

The City Council of the City of Charlotte, North Carolina convened for a Business Meeting on Monday, August 23, 2021, at 5:07 p.m. in Room 267 of the Charlotte Mecklenburg Government Center with Mayor Vi Lyles presiding. Councilmembers present were Dimple Ajmera, Tariq Bokhari, Ed Driggs, Larken Egleston, Julie Eiselt, Malcolm Graham, Renee Johnson, Matt Newton, Greg Phipps, and Braxton Winston II.

**ABSENT:** Councilmember Victoria Watlington.

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**Mayor Lyles** welcomed everyone to the August 23, 2021, Business Meeting and said this meeting is being held as a virtual meeting in accordance with all of the laws that we have to follow, especially around an electronic meeting. The requirements also include notice and access, and minutes are being met electronically as well. You can view this on our Government Channel, the City's Facebook Page, or the City's YouTube Page.

We are in a situation where our building has been closed as a result of the uptick of COVID (mild to severe respiratory infection caused by the coronavirus) numbers. So, we're primarily in a virtual meeting and hope that everyone would continue to think about getting vaccinated so that we can at least define what the new normal will be.

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### INVOCATION AND PLEDGE

Mayor Vi Lyles gave the Invocation followed by the Pledge of Allegiance to the Flag led also by Mayor Vi Lyles.

**Mayor Lyles** said over this week I was inspired by many individuals and organizations who are successfully succeeding and do care so much about our City. First, I would like to recognize that Pastor Brenda Stevenson passed away last week. Her church is in the Historic Hoskins Community. When she came to Pastor that community, she saw the positive, the potential and the people as individuals who needed hope. She started feeding those who were hungry, keeping children safe with after school programs and checking on seniors to ensure that their issues were being addressed. Charlotte lost a special presence in our community. To her family and to her church we would like to acknowledge the work that she has done. She was good and she was faithful, and we are very sorry for her loss.

Another opportunity I had this weekend was with Crossroads Charlotte, a holistic community development organization serving the Grier Heights Community. Mr. Phipps and I had the opportunity to learn more about the work that they are doing, and they are doing great work. One of the things that I would like to point out is that they are keeping Grier Heights with mixed income housing and they are doing what we are striving to do as a result of saying that we can have a community that can include many types of housing, many price points. All of that is working because of Crossroads Charlotte. I have to say that they had an exhibit about the history of Grier Heights that was exceptional, and you could see the pride in the neighborhood.

Later, Saturday of this week there was a bookbag drive on Sherill Street and the West Boulevard Opportunity Corridor at the EJ Barber Shop. EJ Pope is one of our millennial entrepreneurs and he gave backpacks filled with school supplies and snacks. He and his family have undertaken this work for many, many years and it really speaks to the kind of commitment that you can have when you deeply care.

I hope that we, as elected officials for this great City that we can be inspired by the many people that help us do the good work in this City. With that I would like to ask everyone to stand for the Pledge of Allegiance to our Flag.

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**ITEM NO. 1: MAYOR AND COUNCIL CONSENT ITEM QUESTIONS AND ANSWERS**

There were no Mayor and Council Consent Item questions and answers.

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**CONSENT AGENDA**

**ITEM NO. 8: CONSENT AGENDA**

Motion was made by Councilmember Egleston, seconded by Councilmember Eiselt, and carried unanimously to approve the Consent Agenda as presented.

**Councilmember Phipps** said I had pulled item number 28. I'm not going to vote against it, but I do need to get clarification for my own self about the disposal of some of these vehicles in as much as I'm not comfortable that we as a City are maximizing to the fullest potential on these vehicles getting its useful life of it. I see on this listing here many vehicles that in my opinion well under the threshold of useful life. Many of these vehicles under 100,000 miles. I mean we've got Ford F150's and other heavy-duty trucks that are built tough in America. You go to a repair shop and they say 100,000 miles on this Ford F150, it's not even broke in yet.

So, we have a situation here that I have to get comfortable with. I know my colleague obviously, they must be more comfortable than me, but I look forward to working with the staff and getting a better understanding of some of these vehicles really because even this list, some of them, in my opinion, are justified, but still, a lot of them are pretty shaky in my mind and I have to get comfortable with it. With that said I oppose no objection to going ahead and approving this tonight, but I'm going to be offline getting some additional instruction and clarification on a go-forward basis. Thanks.

**Mayor Lyles** said well the good thing Mr. Phipps is that can take place in the next couple of days and the Manager I'm sure will be able to work with you to get the appropriate information.

The following items were approved:

**Item No. 24: Pavement Marking Materials**

(A) Approve unit price contracts for the purchase of pavement marking materials for an initial term of three years with the following Ennis-Flint, Inc. and Geveko Markings, Inc., and (B) Authorize the City Manager to renew the contracts for up to two, one-year terms with possible price adjustments and to amend the contracts consistent with the purpose for which the contracts were approved.

**Item No. 25: Amendment to Dixie River Infrastructure Reimbursement Agreement**

Approve amendment #1 for \$1,529,716 to the Infrastructure Reimbursement Agreement with Crescent River District, LLC for the River District project.

**Item No. 26: Architectural Services for Fire Stations**

(A) Approve a contract in the amount of \$813,015 with ADW Architects, P.A. for architectural services for the Hidden Valley Fire Station, and (B) Authorize the City Manager to negotiate and execute a contract in an amount not to exceed \$650,000 with ADW Architects, P.A. for architectural services for the Fire Station #30 Replacement.

**Item No. 27: Cooperative Purchasing Contracts for Vehicles and Equipment**

(A) Approve the purchase of vehicles and equipment from cooperative contracts, (B) Approve unit price contracts with the following vendors for the purchase of vehicles and equipment for a term of one year under the North Carolina Sheriff's Association (NCSA): - Adkins Truck Equipment Co. (NCSA Contract 22-06-0426), Aquip LLC (NCSA Contract 22-06-0426), Charlotte Truck Center (NCSA Contract 22-06-0426), CUES Inc. (NCSA Contract 22-06-0426), Godwin Manufacturing Co. Inc. (NCSA Contract 22-06-0426),

Public Works Equipment and Supply Inc. (NCSA Contract 22-06-0426), Southern Truck Service Inc. (NCSA Contract 22-06-0426), Young's Truck Center (NCSA Contract 22-06-0426), Modern Chevrolet of Winston Salem (NCSA Contract 21-07-0915), (C) Approve unit price contracts with the following vendors for the purchase of vehicles and equipment for a term of one year under Sourcewell: Terex (Sourcewell Contract 041719-TER), JCB (Sourcewell Contract 040319-JCB), and (D) Authorize the City Manager to extend the contracts for additional terms as long as the cooperative contracts are in effect, at prices and terms that are the same or more favorable than those offered under the cooperative contracts.

**Item No. 28: Public Auction for Disposal of Surplus Equipment**

(A) Adopt a resolution declaring specific vehicles, equipment, and other miscellaneous items as surplus, (B) Authorize said items for sale by public auction on September 18, 2021, and (C) Authorize the City Manager to approve certain administrative and storage fees as may be required from time to time for auction events.

The resolution is recorded in full in Resolution Book 52, at Page(s) 027-035.

**Item No. 29: Rollout Recycling and Refuse Cart Purchase and Maintenance Services**

(A) Approve a unit price contract with Otto Industries North America Inc. for rollout recycling and refuse carts and maintenance services for an initial term of five years, and (B) Authorize the City Manager to renew the contract for up to five, one-year terms with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

**Item No. 30: Bond Issuance Approval for East Side Flats**

Adopt a resolution granting INLIVIAN's request to issue multi-family housing revenue bonds, in an amount not to exceed \$22,300,000, to finance the development of East Side Flats.

The resolution is recorded in full in Resolution Book 52, at Page(s) 036-042.

**Item No. 31: Set a Public Hearing on the Brooklyn McCrorey Branch YMCA Historic Landmark Designation**

Adopt a resolution setting a public hearing for September 27, 2021, to consider historic landmark designation for the property known as the "Brooklyn McCrorey Branch YMCA" (Parcel Identification Number 125-064-01).

The resolution is recorded in full in Resolution Book 52, at Page(s) 043-044.

