

The City Council of the City of Charlotte, North Carolina convened for a Business Meeting on Monday, August 9, 2021, at 5:01 p.m. in Room 267 of the Charlotte Mecklenburg Government Center with Mayor Lyles presiding. Councilmembers present were Dimple Ajmera, Tariq Bokhari, Ed Driggs, Larken Egleston, Julie Eiselt, Malcolm Graham, Renee Johnson, Matt Newton, Greg Phipps, and Braxton Winston II.

ABSENT UNTIL NOTED: Councilmember Watlington

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Mayor Lyles welcomed everyone to the August 9, 2021, Business Meeting and said this meeting is being held as a virtual meeting in accordance with all of the laws that we have to follow, especially around an electronic meeting. The requirements also include notice and access that are being met electronically as well. You can view this on our Government Channel, the City's Facebook Page, or the City's YouTube Page.

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INVOCATION AND PLEDGE OF ALLEGIANCE

Councilmember Johnson gave the Invocation and the Pledge of Allegiance to the flag was led by Councilmember Phipps.

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

Mayor Lyles said it is my understanding that there are no outstanding questions on the Consent Items. There are two exemptions Item No. 44 which has been pulled by Staff and Item No. 74 which has been deferred to September 13, 2021.

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ITEM NO. 2: CLOSED SESSION

There was no closed session.

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CONSENT AGENDA

ITEM NO. 5: CONSENT AGENDA ITEMS 20 THROUGH 81 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 Egleston, seconded by Councilmember Newton, and carried unanimously to adopt the Consent Agenda as presented with the exception of Item No. 44 and Item No. 74.
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The following items were approved:

Item No. 20: NXTCLT Minority Business Development Program

(A) Approve a contract with Orbital Socket for the implementation of NXTCLT, a minority business development program, for an initial term of one year, and (B) Authorize the City Manager to renew the contract for up to three, one-year terms with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Item No. 21: Community Policing Crisis Response Team Contract

Approve contract amendment #1 for \$2,497,000 to the contract with CriSys for the provision of adding six clinicians to the Charlotte-Mecklenburg Police Department's Community Policing Crisis Response Team for the term of the contract.

Item No. 22: The fiscal Year 2022 Governor's Highway Safety Program Grant for Traffic Safety – Driving While Impaired Task Force

Adopt a resolution to accept a grant award in the amount of \$201,201 from the Governor's Highway Safety Program for the Driving While Impaired Task Force.

The resolution is recorded in full in Resolution Book 51, at Page(s) 762-763.

Item No. 23: Motorcycle Repair Parts and Services

(A) Approve the purchase of motorcycle parts by the sole source exemption, (B) Approve a contract with Motorcycles of Charlotte for the purchase of motorcycle parts and services for the term of three years, and (C) Authorize the City Manager to amend the contract consistent with the purpose for which the contract was approved.

Item No. 24: Construct Bridge Structure Repairs

Approve a contract in the amount of \$2,205,761.53 to the lowest responsive bidder Lee Construction Company of Carolinas, Inc. for the bridge structure repairs project.

Summary of Bids

Lee Construction Company of the Carolinas, Inc.	\$2,205,761.53
Southern Road and Bridge LLC	\$2,742,814.40

Item No. 25: Traffic Signal Components

(A) Approve unit price contracts for the purchase of traffic signal components for an initial term of three years to the following: Peek Traffic Corporation DBA Oriux, Rosenblatt & Associates, Inc., DBA RAI Products, and (B) Authorize the City Manager to renew the contracts for up to two, one-year terms with possible price adjustments and to amend the contracts consistent with the purpose for which the contracts were approved.

Item No. 26: Construct Craven Thomas Road/Robert Helms Road Streetscape

Approve a contract in the amount of \$2,243,408.04 to the lowest responsive bidder Sealand Contractors Corp. for the Craven Thomas Road/Robert Helms Road Streetscape project.

Summary of Bids

Sealand Contractors Corp.	\$2,243,408.04
United of Carolinas, Inc.	\$2,302,141.53

Item No. 27: Two-Way Radios and Related Equipment

(A) Approve the purchase of two-way radios and related equipment from a state contract, (B) Approve a contract with Motorola Solutions, Inc. for the purchase of two-way radios and related equipment for a term of less than one year ending June 30, 2022, under North Carolina state contract 725G, and (C) Authorize the City Manager to extend the use of the contract for additional terms for as long as the state contract is in effect at prices and terms that are the same or more favorable than those offered under the state contract.

Item No. 28: Construct Storm Drainage Improvements

Approve a contract in the amount of \$1,297,666.56 to the lowest responsive bidder Blythe Development Co. for Storm Drainage Improvements Projects Series H.

Summary of Bids

Blythe Development Co.	\$1,297,666.56
Sealand Contractors Corp.	\$1,349,165.27
United of Carolinas, Inc.	\$1,631,246.82

Item No. 29: Construct Cutchin Drive Storm Drainage Improvement Project

Approve a contract in the amount of \$6,862,419.85 to the lowest responsive bidder United of Carolinas, inc. for the Cutchin Drive Storm Drainage Improvement Project.

Summary of Bids

United of Carolinas, Inc.	\$6,862,419.85
Sealand Contractors	\$7,020,401.85
Metra Industries	\$8,304,558.90

Item No. 30: Construct Severn Avenue Storm Drainage Improvement Project

Approve a contract in the amount of \$837,825.60 to the lowest responsive bidder United of Carolinas, Inc. for the 3739 Seven Avenue Storm Drainage Improvement Project.

Summary of Bids

United of Carolinas, Inc.	\$837,825.60
Mountaineer Contractors Inc.	\$883,335.60
Sealand Contractors Corp.	\$957,218.40

Item No. 31: Hidden Valley Water System Improvements and Tom Hunter Streetscape Construction

Approve a guaranteed maximum price of \$19,027,682.22 to Joint Venture of Sanders Utility Construction Co., Inc. and B.R.S., Inc. for Design-Build construction services related to the Hidden Valley Water System Improvements project.

Item No. 32: Little Hope Creek Tributary Sanitary Sewer Construction

Approve a guaranteed maximum price of \$22,726,605 to Park Construction of North Carolina, Inc. for Design-Build construction services for the Little Hope Creek Tributary – Ashbrook-Clawson Village and Colonial Village Segment Sanitary Sewer Improvement Project.

Item No. 33: Sugar Creek Sanitary Sewer Rehabilitation

(A) Reject the low bid submitted by Michels Pipe Services, Inc. for the Sugar Creek 78-inch Sanitary Sewer Rehabilitation project, and (B) Approve a contract in the amount of \$6,485,671.84 to the lowest responsive bidder SAK Construction, LLC for the Sugar Creek 78-inch Sanitary Sewer Rehabilitation Project.

Summary of Bids

Michels Pipe Services DBA Michels Corporation	\$3,539,433.30
SAK Construction, LLC	\$6,485,671.84
Spiniello Companies	\$6,491,764.76
Insituform Technologies, LLC	\$7,116,295.13

* Michels Pipe Services DBA Michels Corporation failed to meet the CBI goal of Good Faith Efforts; therefore, the contract was awarded to the next lowest responsive bidder.

Item No. 34: Water Facility Master Security Key System

(A) Approve the purchase of keys, cores, lock hardware, and services by the sole source exemption, (B) Approve a contract with Eastway Lock & Key, Inc. for the purchase of keys, cores, lock hardware, and services for the term of five years, and (C) Authorize the City Manager to amend the contract consistent with the purchase for which the contract was approved.

Item No. 35: Water and Sanitary Sewer Maintenance and Repair Services

(A) Approve a unit price contract with the lowest responsive bidder State Utility Contractors, Inc. for water and sanitary sewer maintenance and repair services for an initial term of one year, and (B) Authorize the City Manager to renew the contract for up to three, one-year terms with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Summary of Bids

State Utility contractors	\$6,504,635.00
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D. E. Walker

\$6,531,723.06

Item No. 36: Water Transmission Main Improvements and Repairs

Approve a contract amendment for \$853,792 to the contract with State Utility Contractors, Inc. for additional Design-Build design services for the Water Transmission Main Improvements and Repairs project.

Item No. 37: W. T. Harris Boulevard and Plott Road Water Main Construction

Approve a guaranteed maximum price of \$45,291,279.08 to Joint Venture of Sanders Utility Construction Co., Inc. and B.R.S., Inc. for Design-Build construction Services for the W. T. Harris Boulevard and Plott Road Water Main project.

Item No. 38: CATS Bulk Cleaning Solution

(A) Approve a unit price contract to the lowest responsive bidder Loyal Systems, Inc. for the purchase of cleaning products and repair parts and services for bus wash facilities, lots, and maintenance garage for an initial term of three years, and (B) Authorize the City Manager to renew the contract for up to two, one-year terms with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Summary of Bids

* The complete Summary of Bids is available in the City Clerk's Office.

Item No. 39: CATS Bus Brake and Suspension Parts

(A) Approve a unit price contract to the lowest responsive bidder Mohawk for the purchase of bus brake and suspension parts for an initial term of three years, and (B) Authorize the City Manager to renew the contract for up to two, one-year terms with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Summary of Bids

* The complete Summary of Bids is available in the City Clerk's Office.

Item No. 40: CATS Hybrid Bus Parts and Repair Services

(A) Approve a contract with Clarke Power Services for bus parts and repair services for the existing hybrid buses for an initial term of three years, and (B) Authorize the City Manager to renew the contract for up to two, one-year terms with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Item No. 41: CATS Paratransit Replacement Parts

(A) Approve the purchase of Original Equipment Manufacturer Ford parts from a cooperative purchase contract, (B) Approve a unit price contract with Ford Motor Company for the purchase of Original Equipment Manufacturer Ford parts for a term of four years under cooperative purchasing contract, Sourcewell Contract 101520-FMC, December 2, 2020, and (C) Authorize the City Manager to extend the contract for additional terms as long as the cooperative contract is in effect, at prices and terms that are the same or more favorable than those offered under the cooperative contract.

Item No. 42: CATS Bus Fuel Tank and Radiator Repair Services

(A) Approve a contract with The Cooling Center for the fuel tank and radiator repair services for an initial term of three years, and (B) Authorize the City Manager to renew the contract for up to two, one-year terms with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Item No. 43: CATS Bus Farebox Parts

(A) Approve the purchase of farebox parts by the sole source exemption, (B) Approve a contract with GFI Genfare (SPX) for the purchaser of farebox parts for the term of three years, and (C) Authorize the City Manager to renew the contract for up to two, one-year

terms with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Item No. 45: Airport Capacity Simulation Modeling

(A) Approve a contract in the amount of \$746,060 with Landrum & Brown, Incorporated for capacity simulation modeling, and (B) Authorize the City Manager to amend the contract consistent with the purpose for which the contract was approved.

Item No. 46: Airport Construction Inspection Services

(A) Approve a contract with Talbert, Bright & Ellington, Inc. for resident project representative construction inspection services for an initial term of five years, and (B) authorize the City Manager to renew the contract for up to two, one-year terms with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Item No. 47: Airport Customer Support Services

(A) Approve a contract with HHS Aviation, LLC for Airport customer support services for an initial term of three years, and (B) Authorize the City Manager to renew the contract for up to two, one-year terms with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Item No. 48: Airport e-Builder Support Services

(A) Approve a contract with HNTB North Carolina, P.C. for e-Builder Support Services for an initial term of three years, and (B) Authorize the City Manager to renew the contract for up to two, one-year terms with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Item No. 49: Airport Fire Station 41 Expansion Construction

(A) Approve a contract in the amount of \$3,007,284 to the lowest responsive bidder Edison Foard Construction Services, Inc. for construction services for the Fire Station 41 Expansion project, and (B) Approve contract amendment #1 in the amount of \$220,187 with RS&H Architects Engineers Planners, Inc. for construction administration services for the construction phase of the Fire Station 41 expansion project.

Summary of Bids

* The complete Summary of Bids is available in the City Clerk's Office.

Item No. 50: Airport Fixed Based Operator Agreement Extension

(A) Approve amendment #6 adding three, one-year renewal options to the contract with Wilson Air Center-North Carolina, LLC as the Fixed Based Operator Services Manager at the airport, and (B) Authorize the City Manager to execute the additional renewal options with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Item No. 51: Airport Main Terminal Conveyor Upgrades

(A) Approve a contract with Siemens Logistics, Inc. for main terminal and Federal Inspection Services conveyor upgrades for a term of six 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.

Item No. 52: Airport Navigational Aid Relocation Reimbursement

(A) Approve a reimbursement agreement with the Federal Aviation Administration for the relocation of navigational aid facilities and field cabling to support the airport's North End Around Taxiway project, and (B) Authorize the City Manager to amend the contract consistent with the purpose for which the agreement was approved.

Item No 53: Airport Project Construction Manager at Risk Services

Approve a contract in the amount of \$598,999 with Messer Construction Co. for preconstruction management at-risk services for the Federal Inspections Station Facility and Concourse D Renovations project.

Item No. 54: Set a Public Hearing on Certificates of Participation Financing for Equipment and Facilities

(A) Adopt an initial findings resolution making certain findings and calling for the execution of various documents necessary to complete an installment financing contract, and (B) Adopt a resolution setting a public hearing for August 23, 2021, for an installment financing contract not to exceed \$125,000,000.

The resolution is recorded in full in Resolution Book 51, at Page(s) 764-767.

Item No. 55: Bond Issuance Confirmation for Albemarle Landing

Adopt a resolution confirming the July 27, 2020, resolution granting INLIVIAN's request to issue multifamily housing revenue bonds, in an amount not to exceed \$14,000,000, to finance the development of an affordable housing development known as Albemarle Landing.

The resolution is recorded in full in Resolution Book 51, at Page(s) 768-769.

Item No. 56: Set a Public Hearing on Edgewood Preserve Area Voluntary Annexation

Adopt a resolution setting a public hearing for September 13, 2021, for the Edgewood Preserve Area voluntary annexation petition.

The resolution is recorded in full in Resolution Book 51, at Page(s) 770-771.

Item No. 57: set a Public Hearing on Riverbend Phase 3-2 Area Voluntary Annexation

Adopt a resolution setting a public hearing for September 13, 2021, for the Riverbend Phase 3-2 voluntary annexation petition.

The resolution is recorded in full in Resolution Book 51, at Page(s) 772-773.

Item No. 58: Meeting Minutes

Approve the titles, motions, and votes reflected in the Clerk's record as the minutes of May 10, 2021, Business Meeting, May 17, 2021 Zoning Meeting, May 19, 2021 Budget Adjustments Meeting, May 24, 2021, Business Meeting, and May 26, 2021, Budget Straw Votes Meeting.

PROPERTY TRANSACTIONS

Item No. 59: Charlotte Water Property Transactions – Dairy Branch Tributary Sewer Improvements, Parcels 35-52 combined

Resolution of condemnation of 52,197 square feet (1.20 acres) in Sanitary Sewer Easement and 46,556 square feet (1.07 acres) Permanent Utility Easement and 444 square feet (0.01 acres) Sanitary Sewer Easement and Permanent Utility Easement Overlap, and 6,986 square feet (0.16 acres) in Temporary Construction Easement at 223, 225, 231, 237, 243, 249, 253, 301, 307, 315, 319, 325, 403, 411, 419, 427, 435, 441 Poindexter Drive from Marsh Realty Company for \$1,749,050 for Dairy Branch Tributary Sewer Improvements, Parcels #35-52.

The resolution is recorded in full in Resolution Book 51, at Page(s) 774.

Item No. 60: Charlotte Property Transactions – Dairy Branch Tributary Sewer Improvements, Parcel #55

Resolution of Condemnation of 2,574 square feet (0.06 acres) in Sanitary Sewer Easement and 473 square feet (0.01 acres) in Permanent Utility Easement and 507 square feet (0.01 acres) Sanitary Sewer Easement and Permanent Utility Easement Overlap and 2,432 square feet (0.06 acres) in Temporary Construction Easement at 215 Poindexter Drive from Marsh Realty Company for \$163,525 for Dairy Branch Tributary Sewer Improvements, Parcel #55.

