

The City Council of the City of Charlotte, North Carolina convened for an Action Review on Monday, June 9, 2025, at 5:17 p.m. in Room 267 of the Charlotte Mecklenburg Government Center with Mayor Vi Lyles presiding. Council members present were Dimple Ajmera, Danté Anderson, Ed Driggs, Malcolm Graham, Renee Johnson, Lawana Mayfield, and Edwin Peacock III.

ABSENT: Councilmember Victoria Watlington

ABSENT UNTIL NOTED: Councilmembers Tiawana Brown, James Mitchell, and Marjorie Molina

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Mayor Lyles said so, thank you everyone for being here today. We have an agenda for the beginning of our program, which is the Consent and Action Review, and we'll call that to order, and we do have a quorum. So, with that, let's begin with our introductions. Thank you everyone for being here and thank you for those that are attending and watching us either virtually or in person. We really appreciate when we have participation like this for our community and our decisions.

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

Mayor Lyles said are there any consent items that the Council would like to have for a separate vote or any comment?

Councilmember Mayfield said I asked Marie to get me a response for Item No. 15, that I would like for a separate vote.

Mayor Lyles said alright, a separate vote for 15?

Ms. Mayfield said yes, and I had questions on our consent items 25 and 26.

Mayor Lyles said alright, 25 and 26, and that's for comment?

Ms. Mayfield said correct.

Councilmember Johnson said Item No. 20, please.

Councilmember Molina arrived at 5:20 p.m.

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ITEM NO. 15: ENGINEERING SERVICES FOR QUEENS/WESTFIELD STORM DRAINAGE IMPROVEMENT PROJECT

Councilmember Mayfield said so the question that I had on here for Item No. 15 was, as far as this proposal in front of us for an amendment, this amendment is for an additional \$900,000, which makes the total cost of this project \$1,300,000 now that we're going into actual design phase. We identified initially two partners through the CBI (Charlotte Business INclusion) program. So, I wanted to get clarification regarding the percentages that are on here. Now that this is an additional \$900,000, I would think that now that we're actually going into the actual work with design and construction, and the company we initially identified for the Queens/Westfield Storm Drainage, that we would be able to identify additional opportunities, and Marie did share.

Marie Harris, Strategy and Budget said thank you, Councilmember Mayfield. So, this was a separate agreement. It's amending, but like Ms. Mayfield said, it's for a different set of scope of services, so they did go back to the vendor, but this 9.65 percent is based on the additional work of this scope for the amendment.

Ms. Mayfield said thank you, Marie. I just wanted clarification on that item. Thank you, Madam Mayor.

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CONSENT - PROPERTY TRANSACTIONS

ITEM NO. 25: PROPERTY TRANSACTIONS – RIVERBEND STORM DRAINAGE IMPROVEMENT PROJECT, PARCEL #2

ITEM NO 26: PROPERTY TRANSACTIONS – RIVERBEND STORM DRAINAGE IMPROVEMENT PROJECT, PARCEL #3

Councilmember Mayfield said for 25, and I've asked this question on other projects, we're looking at a potential condemnation. I have a challenge with the condemnation process, when the property owners are concerned about the potential impacts of the property, and as far as compensation, specifically for 25, we're looking at 0.074 acre, as well as 0.023 acre, as well as 0.042. So, that is a combined amount. I want to make sure, and the question that I sent over to Marie, specifically for 25 and 26, was asking, one, if this is towards the front or the back, because that makes a difference in your property land if they were interested in selling at some point? I really wanted to ensure that when we do these projects, and this is a clarifying question, Marie. The resident is then, now, still responsible for their entire lot, even though we've gone in and done work onto their land.

Marie Harris, Strategy and Budget said so, correct. They would mow it, and it would be replaced with grass or shrubbery or whatever, working with the homeowner, and this is in the back, but yes, they would maintain it still.

Ms. Mayfield said so, we have had numerous emails from residents around the City that have had challenges when construction has been near and/or what would be considered on their property that we didn't tell them, okay, since this is on your property and not on a street, which is public, that they are responsible if it is a sinkhole, if there's other challenges. Have we had any conversations of the potential impacts of that moving forward, and are we tracking the homes when we've gone in and we have done work, and if, say within a five, ten-year period, they start to see erosion on their property or other challenges? Manager, I don't know if you would know that, but.

Ms. Harris said so, yes, we definitely do track those kind of issues, and they're few and far between. So, I misunderstood what you're saying. I thought you meant like mowing and maintaining the shrubbery, but yes, definitely, if there's something related to our project, like for this one, if the culvert's had an issue, then the City would be responsible for that, because it'd be within the City's portion of the property.

Ms. Mayfield said that's what I want to make sure, because too many times I've heard from residents where the responsibility is put onto them, because it's on their property, and then they're having to go back and track down paperwork to show no work was done however many years ago by the City, because I also wanted to make sure that if we're doing this work, we're, one, not impacting their property tax value, especially when we know the County's passed their budget and they have an increase. We have Stormwater and other increases. I want to make sure that we're not creating an additional burden. Thank you, Marie. Thank you, Madam Mayor. It was the same question for 25 and 26.

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ITEM NO. 20: FINANCIAL MODELING CONSULTANT SERVICES

Councilmember Johnson said I just wanted clarification on Item No. 20. If you can explain the First Tryon Advisors have elected to self-perform 100 percent of the work. Can you just give me some information about that, please?

Marie Harris, Strategy and Budget said yes, ma'am. So, they have to certify with our Charlotte Business INClusion Office, that they are doing 100 percent of the work. So, in other words, they're not subletting any out or somebody else doing it, they're the ones that are performing the work. So, they're 100 percent performing the task they're getting paid for.

Ms. Johnson said okay. So, that's a waiver, I guess, from CBI requirement?

Ms. Harris said well, yes, if you're self-performing. Sometimes they are a vendor, just certified, but yes. So, they wouldn't have a specific subcontracting goal, ma'am, because they're not subcontracting anything out, that would be why.

Ms. Johnson said okay, thank you.

Ms. Harris said thank you.

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ITEM NO. 2: CONSENT AGENDA ITEMS 13 THROUGH 26 MAY BE CONSIDERED IN ONE MOTION EXCEPT FOR THOSE ITEMS REMOVED BY A COUNCIL MEMBER. ITEMS ARE REMOVED BY NOTIFYING THE CITY CLERK.

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

The following items were approved:

Item No. 13: Police Recruitment Advertising Services

(A) Approve a contract with Kelso Communications (SBE) for recruitment advertising services for an initial term of three years, and (B) Authorize the City Manager to renew the contract for up to one, two-year term with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Item No. 14: Police Undercover Vehicles

Approve a contract for vehicle lease services with Wilmar, Inc. for a term of three years.

Item No. 15: Engineering Services for Queens/Westfield Storm Drainage Improvement Project

(A) Approve contract amendment #3 for \$900,000 to the contract with W.K. Dickson & Co., LLC for design and construction phase administration services, and (B) Authorize the City Manager to amend the contract consistent with the purpose for which the contract and this amendment were approved.

Item No. 16: Farmer Storm Drainage Improvement Project

(A) Approve a contract in the amount of \$6,589,609.40 to the lowest responsive bidder United of Carolinas, Inc. for the Farmer Storm Drainage Improvement Project, and (B) Authorize the City Manager to amend the contract consistent with the purpose for which the contract was approved.

Summary of Bids

United of Carolinas, Inc.	\$ 6,589,609.40
OnSite Development, LLC	\$ 6,701,458.50
Mountaineer Contractors, Inc.	\$ 9,259,387.50
Zoladz Construction Co., Inc.	\$10,437,230.10

Item No. 17: Ideal Way Storm Drainage Improvement Project

(A) Approve a contract in the amount of \$1,549,196 to the lowest responsive bidder GreenWater Development, Inc. (SBE) for the 816 Ideal Way Storm Drainage Improvement Project, and (B) Authorize the City Manager to amend the contract consistent with the purpose for which the contract was approved.

Summary of Bids

GreenWater Development, Inc.	\$1,549,196.00
United of Carolinas, Inc.	\$1,575,702.70
Efficient Developments, LLC	\$1,589,376.80
D.E. Walker Construction Company	\$1,807,582.70

Item No. 18: Wheeler Storm Drainage Improvement Project

(A) Approve a contract in the amount of \$944,992.40 to the lowest responsive bidder United of Carolinas, Inc. for the Wheeler Storm Drainage Improvement Project, and (B) Authorize the City Manager to amend the contract consistent with the purpose for which the contract was approved.

Summary of Bids

United of Carolinas, Inc.	\$ 994,992.40
GreenWater Development, Inc.	\$ 996,645.10
D.E. Walker Construction Company	\$1,016,084.52
OnSite Development LLC	\$1,034,209.00
Hux Contracting LLC	\$1,067,770.00
Efficient Development LLC	\$1,079,402.50
Mountaineer Contractors, Inc.	\$1,085,654.35
Sealand Contractors Corp.	\$1,330,000.10

Item No. 19: Storm Drainage Repair and Improvement Project

(A) Approve a contract in the amount of \$4,664,786 to the lowest responsive bidder OnSite Development, LLC for the Storm Water Repair and Improvement Projects FY2025-H project, and (B) Authorize the City Manager to amend the contract consistent with the purposes for which the contract was approved.

Summary of Bids

OnSite Development LLC	\$4,664,786.00
United of Carolinas, Inc.	\$4,994,849.51
D.E. Walker Construction Company	\$5,714,812.81

Item No. 20: Financial Modeling Consultant Services

(A) Approve a contract with First Tryon Advisors for financial modeling consultant services for a term of three years, and (B) Authorize the City Manager to renew the contract for up to one, two-year term with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Item No. 21: Cloud-Based Communication Services Contract Renewal

(A) Approve a contract renewal for three years to the contract with NCapital, LLC for cloud-based communication services, and (B) Authorize the City Manager to renew the contract for one, one-year term and to amend the contract consistent with the purpose for which the contract was approved.

Item No. 22: Set a Public Hearing on the Dr. C. Warren and Vivian L. Williams House Historic Landmark Designation

Adopt a resolution setting a public hearing for August 25, 2025, to consider historic landmark designation for the property known as the “Dr. C. Warren and Vivian L. Williams House” (parcel identification number 037-123-12).

The resolution is recorded in full in Resolution Book 55, at Page(s) 659-660.

Item No. 23: Set a Public Hearing on the Ziglar-Bowers House Historic Landmark Designation

Adopt a resolution setting a public hearing for August 25, 2025, to consider historic landmark designation for the property known as the “Ziglar-Bowers House” (parcel identification number 071-033-05).

The resolution is recorded in full in Resolution Book 55, at Page(s) 661-662.

Item No. 24: Resolution of Intent to Abandon three Portions of Right-of-Way Adjacent to Baxter Street

(A) Adopt a resolution of intent to abandon three portions of right-of-way adjacent to Baxter Street, and (B) Set a public hearing for August 11, 2025.

The resolution is recorded in full in Resolution Book 55, at Page(s) 663-664.

PROPERTY TRANSACTIONS

Item No. 25: Property Transactions – Riverbend Storm Drainage Improvement Project, Parcel #2

Resolution of Condemnation of 3,238 square feet (0.074 acres) Storm Drainage Easement, 983 square feet (0.023 acres) Sanitary Sewer Easement, and 1,821 square feet (0.042 acres) Temporary Construction Easement at 3611 Ashton Drive from Erin F. Zegar and Alan John Zegar for \$90,475 for Riverbend Storm Drainage Improvement Project, Parcel # 2.

The resolution is recorded in full in Resolution Book 55, at Page(s) 665.

Item No. 26: Property Transactions – Riverbend Storm Drainage Improvement Project, Parcel #3

Resolution of Condemnation of 4,192 square feet (0.096 acres) Storm Drainage Easement, 103 square feet (0.002 acres) Sanitary Sewer Easement, and 1,693 square feet (0.039 acres) Temporary Construction Easement at 3833 Riverbend Road from Christian Foster for \$117,775 for Riverbend Storm Drainage Improvement Project.

The resolution is recorded in full in Resolution Book 55, at Page(s) 666.

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ITEM NO. 3: ACTION REVIEW AGENDA OVERVIEW

Marcus Jones, City Manager said thank you, Mayor and members of Council. We have two items for the Action Review tonight, and again, just the good work that happens in the committee, then finds its way to the full Council. What occurred, I guess at our last Business Meeting, we didn't have time for the committee report outs, but these would've been two items. So, what we have is street vending, which Shawn Heath will introduce that in the Community Area Planning feedback, which I believe Monica Holmes will introduce that, Mayor. Then, it's just important to note that there's a closed session that will occur at the end of this meeting, and I just wanted to make sure we didn't break up from 267, but those are the two items that we have for the Action Review.

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ITEM NO. 4: ACTION REVIEW ITEMS

Shawn Heath, Assistant City Manager said good evening. I'll do a very brief introduction. So, street vending is a policy referral that came to the Housing, Safety and Community Committee in late April 2025. The committee discussed this topic at both the May 2025 and June 2025 Committee meetings, and at the June 2025 Committee meeting last week, there were two motions made in the Committee. Both motions passed by unanimous votes. Tonight, you'll hear from Charlie Jones from C-DOT (Charlotte Department of Transportation). He'll provide some perspective and get everybody grounded and, on a level, playing field, especially for the non-committee members that are hearing this for the first time. Then, he'll go specifically into the recommendations associated with the two motions passed by Committee last week. The final comment that I would make is, depending on how much enthusiasm there is tonight for the two recommendations that came out of Committee, we can move as fast as you'd like, and potentially have items that are ready for policy votes on June 23, 2025, or if there are things that you'd like us to sharpen our pencil on, then we can take

the time to do that, and come back when we're ready to have that conversation. So, with that, I'll turn it over to Charlie Jones from C-DOT.

Councilmember Brown arrived at 5:29 p.m.

Charlie Jones, CDOT Deputy Director said thank you, Shawn. Thank you, Mayor and members of the Council. I've got a short presentation. My colleagues in the Planning Department have asked me to keep it brief, so they can do their Community Area Planning update. So, I'll try and keep it brief for their sake.

So, street vending, just wanted to level set of Council priority alignment with this is Great Neighborhoods and Safe Communities. Shawn really went through tonight's purpose, review the existing ordinances, some benchmarking results that staff's compiled, feedback from the community that we received, the Housing, Safety and Community Committee votes, and then what next steps may look like. So, really quickly, I'll go through the existing street vending ordinances. I know that your colleagues in the Housing, Safety and Community Committee are probably tired of hearing these ordinances, they can be a little confusing. So, we wanted to walk through them again.

Street vending is governed by Chapter 6 of the City of Charlotte Code of Ordinances. There's two sections to that that are applicable here. Article Eight is the Peddlers Ordinance, and then Article 10 is Tryon Street Mall Vendors. This Chapter was updated in the 1980s and it governs geographic-related requirements, allowed hours of operation and licensing. Violations of these ordinances can result in fines up to \$50. So, those are the two ordinances. The geographic portion of this is critical in this vending ordinance discussion. So, street vending is legal without a permit in all areas outside the Congested Business District. So, the Congested Business District, street vending is illegal, except for the Tryon Street Mall vendors.

Councilmember Mitchell arrived at 5:30 p.m.

So, just kind of go over that again. Everywhere outside this Congested Business District, street vending is legal without a permit in Charlotte. On the Tryon Mall area, vendors have to have a permit, because vending is illegal in this Congested Business District.

On that Tryon Street Mall, we do require a permit, and that program is administered by the Charlotte Center City Partners. I've got the footprint there, it's a little hard to understand it, so we'll pull up the map. This is the Congested Business District. All the streets that are indicated in red, street vending is illegal. You have to have a permit and go through the program that's administered by Charlotte Center City Partners. The most recent expansion to the Congested Business District was in 2016. The ordinance grants the City Manager the authority to amend the Congested Business District, either to expand or reduce it. The ordinance doesn't establish the criteria to inform the expansion or reduction of that, and like I mentioned before, the Tryon Street Mall Vendor Program's governed by a separate ordinance, Article 10, and it allows permitted vendors to operate in specific locations within the CBD (Congested Business District).

Part of our effort in this was to look at what the fine structure was for Charlotte compared to peer cities. So, we looked at 21 cities, including Charlotte, and they're reflected in this chart here. As you can see, Charlotte's well on the left here with fines up to \$50. The majority of cities we polled had fines of up to \$500. There were some outliers with fines of more than \$1,000, but the mean was right around \$500 for fines related to illegal vending.