**Item No. 32: Set a Public Hearing on the Kimberlee Apartments Historic Landmark Designation**

Adopt a resolution setting a public hearing for September 27, 2021, to consider historic landmark designation for the property known as the "Kimberlee Apartments" (Parcel Identification Number 175-181-02).

The resolution is recorded in full in Resolution Book 52, at Page(s) 045-046.

**Item No. 33: Set a Public Hearing on the Stafford-Holcombe Farm Historic Landmark Designation**

Adopt a resolution setting a public hearing for September 27, 2021, to consider historic landmark designation for the property known as the "Stafford-Holcombe Farm" (Parcel Identification Number 105-211-07).

The resolution is recorded in full in Resolution Book 52, at Page(s) 047-048.

**Item No. 34: Set a Public Hearing on Northlake Centre Parkway Apartments Area Voluntary Annexation**

Adopt a resolution setting a public hearing for September 27, 2021, for the Northlake Centre Parkway Apartments Area voluntary annexation petition.

The resolution is recorded in full in Resolution Book 52, at Page(s) 049-050.

**Item No. 35: Resolution of Intent to Abandon the Alleyway Between 1825 and 1831 Rozzelles Ferry Road**

(A) Adopt a resolution of intent to abandon the alleyway between 1825 and 1831 Rozzelles Ferry Road, and (B) Set a public hearing for September 27, 2021.

The resolution is recorded in full in Resolution Book 52, at Page(s) 51.

**Item No. 36: Fiscal Year 2021 Tax Collector's Settlement Statement and Fiscal Year 2022 Order of Collection**

(A) Receive as information and record in full in the minutes the Mecklenburg County Tax Collector's Settlement Statement for Fiscal Year 2021, and (B) Adopt an Order of Collection, pursuant to NC General Statute 105-321 (b), authorizing the Mecklenburg County Tax Collector to collect the taxes for the Fiscal Year 2022.

**Item No. 37: Refund of Property Taxes**

Adopt a resolution authorizing the refund of property taxes assessed through clerical or assessment error in the amount of \$16,297.55.

The resolution is recorded in full in Resolution Book 52, at Page(s) 052-054.

**Item No. 38: Meeting Minutes**

Approve the titles, motions, and votes reflected in the Clerk's record as the minutes of June 7, 2021 Strategy Session, and June 14, 2021, Business Meeting.

**PROPERTY TRANSACTIONS**

**Item No. 39: Property Transactions - Brown Grier Road Improvement Project, Parcel #1**

Acquisition of 11,680 square feet (0.27 acres) Fee Simple, plus 43 square feet (0.001 acres) Utility Easement, 240 square feet (0.006 acres) Storm Drainage Easement, 12,839 square feet (0.295 acres) Temporary Construction Easement at 0 Brown Grier Road from Ralph S. Grier, Trustee for the Family Trust for the R. Ralph Grier Jr. Revocable Trust Dated 12-2-99 for \$62,900 for Brown Grier Road Improvement Project, Parcel #1.

**Item No. 40: Property Transactions - Brown Grier Road Improvement Project, Parcel #2**

Acquisition of 14,188 square feet (0.33 acres) Fee Simple, plus 11,312 square feet (0.26 acres) Utility Easement, 4,915 square feet (0.113 acres) Temporary Construction Easement at 0 Brown Grier Road from Ralph S. Grier, Trustee for the Family Trust for the R. Ralph Grier Jr. Revocable Trust Dated 12-2-99 for \$78,875 for Brown Grier Road Improvement Project, Parcel #2.

**Item No. 41: Property Transactions - Brown Grier Road Improvement Project, Parcel #7**

Acquisition of 11,009 square feet (0.25 acres) Fee Simple, plus 23,129 square feet (0.531 acres) Utility Easement, 6,689 square feet (0.154 acres) Storm Drainage Easement, 26,180 square feet (0.601 acres) Temporary Construction Easement at 13632 Brown Grier Road from Robert R Grier and Edith H Grier for \$100,077 for Brown Grier Road Improvement Project, Parcel #7.

**Item No. 42: Property Transactions - Brown Grier Road Improvement Project, Parcel #26**

Acquisition of 28,893 square feet (0.66 acres) Fee Simple, plus 15,659 square feet (0.359 acres) Temporary Construction Easement at 3627 Sandy Porter Road from Emerald Acres, LLC; Emerald Green Partners, LLC; and Tubbercurry Real Estate Ventures, LLC for \$80,000 for Brown Grier Road Improvement Project, Parcel #26.

**Item No. 43: Property Transactions - Brown Grier Road Improvement Project, Parcel #31**

Resolution of Condemnation of 896 square feet (0.02 acres) Fee Simple, plus 609 square feet (0.014 acres) Utility Easement, 416 square feet (0.01 acres) Storm Drainage Easement, 240 square feet (0.006 acres) Sidewalk Utility Easement, 8,882 square feet (0.204 acres) Temporary Construction Easement at 3940 Arco Corporate Drive from M2 Whitehall LLC for \$44,600 for Brown Grier Road Improvement Project, Parcel #31.

The resolution is recorded in full in Resolution Book 52, at Page(s) 55.

**Item 44: Property Transactions - JW Clay Boulevard Streetscape, Parcel #7**

Resolution of Condemnation of 8,618 square feet (0.20 acres) Fee Simple, plus 6,306 square feet (0.145 acres) Sidewalk Utility Easement, 11,001 square feet (0.253 acres) Temporary Construction Easement at 8709 JW Clay Boulevard from NC Land LLLP and UP Retail LLLP for \$202,850 for JW Clay Boulevard Streetscape, Parcel #7.

The resolution is recorded in full in Resolution Book 52, at Page(s) 56.

**Item 45: Property Transactions - JW Clay Boulevard Streetscape, Parcel #8 and 9**

Acquisition of 3,657 square feet (0.08 acres) Fee Simple, plus 5,491 square feet (0.126 acres) Post Construction Controls Easement, 717 square feet (0.016 acres) Storm Drainage Easement, 10,074 square feet (0.231 acres) Sidewalk Utility Easement, 26,905 square feet (0.618 acres) Temporary Construction Easement at 8658-8910 JW Clay Boulevard and 8802 JW Clay Boulevard from EBA Crystal Real Estate LLC for \$258,725 for JW Clay Boulevard Streetscape, Parcel #8 and 9.

**Item No. 46: Property Transactions - JW Clay Boulevard Streetscape, Parcel #12**

Acquisition of 3,104 square feet (0.07 acres) Fee Simple, plus 394 square feet (0.009 acres) Slope Easement, 6,381 square feet (0.146 acres) Sidewalk Utility Easement, 6,773 square feet (0.155 acres) Temporary Construction Easement at 9010 Glenwater Drive from 9010 Glenwater Office Condominium Owners Association Inc. for \$130,000 for JW Clay Boulevard Streetscape, Parcel #12.

**Item No. 47: Property Transactions - JW Clay Boulevard Streetscape, Parcel #19**

Resolution of Condemnation 2,552 square feet (0.059 acres) Sidewalk Utility Easement, 2,959 square feet (0.068 acres) Temporary Construction Easement at 9100 Olmsted Drive from LJW Land LLC for \$28,625 for JW Clay Boulevard Streetscape, Parcel #19.

The resolution is recorded in full in Resolution Book 52, at Page(s) 57.

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**ACTION REVIEW**

**ITEM NO. 2: ACTION REVIEW AGENDA OVERVIEW**

**Marcus Jones, City Manager** said what we have tonight are several items that we presented to you in a 30-day memo the last time we were together. So, we will have a COVID-19 response update, a quick update from me on a look back on the 2040 Comprehensive Plan, then we have our first discussion related to the UDO (Unified Development Ordinance) Advisory Committee for the Action Review. So, with that said what I would like to do is start off with the COVID-19 Response Update.

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**ITEM NO. 3: COVID-19 RESPONSE UPDATE**

**Marcus Jones, City Manager** said we have Chief Winkles, Chief Johnson, and Assistant City Manager Cagle will provide you with an update. What I would like to do is frame the discussion just a little bit. That is starting off with a big thank you to all of the City Employees that have worked diligently through this pandemic. I think something that is

lost from time to time is that as early as June of 2020, 75% of the City employees came back to work in operations as you start to think about, well let's just put it this way, uninterrupted operations with the goal of providing exceptional services as well as keeping our employees safe.

