

The City Council of the City of Charlotte, North Carolina convened for an Action Review on Monday, January 13, 2025, at 5:09 p.m. in Room 267 of the Charlotte Mecklenburg Government Center with Mayor Vi Lyles presiding. Council members present were Dimple Ajmera, Danté Anderson, Tariq Bokhari, Ed Driggs, Malcolm Graham, Lawana Mayfield, and James Mitchell.

ABSENT UNTIL NOTED: Councilmembers Tiawana Brown, Renee Johnson, Marjorie Molina, and Victoria Watlington

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Mayor Lyles said thank you, everyone. It is January 13, 2025, and we are all ready to begin our meeting for today. So, today, we'll start off with our Consent and Action Review. So, let's go ahead and have our introductions.

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ACTION REVIEW

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

Mayor Lyles said alright. So, now I'd like to address our consent agenda items. Are there any followups from the Council on the Consent Agenda?

Councilmember Mayfield said I have a number of items that I would like to pull for a separate vote, 17, 18, 19, 20, 24, 28, 33, 35, 37, 40 and 43.

Councilmember Watlington arrived at 5:07 p.m.

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ITEM NO. 2: CONSENT AGENDA ITEMS 13 THROUGH 52 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 Driggs, seconded by Councilmember Bokhari, and carried unanimously to approve the Consent Agenda as presented with the exception of Item No. 17, Item No. 18, Item No. 19, Item No. 20, Item No. 24, Item No. 28, Item No. 35, Item No. 39, Item No. 40 and Item No. 43 which were pulled for a separate vote, and Item No. 33 which was pulled by staff.
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The following items were approved:

Item No. 13: Governor's Highway Safety Program Grant for Traffic Safety

Adopt a Resolution authorizing the City Manager, or his designee, to apply for and accept a grant in the amount of \$50,000 from the North Carolina Governor's Highway Safety Program to conduct overtime projects focused on increased enforcement of traffic violations.

The resolution is recorded in full in Resolution Book 55, at Page(s) 432-433.

Item No. 14: Governor's Highway Safety Program Grant for Traffic Safety - Law Enforcement Liaison

Adopt a resolution authorizing the City Manager, or his designee, to apply for and accept a grant in the amount of \$30,000 from the North Carolina Governor's Highway Safety Program.

The resolution is recorded in full in Resolution Book 55, at Page(s) 434-435.

Item No. 15: Governor’s Highway Safety Program Grant for Traffic Safety - Driving While Impaired Task Force

Adopt a resolution authorizing the City Manager, or his designee, to apply for and accept a grant in the amount of \$217,739 from the North Carolina Governor’s Highway Safety Program for the Driving While Impaired Task Force.

The resolution is recorded in full in Resolution Book 55, at Page(s) 436-437.

Item No. 16: U.S. Department of Justice FY 2024 Edward Byrne Memorial Justice Assistance Grant

Adopt a resolution authorizing the City Manager, or his designee, to enter into a memorandum of understanding with Mecklenburg County as a law enforcement partner.

The resolution is recorded in full in Resolution Book 55, at Page(s) 438-450.

Item No. 21: Maintenance, Repair, and Operating Supplies

(A) Approve the purchase of maintenance, repair, and operating supplies from a cooperative contract, (B) Approve a unit price contract with W.W. Grainger for the purchase of maintenance, repair, and operating supplies for a term of one year under OMNIA Partners contract #240078-01, (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. 22: Median Maintenance Services

(A) Approve contracts with the following companies for Median Maintenance Services for an initial term of four years: MB Premier Enterprises, LLC (MBE), Roundtree Companies, LLC (MBE, SBE), and (B) Authorize the City Manager to renew the contracts for up to one, one-year term with possible price adjustments and to amend the contracts consistent with the purpose for which the contracts were approved.

Item No. 23: Specialized Roadway Construction Services

(A) Reject the low bid submitted by Hux Contracting, LLC for the Specialized Roadway Construction Services Fiscal Year 25A project, and (B) Approve a contract in the amount of \$3,192,425 to the lowest responsive, responsible bidder United of Carolinas, Inc. for the Specialized Roadway Construction Services Fiscal Year 25A project.

Summary of Bids

Hux Contracting LLC*	\$2,549,443.75
United of Carolinas, Inc.	\$3,192,425.00
D.E. Walker Construction	\$3,431,621.50
DOT Construction, Inc.	\$5,106,470.00

*Did not meet the bid requirement of signing the Execution of Bid and was found to be non-responsive.

Item No. 25: Fire Hydrants and Parts

(A) Approve unit price contracts for the purchase of fire hydrants and associated parts for an initial term of two years to the following: Consolidated Pipe and Supply, Core and Main, LP, Ferguson Enterprises, Fortiline Inc., Raleigh Winwater, and (B) Authorize the City Manager to renew the contracts for up to three, one-year terms with possible price adjustments and to amend the contracts consistent with the purpose for dwhich the contracts were approved.