On May 22, 2025, we hosted a public input session here in this room, had 35 participants, including small businesses, residents, and street vendors, primarily from Uptown, South End, and NoDa. It was a two-hour discussion with table discussions and report outs from each table. We've broken up the feedback and observations between the two groups, because it's critical to understand, kind of, the differences between the two. So, on the Tryon Street Vendor Program, vending is illegal. So, if there are vendors

up there that are not part of the program, we wanted to really capture their feedback. In NoDa, vending is legal in that area of the City, because it's not part of the Congested Business District. So, on the Tryon Street Vendor Program, the permitted vendors expressed a lot of concerns over illegal vending, including lack of strong, consistent enforcement, particularly with the issuance of the fines, the fine structure being low enough that most vendors shrug the fine off. They also cited public health safety concerns. There's a lot of food vending that's being conducted in the right-of-way within Uptown. Those vendors are not getting the health department inspections and those things. Then, there's a lot of issues around the Spectrum Center with illegal vending during events that are occurring at the Spectrum Center. One of the things that we heard from both groups was the loss of repeat customers, especially the Tryon Street Mall vendors with their food trucks that are permitted. They talked about the families that used to come by, aren't coming as much now, because of the illegal vending occurring on Tryon. In NoDa, the brick-and-mortar businesses have a wide range of concerns, personal safety, adverse business impacts, and they also talked of a loss of a family-friendly environment. One of the bigger issues in NoDa is the sidewalk and street obstructions. NoDa does have narrow sidewalks through the dense business part of the community, and when vendors are set up on the sidewalks, it does create challenges with people navigating the sidewalks.

I wanted to share some examples of some of the challenges in these areas. Picture on the left is there in front of the Fire Station Number Seven. The area in the street where the clothing is placed is actually parking for Medic, and it's also used for the fire department to enter and exit Fire Station Number Seven. Picture on the right is a mobile food trailer that's parked in front of a CATS (Charlotte Area Transit System) bus stop. Some examples from Tryon Street Mall, these couple examples, same location, different dates of someone cooking with open flame at night on the Tryon Street Mall.

So, that brings us to the Housing, Safety and Community Committee vote. The vote was for staff to develop an escalating fine structure of up to \$500, including tracking of violations. So, I want to give a little bit of an update on our analysis of that. CMPD (Charlotte-Mecklenburg Police Department) doesn't at this time have a technological solution to track civil citation offenses at the individual level. So, meaning, if they gave me a citation today, they may not know that they gave me a citation tomorrow, especially if it's a different responding officer. Rather than an escalating fine structure, Council could establish a fine not to exceed \$500 per violation. That approach is similar to what we've seen in other cities, included in the benchmarking group. One quick note about the implementation approach, we would definitely advocate an education campaign prior to the effective date of an increased fine. We've spoken with Charlotte Center City Partners, and they are definitely willing to help communicate that in the Tryon Mall area. One other thing to note is, CMPD will continue to have a range of compliance tools, education to achieve voluntary compliance, verbal warnings, and other actions, in addition to the fine. Council, if you choose to take action on this new fine structure on June 23, 2025, we could have that implemented in mid-July 2025.

The second committee vote was a little more nuanced. It was to develop a pilot program to be implemented as soon as possible, and direct staff to provide an update on the development pilot program to full Council before the summer recess. So, what we've done prior to that and during this time, is identified four potential sites in NoDa that could be designated for a permit-based street vending pilot program. Don't want to get too far out over our skis with those four sites. We haven't done a lot of due diligence on those, but the other pieces to that is identifying the resources we'd need, what that application process would look like, how would we combine that with a temporary Congested Business District designation, and then we would also need to coordinate with community resources and partners for impacted vendors.

So, some of the timing options on this, based on the feedback from the Committee, if Council seeks to authorize a NoDa pilot program prior to the summer recess, an ordinance revision would be necessary at the June 23, 2025, Council meeting, with a pilot commencing in the July 2025, August 2025 timeframe. If Council would like additional information before authorizing a pilot program, we can definitely be prepared

to discuss this topic in August 2025, with the pilot program commencing in the September 2025, October 2025 timeframe. So, a couple of options there on the timing for any kind of pilot program in NoDa. With that, I'm ready to take notes and answer any questions.

Mayor Lyles said before we begin, I'd like to recognize Ms. Mayfield who is the Vice Chair of the Committee [inaudible].

Councilmember Mayfield said as you mentioned, we did have a conversation in Committee, of which Committee members are here today, where we asked quite a few questions regarding what is done in other communities. I think Councilmember Johnson drilled down a little bit regarding, who were these other communities we were looking at? Were we looking at just in North Carolina, or were we looking at outside of North Carolina, in order to have a true comparison closer to apples to apples, because they didn't list which communities that we have in there? I also want to acknowledge that I did have a chance to go out this past Saturday and meet with Ms. Jodi McNeely and one of the other residents and walk through. It's concerning when you go through North Davidson, when along with the ADA (Americans with Disabilities Act) compliance on the sidewalks, we've had two businesses that have already had to close their doors, one, because of the violence that happened out front, two, because you have multiple clothing businesses, including a business that focuses on items that are refurbished clothing. So, for some of us, it's just going in our closet and pulling out what we once wore, but vintage clothing is a thing. It's very difficult when you're paying for a brick and mortar, not to mention you're paying us taxes, and if you don't pay those taxes, you receive a notification from the City of Charlotte asking you for your revenue sales. You have a vendor that is not registered, setting up shop directly in front of a store, not paying taxes, we can't track them down if there was a problem. I'm also concerned and I had hoped to hear because I believe we asked about the County's role, because Health and Human Services, when we're talking about food vendors and/or those selling juices and other things, we brought up the fact that the County has that role with Health and Human Services and actually grading and making sure that these things are healthy. So, I'm assuming we'll get that information back, but I definitely want to open the floor, if my colleagues from the Committee have anything additional from their thoughts on the conversation. I believe that we said we are in support of moving towards higher fines. I don't remember in Committee a recommendation of not to exceed \$500 per violation. That was something that was added. At the end of the day, we have to figure out how to curb this and how to track it. Five-hundred dollars could be the cost of business, just like that \$50 or that \$10 were. So, I don't necessarily agree with that language, the not to exceed line in there, yet, I do think sooner, rather than later, we'll be much more efficient instead of waiting until August 2025 or September 2025. We're getting ready to get into summer, you're going to have a lot more people out. I don't think we want to see any more of our businesses shut down, because of the challenges that are being faced over there, but I would definitely love to open it if any of my colleagues on the Committee had anything that they wanted to share.

Councilmember Driggs said so as it stands right now the fines would only be applicable to the Tryon Street Mall, because these vendors are allowed everywhere, right, and they're not subject to any kind of oversight as it stands right now?

Mr. Charlie Jones said that is correct.

Mr. Driggs said so, question one then is, those fines. Question two is then, do we start licensing and making subject to fines, vendors in other areas. Personally, I support the Committee recommendations. I think we need to crack down a bit on this for economic reasons and so on. So, I don't know how quickly, though, it can be implemented. I'd like to see us move ahead, but then you get into a lot of detail about who pays what, when, or who is responsible for it. If we decided to launch a pilot, would there be some kind of notification to these people who are out selling now, telling them you must get a license, and by X date if we find you here and you don't have license, then this is what happens? What does the implementation look like?

Mr. Charlie Jones said that's one of the details that we're still working out for a pilot program. We currently have quality-of-life team members in NoDa, representatives from C-DOT's Park It program, and our Code Enforcement doing enforcement of parking, and I think we could use them to actually inform the vendors in that community of the changes that would be coming, but the details and timing of that are one of those aspects we would work out in the pilot rollout.

Mr. Driggs said and last point, I would've thought we had existing ordinances or authority to make somebody remove clothing racks from a fire station. I mean, why is that even being tolerated?

Mr. Charlie Jones said so, our Parking Enforcement, they do issue citations in those areas, but that's another one of those situations where the fine is at a level where the violators tend to shrug it off.

Mr. Driggs said I mean this is a public safety issue. We measure response times in minutes, and they've got these racks outside obstructing the trucks. It just seems to me that without any action by us, there should be a remedy for that. I feel this is part of, what I've described on occasion, as an atmosphere of lawlessness that's taking hold here, and it doesn't necessarily get reflected in all of the statistics, but I think most of us are hearing that people are just uneasy. They don't feel safe Uptown, whether justified or not, panhandling, street racing, the roar of the engines not too far away. So, I hope that we can find a remedy for this one, and that we look further in terms of trying to restore public trust. Thank you.

Councilmember Ajmera said Councilwoman Mayfield did a pretty good job summarizing what the Committee had done, really two items, to Mr. Driggs' point, to increase the fine. So, going from \$50 to \$500 hopefully will really move the needle in the right direction, and you're right, we are dealing with, not just economic issues, public health and safety issues. Our family, we used to go to NoDa a lot, but because of the issues we have seen where you can't even get through the street's sidewalks with strollers, because sidewalks are being obstructed, and that's really an issue. Some of the incidents that have taken place, especially violence that has happened with turf wars and you hear real concerns from the businesses that are operating. So, I think the action that the Committee has taken would really help us move the needle in the right direction. There is a sense of urgency here, as Councilwoman Mayfield stated, and I appreciate Charlie and his team to really address this, as summer is coming, we've got to address this issue sooner.

In terms of the pilot program that the Committee had recommended, I would like to see that being implemented sooner, but I understand this is a new pilot program. Councilmember Johnson had raised this where, everyone regardless of what you sell, if you will be doing street vending you need a permit, because this is about public health issue. If someone is selling hotdogs out there, we don't know, because they're not going through any health inspection. So, this is really about public health. So, with this pilot program this will apply Citywide, is that correct, Charlie?

Mr. Charlie Jones said no. The plan would be to pilot this in NoDa on a small footprint. Ms. Ajmera said and then eventually implement, depending on how well it does?

Mr. Charlie Jones said we would use the information from a pilot to help inform you all to any future expansion or Citywide efforts, but right now we really don't know what we don't know. Center City Partners has run the program for the Tryon Street Mall, but that may look different than what we stand up for a pilot in NoDa. So, our goal is to really understand what it would take to run such a program, and how effective it is.

Ms. Ajmera said I think data will inform our next steps. Obviously, we know this is an issue, not just in one part of our City. We have heard from businesses in South End, we have heard from businesses in Uptown, in NoDa. I also brought up an example where, in our airport overlook area, we are seeing vans that just pull in and start selling food and drinks. So, we really need to address this swiftly.

In terms of fine structure, I know when we discussed this at the committee level, we wanted escalating up to \$500. I see the amount hasn't changed, it's still up to \$500. I'll be supporting that, just to move through this quickly, and I look forward to hearing more about this, Charlie. I really appreciate the work you have done, along with our Code Enforcement, especially our Quality-of-Life team. That Quality-of-Life team has certainly made an impact. I remember when we kept bringing up the issue about semi-trailers being parked on our major roads, like W.T. Harris was public safety issues. As I drive by those areas, I don't see that anymore. So, we have seen how effective the enforcement has been. I hope that enforcement will deliver a similar outcome, specifically for street vending, but I look forward to seeing more data on that. That's all I have. Thank you.

Councilmember Johnson said I was looking for Jerry Green in Code Enforcement back there. So, I wanted to lift his department up, because they have done a great job in eliminating or reducing the number of tractor-trailers that are parked in District Four, specifically I'll speak to, but you mentioned the Quality-of-Life team being used to inform the vendors. Could that same team be used to enforce the permitting?

Mr. Charlie Jones said I don't want to speak for Code Enforcement, and I'll put them on the hook for anything, but I think that is one thing we would evaluate in the development of the pilot program, is what resources would actually provide that enforcement piece.

Ms. Johnson said okay, and I do support the permitting. I would support it Citywide, as we're moving toward that. I mean, I don't like the term unintended consequences, but we know that folks have to move somewhere. So, we need to move toward a permit being required Citywide. Now, I say that, that process also has to be accessible, and we educate these small business owners, because that's what they are. So, I would want that permitting process to be very accessible, maybe right on the City's page somewhere, so that it is a process, that we're teaching folks how to do business with the City of Charlotte.

I also think any pilot program, we should have a rotating schedule. Right now, I think the number, when I talked to Mr. Heath earlier, we're looking at about less than 30 vendors who are out there in NoDa, so that's not a huge number. So, I think that if there's an opportunity that we could do this from an equitable approach, we should definitely try to do that. If there's a permit and an assignment to a certain area, that all of the permitted businesses have an opportunity to do business with the City. I also would like to see somewhere more access, or a space, where individuals could do business, just like we did with the individuals who were at Eastland, that we found them a spot to do business. I'd like to try to do that. I've asked questions about City-owned areas. I'm thinking about this. I don't know if an opportunity right outside the train in NoDa, if there's space there, but I think that we need to be as inclusive as possible in a city that's so unaffordable for a lot of folks.

So, I do support the permitting, but we need to do this responsibly. So, again, I support the permitting. I'd like to see it move toward being Citywide, and again, the process needs to be simplified, or at least that we're educating folks how to do business. The tracking. I think that's important with the truck parking, and any enforcement that we do like that. I mean, there's this program called Excel. I can show someone how to use it, but if there's an Excel spreadsheet or even AI (Artificial Intelligence) or some way, I think in 2025, that tracking the offenders would be something that could be done by the City. That's all I have for now. Thank you.

Councilmember Graham said I won't be long. I just want to thank the business owners from NoDa for coming out tonight, and kind of lifting this issue up, as a concern for our City and the community. I certainly support the recommendation of Councilmember Mayfield and her Committee in reference to how we move forward, sooner than later. I hope that we will use this as a pilot program, as suggested, before we go Citywide, so we can kind of work out all the rub that comes along with this. We don't want to throw the baby out with the bathwater. We want to support individuals like myself who are selling books out of the back of his car. Again, you get what I'm trying to say. We don't

want to lose that entrepreneurial spirit when someone is selling a dog, and then goes to a food truck, and then gets that first brick and mortar restaurant. So, I hope that there's a balance in terms of how we approach this. I talked to the Mayor Pro Tem, her District, I think she has the right demeanor in terms of how-to kind of massage this issue, so that we protect the business owners who are investing, paying their rent, and getting a return on their investment, but also looking out for that individual who is just trying to get that step forward. I'm all over NoDa, I love hanging out there, it's my favorite part of the City, and I think that we don't want to lose that charm that you guys have created over the years. I think it does need a little bit of tuning up to make sure that it doesn't get oversaturated in terms of the commercial element of it. So, I will support the Councilwoman and her Committee, and hope that we would take out time and ask the right questions and put the right policies in place before we expand it Citywide, which I agree that I think we should do, but let's make sure we get it right. Thank you.

Councilmember Molina said a lot of my colleagues have said some of the things that I would like to kind of add. I think for a measure of specificity, I think first of all, I actually spoke to the Mayor Pro Tem today, realizing that this is in her District for the NoDa residents that have joined us today. Thank you, guys, for coming out. I think that the pilot is absolutely the best way to go, and the reason why I say that is because, like what Councilwoman Johnson said, if you think about Eastland, for an example, and the open-air market, and you think about vendors that were out there that sold everything from goods to food to everything that you can think of. For this particular Council, we've had multiple conversations on, where do we put those humans, and we had a few endeavors to try to relocate them and put them in places. So, I think what will be swept up in this, once we consider this Citywide among other humans, is the humans that are undocumented, who have businesses that may not be able to reach some of these heights. We have the humans that, like what Councilmember Graham was saying, like most of us, we're not wealthy humans. We're selling books out of the back of a car, or you can go to amazon.com for the more sophisticated among us, but the rest of us might have a book in the car, because we maybe produced the book on Amazon, and don't exactly have the leverage of marketing it there.

I said all that to align really with some of the other conversations, in that, as we have a broader, more comprehensive perspective on what we do about this Citywide, what we'll find in varied degrees is, we're going to suck some humans up into this who can't reach the bar. We can see it. The thing about an ordinance is that, I'm glad we're doing it from a pilot perspective, so that we can learn, because maybe we have some of these same people that I'm mentioning, and some of my colleagues have mentioned throughout, that we'll learn more about how we can better address some of the issues that they're going to face in trying to rise to the occasion of doing business. I think back to some of the conversation I had when I came to the Council with regard to the open air market. I remember speaking to Mr. Daniel Levine, and I know many of us know him, and he has this beautiful story about how his family started with very humble beginnings on Central Avenue. His uncles and some of the people that we see their names, kind of marketed across our City in big stakes, and having those humble beginnings in some cases actually lead to the Daniel Levine's of the world, to the people that are substantial throughout our City. So, I'm a proponent of us finding a way to make sure that we control this, but like I said, I think we have to be measured with the calls to not really cut off that entrepreneurial spirit that gives people the momentum and the dream to dream bigger. Like Councilmember Johnson said, making it where it's within reach. Having lived through some of that myself, starting with nothing with a business, and I mean nothing, and trying to turn it into something, you're scraping by in many cases. So, I am in support of it being absolutely a pilot in NoDa, and I really am going to challenge our staff to, as we look deeper, we have to put a human hand and a big heart over this, so that the humans that we're going to sweep up in the process don't get annihilated as a result. That's all I have. Thank you.

Councilmember Peacock said just two questions. You indicated that if we support this, we would take action on June 23, 2025?

Mr. Charlie Jones said that is an option.

Mr. Peacock said okay. Why are we waiting until July 2025, August 2025, to commence a pilot? Why can't we implement immediately from the June 23, 2025, vote?