So, some of the employees never really stop working and so it is important to note that again, 75% of our employees are basically related to operations. So, a part of the presentation tonight will center around what are we doing over the course of the short term given this delta variant. So, what we'd like to do is talk a little bit about where we are in terms of COVID-19 and then switch gears and talk a bit about how we are going to address some of the concerns that our employees have given the data. With that said I will turn it over to Chief Johnson.

**Chief Reginald Johnson, Fire Chief Office** said before I turn it over to Deputy Chief Winkles to give you the COVID update I just wanted to publicly acknowledge and thank the men and women of the Charlotte Fire Department, the Charlotte Mecklenburg Emergency Management Office, Charlotte Mecklenburg IMT and CFD Alarm. They were part of our taskforce deployment to Haywood County over the past seven days. That county was impacted severely by flooding and our men and women went up there and did an outstanding job as part of state response. I had to publicly acknowledge them and just make you guys aware so that you know how proud I am of the men and women that actually work in our Department.

**Mayor Lyles** said thank you Chief and thank you for all of the folks that participated. It was truly a gift to that community that you could provide the services that you did.

Chief Johnson said thank you, Mayor. Now, I'll turn it over to Deputy Chief Winkles.

**Deputy Chief Jerry Winkles, Director of Emergency Management** said I work alongside Chief Graham. These metrics have come from Mecklenburg County Public Health. As of this morning, we have 130,118 cases, netting 126,000 deaths and Thirty-nine long-term care facilities are in outbreak status. The vaccination rate in the county is approximately 55% of the county residents have had their one dose and approximately 50% are fully vaccinated. The percent positive of individuals who were tested for COVID-19, that's at 13.2% as of Friday, August 18<sup>th</sup>. This represents a slight increase over the past 14 days. Between March 22, 2021, and August 18, 2021, the percent of fully vaccinated that have tested positive for COVID-19 is still less than 1%. This does not however represent all breakthrough cases, as these are based on self-reporting.

Both hospitals are seeing an upward trend in the census numbers. As all of you are aware of mass mandates, the Mecklenburg County Board of Health voted to issue public health rules that will mandate face coverings in indoor public facilities for all of the County beginning August 31<sup>st</sup>, this will be in effect until the COVID metrics improve. Lastly, just want to let you all know that the Emergency Operation Center has opened back up or reactivated in a virtual capacity. We will begin holding weekly COVID-19 briefings until we see a decrease.

**Brent Cagle, Assistant City Manager** said I'm happy to be here tonight. Unfortunately, I want to talk about COVID-19 and what is happening with the Delta variant, what our proposals are for our employees as we start to work through how to protect both the employees and the public that they serve from further spread of COVID-19. So, we will talk a little bit about our employee vaccination survey, about an employee vaccination rewards program and how we can reinstitute some programs for assisting our frontline employees.

So, just as a reminder back on July 19<sup>th</sup> Shawn Heath came to City Council and discussed funding uses for the ARPA (American Rescue Plan Act) funding. That's what you see literally on the right-hand side of the slide is that slide from the 19<sup>th</sup>. Back then we said that in the first tranche of ARP money the City would like to use, or we recommend using \$11 million for City Operations. Again, I wanted to point that out because as we work through this slide deck there are some costs associated with the programs that I will be

talking about and we would anticipate using primarily ARP funding. In some instances, other funding sources, operating and in the case of other departments that have received ARP funding, they would be using their allocations of ARP funding.

First, here's the survey. So, on August 9<sup>th</sup> the City opened an employee survey primarily online, but we have a few hundred employees who do not routinely access our online systems. So, there were some paper surveys that were also made available to certain employees, but primarily online through the City's HR system. Starting on August 9<sup>th</sup> there was a requirement for employees to affirmatively answer one of three questions. The three questions were I am either fully vaccinated, I am currently partially vaccinated, or I am unvaccinated. Those were the three questions and those were all that we asked for very specific reasons. The individual answers, how an individual employee answered have been and will continue to be kept confidential. Only certain staff in HR (Human Resources) can access that data. and it is part of a confidential record for the employee. The responses are due by August 24 and we will use the data in aggregate to help us make decisions about what next we can do related to these programs. When I say in aggregate, what I mean is percentage of employees vaccinated for example, but never related to an individual's employees' responses.

So, as of today, 90% of employees have completed the survey. That is a great response rate. In fact, I would call that a win already. Any survey that has a response rate of 90% is good. So, approximately 7,000 employees have responded, and what we see amongst the employees who have responded we are seeing about a 66% vaccination rate. Which again is very, very good. The final number should be available by August 27<sup>th</sup> and we expect the employee's vaccination rate to be somewhere in the 60% range. We don't know that it will maintain that 66% that it is today, but we also feel like it will stay in the 60s, which I think is also a very good result. I'll point out that currently, the community vaccination rate is around 50%. So, even in the 60% range city employees will be vaccinated at a higher rate than in general around the community. Now, I think there is a couple of key things to remember about the data. There is an important thing to remember about the City in general, and that is that roughly 75% of our employees are frontline or field staff and the other 25% are what I would call our non-frontline or office staff. In HR speech that can sometimes be said as exempt and non-exempt employees.

So, here's what we are seeing when we drill down into the data. While 25% of our employees generally fall into the exempt category, the exempt category of employees shows a vaccination rate of about 81%. So, above the City's current total average, and I think you can, knowing how numbers work, what that really means is that for the non-exempt employees the vaccination rate is significantly lower at about 51%. Again, because the non-exempt employees by far the largest portion of the City's employees that means that amongst that large group, we really need to focus on how we protect them, protect the citizens they serve, and create programs that may help reward them or encourage them to become vaccinated at a higher rate.

The first thing I want to talk about is an employee vaccination reward program. Again, to keep our employees and our citizens safe and minimize lost productivity from COVID and COVID-related quarantines we are proposing really a two-part reward program. The first part is really based on the employees as an individual and their actions. So, it would be a reward for any employee who is currently or becomes vaccinated by September 30<sup>th</sup> and that reward would be \$250. Payment to those employees if they are vaccinated by September 30<sup>th</sup> and I'll say the asterisk on that is for employees who is currently unvaccinated if they take the first shot of the two shots, Moderna or Pfizer, we will count that, but we would wait until they show proof of vaccination before making the payment. The second is a team reward and the team reward is really about the City as a team. That would be an additional \$250 payment for all vaccinated employees if as a whole the City reaches a 75% vaccination rate by September 30<sup>th</sup>. So, it would be going from that mid to lower 60% to 75% over the next roughly 30 days. If we can do that, that would then qualify the vaccinated employees for an additional reward of \$250.

Programs to assist our frontline employees. So, we have heard as many of you probably have also from a lot of our employees with concerns about what the City is doing to help

them as they deal with their jobs in this COVID environment and we have listened. The first thing is we would like to reinstate emergency medical leave. An emergency medical leave, we ran this program earlier in COVID and it expired on June 30<sup>th</sup> of this year. So, we'd like to reinstate emergency medical leave for an additional seven days to the employees. Which can be used for any positive COVID case that the employee has or that their family has that would require them to be out of work and to use in the event that they need to quarantine associated with a COVID exposure.

The second thing we would like to do is reinstate premium pay for frontline employees. We would like to offer eight weeks of premium pay to all frontline employees starting August 28<sup>th</sup> and the premium pay would be a 5% increase to the base rate of pay to the frontline employees.

So, the cost. We have talked about a lot of exciting programs. A lot of programs that I think are needed given that we have the Delta variant, but we also know that all of these programs have cost. So, again in the context of that \$11 million proposed for City operations and the ARPA funding, these programs would basically cost the individual vaccine or reward program would be approximately \$1.5 million. The team vaccine if achieved would be an additional approximate \$1.5 million. Premium pay and emergency leave we estimate to be \$2-\$3 million. So, we are talking about somewhere around a \$5 million program. Depending on all of the costs it could be a little bit more or possibly a little less if the team vaccine reward is not achieved. But that is what we are looking at.