Summary of Bids

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

Item No. 26: McDowell Creek Water Resource Recovery Facility Clarifier Mechanism

Approve a contract in the amount of \$615,659.80 to the lowest responsive bidder WesTech Engineering, LLC for the purchase of a clarifier mechanism and associated appurtenances.

Summary of Bids

ClearWater - WesTech Engineering	\$615,659.80
Envirodyne Systems, Inc.	\$703,932.00

Item No. 27: Municipal Agreement for Relocation of Water and Sanitary Sewer Infrastructure on Shopton Road

(A) Adopt a resolution authorizing the City Manager to negotiate and execute a municipal agreement with the North Carolina Department of Transportation for construction of water and sanitary sewer line relocations, adjustments, and improvements, and (B) Authorize the City Manager to approve the reimbursement request for the actual cost of the utility construction.

The resolution is recorded in full in Resolution Book 55, at Page(s) 451-452.

Item No. 29: Interlocal Agreement for Reedy Creek Phase 1 Tributaries Water Quality Enhancement Project

(A) Adopt a resolution authorizing the City Manager, or his designee, to negotiate and execute an interlocal agreement with Mecklenburg County for construction of the Reedy Creek Phase 1 Tributaries Water Quality Enhancement Project, and (B) Authorize the City Manager, or his designee to amend the interlocal agreement consistent with the purpose for which the agreement was approved.

The resolution is recorded in full in Resolution Book 55, at Page(s) 453-464.

Item No. 30: Sardis Oaks Road 9816 Storm Drainage Improvement Project

(A) Approve a contract in the amount of \$982,764.34 to the lowest responsive bidder D.E. Walker Construction Co. (MBE) for the Sardis Oaks Road 9816 Storm Drainage Improvement Project, and (B) Authorize the City Manager to amend the contract consistent with the purpose for which the contract was approved.

Summary of Bids

D.E. Walker Construction Co.	\$ 982,764.34
United of Carolinas, Inc.	\$ 997,699.45
Efficient Developments, LLC	\$1,014,997.50
GreenWater Development, Inc.	\$1,057,369.28
Zoladz Construction Co., Inc.	\$1,082,745.40
United Construction Company, Inc.	\$1,097,850.41
Hux Contracting	\$1,127,188.92
OnSite Development, LLC	\$1,146,285.80

Item No. 31: Bus Bulk Fluids

(A) Approve unit price contracts for the purchase of Bus Bulk Fluids for the initial term of three years to the following: Campbell Oil Company, Colonial Oil Industries, Inc., PetroChoice, LLC, 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. 32: Light Rail Vehicle Repair Services and Parts

(A) Approve a unit price contract with Siemens Mobility, Inc. for light rail vehicle repair services and 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.

Item No. 34: Security Access Controls System Refresh

(A) Approve the purchase of a security access controls system refresh from a cooperative contract, (B) Approve a unit price contract with Convergent Technologies LLC for the purchase of a security access controls system refresh for a term of one year

under Sourcewell cooperative contract #030421-CTL, 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. 36: Airport Grounds Maintenance Equipment

(A) Approve the purchase of grounds maintenance equipment, attachments, and accessories with related services from a cooperative contract, (B) Approve a unit price contract with James River Companies, LLC for the purchase of grounds maintenance equipment, attachments, and accessories with related services for a term of three years under Sourcewell cooperative contract #030421-CTL, 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. 37: Airport Facility On-Call Painting Services

(A) Approve contracts with the following companies for on-call painting services for an initial term of three years: Bobby's Painting Company, Inc. (MBE), Charlotte Paint Company, LLC (WBE), Stancil Painting & Services, Inc., and (B) Authorize the City Manager to renew the contracts for up to two, one-year terms with possible price adjustments and to amend the contracts consistent with the purpose for which the contracts were approved.

Item No. 38: Airport Passenger Loading Bridge Canopies

(A) Approve the purchase of passenger loading bridge canopies, parts, and materials by the sole source exemption, (B) Approve a contract with Hubner Manufacturing Corporation for the purchase of passenger loading bridge canopies, parts, and materials for an initial 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. 41: Land Acquisition for Tree Canopy Preservation Program - Sam Wilson Road

(A) Approve the purchase of approximately 16.870 acres of property (parcel identification numbers 053-152-56 and 053-156-09) located near Sam Wilson Road in Charlotte, North Carolina for the purchase price of \$594,875, (B) Authorize the City Manager or his designee to grant a conservation easement to the Catawba Lands Conservancy, and (C) Authorize the City Manager, or his designee, to negotiate and execute any documents necessary to complete these transactions.

Item No. 42: Meeting Minutes

Approve the titles, motions, and votes reflected in the Clerk's record as the minutes of: May 6, 2024, City Manager's Proposed FY 2025 Budget Presentation, May 13, 2024, Business Meeting, May 20, 2024, Budget Adjustments Meeting, May 20, 2024, Zoning Meeting, May 28, 2024, Business Meeting, and May 30, 2024, Budget Straw Votes Meeting.