Marcus Jones, City Manager said so, I'm going to rescue Charlie. So, thank you, Councilmember Peacock. There's this movie I watch once a year, and there's a phrase in it, "Making bricks without straw." So, we're ready to rock and roll, but I want us to be careful, because the same people that are doing their jobs today are going to do a different job with no additional resources to do the pilot. So, I'm excited that you guys, like I have, fallen in love with the Quality-of-Life team, just like we fall in love with the Corridors of Opportunity, and the team becomes nimble. So, I guess what I would say is, as we develop this pilot, if we did it immediately, we fail, and we're going to have some skinned knees and bruised elbows even mid July 2025. So, we've got a bunch of examples of things like this that have gone not so right in Charlotte. So, that's kind of it. I guess we're asking for a little bit of grace, as we try to figure this out in such a way that is comprehensive and that we can all be proud of it that it's works, so that if we go to the next level, something Citywide, we learn from the pilot.

Mr. Peacock said but have there been examples as it relates to food trucks or other food vendors, like this, where we've not done it right?

Mr. Marcus Jones said well, I'm not going to say that we've not done it right. We just had an experience at Eastland, and it took us a lot of time to heal from that, so I just want to make sure.

Mr. Peacock said that's fine. Second question I have was just on the four potential sites, I feel like that might open the door for the vendors in NoDa to go to different spots around the four sites, once you identify them. Why not all of NoDa for the pilot?

Mr. Charlie Jones said well, the pilot program would be all of NoDa. It would in effect be part of the Congested Business District, but we would operate similar to how Charlotte Center City Partners operates Uptown, which is here are the sites that vendors are permitted to be in, and anyone outside of those permitted areas, would face the fine. It would be illegal.

Mr. Peacock said but when you say, staff identified four potential sites in NoDa, are there eight potential sites in NoDa, but you've just chosen four?

Mr. Charlie Jones said that's one of the things that we're still working through, are there available sites that have enough right-of-way to allow somebody to vend and still provide reasonable sidewalk access, safety and all those other things. Those four sites were an initial windshield, kind of walking, okay this might work, but we really need to go back and look, and there may be more than four. My hope would be that there are more than four, to Councilmember Molina's comment, provide those opportunities for folks, but that's one reason why we need just a little bit more time.

Councilmember Anderson said I want to say thank you to the committee and my colleagues for leaning into this effort and supporting this. I will tell you that this effort has been in play for well over a year, close to two years, for the residents and the small business owners in NoDa. We've tried a variety of different solutions to address the challenges there, from coming up with an agreement with the street vendors, to coming up with a small committee out of the actual neighborhood, to work with and liaise with the vendors, some of the vendors were a part of that committee. It's been a long process, but ultimately, we find ourselves at a place where we need the structure, and we need the ability to allow the small business owners into, what I will call downtown NoDa, for lack of a better word. If the small business owners want to come up with a better terminology for the NoDa Business District, I'm all for it. That downtown NoDa area is beautiful and quaint, and it's bustling, but it's also historic and it has very narrow sidewalks and lots of legacy infrastructure that really just can't substantiate all of the additional street vending activity. So, it's a great place to have this pilot actually, because we are having some of the same issues in Uptown and South End and other parts of the City. Ms. Ajmera mentioned a different part of the City. I'm all for a permit basis across the entire the City. Ms. Johnson, I think you made a great statement in the

Committee, which is, "You need a permit to fish." You can't just go out and fish. You can't just go out and hunt in our state. You need a permit to go out and do these things. So, you should have to have a permit to sell goods and items, certainly food and beverage, and go through the proper channels. Completely support an entrepreneurial spirit. We are a city that is for and supports small businesses, starting from the trunk of the droptop, Mr. Graham, I don't know about that, but I get your point there, and then they build into small business owners that own restaurants throughout our entire beautiful City.

So, the pilot program, I think, is in the right neighborhood. It's also during the right time, because it will catch the summer months where you have lots of activity. You'll also catch some holidays as well for a six-month period, and that can inform and shape how we fan out for the balance of the City. I will also say that we have looked at other areas for the vendors, specifically in NoDa, to effectively congregate in the way that takes that traffic off the sidewalk. So, we had conversations with Johnston Y about perhaps using some parts of their property. So, it's been a long conversation, well over a year. So, I am very happy that we get to a point where we can execute a pilot that brings NoDa into the Congested Business District, which means illegal vending will not occur, and to mirror it after the Uptown program. The Uptown program designates specific spots and locations, so that means you can't move around. If you have one of these permits, it's for a spot. It's one spot, one location, you can't move around, and I think that's a great way to look at it.

The other piece I would say is that the fines, we have to put some kind of teeth in the enforcement. Thank you to CMPD. CMPD, Code Enforcement, the Quality-of-Life Department, C-DOT, we've all worked together to support NoDa, to support Uptown, and come up with different ways to ideate around this, and CMPD and C-DOT, and Code Enforcement have been fantastic. We've executed a SWAT program out in NoDa as well, over the last month or so, where there has been proper attention to fines and writing tickets. The fines just don't have enough teeth to them. They're just really very small. It's akin to getting a parking ticket for \$25, and you park there versus paying \$50 or \$75 to park some place else for a Panthers game or a soccer game, I'll take the ticket. So, that's just what's been happening.

So, I'm encouraged by this. I'm also encouraged by the policy enhancement that will come out of this in six to eight months. Our policy right now sits decades in the past, in the 1990s, it hasn't really been touched, parts of it even in the 1980s really. So, being the 14th largest city, we're going to get more street vendors. We're going to get more residents. There's going to be more activity. We have to have some structure and teeth into how vendors interact with our community, and I just want to make sure that it's not from a criminal perspective, where there's no criminal element to this. We're not criminalizing entrepreneurship at all. As a matter of fact, we encourage entrepreneurship. We just want to do it in a way that's structured, and a way that we can also track and hold the vendors accountable for what they're selling. So, with that, thank you, Madam Mayor, and look forward, Charlie, to the actual language that we'll be voting on at the end of the month.

Mr. Charlie Jones said okay.

Ms. Johnson said I just want to stress that the permitting process has to be affordable and attainable. We do encourage the entrepreneurship, and we want to teach them how to grow their business. When I talked to Mr. Heath earlier, there will be a process of helping individuals apply for a permit. We can teach them how to register their names. I mean, this is helping that small business or the entrepreneur. So, again, I just want to stress that affordable, attainable. Do we have any idea how much the fee would be for permitting at this point?

Mr. Charlie Jones said not at this point.

Ms. Johnson said or do you know what it is in the Tryon area?

Mr. Charlie Jones said so, in the FY (Fiscal Year) 2026 budget, that you fee for the Tryon Street Mall, I believe is \$350 during FY2026.

Ms. Johnson said say that again.

Mr. Charlie Jones said \$350.

Ms. Johnson said so, it's going up to \$350?

Mr. Charlie Jones said yes, ma'am.

Ms. Johnson said oh, it was \$165 or something, okay. We want this to be affordable, because we know who the vendors are. We know they're very small businesses. So, it needs to be affordable. Let's make sure we do that. Also, when I talked about permitting, we talked about the signs or the permits to be very obvious, and to be visible, so that the enforcement is going to be easier on whomever, if it's CMPD, or the Quality-of-Life team, if it's a bright green color, or orange is a good color of the day, a bright color, so that they can see it. I think that's all I have. Thank you.

Councilmember Brown said we did have a very good discussion in our Committee about moving forward with it. I know I stepped out, if I didn't hear everything, and that's fine, I can always go back and look at it. Just want to make sure that my points are on the record and clear. NoDa community, we definitely hear you loud and clear, and want to be able to support you, but I also heard the vendors. I watched your coverage, Mayor Pro Tem, on TV. I don't think I like the coverage that they gave. It was kind of bias to me in my opinion, that we were just only supporting the business owners and not supporting the vendors, but that's what happens with media, though. Sometimes they one-tracked and one-sided, and I know in the meeting with the Housing and Safety Committee, we were on board with making sure that everybody is taken care, that we love, our businesses. I even said myself that I didn't want to be in a brick and mortar, and come outside and there's a juice stand in front of my store, but at the same time, I don't want the juice stand to go out of business. When I watched you, you did a great job, but the media didn't do a good job of covering you, and the presentation for the vendors, and so I just wanted to say on record that I love the NoDa community. I go over there. I grew up in the Y over there, but I just want it to be fair and unbiased. So, if you look at it, when Mayor Pro Tem did her presentation, it was if we were shutting down the vendors, and we want to make sure that we give them an avenue out, to help them grow and be able to prosper, and that's not what I saw and I didn't like that. So, I just wanted to say that we do support NoDa as a pilot program. We voted for it unanimously, but I do not want it to go undocumented that we also care about the vendors and want to make sure we can put them in a place that they can grow and they can thrive as well, because this is a city that's thriving and growing, but we want everybody to be a part of that growth. I yield back to you, Mayor, thanks.

Mayor Lyles said alright. Ms. Mayfield, could I just say one thing before you wrap it up for us? As we're talking about this, I really do believe that the public health portion of it is really important, and I know that we've been working with the County on a number of initiatives and things that we can do together, and I'm going ask if that's something that you could probably add to, how do we get these rules out? How do people understand? The same kind of education for how to be a vendor, needs to be inclusive of what City and County requirements are. So, that would be my suggestion. I think Mr. Mitchell and I are probably the only people that remember when they decided to have venues up on The Square, and honestly, it was just like today. So, I think that we've gotten better today, though, much better.

Ms. Mayfield said I just wanted to add, we have the opportunity also to reach out to the Tyvola Market to look at their pricing. We have multiple venues right here. We have every Saturday, right here at the church across the street, where you have the vendors out. I want to support my colleagues in the idea that we want to make this equitable. I did not know that the new amount was going to be going to \$350. I thought it was \$165, that was the permitting amount, but I also recognize some things have increased. I think we should look at a percentage. Almost doubling is a bit concerning for that business,

yet, let's check what the pricing is out at the Tyvola Market. Let's look at the pricing out here, because it's already happening in partnership. I think I hear from everyone that we are ready to move forward with this pilot, sooner rather than later, but let's make sure we're not becoming an obstacle, and that what we're creating isn't going to hurt the farmer's markets that are already happening around the community. I don't want this to hurt the Three Sisters Market on the weekend. I don't want it to hurt The Males Place on the weekend when people go out to get their fresh vegetables. I don't want it to hurt this market. I do believe that we need to have a consistent policy across the City, and here's the opportunity for us to actually put that in place. Thank you, Madam Mayor.

Ms. Brown said [inaudible] NoDa pilot program, but are we going to be able to take this and use it universal?

Ms. Anderson said yes.

Ms. Brown said okay, that's what I wanted to know.

Ms. Anderson said the pilot program will inform, give us input around the process, things we need to tweak, in order to scale it out to the broader City, so.

Ms. Brown said I'm asking, because South End is beating on the door as well. I just want to make sure that we are speaking inclusivity when we talk about the pilot program for different areas of the City as well.

Mayor Lyles said okay, thank you. Alright, so let's move to the next item that we have, which is Community Area Planning feedback.

Mr. Marcus Jones said we will have Monica Holmes and her team come up and give us an update on that.

Mayor Lyles said alright. Mr. Driggs, thank you for your work on this Committee and this topic. So, is there anything that you'd like to say before Monica begins?

Mr. Driggs said so, I'm excited about this. It represents a culmination, I think, of a great deal of work in Committee and by the staff and is the next step in our UDO (Unified Development Ordinance) process, frankly, rolling out area plans, in order to make the Citywide planning we've done so far, more specific to locations. I think I'll let them proceed with the presentation, and then I'll have a couple of comments for my colleagues. Thank you, Mayor.

Monica Holmes, Interim Planning Director said thank you. I'm Monica Holmes. I'm the Interim Planning Director, and I have with me Kathy Cornett, the Division Manager for Long Range Planning, and Catherine Mahoney, who's been managing this project. So, we've been working on this for two years. You've seen it numerous times, and this is really the collaborative culmination of this work. We released the drafts in March of 2025, and we've had almost 500 in-person interactions and in-person meetings talking with people about these drafts, receiving their comments and feedback, and now we're proposing what those changes look like. So, that's really what we're going to be spending the bulk of our time tonight, is showing you what some of the revisions actually look like. Just as a note, these 14 area plans lay the foundation and the groundwork for all of the City of Charlotte with updated policy and guidance, and that's really important, because it [INAUDIBLE] an equitable framework, so that everybody's starting from the same place with the same level of detail and the same level of recommendations. So, we see this work as a launch pad. We'll have more work to do. We'll talk tonight a little bit about the implementation roadshow that we plan on going on. We'll talk to you a little bit about what specific area plans will look like that dive into those very specific issues that our community is facing, and we'll keep doing the work. So, we're here tonight to talk with you about our recommendations, what those comments look like, what the final area plans look like. We'll be in front of our Planning Committee on June 14, 2025, and then we plan to be back in front of you on June 23, 2025, for adoption. So, with that, I'm going to hand it over to Kathy to walk through where we are.

Kathy Cornett, Planning, Design, & Development said thank you, Monica, and as Monica said, tonight is just for information only, give you an update, and we really want to focus on the comments. We know that you need to get to your regular meeting, so we will try to do that as efficiently as possible. So, since the beginning of the year, we've been in front of Transportation, Planning and Development Committee a number of times, and we've also been in front of full Council a number of times, and we're really moving towards hopefully Council action at your June 23, 2025, meeting. Just as a reminder, these plans are about creating complete communities, and that means places where you can live, work, and play, because you have access to jobs, goods, and services all within proximity to where you live.

I think this is a good time too, because we have been working on this for a number of times, to go back and provide a little bit of historical context, where this all came from. So, Place Types were first introduced to our region with the CONNECT Our Future regional planning growth framework, which took place over a three-year period from 2012 to 2015, and it involved 14 different counties in our region and Charlotte was part of that. It introduced Place Types, which is a more modernized tool, it's a best practice tool nationwide, because it not only includes land use, but it includes contextual elements that give a better idea of a form of development and the type of development, not just the use, and it also used regional growth projections. So, after this great work, we knew, and you know, that Charlotte has experienced a tremendous amount of growth over the past 20 years and is expected to continue growing. We continue to attract growth, and be a place that people want to come and live.

So, as part of the first step, we took a look at what our land use tools looked like, and what we needed to do to modernize those to meet where we were with the growth we'd experienced, and then where we're going with future growth. As part of that work, as you can see, roughly 25 percent of our community had the most detailed guidance that's almost comparable to what the Place Types provide today. Twenty-five percent of our community had that more detailed guidance, more modernized guidance, and almost 75 percent of the community had dated guidance that went back to the 1980s and 1990s. So, after that first step, we began to look at how could we incorporate Place Types into our work, and what would that mean for the planning that we did? So, in that, we took a look, between 16 and 18, at all 80-something different types of plans that we had on our books and compared that to the Place Type tool, and did some research to see, are there any gaps? Would we lose anything? What we found was that Place Types really provided a more robust guidance, that coupled with other modernized planning tools that we had, really were going to provide a lot more direction. Then, that work eventually was rolled into the Comprehensive Plan, which as you know, was adopted in 2021, and the Place Type tool was a part of that work.

Also, you've probably seen this slide before, but I do want to reinforce that the Comprehensive Plan is our umbrella document, and there's a number of different types of plans that fall under that. So, the Comprehensive Plan within it provides this growth framework, it being the top level of plan, the second layer being more strategic, again, Citywide plans, and examples of this would be the Strategic Mobility Plan, the Strategic Energy Action Plan. Then, the third level of guidance are these Community Area Plans, which take the goals and the equitable growth framework from the Comprehensive Plan and bring it closer down to the community level. These first three levels are really our foundation for planning in our community. It sets that foundation, so that as we know, as our community continues to grow and change, there will always be unexpected circumstances that might arise, and we may need to pivot from what our vision is and the tools that we are using. That guidance will be provided in the specific plans, which is that fourth level of guidance.

As you know, and as Monica mentioned, these 14 plans have been developed at the same time, so that everyone has the same level of guidance over a two-year period through five phases, and each phase had a deliverable, and now what we've done is wrapped all of that up into the documents that folks are commenting on now. What value do these bring? I think the six top values that we would say is, again, the

foundational guidance for 100 percent of our community, so that no area is left waiting for this important guidance. It further establishes criteria for change in neighborhoods, and provides clearer directions for rezonings, and also provides a framework for decision making that is transparent. It memorializes and shows the strategic investment area potential projects and down at the 14 different geography levels. So, that's the only place right now where that level of guidance, or that documentation, exists. It has a new element that identifies needs in each of the geographies for mobility, open space, placemaking projects, etc., and that is important to this body, as for prioritization of resources. It's important for the development community and tailoring their development proposals, including the needs of the community, and also, it's important for neighborhoods to be able to advocate what is needed in their particular area. Then, finally, there is new and emerging guidance that we have included, and we continue to work with partners on, of how to reduce environmental impacts, and one example of that is the heat impact work that we were able to partner with UNC (University of North Carolina) Charlotte on and has been used in the Strategic Energy Action Plan as well, I believe. With this, I'll turn it over to Catherine, and she will focus on the comments.