Mr. Jones said as we start to take the questions, a few things that I would like to put into the room and is I really appreciate all of the hard work Brent and also, I think Sheila Simpson is around the corner, who has been working on this, and our CIO, Renee I asked you to pull together a mechanism in which we could do a survey in such a short period of time and also the budget wiz Ryan, who is also in the room. I know some questions will come up. One of the things that we tried to do from the beginning is to use the data to help us in decision making. The other thing is we want to try an incentive program or pair it if you will before we start to discuss things like the stick or mandating certain protocols. Right now, the concept much like at the beginning of the discussion would be set aside roughly 15% of this first tranch of the ARPA funds for things that are administrative-related. So, this would eat up maybe half of that. Again, it is very different than the CARES funding where I believe closer to 40% of those funds were used administratively. So, again trying to get out in front of this with the employees at top of my mind as well as continuing to deliver exceptional services. So, that's what we are trying to capture as Mayor and Council.

**Councilmember Eiselt** said Brent thank you for the presentation. Just a question I have. The premium pay and what's it called, premium pay and family leave?

Mr. Cagle said so there are two programs, emergency medical leave and then a separate program premium pay.

Ms. Eiselt said would those be offered equally for people that have been vaccinated and for those who have not been vaccinated?

Mr. Cagle said yes ma'am.

Ms. Eiselt said okay. I could certainly understand when somebody has been vaccinated, they have a family member that gets sick, they need to have that time to care for them, but I am just wondering if there was thought that went into that leave time for somebody who is not vaccinated and they got sick. Presumably, they are going to get a lot sicker, they could get a lot sicker the data shows. So, was there any thought about that at all?

Mr. Cagle said yes so, we looked at that and I will say we did talk about should some of these programs be different or offer different leads between the vaccinated and the unvaccinated. What I would say on the programs to assist frontline employees I think where we landed on this was a frontline employee is a frontline employee. They are out there serving the City and representing the City in the community and so we wanted to



make these programs available to all frontline employees regardless of vaccination status.

Ms. Eiselt said and I understand that and I absolutely honor the extra risk that goes along with being a frontline employee, but at the same token those are the ones who aren't getting vaccinated. That to me is really concerning and I just wonder if there's more impetus that we can put out there to get vaccinated especially if you want the City to step up and cover you if you do get sick and you chose not to get vaccinated.

Mr. Jones said I don't disagree with you. One of the things that we tried to do is over the next 30 days to the extent possible encourage individuals to get vaccinated. What I will tell you is that after September 30<sup>th</sup> I'm not sure we will have the same level of leniency with those individuals who have not got vaccinated, but again we tried to have the tent as big as we could for this incentive program and the encouragement phase of the program.

**Councilmember Phipps** said the reinstatement premium pay for frontline employees, was that something that was considered and contemplated before we got a string of emails this weekend from various organizations pressing the City to do that? Is that something we were more or less considering beforehand anyway?

Mr. Jones said yes, Mr. Phipps. We were considering reinstating the premium pay prior to some of the emails that you received mainly because the conditions are similar to when we have premium pay beforehand. We had spikes in the virus as well as this mask mandate. So, there was this logic behind conditions being similar and therefore the premium pay, yes.

**Councilmember Ajmera** said I have a couple of questions. First, the response rate of 90% is truly outstanding for the survey. Brent may have covered this, but if not, could you please address this question, Brent? So, do we have a target percentage that we are trying to hit in terms of the herd immunity?

Mr. Cagle said so that is a good question and here's my answer to that. We have been talking about that for many weeks. As many weeks as we have been talking about what we can do to encourage vaccination. We've been talking about what is good vaccination rate. Here's where I think the reality is. A great vaccination rate would be 100%. That would be great. Short of that, I have seen different things anywhere between 70%-80%. I don't think any of those are definitive but taken together what I would say is I think that if we can go from roughly 10% higher than the community today to 20%-25% higher than the community at the end of September, my personal feeling on that is we will have succeeded. That will be a success.

Ms. Ajmera said got it. So, I guess I'm trying to understand from a public health perspective to reach the herd immunity, especially for our frontline workers who are interacting with residence on a day-to-day basis, what is the rate we should be targeting? That might be a question for our public health officer, but I think that is what I am trying to understand so that we know here is the target that we are working off of. I get that 100% is great and that's what we have to aspire to be however is that really realistic unless we have mandatory requirements. The next question is a follow-up on this question. Have we looked at it, I know Mr. Jones had alluded to this earlier, are there any discussions going on if there would be a mandatory requirement? I know there are some employers that are requiring it especially in health care, but is that something that has been discussed?

Mr. Jones said Councilmember Ajmera, yes, we have discussed that. We've always discussed this in phases. So, right now we are in the incentive phase if you will, which would go into the end of September we would hope that our numbers of vaccinated people increase. We would hope that the mask mandate slows down the increase also, and some of the safety precautions that we are taking. Right now, we have only discussed it. We'd like to see what the incentives would do first before we go into anything that would be a mandate.

**Councilmember Driggs** said I agree with the premium pay and the emergency leave. I think that is consistent with the intent of the federal funds. I think that's kind of right on target in terms of the kind of uses that they have in mind. Concerning the vaccination program, one concern I have here is if we don't have a threshold for the individual vaccine reward, we could have an outcome where there are quite a few additional vaccinated people and I would comment here that the people who haven't gotten vaccinated given how easy it is to get vaccinated may have just chosen not to. The question is how much difference will an incentive of \$250 make to them if that was their decision. So, there is a possibility in my mind that we get a relatively low response rate, and if we have a situation for example, where 300 people decide to get vaccinated in order to participate in the individual reward at a cost of \$1.5 million, that's \$5,000 that we have used of funding that's available for all kinds of purposes in order to accomplish those 300 vaccinations. It's very expensive. You can run other number examples. If we get to the team vaccine reward it would take something like 600 or 700 people to get there. That would be \$2 million and once again you average that out and it does translate into a lot of money. Because we are paying everybody. I realize we can't pay people who get vaccinated and thereby inclusively punish the people who haven't, but I am concerned that there are many needs here and that this is just very expensive and several thousand dollars per vaccinated person.

So, I would suggest at a minimum that we have a threshold for the individual vaccine reward of say 70% and then step up to 75% for the team reward so that we are not in a situation where we may have had only 200 people get vaccinated at a cost of six or seven thousand dollars for each of them. I hope we will study this structure a little more and kind of consider those scenarios and the cost involved, again, recognizing that the uses we have found for federal money in the past in terms of public relief and so on, the needs are still out there. We do need to be accountable for the cost of this program.

Mayor Lyles said Mr. Driggs I want to just ask if we could get some additional information. I am aware that we have had City employees with COVID in the hospital for more than a month, more than two months, more than three months. So, we are paying for this one way or the other. In the cases where people have not been vaccinated which I think are the majority of them I just like to see what the cost has been for our health care and the issues that we have had with people being out. I know that we are not the private sector where you can count what does it take to recruit and keep someone, but if we have information on the number of long-term employees that have been hospitalized, I think we have to balance this out in some respect that I don't disagree with the thresholds and the idea. I actually think that's a really good point to make. I just hope that our goal is to keep people at work serving the community and the most essential of our works, which are primarily safety and keeping our streets clean, and our waste handled. So, just another thought to add to that.

Mr. Driggs said my point is if somebody hasn't gotten the shot already given how easy it has been to get it then I wonder if they're going to be persuaded by \$250 to get the shot then I think they should just get the shot. The difficulty I have here is that we are paying a lot of money to people to do something they ought to do and I feel that the people that really don't want the shot because they are afraid for their health are not going to get it because of a \$250 incentive. There is a lot of overhead in this plan to the extent that we are offering this money to 6,000 employees regardless of the success in terms of getting more people vaccinated. So, I would like to just have the individual vaccine reward be subject to some kind of evidence that this is working. You're right, there's probably more analysis we could do on cost in terms of a potential to conceive medical cost. But if we get 200 people who get vaccinated and we've spent \$1.5 million, I can't imagine that ratio is favorable.

