

# Roxboro Bulletin

VOLUME 1, ISSUE 2

FALL, 2004

## INSIDE THIS ISSUE:

## Roxboro to Begin Search for a New City Manager

As was recently reported in the news media, Roxboro is now searching for a new City Manager, a process that will start on October 19th with a meeting of the Roxboro City Council. While there have been no criteria established for a replacement for former Manager Jim Freeman, the Roxboro City Council released the following statement regarding the September 23rd decision to seek a new manager:

After consultation between the Roxboro City Council and City Manager Jim Freeman, both have agreed that the future direction and agenda for the City would be best served by a change in management that would be more compatible with the new approaches and philosophies of this Council.

For the past 4-½ years, Mr. Freeman has provided exemplary service to the City of Roxboro and its Council. The

members of this Council find Mr. Freeman to be an intelligent and competent individual and this joint decision should in no way reflect negatively on him either personally or professionally. The City of Roxboro is indebted to him for his service.

However, with a change in the composition of Council members and Mayor this past year, new philosophies and visions have emerged about the current and future direction of the City that warrant a different managerial approach. There currently exist various differences of opinion and management philosophy between the manager and Council on how to accomplish these directions. Over the past months these differences have strained the working relationship between the manager and Council. In light of this, both the manager and Council concur that a new executive officer of the City will best

achieve this Council's vision for the future of the City of Roxboro.

It is important to note that Mr. Freeman's departure was a decision reached jointly between him and the Council, after full consultation and with the good will of all. Also, it is important to note that this decision is not made lightly, and that first and foremost, all parties have in mind the best interests of the citizens of Roxboro.

As Council begins to move forward with a selection process for a new manager, Assistant City Manager Tommy Warren will serve as Interim Manager, a position he has ably assumed in the past. In order to assure a smooth transition, Mr. Freeman will brief and advise Mr. Warren over the next week on City related projects, activities, and issues for which Mr. Freeman has been exclusively responsible.

Police Department Raises Money for Special Olympics. **2**

Do You Know About the Human Relations Commission? **2**

Garbage/Yard Waste Pickup Rules and Regulations. **5**

City Employee Pay Changes to Take Effect in January. **5**

Meet Police Chief Jeff Insley and Complete a Survey. **6**

### SPECIAL POINTS OF INTEREST:

- *This issues of the Roxboro Bulletin includes a citizen Survey. We want your input about the issues that are important to you. Please complete the survey and return it to City Hall by November 15 so we can use your input to make our community better.*
- *Check out page five for an update on our Garbage and Yard Waste Pickup Rules and Regulations.*
- *Need Help? Call Tony at the Clearing House at 599-5658.*

## Police Department Raises Money for Special Olympics

On June 18-19, 2004 the Roxboro Police Department joined hands with the community to raise \$ 4,879.00 for Special Olympics of North Carolina. The employees of the Police Department combined with the support of Wal-Mart staff as well as city government



Members of the Roxboro Police Department "camp out" on the roof of our local Wal-Mart for Special Olympics.

braved exhausting heat to benefit this worthy cause.

This event was the definition of community spirit and the spirit of giving was in the air, despite the 95 degree temperatures.. It should be a source of pride for the City that all participating Police Department employees volunteered for this fundraiser and received no

compensation other than the satisfaction of helping those with special needs. The total raised by our department by August 31 was over \$7,500, and will place Roxboro's Police Department in the top twenty fundraisers of the state for Special Olympics Torch Run 2004. The members of the Roxboro Police Department look forward to continuing to support this worthy cause as part of their continued partnership with the community.

## Do you know about the Roxboro and Person County Human Relations Commission?

The Roxboro/Person County Human Relations Commission was established to actively promote amicable relations and mutual respect among all groups in the community, and to discourage all manner and manifestation of discriminatory practices toward such groups, thus promoting the general welfare of the community.

The commission consists of eight members, four are appointed by the Roxboro City Council and four are appointed by the Person County Board of Commissioners. The current members are Chairperson Dossie Harrison, Co-Chairperson Rev. Fred Barwick, Mr. Otis Martin, Ms.

Fay Martin, Ms. Anita Charnekar, Ms. Margaret Jones, Ms. Pamela DeShazo and Mr. Doug Gray.

*"...commission members have heard citizens' concerns regarding racial profiling, discrimination, problems with minority employment and promotions, as well as accessibility and adequate parking for handicapped persons."*

The commission members have heard citizens' concerns regarding racial profiling, discrimination, problems with minority employment and promotions, as well as accessibility and adequate parking for

handicapped persons.

When a citizen brings a concern to the commission members, a limited investigation is performed. A representative from the business or government agency is asked to attend a commission meeting to address the concerns and resolve any problems.

