

Follow-Up Items
City Council Action Review and Business Meeting
Monday, July 22, 2019

Agenda Item	Requestor	Mayor and Council Questions	City Response	Lead Department
Bridge Maintenance	Mayor/Mayfield	<ol style="list-style-type: none"> 1. What are the existing requirements for insurance and bonding and what changes can be made to increase MWSBE utilization on City contracts? 2. In addition to insurance and bonding, what other barriers exist as it relates to increasing inclusion on City projects? 	<ol style="list-style-type: none"> 1. Per North Carolina General Statute, any project exceeding \$300,000 involving construction, alteration, or repair requires a performance and payment bond from the awarded contractor. Projects receiving federal dollars may be required to have a lower threshold for bonding to comply with federal law. General insurance requirements are determined by City Risk Management to ensure entities the city contracts with have appropriate coverage related to the awarded contract. If a contractor has more than three (3) employees, they are required by state law to obtain worker’s compensation insurance. Further opportunities to size risk and liability related to insurance requirements will be explored. Any changes to bonding thresholds would require legislative change. 2. Access to capital, including cash flow, is a reoccurring challenge identified by MWSBEs. Additional funding could support the City’s Small Business Mobilization Loan (SBML) program, which provides short term, low rate financing to support the temporary working capital needs of MWSBEs as they participate on city contracts. Additionally, other modifications to the SBML program’s eligibility requirements can be reviewed, and increased marketing efforts developed, to ensure MWSBEs have access to the information and capital needed to grow their businesses. 	General Services / Procurement

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		<p>3. What legislative changes would have the most impact as it relates to increasing MWSBE inclusion?</p> <p>4. Can City departments explore unbundling to increasing MWSBE participation?</p>	<p>3. In addition to reviewing state bonding requirements, the city could also lobby for legislative changes to allow for a local small business preference initiative, such as a bid incentive. Under a bid incentive scenario, the city could adjust, for evaluation purposes, the bid of local certified small businesses by reducing the bid by a given percentage. The adjustment would be used solely for establishing the apparent low bidder. The actual value of the contract, if awarded to a certified small business, would be the amount of the actual bid submitted by the small business. Establishing a bid incentive initiative could significantly grow a business, increase its capacity, and help it be more competitive on city contracts.</p> <p>4. In large scale construction projects, opportunities for individual scopes of work determined by areas of expertise are identified in the engineer’s estimate. The scopes are reviewed against MWSBE availability and opportunity, which generally translates into subcontracting goals rather than multiple unbundled contracts. The projects in question, primarily construction projects, must be awarded based on low bid. It is generally cost prohibitive to unbundle large projects for all parties, with multiple awards. Further, unbundling creates additional liability for the city, as well as the primary contractor who is held accountable for the project completion. CBI staff, in collaboration with departments, will continue to expand opportunities for unbundling contracts, with both prime and subcontract contract awards for MWSBEs that can be performed independently and with full accountability, in compliance with state statutes requiring low bid awards.</p>	

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		<p>5. What actions can the city take to increase MWSBE participation on construction contracts at the prime and subcontracting levels?</p>	<p>5. New efforts for FY 2020 to help MWSBEs be more successful:</p> <ul style="list-style-type: none"> • During the certification/registration process conduct a preliminary assessment to determine capacity. If MWSBEs are not ready to compete at the prime level, identify and connect them with supportive services. • Investigate how the city could use/implement teaming arrangements/strategies to build MWSBE capacity (i.e., joint ventures, mentor-protégé relationships, strategic alliances). • Continue to seek out efforts to streamline the city's bidding process. 	
<p>Speaker Follow-up Irish Benton</p>	<p>Mayor</p>	<p>What is our LAP (Lethality Assessment Program) protocol?</p>	<p>In March 2012, the CMPD was awarded a technical assistance grant through the Office on Violence Against Women. Under this grant, CMPD staff, the staff of the police departments in Mecklenburg County, Mecklenburg County District Attorney's Office, and local domestic violence referral agencies' staff (Women's Commission, Mobile Crisis Team, United Family Services) received cost-free train-the-trainer instruction and technical assistance to implement the Domestic Violence Lethality Assessment Program (LAP).</p> <p>The LAP uses a specialized lethality assessment instrument and an accompanying protocol. Police officers on the scene of a domestic violence call assess a victim's risk for serious injury or death by following the guidelines (protocol) on the Lethality Assessment screening. Officers immediately link "high risk" victims to the community-based domestic violence victim services program hotline with the goal of having victims receive program services.</p>	<p>CMPD</p>

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			<p>The LAP enables police officers and local domestic violence victim services programs to work as partners in a more coordinated, communicative, and cooperative manner to engage victims who would otherwise be unlikely to seek the support of domestic violence services.</p> <p>CMPD’s Domestic Violence Directive instructs officers to use the LAP Screen to gather pertinent information that assists in determining the potential lethality of the suspect’s behavior. If the victim answers qualifying questions from the LAP affirmatively, the officer immediately calls the 24-hour hotline number listed on the form. If the victim answers these questions negatively, officers are to make additional inquiries as directed by the LAP guidelines. The completed LAP is scanned and attached to the officer’s report and placed into the records management system.</p>	
<p>Speaker Follow-up Krista Maiden Item 21 – Police DNA Equipment</p>	<p>Mayor/Mayfield</p>	<p>Spoke about mandating training for trauma and stated that current training practices are not enough.</p>	<p>The goal of the Trauma Informed Sexual Assault Investigation Training program is to strengthen the capacity of detectives to provide effective response to victims of sexual assault while simultaneously holding offenders accountable. This training provides information on the neurobiological impact of trauma, understanding perpetrator behavior, and conducting effective investigations. All Sexual Assault Unit detectives receive trauma informed sexual assault investigation training.</p> <p>Trauma-informed, victim-centered response facilitates a trusting relationship between detectives, victims, and the community, and can help to hold offenders accountable by increasing victim engagement in the criminal justice process.</p> <p>Training to accomplish this goal includes specialized sexual assault victim centered interview training and witness interview training,</p>	<p>CMPD</p>

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			<p>training on how CMPD Crime Laboratory handles a Sexual Assault Evidence Collection Kit and understanding DNA and DNA databases. In addition, sexual assault detectives receive training on interactions with partner agencies such as Safe Alliance, Sexual Assault Nurse Examiners Program (SANE), and other agencies that aid victims.</p> <p>At the conclusion of the training period, detectives assigned to the Sexual Assault Unit must demonstrate the ability to contact victims and witnesses and demonstrate the ability to follow up on and document all leads in a timely manner. Detectives must demonstrate the ability to conduct sound preliminary investigations while at the crime scene and coordinate the activities of on-scene personnel to facilitate an investigation, as well as develop the ability to identify potential sources of evidence at the crime scene and physical evidence that could be recovered from the suspect and victim. Additionally, detectives must accurately document the crime scene investigation to allow crime scene reconstruction.</p> <p>In addition to the Trauma Informed Sexual Assault Investigation Training program, there are several continuing education opportunities for all Sexual Assault Unit detectives offered by End Violence Against Women International (https://www.evawintl.org/) presented through regional training, conferences, and webinars. Detectives receive additional continuing education in interviewing and interrogation.</p> <p>The determination for who gets training is primarily made by the Violent Crimes Division Lieutenant and Sexual Assault Unit Sergeant. Members of the command staff also provide recommendations on training. The Lieutenant and Sergeant</p>	

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			continually assess the skills of the Sexual Assault Unit detectives (including themselves) and schedule detectives (and themselves) for targeted training to enhance his or her skill set.	