Mayor Lyles said well I agree with you, Mr. Driggs. This is really something that I've said to the team is that \$250 can be, I believe an incentive and we may know more as we gage or go through this if we make the decision to support this effort, but I would just say that one on my ideas and this is something I've learned about a lot of our frontline workers, they don't really make that decision alone. It's a household decision. If we can get a spouse to say, yes, you're going to get that shot for the \$250 and they bring one other

person. We've got to look at this so in the totality of what we are trying to do. Not just in our own workforce, which I know is a major cost, but one, if the federal money doesn't really get to the cause of getting people more vaccinated so that we could have this immunity going on this is just going to continue and continue and I don't know that there is an end to it. So, I understand that we ought to look at this seriously. Just the human side of it and what we are doing is really important, but I would hope that a lot of decisions are made by the family, not just an individual. This could impact a family, especially at that amount of money as much as we look at our frontline workers. That could I believe make a difference in the amount.

Mr. Jones said I actually have the HR Director Sheila Simpson in the room. We do have some data Mayor, about the cost associated, hospitalization cost for those folks who are unvaccinated versus the folks who have been vaccinated. What I will say is that Brent corrects me if I'm wrong, there are several cities in North Carolina that have provided some level of incentive for all employees whether they have had the shot or not. If I have this right, I believe it's Raleigh and Wake County and a few other jurisdictions. I think what separates Charlotte from the other jurisdictions if I have this right, is that we do have some data. So, Mr. Driggs, you are right in the sense that with this data if we wanted to say there is a threshold in which any type of incentive is triggered, we could do that. We could say that if you get to 65% it's X or if you get to 70% it's X, or you could have a baseline that says anybody that has a vaccination you could get \$50. There's ways that we can have a scale with this and because we have the data, we can do that. We can have goals; we can have stretch goals. We came in with the \$250 really because that's kind of what we were seeing at some other jurisdictions across North Carolina, and then to put a stretch goal, but to ensure that we would get to 75% to have another threshold. So, I understand exactly what you are saying. There is an opportunity to scale this in any way that would make sense.

Mr. Cagle said as Mr. Jones said one thing that happened last week, and we started to see this, and someone asked earlier about the communications from the different employee groups, so one thing that we did see last week and then became part of the communication from different employee groups was really what Wake County and Raleigh did and what they did was implement a \$250 plus two days of leave program for all current vaccinated and future vaccinated employees. So, part of the \$250 was really around that. There are reasons I won't going why we opted not to do the leave, but again the \$250 was really part of what employees were asking us for, but we also think in response to what our employees were seeing in other local jurisdictions.

**Sheila Simpson, Director of Human Resources** said Mr. Driggs one of the data points that has not been discussed yet tonight of our employee population and their families. So, this is the people who are on our benefits plan, we've had roughly 1,000 people who have been treated for COVID-19, and of those thousand we've had about 800 of them who had to be hospitalized or overnight treatment in a hospital, the cost for that has been about \$2.8 million. To our knowledge, we have at least three individuals who are employees and those three individuals have had severe cases of COVID. Their treatment and their care is pretty long term, and those are pretty costly in claims, and it's just three people there. So, for the vaccination data, we've had on our plans, for those who have been vaccinated that cost has been slightly over \$200,000. So, the data does tell us that treatment is critical and the key treatment that we would like to have is preventive treatment. Vaccination has been the strongest preventive treatment tool out there that we have noticed that's helpful to the health of the employees, the health of their families, and therefore the health overall, not only just their physical health but also a financial health. It is an extreme difference in the claims cost for vaccinated individuals versus those who have not been vaccinated and those who have had to have hospital treatment.

**Councilmember Winston** said these are very good carrots, but I believe that we need more sticks. A significant portion of our workforce has office space that extends into the living rooms of our constituents. When folks call 911 or 311 or they go to the Airport, they need help. They need our help. Help in the form of services that the City of Charlotte and its employees are uniquely qualified to provide. They usually can't go anywhere else. Calls to us for help should not be a death sentence for our constituents. We should not

be perpetuating a pandemic that we have a duty to put down. This is a matter of public safety and it is the responsibility of the people in this meeting to ensure. I hope that we will do this swiftly and not wait until September 30<sup>th</sup>. We are waist-deep in the throes of a title wave of COVID-19. On top of that from a payroll perspective, we employ labor that is highly trained and not easily replaced in the loosest of the labor markets, but we are in a very tight labor market. It seems fiscally and operational imprudent to not mandate that the vaccination of all of our employees.

We have come with a great carrot, but the potential of long COVID and unvaccinated workers is well worth starting to wheel some heavy sticks and hammers to get our workforce to a place where they don't put our constituents in danger when comes to health. So, I hope you will find a way to mandate this before September 30<sup>th</sup>.

**Councilmember Johnson** said you mentioned the incentive for all employees. I wanted to know if we can get some data from other cities that have incentivized employees on what the increase was. Also, I know the state is offering a \$100 incentive for individuals during the month of August, or for a closed period of time. So, if we could get some data from those jurisdictions that have already tried the incentive to see what that increase is. Then that might give us an opportunity on how to proceed on the distribution or if we are going to offer it to all employees or just the one that have received it. So, I just think that is an opportunity to obtain data that has been tried in other cities and currently in our county and the state.

Mr. Jones said I'm not sure that the other municipalities are as far as we are in terms of having this type of date. That's why we did the survey. I know that some of the other jurisdictions just started to implement this, I think, last week. So, Brent would we have any data?

Mr. Cagle said we can go back and double-check. We are not aware of any data that would indicate the results, the change in vaccination rates associated with specific incentive programs because of most of those programs Raleigh, Wake County. Those were just launched literally within seven to ten days ago. I think the other important thing is, there are jurisdictions that I am aware of that may have offered incentives, but the difference being they didn't have a baseline before they started, right. So, it was an incentive for anyone who bought a vaccination card. They know who brought vaccination cards and received an incentive, but they don't know who had the vaccination card before the incentive was announced. That is one of the key differences I think with where we are at. Again, this is something that we talked about and really thought about, was having good data when we started so that we could measure results and determine what program changes should be made or could be made into the future if we are not seeing the results that we expected or want. So, I do think this is unique to Charlotte and that we have taken great pains to promote the survey. Our employees have really stepped up and completed the survey. Now, we have a very extensive data set. We know where we stand as a baseline before we start putting programs out there.

Mayor Lyles said (inaudible)

Ms. Johnson said I was just looking at the state's vaccination program. The \$100 Summer Card. So, I think that is an opportunity at least to get an idea of what the results are or how that is impacting individuals if there is an increase in August versus July. I would like to, if possible, be able to hold some requirements or constraints or accountability I guess for those dollars as well if we are able to.

Mr. Jones said we'll pull as much data as we can. One thing I'd like to do for the Mayor and Council is to take a moment to talk about some of the thinking behind the recommendation. So, one of the things to really scale down the cost of this is you could have an incentive program for newly vaccinated people. That really makes this thing very inexpensive. But then you'd have to ask yourself for the other thousands of employees that have already gotten the vaccination, how fair is that? So, a lot of discussions went into fairness. The other concept is we could skip the incentive program and go directly into mandates and more of the stick. Which we could do also. So, there is the risk as

Councilmember Driggs has said that with this incentive program that you may get several hundred people, and is that success? What Sheila said is that having more people vaccinated, we'd like thousands as opposed to hundreds, it also helps us in terms of some of the cost to the City. So, there is cost associated with the ARPA funds, but there is also cost associated with the overall City when it comes to healthcare and cost related to COVID. So, I just wanted to let the Council know a little bit of the thought process behind why the big tent.

Mayor Lyles said Ms. Johnson made me think of something and I don't know if this is a question because booster shots are going to start pretty soon. The idea is that after eight months to a year you're going to have to have another shot. So, I think that is something that we ought to really be considered as well as we go towards this program. I know we asked if you have been vaccinated. I don't know how many more rounds of this it will take. I hope at some point that if it does require booster shots it becomes more like the flu shots and we just invite our team of people from our healthcare system to come over and give everybody a shot. We don't get everybody done the first time we're going to be always questioning the ability to have this virus contained to get to the booster. That's another reason I think about this.

I think the question that Ms. Johnson asks is timely. Right now, what do you get for doing this with unvaccinated people? At least they would not be on the route to re-another vaccination within a year because of the new Pfizer approval today. So, that is helpful information for me anyway as I get ready to go get my booster shot and I'm not going to get the \$250, I promise you.