The resolution is recorded in full in Resolution Book 51, at Page(s) 775.

Item No. 61: Property Transactions – Beatties Ford Sunset Road Pedestrian Project, Parcel #15

Acquisition of 8,524 square feet (0.20 acres) Fee Simple, 12 square feet (0 acres) Utility Easement, 610 square feet (0.014 acres) Storm Drainage Easement, 605 square feet (0.014 acres) Sidewalk Utility Easement, 4,537 square feet (0.104 acres) Temporary Construction Easement, 28 square feet (0.001 acres) Sidewalk Utility/Storm Drain Easement at 1801 Sunset Road from Kenneth E. Edwards and Jo H. Edwards for Beatties Ford Sunset Road Pedestrian Project, parcel #15.

Item No 62: Property Transactions – Beatties Ford Sunset Road Pedestrian Project, Parcel #54

Resolution of Condemnation of 907 square feet (0.021 acres) Sidewalk Utility Easement. 1,370 square feet (0.031 acres) Temporary Construction Easement at 3101 Sunset Road from Brenda Kennedy for \$2,500 for Beatties Ford Sunset Road Pedestrian Project, Parcel #54.

The resolution is recorded in full in Resolution Book 51, at Page(s) 776.

Item No. 63: Property Transactions – Harrisburg Road Sidewalk GAP, Parcel #2

Condemnation of 207 square feet (0.005 acres) Storm Drainage Easement, 1,586 square feet, (0.036 acres) Sidewalk Utility Easement, 2,120 square feet (0.049 acres) Temporary Construction Easement at 9300 Misenheimer Road from Linda Dana for \$4,400 for Harrisburg Road Sidewalk GAP, Parcel #2

The resolution is recorded in full in Resolution Book 51, at Page(s) 777.

Item No 64: Property Transactions – JW Clay Boulevard Streetscape, Parcel #1

Resolution of Condemnation of 889 square feet Fee Simple, 6,427 square feet (0.148 acres) Sidewalk Utility Easement, 8,210 Square feet (0.188 acres) Temporary Construction Easement at 8620 JW Clay Boulevard from Logan Carolina Place Associates, LTD for \$119,250 for JW Clay Boulevard Streetscape, Parcel #1.

The resolution is recorded in full in Resolution Book 51 at Page(s) 778.

Item No. 65: Property Transactions – JW Clay Boulevard Streetscape Parcel #2

Resolution of Condemnation of 68 square feet (0.001 acres) Fee Simple, 412 square feet (0.009 acres) Sidewalk Utility Easement, and 464 square feet (0.011 acres) Temporary Construction Easement at 8629 J M Keynes Drive from UPH Lakeside Limited Partnership, for \$3,550 for JW Clay Boulevard Streetscape, Parcel #2.

The resolution is recorded in full in Resolution Book 51, at Page(s) 779.

Item No. 66: Property Transactions – JW Clay Boulevard Streetscape, Parcel #3

Resolution of Condemnation of 798 square feet (0.02 acres) Fee Simple, 2,523 square feet (0.058 acres) Sidewalk Utility Easement, 3,695 (0.085 acres) Temporary Construction Easement at 8648 JW Clay Boulevard from Chick-Fil-A, Inc. for \$59,600 for JW Clay Boulevard Streetscape, Parcel #3.

The resolution is recorded in full in Resolution Book 51, at Page(s) 780.

Item No. 67: Property Transactions – JW Clay Boulevard Streetscape, Parcel #4

Acquisition of 71 square feet (0.001 acres) Fee Simple, 506 square feet (0.012 acres) Sidewalk Utility Easement, 3,423 square feet (0.079 acres) Temporary Construction Easement at 8661 JW Clay Boulevard from Taco Bell of America LLC for \$22,100 for JW Clay Boulevard Streetscape, Parcel #4.

Item No. 68: Property Transactions – JW Clay Boulevard Streetscape, Parcel #5

Acquisition of 1,318 square feet (0.03 acres) Fee Simple, 63 square feet (0.001 acres) Storm Drainage Easement, 1,563 square feet (0.036 acres) Sidewalk Utility Easement, 1,500 square feet (0.034 acres) Temporary Construction Easement at 8701 JW Clay Boulevard from EBA Blissful Real Estate LLC for \$51,750 for JW Clay Boulevard Streetscape, Parcel #5.

Item No. 69: Property Transactions – JW Clay Boulevard Streetscape, Parcel #6

Acquisition of 387 square feet (0.08 acres) Fee Simple, 953 square feet (0.022 acres) Post Construction Controls Easement, 3047 square feet (0.07 acres) Storm Drainage Easement, 1,153 square feet (0.026 acres) Sidewalk Utility Easement, 295 square feet (0.007 acres) Temporary Construction Easement at 8700 JW Clay Boulevard from ROM Properties LLC for \$41,125 for JW Clay Boulevard Streetscape, Parcel #6.

Item No. 70: Property Transactions – JW Clay Boulevard Streetscape, Parcel #10

Acquisition of 4,822 square feet (0.11 acres) Fee Simple, 9,758 square feet (0.224 acres) Sidewalk Utility Easement, 13,263 square feet (0.304 acres) Temporary Construction Easement at 8821 JW Clay Boulevard from Howell Family Properties, LLC for \$270,000 for JW Clay Boulevard Streetscape, Parcel #10.

Item No. 71: Property Transactions – JW Clay Boulevard Streetscape, Parcel #11

Acquisition of 3,650 square feet (0.08 acres) Fee Simple, 6,341 square feet (0.146 acres) Sidewalk Utility Easement, 12,223 square feet (0.281 acres) Temporary Construction Easement at 605 Doug Mayes Place from Sam's Real Estate Business Trust for \$106,700 for JW Clay Boulevard Streetscape, Parcel #11.

Item No. 72: Property Transactions – JW Clay Boulevard Streetscape, Parcel #13 and 15

Resolution of Condemnation of 2,984 square feet (0.069 acres) Post Construction Controls Easement, 18,008 square feet (0.413 acres) Slope Easement, 6,527 square feet (0.15 acres) Sidewalk Utility Easement, 12,317 square feet (0.283 acres) Temporary Construction Easement at JW Clay Boulevard and 9131 JW Clay Boulevard from University Place Owners Association, Inc. for \$81,300 for JW Clay Boulevard Streetscape, Parcel #13 and 15.

The resolution is recorded in full in Resolution Book 51, at Page(s) 781.

Item No. 73: Property Transactions – JW Clay Boulevard Streetscape, Parcel #14

Acquisition of 3,888 square feet (0.089 acres) Slope Easement, 3 square feet (0 acres) Sidewalk Utility Easement, 3 square feet (0 acres) Temporary Construction Easement at 9030 Glenwater Drive from Hill Child LLC for \$15,175 for JW Clay Boulevard Streetscape, Parcel #14.

Item No. 75: Property Transactions – JW Clay Boulevard Streetscape, Parcel #23

Acquisition of 1,003 square feet (0.02 acres) Fee Simple, 825 square feet (0.019 acres) Temporary Construction Easement at 8809 and 8813 JW Clay Boulevard from EBA Blissful Real Estate LLC for \$15,850 for JW Clay Boulevard Streetscape, Parcel #23.

Item No. 76: Property Transactions – JW Clay Boulevard Streetscape, Parcel #24

Acquisition of 495 square feet (0.011 acres) Sidewalk Utility Easement, 4,990 square feet (0.115 acres) Temporary Construction Easement at 8619 JW Clay Boulevard from EBA Blissful Real Estate LLC for \$37,900 for JW Clay Boulevard Streetscape, Parcel #24.

Item No. 77: Property Transactions – McCullough Drive Streetscape, Parcel #10

Acquisition of 10,014 square feet (0.23 acres) Fee Simple, 9,962 square feet (0.229 acres) Sidewalk Utility Easement, 4,389 square feet (0.101 acres) Temporary Construction Easement at 1418 Baseline Road from Baseline NC Partners LLC for \$121,534 for McCullough Driven Streetscape, Parcel #10.

Item No. 78: Property Transactions- McKee and Providence Intersection Improvements, Parcel #3

Acquisition of 29,961 square feet (0.688 acres) Temporary Construction Easement at 10800 Sikes Place from Marsh Bissell Patrick II, LLC for \$57,525 for McKee and Providence Intersection Improvements, Parcel #3.

Item No. 79: Property Transactions – Providence Road Sidewalk Improvement (Greentree Drive – Knob Oak Lane), Parcel #20

Acquisition of 2,388 square feet (0.055 acres) Sidewalk Utility Easement, 1,751 square feet (0.04 acres) Temporary Construction Easement at 3800 Providence Road from Damon Decristoforo and Veronica P. Decristoforo for \$40,000 for Providence Road Sidewalk Improvement (Greentree Drive – Know Oak Lane, Parcel #20.

Item No. 80: Property Transactions – 8700 Steele Creek Road, Parcel #2

Acquisition of 14,662 square feet (0.337 acres) Sanitary Sewer Easement at 8620 Steele Creek Road from Shopton Road, LLC for \$34,100 for 8700 Steele Creek Road, Parcel #2.

Item No. 81: Property Transactions – Thorncliff Drive 7316, Parcel #3

Acquisition of 4,081 square feet (0.094 acres) Storm Drainage Easement, 2,497 square feet (0.057 acres) Temporary Construction Easement at 7225 Brynhurst Drive from Samuel W. Stroup and Sarah N. Stroup for \$19,500 for Thorncliff Drive 7316, Parcel #3.

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Mayor Lyles said I would like to make a few announcements; one of the first ones I would like to do is take a moment to remember a man who has left a legacy during his time as a public servant here in Charlotte. We recently lost 93-year-old Hoyle Martin who served as a three-term Charlotte City Councilmember and then represented the people of Mecklenburg County on the Board of County Commissioners. We remember Hoyle as a dedicated elected official who always stood up for what he believed in. He was a Democrat who often sided with Republicans, so his passing is a loss for both parties. Tonight, I send condolences to his spouse Mary and to his family and loved ones. Like I said he has created a lasting legacy in our City.

The second item I would like to talk about is as you know that since our break with the adoption of the budget and the adoption of the 2040 Comprehensive Plan, we have created three Boards in our City to help advise us and because I believe it is summer, this is an assumption on my part, that summer has caused us with a break in July, we have not seen the kind of ordinary reaction that we have had from our community. So, we have three Boards, The Charlotte Neighborhood Equity and Stabilization Commission which is reviewing and recommending specific anti-displacement strategies and tools for protecting residents that live in vulnerable neighborhoods that may be displaced. We have the Charlotte Equitable Development Committee which is to assess the infrastructure throughout our City and recommend strategies to balance equitable investments in areas in most need and the Arts and Cultural Advisory Board, a Board that consists of artists, creatives, cultural institutions to help allocate art and cultural funding and develop our cultural plan. All of these Boards and Commissions were advertised through Friday, August 13th. We have not seen a number of people that have submitted their applications, so today I would like to extend that. We will be working with the Clerk's Office on a date for an appropriate extension and try to get the information out on all of these committees and commissions. These are some of the most important items that are generally three-year terms, they are in it for the big things that we are doing, arts and culture, equity, infrastructure, things like that. I would like to ask the City Council to take that social media and talk to your constituents and talk to people that we would like to see apply for these

positions. With that, those are the announcements that I wanted to make. Are there any questions about that?

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POLICY

ITEM NO. 3: NON-DISCRIMINATION ORDINANCE

Mayor Lyles said I wanted to start with a few brief remarks as we begin to start this meeting, especially since the first item on our agenda is the consideration of a Non-Discrimination Ordinance commonly known as the NDO (non-discrimination Ordinance). Over several decades Charlotte has strived to achieve values of diversity, inclusion, and welcoming. Tonight, this City Council as an institution will actually be addressing our Non-Discrimination Ordinance for the third time, and maybe three times is what it sometimes takes. This Ordinance is presented after a year of discussion with the advocates in our LGBTQ (lesbian, gay, bisexual, transgender, and queer or questioning) Community and countless hours of leg work by the City Council and with research in what other cities are doing across our state and our country. This Ordinance seeks to affirm the principles many of us that are watching tonight and attending this meeting openly support namely equitable remedies for discrimination which I believe is essential to our civic fabric.

As I said our City continues to thrive to provide an environment where everyone can live and feel safe. We remain committed to those principles during a time of rapid growth and change and even with the backdrop of a global pandemic. Tonight, we will consider, discuss a Non-Discrimination Ordinance for adoption.

I just want to remind some folks in 2014 the Charlotte Council set out to do the same thing that we are doing tonight, and we had six Councilmembers originally agree to support the Ordinance, with a very different time. But I want you to know that over a weekend we had a Councilmember who had said yes, I will support it say no, I'm not and they did it through the newspaper and we were not able to be successful at that time. I think this is a very different time. I just want to remind some of our friends that Scott Bishop and many of the LGBTQ advocates and friends had to sit and watch as the Council voted and did not adopt the ordinance.

On February 22, 2016, five years ago now, Charlotte sought again to lead with a new effort for a proposed Non-Discrimination Ordinance and Council approved that Ordinance by a 7 to 4 vote. The protections from the expansion of our Non-Discrimination Ordinance to the LGBTQ community was quickly repealed by what we know as HB-2 limiting North Carolina Municipalities to enact NDO in some parts permanently, and we all know what that is, but in others for only for a period of time. So, it is now our time. Charlotte like many other North Carolina cities is stepping up to provide equal justice, but I also want to do this. I want to commend Mayor Dan Clodfelter, and Mayor Jennifer Roberts, and all the elected officials, some of whom are here today, in the past who supported this Ordinance. Then I also want to commend and thank the Charlotte City Council because what we are doing tonight is a result of working together instead of a weekend where something was disrupted. There were conversations and debates since last Monday that brought us to this place tonight. I stand with those who support the action tonight along with the countless LGBTQ advocates and organizations who have lobbied us for its passage. I expect this discussion will be passionate because it really matters. As Mayor, I want to say this, every member of this body will make a decision in their own way whether they do it by procedure or profess belief, but I want you to know that every member of the City Council has actually stood up to have this discussion, to have this debate and to participate tonight, and I hope that we will end with an Ordinance that has both clarity and certainty.

Also, I want to share one other technical item. I have referred the question of fines and penalties to be included if the NDO is adopted tonight to be referred to the Charlotte City Council Budget and Effectiveness Committee. Ed Driggs Chairs it, for review of recommendations within the next 60-days assuming that we adopt the Ordinance as presented tonight. The discussion of this Ordinance will frame how this Council works to

demonstrate respect for each other and for the people that live in this City. So, I would like to say that I would hope that we will conduct ourselves in a way as I would say people would expect us to because of the kind of City that we are in.

What I want to do tonight is follow an outline, the meeting procedure for tonight because I know many of you are probably not as familiar with some of the things that we do. So, I wanted to start with an outline of what you can expect. The first item or for any of the items on the agenda, the City Attorney, in the case of the NDO, or the City Manager on other items will review any proposed recommended action. As I said in the first case, for the NDO, the City Attorney will speak. We have public speakers both virtual and in-person who will have two minutes to speak on the NDO. We have no other speakers signed up for any other public hearing or any other item on the agenda tonight. I would ask that we please allow each speaker to be heard without interruption. Following the speakers, I will ask for a motion and a second and each Councilmember will be recognized once for questions and comments. Take as long as you need to have those questions and comments ironed out and then after everyone has spoken, we will call for a vote on the motion. If there is a substitute motion the substitute motion will be considered first with each Councilmember recognized once again for questions and comment on the substitute motion. Council will then vote on the substitute motion, if it passes, we've reached a conclusion, if it fails there will then be a vote on the primary motion. We will follow these rules of the procedure until there is a concluding action. So, with that, I believe that we are now prepared to actually begin our first item. My hope tonight is that we adopt an ordinance consistent with our principles, our vision, and something that we can be proud of and celebrate in our community. Thank you for allowing me to outline a few things for the agenda tonight. I now want to recognize our City Attorney, Patrick Baker.