Catherine Mahoney, Planning, Design, & Development said good evening. This slide has recently been updated to reflect the engagement that's taken place since we released the draft plans in beginning of April 2025. So, I think the key takeaway here is that we've engaged the community throughout our process, using a range of tactics for both in-person and online. Our virtual and in-person reach is expansive, and over 91,000 just since release of the draft plans, but our in-person reach is also significant with almost 6,500 to date, and as Monica mentioned, 500 of those since the release of the draft plans. We have also collected a lot of comments along the way, 1,700, leading up to the release of the plans, and another 800 since beginning of April 2025. So, as mentioned, I'll focus on how the comments received are going to impact the revisions. Let me just note that, since we released the plans, we've continued to use a lot of notification efforts to let people know that they're available for review and comment, and we've also continued to provide a lot of in-person and online options for people to get involved. I'll highlight, we've received most of our comments through the draft plans on our project website. We've also had really meaningful conversations in our office hours, which have been offered twice a week for several months now, and then at Council's request, we hosted that additional virtual webinar, which was attended by over 100 participants on May 15, 2025. So, to date, we have received over 800 comments on the draft plans. You can see the type of comments that we're receiving. There is a level of support for these plans. About a third of the comments are some sort of suggestion for how we can amend or edit the plans. There's 20 percent of questions and 40 percent of concerns. I'll mention that if you look at the top three categories, we feel like the nature of these comments are really more collaborative in nature, and the concerns, which I'll touch upon, are really a continuum of a lot of the issues that we've seen and heard since development of this 2040 suite of policies.

So, for the sake of time, I'm going to skip the kind words that have been shared with us. These are in your presentation, but there are some really supportive words that are meaningful to staff. The 30 percent of suggestions, over 35, or close to 40 percent of those suggestions, are being incorporated into proposed changes. These proposed changes fall into four categories. There's some new content and new policies, there's changes that will improve the clarity and quality of the documents, and there's some changes that will help implement and ensure these plans are put into action efficiently.

So, in terms of new content. As Kathy's mentioned, there's been a lot of questions about that next level of planning, that fourth level of planning, and so staff is working to identify the types of specific plans and the prioritization criteria for when and how we would put those into action. So, we are recommending to include details about those types and the prioritization criteria in the program guide of this body of work. Similarly, we've received a request for an Environmental Justice Action Plan in parts of the City that have manufacturing next to neighborhoods, and we think that's a great idea that we can incorporate into that fourth level of planning, and so we are proposing to include that as a specific plan. We've heard from our stakeholders in the Extraterritorial Jurisdiction, that they would like future development to be considered in line with utility

capacity, and so we're recommending a new policy, shown here, that essentially says development is considered in conjunction with capacity, such as water, sewer, road maintenance, emergency services. Then, we've also received suggestions to enhance some of our environmental impact policies, specifically one that encourages cooling amenities at mobility hubs to reduce heat impacts, and we can also incorporate their suggestions to include smart surfaces, like white roofs or cooler pavement materials.

So, moving into clarity, there are some things that we can do by circling areas of change on our recommended Policy Map. We can reorganize some content so people can understand what the Place Type designations mean when they look at their map. We can provide some more information on those assessment tables, which are really important for all users to understand the needs for their geography. Then include some additional details, like a matrix, index, glossary, etc. Similar with quality, for the sake of time, I'm going to breeze through these. There are things we can do to increase the legibility of maps, enhance kind of disclaimers about the intent of the illustrative concepts, and how the implementation guide is not an adopted policy, but just a staff tool, and then correct, of course, all of our scrivener's errors.

So, in terms of next steps, there's two things I really want to emphasize. We have received feedback in these office hours that these one-on-one conversations are really helpful for the public to understand how their plan is intended to be used. So, they suggested we continue this after adoption, and we're recommending the development of an implementation roadshow where, for the foreseeable future, we attend a certain number of community meetings every month, and go through examples of how their plan should be used in rezoning petitions, how their plan can be used to advocate for their community needs, etc. Then, we would also update the rezoning staff analysis to show how the community policies, like their prioritized needs, prioritized goals, recommendation for neighborhood change, should all be considered in our rezoning decisions, to ensure they're consistently evaluated in line with our vision.

So, to move quickly through the next phase, we do have questions and concerns, they would fall into four categories, kind of generally described as future growth, infrastructure, tradeoffs and technical. In terms of future growth, we continue to receive comments and concerns about the rate and scale of growth in our community. This is nothing new, and we really need these Community Area Plans to help manage the growth that's coming in a way that aligns it with our infrastructure capacity, respects neighborhoods, and creates mixed-use centers. There's also some disagreement with the growth strategy, which I just said, which is aligning with infrastructure, respecting neighborhoods, and creating mixed-use centers. Some people want more intensity, others want less intensity. We believe that we have struck a really nice balance with the Policy Map, in that it can accommodate all the growth that's coming and still respect neighborhoods. Furthermore, we've provided more considerations for change, as described in neighborhoods and with the Policy Map. With any planning process, there's always the request for more infrastructure, more projects. The goal of these plans is not to catalog every wish, but we set a framework for how growth should occur, and then how the investments need to take place to support that growth. So, we've done that by memorializing the strategic investment areas, providing those assessment tables that identify future needs, and then using the neighborhood toolkit to show community members what's already available to them. Then, there's a question about how growth will impact City services. Beginning with the Comprehensive Plan, we have started to coordinate with all service providers about the level of growth that's coming. So, we are now using a similar set of growth projections, which Kathy mentioned, from the CONNECT Our Growth, and we've continued to do that through the Policy Map and now these area plans, and with the area plans, we're recommending a formalization where we share these coordinated growth projections at a regular interval, so everyone is able to update their system planning accordingly.

In terms of tradeoffs, there are always two sides of any issue, and so with these plans, we have continued comments about protecting our tree canopy while accommodating growth, or we have continued comments about manufacturing next to neighborhoods, and also the level of detail within these plans compared to older policy documents.

What we try to convey in our responses to questions or comments about these issues, is that we are striking the right balance, we are continuing to address concerns, and this body of work is really important to make sure that we continue to move in line with our vision.

Then, finally, there are technical questions, asking for more policy clarification, asking what data sources we've used, and how we're going to implement this work. So, again, with these three topics, we provide thoughtful responses, cross-reference other sections of the plan where appropriate, and then for implementation and accountability, we believe that roadshow and the staff analysis will really help make sure that we put these policies into action. So, I'm going to turn it back over to Kathy real quick.

Ms. Cornett said so, I know you all have already seen this slide, but just to reiterate the top value adds from this plan and setting us up for future work, and what the next steps look like. Planning Committee, as Monica mentioned, will make a recommendation at their June 17, 2025, meeting, and then it will move forward for Council decision. If they are adopted, we've talked about the implementation roadshow, which we plan to begin work on very soon. We have been working with Dave and Holly's team and the Entitlement Services Team on enhancements to the rezoning staff analysis, so you'd see that future work coming later this summer, and then we have already begun the preplanning for specific plans. Then, finally, we are coming up on five years since the Comprehensive Plan has been adopted, so we will begin an assessment. We have a lot of trend data now, and other things that we can begin to look at, and we will begin that work as well. So, with that, we are happy to answer any questions that you might have.

Mr. Driggs said I'm interested to hear any reaction from my colleagues, and then I just had a couple of quick statements I wanted to make.

Ms. Johnson said I just wanted to clarify. Can you go back to the slide where you categorized the comments? So, there were recommendations from the residents on the changes they would like to see. Do you have that on a slide where those are?

Ms. Cornett said well, what this slide is showing is that some of the comments that we've received resulted in new content or policy. Some were clarifying issues. Some were tweaks to different segments of the plan, like Catherine went through, like adding neighborhoods to maps and things like that that fall in the quality. Others are the next steps items, so for example, the Comprehensive Plan Roadshow and the Environmental Justice Action Plan.

Ms. Johnson said so, when will we see the new content and policies and the clarified content, and also any requests from neighborhoods? If a neighborhood asked for a specific change, such as less industrial, or a tweak to the plan, what's the next step for that? When does Council see that?

Ms. Cornett said so, you have received all of the comments, and then those comments that resulted in suggested changes were at the top. So, we have received a few comments since that time, so we are working through those, and you will get those in your packages. So, the ones that resulted in change will be at the top, and then the remaining 800 and something comments, you'll receive every single comment that was made.

Ms. Holmes said so, you'll get that this weekend in your packet. It'll go online on our website on Monday with all the comments, and when we bring forward the plans for adoption, you would be adopting them with the revisions as part of the adoption. So, all the recommended changes are in those revisions, and they would be adopted as part of the actual area plans.

Ms. Johnson said so, shouldn't Council see what you're proposing for us to adopt before we adopt it?

Ms. Holmes said that's what you're getting this weekend, all of the proposed changes.

Ms. Johnson said all of the proposed changes. Will we see the accepted or adopted changes?

Ms. Holmes said that is what it is. It's all the accepted changes will be outlined in the table that you'll get this week, and so, you'll have about 10 days or so before June 23, 2025, and we're happy to walk through all the specifics. This includes a summary of all those specifics. Staff's done a one-pager that also has that summary, so that it'll help you with community members, and we'll send it out to all of our lists that we have as well, where they can go and find their comment, and if there's a proposed change, they'll be able to see that.

Ms. Johnson said okay. So, we'll have 10 days to review the proposed changes, and then we would vote on them. So, the proposed changes, they won't go out to the public again for them to comment on, right?

Ms. Holmes said once they get the proposed changes and see them, I mean, we're happy to have conversations with people if they have questions about them, or want to kind of further discuss, we're happy to do that, from when they go out until when we come back.

Ms. Johnson said okay. The webinar, let's talk about the webinar. I recommended that to the City Manager. I thought it went very, very well. You said there were over 100 participants. I wanted to know how many people have attended the office hours. Do you have a count of that?

Ms. Mahoney said not off the top of my head. I think it's around 50.

Ms. Johnson said so, office hours, and how long have we had the office hours?

Ms. Mahoney said twice a week since April 3, 2025.

Ms. Johnson said since April 2025. So, since April 3, 2025, we've had 50 people participate, and there were 100 people to participate in the webinar, that we only planned for maybe two weeks. So, I mean, that was successful. I would recommend we do that again. If you don't know, the webinar, individuals were able to go into breakout sessions and actually hear the specific plan according to their area. So, I would recommend that we have more webinars for residents, because that's obviously something that individuals were interested in, and we got a lot of good comments from that. I mean, I participated in the District Four. So, I'd like to see that again.

I wish the City Manager was in the room, but we also talked about postponing the vote. We talked about that in our May 12, 2025, meeting, and I'd still like to hear from Council. I'm still recommending we do that. I think, Ms. Mayfield, you had an excellent idea. I don't know if you're going to talk about that tonight, but I think the fact that we had 100 participants in a webinar, and that's double what we've had in our office hours since April 2025, I think that speaks to the type of outreach that we need to do for the public. I'd also like to see these proposed changes before we talk about voting for them. I don't know that 10 days is enough to review 14 plans for the Council. I know the District Representatives, we look at our own area, but these are Citywide plans. These are affecting the future of our City. So, I think 10 days is just not enough time to look at the proposed changes, and especially since they were the ideas of the public. Thank you.

Ms. Holmes said I was just going to clarify that, in addition to the office hours, we've also attended many community meetings and town halls. So, it's about 500 people or so in-person that we've met with since the April 2025, release. So, just to be clear on kind of how we're communicating with people.

Ms. Ajmera said Monica and team, great job. I know you had walked me through the Community Area Plan. It took me three days to get through it. I just started reading the

package that you had sent us. There were a lot of comments. It's going to take me probably a week to get through all of it. I'm going to take you up on your offer to walk me through. It's great to see that we have 35 percent of suggestions that made it to the plan. I think that tells our residents that we are listening. We are incorporating feedback. We are trying to strike a balance, as you nailed it when you said that we have competing priorities. We want more housing. At the same time, you want to save tree canopy. How do we balance that? So, I'm glad to see that you are listening to our community and making changes. So, you said on Monday, we will get another package with adopted changes. Okay, so that means I'm going to need another week.

Ms. Holmes said so, this is what we'll do. We'll make sure it's very clear what is new from what you have already received, so that it won't be a repeat. You'll basically just get the new comments. So, we gave you 20-plus pages of responses. So, we've had 822. We're responding to every single one of the 822, I'm looking at Cat, that was probably a little over half.

Ms. Mahoney said it was like over 100 comments received that have resulted in change. So, we can deliver it in multiple ways, whatever's more convenient for you. If you'd like to see just the comments from your district, we can do that. If you'd like to see just the comments since you received the last package, we can do that, but collectively, comments from across the City have resulted in these types of changes. So, we're trying to summarize the types of changes that have come out of this public review period.

Ms. Ajmera said yes. So, for At-Large members, Councilmember Mitchell, myself and Mayfield and Watlington, we are reviewing all 14. So, the package that you sent, it's a lot.

Ms. Holmes said I think it will be good to sit down and talk through, because we can really help guide you as to exactly what those are for. We wanted residents who gave comments to be able to see their comment reflected and responded to, but we have been putting together basically materials that help kind of tell that story as to really what we're hearing and what are the recommended changes.

Ms. Ajmera said so, after you send us sort of like a summary, I might need one-on-one session to go through that, because it's a lot of information, and trying to go back to all 14 Community Area Plans and trying to go through every single, it's a lot. So, currently, you said June 23, 2025, is when it's currently scheduled for adoption?

Ms. Holmes said yes.

Ms. Ajmera said so, if we are getting it on June 16, 2025, sort of the summarized version, so we have about a week to go through everything?

Ms. Holmes said depending on when you get your packet, it will be in them this weekend.

Ms. Ajmera said okay. Yes, I think a week is just not enough, because I'd like to go through all 14 plans and feedback. We are not just reviewing one, at least At-Large members, so going through that would be difficult. I do agree with an approach, I believe one of our colleagues had suggested, I believe it was Councilmember Mayfield, where we could do a few plans, like sort of in phased approach, a few plans that may not have a lot of changes, so that we are reviewing three to four at a time versus all 14. That's all I have. Thank you.

Mayor Lyles said Ms. Ajmera's making a great point guys. It's Council's time for a little bit of relaxation, and I'm sure a lot of folks have decided that they're going to go someplace fabulous. I, however, will be babysitting. So, I think if we can have some way to make these easier to work with. So, I think a lot of this is about having the opportunity to speak with your colleagues about what's going on. So, if there is a document that says, we ought to do this in this community plan, I mean, it's just as important, I think Ms. Ajmera said, as an At-Large Council member it's really important, but I think it's the

dialogue that really makes a big difference when you're doing something this much. I understand, we've worked really hard, I mean, three or four years on this, and we want to do it, but I think we need to give credit to those folks that are working on it now, as well as giving credit to those folks that will have to do all of the reading and the review of it. So, hopefully, Monica, we can figure something out. I mean, you can send something out, but it doesn't have to be the whole. It could be phase one, phase two, phase three, and have a goal in it. Does that make sense? If I'm not hearing you correctly, I want to make sure that I think that what you're hearing from the Council is the ability to really deep dive into something, not everybody, but I think enough.

Ms. Holmes said yes, let us think about it. The issue with breaking them up is that, one, there isn't really clear areas. It's not like, oh, this one you're hearing a lot, and this one you're not. We're hearing common things across all 14. Also, if we were to do that, the policy guidance, which is really important for our process for our rezoning process, for our staff analysis, would then be piecemeal also across the City. So, we would really just need to think through what is our goal at the end of the day? What more do we want to learn or understand? Because we're really focused on having that even playing field and consistency across. So, yes, let me think through that.

Mayor Lyles said we're talking about equity and how we do this, but I still think that even with that, we need time to read and reflect and talk and dialogue. It's just something that I think would be more important than we can really expect right now. Ms. Mayfield had her hand up, so she may have a better idea.

Ms. Mayfield said Monica, I will say it's concerning to hear the comment of piecemealing, because I've already shared with the Manager and with full Council, that I will be much more comfortable with both of us having to read through this in a short period of time and approving all 14 area plans, that we should really look into creating a way for us to approve the plans as they are ready. This idea of this blanket, when we still have challenges that directly conflict with our Aging In Place, our neighborhood continuity. We have already seen projects be built in neighborhoods that have completely changed the character of that neighborhood. At the exact same time, which we have no control over, investors whether they're international or domestic, have purchased just around 100,000 single-family homes in our communities. In some areas, they're owning up to 30 percent of the residential single-family homes which are now rentals. That is having an impact. As we are approving all of this additional multi-family, that is having impacts on neighborhoods, because you had individuals who were once living in their home, enjoying their yard, enjoying their neighborhood, now they are surrounded by multi-family, and you now have three, four, five stories over your backyard looking in. It's not like we're approving or we're paying for a 10, 20-foot fence to create your protection. Some areas of the community are farther along than other areas, which is why I had asked, can we break this up, so that we don't hold up the areas that have come together and have a vision and a plan.