Mr. Phipps said given today's announcement that the Pfizer vaccine was fully approved by the FDA (Food and Drug Administration), I wanted to know what impact that would have on the Manager's decision if we don't meet our numbers by the end of September?

Mr. Jones said I think having the FDA approval is extremely important. What we have done up until this point and which we will continue to do is follow the advice that we are receiving from the policy group and from the Health Director and to see to what extent we could work in unison with what we are doing with some of our partners across the City, especially on the government side.

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#### **ITEM NO. 4: REPORT ON THE CHARLOTTE FUTURE 2040 COMPREHENSIVE PLAN PROCESS**

**Marcus Jones, City Manager** said what I will do because we actually have a guest is, we had a bit of a discussion that was earmarked for a look back on the 2040 Plan. A lot of that has to do with community engagement and a lot has to do with what's important to the Council. So, even in my 30-day memo, we have some time set aside for that at the September 7th Strategy Session. So, what'd I'd like to do, Mayor is yielded the time to the guest that are here tonight to talk a bit about where we are going with the UDO (Unified Development Ordinance) if that is fine with you and the Council.

Mayor Lyles said I think that we will try to get as much done. I like a little bit of the TAP Committee meeting today and they had three topics and it was a race. So, let's go ahead and try to make sure that we hear from the Unified Development Ordinance Advisory Committee Update.

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#### **ITEM NO. 5: UNIFIED DEVELOPMENT ORDINANCE ADVISORY COMMITTEE UPDATE**

**Taiwo Jaiyeoba, Assistant City Manager/Planning Director** said we are at that point where you have taken a decision on June 21<sup>st</sup> with regards to the Comprehensive Plan Policy, then we're working on our policy map at the moment. Before we get into releasing

the drafts of the Unified Development Ordinance, to have an idea of what the Ordinance Advisory Committee through the leadership of Mr. Tony Lathrop, your former Planning Commissioner Chair, as well as what they have been working on. One of the decisions that we felt would be good for the Unified Development Ordinance is to have someone who really understands the intricacies of the real estate and development process to lead that effort. That's our Deputy Director Alyson Craig will be championing that for us over the next several months. We will be having Laura Harmon, Division Manager for Entitlement to be working closely with her. We want to make sure that as we engage in this process, not only are we delivering drafts to you, but you also have someone who understands a lot of the dynamics in that process. Before ever see that draft, the first one, we would like Alyson and Mr. Lathrop to share with you what the Ordinance Advisory Committee has been doing. You also get to see a couple of videos among the members.

**Alyson Craig, Deputy Director Planning, Zoning & Development Department** said as Taiwo mentioned we have been working towards releasing the first public draft of the UDO, and in advance of issuing that first draft, we wanted to talk about the group that has really been helping us shape the concepts that will ultimately be in that document. There are expected to come out in October. So, today Tony and I are going to do a joint presentation here on the Ordinance Advisory Committee, talk a little bit about the history of that group, who they are. As Taiwo mentioned our Corporate Communication staff have interviewed several of the Ordinance Advisory Committee members just to talk to them about why they are participating, what they think the benefit of the Unified Development Ordinance is for our City, which is part of what you will hear tonight. Then finally we will talk about what the group has reviewed so far and how they can be involved in the future.

So, I'd like for the presentation to start off led by Tony Lathrop. So, Tony is an accomplished attorney with more than 30 years of land-use experience. He is a former Planning Commissioner which Taiwo mentioned, as well as a Planning Commission Chair. He currently serves on the North Carolina Board of Transportation, both as a member and as the Finance Chair. Importantly for today, Tony is the Chair of the Ordinance Advisory Committee and he has been involved from the very beginning. He's very much engaged in the process with the people and I think he is the best person to really talk about what this group has done and where they are headed.

**Tony Lathrop, Former Planning Commissioner** said this Committee was created in late 2016 to provide feedback to the City staff in the development of the UDO. Although in my time on the Planning Commission since 2011 we have been having conversations about this. So, it was great to see it come into existence in 2016. There were 30 members at the beginning appointed by the Planning Director representing a variety of sectors of interested parties and stakeholders, sustainability, housing, land development, design, are just a few. Most importantly there were a significant number of neighborhood representatives from around the City. Over the five years since we started, new members have been added as folks have rotated off or had to move away or running into time constraints, etc.

So, 12 of the original 30 members, including me are still active today after five years. A point of personal privilege, I want to just say that I was not reluctant at all, I was honored to chair this group. I enjoyed my relationship with the staff over the six years I was on the Planning Commission and felt that this continuation of that work for me was really important for this initiative. When I was on the Planning Commission, we actually were very interested in this and the livability of our City and created an actual livable city policy because we were so concerned about it, and that led us to this process. To me, this process is so important and process itself is important when you are taking on a task like this. I was beating the drum even way back then and before 2016 to have a process that was number one, inclusive, and number two, transparent, and number three, really rigorous.

I really want to compliment the staff and Taiwo and Alyson, and their team for putting together such a strong process. It's inclusive, we've got this strong Committee going out into the community. It's transparent. The information is all up on Facebook. It's on YouTube. It's on the website. The recorded the meetings of the Committee. Planning

Commissioners have attended. I know from time-to-time Councilmembers come. It's been very inclusive and really a model and an example for the whole country and how to do this the right way. In my mind, I feel strongly that just having a strong process like this really gets us ultimately to a good result because you have worked so hard to bring everybody into the tent and that's how you get to a place where you've got a result that's good for everybody. So, we are going to have a result that keeps Charlotte livable as it is and helps us be the best place we could be and avoid the difficulties that other cities, who I'm not going to name, who we would like to consider what our peers have. By doing this the right way and taking this chance to do it the right way we can be an example everywhere of how to do this the right way. I just want to again thank Taiwo and his team and the staff and the consultants for all the good work on this.

This is the current snapshot of our OAC (UDO Advisory Committee) membership and the types of stakeholders we have as you see, in my mind most importantly, the biggest representative group is folks from neighborhoods residing in all seven City Council Districts, 13 and the of course representative from sustainability, environmental, occupations, landscape and design, architecture and engineering, and of course land development. The team is prepared a very short video that I want to tee up now, where some of the members of the committee have been interviewed. It's only a couple of minutes. So, I'm going to ask Wendy and the team about the role of that video now.

A video was shown.

Mr. Lathrop said I'm just going to go ahead and talk and hope that they catch up with me on the slide. I've got a hard copy in front of me. I simply want to just tee up the next topic for Alyson to come back up just to briefly talk about what we have done. Our phase one at the beginning starting a number of years ago it was just the introductory concepts. As you can see, throughout these phases had over 55 meetings. That's not counting all of the informal meetings that folks on the committee have had out in their spheres of influence, and all of the side conversations that we have had with each other, with the staff, with those of you on the City Council, and on the Planning Commission. There has been more meetings than I can count in these three phases and that really goes back to what I was talking about with the need to have a process that is really inclusive and really transparent and visible to everyone and really rigorous. So, Alyson if you don't mind coming up and taking it from here.

Ms. Craig said as Tony started mentioning there were three phases of the Ordinance Advisory Committee. Early on the group started talking about place types. This is before we were headed in the direction of a Comprehensive Plan. So, this was really about place types and then the UDO. Then we went into phase two about 2018 or so and the decision was made as a City that we really needed an overall overarching Comprehensive Plan and a vision for what growth would look like in Charlotte. So, at that point, the UDO team kind of slowed down a little bit and wanting to make sure that we are not getting ahead of the vision because that's what really should be driving any regulations that we are creating here. In the meantime, we tackled some short-term UDO tasks. The TOD (Transit Oriented Development) Ordinance and mapped those districts. So, that really served as a template for what the UDO would ultimately look like. It's much more graphic. Lots of tables and less language. We also revised the sign regulations. That was something that was in dire need of updating and then really trying to make some changes to the Tree Ordinance as it related to urban sites and some of the challenges for putting trees in those areas.

So, we're in phase three now. Looking at UDO concepts that include what the different zoning approaches are, what those districts are, and how they relate to the place types, what the related development standards are, how parking, landscape, and screening work, natural resources of course stormwater and trees are a big component of that, subdivision streets, and infrastructure, and then making changes as to how the UDO will be administered ultimately.