Patrick Baker, City Attorney said I am here to present the Non-Discrimination Ordinance. I want to thank all the Councilmembers and members of the community for their tireless work and conversations that we had during the weekend to try to hammer out an Ordinance that hopefully will pass this body and something that this community can be very proud of. This is similar to the introduction that I had last Monday; what this Non-Discrimination Ordinance does is regulates areas that are no longer preempted by HB-142 or any other laws and this relates to employment and public accommodations. We've had a Public Accommodations Ordinance for a number of years, and this is our first time having an Employment Ordinance as well. We are also expanding the definition of protected classes, a large part of that as it relates to sexual orientation, gender identity, gender expression comes from a recent case, the Bostock Case coming out of the Supreme Court which specifically considered sexual orientation, gender identity and gender expression as part and parcel of sex discrimination. That is the law of the land now and we will incorporate that in our definitions where you see the prohibition of sex discrimination that will include that Bostock language going forward.

What it also does not do is amend our Fair Housing Act. Our Fair Housing Act has been created by our City Charter, which has very specific categories of a protected class and if we are going to make changes to the Fair Housing Ordinance, we would have to amend our Charter which would require a General Assembly actually doing that for us. That may be something that the Intergovernmental Committee wishes to do later, but that is not before you right now because you don't have the authority to do that unilaterally. I will say that under HUD (Housing and Urban Development) guidance, particularly as it relates to the Bostock Case coming down, HUD is treating sex discrimination and Fair Housing as part and parcel, but sexual orientation, gender identity, and gender expression as part and parcel of sex discrimination and we will be talking a little bit about natural hair discrimination. They are also treating that as part and parcel of race discrimination going forward. So, there are some protections there even though they are not spelled out in our Fair Housing Ordinance like they will be in the Ordinances that we have in front of you and again, that is simply for the reasons related to the Charter authority that we have and how a Charter can be amended.

The old policies that we had addressed the Public Accommodations, Passenger Vehicle for Hire, a commercial non-discrimination as well, and the classes that were covered in those three ordinances included the protected classes were race, color, gender, religion,

sex, national origin, ethnicity, age, and disability. We are continuing the same areas of regulation, but also adding employment discrimination that will cover all employers in the City of Charlotte and I will speak to that a little bit more as we go on. The new protected class again, sexual orientation, gender identity, gender expression will be a part of sex discrimination going forward and we are also adding pregnancy which is a part of sex discrimination, veteran status, familial status, and natural hairstyle which we consider to be part and parcel of race discrimination and/or national origin discrimination depending on the facts of that particular case. Again, the new definition of Protected Class will include race, color, gender, religion, national origin, ethnicity, age, familial status, sex including sexual orientation, gender identity, gender expression, veteran status, pregnancy, natural hairstyle, or disability and it will apply to all proposed areas. That is the new Protected Class here in Charlotte.

We are also adding sexual orientation, gender identity and gender expression, familial status to the Passenger Vehicle for Hire Ordinance as well as the new Employment Ordinance. This is the main change from last week as it relates to the Employment and I think is 1283. Again, all the Protected Classes will be covered, and it will be available to all employees in the City of Charlotte and regulates all employers in the City of Charlotte. How this will essentially work is that if a complaint comes to the City, we will review it and made a determination as to whether we are going to handle the entire investigation internally or if we are going to move it to the federal or state regulatory agencies first before we do any investigation. If the Federal or State Regulatory Agencies determine that they don't have jurisdiction or that what has been requested in terms of a Protected Class isn't recognized by the federal or state Regulator framework that complaint will come back to the City and we will review it under our standards. That will apply regardless of the size of the employer so, this allows for any discrimination claims that will be covered by some sort of regulatory framework either at the federal, state, or local level and if you come to the City first, we can ensure that that will happen one way or the other.

That is the main difference, I do want to add there have been some questions about religious liberties and a number of specific religious liberties have been embedded into the current Ordinance and I'm sorry I didn't hit that one before. There is a general overall blanket authority that essentially says that federal and state application of the law that applies to you if you have a defense at the federal level or state level for religious liberties or you have access to that, you will also have that in our Ordinance as well going forward and we did put out some specific instances to make sure that it doesn't appear that in the City of Charlotte we were under a different constitution and it will be the same constitution with the same constitutional protections and the same protections for religious liberties as existing at the federal and state level going forward.

Councilmember Watlington arrived at 5:25 p.m.

Mayor Lyles reminded the speakers that we have a limit of two minutes for each speaker, your name has to be on the Speakers List which means you went online and registered with the Clerk's Office by the deadline for which this was established.

Non-Discrimination Ordinance

Jenny Gunn, 4829 Water Oak Road said I am here to talk about the NDO. The definition of democracy is also tempered with freedom and responsibility. You have both tonight, you have the freedom as duly elected officials to defend my community and many others. You have the responsibility to make sure that it is enacted, and I don't think you can really have a democracy without protecting the most vulnerable people in our society. Giving my community, for example, the transgender community, the freedom, and the dignity to be able to apply for a job that I've been turned down many times for undoubtedly because I am trans is a painful and brutal, and sometimes dangerous thing to do. But also, Charlotte is a top 15th City in the United States, and not having that welcome mat out, not having that ultimate acceptance sends a wrong signal to all of our people. I ask and implore and demand as a voter, a constituent that you honor my community and many others by protecting veterans, people with natural hair, and my LGBTQ family tonight.

Bethany Corrigan, 3800 Monroe Road said my pronouns are they, them and I'm the Executive Director of Trans in Charlotte. Some of you might not know of the anxiety of waiting on a group of strangers to determine whether or not you matter. You might not know what it is like to have your identity politicized to have it distilled down to a topic of conversation that nice polite people won't discuss around their dinner table, to have your very existence debated in a room like this one. But unfortunately for many of those who are gathered here tonight that is a reality. It is the risk of governance, we dehumanize people, and we lump individual life into a [inaudible] special interest groups and movement, but the impact of your decision tonight will extend far beyond how groups of employers hire and fire groups of employees. In the wake of HB-2 violence against trans people in our City and state runs dramatically. Six black trans women have been murdered in this City since 2016. Two of them were murdered at the beginning of this year following the submission of even more anti-trans legislation at the state level. Even though those Bills did not move forward, they obviously had a very devastating legacy. Tonight, you have the power to change [inaudible] and remove Charlotte from its position as the second deadliest city in the US for trans people. You can send a clear message that trans people are people, we are not walking protest science. Jada Peterson and [inaudible], the two women who were murdered this year did not ask to become murders. We are your community, we are parents, we are business owners, we are students, we are Charlotteans and all that we are asking is that you protect all Charlotteans.

Debra Hopkins, 2611 Milton Road said to my friends and colleagues, I want to thank you for allowing me to speak on a very important topic. I am the Founder and CEO of There is Still Hope, a non-profit organization that offers a transitional housing program for homeless transgender adults and non-binary people here in Charlotte. I keep asking myself this question why are we still having this conversation? Well, it is because of people like me, it is because of discrimination, it is because this Ordinance matters. I miss my voice to those in my community who continue to be discriminated against. I believe it is imperative that we have a Non-Discrimination Ordinance in place for at least two reasons. The first has to do with specific groups of people while the other has to do with our society as a whole. The first is this Ordinance is extremely important to the citizens of the LGBTQ+ community but in particular the trans in a non-binary community in which I'm a part. We who continue to experience discrimination way too often I'm afraid that if this policy isn't in place soon our ability to live a normal life like everyone else will continue to be jeopardized and senselessly, violently taken away from us and will continue to be very [inaudible] in so many ways. Having a Non-Discrimination Ordinance in place would protect our rights as citizens when seeking gainful employment, access to decent, affordable housing, quality healthcare, an opportunity for a good education.

Elizabeth Schob, 1228 Matheson Avenue said I use she her pronouns and I live here in Charlotte. I am a Community Outreach Coordinator for Wedgewood Community Church and I am a member of the LGBTQ community. I'm here tonight to encourage you to pass the Non-Discrimination Ordinance. Like many people who live here I was not born in Charlotte, but I now call Charlotte my home. I love this city, but it has been really difficult feeling like this City doesn't love me back, and I'm lucky because I'm a part of a church that has fully embraced members of the LGBTQ community without reservation or judgment for years. At Wedgewood, we believe that no one should be discriminated against because of who they are or who they love. We recognize the dignity and sacredness of every human being and believe that this translates into working to make Charlotte a safer more inclusive and welcoming place to live and work. Unfortunately, members of the LGBTQ community, like me are not protected outside the doors of Wedgewood when it comes to employment, housing, healthcare, and more. I can be denied service at a restaurant, I can be fired from a job, and have difficulty accessing the care that I need because of who I am and who I love and that needs to change because Charlotte is better than that. It is time to remove the stain of HB-2 from our collective memories and pass this Non-Discrimination Ordinance. I remember vividly what a disaster HB-2 turned into and I feel strongly that HB-2 doesn't represent the City that we live in and love because we are so much better than that. A number of other cities in North Carolina have passed similar protection and I want the people in Charlotte to have just as many protections as the people in Durham or Asheville. We cannot be left in the dust of time. It is high time you move Charlotte into a more welcoming and inclusive future,

one where we can live and work and love without worrying about getting fired for who we are and who we love or for our hair. That kind of discrimination has no place in this City. Pass the Non-Discrimination Ordinance.

Xzaviar Boston, 1000 Central Avenue said I speak to you today for the first time, although many have spoken on my behalf. I'm sure most of you know his name, some of you have different reactions when you hear it, my fiancé Cameron Pruett. Thank you, I love you. Madam Mayor, City Council, thank you for adding natural hair protection as it should have always been there. Thank you for adding all employers because the gap sometimes is just too large to cross by yourself. Thank you for recognizing that my trans siblings need just as much protection as I do for my disability. Here is my EEOC (Employment Opportunity Commission) right to sue, but I haven't but I've spent my entire 90-days unable to find a lawyer that is willing to my case, so you understand my frustration when I reiterate that we elected you, not the City Attorney. We need penalties and I look forward to thanking you for adding these within the next 30-days.

Rebby Kern, 1300 Dresden Drive W. said thank you for inviting me to speak this evening, my pronouns are they, them, and theirs and I am bi-racial, not by a [inaudible] person who calls Charlotte home. I live here, I eat here, I work here and I'm lucky to serve as the Director of Education Policies for Equality in North Carolina, I'm also a leader for yoga and wellness here in Charlotte including an [inaudible] ambassador for Office Annuls in South End. I share this because I access our City in many ways. I want to bring to life that being a black trans woman in America means that folks might be far more likely to experience inequities and prejudice which can include extreme poverty, systemic and state fiction violence, and violent murder that you've already heard about today and beyond. My community including black trans women experiences unemployment rates twice as high as the unemployment rate for non-black trans people which is also four times as high as [inaudible] gender people, people who aren't transgender. Experience helplines five times more than [inaudible] gender people and experience poverty eight times more. It is unacceptable that these truths exist in our community at all, and it is devastating that my siblings are still under attack and are also being murdered. Because of this, I call on my City, the Great City of Charlotte to pass our Non-Discrimination Ordinance as a baby step to change the narrative for my community [inaudible] of Charlotte. Charlotte deserves to join the nine cities and towns in our state that are rising in solidarity to shield the pains that HB-2 and HB-142. My community, my siblings, my family, and my friends deserve to be seen and heard. Black trans women deserve joy celebration without fear and without discrimination.

Jill Coward, 225 Nelson Road, Matthews, NC said I'm the North Carolina State Director of Concerned Women for America, we are the nation's largest public policy organization for women whose mission is to protect and promote Biblical values for all citizens. We do not wish to see these people who we are opposing today be discriminated against, that is not what we are here for, but at the same time we must speak out on our religious liberties that I believe is at stake which we've seen across the board in the country recently in the last few years. I'm here to support Charlotte citizens against this Ordinance. I live in Union County, but many of our activities take us into Charlotte and we all know that whatever happens in Charlotte will directly impact surrounding counties. As I have said I see this as a religious liberty issue, but when someone else's rights collide together with someone else's sometimes somebody else can be lost in the fray. We watched this Jack Phillips and Burnell Stutsman in recent years who were creative artists in Colorado and Washington State that were hunted down for following their religious beliefs by not serving some transgender or gays and lesbian people. They were very polite and referred them to other people, but what happened to them was they've been sued numerous by large organizations and some of them are having a very difficult time continuing in their business. So, I just think that we should continue to retain the right, not to be compelled to perform actions or make statements that violate our conscience and the teachings of our belief.

Erin Barbee, 1830 Northbrook Drive said my pronouns are she, her, hers and I'm the Director of Policy and Advocacy for the Carolinas LGBT+ Chamber of Commerce based here in Charlotte. Today an LGBTQ person can be fired from their job, be asked to leave

a restaurant, or be denied housing simply because of who they are. Charlotte is touted as being the 15th largest city in our nation yet, we lack the protections that many cities our size have in place. In fact, Charlotte is the largest city in the nation without these protections. The large and mid-size companies in Charlotte, call it home and they are advanced by leaps and bounds and they are ahead of us in these protections. Following HB-2 you made a commitment to our community and many of you campaigned on that immediate need to ensure that our LGBTQ community would be protected. To be truly competitive and to attract the best and the brightest we must show the world that we are who we say we are, that we welcome people to live, work and visit here regardless of your hair, regardless of your identity, or regardless of who you love. The Carolinas LGBTQ Chamber of Commerce and the Charlotte Business Coalition call on your City Council to unanimously pass the Ordinance that is before you this evening and follow through with the promise of enforceable penalties for those who discriminate. Support for these protections is good for Charlotte and it is just good for business. Make good on that commitment and protect us now.

Peter Ascik, 1301 Gidney Street, Shelby, NC said I believe that every human person has inherent dignity and deserves to be treated with respect. My faith teaches that every type of discrimination is to be overcome and eradicated as contrary to God's intent. I'm here tonight representing myself as Priest and Pastor because I also believe that you're well intentions Non-Discrimination Ordinance will open the door to discrimination against people whose beliefs about gender and sexuality run contrary to the definitions imposed by this law. City and state non-discrimination laws have been used to discriminate across the country against small business owners such as Washington Florists, Burnell Stutsman. Ms. Stutsman served all people, black, brown, gay, or straights, but when she was asked by a longtime customer to create floral arrangements to help celebrate his same-sex wedding she politely declined the specific job. Why? Not because she had any personal antipathy towards the LGBTQ community, no Burnell Stutsman felt to decline this work because she believes as her faith and mine teaches that people are created male and female by God and that marriage is the union of a man and a woman. As a result, she was sued under a non-discrimination law and it has become embroiled in a year's long legal battle that has enacted a heavy personal and financial toll. I would note that she has not received relief at the state or federal level. Unfortunately, the story of Burnell Stutsman is far from que and now Charlotte business owners could face similar risks if you pass this ordinance. I recognize that the latest draft of this ordinance has added some exemptions for religious institutions, and I appreciate those efforts, but as the example of Burnell Stutsman shows people of faith do not live by their faith only inside the walls of a church or religious school. Sincerely held religious beliefs shape a persons' entire life including their professional life and people should be able to live according to their beliefs.

Philip Benham, 761 Harris Street, Concord, NC said what you are about to do you have already decided. You've got it worked out and you've got some accommodations that you've worked out so that we can have freedom of speech and freedom of religion. It is very interesting to me that the First Amendment of the Constitution says that Congress shall make no law respecting the establishment of religion nor prohibiting the free exercise thereof so that accommodation that you are giving us; if Congress shall make no law how much less you dare to make a law that would somehow prevent freedom of religion that would somehow prevent free speech? You see, we the CRC (Community Relations Committee), that is the Community Relations Committee was first established in 1961, Braxton you know very well it was about black and white and about the discrimination of white over black, that is what it was designed for. But now it has morphed into the extended arm of the HRC, the Human Rights Commission, and is being used as a bludgeon to silence the gospel of Jesus Christ, to silence Christian who will speak the truth. We have a Mayor that loves it, we have a Mayor Pro Tem who has never met an abortion she didn't love, and we are dealing with you because you have never invited the Christian community of the evangelical church into the CRC no matter how you try to be broadminded, you are becoming very narrowminded and discriminatory and you ought to be ashamed of yourself. So, for me to be with you tonight is like scuba diving in a sewer. It is bad what you have done, and how the City that was once full of justice, beautiful that met the word declaration. It stood on the principles of God and you have it an abomination.