Item No. 44: Set a Public Hearing on Park Crossing Phase 1 Voluntary Annexation

Adopt a resolution setting a public hearing for February 10, 2025, for Park Crossing Phase 1 Area voluntary annexation petition.

The resolution is recorded in full in Resolution Book 55, at Page(s) 466-467.

Item No. 45: Set a Public Hearing on River North Area Voluntary Annexation

Adopt a resolution setting a public hearing for February 10, 2025, for River North Area voluntary annexation petition.

The resolution is recorded in full in Resolution Book 55, at Page(s) 468-469.

PROPERTY TRANSACTIONS

Item No. 46: Aviation Property Transactions - 8004 Robbie Circle

Acquisition of 197,327 square feet (4.53 acres) at 8004 Robbie Circle from Andrew Bradford Williams for \$590,000, and all relocation benefits in compliance with Federal, State, or Local regulations for EIS Mitigation Land South.

Item No. 47: Property Transactions - Cross Charlotte Trail Mallard Creek to Pavilion Segment 10, Parcel # 2

Resolution of Condemnation of 32,688 square feet (0.750 acres) Permanent Greenway Easement and 79,875 square feet (1.834 acres) Temporary Construction Easement at 10400 North Tryon Street from James Frosst Alexander and Denise David Alexander, Stella Watkins Alexander Harmon, John William Alexander and Judith Brown Alexander, Edward Alexander Boone, Rebecca Boone Thompson, Sarah Boone Brown, and Ruth Elizabeth Boone McLean for \$23,750 for Cross Charlotte Trail Mallard Creek to Pavilion Segment 10, Parcel # 2.

The resolution is recorded in full in Resolution Book 55, at Page(s) 470-471.

Item No. 48: Property Transactions - Davidson and Anderson Ramps, Parcel # 1

Resolution of Condemnation of 171 square feet (0.004 acres) Sidewalk Utility Easement and 88 square feet (0.002 acres) Temporary Construction Easement at 3700 North Davidson Street from Northmore Properties, Inc. for \$2,250 for Davidson and Anderson Ramps, Parcel # 1.

The resolution is recorded in full in Resolution Book 55, at Page(s) 472-473.

Item No. 49: Property Transactions - Remount Road and West Boulevard Intersection Improvements, Parcel # 5

Acquisition of 1,613 square feet (0.037 acres) Sidewalk Utility Easement, 161 square feet (0.004 acres) Permanent Shelter Easement, and 1,559 square feet (0.036 acres) Temporary Construction Easement at 1535 Remount Road from Koon W. Wu, Bu Yun Ma, and the heirs of Wai Chi Chan for \$85,475 for Remount Road and West Boulevard Intersection Improvements, Parcel # 5.

Item No. 50: Property Transactions - Severn-Tyndale Avenue Storm Drainage Improvement Project, Parcel # 3

Acquisition of 2,710 square feet (0.062 acres) Storm Drainage Easement, 306 square feet (0.007 ac) Water Line Easement, and 1,107 square feet (0.025 acres) Temporary Construction Easement at 4108 Tyndale Avenue from Kai Stacks and Philip Stacks for \$94,625 for Severn-Tyndale Avenue Storm Drainage Improvement Project, Parcel # 3.

Item No. 51: Property Transactions - Severn-Tyndale Avenue Storm Drainage Improvement Project, Parcel # 4

Acquisition of 2,521 square feet (0.058 acres) Storm Drainage Easement, 321 square feet (0.007 acres) Waterline Easement, and 1,224 square feet (0.028 acres) Temporary Construction Easement at 4100 Tyndale Avenue from Gustavo LaRotta and Stephanie Grochmal for \$96,350 for Severn-Tyndale Avenue Storm Drainage Improvement Project, Parcel # 4.

Item No. 52: Property Transactions - Severn Tyndale Avenue Storm Drainage Improvement Project, Parcel # 10

Acquisition of square feet (0.051 acres) Storm Drainage Easement at 3900 Severn Avenue from Ryan Patrick Flynn and Lindsay Morgan Benedict for \$18,670 for Severn-Tyndale Ave Storm Drainage Improvement Project, Parcel # 10.

ITEM NO. 17: BEATTIES FORD SUNSET PEDESTRIAN IMPROVEMENTS PHASE 1

Councilmember Mayfield said Marie, thank you for the printout that you provided to everyone. I was trying to get an understanding, and this is a question that I've asked previously when we work with lowest bidder. This bid was around 400,000 less than the

next lowest bidder, and what I want to try to see if we can get to a place where we're tracking, or better yet staff, is tracking where if we receive a bid and then we have amendments to those bids, how close those amendments are getting, to make sure that that bid is actually as accurate as possible versus submitting a low bid with the possibility of knowing that you would have to come back for adjustments. Marie, I believe you got an answer for me.

Councilmember Brown arrived at 5:09 p.m.