I personally have a challenge with the idea of 10-minute neighborhoods, because whether you recognize it or not, long-term, that's segregation. If everything that I need is right here, I am never going over to the East Side. I'm not going over to University Area. I'm not going over to South End. I'm not going over to NoDa, because I'm in my little 10-minute areas. That's a different conversation, but when we're talking about a Comprehensive Plan, if that plan does not truly take into consideration what our policy language, as well as the County's policy language, has done to areas like Freedom Drive, Tuckasegee, Wilkinson Boulevard, Nations Ford, South Boulevard, let's look at the Wilmore community, and what we did along South Boulevard that is now bleeding in, where we're telling Wilmore neighbors that you need to now buy a parking permit to have guests come visit you at your own home, because someone thought this was a great idea to do as a pilot. We have elders and individuals on fixed incomes that live in these neighborhoods, who have lived in these neighborhoods for 30, 40-plus years, and now we're telling them you need to pay to park at your own house, or to have family or guests visit you at your house. So, there is a challenge in some areas, that other areas of the City might not be experiencing. I need us to take that into consideration.

I also hear my colleagues, and I agree with Councilmember Ajmera, that is not enough time for us to go through and read through, and you know a couple of us will pull out a freaking highlighter and stop at every other sentence to figure what is going on. That's just creating more work for ya'll, because the less time that we have to go through it, the more we're going to say you're going to need to give us more time. I do want us to take into consideration the impact of approving the blanket idea without clearly listening to what has the current language impacted. How is this new language going to either rectify or slow down that impact? What is the end goal? If we can't answer that for our residents, whether that resident is near Eastland where we're having a lot of development, or whether they're in the middle of Central Avenue, where we're seeing a lot of impact as well. If we can't answer that, then we're not, to me, able to be as representative as we want to be.

Mr. Driggs said so it sounds like we need more time, and I think we'll have to talk about that. This is a lot in this tight timeframe near the end. I think the idea of making the plans effective at different times is difficult, possibly even legally, because then you have a different kind of rule and unequal treatment of different parts of town. So, I think what we need to do is take as much time as everybody needs to get comfortable with all the plans, and then make them effective. I just wanted to note, also quickly, this has been amazing work by the staff. They have made every effort to include us, they've made every effort to reach out to the public, and their professionalism just impresses me every time. I will note, however, that it is very difficult, and I've said this before, for the general public to absorb all this. So, our expectation that the man on the street is going to be able to answer if you ask them, "What do you think, huh? How about those area plans?" That's why I think there is a burden on us, and this is why also if we need more time, we should take it. There is a burden on us to know what our constituents care about, and to know for each location, what the perception is of people who live there, and whether it aligns with this plan. When you think about it, we have a 2040 Plan, a UDO, a Policy Map, we have Community Area Plans, we have a Tree Plan, we have specific plans, it's impossible to expect that of the general public. Then, what happens is, you get a rezoning and suddenly everybody's an expert, and then they're reading aloud from our ordinance. So, we just want to anticipate the questions that they may ask later and be sure we have good answers for them, and that's where we are now, you'll get a good opportunity. We have had a good opportunity to see the sort of reactions, but what we haven't seen yet is the reaction of some uninitiated person who just found out that the Gillespie rezoning is about to happen next door. So, we can discuss, I think it's possible that we can give ourselves a little more time, and then I hope we can establish a timeline for an adoption and effectiveness of all the plans.

Mayor Lyles said well, let's move forward on this. Mr. Driggs, if you could have your Committee kind of give us an outline, as you say, for what else we need to do to be able to get all of the Council members possibility for them to review this in the time that we have, so. We do have a closed session.

Ms. Johnson said one last question. Mr. Manager, again, I think the webinar was so great. If we could do that by District that would be awesome, or the way we did it before. I called you, Mr. Graham, and told you how interactive it was, and there are residents that do understand this, and that were able to give feedback. So, the webinar, again, was breakout sessions, and individuals were able to really hear how it's going to impact them directly. So, I suggest another one, it was great. I'd like one for District Four for sure. Thank you.

Mayor Lyles said thank you very much. So, we are going to have a closed session. Mr. Fox, could you please read the reason that we're going into closed session? We're going to have it in this room. So, if you're not a part of this discussion, please take a step out of our space, so that we can get this done as well.

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ITEM NO. 5: CLOSED SESSION (AS NECESSARY)

Motion was made by Councilmember Anderson, seconded by Councilmember Graham, and carried unanimously to go into closed session pursuant to NCGS 143-318.11(a)(10) to view recordings released pursuant to NCGS 132.1.4A.
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The meeting was recessed at 7:04 p.m. for a closed session in Room 267. The closed session recessed at 7:34 p.m. to move to the Meeting Chamber for the regularly scheduled Business Meeting.

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The City Council of the City of Charlotte, North Carolina reconvened for a Business Meeting on Monday, June 9, 2025, at 7:34 p.m. in the Meeting Chamber of the Charlotte Mecklenburg Government Center with Mayor Vi Lyles presiding. Council members present were Dimple Ajmera, Danté Anderson, Tiawana Brown, Ed Driggs, Malcolm Graham, Renee Johnson, Lawana Mayfield, James Mitchell, Marjorie Molina, and Edwin Peacock III.

ABSENT: Councilmember Victoria Watlington

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Mayor Lyles said thank you for joining us for the Charlotte City Council Business Meeting. We are now going to call this meeting to order, and I'd like to begin with introductions.

INVOCATION AND PLEDGE

Councilmember Johnson gave the Invocation and the Pledge of Allegiance to the Flag was led by all.

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AWARDS AND RECOGNITION

ITEM NO. 6: LGBTQ PRIDE MONTH

Councilmember Mayfield read the following proclamation:

WHEREAS Charlotte is home to a vibrant and diverse community, including lesbian, gay, bisexual, transgender, and queer, LGBTQ citizens, who contribute immeasurably to the social, cultural, civic and economic vitality of our region. Charlotte's LGBTQ community, along with their families, friends, neighbors and allies, have helped shape our collective progress through resilience, creativity, leadership, and a deep commitment to justice and inclusion; and

WHEREAS, the month of June is traditionally celebrated as LGBTQ Pride Month, honoring the legacy of the Stonewall Uprising of June 28, 1969, in New York City, where LGBTQ people, especially people of color, trans individuals, and youth, bravely stood against systemic oppression, sparking a movement that transformed the nation; and

WHEREAS, Charlotte's LGBTQ community first began organizing socially and politically in the early 1970s, with the City's first Pride events taking place in 1981, this legacy continued with the founding of Charlotte Pride in 2000, and Charlotte Black Pride in 2005, each playing a critical role in uplifting voices, fostering visibility and advocating for equity across our communities; and

WHEREAS, this marks a historic moment, as we celebrate the 20th anniversary of Charlotte Black Pride in July, and the 25th anniversary of Charlotte Pride in August, two cornerstone celebrations that reflect the strength, joy and perseverance of our local LGBTQ community; and

WHEREAS, as LGBTQ history and contributions are being systemically erased, we honor the foundations laid by our leaders including Donelson King, Blake Brockington,

pti:pk

Janice Convington, Ginger Walker, who was here earlier but needed to leave, and Reverend Deborah Hawkins.

NOW, THEREFORE, I, Vi Alexander Lyles, Mayor of Charlotte, do hereby proclaim June 2025, as

“LGBTQ PRIDE MONTH”

in the City of Charlotte, and commend its observance to all citizens.

Mayor Lyles said Ms. Mayfield, we have several people that would like to come down and accept this proclamation, Cameron Pruitt, Erica Chanel, Lolita Chanel, Miles Perry, Gelisa Stitt, Meredith Thompson, Chad Turner, and Ginger Walker.

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PUBLIC HEARING

ITEM NO. 7: PUBLIC HEARING AND INITIAL FINDINGS RESOLUTION ON DRAW PROGRAM FOR THE SPECTRUM CENTER UPGRADES AND REFUNDING OF OUTSTANDING CERTIFICATES OF PARTICIPATION

Mayor Lyles declared the hearing open.

There being no speakers, either for or against, a motion was made by Councilmember Mitchell, and seconded by Councilmember Anderson to close the public hearing.

Councilmember Peacock said I just wanted to make a comment and, again, when you get on Council a few weeks ago, and you start to read an item such as this, where there's a significant amount of money that's being exchanged, you'd like to know, number one, where are you spending it and why are you spending it, but what wasn't clear, at least as far as the writeup was put together for me, was that obviously many of these decisions are related to the financing component to what we're doing within Spectrum. I wanted to ask Matt Hastedt to come up if he's available to talk. I think he's here. Matt, you and I talked beforehand, just to kind of re-brief everybody again on maybe what's not written up in detail here, that you guys provided me sometime between 12:00 p.m. and 5:30 p.m. this afternoon. So, thank you very much for catching me up, and my advanced class in certificates of participation, and decisions that were made in 2022 that I may not have agreed with at that time.

Matthew Hastedt, City Treasurer said absolutely. So, again, Matt Hastedt, City Treasurer with Finance Department. What we spoke about earlier today were a couple of different things I'll sort of walk through is that, back in 2022, City Council then authorized the Manager to negotiate an agreement with Hornets Sports & Entertainment for up to \$275 million worth of improvements to the Spectrum Center, as well as to our practice facility. It was in 2023 that City Council then authorized the first Bond Anticipation Note program for us to start construction at the Spectrum Center. At this time, we have now expended that entire \$110 million, so we're ready to take that out and convert it to long-term debt, as well as start the next line of credit for continued construction that's actively ongoing at the Spectrum Center.

So, tonight's specific action is to hold the public hearing and authorize us to make application to the Local Government Commission for their consideration, and then on June 23, 2025, we'll come back for an additional approval, to actually get authorization to issue the bonds. So, the timing of this is, by holding the Council meeting tonight and June 23, 2025, we're able to seek LGC (Local Government Commission) approval in July 2025, and issue the debt itself within July 2025, as well. So, any delay on that would cause us some significant interest costs to carry that forward.

A couple of the types of projects that we are doing are, helping improve the entry areas to the Spectrum Center, improving safety security systems for walk-through metal detectors, fire sprinkler systems, improving locker rooms and bathrooms on all floors for customers who come into the building, as well as improving flooring and lighting and pedestrian wayfinding signs throughout the building, and I know that we have a follow-up for Councilmember Peacock to give him a little bit more detail on that as well.

Mr. Peacock said and again, so today's the public hearing, we have no speakers.

Mr. Hastedt said we did not have any public speakers.

Mr. Peacock said so, if this motion passes here today, which I believe it will, then we move forward to a decision on June 23, 2025, and again, can you explain again the consequence if this were to receive a no vote right now, what a delay would cost approximately the City, because we're under obligation, am I correct?

Mr. Hastedt said yes. So, we have fully executed agreements with Hornets Sports & Entertainment to fully deliver up to \$275 million for those improvements, and Hornets Sports & Entertainment is responsible for any cost overruns to that \$275 million commitment. So, the only way we would have less than \$275 million of commitment, is if there were project savings, and at this time due to inflation and tariffs, and those things of that nature, we do not expect any type of cost savings at this time. So, if you were to delay, because this is a variable rate interest-only financing, we are carrying interest on the Bond Anticipation Note. For the last month, there was approximately \$350,000. So, if we were to delay financing until September 2025, which will be the earliest we could go to the LGC if we did not get approval from both tonight and June 23, 2025, we would have that continuing cost until we're able to do that ultimate financing.

Mr. Peacock said alright. Madam Mayor, I'm planning on supporting this, because I know it would cost the taxpayers more money. I think what staff has helped me to understand is they're going to provide me detailed information, so that the public knows what we're spending our money on. It's a significant amount. I also wanted to ask my colleague, Mr. Driggs here, who's quite the expert on this topic, if he'd like to add anything to that before we call for a vote?

Councilmember Ajmera said I think, let's award a trophy to Mr. Peacock for getting up to speed on everything that has happened from 2022 to now. There were amendments that were made. So, you got up to speed pretty quickly, so you deserve a trophy from this Council.

Mr. Peacock said I'll take that trophy.

Ms. Ajmera said this is just the contractual obligation, and really great work by Matt and the entire team for reducing our financing costs. The clock is ticking.

Councilmember Johnson said I had asked Ms. Harris earlier if we could have a list of community benefits from the Spectrum Arena. I think in the wake of the CIAA (Central Intercollegiate Athletic Association) decision, I think the citizens do have questions as far as the obligation to the public. So, I don't know how long that list is today, or if it's something that you can provide, so the public can view that. I think that's something we should take a look at.

Mr. Hastedt said we can certainly provide a little bit more information, because that's getting a little bit outside of my area, I apologize, but I do know that we have 12 community event days each year with the Spectrum Center. So, we can definitely provide some additional information, but we have 12 utilization days that we have ability to do things in the Spectrum Center.

Ms. Johnson said so, we have 12 utilization days total, right?

Mr. Hastedt said I believe annually, but I'd had to confirm that, but I believe it is annually that we have 12 event days.

Ms. Johnson said yes, 12 total annually, okay. Alright, yes, thank you.

Councilmember Graham said as Chairman of the Economic Development Committee, I think your questions were very appropriate. You do deserve an award. We're just basically dotting i's and crossing t's, running it through the gauntlet of approval process. Great project, I think there's a return on the investment, and I just encourage everyone to vote yes, so we can take this two-step process, taking the first step tonight. Thank you.

Councilmember Driggs said I'm hoping to just get it done.

The vote was taken on the motion and recorded as unanimous.

Motion was made by Councilmember Graham, and seconded by Councilmember Anderson, to approve (A) Conduct a public hearing related to issuance of a draw program for up to \$136,500,000 for Spectrum Center upgrades, and refunding of outstanding arena certificates of participation, series 2023A up to \$130,000,000, (B) Adopt an initial findings resolution calling for the execution of various documents necessary to issue a draw program for Spectrum Center upgrades, (C) Adopt an initial findings resolution calling for the execution of various documents necessary to refund outstanding arena certificates of participation, series 2023A, and (D) Authorize the City Manager, or his designee, to take necessary actions to complete the financing, including submitting the application to the Local Government Commission.

The vote was taken on the motion and recorded as follows:

YEAS: Councilmembers Ajmera, Anderson, Driggs, Graham, Johnson, Mayfield, Mitchell, Molina, and Peacock

NAYS: Councilmember Brown

The resolution is recorded in full in Resolution Book 55, at Page(s) 649-655.

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POLICY

ITEM NO. 8: CITY MANAGER'S REPORT

Marcus Jones, City Manager said my report, Mayor, is basically just teeing it up for Item No. 9, which is the budget.

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ITEM NO. 9: FISCAL YEAR 2026 OPERATING BUDGET FOR FISCAL YEARS 2026 – 2030 CAPITAL INVESTMENT PLAN

Marcus Jones, City Manager said so, as you are well aware, it's a \$3.6 billion budget, which is structurally balanced, both in the upcoming Fiscal Year, as well as in FY2027. The Council has had its opportunity, and what's in front of you tonight is the result of the Council's hard work on the Budget.

Mayor Lyles said alright. So, let's hear from the Chair of our Budget Committee, Ms. Ajmera.

Motion was made by Councilmember Ajmera, and seconded by Councilmember Anderson to Adopt the Fiscal Year (FY) 2026 Appropriations and Tax Levy Ordinance, the FY 2026 Compensation and Benefits Recommendations, and other items related to the Annual Budget Ordinance 980-X adoption: (A) The FY 2026 Operating Appropriations and Tax Levy Ordinance, (B) The FY 2026 - 2030 Capital Investment Plan, (C) The FY 2026 General Solid Waste Fee, (D) The FY 2026 Storm Water Services Fees, (E) The FY 2026 Transit Operating Budget, FY 2026 Transit Debt Service Budget, and FY 2026 - 2030 Transit Capital Investment Plan which was approved by the Metropolitan Transit Commission on April 30, 2025, (F) The Charlotte Water Rate Methodology by approving revisions to the Revenue Manual, (G) The FY 2026 Charlotte Water Rates, (H) The FY 2026 Compensation and Benefits Plan and associated Human Resources contracts, (I) Outside Agency and Municipal Service District contracts, (J) Internal Service Funds Financial Plans Resolution, and (K) Other budget items.

Councilmember Ajmera said Mr. Manager, thank you for the great work on this year's budget, and the Budget team, if you could please stand, we'd like to recognize you. They are all waiting to take their break, so well deserved. They are putting a lot of effort into this. What I really liked about this year's budget is our intentional focus on our youth, especially investing in our youth, supporting our youth. As we know, time is so critical as federal dollars have dried up for some of the organizations, especially grassroots organizations that do get funding from the City. This also invested in our workforce to recruit and retain the best talent that we have, and obviously, Mr. Jones has kept up with our legacy of having affordable cost service. No property tax increase, lowest tax rate among our peers in the entire state. That speaks volumes to your financial leadership, Mr. Jones. Thank you. Also, this budget reflects our priorities, housing, public safety, infrastructure, economic development, and I would be remiss if I did not thank my colleagues on the Committee that had really contributed, provided input along the way, Councilmember Mayfield, Mitchell, Brown, appreciate all the work that's been done, and the entire Council, to make this budget where we are today. So, I hope this will be the budget where we get unanimous vote, but that's all I have. Thank you.