So, in this phase three, this is sort of 2020 and beyond we've had 21 regular meetings, a couple of optional Q, and As for those that maybe were new and wanted to ask us specific

questions. These are very well attended. You've got UDO staff and including the staff from other departments depending on which section of the ordinance that we are talking about. The consultants are there. We invite Planning Commissioners to attend. As Tony mentioned on occasion, we'll Councilmembers attend this meeting as well. They have been virtual recently. They are live-streamed and prior to COVID we were recording these lives on Facebook and if you want to go back and review certain topics you are welcomed to go to our YouTube channel or on the Charlotte UDO website and view any of the meetings that we have had in the past.

The way the meeting are run the staff and the consultants present draft concepts and ideas to the committee and we generally have some pretty robust and lively discussion both verbally as well as in the chat. Some of the topics that I think really got some really good discussion we highlighted this morning in the Transportation and Planning and Environment Committee. So, some of the things that related to stormwater and trees, as well as streets and the overall new approaches for the administration. A preview of some of those lively discussions are in the topics that we presented this morning.

So, going forward we will continue to work with this Committee. They are a very important sort of Think Tank type of group to help us in drafting these regulations and ultimately as we begin to hear from the community and understand what may be some challenges with some of the regulations or things that people really like. That will really be the sounding board that we go back to, to get their feedback on this is what we are proposing to change or what we propose we don't change and why. Really just to use their expertise both as neighborhood individuals that have their ear on the ground as well as folks that are in the development community that works with these regulations every single day. We also asked that they serve as ambassadors really just to get the word out and make sure that people are aware of what is going on and how they can be engaged and involved and how it can affect their neighborhoods. So, really relying on these OAC members to do that as well.

So, while this presentation has been focused on the Ordinance Advisory Committee, I want to make sure that the people realize that there are a lot of work ahead and that there is a great deal of time for the neighborhoods and the development community, and the Council to shape what this document ultimately looks like. The first draft will come in early October we hope. There will be three subsequent drafts after that. So, there will be time to provide input, to engage with the staff, to provide comments, and those will then be reflected in drafts that occur down the road in the process. We'll have a very long community engagement period to make sure that we reach all of the different neighborhoods and the different stakeholder groups. What that looks like will certainly depend on what the state of public health is. We are hoping that we will be able to do in-person meetings at some point. But certainly, virtual meetings and we are going to have a series of informational videos. The sort of chooses your own adventure where you can go in and really find the topics that are of interest to you or even have a self-guided tour of if you want to get an overview of what the Unified Development Ordinance is these are the videos you should watch. So, really leaning on some of those types of engagement to really help inform and educate people.

So, again we have a period of time here, in October we will release the first draft. We will have a public comment period. We'll also be doing the Economic Impact Analysis during that time period and so both the public comment and their feedback, as well as the results of the Economic Impact Analysis, will really help to inform the second draft that will come out in March. It will be redlined. Again, we will go into another public comment period. Have a public hearing draft proposed for May. We are hoping to have Council action in July. So, we look forward to coming back before this group as the document is developed and be happy to answer any questions that you may have.

**Mayor Lyles** said thank you very much for the presentation. Thank you, Mr. Lathrop, for 2017. You must feel like you have been elected to an eight-year term. I think that we know we are in this for the long hall and would expect that we will come back and see some of this. If I recall the number one issue that all of the Councilmembers kind of in summary said, is that engagement has to be strong, it has to be a dialogue and it has to result in



options and in choices. So, I think that came through clearly on the work that we are talking about today. Did I miss anything in the characterization, options, and engagement details?

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**ITEM NO. 6: CLOSED SESSION**

There was no closed session.

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**PUBLIC FORUM**

**ITEM NO. 7: PUBLIC FORUM**

**Medical Debt Affecting Credit**

**Chip Harvey, 1304 Cortland Road, West** said thanks to everyone for your time tonight, Mayor and Council, I appreciate it, and thanks for putting this on to the public. The one topic I wanted to talk about, actually the second topic now based on the conversation is a bill that was recently passed by the North Carolina State Legislator that protects North Carolina lending's credit from surprise medical bills and predatory medical bills as well. This can happen when someone maybe has an emergency and that and anesthesiologist comes in puts them out and they have surgery. The anesthesiologist is out of network even though they have a very nice benefits plan. They can bill two to three thousand dollars. Medical bills are the leading cause of bankruptcy in the country and 50% of Americans have less than \$1,000 in their savings account. So, recently the legislator passed a bill to protect people's credit from these surprised bills, but there was one loophole in that bill. That was that it did not cover ambulance services. So, a lot of people are taking Ubers, Lyfts, and maybe relatives' car to the hospital these days. That is completely inadequate, especially if they have something like COVID related to spreading that somebody who's driving the car.

So, I would ask you in your capacity you have influenced more so than most of us regular people, I ask you to reach out to members of the legislator that you know and speak to them about closing the loophole in the bill that was recently passed in May to protect people's credit from the surprise bill from ambulances. I really would appreciate it if you could do that. Specifically, also I wanted to comment on something that Councilmember Eiselt mentioned. She mentioned that the health plan might want to not cover people's COVID claims if they have not taken the vaccine in the hospital. I'm actually a benefits consultant for Gallagher and under Section 105-H, Non-Discrimination of Employer Retirement Income Security Act, you should be subject to a discrimination lawsuit. Any saving for the medical plan by removing that coverage could immediately be lost by a lawsuit. So, I wouldn't recommend that in my professional opinion. Thank you so much for your time and I hope you guys will be able to help with those medical bills because a health credit for Charlotteans means a good economy and more tax money for Charlotte Mecklenburg County. Thank you.

Mayor Lyles said thank you, Mr. Harvey. Thank you for the advice. It's always good to get something right in real-time and respond to what we are doing. We appreciate that.

**Councilmember Driggs** said I just wanted to comment that I received a bill for \$900 for an ambulance ride from Carmel Road to CMC Pineville. So, Chip I really appreciate your comments. Thank you.

Mayor Lyles said we do understand this issue. Like many issues I think that we have new eyes and new ways to look at it and we'll do some research into the best way that we can address and resolve this and get that information back to you. Thank you very much, Mr. Harvey.

**Technology and Business Development**

**LeMonde Woodard, 1100 Interurban Avenue** said I hope all is well. I own a tech company Woo LLC, the Woodata.com. We provide IT services, education, data management, security marketing, brand strategy, stuff like that. The reason why I wanted to speak today is because I wanted to come here and commend you guys as the Council for your commitment and attitude towards innovation and transparency by passing the Non-Discrimination Ordinance. You know I just want to say thank you to you guys for being so beautiful. Also, to let you guys know that it is a step in the right direction. It is. It most definitely is in the right direction as the City is growing and things like that. These steps help and me and my team better align our interest with the City's plan and hopefully remain in Charlotte and part of its continuous plans and creating new ones, interacting with the local municipalities, student bodies, the law enforcement, company engagement, more stuff like that down the pipeline.

I have a team and we usually sit down weekly and deal with one another. A group of us was wondering if the City had any ideas on research development, marketing strategies, participation from people with diverse backgrounds such as myself. I would be considered a tree lover, but I'm cool with that because I like adventure and things like that. So, we could still share wisdom with one another, between each other. My daughters are eventually going to see the world bigger than I am. Also, a friend just finished competing in the Olympics. She was beautiful. I plan on linking her with a friend I met in Charlotte who has a billboard in Myrtle Beach. I met him at the Anna Mae Convention this weekend and it was amazing, but IT grounds the ability to communicating and the ability to learn from each other.

Mayor Lyles said thank you, Mr. Woodard. I really appreciate when we hear from someone who lives in our City to say thank you about the work that we are doing and understand, but you certainly sound as if you have interesting ideas and innovation. I hope you will watch us more often. Thank you very much.

Mr. Woodard said thank you, most definitely.

The following persons submitted written comments regarding this item pursuant to S.L. 2020-3, SB 704. To review comments in their entirety, contact the City Clerk's Office.