Marie Harris, Strategy and Budget said yes, ma'am, thank you, and General Services, to your point, does track some of that, and that's where they noted that between 2018 and 2024, there were 78 completed projects, and only 3.3 percent were change orders, but they also wanted to make sure Council is aware, when a bid is submitted it's for the total package. Now, things might come up that require extra work, different things like if there's rocky soil that might cost extra, that they weren't planning on, but to your point, that isn't just the same scope and charging more for the same scope. So, any of the vendors would've had to increase their pricing based on that.

Ms. Mayfield said and I appreciate the additional information, because I think that's also something helpful for community to know when they're watching and when we're approving this.

Motion was made by Councilmember Mayfield, seconded by Councilmember Driggs, and carried unanimously to authorize the City Manager to execute a contract in the amount \$5,871,879 to the lowest responsive, responsible bidder Zoladz Construction Company, Inc. for the Beatties Ford Sunset Pedestrian Improvements Phase 1 project.

Summary of Bids

Zoladz Construction Co., Inc.	\$5,871,879.00
NJR Group, Inc.	\$6,267,576.00
Blythe Development, LLC	\$6,540,775.00
Efficient Developments, LLC	\$6,577,304.85

ITEM NO. 18: BUILDING GROUNDS MAINTENANCE

Councilmember Mayfield said 18, 19 are related. I wanted to make sure that I had an understanding, since we're using this particular vendor for multiple contracts, there's contracts that they currently have in place, and here's an opportunity with our building grounds maintenance, as well as our bus park and ride lots ground maintenance. So, I wanted to just get an understanding of the difference between the two. Marie, I appreciate us breaking down the numbers, because one of the challenges I had was for Item No. 18.

Marie Harris, Strategy and Budget said I believe it was 19, ma'am.

Ms. Mayfield said 19, and I pulled both 18 and 19. So, Mayor, is it okay for me to speak to them as one, or would it be better to separate them?

Mayor Lyles said I think it would be fine to go with one. Mr. Attorney, is it alright to address both of the items?

Anthony Fox, Interim City Attorney said yes, I think it's perfectly fine for her to speak. She's pulling the items, and these are two of the items that she pulled.

Ms. Mayfield said thank you very much for that clarification. So, really the question is around the vendor and ensuring capacity. Also, for Item No. 19 specifically, I wanted to understand the expenditures for the contract. So, we were able to break down, that initially back in 2021, the total amount of the contract was \$370,461. I'm assuming that that was for a three-year, because we had two, one-year extensions on it, but where I had the question is on the bullet item from September 11, 2024, that said, "The City executed contract amendment number two in the amount of \$123,487, basically the equivalent of the three years if we break it down, but noting increasing not to exceed value of \$493,948. So, I was concerned with this additional extension, which will be their second extension, which is the amendment three, that total being \$617,435, and Marie correct me, what you explained is, in that three year, if it had started in 2021, that would've been 2022, 2023, 2024, and then we should have started March of 2024. One year would've been 2025, but we actually didn't trigger it until September 2024. So, I just wanted to get clarification on, where we noted not to exceed \$493,000, but now we're doing this addition.

Ms. Harris said it's the last of the five years, yes, ma'am.

Ms. Mayfield said last of the five years extension, which would give us the grand total of \$617,435, and this should take us to March of 2026. That was the clarification that I wanted.

Motion was made by Councilmember Mayfield, seconded by Councilmember Driggs, and carried unanimously to (A) Approve contracts with the following companies for Building Grounds Maintenance for an initial term of three years: Pristine Properties of NC, Inc. (SBE), Roundtree Companies, LLC (MBE, SBE), and (B) Authorize the City Manager to renew the contracts for up to two, one-year renewal terms with possible price adjustments and to amend the contracts consistent with the purpose for which the contracts were approved.

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ITEM NO. 19: BUS PARK AND RIDE LOTS GROUNDS MAINTENANCE

Motion was made by Councilmember Mayfield, seconded by Councilmember Driggs, and carried unanimously to approve contract amendment #3 in the amount of \$123,487 with Roundtree Companies, LLC (MBE, SBE) for grounds maintenance services for various CATS Bus Park and Ride Lots.

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ITEM NO. 20: INTERSTATE 277 RAIL TRAIL PEDESTRIAN BRIDGE

Councilmember Mayfield said Item No. 20 was the Interstate 277 Rail Trail Pedestrian Bridge. I also noted that the lowest responsive bidder on that was just under a \$3 million difference between the bids. So, it was still the same question, yet it was identified, but I thought it would be a great opportunity. Again, when community, that chooses to tune in or actually look at our agenda, since it is a public record, when they see they know that there is an actual process in place and there is a tracking, and that was actually answered in my first question, Item No. 17.

Motion was made by Councilmember Mayfield, seconded by Councilmember Driggs, and carried unanimously to Authorize the City Manager to execute a contract in the amount of \$16,338,845.64 to the lowest responsive, responsible bidder Blythe Construction, Inc. for the Interstate 277 Rail Trail Pedestrian Bridge project.