Charles Walkup, Jr., 1926 Edgewater Drive said I'm calling you to exercise not just emotional, social, political, legal discernment in this matter, but more importantly, spiritual discernment that aligns with God and what doesn't; how God's spirit is different from one's emotion and especially discerning Satan's deceptions. I have witnessed just now the great extent of Satan's deceptions have taken place and I'm speaking because my heart grieves for those who have been so deceived, and I do not want this particular issue to aid and abet Satan's plans enslaving them further. Now 50 years ago this fall my then 20-year of brother committed suicide from unwanted same-sex attraction and I personally dealt with same-sex attraction, but I chose to trust God's word, his truth, and his grace and he saved me from this sexual abnormality, this affliction and I give him praise and thanks for that and I want to see that happen with others. I want to emphasize from a legal standpoint, liberty, and discrimination. Discrimination is not a Constitutional principle, we are treating it that way, but it is not even mentioned in the Constitution. Liberty is the principle. In the Garden of Eden, God could have stopped the serpent from deceiving Adam and Eve, but he didn't.

CM Siybert, 708 Ellsworth Road said thank you for being here tonight; Ed and Tariq, thank you for your remarks at the Strategic Meeting last week, I found them full of wisdom. I'm here as a small business owner to reflect a little further on the story of Burnell Stutsman and I make the request that we apply Bostock to the City Council's ruling, employers 15 and larger. As you heard of Arlene Flowers in the State of Washington, Burnell had a flower business. She served gay customers and many customers of diverse ethnic, racial, and religious backgrounds for years. This one ten-year relationship with a gay that she sold flowers to on various occasions, occasioned one day that he came in said I would like to marry my partner, would you consider doing the wedding? Out of conscious reasons she chose not to, and the gay man said to her, I understand, but I just wanted to ask, we are friends and I love doing business with you, can you recommend others, and she did. The gay man's partner, however, felt a little different about it, and so on social media, he produced some snarky remarks that eventually the State Attorney General of Washington picked up on. The partner didn't have an exception, he felt snarky toward Burnell, but he is not taking a compelling reason to take Burnell to court, but the Attorney General of the State of Washington felt like he needed to, and he pursued her with an ordinance much like we are considering passing, and as we have heard by the father that came and spoke earlier to her personal destruction. Her business has been wiped out her finances have been wiped out because she will not comply with the government ordinance. So, I request that you make a Bostock limitation here. Small businesses from one to 14 cannot afford to do this discrimination stuff and the people that really showed unity and tolerance in this relationship was the gay man and the florists.

Iztok Umek, 4541 Glenlea Commons Drive said a man that has been someone's fight for equal rights, and you think this fight is against you, that says something about you. While some would have you believe that this protection undermines fairness and freedom, it is just their own projection. They are worried they treated historically those who are different. Don't worry, LGBTQ+ people will not treat you the way you've treated us. It is time for a Council to adopt protections for the LGBTQ+ community and others.

Kendrick Cunningham, 2345 Ashley Road said my pronouns are he, him, they, them and I'm a proudly [inaudible] bisexual man. It brings me much joy and relief to know that the Charlotte City Council is now reassessing bringing back the Non-Discrimination Ordinance. When we first did this the North Carolina General Assembly came back with a very devastating law named HB-2 that cost our state over \$3 million, and it also cost Charlotte millions of dollars because we lost the NBA All-Star Game. So, those of you who are considering to vote against this Non-Discrimination Ordinance today I want you to think about all the major companies we are risking. We just lost Apple to Raleigh, all the trans people who have to wake up in this City every single day. This is the second deadliest city for trans people to live in America and the fear that they face about whether or not if they die will their abuser be held to the fullest extent possible by the law. If you vote no, you are sending a clear signal to NBA, you are sending a clear signal to Microsoft, Apple, and anyone else who wants to come to Charlotte because we are projected to be in the top five within the next decade, that we don't want your business and we don't want your kind in this City. I think the majority of Charlotte residents and

business owners disagree with that statement. So, I urge you today to pass a unanimous vote for the Non-Discrimination Ordinance.

Alan Hoyle, 319 North Poplar Street, Lincolnton, NC said to the City Council I challenge this Ordinance on the ground of jurisdiction. These United States govern authority is based on being a Republic not a Democratic, thus even with a majority of you voting on this issue for the Ordinance is illegal and against your oath that you took and is treason and ternary. This land is based on natural law and in our natural law, our biology as sex is what we are born with as designed by our Creator Yahweh. This area is not the basis for jurisdiction in this matter, not the Declaration of Independence, not the Constitution, common law, Blackstone commentary nor divine Holy Scripture of the Holy Bible, the early schoolbook for public schools. To aid in this perversion, evil, reprobate, wicked desire, divalent, rebellious sexual lust is abuse to children and anyone else that is confused on and in this matter and is a crime against nature and nature's Creator Yahweh. Be willing and obedient saith Yahweh of host, but if you refuse and rebel you shall be devoured with the Sword, virus, or invasion for the mouth of Yahweh has spoken. How is it the faithful City of Charlotte became a harlot? It was full of righteous judgment, righteous lodged in it, even Billy Graham born here, but now murders. Thy silver money has become dross, thy wine mixed with water, thou princesses City Council rebellious and companions and thieves of every loveth gift of bribery and followed after rewards of enticements. They judge not the fatherless stopping the murders from abortion. Neither doth the cause of the widow come into them, therefore saith the [inaudible] the Yahweh of host, the mighty word of Israel America.

Gladece Knights, 6800 Rambling Rose Drive said thank you for having me, I am the Director of Operations for Charlotte Bike Pride. I will start off by saying that there are definitely people here that we just heard speaking in our state, and cities that have power, influence, and money who don't believe that we are less than law-abiding citizens that contribute to the City of Charlotte. That simply by loving the people that we love we have a hidden agenda demanding equality and justice. I want to go back to something that was said by one of my colleagues, that if it were the other way around, the shoe was the other way around, and I had a business I wouldn't deny anyone my business because the purpose of my business would be to make money, but nevertheless, we cannot afford to wait and see if they will do better. Our history shows us what it looks like as we continue to struggle with issues around racial discrimination and marriage equality. I say again, we cannot wait, we must ensure that there are ways to ensure that this Ordinance goes through. We need transparency and we must be able to show not just the diversity statement but hiring data. Discrimination claim stats, salary table, we need enforcement, we need public actions against inequality and justice and lastly, we need consequences, we need penalties for non-compliance.

Zach Anderson, 933 Louise Avenue said I can only hope to be as colorful as the previous speaker someday. I had a speech prepared, but I think I'm going to throw that out just based on the previous speakers that were up here. A lot of the examples that they were leading with are client-based/customer based, from what I'm aware of for this Non-Discrimination Ordinance this is purely employment. I own and I'm the co-founder of one of two LGBT owned staffing firms in the United States located right here in Charlotte. I've been in staffing for eight years now, both on the account managing side and the recruiting side. That means I've been able to meet a lot of people in both businesses and candidates I've recruited, and this is really bringing up HB-2 about four or five years ago. When that passed, I was here as a recruiter in Charlotte, and we lost a lot of business. I was actually having to pivot my book of business away from Charlotte and North Carolina because people did not want to come to North Carolina anymore and actually take these jobs because they didn't feel protected. Since then, I've actually moved to other companies and I just started my own staffing agency again five months ago. From a personal perspective, I have a lot of friends from different backgrounds that look different to me. Most of the time, I am a gay man, but I can generally pass, so I haven't really felt this discrimination, but I'm standing up for people that might not have the same abilities. With that, I do urge you to pass this Ordinance just because from a business standpoint it would be very beneficial for us going forward to be able to keep up with other great American world-class cities to actually bring businesses here and bring people here. From

a personal standpoint, I definitely want to see people and my own person at work be able to enjoy this protection.

Billy Maddalon, 2301 Belvedere Avenue said thank you Mayor and Council for hearing me tonight. I want to particularly thank Councilmembers Eiselt, Egleston, and Bokhari for each of your unique leadership on this important issue. Like many of you, I'm part of numerous communities in Charlotte, one of which happens to be the LGBTQ community. The NDO you are considering today isn't really intended for people like me; I'm a white guy who wears a suit, I drive a Buick, I'm educated, I own my own business and I have money. Nobody screws with folks like me, and we usually get a pass. What you are doing tonight will protect those who can't protect themselves. In the marketplace power and privilege in this room can be used to move the needle ever so slightly for the least, the lost, the last and the left out in our community. Our trans brothers and sisters, our young, our poor, our vulnerable, and our powerless. What is being done tonight is not earthshattering, you know that, and in some ways, it is not even novel anymore. People will always be mean to each other and no ordinance is going to prevent that, yet it will matter in ways that we can't yet know. Tonight, you have the power to show leadership, to demonstrate your humanity, but ultimately all this asks of each of us with power is to do your best. At the conclusion of this process each of you will have to answer the question have I done my best and if the answer is yes, then you should take action. If not, then maybe we need to step back, try harder for more. If no one else remembers to say it tonight I want to thank each of you for what you do for Charlotte, it really matters, and you are appreciated.

Mason Cress, 6501 East W. T. Harris Boulevard said I live in Charlotte, off East W. T. Harris Boulevard. We've heard a lot of people speak this even and we are going to hear a lot more, but I believe it is clear that the majority of the community is in favor of you passing this Ordinance. I certainly am in favor of you passing it. What is more, the Charlotte business community is in favor of you passing this Ordinance. The Plaza/Midwood Merchants Association and the Charlotte Small Business Alliance combined represent hundreds of Charlotte small businesses and they have advocated for this Ordinance to be passed and even strengthened. This isn't about small businesses, it is not even about large businesses, never mind that Charlotte's larger economic players support this as well. The regulatory ordinance is no burden on a national company that already has to follow EEOC guidelines. More important the people of Charlotte are ready for you to pass this Ordinance. We have liable polling saying that over 67% of Charlotteans are in favor of this Ordinance passing. People, very often people trying to stall like to say that central progress cannot be mandated and maybe that is true, but we've seen time and time again that the best way to deal with a damaging attitude like bigotry in our communities is to start legally. When we determine to treat marginalized people like people in legal terms society will eventually catch up. These protections you are passing are not just important for LGBTQ people though they certainly are, they are also important for natural hair, they are important for veterans' status, disability status, pregnancy status. These are all gaping holes in our protections, holes that you all have the authority to fill. These protections will make life much better for people like myself, people like my boyfriend of 10-years, people like my two roommates all of whom I just mentioned are transgender men.

Kyle Luebke 3511 Tuckasegee Road said I am a resident of the Enderly Park Neighborhood here in Charlotte. I am the incoming President of the Log Cabins Republicans in North Carolina which is the largest statewide organization of LGBTQ conservatives and allies. I'm the Treasurer of the Mecklenburg County Young Republicans and I'm the Vice-Chair of the Plus Collective, which is the Charlotte Mecklenburg LGBTQ+ community fund. I come before you today to both call for the passage of this Ordinance and to challenge this body to go further. As someone who has been discriminated against because I am gay, I recognize that these protections and the recourse that they provide are important. They don't only signal to LGBTQ people that Charlotte is a welcoming City, but they also make clear that even one person's individual liberties being violated is unacceptable. Because I myself have felt distinct discrimination I am sensitive to the concerns of many in our religious communities that these protections will require individuals and organizations to violate their deeply held religious beliefs. As

a deeply religious person myself I thank this Council for making clear the religious liberty protections in this Ordinance and I thank Councilmember Bokhari for pushing for sex clear language. But what can be intent and proved? Contrasting with the Republican Non-Discrimination Ordinance released in June, this Ordinance does not protect LGBTQ+ individuals in housing. Tomorrow I could call a homeowner who is selling his property without an agent and have no recourse if he decided he didn't want to sell to me as a gay man. Fixing this loophole is simple and does not require a Charter Amendment, all that needs to be done is to make clear that for the purposes of our housing code sex is interpreted as meaning sexual orientation and gender identity. But we cannot make the perfect the enemy of the good. Could this Ordinance be better, absolutely, but should you pass the one before you, absolutely as well? I hope for a unanimous vote.

Jamie Hildreth, 355 West Martin Luther King Jr. Boulevard said I want to thank you all for taking up this vote on this Non-Discrimination Ordinance here in Charlotte, North Carolina. I urge you to support and pass the Ordinance. I'm joining you just from down the street, I am now a resident of uptown myself here in Charlotte and I'm someone who has been around for a little while when it comes to the discussion of Non-Discrimination Ordinances in Charlotte. This is our third time, there are some of you who were on Council the first time this was voted, the second time and now there is a whole new class of you who are on City Council. I hope that you all will consider all of those who are in Charlotte to protect all Charlotteans and to do what Charlotte has always done, and that is lead and protect all. My message once again, is very simple, and I urge you to pass this Non-Discrimination Ordinance and do what Charlotte has always done and that is lead.

Ryan Morrice, 1304 Wandering Way Drive, said my pronouns are he, him, his, and I'm speaking tonight in support of the passage of an updated NDO that offers employment protection on the basis of natural hair, veteran status, pregnancy, familial status, gender identity, gender expression, and sexual orientation. Not only for all employees but with a sound enforcement mechanism that holds our companies accountable should they discriminate. I came out as gay to my parents and friends of my senior year at Myers Park High School in 2008. I had known I was different since I was around 13-years old, but I hadn't weighted it out of an overwhelming worry that I wouldn't be accepted by my full extended family. Charlotte is one of the largest and one of the most progressive cities in our state but has always been cautious in its stance towards LBGTQ+ rights and protections. That caution speaks volumes to its residents whether you are a business considering your next round of new hires or a young adult considering whether it is safe to be yourself during a time of economic instability and changing mindsets. It is also telling that we lag Durham, Carrboro, Chapel Hill, and Asheville among others when it comes to implementing these protections. We all know that the levers of government can't be just pulled at a moment's notice to make these protections a reality, but then again, it has been five years since the last time our Council took to the passing of an NDO. Every day that we wait is more time than Charlotteans, whether they are local employers or high schoolers like I was questioning why their City remains ambivalent on discrimination due to who someone is or who they love. Many are not even aware that they can be fired from their job for the above reasons because the idea that this could happen in 2021 seems like an alternate reality. Nonetheless, we are here today on August 9, 2021, to ask you, our City Council people to step up and do right bypassing this updated NDO. I hope that the legacy of this City Council will reflect the courage and bravery needed to protect all Charlotteans.

Steve Widdows, 1415 Depot Street, Iron Station, NC said it is not a sin for a negro to be black. It is not a sin for a woman to be in Holy Marriage, it is not a sign for a man to be in downs syndrome, it is a sin for a man to be in sodomy, it is a sin for a man to be pretending like he is a woman. I'm a baker, if a sodomite wants some donuts, here; if he wants a birthday cake, here; if he wants me to bake a homosexual wedding cake, no I'm not going to do that. If he wants me to make his homosexual website, no I'm not going to do that. If he wants to teach the youth at our Church, no I'm not going to do that. We need to get real with God in this country, we need to get the fear of God in this country. Two hundred years ago, why is it that this law has come up right now, why is that? I can tell you why, it is because the sodomites, it is not because they don't whatever they want, it is because everybody to bow to them, that is what they want. They are like in the Book of

Esther, they are like Hayman, he said I don't have any peace as long as this one man, Mordecai won't bow to me and he made a law. That is the sodomites. They want this one man, that is the reason for this law now, they want this one man, Mordecai, they want him to bow. Does He that made the eye, does He not see, He that made the ear, does He not hear, He that has got your soul in His hand, does He not know? Pilot's wife warned him, don't this is, I'm warning you don't do this.