Councilmember Mitchell said first thing I have to say is kudos to our Budget Department for your outstanding work and putting up with this Council and our budget schedule. Then, let me thank the City Manager. I think every time we sit around this dais, there are so many needs in our community, and to balance those needs, without a property tax increase, is a statement that we understand that these are tough times for our citizens, but at the same time, we've got to continue to provide public service to make sure your quality-of-life improves. I want to say a special thank you to Maria and Cheryl for our financial partners. For the first time, we had an application process. It started back in December 2024, then it continued on in February 2025, and then this past June 2025, then Council added some more financial partners, and it's important, because we realize nonprofits really make our City very special. So, I have a couple I just wanted to highlight, particularly one in the very orange jacket here, that she has on, with the Women's Business Center. We thank you for what you're doing to encourage more women to be entrepreneurs and continue to increase their participation in City contracts. Thank you so much. Then, we have some nonprofits that do great work in our corridors, like For The Struggle in Councilmember Graham's District, The Males Place in Councilmember Molina's District, and Charlotte Metro in Councilmember Brown's District. So, kudos to the City, but more importantly kudos to your citizens. We're going to continue to make sure the 14th largest city in America continues to thrive without increasing your property taxes. Thank you, Mayor.

Councilmember Graham said let me also lend my voice of support to, first, the management staff led by the City Manager, the Budget Director, everyone that works in the Finance Department, certainly, Ms. Ajmera and the Budget Committee, for their work and dedication to putting together an all-in \$3.6 billion budget for the City of Charlotte. When I'm in the barber shop, like today, and people talk about, or ask

questions about city government, the one thing that I tell them right from the very start is that we are well-managed City, that we have not raised property tax this year, that we support our core services, that North Carolina in Charlotte remains one of the largest city's with the lowest tax rate in the state, that everything starts with our Enterprise Department, Charlotte Douglas International Airport, which is the economic generator, not for the City of Charlotte, but for the region, all 14 counties that's around the City of Charlotte, that we continue to invest in affordable housing, that we continue to invest in public safety, both fire and police, that we continue to invest in our employees and those who work for the City of Charlotte. The lowest paid employee for our City makes around \$50,000 a year, and I think that's something that we all should be proud of, and the fact that we continue to maintain a AAA bond rating, I think that's really, really important for our community, that we are continuing to invest in ourselves, and doing it in a way that's it's financially pleasing and satisfying for those who are looking at what we're doing, and that's why it's really important that we are very intentional about where we put our investment, it's very intentional in how we use resources from a wide variety of buckets, that we use it appropriately, that we are very intentional about what we're doing, because everyone is watching how we're utilizing our monies and how we're spending it, and the public responsibility that goes along with that.

Just like Councilmember Ajmera, I'm very excited about the establishment of the Office of Youth Opportunities to promote economic opportunity and positive youth development for ages 13 through 24. I continue to be impressed about what we're doing for the Corridors of Opportunity, Madam Mayor, notwithstanding an email you just recently received about Corridors of Opportunity. It's probably one of the most amazing things that we're doing that impacts a wide geography of individuals in corridors and communities throughout the City of Charlotte, and we are impacting upward mobility. We are investing in minority business owners. We are investing in Corridor revitalization. I believe if we revitalize the Corridors, we revitalize the neighborhoods that surround them. So, all in, I think we're doing exactly what the taxpayers expect us to do, that we're being very responsible with our resources. We're managing those finances well. We continue to have a great credit rating and investing in the Council priorities that the Council has established.

Lastly, we just talked about the Spectrum Arena and \$275 million, which is a major economic development project, but this budget also invests in things that we really don't talk about on the news, or you get a whole lot of conversation about, but it's really important, it's the blocking and tackling of what we do, it's workforce development, it's job creation, it's supporting small business owners, those things that we do each and every day, from an economic development perspective. We're investing in those agencies and those departments, and we're getting the type of results that I think the citizens are expecting from us from this budget. So, great job. We still have challenges ahead in 2026 and 2027, as we do some forecasting, but certainly today, our community stands on solid financial grounds in terms of being very responsible and investing in priorities that hopefully will change the quality of life for residents throughout the City of Charlotte. Thank you.

Councilmember Mayfield said I'm going to work on getting my hand up quicker, before the accolades, because of course the Manager knows I have questions. Staff, thank you for all the work that you do. Manager, thank you for hearing, not only myself, but also my colleagues, regarding our fire department. I truly appreciate the investments that have been identified for our infrastructure and advancing the construction of five new fire houses. I'm definitely happy about the fact that we've added the Commercial Burn Building to the Advanced Planning and Design program, because we want our firefighters to be as well prepared as possible for today's construction and development. I do have a question in here. As we have identified funding for 45 electric vehicles and 155 hybrid vehicles, which we say to reduce emissions in the City's fleet, as well as the continued conversion of the airport's bus fleet to electric vehicles, I believe that is something that's going to be coming before us at a later meeting. I want to publically state that we have a number of EV (Electric Vehicle) companies out there now. I will prefer if the City of Charlotte moves in a different direction versus purchasing any more Tesla vehicles. We have numerous vehicle companies that produce electric vehicles at

reasonable costs. Even though we may use a cooperative bid process at times, we have the ability to outreach. It has been proven on multiple occasions the instability, and I think we can make better choices of tax dollars and identify companies that are aligned with our City's goals and expectations of truly being a welcoming city.

Other than that, I would say, thank you for producing another budget that is a balanced budget without a tax increase, even though we still must acknowledge there are water increases that will have an impact on some people. I also appreciate the fact that this Council approved additional funding to help, not only our City employees, but also to help our residents that will be in need, because the need is growing, and the latest point in time count shows that we have even more unhoused adults and youth in our community, than what we had at the beginning of this year. This budget includes a way to, not only help our employees, but also to help us continue helping the community to the best way we can. So, thank you.

Councilmember Driggs said so I'd like to join the others in commending the staff for the preparation of the budget and the presentation. I can tell you guys I worked with finance professionals in big cities for a long time, and they don't know anything you don't know. Well done. I am pleased to support the budget. It's balanced. It doesn't have a tax increase. Those things that I really care about. I've noted before, and I'll just repeat briefly, it's a stretch budget. We need to be aware of that. We issued \$400 million of debt last year, which is above our sustainable run rate, and when we did a revaluation, I think we should get credit for the fact that we reduced our tax rate to the point where we have no compensation for the rise, the inflation increases, in our expenses, and we were able to do that. We were able this year to avoid a tax increase. So, I appreciate everything that has gone into this. I just caution us. We have some challenges ahead, I'll just put it that way, but now is not the time, now's the time to celebrate a well-constructed budget, and I'm hoping too that we can be unanimous and give the Manager the benefit of that. Thank you.

Councilmember Anderson said I too want to echo the sentiments of my colleagues. When we have the opportunity to go to National League of Cities, and visit with other cities and elected officials, there are major cities in this country that would love to have a balanced budget and would love to have the sources of funding that we have without increasing property tax. There was one conversation I had with one particular elected official, and they have an unbalanced budget in a city that we all love, and they had no idea where they were going to make it up from. So, that just underscores how incredibly sharp our staff is, and how incredibly thorough the staff and the City Manager are, in protecting and having a balanced budget and having the credit rating. Having said that, there's just some fantastic things in this budget. City Manager, I'd like to also just say, this process I think this year was a very good process to go about constructing our budget. So, to the Chair, Ms. Ajmera, and your Committee, I've sat through pretty much of all of your meetings, and the process for having financial partners, that was stood up this year, was a great process. The Committee leaned into that quite a bit. We stuck to that process to a certain extent in this budget process. We were better this year than we were last year, let's put it that way. There is a progress.

Also, the realignment of the Animal Care and Control is something we've been hearing for well over a year. I went out to visit them about two years ago, and they have leaned into that effort, and so we have satellite adoption facilities, we're investing in that. We've listened to them, and we've pivoted their report structure, which is incredibly important. Twenty-four dollars an hour as minimum pay is a big deal, and I'm glad that we are leaning into our employees, City Manager, as well.

The investment in CMPD and Charlotte Fire, just having the Burn Building Advance alone, I think, is a huge accomplishment for them. They're literally executing their training academy on built structures out of pallets, that they're taking the time out of their day to build, and then training the cadets that are coming in. So, that's something that they very much wanted, and I'm very happy to see that here, as well as the Office of Youth Opportunities.

So, we definitely listened to the City's residents, and we do that in a way that's balanced and thoughtful, and it's because of staff and the City Manager who make sure that we stay within those guardrails. So, kudos for continuing to be a well-managed government with a balanced budget without increasing taxes.

I will end in agreement with Mr. Driggs, in that, we are in a cycle where we're in an inflationary process here, and we're not sure where that will be this time next year, but we will at a certain point, unless the City Manager has some more rabbits in the hat to pull out, eventually we will have to raise taxes, just the inflationary environment that we've been living in over the last several years will necessitate some type of increase of funding, but to be able to stave that off for another Fiscal Year is really important. Thank you to the partners that have come out. Jessica from Hearts for the Invisible, thank you for your work. I always like to give you your flowers for the street work that you do, and especially in District One, but all over the City of Charlotte, as well as Foundation For The Carolinas, with administering our arts programs. There really is an incredible amount of great things in this budget that we're leaning into as a city. So, congratulations, Mr. Manager, and congratulations to the City staff.

Councilmember Johnson said I'm looking forward to supporting this budget as well. I didn't support it last year, because of the tax increase. So, I'm happy that we don't have a tax increase. We do have a balanced budget. I don't want to get too far ahead of myself, but before we look at raising taxes next year, there are alternative funds that perhaps we could take a look at, but nonetheless, we're talking about today. I'm honored to support a \$3.6 billion budget. We don't take this lightly, and I just look forward to supporting this. There are some exciting things in this budget, such as the \$200,000 for the NAACP (National Association for the Advancement of Colored People) Conference. Again, Hearts For The Invisible, Foundation For The Carolinas, and all the other grassroots organizations that I'm honored to support, just all of them. I don't want to name too many, because I don't want to leave anyone out, but we're just honored to do this work, and I thank you, Mr. Manager, and to your staff, for such a great job. So, thank you.

Mayor Lyles said alright. Are there any other comments to be made? So, you've heard so much from the members of this body on all of the requirements that we have to have, and all of the things that we have to respond to. I would join the Council in saying that, a budget is really the guidance of what you believe and what you want to accomplish, and this budget, by having opportunities in housing, by having opportunities for young people, by engaging when other partners are around that can do the work with us, I think that that is fairly significant.

The vote was taken on the motion and recorded as unanimous.

Mayor Lyles said so that is unanimous, and I am grateful. I'm sure the Manager is grateful for the unanimous vote. We have a lot of work to do, but it's going to be good work, that's the way I think. Good work [inaudible] this budget.

Now, we really know that Hannah's up there, and where's Marie, and all of them. These are the people that are here on Saturday mornings, because I usually come in a little bit on Saturdays, and there are people in that Budget Office that really deserve, whatever you can do, in terms of affordability for their celebration, Mr. Jones. So, thank you for what you do, you're terrific.

Councilmember Brown said I didn't want to scare him, so I wanted to vote before I say what I see. I just want to say that I'm a big advocate of The People's Budget, also the Animal Shelter, I know there's other things that need to be done, and nonprofit organizations, most of them fall up under The People's Budget, and the staff, you guys are amazing, because we gave ya'll a headache going back and forth, back and forth, but we have to do exactly what the constituents want us to do and stretch it a little bit. So, I didn't want you to think I wasn't going to vote for it, but I also want you to know that it's a big deal to hear the people's voice and hear The People's Budget stick out the way it did, and how you tried to pull things together. I would shout out my nonprofit

organization, Save Our Children Movement, because you did something special for them, and I'm grateful that we were able to do that. So, along with all the other great things that you did, I wanted to put that one on the record, and ATV (Alternatives to Violence). Always remember Alternatives to Violence needs to see people that can identify with the needs of the people that we need in the community. So, make sure that we stay and keep ATV for years and years and years and years to come. My grandson is sitting up here. Make sure you take care of ATV, alright, thank you.

Ms. Ajmera said Mayor, I forgot to mention Mr. Heath in my remarks. I just wanted to make sure we recognize him. He supports the Budget Committee, and he calls me over the weekends to make sure all ducks are in a row. So, Mr. Heath, thank you for taking my calls on weekends, late nights, I really appreciate it.

Mayor Lyles said if you're watching us, I hope that you see the caliber and quality of the people that serve this community. So, thank you, everyone for that, and again, kudos on the budget.

The resolution is recorded in full in Resolution Book 55, at Page(s) 656-657.

The ordinance is recorded in full in Ordinance Book 68, at Page(s) 076-143.

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BUSINESS

ITEM NO. 10: STATE ANCILLARY GOVERNMENTAL PARTICIPANTS INVESTMENT PROGRAM

Motion was made by Councilmember Ajmera, seconded by Councilmember Molina, and carried unanimously to adopt a resolution to invest assets in the Ancillary Governmental Participants Investment Program established by the Treasurer of the State of North Carolina.

The resolution is recorded in full in Resolution Book 55, at Page(s) 658.

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ITEM NO. 11: LEARN2EARN GRANT ADMINISTRATION SERVICES

Motion was made by Councilmember Molina, and seconded by Councilmember Anderson to (A) Approve a contract with Geocko, Inc. dba FORWARD for Learn2Earn Grant administration Services for an initial term of 18 months, and (B) Authorize the City Manager to renew the contract for up to one, one-year term with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Councilmember Ajmera said quickly, this funding source is our federal funds that we received in middle of the pandemic. The grassroots organizations have been waiting to apply for this fund to further their digital inclusion work, and I appreciate the work that's been done on this. To find a partner that is certainly very reasonable, in terms of the management fee of only 10 percent. It is not every day that we see that. So, I appreciate the work that's been done by staff to find a good partner to help us get these funds out. I did request Ms. Harris and Mr. Heath to help us get the process out to grassroots organizations, similar to what we did for individual arts funding, so that we can notify those organizations who have reached out to us. That's all I have, thank you.

Councilmember Molina said actually, what she said. I think this is great and I'm very happy to support it.

Mayor Lyles said alright, thank you for your support of the item.

Councilmember Mayfield said so I reached out to Marie, since it was noted that we received numerous applications for this bid. I think we need to have consistency with listening, because all we have is just this one organization, but we received over 18 bids for this, whether they're at 10 percent or not. What we did not receive is where the other bids were, and also if any of the other companies may have been more in alignment, like were they a local organization? Are they a part of our community currently? Outside of me having to go online to do the research myself, if we have this opportunity, this could've been multilayered with identifying a small business here, or a business that we already have in our system, for them to be the one to then help allocate these funds out into the community versus an organization that may need to learn our community, or reach out to someone that's already in our community, to help them do their job. I've asked this previously with making sure that we all receive the information for all of the bids, it was not in here. I personally don't know enough about this particular organization, Learn2Earn, but we have digital navigators. We have a number of groups right here in Charlotte's backyard that, in essence, have already been doing this work without having 10 percent of a \$2 million contract. So, even though this is probably going to pass, I'm personally not going to support this, because I think we missed the opportunity to actually ensure that we are contributing and building up locally what we have. Thank you.

Mayor Lyles said I appreciate those remarks, Ms. Mayfield. I think that we all heard them again, the opportunities that we may have lost.

The vote was taken on the motion and recorded as follows:

YEAS: Councilmembers Ajmera, Anderson, Driggs, Graham, Mitchell, Molina, and Peacock

NAYS: Councilmembers Brown, Johnson and Mayfield

Councilmember Mitchell said you can give this information to us later on, but I think Councilmember Mayfield brought up some excellent points. So, it would be nice if we know this is a certified company already with our CBI program, and a list of the other 18. Thank you, Mayor.

Councilmember Johnson said just to piggyback off what Ms. Mayfield said, this kind of falls in line with the review of the procurement policy that we've talked about, wanting to have it referred to Committee. I just want to lift that up again. We talked about it on May 12, 2025, and I think this is another example that I would like to see our procurement policy take a deeper dive perhaps in whatever committee that is. I think this is another example that the Council needs to be more engaged in that. Thank you.

Mayor Lyles said alright, thank you. Alright, so, we have a motion that was approved. So, thank you, again, for those of you who reminded us about the other opportunities that we have, and the Manager will follow up on that.