The commission meets the fourth Tuesday of each month at 7:00 p. m. in City Hall and welcomes all citizens to attend. The commission also sponsors an awareness booth at the Roxboro Area Chamber of Commerce Personality Festival each year.

**CITIZEN PERCEPTION OF CRIME IN ROXBORO**

1. Taking into consideration the last year, what is your perception of crime in Roxboro. Has it  
 **Increased**     **Decreased**     **Remained the same**
2. Have you limited, changed or curtailed your activities in Roxboro due to your concern of crime?  
 **Yes**                       **No**
3. Do you feel that crime is such an issue in Roxboro that you have considered moving?  
 **Yes**                       **No**

How significant do you view the following situations in Roxboro?

- |   |                          |                      |                          |                  |                          |
|---|--------------------------|----------------------|--------------------------|------------------|--------------------------|
| 4. Having your home burglarized (Day)       | <input type="checkbox"/> | <b>not concerned</b> | <input type="checkbox"/> | <b>concerned</b> | <input type="checkbox"/> |
| Having your home burglarized (Night)        | <input type="checkbox"/> |                      | <input type="checkbox"/> |                  |                          |
| 5. Walking within Roxboro (Day)             | <input type="checkbox"/> |                      | <input type="checkbox"/> |                  |                          |
| Walking within Roxboro (Night)              | <input type="checkbox"/> |                      | <input type="checkbox"/> |                  |                          |
| 6. Driving through Roxboro (Day)            | <input type="checkbox"/> |                      | <input type="checkbox"/> |                  |                          |
| Driving through Roxboro (Night)             | <input type="checkbox"/> |                      | <input type="checkbox"/> |                  |                          |
| 7. Children exposed to drugs (Day)          | <input type="checkbox"/> |                      | <input type="checkbox"/> |                  |                          |
| Children exposed to drugs (Night)           | <input type="checkbox"/> |                      | <input type="checkbox"/> |                  |                          |
| 8. Strangers loitering near your home (Day) | <input type="checkbox"/> |                      | <input type="checkbox"/> |                  |                          |
| Strangers loitering near your home (Night)  | <input type="checkbox"/> |                      | <input type="checkbox"/> |                  |                          |

9. Are the issues listed below a problem within the Roxboro community?

- |                                      |                                     |                                    |
|--------------------------------------|-------------------------------------|------------------------------------|
| 10. Carhorns/stereos/alarms          | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 11. Speeding cars/screeching tires   | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 12. Dilapidated streets/sidewalks    | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 13. Visible drug possession and use  | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 14. Illegal dumping/littering        | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 15. Loud music from homes            | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 16. Noisy neighbors                  | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 17. Parking/traffic problems         | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 18. Pedestrians jay-walking          | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 19. Cars not yielding to pedestrians | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 20. Bicycle riding on sidewalks      | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 21. Bicycle riding against traffic   | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 22. Inadequate street lighting       | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 23. Public drinking/intoxication     | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 24. Stray/barking dogs               | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 25. Trespassing upon your property   | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |
| 26. Unsupervised children            | <input type="checkbox"/> <b>Yes</b> | <input type="checkbox"/> <b>No</b> |

1. Vandalism/graffiti  **Yes**  **No**
2. Youths "hanging around"  **Yes**  **No**
3. Is the Roxboro Police Department responsive to your needs?  
 **Yes**  **No**

4. Would you hesitate to call the Roxboro Police Department for assistance?  
 **Yes**  **No**

5. Overall, how well do you feel the Roxboro Police Department does in providing services to the community?  
 **Excellent**  **Good**  **Fair**  **Poor**

41. Which programs (existing and proposed) should the Roxboro Police sustain?  
 **No support**  **Support**

42. Home security review  **No support**  **Support**

43. DARE (Drug Abuse Resistance Education)  **No support**  **Support**

44. GREAT (Gang Resistance Education and Training)  **No support**  **Support**

45. Police bicycle patrol  **No support**  **Support**

46. Police foot patrol  **No support**  **Support**

47. Police Cadet program (Teenage explorer program)  **No support**  **Support**

48. Elder services  **No support**  **Support**

49. Police athletic league  **No support**  **Support**

50. Landlord/tenant training  **No support**  **Support**
51. Citizen police academy  **No support**  **Support**

**DEMOGRAPHIC INFORMATION**

53. Your age:  **under 19**  **20-29**  **30-39**  
 **40-49**  **50-59**  **60 plus**

54. Your race:  **White**  **African-America**  
 **Hispanic**  **American Indian**  
 **Asian**  **Other**

55. Sex:  **Male**  **Female**

56. Please tell us your street or area of Roxboro where you live.  
 \_\_\_\_\_

Thanks for taking the time to complete this survey. The information you provide will be invaluable to our Department as we begin to develop our strategic plan. It will also provide us with the information to improve and/or maintain our level of service to the residents of Roxboro.