Matt Comer, 2924 Kilborne Drive said before I begin, for the folks that are watching at home or listening on Facebook or online or the Government Channel, especially if you are hearing these anti-LGBTQ comments tonight and experiencing any sort of trauma please know that God loves you and that there is a community of people out there that don't believe what you are hearing tonight. The hatred you are hearing tonight is not of God. Anyway, first and foremost, members of City Council, staff, Madam Mayor, thank you for your patience in going through this. Many of you were on Council last time when we went through this slide, I appreciate all of your hard work. I know it is hard to sit to listen through all of this, but I appreciate it. My name is Matt Comer, Communications Director for Charlotte Pride. We have had a long history in this City of attempting to get this done. We focus on 2014, 2015, and 2016 but the first time this came before City Council was in 1992, back when Dan Clodfelter and Pat McCrory were members of Council, long before they became Mayor. We have a long history of this issue being opposed on a bipartisan or non-partisan basis, so I just want to thank you for your work to make tonight be historic. We will have a non-partisan agreement on what is best for the future of Charlotte and that is passing the LGBTQ inclusive Non-Discrimination Ordinance. So, thank you for your time and all of your hard work. I look forward to seeing you at Pride seasonal events all throughout the fall. We have four months of Pride coming up so thank you.

Jane Cornell, 525 Olmsted Park Place said I have lived in Charlotte since 2004 and I'm here with the Mecklenburg County GOP. The Republican proposal that was released in June of this year included religious freedom protection emphasizing that no individual or religious organization should be forced by the government to violate deeply held religious beliefs. We particularly thank Councilmember Bokhari for ensuring that this happens. As a follower of Jesus, this doesn't go far enough, however, and so I implore you to consider the ramifications of small businesses and their need to uphold their religious belief. I have digressed, the other reason that I'm here is that the current draft does not include important protections for both political affiliation and political activity. It is of the utmost importance to include these protections to ensure groups that are as diverse as Black Lives Matter, Right to Life, Planned Parenthood, Democrats, Republicans, Libertarians, etc. may freely hold and peacefully advocate for their beliefs consistent with what it means to be an American. So, I implore you to add political affiliation and political activity to this NDO.

LaWana Mayfield, 1513 Neel Place said thank you Mayor and Council for the opportunity to speak to you this evening. A few thoughts, last Monday night Councilmember Bokhari made a comment that I agree with, your comment was regarding a statement ensuring in writing in the spirit of clear and explicit language regarding the NDO, I completely agree. So, after much discussion, a vote was called for support of the added language that was proposed by Councilmember Newton to give direction to our City Attorney and through the straw vote, it was stated that if you are in favor of all protected classes 15 and above please raise your hand of which seven of our 11 Councilmembers raised their hand in support signifying a yes. So, for that thank you Attorney Baker for listening and bringing back such language. However, I have some concerns; Section 4, Article 5 in Chapter 12 Section 12-83 states that our Charlotte Mecklenburg Community Relations Committee will have the ability at their discretion to move as it is deemed that the alleged violation is a state or federal matter that it could be referred to the state or the federal. What is their discretion?

Anne Peacock, 2210 Summer Green Avenue said I am a Christian and a combat veteran and I've lived in Charlotte for several years. I threw out my original speech and I'm going off of this, so I'm reacting to what I've heard here this evening. First off, I want to say that I agree with the majority of what is listed in this Ordinance. It is truly egregious

that we are sitting here this time of day in our age having to incorporate this specific list of grievances to protect our citizens. I went to war to fight for everybody and I firmly believe that your free speech and your right to love is the most important to me I serve. What is challenging is I'm one of your average citizens, I am a Christian that also wants my religious freedoms protected and I do not believe you've got an adequate job of literally doing your job. So, I've heard really good examples from a couple of speakers, one gentleman shared an example of a gay man and a florist in Washington. I move here from Seattle and another lady shared how [inaudible] issues with enforcement and consequences of even current discrimination policies and I agree with all of that. The gap is how can you instill policies that capture the intent about someone like me can be kind and considerate and respectful of your civil liberties yet still protect my religious freedom. I believe the example that the previous gentleman shared of the gay man and the florist is a perfect example, and the laws that we currently have do not reflect that gap. I ask you to reconsider how it is written so that it does reflect how we can both co-exist together without violating each other's principles.

Jason Morton, 1528 Lumarka Drive said I would like to first say thank you to the Council and its members for allowing myself and others to come before you to share comments on the Non-Discrimination Ordinance being proposed for Charlotte and Mecklenburg County. I am a small business owner serving as a realtor in the Charlotte region and I'm a certified LGBT Business Enterprise, I identify as LGBT, I'm a member of and also serve on the Board of Directors of the Carolinas LGBT Chamber of Commerce, and my husband and I have been a resident of the Charlotte community for the past seven years. I come before you this evening to speak in favor of the proposed NDO and an opportunity it will provide. First and foremost, the proposed NDO is inclusive and adds a number of groups' protected status, it also allows private employment protections which are essential as people can be fired in Charlotte without recourse if their employer has fewer than 15 employees. I also appreciate the most recent revision that took place over the weekend where this NDO will protect all employees no matter the size of their employer. These protections will ensure people can feel safe to work without the fear of discrimination. As a realtor, you and I know that our area has seen significant growth when it comes to people who are interested in and looking to move to Charlotte. As mentioned on the MPR Charlotte Talks discussion on the NDO today there are still lots of LGBTQ+ individuals that ask the question is Charlotte and North Carolina are a safe place for them based on the history and results of previous legislation in recent years. I work with a number of LGBTQ+ individuals in helping them sell or find a place to purchase or rent. If our community is not seen as a safe place for us, I feel that it will certainly affect my business and that of my fellow LGBTQ+ realtors in limiting the amount of people who want to move here and those who want to stay. When people purchase a home that also has a direct effect on the use and success of other local businesses. Purchasing a home involves using a lender, needing an attorney, finding movers, hiring contractors to complete renovations or repairs, purchasing new furniture and household goods and so much more. By following in a path of other municipalities such as Asheville, Chapel Hill, Durham, Greensboro, and Buncombe County.

Tina Quizon, 321 Nelson Avenue said I am here to speak about the injustice and discrimination that I've been experiencing as a military veteran. I have lived through being homeless, I have lived through being homeless with breast cancer, through surgeries, radiation, getting back on my feet, house, and working full-time. I had been at Allied Universal Security Services for four years and was never disciplined. I participated in an in-house informal investigation by HR and working in an environment that has been the most hostile workplace at the Charlotte Convention Center and the NASCAR Hall of Fame. I provided testimony and statements recorded also to HR of the sexual harassment that happened to me from our Supervisor, Ferdnan Payne, and recordings of another AUS female stating to me of the sexual misconduct that was perpetrated on her during a patrol in a locked room with no video camera at the NASCAR Hall of Fame. This has been a war zone and an unsafe environment. Other employees are afraid to speak out. I've been used as an example, I filed an EEOC on May 11th, since then I have been terminated. It was a bogus charge I was accused of stealing a document that I had access to and had been given before so that they could use me as an example. It has only been retaliation and a cover-up. People are afraid to speak, and we are seeing this everywhere.

I've had no viable resources to help me through this. HR chose not to address the sexual assault and harassment and instead I was wrongfully terminated.

Holly Savoy, 4523 Givens Way said my name is Dr. Holly Savoy and pronouns are she, her, and hers. I am a licensed psychologist living and practicing in Charlotte, as well as a founding member and past President of the Charlotte Transgender Healthcare Group. I counsel hundreds of LGBTQ clients, most of whom identify as transgender and gender diverse. Over the years I've heard numerous reports of harassment, discrimination, and blatant [inaudible] aggression in schools, workplaces, hospitals, and many other public settings. Many Charlotteans live in fear of being mistreated because of their sexual orientation or gender identity and it is time that Charlotte stands up and votes yes for the strongest ordinance possible to truly protect LGBTQ individuals from further discrimination and treat all people as human beings regardless of identity, status or expression. It is fact that research demonstrates that employment discrimination against LGBTQ individuals is two to four times greater than that of the general population. It is fact that prejudice harassment and discrimination are the primary reasons for the higher rates of mental and physical health disparities for LGBTQ individuals. It is also a fact and the most staggering that 40% of transgender individuals have attempted suicide compared to 4.6% of the general population due to this discrimination. This has to change, we can and must do better as a City. As a psychologist, a small business owner, and a resident who counsels and supports individuals not currently protected in our City every day, I urge you to take action and reduce the trauma and health disparity that is happening to our LGBTQ residents by passing a strong Non-Discrimination Ordinance.

Matthew Childs, 1724 Dunkirk Drive, said thank you so much for having us, it is an honor to be here. The intent of the Charlotte Non-Discrimination Ordinance is to enshrine non-discrimination protections in employment, housing, and public accommodations. I emphatically agree with the intent of the Ordinance. Unfortunately, it falls short of protecting all Charlotteans as it leaves out key protections for political affiliation and political activity. The Non-Discrimination Ordinance must protect political affiliation and political activity. Charlotte often speaks of being a World Class City and we have an opportunity now for the City to be a leading voice in North Carolina in protecting political and ideological affiliation and First Amendment activities and individuals associated with political parties and political movements including, but not limited to, association with the Democratic Party, Republican Party and advocacy work on behalf of organizations like Planned Parenthood, National Rights to Live and Black Lives Matter. Political affiliation is a protected trade in diverse places, places such as Washington, DC, North Dakota, South Carolina, and even California. If progress and civil rights are concepts, we want Charlotte to embody we should follow suit and include these important protections in the Non-Discrimination Ordinance.

Faye Almon, 1351 Maryland Avenue said I appreciate the opportunity to speak. I firmly believe that political affiliation is a protected trade and should be part of the Non-Discrimination Ordinance being discussed tonight. As a Charlottean, registered Republican, and a Catholic Christian I feel that political and religious freedoms are basic rights outlined in our Bill of Rights. Please be fair and bold in your inclusion of political affiliation and activity and help Charlotte become a leader protecting all of its citizens. By not including political affiliation and activity you are allowing hostility and no legal protection towards people who do not share the same political views. I may be different from you in a lot of ways, but I respect your rights and beliefs and therefore you should protect and respect mine.

Adam Raskoskie, 718 West Trade Street said I am a life-long resident of Charlotte, I live in District 2 and I am a member of the Carolinas LGBTQ+ Chamber of Commerce Board. But, tonight I'm just to speak from the heart as somebody who is gay and who has lived in Charlotte my entire life. I just want to encourage this Council to lead. This has been a discussion that has happened over the course of years, it has been a very emotional and traumatic discussion for a lot of us, and tonight we've heard from individuals, we've heard from business owners, we've heard from Phycologist why we need this expanded Non-Discrimination Ordinance and people forget in the aftermath of HB-2 that at one point Charlotte did lead on this. That it was a vote that a previous Council

took as a result of the advocacy of the LGBTQ community in Charlotte that kicked off that entire mess and we can lead again. We can join the other cities in North Carolina who are leading on this. We need to do it, we need to do it because Charlotte is the second deadliest city in the United State for transgender women, especially women of color. We need to do it because research shows that 60% of the LGBTQ community has experienced financial impacts from discrimination. We need to do it because of some other remarks that we've heard tonight that have shown that in many ways the LGBTQ community is still not safe in our City. So, I encourage you to adopt an inclusive Non-Discrimination Ordinance that protects the LGBTQ+ community, protects veterans, people who are pregnant, people with natural hair. I am so encouraged by the inclusive and non-partisan manner in which this conversation is taking place in contrast to the last time around and I just encourage us to lead and make this happen.

Jennifer Ratajczak, 8050 Corporate Center Drive said I'm good with she and they. I am a Physiotherapist and a business owner in Charlotte. I currently reside in Union County but spent many years in Mecklenburg County and I'm a proud [inaudible] that is straight passing who also has gone through the experience of pregnancy and managing employment, but today I'm here as the President of the Charlotte Transgender Healthcare Group. We are a growing group of 90 plus medical and Mental Health Clinicians spread throughout the greater Charlotte area that comes together amongst other things to treat the trauma our trans and POS siblings endure living in our community. We are proud to support the Non-Discrimination Ordinance that the Council previously passed and look forward to renewed and more robust protections for our citizens. Every day we are faced with the aftermath of transphobe and legal discrimination that has been normalized and supported by many elected officials across our state and our nation. As it has been stated before, and as HB-2 and the associated fallout demonstrated, these protections are needed to combat this civil rights issue and the ongoing prejudicial agent-based in irrational fears and hatred. As clinical professionals, we can assure you that gender and sexual diversity are a nature of human diversity and also that these protections will be a necessary part of the long reparative journey. It is our hope that our city will stand as a beacon of hope in the south, a city that will not be bullied to abandon the basic rights of systematically victimized minority populations. Charlotte is a remarkable city, and we are ready to stand proud with you in passing this Ordinance.

Motion was made by Councilmember Eiselt, seconded by Councilmember Egleston, to (A) Receive public comments on proposed updates to the City Code of Ordinances, and (B) Adopt Ordinance No. 115 amending the City Code by adding familial status, sexual orientation, gender identity, gender expression, veteran status, pregnancy, and natural hairstyle to the list of protected classes in the commercial non-discrimination, public accommodations, and passenger vehicles for hire ordinances and adding a new area to cover employment discrimination for all existing and proposed new protected classes.

Councilmember Eiselt said I can honestly say that this is probably the most consequential important vote I have taken on my nearly six years on City Council and that is because it fulfills a promise that I made before I ran to work on passing a Non-Discrimination Ordinance that provides protections to all people regardless of how they identify and who they love. It has been a long and tumultuous road to get to where we are tonight, but I know it is nothing compared to the long, bumpy, and often frightening road that our LGBTQ friends, neighbors, relatives, and co-workers have had to travel during much of their lives. We often say this, and I believe it, that Charlotte is a welcoming city that values all people for who they are and what they have to contribute. Tonight, we finally have an opportunity to go beyond those words and make it law so that all residents and visitors are able to live their lives safely in Charlotte with the love, dignity, and respect that all of us should have the right to enjoy. I will finish by saying this, I live my spiritual life every single day, and the Bible verse that has guided me since I was little is what I want to end with. Whatsoever you do to the least of my brethren that you do unto me, and with that, that is how I will be voting tonight to support this.

Councilmember Winston said about five years ago we all experienced an event here in Charlotte, it has been deemed the Charlotte Uprising. It is where I got my first introduction to local government. I remember a particular episode of Charlotte Talks, Harvey Gantt and Hugh McColl were on there and I think it is a quote that probably a lot of us remember at this point in time where they said they have seen leaders they have known all the leaders throughout any movement in Charlotte, but when they turned on the TV, they didn't recognize anybody, there was nobody that they knew. I was one of those leaders and I had the chance to sit down for breakfast with Mr. McColl some weeks or months after that at Eddie's place right off of Sharon Amity over she-crab soup. One of the first things I told him when I sat down was that those leaders that were out there, weren't me? I was a follower, I didn't know anything about protesting, I didn't know anything about organizing. I really couldn't at that point in time explain to you at that time the difference between City Council, County Commission, and the General Assembly.

I went out there and I followed the trans youth, the queer, gay, lesbian organizers, and leaders that were predominantly black women. I thought a lot about that, why were they so equipped, why I would just step back on the front lines and emulate the things that they were doing. I learned how to put my body on the line and how to use my voice. I learned how to do it very quickly because the leaders that were out, had been doing this. They had been doing it for most of that year because of what had happened with the second NDO and HB-2, but they had to do it way before that as has been told by so many of our speakers here in the halls of government, but every day of their lives.

So, for those people who have been fighting for so long who are just seeing their rights, not that they have earned any rights, but that their rights are being upheld in our Municipal Code, I say I love you, I see you and I thank you. This Councilmember thanks you for setting the example and teaching me how to serve my community and I've been grateful to think about that quite often over this past five years and not a day really goes by where I don't consider the lessons that you have taught me. So, thank you and I look forward to voting yes for this Ordinance tonight.