Summary of Bids

Blythe Construction, Inc.	\$16,338,845.64
Crowder Construction	\$19,300,217.22
NJR Group, Inc.	\$21,202,022.50
Dane Construction, Inc.	\$22,226,811.70

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ITEM NO. 24: BEAVERDAM CREEK TRUNK SEWER PHASE 2

Councilmember Mayfield said I did send an email out to colleagues yesterday when I was going through this, but I sent a followup email earlier today after speaking with Marie, because I did have some concerns. There's a bigger conversation regarding what we identify and Good Faith Efforts. So, after having an additional conversation, I'm not going to make Marie get into the weeds of it, but if you could just let me know if I'm understanding correctly. Even though CBI (Charlotte Business INClusion) identified an established goal level through Good Faith Efforts, that is where Charlotte Water was able.

Marie Harris, Strategy and Budget said so correct, and you know Ms. Angela Charles and her team do a great job of trying to push the goals and get as much as possible. With this one, though, they weren't able to get to the goal without GFE (Good Faith Effort). So, actually I'm misspeaking, because they did meet the goal, but it was through Good Faith Efforts. I know it's a lower percentage, but this is even more than when they first bid, and the vendor did work with us, and increased it some and extended the bid, gave us a little extension to try to help boost it up as well.

Ms. Mayfield said, and I believe moving forward that Council, through our direction of staff, we have an opportunity. I hope we have some time in our upcoming retreat to really look at ways that we can create a really competitive process, keeping in mind that a lot of the product for this is the actual piping and the concrete and things like that, and that's not something that can be broken out, but there might be an opportunity for us to look at other ways. So, I just wanted this one to be voted separately for us to be able to have the conversation so that our partners out in the community know that, not only staff, but Council, has a real priority around ensuring as much access as possible for our local businesses.

Councilmember Mitchell said let me kind of followup. Marie, you said something, but I want to be clear. So, it's two-fold. Let me talk first about process. CBI established a goal of eight percent, correct?

Ms. Mayfield said yes.

Mr. Mitchell said we ended up getting 1.76, so I have a question about process. If my CBI department has identified, let's say for argument's sake, the 10 companies can do the work. Then, does CBI and the Water Department, in this particular case, work with those 10 companies to make sure they bid, make sure they have the resources to pursue their opportunity? Because there is a big disconnect that I've got one department saying in our database we have this many companies that could perform the work, but bid time to accomplish 1.76, and I just want to make sure we using the right language, because when they don't hit the goal, we have to go to the Good Faith Effort. State requires, as long as you get 50 points, legally.

Ms. Harris said I believe ours is 60, but yes, sir.

Mr. Mitchell said right, 60, legally they have to be awarded the contract. So, let's start off with the first question of process, CBI and the Water Department.

Ms. Harris said right, so they jointly worked together on that, and you touched on a lot of things. So, you said, "Do they have the capacity?" So, that's a whole different area that Water's not as much involved with, but CBI does the outreach with the bonding program

that Council put in place and different things, and outreach where we don't have enough vendors, but then they work together on, here's the vendors, and if they don't bid, we work back with the vendor. So, both CBI and Water tried to do outreach with the vendor and the other people. They do active outreach, so it's not just like, oh, okay, and we validate. So, we call and make sure, did somebody contact you? We try to collect some of that, why didn't you bid too? They submit good faith and then we audit that to make sure that they did actually do what they said they're doing and do the outreach.

Mr. Mitchell said so, Mayor and Council, only comment I would make, thank you, Marie, is, I remember my colleague Driggs and I, we were on ED (Economic Development) Committee. We had a lot of discussion about the Good Faith Effort, and how we'd like to see less Good Faith Efforts being awarded. We'd rather see the participation effort, because sometimes the right people use Good Faith Effort as a substitute for doing a lot of outreach. So, I just want to make sure, to Councilmember Mayfield's point, City Manager, at the retreat, we've got CBI listed as one of our priorities we're going talk about, and the more we can ensure building relationships, people do work with people they know, I think that's the role that Council could play. I have to give Water Department a lot of credit. This is probably their second Good Faith of all of the projects they have had over the years. So, kudos to Angela for her work and her effort. Once it hit the media, that you have an eight percent goal and you only met 1.76, we get the calls, and how do we explain it and justify it becomes an issue. So, thank you, Mayor.

Motion was made by Councilmember Mayfield, seconded by Councilmember Driggs, and carried unanimously to approve a contract in the amount of \$1,295,019 to the lowest responsive bidder State Utility Contractors for the Beaverdam Creek Trunk Sewer Phase 2 project.

Summary of Bids

State Utility Contractors	\$1,295,019.00
Sanders Utility Construction	\$1,380,010.54
Delinger, Inc.	\$1,483,652.17
Elite Infrastructure Group	\$2,067,838.30
Clearly Construction	\$2,633,121.46

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ITEM NO. 28: SANITARY SEWER SYSTEM MODELING AND SUPPORT SERVICES

Councilmember Mayfield said this one was more a consistency issue. We noted that we received six responses for our request for qualifications that were not listed. We're having an inconsistency piece, where on some of our items we'll see the bid submittals, others we do not, because again, public record for also our partners to be able to see this information, and it was not provided. So, I wanted to make sure that we catch that, to be consistent in showing that information.

