bill 2 focused on Public Accommodations, but restricts anti-discrimination ordinances in cities and counties as of March 30, 2017.

City of Raleigh Non-Discrimination Policy

However, Raleigh has a non-discrimination policy that opposes discrimination based on "sexual orientation, gender identity or expression." "The policy of the City of Raleigh is, and shall be, to oppose any discrimination based on actual or perceived age, mental or physical disability, sex, religion, race, color, sexual orientation, gender identity or expression, familial or marital status, economic status, veteran status or national origin in any aspect of modern life."

Housing

As it stands, Raleigh's fair housing ordinance does not include language prohibiting sexual orientation, gender identity, or gender expression. Again, Raleigh does not have authority to include this language since all powers are derived from the state. However, the City is in the process of updating the fair housing ordinance, so it will be substantially equivalent to the federal fair housing act. Also, steps are being taken to establish a Fair Housing Office to investigate housing complaints and administer fair housing testing.

Municipal Building
222 West Hargett Street
Raleigh, North Carolina 27601

One Exchange Plaza
1 Exchange Plaza,
Raleigh, North Carolina 27601

City of Raleigh
Post Office Box 590 • Raleigh
North Carolina 27602-0590
(Mailing Address)

II. Municipality as Employer

Inclusive Workplace - Currently, the City conducts Diversity, Harassment and Discrimination compliance training for all staff every three years. The next compliance training will take place in 2020. Additionally, the City provides LGBTQ-inclusive diversity training during new hire orientation and a more in-depth training for new supervisors once a month. There is an opportunity for the Office of Human Relations to partner with Human Resources to produce an expanded diversity training to be LGBTQ inclusive and to improve recruitment of individuals with diverse backgrounds.

City Employee Domestic Partner Benefits (Bonus)- The City of Raleigh's benefits package only covers legally married spouses and would need to be expanded to include Domestic Partnership. Currently, two municipalities in North Carolina received credit for domestic partner benefits (Carrboro, Chapel Hill).

III. Municipal Services

Human Rights Commission – Raleigh scored all five points, but Wake County did not score any points. Collaborating with Wake County on Human Relations Work is a great opportunity to expand reach.

LGBTQ Liaison in City Executive's Office – Currently Raleigh does not have this position. To earn credit in this category, the city must have an officially designated liaison to the LGBTQ community who reports to the city manager and whose designation as LGBTQ liaison and contact information is posted on the city website.

City Provides Services to LGBTQ Homeless People- The City has established partnerships with nonprofits, healthcare providers, faith based organizations and businesses to provide a homeless service resource center, Oak City Cares. Oak City Cares is a services hub for connecting individuals and families at risk of, or currently experiencing, homelessness to coordinated services that create a path to stable housing and renewed hope. Raleigh's support for Oak City Cares has been reallocated into the form of a \$75,000 contract to provide support for weekend meal distribution. Services provided are inclusive and offer residents access to stable housing while making sure their human dignity, worth, and rights are respected. Furthermore, several of the Oak City Cares service providers are listed on the LGBTQ Center of Raleigh Community Resource page (as organizations who expressed interest in working with the LGBTQ community).

IV. Law Enforcement

LGBTQ Police Liaison or Task Force- Raleigh police officers are responsible for serving all communities, including the LGBTQ community. Local community officers have built relationships with Raleigh's LGBTQ Center leadership and support community activities. Several municipalities in North Carolina have a specialized LGBTQ contact in senior leadership within the police department (Carrboro, Chapel Hill, Charlotte (police only), Durham, Greensboro, Winston Salem). There may be opportunities to explore what other cities have done in detail.

V. Leadership on LGBTQ Equality

Openly LGBTQ Elected or Appointed Municipal Leaders- During the 2019 Raleigh Municipal election, two openly LGBTQ Council Members were elected.