Councilmember Bokhari said I want to start by saying just a resounding, heartfelt thank you to the Young Republicans who have given over eight months of work behind the scenes, not sexy work, grinding hard work in working sessions that are needed for these kinds of activities. So, Brad Thomas, [inaudible] and of course the leader and the Chair of that group has just inspired me all along the way, Kyle Luebke, and I stand today with a few comments to make and hopefully something we can tweak in a lot due to your bravery and a lot because everyone as we've heard, many testimonials today has challenges, has things that are there, but people often forget the LGBTQ person that is also a Republican, a conservative battling on that small front with that small [inaudible] of the world that exists here in Charlotte. I'm inspired by your bravery and your willingness to work around the clock. I'm here today for you and the folks that you continually brought to the table for this, so I have to start there.

That is where we started, eight-plus months of hard work, starting with our conservative principles at the forefront and while we said was its smaller government with a heart that could get us collective on this, is it operating under the rule of law, what are those things? It became quickly evident that it was individual liberty, it was the conservative principle above all others, the freedom that had not just an angle for us to say we could take this position, but as we explored it, it enabled us to protect those that needed protection while ensuring we don't infringe on the rights of others while we do so. That is so fundamental to our principle, to our beliefs, but also arriving at something that is like this, an expansive approach that we hadn't seen before. So, how did we end up doing that, expressive versus standard behaviors were so critical as well as strengthening of the religious liberties. So, whether it is the florists in Washington State that we heard of the baker in Colorado the hard work and conservative principles that we led with ensured that those concerns we heard today are not part of what we are bringing forward here in this expansive view. The government cannot compel speech and expression and with the religious liberties the same thing there, the folks who say we have certain beliefs where we have a religious school, we would not be wanting to be forced to hire someone, those are protected as well explicitly in this language which is very important, and that principled

approach enabled our working group to push the envelope further than it had been pushed before. What we are poised to pass tonight is not only what I think should have happened a while back, and not only something that is more expansive than what have been proposed before. I must give credit to Larken, Julie, and to those who have worked hard on this, but at the end of the day, this is undeniably reflective of the Young Republican efforts that have occurred as well in addition to that. So, I appreciate that greatly.

We've expanded protection for natural hair, for veterans, for different groups beyond what was being proposed. We've expanded protection areas of employment, housing, general accommodations, and while I am grateful to my colleagues for allowing me to work over the last week with the City Attorney to strengthen those religious protections which are now incorporated in what is being proposed here and I'm also thankful for the addition of the employment expansions over the weekend, that was critical to a lot of our beliefs ensuring that in a scenario last week, a black woman with natural hair did have discrimination protection in a company of 16 employees, which wouldn't have been the case unless we had made those changes. I think that is great. I do wish that we included housing in this, it was something that we could have pushed more on and done, and I wish that had been the case, but again, as Kyle said earlier, and I will latch onto, I'm not going to make perfect to the enemy of good and achieving something that has been far too long here.

I will close out by saying I think that one of the things I'm most proud of in that groundwork, eight-plus months of work before anyone even knew that we were on some roadshow to talk about, we came up with the principles but then we went around the state and we talked to leaders in the General Assembly, statewide groups, Christian leaders, all these others again, not saying please support us, but saying let's talk it through we want there to be no surprises. For those, I must make a slight comment, for those comparing back to the moments of HB-2 and saying we tried this exact same way there and it was something that the evil Republican in the General Assembly fought back and made us lose all these businesses. Everyone should be not pleased with how that all turned out and the different roles that were played, but it was the difference between going out and using this topic to protect people as a sword against political enemies and not communicating and dialoguing versus a shield by which we say we are going to get there, in the end, we are just going to make sure that we all do so because with the shield approach then we could have had protections in place. It may not have been as far or as much, but it would have been a step forward, and we took that shield approach today and I think that is one of the best things of behind the scenes work to make sure that our partners, we didn't ask everyone to support it or endorse it, we just asked them to be a part of the conversation so that we use this shield in its proper way.

One person and the rebuttals I got from the Republican side was this isn't a problem Tariq, there is not that many cases of this going on that you need to make this an issue. And what I said is how we arrived at our final analysis and position with individual liberty was real simple. If even one person is denied their individual liberty, their freedom in this country, it is one person too many and that was not on the crux of where we ended our efforts with this NDO that I'm very proud of, but it also presents the one glary gap that still exists, and that is with political affiliation and expression. We heard people tonight say, and I just juttet a few of the things they said early on, all that we are asking is that you protect all Charlotteans from discrimination tonight, or it is not being fired for who we are and who we love or if it was the other way around, I wouldn't discriminate on anything in a small business, but the perspective that we have to have here is anyone being discriminated against is not okay and one is even too many, but we know there are more cases there.

A substitute motion was made by Councilmember Bokhari, seconded by Councilmember Driggs, that we include political affiliation as a protected class in Article 3, Section 12-58 A and B, Article 4, Section 12-83-A employment and in Article 4, Section 12-83-B including political opinions, or the exercise of political rights and privileges guaranteed by the Constitution.

Mr. Bokhari said at the end of the day if we will sit here and say all of these other protections against discrimination are valid, but in our City, it is okay for someone to be fired because they march with Republicans the weekend before and we are going to fire them, or someone to be turned away from a rental property because they went into the Mecklenburg Board of Election and looked it up and saw Republic or if I walk into a coffee shop and I wear Republican cufflinks that it is okay for them not to serve me coffee. That is the fundamental point which is I hope in this counter motion that I'm making that tonight we universally say all discrimination is bad, not some discriminations.

Councilmember Driggs said I have some remarks for the original motion Mayor.

Mayor Lyles said the substitution motion has to be voted on first so we have to discuss the substitute motion first.

Mr. Bokhari said I conferred Madam Mayor, with the City Attorney beforehand and per reading this, what I thought it was is we all go through and get to speak once holistically and then at the end if there is a substitute motion people can come back and talk to that one thing if they want but we just do two votes.

Mr. Driggs said do you want to make your substitute motion at the end?

Mr. Bokhari said I would be glad to.

Mayor Lyles said I said the substitute motion would be considered first but you have that, and you made the motion and I thought we were coming around, you can make a substitute motion.

Patrick Baker, City Attorney said what you can do is go through the original motion if everyone understands what you are doing you can go through the original motion and then come back to the substitute motion if you want to continue the train of thought because I think that is where everyone is.

Mayor Lyles said I understand so then after that will we then start a new train of thought on the substitute motion?

Mr. Baker said if people want to speak on the substitute motion and then you would vote on the substitute motion first.

Mayor Lyles said Mr. Driggs has expressed a desire to speak to the main motion instead of the substitute and reserves the right to come back and speak to the substitute later.

Mr. Driggs said I want to say right up front that I believe members of the LGBTQ+ community should not be subjected to mistreatment or disadvantage solely because of their membership in that community. Early in my business career, I worked in New York City at a time when many gay people were afraid to be recognized and lived anxious secret lives. Some of them came out to me privately, trusting that I wouldn't judge them or reveal their secret. I thought it was wrong than that they were afraid, and I think so now as well. In fact, I would go a step further as has been suggested tonight and say that there should be a prohibition of any kind of discrimination properly defined. It would be wrong to treat a person badly because of their fiscal stature, their red hair, or say the school they attended. What if your boss is an alumnus of a university that loses an NCAA final against your school and denies your promotion because they resent you as a result? That wouldn't be right and now to Mr. Bokhari's substitute motion, I will say he points out rightly that political affiliation should be a protected class which is particularly pertinent in this politically polarized day in age when political differences can pit even old friends and families against each other. There have been well-publicized cases nationally and locally of political discrimination in places of public accommodation, Star Bucks, Sara Huckabee and it is easy to imagine that offenses occur in the workplace as well. Why not guard against that kind of discrimination too?

Nonetheless, this Ordinance is something we can do to discourage a man's inhumanity to man, so I intend to support it. I do think, however, that we have a responsibility to acknowledge some of the legitimate concerns of those who oppose it and not brush all of those people aside as uncomprehending bigots, and I would refer to Ms. Peacock tonight who I think made that case very well. In my mind, the valid issues can be broadly summarized as fear of unintended consequences and not hostility towards the LGBTQ community. For example, the most significant feature of our new Ordinance is its application of NDO protections to employment. The federal and state government laws against discrimination expressly exclude companies with 14 or fewer employees because these companies do not have the lawyers and other resources to meet compliance reporting standards and to defend themselves against suits. We need to recognize that some members of protected classes have used and will use their protected status to contest promotion decisions or other actions of employers that have nothing to do with discrimination. Small companies have fewer offenses against groundless discrimination claims, they might even lean against hiring members against the LGBTQ+ community because they don't want to run the risk of dealing with an untouchable employee. Our City Attorney has noted that legal risk is associated with our employment protections and I'm concerned that they may have unintended consequences.

Second, our proposed ordinance acknowledges that state and federal laws protecting religion will be respected which is a good thing, but there is still a lack of clarity about the position of someone who declines to provide a service because of their religious beliefs. The issue here is one again of intended consequences. We should not let our prohibition of hateful behavior deny a genuine conscientious objector of their constitutional right to adhere to sincere religious beliefs.

In spite of certain misgivings, I have about the NDO I will support adoption in the hope that it will help promote harmony in our fractious community. The ordinance does have certain features that are aimed at addressing concerns about misapplication or abuse such as the expressed acknowledgment of federal and state laws related to free speech, workplace attire, and other issues. I respect the work Mr. Bokhari and the Young Republicans have done to lead the way and make this a collaborative process rather than a political battle. Abuse on gender issues have changed a lot since my early years so I will take advantage of this opportunity to stay in step with progress and vote in favor of adopting the NDO.

Councilmember Egleston said I will start by reiterating what I said last week, which is that it is really encouraging, and I think would be really surprising to the people Matt referenced that the first time this was undertaken was in the '90s and then several times in the past decade. I think if you told anybody on any of those Councils that just a few years later we would be sitting here with every member of this body agreeing that protections are needed for this population of our community, I think they would have been skeptical, so the fact that we are simply debating the nuances in the wording and specific clauses of an ordinance, but generally agreeing that these protections are needed and deserved and that we need to act is something that I think we as a Council and as a City should all be proud of.

A couple of folks referenced a few of us by name and gave us credit that I want to make sure is spread tonight because every member of this Council has put in time and effort and thought into this for months, but certainly, in the last couple of weeks, I have gotten the opportunity to talk to some of you all more than we've talked in the entirety of the rest of this year. You might not want to talk to me for a couple of weeks after this for a break, and I understand that. There has also been, and many of them are in the audience with us tonight, people from a host of different organizations LGBTQ advocacy groups that the business community, just community leaders in general that have not only advocated but informed the work that we've done, helped shape the work that we've done and made this Ordinance better bit by bit every single iteration of it that has come forward

This was a community effort, it will be community victory tonight and I think Charlotte passing this unanimously, which I now have great hope will happen tonight is something that will be celebrated around the state and around the country, and I think we should all

take a lot of pride in and finish with something I said last week too, which is I hope this is the start of a new chapter for this Council. We've had some tumultuous issues and some tumultuous discussions that have divided us, but I think this is something that can unite us, and I hope that we carry that momentum forward for the rest of this term.

Councilmember Graham said first of all let me thank Councilmembers Eiselt and Egleston. Certainly, we all played a role in creating the document and making it better, but it was your leadership from the very start that led us to this point that we are today, so I want to thank you for the work that you put in as well as the other members of Council.

Hatred and racism and discrimination is personal for me as we go through this document. It still amazes me that here we are in 2021 and that someone could just hate you just for the color of your skin, or don't want to hire you because you've got a natural hairstyle, or you are an expectant mother who is giving life to this world that they will disregard that and won't hire you. It just amazes me that we are here, and we have to discuss these types of things, but I can tell you if we don't the consequences can be deadly. So, I'm glad that the City Council is taking the appropriate decision tonight to put our mark on the table in terms of being a City where we fight against hatred, racism, and discrimination via this Ordinance. That we've protected expectant mothers and veterans and those who want to wear their hair naturally or in braids like my daughter does. For those who are seeking employment, I think this is a step in the right direction that it in no means ends all of our issues. I believe that some of our issues are systemic, even in Charlotte if you live in the wrong zip code the quality of your education may be subject to not being very good. Or through our political systems that we still have individuals of other parties creating artificial barriers that prevent people of color from voting. That is real, or not passing Medicaid in South Carolina and North Carolina that disproportionately impacts 600,000 folks, many of which are people of color. That is real, or through our criminal justice system if you get stopped and you are African American or brown for a minor offense that may lead to a jail sentence. If you are white you may get probation, that is real. Or if you are looking for a job and your name is Mary Jane and you had a 3.5 and you graduate from UNC-Charlotte you may get several job interviews and jobs, but if you are Shemeka and graduate from Johnson C. Smith with that same GPA, those same credentials that resume may be bypassed simply because of your name and where you went to school.

I fully support the Ordinance because I believe a City of our size certainly needs it. I support the Ordinance based on some of the comments I heard tonight from some of our neighbors against people that I love, gays and trans and whatever, I don't care I love people and people should be able to love who they want to love and express themselves the way that makes them feel comfortable, and no one should judge that. I support them being free, I support them expressing themselves in a way that makes them proud Americans and proud Charlotteans and more importantly proud humans with dignity and respect. That is why I support this, and I believe hopefully we all can center around supporting it for those reasons. I just hope that again that we all, no matter which side of the aisle that you come from understanding that this is a drop in the bucket, this is from my perspective easy work. The hard work is trying to tell your friends on major issues that really impact people's lives and their livelihoods and their political freedom to exercise in a democracy, those are the hard stuff. I look forward to working with this Council to pass the Ordinance tonight and I also look forward to doing the hard work ahead.

Councilmember Johnson said this is easy and this is obvious for me. I'm absolutely going to support it, but what shocked me was the hatred and the victory that was demonstrated today in the name of Jesus. One of the most repeated scriptures is to love thy neighbor. It is repeated in the Bible like 13 times, and I don't want to judge and I'm not a Bible scholar, but I know the Bible also says that they shall know us by our love. I'm looking forward, I'm honored to support this Ordinance, it is also personal for me, I have a child that was actually kicked out of Catholic school because of his braids. So, society has to be so careful in what is considered correct due to religion. At one point slavery was legal and it was justified through religion. In the '60s when I was born and negro is on my birth certificate, but we've since evolved. It just kind of shows the culture so, I think that we should pray for one another that the City and the country be more open-minded to one another. I'm honored and I'm excited to support this Ordinance, but again, I hope that

the people who are opposed to it for religious reasons specifically in that kind of hatred way, I just pray that they read the New Testament and really kind of take a look at what has been justified through religion in the past and love one another as the Bible says 13 times at least.

Councilmember Newton said amen Ms. Johnson, I really appreciate your comments. I want to start by saying that the protections in this ordinance have been long-awaited and they are long overdue. I am elated, much like my colleagues that we are finally here tonight to vote yes on this. This Ordinance itself is clearly the product of a lot of hard work and I want to thank everyone who was involved in its formation and creation. This Ordinance, along with the process it establishes will provide a refuge for those facing discrimination in our City and it will also serve as a deterrent for anyone who is contemplating discrimination in our City. Our vote tonight, and I think this is very important to note, our vote tonight sends a message as we finally join municipalities across our state, municipalities across our country in saying no more, not in our City. It reaffirms that we truly are a welcoming and inclusive city for all and I, much like many of my colleagues have already noted could not be any prouder to support it.

Councilmember Watlington said I agree with much of what many of my colleagues have already spoken about tonight. I too, Ms. Johnson was appalled at some of the things I heard under the banner of Christ then I looked at the Speaker's List, and I was very pleased to find that many of the most egregious comments were made by people who don't even live in our City and that to me was progressing. I will say as well, the scripture that comes to mind as you mentioned Ms. Johnson is actually Matthews 22:36 and it says, Master, which is the greatest commandment in the law? Jesus said until them thou shall love the Lord thy God with all thy heart and with all thy soul and with all thy mind. This is the first and greatest commandment, and the second is like, unto it, thou shall love thy neighbor as thyself, and on these two commandments hang all the law and the profits. What I will say in regard to the conversation, having been on this Council for this particular iteration of it, I am very, very pleased. I agree with Councilmember Driggs and Councilmember Egleston that what we are talking about here is not values, we are clear and aligned on the fact that our values dictate love and respect, and dignity for all. I appreciate that we are talking about how do we create the best ordinance that is not going to create unintended consequences that is going to consider how this will be received in our community and how it is going to impact the lives of those we are trying to help, and I think that is the best place we could possibly be? So, thank you to my colleagues who worked very hard on this and I'm pleased and looking forward to supporting the original ordinance tonight.