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ITEM NO. 12: HAVENRIDGE AT SHARON AMITY AFFORDABLE HOUSING DEVELOPMENT SUPPORT REQUEST

Motion was made by Councilmember Molina, and seconded by Councilmember Mayfield to deny approval of (A) A \$6,000,000 Housing Trust Fund allocation for the Havenridge at Sharon Amity affordable housing development in Council District 5, contingent upon it receiving a four percent Low-Income Housing Tax Credit award from the North Carolina Housing Finance Agency, and (B) Authorize the City Manager, or his designee, to execute, amend, modify, and renew contracts and other required documents as needed to complete the transaction.

Councilmember Molina said I just want to, first of all, thank all of you for extending me the grace and the time to take time with the community members that were adjacent to this. I know that the Housing and Neighborhood Services group have a done a tremendous job in carrying out what we've asked them to do. I know that our Committee has done a really good job of setting the charge, but what this was, was just in practical terms, although it is a uniform proposal, it's just not a good fit for where it is. So, once you all extended me the grace and time to work on this, I set up two different meetings. The first one was at the Charlotte Museum of History, where we had the developer there with a few community members, and there was just a really strong opposition to us deploying \$6 million of the Housing Trust Fund monies towards this project, and so, we set up a subsequent meeting. Staff and I attended, Warren Wooten was there, Rebecca Hefner, and we listened attentively for over two hours, and there were so many different concerns from the community around. This is an age-protected, very densely populated offering, that is in two existing single-family homes, and it just changes the character of the existing community dramatically. So, I know that you all got an email that was sent from another adjacent community as well, the homeowners association that actually sent over some information, but after just engaging with a wealth of the neighbors that are close to this community, and just getting feedback that just was all in opposition. I mean, there was not a single, I would love to see this, and with the type of housing, still it wasn't a good fit, the concerns, the challenges, things that I've shared with all of you via email. So, I have spoken to our leaders in Housing and Neighborhood Services. Warren, thank you for all of your work. Rebecca, thank you, and I've spoken to both of them to tell them that this isn't a failure on their part. It fit into the parameters of what the Council was asking, but again, it just is not a fit for this particular area in East Charlotte for a number of different reasons that we've already listed. So, I'm asking for you to join me in sending this one back to the drawing board, those \$6 million back to the drawing board, for us to find something that the taxpayers that awarded us the opportunity, that they can align with us on, and we can move forward and provide this resource.

Councilmember Ajmera said I just wanted to thank Councilmember Molina for her leadership. We all got emails about this. I heard from Coventry Woods neighbors. They appreciated attending your listening sessions. You held two of them, to ensure that there is community participation. I personally visited that site, and I can understand some of the concerns that's been raised by the neighbors, and I agree, this proposal does fail to earn the community trust. So, I will support Councilmember Molina's motion, but at the same time, I do want to say that this is not a failure on the staff's side. They've done the work within the parameters they were given, but again, this does fail to earn the community trust, which is so critical for any proposal. So, I hope that our colleagues do support our District Representative in denying this.

The vote was taken on the motion to deny and recorded as unanimous.

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ITEM NO. 12.5: CITY ATTORNEY SEARCH AND CONTRACT EXTENSION

Mayor Lyles said so with that, we're now going to get an update from Paula Rinnix in HR (Human Resources) on the City Attorney search, but I wanted to remind us and the public of where we are. In January 2025, we hired Anthony Fox for a six-month interim period and started a search and recruitment effort. Over the next several months, I received positive feedback about Mr. Fox, and considering that there are several key issues that we're working on, such as the mobility sales tax, and the impacts of federal actions locally, the direction I got from many of you was to have Anthony to stay on longer. This is consistent with the advice we received from our search firm, which was to maintain consistency and continuity, and restart the search at a later date. Paula sent you parameters for Anthony's extension on April 4, 2025, I sent out information to you on April 15, 2025, and reshared on May 28, 2025, about the recruitment process and a revised timeline. Now, Paula's going to walk us through the next steps for the City Attorney search, and I am pleased to share with you that all of the candidates that were

chosen to be in the pool have remained interested. So, with that, Paula, if you'll go ahead and help us walk through what's going on next.

Paula Rinnix, Human Resources said thank you, Mayor Lyles, and members of City Council, for allowing this time to speak with you. I do want to kind of start by saying thank you for your patience through the process. I've received a few notes here and there, as far as the status of the recruitment process, and I do understand the criticality of backfilling a position, such as a City Attorney. It's very critical to the City remaining compliant, making sure that we're aligned with legal Council. So, I don't want you to feel as if we take your interest in backfilling this position for granted. I do want to share with you some timelines, some key points in the process, and I want to thank our Interim City Attorney, Mr. Fox, for your collaboration and your partnership and your legal guidance and your experience in the industry, as we've actually had to kind of go through the process, take a step back and kind of really consider exactly what are we doing, and do we have the best interest of our Council.

So, as you all recall, we retained Mr. Fox, January 1, 2025, his contract started with the City of Charlotte as our Interim City Attorney. Then, of course, we moved forward with the collaboration with the outside firm that we retained, which is Ralph Andersen & Associates. We're working with Robert Burg, who's our Executive Recruitment partner with their firm, and through his guidance he shared with us, there's a lot of things going on. Around the latter part of January 2025, he recommended that we kind of slow the process down. Let's take a look at where we are. Did we really engage Council appropriately, giving you all the opportunity to consider the candidate profiles of what the next City Attorney should look like? Do we have the best qualifications out front when we're talking about advertising that position? So, we decided to slow the process down, took a few moments to engage you all with some conversations, and I thank each and every one of you that took the time to share your feedback on what those competencies should look like in the next City Attorney, and then we received approval. You guys felt more comfortable about the process, and we started it back up.

So, around the end of March 2025, the position closed, we were able to get some really great qualified candidates, and now we're here after, as Mayor Lyles shared, communication has gone out to you all, such as April 15, 2025, communication went out to you along with a timeline. The information is up on the screen that shows the timeline that we would move forward with the process. So, we're looking at June 2, 2025. June 2, 2025, was last Monday. We ignited the advertising portion of the process, and so now the position is back out there. It's posted nationwide. We've got several different networks and organizations that we're advertising the position, and it will close on June 16, 2025, two weeks it's going to be advertised, and in the meantime, our Executive Recruiter is actually reaching out to those that've applied. Of course, he's doing some touchpoints with some of those that were in the pool prior, just to make sure we're engaging them to ensure that there's ongoing interest in the position. So, we're not losing anyone at this point, and I do want you to understand that we have not lost any of our viable candidates in the process. Even with the slowdown, we still have those candidates engaged, as well as additional candidates have applied.

So, the process is moving forward. We are considering your summer schedule. So, during the month of July 2025, we'll be partnering with the recruitment firm to ensure that they're still reaching out, keeping those candidates engaged while you're away on your summer break. Then, come August 4, 2025, we're going to actually spend some time talking to you all about those candidates alongside of the Executive Recruiter, here is some feedback from those phone screens, they're a curriculum vitae, and share that with you, give you the opportunity to actually meet those candidates that we phone screened. Then, you will determine, from that group of best qualified candidates, who would you like to bring onsite to actually meet face to face and have some time to have some conversation and ask those critical questions of the candidates. So, we're looking at having the video interviews with you all on August 11, 2025, with those candidates, the initial group that have been phone screened. Then, we're hoping if everything kind of goes as planned, August 25, 2025, to have those candidates onsite to have conversations with you.

Then, from there, you all should be making a decision, as far as who are we landing on. We've narrowed down this search. Who do we consider best qualified, and the best fit for the City of Charlotte, to lead our City Council, as well as our City Attorneys throughout the organization, and hopefully, the goal is to have someone onboard by probably the middle part of October 2025, if everything works out. Of course, a lot of that is based upon the availability of those candidates and what types of resignations they'll need to give, and potentially some relocations. What questions do you have for me?

Councilmember Mayfield said so this notes recruitment resumed. I don't remember Council approving a pause when we initially approved the outreach and approved the funding for a recruitment process, and we had our initial timeline. When did the pause happen, if we're saying that recruitment resumed on June 2, 2025?

Ms. Rinnix said so, we had some questions that were kind of really swirling around engaging you all with the process, as far as what does that candidate profile look like, and what are some of the competencies and behaviors? So, that's when our Executive Recruiter said, "You know what, it may be a great idea if we kind of slowed things down, let's not move too quick, and give you the opportunity to engage in the process." So that's when we reached out to you all and asked that you reserve some time and speak with me, Robert Burg, on calls. I think I was able to engage approximately 80 percent of you all in virtual conversations around the process, and what you seek in the qualified candidate.

Ms. Mayfield said that call I remember, but that doesn't answer my question of when did a pause happen? They say, don't make assumptions. When we had the discussion with the Recruiter to identify what we were looking for, that's all part of the process. So, when was there a pause after those conversations, and how long? So, did we pause this back in March 2025, back in April 2025. If we're saying it's resumed on June 2, 2025, when did the process stop?

Ms. Rinnix said so, there's been a couple of slowdowns, Councilmember Mayfield. So, the initial slowdown or pause was around January 28, 2025, and that's when we received feedback from members of Council that there's concerns that you guys are not engaged in the process. So, I'm partnering with Ralph Andersen to get some guidance on that, because they're very familiar with the process. They're recruiting for municipalities nationally, and they said, "Maybe it would be best if you all take a step back and engage your Council members as far as getting more information around the credentials they seek in the candidate." So, that was the initial pause. Then, of course, the position was readvertised February 10, 2025, and then it ran from February 10, 2025, until March 28, 2025. Then, I think, that's when you all started receiving communication. I think April 3, 2025, was the initial memo, that I actually created, to kind of talk to you a little bit more about our desire to retain and extend the contract of Mr. Fox. So, that became more of a focal point, so that we could ensure that we were engaging him in the process, and we're still getting that legal advice and guidance while we continue through the recruitment efforts. So, then of course, the timelines were then reestablished to start back up in June 2025.

Ms. Mayfield said has this recruiter been on our payroll since January 2025, or has his pay also been paused between these?

Ms. Rinnix said the recruitment firm?

Ms. Mayfield said yes.

Ms. Rinnix said absolutely. We did pause them April 1, 2025, latter part of March 2025, we paused their services.

Ms. Mayfield said so, I think it will also be helpful for us to get an update on the initial contract that we approved, and where we are in that contract financially. Basically, how much have we paid so far in this contract?

Ms. Rinnix said to the recruitment firm?

Ms. Mayfield said to the recruitment firm. Because for me, I think we had a missed opportunity, because there seems to have been a conversation that you had with the recruiter, based on the individual interviews that we had, that all of Council was not made aware of, where we said, "Hey, we're going to slow down a little bit." Now, I appreciate the fact that we have Anthony Fox, because he has no bone in this fight one way or another, except for the fact that he loves this City and he's highly skilled in what he does. I was under the impression that we're keeping you, because it's taken a little longer than we thought to find the right person, not that someone took it upon themselves on staff to make a decision that we're going to slow this process down, when Council, as a collective, approved one process, and then another process was implemented. So, that was a disconnect, and that's a challenge, because we're going to have to go this process again. So, that puts us in a precarious position, whereas now we're having to extend, which really truth be told, beg Mr. Fox, we're going to need you to stick around a little bit longer, when part of that is because someone made the decision that we're going to slow this process up versus full Council being aware of this conversation.

Ms. Rinnix said I do respect that, Ms. Mayfield.

Ms. Mayfield said Manager, that's for you. Thank you.

Councilmember Driggs said so Mr. Fox, I appreciate your continuing availability, and I think that we had a number of conversations, I think people should've been aware, that the schedule was unfolding the way it did. I believe it was partly as a result of pending issues that made us wonder what was the right time to try and bring in somebody new. So, I'm supportive of this. I would like a clarification on these bullet points. He will agree to remain in the position until December 31, 2025, while City Council hires a new attorney. If he is still in position through October 31, 2025, we will agree to pay him through the end of his extended contract of December 31, 2025. What if he isn't still in position?

Ms. Rinnix said I think that timeline was really created, so that there's somewhat of an overlap, or if there was a delay as far as the start date for the next City Attorney. So, that's kind of like a protection for us as a city, so that there's always a legal Council to protect and guide.

Mr. Driggs said if he is still in position through October 31, 2025, and he leaves on November 2, 2025, we're agreeing to pay him through the end of the contract, is that right?

Ms. Rinnix said that's exactly right.

Mr. Driggs said and if he leaves before October 31, 2025, then we pay him only until the date he departs, is that right?

Ms. Rinnix said if he departs by October 1, 2025, we'll pay him up through the date that he's worked, but if he goes beyond October 1, 2025, we will pay him out the remainder of his contract through the end of the year.

Mr. Driggs said I think that's odd, what can I say. Then, I will just note, I think the comparison with the hourly cost of an attorney, we don't make that comparison. We're talking about salaried people, and what people get on an hourly basis is really not a valid comparison. I am not going to be influenced by that comparison.

Ms. Rinnix said and if I may, in regards to that hourly rate. Now of course, we're talking about the level of experience that Mr. Fox has in comparison in the industry, not necessarily just your traditional staff member. When we're talking about what we're paying him, based on his level of expertise, that's what we're paying for.

Mr. Driggs said right, but you're talking about an hourly rate and comparing that with the salary of an employee, that's an apples with oranges comparison, and I really just don't think it's valid. I mean, I'm okay with the plan, but we are not going to hire somebody on an hourly rate to run the Legal Department in the City of Charlotte. That's just not the right comparison. The comparison is what do City Attorney's get? I believe his compensation is competitive, but I don't think we need to be concerned about \$68,000 a month, that's close to a million dollars a year, and we should never have even talked about a million dollars a year. Anyway, okay, I'm fine.

Councilmember Graham said I'm going to talk about what I think is the foundational issue, which is the search, and I will support the extension of the contract for Mr. Fox. I believe he's brought a lot of value to the City, to our Legal Department, in a short period of time in terms of really identifying, what I think through a SWOT analysis, the strength of our department, weakness, opportunities, threats, and even alternatives, in terms of how that department is being run and structured. So, I really appreciate the level of professionalism that exists in the office [INAUDIBLE] in the parking lot. What continues to frustrate me, and really hurts our Council, from my perspective, is how we process our work. So, on January 31, 2025, we got an email that talked about the search, that this position would be filled 75 days from the posting, talked about the agency. I think it even included a brochure about the why Charlotte, why city government, responsibilities, the ideal candidate, experience and education, compensation, all in a nice, neat package. We were interviewed, I participated. Then we got another memo on February 20, 2025, that gave us an outline of when the process would start and end, and I accepted that, and I think that the whole Council kind of did, that that's how we were moving forward.

So, I think I spoke with you, because I was looking at my calendar trying to get ready for May 2025 and June 2025, because I'm doing a lot of traveling, and I wanted to make sure that I was available to do the job, this job. I said, "Well, when are we going to start interviews?" That's when I found out that the search was paused, and I'm like, "Well, who did that?" Who did that? We talked, and I had some questions that I asked you about who, what, when, where, why, to what extent. I even sent an email, and I didn't get any response, about a week ago, two weeks ago, same questions, because I need to make an informed decision, extension, I need some foundation. There was no foundation for me, and that continues to be our Achilles heels as a Council. If the last four weeks hadn't taught me anything, it's something I already knew, is that we continue to trip over ourselves, because of process, how we process the work, making sure that everyone is informed, everyone is included, everyone kind of knows where we're going. Informal conversation does not constitute Council action. So, it came as a surprise to me, because I believe the City Attorney search is extremely important going back to our retreat in January 2025, when we talked about some of the issues that we may or may not receive coming out of Washington, D.C., or a little closer to home, coming out of Raleigh. God knows we need help around this dais in terms of understanding policies and procedures and an interpretation for the Council, that's really important. So, I thought back in January 2025, we needed an attorney sooner than later, notwithstanding the fact that we had someone in the interim who I wish could stay longer in another six months, like maybe another four years. He's made it clear that isn't going to happen. So, knowing that there is an expiration date, this is critically important for the Council. So, I'm just a little disappointed that, again, processes continue to trip us up, and it leads to a wide variety of misinterpretations, misunderstanding, not being on the same page. I just think as a Council, we deserve better, because no one talks about, the City Manager did this or the Mayor did that, it's the City Council. We kind of get beat up when things go wrong, and when things go right, we get a pat on the back.

So, I just hope that there's some confidence in what we're asking to approve tonight, based on process, that there'll be a level of engagement with the Council, so that we can make an informed decision and that we're getting timely information, all of us at the same time, so there's not any misunderstanding about what we're doing, when we're doing it, why we're doing it, and to what extent we're doing it. I think that's a low bar to clear.

Ms. Rinnix said absolutely, and I do respect your feedback. Councilman Graham, I do respect that, and I will promise you going forward the calendar we have set, unless there's some rarity that we have to extend some dates, push some things out, we will proceed as stated on this final draft of this calendar. We will proceed, and you all will be engaged in the process. We will continue to ensure that we're bringing those candidates to you and give you the opportunity to vet them. So, going forward, as we look forward, we will make sure to be very inclusive with you all.

Mr. Graham said and I'm not beating up on you, but you're at the mic.