Motion was made by Councilmember Mayfield, seconded by Councilmember Driggs, and carried unanimously to (A) Approve contracts with the following companies for engineering support services for an initial term of two years: Brown & Caldwell, HDR Engineering, Inc. of the Carolinas, 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.

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ITEM NO. 35: AIRPORT CONCOURSE 3 RENOVATION CONSTRUCTION CHANGE ORDER

Councilmember Mayfield said for the Airport Concourse E Renovation, and my question, I wanted to identify. Initially the project was primarily funded by a \$32.2 million Federal Bipartisan Infrastructure Law Grant under the Competitive Airport Terminals Program. So, I wanted to just have clarification on the \$14,772,003, as far as, okay, what budget line item? Marie, was able to let me know that that is actually funded by the North Carolina DOT (Department of Transportation) Airport Improvement Program Grants. So, just wanted to make sure the community also was aware of that.

Motion was made by Councilmember Mayfield, seconded by Councilmember Driggs, and carried unanimously to approve change order #4 for \$2,343,806 to the contract with Edison Foard, LLC for the Concourse E Renovation project.

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ITEM NO. 39: AIRPORT SOUTH CROSSFIELD TAXIWAY CONSTRUCTION CHANGE ORDER

Councilmember Mayfield said this one, basically, I just had fun this weekend in trying to track the dollars. So, for the Airport South Crossfield Taxiway Construction Change Order. So, this change order is changing order number seven, for \$567,609.80. As I've asked earlier, and I've asked previously, I always have questions when we have these multiple change orders that come in. With this being change order number seven, this right here, we initially approved the contract in the amount of \$75,551,803.60. Change order two came in to extend the contract. Change order three, we kept extending the contract a day or two, unfortunately, due to the weather. Change order four, for just a little over \$457,000, I'm thinking because we added to the scope, but then change order five, another \$18,000. So, the new value of this is \$80,756,939. Just want to make sure, now we've added an additional \$5 million to this project, ensuring that we are doing the tracking mechanism. The airport is growing. There's a lot under the ground. There's going to be some changes, but I think, Mr. Manager, I don't know if we can or if we can't, so I'm asking you this question for us to consider. If we can start looking at a reasonable amount, when it comes to amendments, and when we're getting the bids in, either expanding what the scope should be to try to take into consideration some of the what ifs and/or looking at similar projects and some of the challenges they ran into, so that when we put the RFP (Request For Proposal) out, we have a closer idea of what is a more realistic cost to do business.

Marcus Jones, City Manager said so, thank you, Councilmember Mayfield. I'm going to touch upon, I think, part of the solution to what you've been asking, and some other Council members. In this pilot project, I think we had three different facilities that we did Construction Manager At Risk. So, when we think about low bid, you may have a \$10 million project, they come in at \$8 million, you may get a number of amendments to it, and folks would say if you still stayed with under ten, you're within the budget. Then, there's Construction Manager At Risk, where you don't have, let's say, those amendments, and you have more of the risk going to the person that's actually developing the project. I believe you've already approved one where we saw the goals much higher than what we've had with low bid, and I expect to see the same with the other two projects. So, one of the things that we did, to address some of your concerns with amendment after amendment after amendment, is there a different way to go about getting the goals on the front end, and Construction Manager At Risk seems to be a viable solution to that.

Ms. Mayfield said so, that is something that we instituted in a pilot, and we will continue researching?

Mr. Jones said you're starting to approve some of these projects with much higher participation, yes.

Ms. Mayfield said okay, because the ultimate goal for me, reducing the number of change orders, because being as close to accurate on your bid amount as possible, taking into consideration, we could probably look at some other projects and get a closer idea of what it actually costs?

Mr. Jones said agreed, yes.

Ms. Mayfield said thank you, Madam Mayor.

Motion was made by Councilmember Ajmera, seconded by Councilmember Driggs, and carried unanimously to approve change order #7 for \$567,609.80 to the contract with Hi-Way Paving, Inc. for the Deicing Pad and South Crossfield Taxiway Project Package 2.

ITEM NO. 40: LAND ACQUISITION FOR TREE CANOPY PRESERVATION PROGRAM - ROCKY RIVER CHURCH ROAD

Councilmember Mayfield said so we are looking to approve the purchase of approximately 30.950 acres of property, and 40 and 41 will go together, they're both land acquisitions. Marie, here's the crazy question for this. Does the Neighborhood Development Grant Fund, which is the Grant Fund that is funded by our development partners, thankfully, do we have \$712,075 plus \$594,875 to cover these costs in the Neighborhood Development Grant Fund?

Marie Harris, Strategy and Budget said yes, ma'am, thank you.

Ms. Mayfield said that is what I wanted to ensure, that we actually have the money to pay this.