Councilmember Ajmera said as a new mother I am truly humbled to be part of this discussion and adoption today. We often get asked when we go to neighborhoods and attend community meetings and events, what is going to be your legacy once you serve on City Council? This is it this is very important protection. This provides protection for all residents, it provides fairness and most importantly dignity for all our residents that includes expectant mothers, veterans, LGBTQ community and we have to lead by example for future generations. It is so great to see that is a non-partisan issue, especially after the 2040 discussion and I thank Councilmember Bokhari for his leadership on this as well as my other colleagues Councilmember Egleston, Councilmember Eiselt, Councilmember Newton, Councilmember Johnson and so many of my other colleagues, all of you. When we adopt this Ordinance today, we will send a strong message to towns and municipalities across the nation that when it comes to basic human rights it is not a partisan issue it is a human rights issue. So, when historians look back 20, 30 years from today they will say Charlotte would not have been the same without this City Council and I am so proud of the City Council today.

Councilmember Phipps said I will be very brief. I look forward to voting in support of the Non-Discrimination Ordinance that is before us here tonight and as I reflect, I was on the dais that night the last time we talked about this when this was passed but went down in flames. I felt that this particular discussion and experience was much more substantive in that it didn't get hijacked by one particular controversial issue as it was in the past, so I look forward to supporting it and I do thank all my colleagues who worked on this to

reach consensus and make adjustments and such. I do have a question for the City Manager if I may. If we pass this tonight which it looks like we will, how will we handle the resource funding gap between the time this becomes effective and our next budget cycle that is before us? Will we fund this to the degree that we can successfully undertake complaints and other things that will come before the CRC? Do we have mechanisms in place to fund this particular addition to our process?

Marcus Jones, City Manager said Councilmember Phipps it is kind of interesting when I looked up and I saw that Willie is in the room so I will give it my best shot. The way I understand the Ordinance as it has been proposed that there is another element of it that has been directed to the Budget and Effectiveness Committee with that portion of the 14 and below and 15 and above to be effective January 1, 2022. I believe there is time in between for us to assess what has been occurring with the other cities in North Carolina. As you do know there are opportunities for us to look at the existing staff and how we could reallocate as existing staff. Currently, I believe as Willie deals with conciliation, he has one Fair Housing Manager and three Community Relation Specialists so we believe there will be more resources are needed, but that number of resources I don't think that that is something we would be able to definitively say to you tonight, but we believe that we could work through whatever those resources that may be needed.

Mr. Phipps said do you think it would require some additional staff to our Legal Team?

Mr. Baker said thank you for the question; certainly, we will look at it and see what we can do with the existing resources that we have, but having not actually gone through an Employment Discrimination Ordinance at the local level I can't tell the number of complaints that will come in. We can certainly get through I believe the fiscal year with what we have and will certainly monitor the flow of complaints that may be coming to us.

Mayor Lyles said I think everyone has had an opportunity to speak to the recommended Ordinance prepared by the City Attorney and we will go back around to the group to discuss the substitute motion at this time. Mr. Bokhari, since you made the substitute motion would you like to lead off?

Mr. Bokhari said sure, I won't belabor it since I already made the point before, but if anyone has questions on do we have the authority to do this, we have done with our lawyers and hopefully, Mr. Baker will concur as I've had a couple of quick conversations with him on it. The reason why we can do this is that it isn't legally preempted in any way that would disallow us to do it with other more established topics and there are multiple jurisdictions ultimately that do this, North Carolina, California, Utah, and then a municipality front Washington, DC, Ann Arbor and many, many others that are listed so it is not something that is without legal precedent and will get us into any legal issues and I would again just argue every comment that we've made tonight and no matter what we do we should not let this overshadow a success of a unanimous vote nor is that my intention. But I just plead with you all if all of our comments apply to all discrimination tonight these things are happening. Republicans here, Democrats here, particularly Democrats in a more rural environment very much probably feel like Republicans in an urban environment like Charlotte. We are either for the prevention of discrimination on all fronts or we are relegated to using it as a tool where it fits our political narratives, and I hope and pray that is not the case in this vote.

Mayor Lyles said would anyone else like to speak to the substitute motion?

Mr. Driggs said I just don't see why we wouldn't do this frankly. It is very relevant, I think the question of potential discrimination based on people's political beliefs is real, and I think it cuts both ways. I don't see why there should be a partisan issue, we should condemn any instance in which somebody because of their political beliefs can be the target of discrimination. It feels like it ought to be simple to me and again, it is not an academic point, it is something that can happen in reality, and it can happen to any of us. So, I very much support this and I think it would be a bigger victory for us tonight if we could add this provision to what we've already agreed on.

Mr. Egleston said I think Mr. Bokhari's example if someone were to look up someone's registration and fire them for either being registered as a Democrat or Republican or Libertarian or whatever, I think we would all agree that is wrong. I think if this is something that we believe is actually happening and I've not yet seen much proof out of a few anecdotal examples, I think it is a discussion that could be had, but I think we would have to hone in on more specific language around, and not tonight, I think it would require more work than we can do on the fly tonight and I hope we just pass the Ordinance as presented as in front of us, but if you wanted to hone in on what that political expression means because there is a lot of things that I can think of that I do not believe deserve the protection that would be potentially framed by the perpetrator as just simply expressing themselves politically. So, I think there needs to be a lot more specificity and more specifically around affiliation than simply expression because expression would open a can of worms that I think might be hard to figure out where the boundaries of it are. So, I won't support the motion tonight, and I will support the original motion and the Ordinance as presented. If this is something that we believe is taking place in our community, then more work can be done to demonstrate that and to create more specificity in the language around it.

Ms. Eiselt said I agree with Mr. Egleston, I want to say that I certainly respect the view that my colleagues are taking, but just remind us all that a lot of our ordinances and particularly this one is written and crafted based on history and based on what has happened and based on the discrimination that has taken place and that has proven to taken place. I think we are pretty careful actually on this Council to ask for data so that we are not trying to solve a problem that hasn't been quantified or identified. So, should this become an issue, and frankly the way this country is going it might which really, really saddens me, and if that is the case then I would be willing to take up the discussion, but I won't support the substitute motion tonight.

Ms. Ajmera said I agree with points that were made by Councilmembers Egleston and Eiselt. We can have a discussion on this and more data to see if there is really a problem for us to take an action on.

Ms. Watlington said for me tonight the distinction is between identity versus expression as well. You can be a Republican today and tomorrow you can be an Independent and the day after that you can be a Democrat. I think that is a very different discussion, and what we are talking about tonight is basic protections based on your identity, so tonight I will not be supporting the substitute motion for that reason, but I'm also opened to having those conversations going forward.

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

YEAS: Councilmembers Bokhari and Driggs.

NAYS: Councilmembers Ajmera, Egleston, Eiselt, Graham, Johnson, Newton, Phipps, Watlington, and Winston.

Mayor Lyles said we will go back to the Non-Discrimination Ordinance that was sent out to you over the weekend. Is there any further discussion on that motion; I think we've heard from everyone? I'm just going to lead off just for a moment. Being Mayor is a great honor, but I certainly wish I were a Councilmember so I could raise my hand yes. It would have been my third yes vote for a Non-Discrimination Ordinance. It is a moment for us to understand, there are lots of times this Council has worked together on many things that we have this moment where we actually come together and take every part of what our community residents have asked, and we've put it in a statement of values and a statement of action that is implementable and accountable. I really wish for this to be my third vote to support this Ordinance, but not being a Councilmember I think I'm a little overwhelmed because I really do believe this is such a right thing to do.

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

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The meeting was recessed at 7:29 p.m. and reconvened at 7:44 p.m.

PUBLIC HEARING

ITEM NO. 6: PUBLIC HEARING ON A RESOLUTION TO CLOSE A PORTION OF CLOSEBURN ROAD

Mayor Lyles declared the hearing open.

There being no speakers either for or against a motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to close the Public Hearing on the issue of closing a portion of Closeburn Road.

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ITEM NO. 4: CITY MANAGER'S REPORT

Marcus Jones, City Manager said tonight we have our Aviation Director, Haley Gentry coming in to give you an update on the Carolina Aviation Museum. It is something that we discussed maybe a year and a half ago and we have an update because there are some items that are going to come before the Council, I believe in the September timeframe. With that said I will turn it over to Haley.

Haley Gentry, Aviation Director said we are going to try to be brief, but thorough, I want to be able to respect your time. Before we get started, I would like to introduce to you Ted Kaplan, Ted is our Chief Business and Innovation Officer at the airport. He has assumed my former role and he will be helping me present tonight. I would also like to introduce Jack Christine, our Chief Operating Officer, our other Deputy as well as our guest who are here from the Carolinas Aviation Museum, Marc Oken. Marc is the Chairman of Falfurrias Capital; we also have Ken Miller who is a Board Member. He is with Barringer Construction and you have the Carolinas Aviation Museum President, Stephen Saucier. Thank you for joining us.

This says 30-years, don't panic I promise we will be brief. Many of you may have been familiar with the Carolinas Aviation Museum in its former location. I'm going to try to hit a few high spots of history and what has occurred during the past 30-years. They originally opened in 1992, it started as a group of volunteers, avid aviation enthusiasts and they were based in a historic hanger that the airport owns on our property. That has multiplied over the years as well as their collection. They eventually moved into what was known as Hawkaire which was the former First Union/Wachovia Hanger which the airport acquired after the bank's merger.

In 2011 the museum began to really take on a premiere status with its addition of Miracle on the Hudson. I don't think I need to relive that story for any of you, there were a large number of local citizens on that airplane, and it was something that American Air Lines worked very closely with the museum to find its future home. We were very lucky that it was able to come to Charlotte and we had a place that we were able to accommodate it, and as a result of that, the museum's admission began to top at about 74,000 annually. During this period of time, our Corporate Aviation area was growing tremendously. We have recently reached 30 base tenants at the airport. That is considerable for a corporate operation based at a large hub facility.

Most of the Fortune 500 and 100 Companies that are based in Charlotte have facilities at the airport. In the past three years, we've had several large relocations to our corporate aviation area. As a result of that Honeywell relocated to Charlotte and we are very grateful to have them in our midst, however, it presented quite a conundrum. The only facility we had was where the Museum was currently located. By FAA Ordinance we are supposed to use those facilities for their highest and best purpose which is an aeronautical user. We begin talking in 2014 with the museum about what their future would look like because we knew Corporate Aviation was growing tremendously so this was not something that

came as a surprise however, it did present quite a challenge due to the fact that they have 1549 as well as the fact that they had a growing collection.

Let me talk to you about what we are going to be doing, I am actually going to have Ted this part over. We are going to share with you now where their future location on the airport is proposed for and this will be some follow-up information to the memo that you received earlier.

Ted Kaplan, Chief Business and Innovation Officer said following the museum's closure we begin to work with them to identify whether there was an alternative location on the airport that might meet their future needs and we ultimately settled on a 10-acre site on the northeast corner of our airport that is home currently to a historic hanger that the museum is presently using for storage of its exhibits and that the museum will be able to repurpose as part of its future facility. They also have the large concrete pad that the museum intends to use for outdoor exhibits then some additional dirt that will provide ample room for the development of its future facilities. That space is generally in the yellow box in the top right corner of the drawing there. This is the second look that shows that site in relation to our Wilson Air Center which is the facility that houses our Corporate Aviation tenants. Upon settling on that site, we began to work through a Letter of Intent with the museum that would outline how the development of their future facilities would work. Within this Letter of Intent, the airport agreed to commit \$5 million out of the Cannon Fund, which is a pot of money that we have had for some time that was set aside for the promotion of aviation education. We felt that that had nice synergies with what the museum was planning in its future facility.

The LOI (Letter of Intent) which is now largely agreed, subject to the City Council's support and approval contemplates three milestones around the design, construction, and ultimate opening of the facility. These milestones are configured to provide the museum with ample opportunity to complete its facilities but also to provide some certainty around how much time the museum would have to get this project off the ground. Ultimately, if they were not successful, they would define an outer deadline for the opening of the facility.

The drawing on the map shows the proposed future facility for the Carolina Aviation Museum. This facility has a budget of approximately \$22 million, and as you can see there are several different larger facilities that will house the exhibits along with some outdoor exhibit areas.

Ms. Gentry said Next Steps - We have reached a milestone we believe with the museum. We are very close to having them reach their first financial milestone that is recorded in the LOI. We expect that to occur this month; in addition to that, we are preparing at least to come to Council in September which will be the first time you have the option to weigh in on this in an action format. Then we hope to finalize and submit a site development plan and begin our early site work in early 2022.

We gave you a lot of information in your pocket so this is not meant to be comprehensive, the information you have in your packet is meant to give you the nitty-gritty details and this is a conceptual graphic of the museum and we have a video that we can play that is very brief, although it doesn't look like it is going to cue up. Well, we will send you that link and you can look at that. I apologize for the technically challenged operation here.

We do have representatives from the museum here if there are any questions.

Councilmember Phipps said what is the status of the Miracle on the Hudson; are we going to be able to retain that and are they going to have to move during the construction phase of the new facility or how would that work?

Ms. Gentry said currently the museum is storing their collection on-site at the airport and that does include 1549. They have every intention to retain that aircraft and it will be the center point of the new museum based on what I understand at this point.

Councilmember Winston said this is exciting, this is something that we talked about many years ago. I would just like us to continue to remember as you push forward on the new design to find the opportunity to partner with educational facilities and look for some STEM interaction and I know that is what you are going to do. Glad to see the progress that has been happening because I know there is a lot of work and you've come a long way.

Ms. Gentry said I don't want to speak for the museum, but I can confirm that there are a number of STEM initiatives underway and will be happy to send you that offline so you can be aware of those.

Councilmember Ajmera said we are using that pot of money for this, is that coming out of the enterprise or is that just a separate private branch to the airport?

Ms. Gentry said let me give you a brief description of that fund. It is part of the airport funds, nevertheless, it is not part of our revenues. What I mean by that is it was given to us as part of trust by the Cannon Family in the '70s and it has a specific use that it would be designated for, the furtherance of Aviation. We have held on to it since the '70s trying to find something we thought was a proper use and we do believe this supports what the Cannon Family was trying to do as well as provide some legacy for that money other than just sitting in our airport coffers.

Ms. Ajmera said thanks to the Cannon Family. So, to follow up on that, do we have sufficient balance in that to meet the ask for this museum?

Ms. Gentry said the airport's commitment from the fund to the project is \$5 million at this point. That is based on what we have available, so it is sufficient.

Mayor Lyles said I want to say thank you to the Museum Team; it is good to see everybody again and we can hardly wait for this pandemic to give you the time to actually do the work. I think Mr. Winston talked about it the last time I was out there, there were kids in the museum landing a plane. Of course, the plane was already handed, but you know what I mean, they were in a simulating plane landing, but it is the kind of thing we look at as a great career in aeronautics for so many different reasons and that is what you are teaching our kids to do, so thank you very much.

Mr. Jones said I would only add that I would echo what was said earlier about where we are right now with the CAM and all of Marc's hard work. We look forward to getting this thing started.

Mayor Lyles said is there anything else on the Manager's Report?