Ms. Rinnix said absolutely, I understand.

Mr. Graham said but it's also for my colleagues to hear, the Mayor, the Manager, that the last five weeks has taught us that how we process the work matters. We talked in April 2025, so this is really not about the last month. It's a continuing type of saga that we've got to address, and if not, then we continue to trip over ourselves. So, I would support the recommendation to keep Mr. Fox. I think he's done a tremendous job, which is the secondary issue. I'm really, really focused in on the search, and making sure we get the right candidate for the right reasons, because I think this is probably the most important thing that we're going to do for the balance of the year, notwithstanding what may come out of Raleigh in a couple weeks, but even that while important, it's not more important than having the ability to have good, competent legal representation for this Council on a wide variety of issues, not just one or two. Thank you.

Ms. Rinnix said thank you.

Councilmember Anderson said Ms. Rinnix, thank you for the update. A couple things. Just first and foremost, I absolutely support the extension of Interim City Attorney Fox. Thank you, Mr. Fox, for being here, and your level of expertise, and might I say, intestinal fortitude, to deal with 11 strongly opinionated individuals on this Council. You do it with grace and through an informed lens, and I also see that you're always looking out for us. You literally care about the City of Charlotte and her growth, so I appreciate that.

Ms. Rinnix, I'm going to give you a little bit of grace on this process, because, I think because of Mr. Fox being in the seat and performing well, there was probably not as much of an acceleration on filling the seat, whereas, if it were a vacant seat, and fully understand by state statute it can't be a vacant seat, but if there was a vacant leadership seat, then there would've been a more expeditious manner to go about filling that. I've been in that situation numerous times throughout my career, so I'm going to give you a little bit of grace on that, but the City Attorney is one of three employees that report directly to Council, and so I think that's where the passion is about getting the best candidate in this seat long-term. I too would love to have Mr. Fox on for more than six additional months. You might have to take those clubs out of the trunk, Mr. Fox, and put them back in the garage, but I'd love to have you stay on further, but understand that there are limitations to that. So, we really do want to get the best talent and the right personality that will have the right approach to working with this Council and representing us on some really, really big issues, as we advance past being the 14th largest city in the United States of America, climbing up that ladder. So, we really need great talent.

I'm just going to suggest, in this table here is a great rubric for how the process will continue. I feel like more right now is more. We don't need less, we need more. So, the more communication touchpoints that you can provide for Council, I suggest that you include on this table where those touchpoints will happen. Whether it's emailing the Council with current state activities, what's been done, or having it on an agenda that we discuss this. I really believe we need to have it on an agenda in August 2025, just as a refresher. We're going on holiday. We need to make sure it's in front of us at all times. So, more touchpoints, more communication touchpoints. It'd be great if you add it to this table, and I'll make that as a suggestion, and redistribute it to Council. So, then, it'll keep us honest on when those touchpoints should have occurred, and make sure that the

Council feels like we have insight, purview, but also a voice in this process, that ultimately will be a Council employee. Thank you, Madam Mayor.

Councilmember Ajmera said so the economist has spoken, and I agree with Mr. Driggs. Really this is not the right comparison. When we look at our City Manager, the City Attorney and the salary, we don't look at how much the consultant makes in the private sector. We look at other City Attorney's salary, like we have done in the past, for our City employees. So, I would like to see some sort of data on what other City Attorney's make in this state. So, I'm not comfortable with this retention bonus of \$75,000, so I will not be supporting it if there is a motion today. I need to see data from the public sector. One of the reasons, I mean, you see many of our employees work in this space, where they could be making a lot more in the private sector. It's out of passion, and also to give back to our City. I mean, City Manager, had he been in the private sector, he would've been making way more, but these are our City employees that truly care. I mean, this is a way for them to give back to the City. I don't see a comparison where we are going to compare it to Fortune 500 companies.

Also, I agree with some of the concerns that were raised by my colleagues, Councilmember Graham and Mayfield. I feel like the process has not been transparent, and we have concerns around transparency, and we have seen that transpire over past several weeks, months. So, I don't see a reason why we would not have consultant directly updating the Council, like we have done in the past with other City hires, whether it's the City Attorney in the past or the City Manager, where the consultant that we had hired, in this case Ralph Andersen & Associates, directly reporting to the Council, because this is a direct hire who will be reporting to the Council, just updating us on the process, so there is some objectivity and accountability through this process. So, if my colleagues are okay, I would like us to get direct reports from this consulting company.

So, was this timeline something that was created with input from the Council? Because I know in the past, when we hired our City Attorney, some of us were around, and we actually had established a timeline at the committee level. We haven't done that with this, so how is this timeline being developed?

Ms. Rinnix said absolutely. Thank you, Ms. Ajmera. So, the reason that we aligned with an experienced executive recruitment firm is so that we can of course get experience in the industry, so that we can be led and guided by someone that would really make sure that we're not misstepping anywhere. So, when we retained Ralph Andersen & Associates, we got one of the best executive recruiters that's partnering with us, collaborating with the City of Charlotte, with Mr. Fox and I. So, we were led by their guidance of timelines in each step in the process. So, this is traditional in the municipality space of recruitment. So, I do apologize, maybe there was not a lot of touchpoints, but I assure you that this is a very highly competitive process that they have given us. As far as the scheduled timeline, this is on point with a lot of the municipality recruitments throughout the nation.

Ms. Ajmera said I'm not comfortable with just the way how this process has worked, how this timeline has come about. I would like us to stick with the process we have had in the past. We've all gone through this process of hiring the City Attorney in the past, where we, the Committee, developed the process and the timeline, where each committed that we can dedicate this amount of time during this month, and the consultant was directly reporting to the Committee. I just don't see a reason why we would deviate from that process that has worked all these years. So, I would like to propose that this item be referred to the Committee for creating a process and the timeline for hiring of the City Attorney, but I don't have a motion. I'd like to hear from my colleagues.

Councilmember Brown said I don't have any comment at all. I don't have a single comment, I don't.

Councilmember Molina said I think there have been a lot of comments already, so I don't want to belabor a point. I think, first of all, I agree with many of my colleagues in saying that I definitely agree that continuing to have our Interim Attorney on board for the foreseeable future until we make a decision is something that I think we definitely have a consensus on. I think the level of acumen is something that we need, especially now, and so that I'm in full agreement with. I think if I were to add somewhat of an addendum, I would actually lend agreement to a little bit, just one particular part of what Councilwoman Ajmera said, in that, since we do have a search firm, and I was actually discussing this today with the Mayor Pro Tem, about getting updates directly from the firm as we go through this process. I know that's not something that we've had, but especially ongoing, I think that'll be instrumental in the process to make sure that the Council is brought along, as far as the milestones are concerned, as far as the decisioning is concerned. I don't know at what interval that would be appropriate. I know that you said that there's been some identification of specific candidates, and so I'm eager to see what those candidates are, what they bring, and to start that review process as soon as we're as a collective able to, because I think to be an attorney, and comparatively speaking, not from a financial standpoint, but a lead attorney for the City of Charlotte, with 30-plus attorneys in your purview, you're talking about someone who is both a leader and someone who has acumen. This is the equivalency of working for a large firm, in this regard, being such a large city. So, not to belabor a point. This is a large hire. It's a very important hire. So, an update to the Council, from the actual firm that we've hired, would I think be in my opinion one of the better plans of action. I know that this isn't something that's in Mr. Fox's hands, or anything like that, or your hands for that matter, but those updates will help us. So, that's really all I have. Thank you, Madam Mayor.

Councilmember Johnson said I want to be gentle in my words. I want to be thoughtful here, but long story short I won't be supporting the extension. One of the things that I said, Mayor, when you asked me to work together to make changes on the Council, I talked about the need for action, and I think this Council needs to take a definite action to regain the public's trust, and I don't think that extending the contract for the City Attorney is action. We've talked about the Council's approved process and something else happened, and we're concerned about transparency in the last four or five weeks. So, to do nothing or to do the same thing over, or go out of our way to extend the contract, is just not the direction that I want to see the Council go in. We have capable internal staff. I think there's a Deputy City Attorney who's available, I think that's the role of the Deputy City Attorney, while we are looking for another employee. Paula, I want to thank you for your grace, but I didn't talk to you in extending the contract. I received a call from the Mayor. So, I don't think that this was your decision. I don't know how many of us received a call from the Mayor, but this was not a staff decision, and I don't think we should pretend that it was. I just think that we need to do something differently. I also want to ask about the \$75,000 retention bonus. So, the retention bonus is, if Mr. Fox is still here at the end of October 2025. Was that retention bonus always a part of the initial contract?

Ms. Rinnix said no, this is the extension contract. This is more or less, I would say, kind of like a motivator for us to move through the process near the end, which, of course, there are some concerns. If, in fact, we don't extend his contract at this point, it could delay the current schedule that we have in place now, you all, and that's something I definitely wanted each and every one of you all to keep in mind when we're talking about maybe changing the process, or potentially amending the schedule, that could delay, but that's more or less because we've actually retained someone that is from a private firm that has a level of expertise that we felt as if the City definitely needed at this point in time. So, there is value to that. Mr. Fox spent 30 years at Parker Poe, and he moved into retirement, and so there has to be some type of benefit for him to continue in the role to assist the City of Charlotte.

Ms. Johnson said but it was because we paused the process that we're in this situation, that we have to consider that, to keep someone who's ready to retire and his experience. So, I mean, that was a process that we enabled, I guess, or caused our staff to be in, or we led this process. So, now it's going to cost an extra \$75,000,

because of that pause. So, I think we really have to do something different. We know that doing the same thing over and over again and expecting something different is insanity, and I just think that we have to do something different. We have to show our voters that we hear them. We know that they're concerned about transparency. So, the fact that this was extended behind the scenes, I think we as a Council want to show our voters that we hear them and we want to do something different. We know there's a challenge with our public records requests and our meeting minutes, and just different issues. This is a chance to be bold, and be courageous as a Council, and it's really nothing to do with Mr. Fox himself. No disrespect, please don't take it as disrespect. I think as a Council, it's our responsibility to show the voters that we hear them. We know there's division. Our colleague is not here. We know there's a dissenting opinion. I think it's an opportunity to really, just to start over in this process. Again, we have a strong Legal Department internally, that's the role of a Deputy Attorney, to take over in a time like this, or someone internally, and so I just won't be supporting the extension. I just think that that's the right thing to do for our residents. Thank you.

Councilmember Peacock said Madam Mayor, are we going into closed session on a topic similar to this tonight, or are we done?

Mayor Lyles said no, we're done.

Mr. Peacock said okay, so, I'm just trying to wrap up what I'm hearing. I think I'm hearing that we were disappointed that things got off track, and we were not communicated to. So, we want to be overcommunicated to. The second thing I've heard is, we would like to see urgency come out of the HR Office, to work with this consultant. The third thing, if Council will support this, and you'd have to check with the consultant, but we could go into closed session next week before the Zoning Meeting or after, couldn't we, if we chose to do so. I think we should hear directly from the person that we're hiring to do the search, which I would suggest that they could explain their process, who are the candidates that are in the field, and to hear from those here in closed session, about what we're looking for.

Mr. Peacock said so, I won't make a motion. I just want to make sure that we can legally do that within this timeframe. I'm just trying to suggest that we take an action before we go on break, before July 2025, so that the Council can think about it and we can hear about who has given us an application up to this point, and then what are we going to be looking for in August 2025, when you come back with a pool of candidates.

Ms. Rinnix said well, just keep in mind the schedule, Mr. Peacock. The position will not close until next week. So, we don't have a complete pool yet, because there's still opportunity for others to apply.

Mr. Peacock said sure [inaudible], can't we? We can still ask the consultant to talk to us in closed session over video screen, couldn't we? Someone from them could speak to us and talk to us about the process.

Ms. Rinnix said I could reach out to them.

Ms. Johnson said I think our public could hear from the consultant. Why would it have to be a closed session?

Mr. Peacock said if we could make it public, I would love to hear that, that'd be great. I'm not needing to go into closed session. I mean, we're just wanting to hear the process, wanting to hear from the consultant, and we'd have to go into closed session to hear about any potential candidates that you're considering. I mean, this is where we want more information, not less. We want to be ahead of the process. We want to be proactive, not reactive, and I think that's what I'm hearing my colleagues say here, if I'm summarizing or mischaracterizing anything I've heard, but I'm just trying to have a remedy on how we can get out of this, and how we can go into the summer giving more direction to HR, more direction to staff, on what we're looking for, so that we don't come into August 2025, and then we take another month and a half to figure out, what do we

have and what's important to us. I'd rather them hear what's important to us right now, so that they can start to look for candidates that meet our criteria.

Ms. Rinnix said so, Mr. Peacock, just to have an idea as far as the timeline, once the position closes on Monday, that's when he's going to do an additional phone screening, touchpoints with those that've applied.

Mr. Peacock said I'm sorry, I don't understand. Why does it matter whether the position is closed or not? We can still hear from a consultant on what they're searching for, describe their process, what makes them a unique national search firm. They've been doing this since 1972, I see. I want them to deliver on what we've hired them for, which is their expertise and why we're going to find a phenomenal candidate at the end of this process that this dais can be proud of. So, perhaps you call this perhaps a preliminary meeting about who they are and what they do, but I don't think this dais has heard from them directly, have we?

Ms. Ajmera said no, we have not.

Ms. Mayfield said yes, we have.

Mayor Lyles said we have before, but I think your point is important, and we can get people to come and report to us and talk about this. I really do believe it's probably a good idea actually to have Mr. Fox and the consultant, because he is working with, how many folks in the City Attorney's Office, Mr. Fox?

Anthony Fox, Interim City Attorney said 39.

Mayor Lyles said 39 people that he's been trying to engage and work out. He's basically leading a law firm here for us, and that is a lot of work, and more than just what we do at the dais, as you can only imagine. So, I think one of the things that we can do is, yes, we can have the consultant come in and talk about process, and what's most current and recent. One of the things that I think we have to think about is that the Council has set a requirement that you have to practice law in North Carolina, and some of these things are sometimes different. I think it would be good to have the consultant, and I don't know what his timeframe is. People go to Nantucket, and I've heard about places like that, when you have a lot of money, but anyway. I think that it's just the discussion of when can we get this person that could come in. They have a firm, and we know that they can do video or phones and all of that, so I don't think that's an issue. I think it's a separate issue from what we're talking about, in terms of having ideas of what we want to do and say. I think we'll be fine.

Mr. Peacock said alright. I put the proposal out to you to ask our City Attorney Fox, to help shepherd this, give this dais more communication, not less. We can open up a dialogue, see who the people are that we've hired, we're paying them. I'm assuming this wouldn't be extra. So, just a suggestion.

Mayor Lyles said I think it's a good one.

Councilmember Mitchell said thank you, Mayor and Council, and to my leadership, Charlotte alumni, great job. So, I'm going to make two comments. I do think, Paula, you heard loud and clear from some of the Council members about the process, so I'm going to leave it with you and this Council, how do we improve the process? I would make a motion, Mayor, on extending Mr. Fox's contract.

Motion was made by Councilmember Mitchell, and seconded by Councilmember Anderson to approve the City attorney search and extend the contract with Mr. Anthony Fox.

Mr. Mitchell said, and this is me from a policy standpoint position. Council, when you think about if we get a blessing from Raleigh, and we can move forward on the transit authority, the transit sales tax. We've still got a Bank of America contract, we've still got a bill up there, SB (Senate Bill) 257, that we need to pay close attention to, and one that's dear to me is the landfill issue that we are still now appealing. So, it's good to have someone with experience, and I think Councilmember Mayfield might've said it, he's a Charlotte native. He could be retiring, playing golf right now on an island, or whatever, but he decided to say I've got to give back to the City I love. He reminds me constantly about giving up his retirement.

So, last, but not least, I think we all want a new City Attorney that can lead the 14th largest city in America to new heights. I think having a department of 39 [INAUDIBLE] position them to grow and to put them in a better situation, would make this job more attractive. What better to have a person who has no skin in the game. When it comes December 31, 2025, he's going to leave. He would like to leave and say, I did all what I can to put Charlotte in a better position. So, with that, Mayor, I think we've got a motion on the floor and Mayor Pro Tem second it, to move forward and extend his contract.

The vote was taken on the motion and recorded as follows:

YEAS: Councilmembers Anderson, Driggs, Graham, Mayfield, Mitchell, Molina, and Peacock

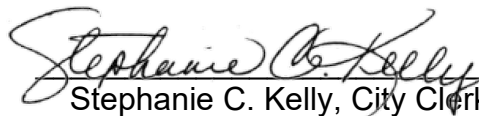
NAYS: Councilmembers Ajmera, Brown, and Johnson

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ADJOURNMENT

Motion was made by Councilmember Peacock, seconded by Councilmember Brown, and carried unanimously to adjourn the meeting.
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The meeting was adjourned at 9:19 p.m.


Stephanie C. Kelly, City Clerk MMC, NCCMC

Length of Meeting: 4 Hours, 2 Minutes
Minutes completed: July 23, 2025