Motion was made by Councilmember Mayfield, seconded by Councilmember Driggs, and carried unanimously to (A) Approve the purchase of approximately 30.950 acres of property (parcel identification number 111-471-01) located near Rocky River Church Road, Charlotte, North Carolina for a purchase price of \$712,075, (B) Authorize the City Manager or his designee to grant a conservation easement to the Catawba Lands Conservancy, and (C) Authorize the City Manager, or his designee, to negotiate and execute any documents necessary to complete these transactions.

ITEM NO. 41: LAND ACQUISITION FOR TREE CANOPY PRESERVATION PROGRAM - SAM WILSON ROAD

Councilmember Mayfield said 41, of which I asked the same question.

Motion was made by Councilmember Mayfield, seconded by Councilmember Driggs, and carried unanimously to (A) Approve the purchase of approximately 16.870 acres of property (parcel identification numbers 053-152-56 and 053-156-09) located near Sam Wilson Road in Charlotte, North Carolina for the purchase price of \$594,875, (B) Authorize the City Manager or his designee to grant a conservation easement to the Catawba Lands Conservancy, and (C) Authorize the City Manager, or his designee, to negotiate and execute any documents necessary to complete these transactions.

ITEM NO. 43: SET A PUBLIC HEARING ON BAUCOM AREA VOLUNTARY ANNEXATION

Councilmember Mayfield said Marie, do we currently have water and sewer capacity without it impacting, not only the Catawba River, but our current capacity that we have? Do we have any current projects that have not moved forward because of our water and sewer capacity?

Marie Harris, Strategy and Budget said thank you, ma'am, and definitely, we have the capacity, and I double checked with Angela Charles too. So, we're regional already, so the infrastructure's already in place. We're not confined by the City limits. She's regional, county and then beyond, and they plan 20, 30 years out, so they've already planned for this capacity. Then, the second, did I answer all that one?

Ms. Mayfield said you did.

Ms. Harris said okay, thank you, and then the second part, we double checked with Water and with Planning, and they don't know of any. They are looking to make sure they didn't miss any, but neither one of them knew off hand of any of them that are stalled for water capacity.

Ms. Mayfield said thank you, and for my colleagues, I asked that question, because whether there was accuracy to it or not, or maybe just some misinformation, I had heard from some developers that their projects were not moving forward, and they mentioned, or gave the impression, that it was due to our capacity levels. So, I wanted to find out, one, do we have any outstanding projects out there? So, thank you for following up, and thank you to Ms. Charles, for always being so responsive, because I know you're watching, to give the answer. So, I just wanted to make sure that we have the capacity, especially in light of what we're seeing happening across the nation right now, when we're looking at our access to water.

Motion was made by Councilmember Mayfield, seconded by Councilmember Driggs, and carried unanimously to adopt a resolution setting a public hearing for February 10, 2025, for Baucom Area voluntary annexation petition.

The resolution is recorded in full in Resolution Book 55, at Page(s) 464-465.

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ITEM NO. 3: ACTION REVIEW AGENDA OVERVIEW

Mayor Lyles said so the next item, we are going to go into the Police Chief, coming in and talking to us, as the Manager and the Chief have been working towards discussion around public safety, and what we have for recommendations and suggestions, as well as questions. I was saying that I heard Mr. Graham this morning on the radio talking about this. So, let's go ahead and dive into this issue.

Marcus Jones, City Manager said thank you, Mayor, members of Council. So, a couple things, Mayor. We do have four closed session items, and so what we'll attempt to do is, if we can get through this, then I guess a closed session would be after the chamber, but if we get through this in ample time, we could have the closed session here. I will say that it is a public forum, so people will ask to start speaking at 6:30 p.m.

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ITEM NO. 4: ACTION REVIEW ITEMS

Marcus Jones, City Manager said I don't know how I got 11 slides out of this, so I'm going to make it a lot faster than that. So, with that said, thank you, Mayor and Council, for allowing us to have this comprehensive look at what's happening around public safety here in Charlotte. We started in December 2024. We talked about this a bit last

week. Today, is the SAFE (Safety and Accountability For Everyone) Charlotte recommendations update. The Chief will have his Annual Crime Report this week. We do have our Annual Strategy Meeting coming up at the end of the month, and what we've committed to you is, that as things come up, there may be opportunities to have further discussions during the Annual Strategy Meeting. Then, we come back with Violence as a Public Health Crisis on February 10, 2025. In between that time, we will have, as you look at my 30-day memo, budget work sessions, other committee meetings. So, there's a great deal of time to have a thorough discussion, and while maybe a topic that you want to talk about tonight may be further down the road, or we may have talked about it previously, one of things that we've, I think, done a good job is tracked all of your questions, and been able to give you those responses, or at least let you know where we are with getting the responses.