Mr. Jones said Mayor, I just want to make sure that the Council is aware, I think it is in your e-mails the Coty Manager's 30-day memo and it is pretty concise. A couple of things that we've talked about; at the next Business Meeting, there will be a COVID-19 (mild to severe respiratory infection caused by the coronavirus) response update. There are a lot of things we are working through right now, very proud of how the team is coming together around that. What I promised was that after the break we would come back and have a Manager's Report on the 2040 Plan Process, what went well and what maybe didn't go so well and some steps going forward. Then at the September Strategy Session, we will have an American Rescue Plan Act update. Again, there was a presentation, and we gave some recommendations, but the process the Council wants to go through I guess is in your court and we could have a Connect Beyond update which is what the Centralina is doing in terms of something bigger than just the team. So, just some pretty lofty topics over the course of the next month or so, and just wanted to make sure the Council knows where we are trying to go with that.

Councilmember Bokhari said Mr. Manager, are we ever planning on going back into the Chamber?

Mr. Jones said we had planned on going back into the Chamber at the beginning of August and then the Delta variant came in. There are some questions amongst Councilmember about how to keep everybody safe so, we just decided to stay here but when the Council is ready to move back, we can do that. But again, we had planned on after the break coming in but then the Delta variant and we wanted to be abundantly cautious with Council.

Mayor Lyles said I know that we have a larger body than the other governmental units that are in the Chamber often, but it is something that we really have to figure out working with the CDC (Centers for Disease) guidance that we have for the separation and masks and all of that. I think it is a weekly decision that is made every week that I can recall.

Councilmember Johnson said speaking of CDC recommendations, what are the current recommendations like for the public? I know that masks are recommended, but are we moving towards possible temperature tests or masks required for the public? I know that we can't tell and ask who is vaccinated as far as the public, but there were a lot of people in the room like today who weren't masked so just for safety precautions, are we looking at requiring a temperature test or what are you thinking going forward?

Mr. Jones said thank you, Ms. Johnson, that is what we would like to come back on the 23rd with, but I will tell you we are following the CDC guidelines with the recommendation for the wearing of masks in all of our government facilities, and we are beginning to get baseline data on our employees in terms of vaccination status.

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BUSINESS

ITEM NO. 7: ESTABLISH THE CHARLOTTE EQUITABLE DEVELOPMENT COMMISSION

Mayor Lyles said this is really around the work of the UDO (Unified Development Ordinance) and the 2040 Plan. Earlier in the meeting, I talked about what those responsibilities and accountabilities were and again, what I would like to do is we will send out the accountability information again to everyone and ask you to really encourage people to apply. We will extend the application process and then I believe we had one meeting this morning and two additional meetings are scheduled on the 2040 Plan and talking about these two Commissions and how we get the membership that is reflective of what we believe is important for the population of these boards is also being discussed in those meetings, so we will have the opportunity to do more. We are discussing the Charlotte Neighborhood Equity and Stabilization Commission as well as the Charlotte Equitable Development Commission. We do need to encourage people to apply for the Art and Cultural Advisory Board as well.

Councilmember Johnson said what is the status of those who have applied. Have you received enough, and you are screening through them, or you haven't received enough for the committee?

Mayor Lyles said we have not seen for the two Advisory Boards enough applications to populate the total group. Those applications are in the City Clerk's Office, they are certainly available to anyone who would like to look at them, but I think the small group discussions that we are having is to really talk a little bit more about how to make sure that we get the balance and representation that we would like to see on these two groups. Those meetings, I think we had one today and there are two more scheduled this week, so we are trying to get to it pretty quickly. So, your ideas and thoughts about how to recruit people, who do you think need to be recruited are very important. Those are WebEx meetings I believe.

Motion was made by Councilmember Graham, seconded by Councilmember Newton, and carried unanimously to adopt Ordinance No. 116-X establishing the Charlotte Equitable Development Commission.

The ordinance is recorded in full in Ordinance Book 64, at Page(s) 309-310.

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ITEM NO. 8: ESTABLISH CHARLOTTE'S NEIGHBORHOOD EQUITY AND STABILIZATION COMMISSION

Motion was made by Councilmember Graham, seconded by Councilmember Newton, and carried unanimously to adopt Ordinance No. 117-X establishing Charlotte's Neighborhood Equity and Stabilization Commission.

Councilmember Watlington said I just wanted to comment on this one in regard to the makeup of the Commission, we've got here three appointees in the housing advocate category and three appointees in the neighborhood leaders or community organizers category, and two appointees that are residents in areas that are experiencing displacement. During the 2040 deliberations, one item that came out from the community was that the Community Benefits Coalition requested that they have and appointments as part of this group. I just wanted to lift that back up to this Council that the Community Benefits Coalition is a key stakeholder because they represent many of the communities that were highlighted in the anti-displacement dashboard and I just wanted to make sure that they are represented formerly on this Committee.

Mayor Lyles said we need to get those applications in and talk about that in the small group meeting and what is the recommendation to ensure that.

Councilmember Ajmera said I just wanted to follow up on that. I had a meeting earlier today with CBC, the Community Benefits Coalition [inaudible], and Ricky Hall, and in addition to what Councilmember Watlington just mentioned they also want to ensure that there is representation from the renter community, so I just wanted to relay that to the Council. I'm sure they will be reaching out to all the Councilmembers as we make an appointment to those Boards and Commissions.

Mayor Lyles said I agree, I think those are very important representations in the Council recruiting, and letting people know this is available is really key.

Councilmember Graham said I just want to concur with both of the comments and that is why I am encouraging people to apply and if there are specific individuals that we believe should be on the Commission, I don't think we need to expand the size we just need to work together to make sure that we get the individuals that we want that are subject matter experts and more importantly those individuals that are from the impacted community. I'm willing to work with both Ms. Watlington and Ms. Ajmera to ensure that we work together to identify those individuals.

Mayor Lyles said this is really important work, it is long-term work, it is influential to our processes and policy, and it might be that we need to write something down to get this done in a way that works. But we will have that discussion in the meetings that we are having on the 2040 Plan.

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

The ordinance is recorded in full in Ordinance Book 64, at Page(s) 311-313.

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ITEM NO. 9: EMERGENCY RENTAL AND UTILITY ASSISTANCE IN RESPONSE TO COVID-19

Motion was made by Councilmember Driggs, seconded by Councilmember Graham, and carried unanimously to (A) Adopt Budget Ordinance No. 118-X appropriating \$28,841,640.10 from the U. S. Department of Treasury for Emergency Rental and Utility Assistance in the American Rescue Plan Act Fund, and (B) Authorize the City Manager to negotiate and execute any necessary contracts and agreements related to the Emergency Rental and Utility Assistance Program.

The ordinance is recorded in full in Ordinance Book 64, at Page(s) 314.

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ITEM NO. 10: HOME PROGRAM FUNDING IN RESPONSE TO COVID-19

Motion was made by Councilmember Driggs, seconded by Councilmember Graham, and carried unanimously to (A) Adopt Budget Ordinance No. 119-X appropriating \$11,566,784 from the U. S. Department of Housing and Urban Development in the American Rescue Plan Act Fund, and (B) Authorize the City Manager to negotiate and execute any necessary contracts and agreements related to the HOME Program.

The ordinance is recorded in full in Ordinance Book 64, at Page(s) 315.

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ITEM NO. 11: LOWE'S 100 HOMETOWNS GRANT

Motion was made by Councilmember Driggs, seconded by Councilmember Winston, and carried unanimously to (A) accept a grant in the amount of \$200,000 from Lowe's Home Improvement for the construction of an open space in Historic Washington Heights neighborhood, and (B) Adopt Budget Ordinance No. 120-X appropriating \$200,000 from Lowe's Home Improvement in the general Grants Fund.

Councilmember Egleston said I just wanted to call out the good work of Erin Gentry in Planning Design and Development. There was an article in the Observer about this grant and the park that is being created and I know she put a lot of work into that application and getting this grant so kudos to Erin for the good work here.

Mayor Lyles said thank you, it is always good to get a compliment and have that done. I think we forget sometimes how much work goes from the folks working in the corridors, working to make our sidewalks and roads safer. Thank you, that was notable Mr. Egleston.

The Ordinance is recorded in full in Ordinance Book 64, at Page(s) 316.

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ITEM NO. 12: GRANT FOR ALTERNATIVES TO VIOLENCE PROGRAM

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to (A) Accept a grant in the amount of \$1,200,000 from GreenLight Fund Charlotte to support the implementation of the Alternatives to Violence Program in Charlotte, and (B) Adopt Budget Ordinance No. 121-X appropriating \$1,200,000 from GreenLight Fund Charlotte in the Neighborhood Development Grants Fund.

The ordinance is recorded in full in Ordinance Book 64, at Page(s) 317.

ITEM NO. 13: DECISION ON AN AMENDMENT TO THE EDGEWOOD FRAMEHOUSE HISTORIC LANDMARK DESIGNATION

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to adopt Ordinance No. 122-X with an effective date of August 9, 2020, amending the historic landmark designation ordinance for the property known as the "Edgewood Farmhouse" (parcel identification numbers 027-611-04, 027-611-05, and 027-611-06) that would de-designate portions of the land previously included within the designation.

The ordinance is recorded in full in Ordinance Book 64, at Page(s) 318-321.

ITEM NO. 14: DECISION ON AN AMENDMENT TO THE VICTOR SHAW HOUSE HISTORIC LANDMARK DESIGNATION

Motion was made by Councilmember Driggs, seconded by Councilmember Egleston, and carried unanimously to adopt Ordinance No. 123-X with an effective date of August 9, 2021, de-designating portions of the land previously included within the historic landmark designation ordinance for the property known as the "Victor Shaw House" (Parcel Identification Number 09-505-544).

Councilmember Egleston said just because I know Mr. Phipps asked about these in our questions and answers and it might strike people as odd that we are de-designating things, but as is the case with most of these and I can speak specifically to this Victor Shaw House is a long-term solution was identified to preserve the core of this historic property by allowing some of the outer pieces of undeveloped land to be developed so while we are de-designating property, we are preserving the actual house that is the reason that this is a landmark. If that is striking people as strange, I assure you there is the logic behind it, and it comes recommended from the Landmarks Commission.

The ordinance is recorded in full in Ordinance Book 64, at Page(s) 322-325.

ITEM NO. 15: DECISION ON THE ERVIN BUILDING HISTORIC LANDMARK DESIGNATION

Motion was made by Councilmember Newton, seconded by Councilmember Driggs, and carried unanimously to Adopt Ordinance No. 124-X with an effective date of August 9, 2021, designating the property known as the "Ervin Building" (Parcel Identification Numbers 13-111-110 and 13-111-114) as a historic landmark.

Councilmember Phipps said in reading this particular one there were some comments made by C-DOT (Charlotte Department of Transportation) about a funded project of NC-DOT (North Carolina Department of Transportation) that they wanted to make sure that they made provisions for a managed lane adjacent to the property, but I wasn't clear as to how the Historic Landmark Commission answered that concern. They seemed to point to some sort of process that would be undertaken after this vote. I was just curious as to how that works when you have questions by one of the entities about the project and the impact it could have on a slated project. How do they work around to address those concerns? This is something I can get an answer for later on, but I just wanted to get some clarity on that. One other thing Mayor, on these four items there was one of them that a former Mayor's house was formerly designated as a historic landmark, so you still got some hope.

Mayor Lyles said it is so funny, the first house that we bought was on Greenway Avenue in the Elizabeth Neighborhood. I think we paid some five figures and I saw it listed for more than six, so it is amazing.

Mayor Lyles said do we need to get an answer on this tonight?

Mr. Phipps said no, not tonight. There was another one that had similar comments about some concerns that they had about how they were going to handle the property after the de-designation, and I want to know what is the process through which we see that those concerns are properly addressed and handled.

Mr. Egleston said I would imagine that Mr. Thompson from the Landmarks Commission would be happy to de-brief on any or all of those and is probably watching. So, Mr. Thompson, call Mr. Phipps.

The ordinance is recorded in full in Ordinance Book 64, at Page(s) 326-330.

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ITEM NO. 16: DECISION ON THE LARKWOOD-CHADBURN HOSIERY MILL PLANT HISTORIC LANDMARK DESIGNATION

Motion was made by Councilmember Driggs, seconded by Councilmember Egleston, and carried unanimously to adopt Ordinance No. 125-X with an effective date of August 9, 2021, designating the property known as the "Larkwood-Chadbourn Hosiery Mill Plant" (Parcel Identification Number 08-306-707) as a historic landmark.

The ordinance is recorded in full in Ordinance Book 64, at Page(s) 331-335.

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ITEM NO. 17: DECISION ON THE WILLIAM H. PEEPS HOUSE HISTORIC LANDMARK DESIGNATION

Motion was made by Councilmember Egleston, seconded by Councilmember Newton, and carried unanimously to adopt Ordinance No. 126-X with an effective date of August 9, 2021, designating the property known as the "William H. Peeps House" (parcel Identification number 12-108-208) as a historic landmark.

The ordinance is recorded in full in Ordinance Book 64, at Page(s) 336-340.

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ITEM NO. 18: DECISION ON RIVER DISTRICT PHASE 1 AREA VOLUNTARY ANNEXATION

Motion was made by Councilmember Watlington, seconded by Councilmember Newton, to adopt annexation Ordinance No. 127-X with an effective date of August 9, 2021, to extend the corporate limits to include River District Phase 1 Area properties and assign them to the adjacent City Council District 3.

Councilmember Winston said I might have mentioned this a couple of weeks ago when something for the River District came up. I would love to get some type of update or briefing about the whole project. Today, I would have spent some time in a couple of different firehouses for example and there is not concerns necessarily, but questions about how incorporating this size of a new part of our City is going to affect business and I really don't know how to talk about that intelligently at this point time.

Mayor Lyles said it would be great to go out there and have a meeting on site because I think you always see things it is a little bit easier to understand.

Mr. Winston said I would love that.

Mayor Lyles said maybe we can work on that. We will go out and visit the property and just kind of walk it so people can see it.

Councilmember Ajmera said this afternoon Commissioner Elaine Powell sent an e-mail regarding her District to ensure there is adequate parkland and green space. Here is her e-mail that states I hope there will be a formal request from City Council to include our County staff in the development process now. The County Park Commissioners made this request years ago, so I just want to get an update from our staff what is the status on, including County Commissioners in this process when it comes to parkland and green space?

Mayor Lyles said my recall is that it is included in the approved plan when we approved this. I don't think Commissioner Powell was on the Commission at the time because this has been a while back, but I think there was a designation, there was Fire, there was a bridge. I think what Mr. Watlington just said she has connected Commissioner Powell with Crescent to begin to think through it.

Councilmember Driggs said we had a zoning approval and a money approval.

Mayor Lyles said we can send you the zoning item and maybe get the adoption of the Zoning Petition and we can send that to Commissioner Powell so that she can see what is in it if that is okay. Do you think that will address it, having the contract with Crescent?

Ms. Ajmera said I think that should hopefully address her concerns, I just want to make sure that someone from our staff does reach out to Commissioner Powell and walk her through what is in the plan so she can work directly with Crescent.

Mayor Lyles said I think Ms. Watlington has made that touchpoint for her already and then we will get her the Zoning materials as well from the staff and she can be briefed by the staff. Thank you for following up on that.

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

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ITEM NO. 19: APPOINTMENTS TO THE CHARLOTTE BUSINESS INCLUSION ADVISORY COMMITTEE

The following nominees were considered for one appointment for a partial term beginning upon appointment and ending February 28, 2022:

- Stephanie Moore Hand, nominated by Councilmembers Driggs, Egleston, Eiselt, and Watlington.
- Victor Perez, nominated by Councilmembers Johnson, Newton, Phipps, and Winston.

Results of the first ballot were recorded as follows:

- Stephanie Moore Hand, 6 votes – Councilmembers Driggs, Egleston, Eiselt, Graham, Watlington, and Winston.
- Victor Perez, 4 votes – Councilmembers Ajmera, Johnson, Newton, and Phipps.

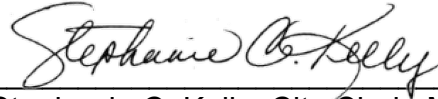
Stephanie Moore Hand was appointed.

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ADJOURNMENT

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

The meeting was adjourned at 8:24 p.m.



Stephanie C. Kelly, City Clerk, MMC, NCCMC

Length of Meeting: 3 Hours, 8 Minutes
Minutes Completed: October 5, 2021