Respectfully,

Jeffrey R. Insley  
 Chief of Police

**Please return your completed survey to the Roxboro City Hall**

# What are the Garbage Pickup Rules and Regulations?

The City of Roxboro has rules and guidelines for the collection of trash and leaf and limbs. Due to State and Federal regulations trash has to be separated for disposal. Leaves, grass clippings, limbs and yard waste is not allowed in landfills. It has to be taken to a separate facility where it is ground and reused as mulch. Lumber and building materials are not allowed to be mixed with the yard waste. Household trash goes to the landfill and not to the yard waste facility. White goods (appliances such as washing machine and dryers) go to a separate site at the landfill and cannot be mixed with household trash.

The easiest way to separate trash is when it is placed at the curb. Trash is collected at 3,300 homes each week. The guys picking up the trash have little time to separate the trash help from our residents is needed. The following information should help explain the "ins and outs" of trash collection:

1. All grass clipping, hedge trimmings, and leaves should be bagged or placed in a container

for collection at curbside. Between October 1<sup>st</sup> and February 1<sup>st</sup> loose leaves will be collected at the street.



*This does not meet the City's guidelines...*

2. Limbs should not exceed 6 feet in length and be less than 6 inches across. The purpose of leaf and limb pick up is to collect normal everyday waste, *not limbs from entire tree pruning.*

3. No stumps or whole tree trunks will be picked up.

4. Please do not mix household

trash with yard waste.

5. All trash should remain behind the curb and not be placed in the street.

6. No construction, remodeling or demolition material will be picked up. This included 2X4 and wooden pallets.

7. Please call the Clearing house at 599-5658 to have white goods (appliances such as washing machines) picked up. There is no charge to our residents for this service.

8. Please do not place garbage outside the container.

Trash will not be picked up if the guidelines are not followed. If the trash is not collected a notice will be left explaining the problem. If you receive a notice please correct what is noted and the trash will be collected the next week.



*...but this does!*

By following these guidelines we can work together to keep Roxboro clean and beautiful.

# City Employee Pay Changes to Take Effect in January

Recognizing a need to update its 1997 study, this past March of 2004, the City of Roxboro completed both an employee classification plan and salary market study for its 133 full time positions. The plan and study was conducted by a Raleigh, NC experienced consultant firm known as Management and Personnel Services (MAPS). MAPS analyzed and assigned city employee positions to public sector classifications that were based on degree of similarity and difference. These revised classifica-

tions and the City's current employee salaries were then compared to the prevailing geographic salary market of Carrboro, Chapel Hill, Durham, Hillsborough, Oxford, Orange Water & Sewer Authority, and Durham, Orange and Person Counties. This resulted in a comparison, which showed that 73% of the City's employees were being paid less than the average salary for the market area. In order for the City to be competitive, (recruit and retain well-qualified employees), City Council did at its June 24<sup>th</sup> Budget meet-

ing fund implementation of a salary plan to bring its employees pay up to the average salary of the market area. The annual cost to fully implement such plan is approximately \$320,000 above the City's current pay schedule. However, in order to help balance this year's budget the City Council delayed full implementation until January 2005. Besides being competitive, the new pay plan will also permit many of our employees to keep pace with everyday rising costs such as gasoline and groceries.



City of Roxboro, NC

105 South Lamar Street  
PO Box 128  
Roxboro, North Carolina 27573

Phone: 336-599-3116  
Fax: 336-599-3774  
Email: govbody@roxboronc.org

We're on the  
Web at [www.  
roxboronc.org!](http://www.roxboronc.org)

## We Want Your Input

If you have an idea for a story for this newsletter, call the Mayor at 599-3116 or let one of your Council Members know. We want your input and we want you to be informed and involved in your city government.

*Progress is  
Our Business*

## Police Department Survey in This Issue

Following the City's recruitment search that began January 31, 2004, Jeff Insley was selected among 43 received applications to become Roxboro's new Police Chief.

Chief Insley has been the Chief of Police in Spring Lake, North Carolina since January 2002. He is credited with implementing a community policing management program, citizen complaint procedures, community problem solving partnerships and departmental organizational changes. The result of his efforts reduced overall reported crime in Spring Lake and gained citizen support.

From January 1993 until January 1, 2002, Chief Insley was employed by the City of Salisbury, North Caro-



Police Chief Jeff Insley.

lina's Police Department where he achieved the rank of District Commander. He began his law enforcement career in August 1986 as a patrol officer for the City of

High Point Police Department.

Chief Insley is ready to hit the ground running.

First on the Chief's list is to identify the policing concerns most important to our community. That's why you'll find inside this issue of the *Roxboro Bulletin* a survey from the Roxboro police Department. As citizens and concerned members of our community, you are encouraged to complete this survey and return it to City Hall.

Your voice is important and your responses on the enclosed survey will be used to improve the quality of life in Roxboro.