**Eric Bruce, [ebucecfa@everyactioncustom.com](mailto:ebucecfa@everyactioncustom.com)**

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**PUBLIC HEARINGS**

**ITEM NO. 9: PUBLIC HEARING ON CERTIFICATES OF PARTICIPATION FINANCING FOR EQUIPMENT AND PUBLIC FACILITIES**

**Mayor Lyles** declared the hearing open.

There being no speakers either for or against a motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to close the public hearing and (A) Adopt a resolution regarding approval of an installment financing contract not to exceed \$125,000,000 bond order for equipment acquisition and construction of and improvements to facilities, and (B) Adopt a resolution authorizing and approving an installment financing contract for the proposed financing and calling for the execution and delivery of various documents necessary to complete the sale of Certificates of Participation.

The resolutions are recorded in full in Resolution Book 52, at Page(s) 001-007.

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**POLICY**

**ITEM NO. 10: CITY MANAGER'S REPORT**

There was no City Manager's Report.

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**BUSINESS**

**ITEM NO. 11: INTERLOCAL AGREEMENT FOR THE YOUTH DIVERSION PROGRAM**

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs and carried unanimously to adopt a resolution authorizing the City Manager to negotiate and execute an Interlocal Agreement with Mecklenburg County through its Criminal Justice Services to provide an alternative to arrest for youthful offenders while maintaining accountability for delinquent acts and providing support to redirect behavior.

The resolution is recorded in full in Resolution Book 52, at Pages 008-026.

**Councilmember Egleston** said If I may belatedly as we kind of ran through that quickly, but I do hope that folks watching take note of these types of programs that we continue to pursue in terms of different ways to address the violent crime that our City is facing and make sure that we are putting young people on the right path.

**Mayor Lyles** said thank you very much for reminding us of that Mr. Egleston.

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**ITEM NO. 12: GOOSE CREEK SANITARY SEWER EXTENSION REIMBURSABLE AGREEMENT**

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs to (A) Approve a five-year reimbursable agreement with Arey Properties, LLC for construction of a portion of the Goose Creek Sanitary Sewer Extension project, and (B) Adopt a Budget Ordinance No. O-6 appropriating \$3,000,000 from Arey Properties, LLC.

The ordinance is recorded in full in Ordinance Book 64, at Page(s) 347.

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**NOMINATIONS TO BOARDS AND COMMISSIONS**

**ITEM NO. 13: NOMINATIONS TO THE BUSINESS ADVISORY COMMITTEE**

There were no recommendations received from the Hispanic Contractors Association for one appointment for a three-year term beginning upon appointment and ending April 28, 2023.

Nominations will be brought back to Council on your next agenda for consideration.

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**ITEM NO. 14: 16243 NOMINATIONS TO THE CHARLOTTE MECKLENBURG PUBLIC ACCESS CORPORATION**

The following nominations were made for one appointment for a partial term beginning upon appointment and ending June 30, 2022.

- Jaime Emmanuelli nominated by Councilmembers Ajmera, Driggs, Egleston, Eiselt, Johnson, Newton, Phipps, Watlington, and Winston.

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to appoint Jaime Emmanuelli by acclamation.

Jaime Emmanuelli was appointed.

\* \* \* \* \*

**ITEM NO. 15: NOMINATIONS TO THE CHARLOTTE WATER ADVISORY COMMITTEE**

The following nominations were made for one appointment for a Financial Expert representative for a three-year term beginning July 1, 2021 and ending June 30, 2024.

- Cemental Grayson Rountree, nominated by Councilmembers Ajmera, Driggs, Egleston, Eiselt, Johnson, Newton, Phipps, Watlington, and Winston.

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to appoint Cemental Grayson Rountree by acclamation.

Cemental Grayson Rountree was appointed.

The following nominations were made for a Small-Town representative for a three-year term beginning July 1, 2021 and ending June 30, 2024.

- Gordon Miller, nominated by Ajmera, Driggs, Egleston, Eiselt, Johnson, Newton, Watlington, and Winston.

Moton was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to appoint Gordon Miller by acclamation.

Gordon Miller was appointed.

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**ITEM NO. 16: NOMINATIONS TO THE COMMUNITY RELATIONS COMMITTEE**

The following nominations were made for two appointments for partial terms beginning upon appointment and ending June 30, 2022.

- Toye Allen, nominated by Councilmember Driggs
- Maria Brown, nominated by Councilmember Driggs
- Anthony Forman, nominated by Councilmembers Newton and Winston.
- Joi Mayo, nominated by Councilmembers Ajmera, Egleston, Eiselt, Johnson, Newton, Phipps, Watlington, and Winston.
- Jenny Gunn, nominated by Councilmember Ajmera
- Maritza Ortiz, nominated by Councilmembers Eiselt and Watlington.
- Eric Tornfelt, nominated by Councilmember Phipps.

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to appoint Joi Mayo by acclamation.

Joi Mayo was appointed.

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**ITEM NO. 17: NOMINATIONS TO THE HISTORIC DISTRICT COMMISSION**

There were no applications received for a partial term for a Resident Owner of Heritage Court beginning upon appointment and ending December 31, 2023.

Nominations will be brought back to Council on your next agenda for consideration.

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**ITEM NO. 18: NOMINATIONS TO KEEP CHARLOTTE BEAUTIFUL**

The following nominations were made for one appointment for a partial term beginning upon appointment and ending June 30, 2022, and one appointment for a partial term beginning upon appointment and ending June 30, 2023:

- Linda Ditroia, nominated by Councilmembers Ajmera, Eiselt, Johnson, Newton, Phipps, Watlington, and Winston.
- Allison Lavallee, nominated by Councilmembers Driggs and Egleston.
- Susan Tompkins, nominated by Councilmember Ajmera, Driggs, Egleston, Eiselt, Newton, Phipps, and Winston.

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to appoint Linda Ditroia and Susan Tompkins by acclamation.

Linda Ditroia and Susan Tompkins were appointed.

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**ITEM NO. 19: NOMINATIONS TO PASSENGER VEHICLE FOR HIRE**

There were no applications received for one appointment for a Hospitality / Tourism Industry representative for a three-year term beginning July 1, 2021 and ending June 30, 2024.

Nominations will be brought back to Council on your next agenda for consideration.

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**ITEM NO. 20: NOMINATIONS TO THE PLANNING COMMISSION**

The following nominations were made for one appointment for a partial term beginning upon appointment and ending July 1, 2023.

- Hamilton Cort, nominated by Councilmember Driggs
- Will Russell, nominated by Councilmembers Ajmera, Egleston, Eiselt, Johnson, Newton, Phipps, Watlington, and Winston.

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to appoint Will Russell by acclamation.

Will Russell was appointed.

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**ITEM NO. 21: NOMINATIONS TO THE STORM WATER ADVISORY COMMITTEE**

The following nominations were made for one appointment for a Residential Neighborhood representative for a three-year term beginning July 1, 2021 and ending June 30, 2024.

- Eugene O'Neill, nominated by Ajmera, Driggs, Egleston, Eiselt, Newton, and Phipps.

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to appoint Eugene O'Neill by acclamation.

Eugene O'Neill was appointed.

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#### **ITEM NO. 22: NOMINATIONS TO THE TRANSIT SERVICES ADVISORY COMMITTEE**

There were no applications submitted for one appointment for a partial term in the Vanpool Rider category beginning upon appointment and ending January 31, 2022.

Nominations will be brought back to Council on your next agenda for consideration.

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#### **ITEM NO. 23: NOMINATIONS TO THE WASTE MANAGEMENT ADVISORY BOARD**

The following nominations were made for one recommendation for a three-year term beginning November 1, 2021 and ending October 31, 2024.

- David Collins, nominated by Councilmember Driggs
- Sheila T Etheridge, nominated by Councilmembers Egleston and Phipps.
- Laura Nkuepo, nominated by Councilmembers Ajmera and Johnson.
- Lisa Rudisill, nominated by Councilmembers Eiselt, Newton, and Winston.

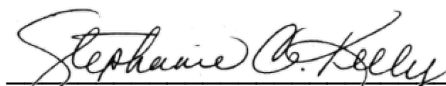
Nominations will be brought back to Council on your next agenda for consideration.

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#### **ADJOURNMENT**

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to adjourn the meeting.

The meeting was adjourned at 6:43 p.m.



Stephanie C. Kelly, City Clerk, MMC, NCCMC

Length of Meeting: 1 Hour, 36 Minutes  
Minutes Completed: August 30, 2021