So, with that said, and I'll be very quick with this. As we go back to May 2020, and following the murder of George Floyd and the subsequent protest, there was a lot of activity that was going on in our community, not just from the City Council perspective or from the staff perspective, but even the business community, trying to figure out how we can do more than make this about just a police effort. So, we have the Safety and Accountability For Everyone, so, SAFE Charlotte, and what I thought was somewhat unique for what happened in the City of Charlotte is that each committee took an angle, whether it was workforce development, whether it was mobility, you name it, and there was a thorough discussion, not just within the committees, but also with the community input group, that we have worked with over time, and this resulted in these six recommendations. I won't go through them all. The Chief will focus on two through six. I'll talk a little about one. So, the Council unanimously voted to approve the six recommendations, identifying the SAFE Charlotte report, and since then we've adopted a bunch of strategies that are related to it. Other aspects that are important, as I mentioned earlier, affordable housing, economic development and transportation. It's kind of interesting if we start to think about a lot of discussions we've talked about over the course of the last couple of years, it's been a good paying job, a place where you can afford to live, and the ability to get back and forth. So, this has even transitioned over into a conversation about SAFE Charlotte.

With that said, again, we addressed all six of the SAFE Charlotte recommendations, and I'll talk just a little bit about the first one before I turn it over to the Chief. One of the things, and I think is extremely important, there's been a great deal of federal stimulus dollars coming and flowing through Charlotte, I think something close to \$300 million, and \$200 million of that actually went out into the community, and there've been various initiatives, and sometimes we focus on one thing and we lose the picture of how all of those funds flowed throughout our community, whether it was small business, or even some of the grassroots organizations. So, one of the things that came out was this concept of maybe the City shouldn't try to do everything on its own, and there are a number of grassroots organizations in our community that can help us solve some of these difficult problems. So, what we've had is two tranches, as it relates to investing in the grassroots communities, and it also resulted in 17 different Charlotte-based organizations receiving up to \$50,000. I think it's important also that this has been a learning process. Sometimes we realize that some of the grassroots organizations didn't have some of the, let's call it the training or some of the support, that they needed to try to help us address this. So, we won't get everything right. With that said, we did try to pull as many levers as we could, so that this could be a community-wide approach. So, that's kind of the setup for Chief Jennings.

Councilmember Mayfield said Mr. Manager, before we head over to Chief, I just want to verify, we've identified the 17 Charlotte-based nonprofits. Do we know that all of those moneys have been allocated out to the organizations? Because I heard over the holidays that there may have been one or two that had not received, so I just want to make sure that what we're seeing is, these are the ones that have been funded.

Mr. Jones said sure, and that's why I said what I said earlier, \$300 million of stimulus funds. I believe what you are indicating are some of the financial partners that were a part of the FY (Fiscal Year) 2025 budget process. We didn't have any contracts with

them to begin with, so before we could put any money out, we had to establish a contract, so that's a little bit different than this.

Ms. Mayfield said thank you.

Chief Johnny Jennings, CMPD said thank you, Madam Mayor, members of Council. Thanks for having me. My goal is to go through these as quick as the City Manager went through his, but I don't think I'm going to be able to accomplish that. So, one, I want to acknowledge members of my command staff sitting over here, thanks for being here. A lot of the hard work that's gone into over the last several years is due to some of the men and women sitting right over there. So, thank you for that. So, I will start by saying that we are certainly a better police department than we were when this report came out, and certainly better than in 2020. We've made a lot of great strides. You're going to see a lot of things that we can talk about that we've done, and a lot of that has been due to our Council that has allowed us to have the opportunity to add positions, to change positions, and to do a lot of the things that we're going to be talking about here. So, number two was to examine the civilian roles and dispatching responses to low-risk 911 calls for service.

I will talk about the CARES (Community Assistance Response and Engagement Support) team, and the CPCRT (Community Policing Crisis Response Team) here in another side, but just before we get to that, I do want to talk about our Civilian Crash Unit that was launched.

Councilmember Molina arrived at 5:43 p.m.

We civilianized the ability to be able to take calls for service that are low-level minor crashes, and we had to do some lobbying with the state to allow this to happen, and they passed that legislation. We started this unit on December 12, 2024, and so far since they've been active. They've responded to 497 calls for service, and taken 306 crash reports. We talked about why we need this, and part of that was the fact that officers spend an average of 40,000 hours a year on minor crash investigations. We were able to take some of that and now use Civilian Crash Investigators to do that and free up our sworn officers for other duties. So, since 2020, we've civilianized approximately 40 positions, 40 positions that we did a deep dive analysis on what positions definitely need to be sworn roles, and what positions can be maybe taken from sworn roles, so that our sworn officers can go out and do other things, particularly like, answer calls for service and serve other roles that need sworn positions.

So, we talk a lot also, you've heard some stories about the amount of special events that Charlotte has been having over the last several years. That is only going to continue to increase as we continue to grow as a city. One of the things that I am looking at, and that actually we are moving forward on, is to develop Civilian Crash Traffic Control Officers. We already have a small contingent of that, approximately 60, and those are civilian personnel within CMPD (Charlotte-Mecklenburg Police Department), that can go out and direct traffic for special events. I'm given the authority by the state to allow, as long as I have them trained and equipped, that they can do that with my authority, and they have been doing a stellar job. Since that started, we now are getting ready to move forward with adding hopefully hundreds within that pool of people that can go out and handle traffic direction during special events, particularly a lot of the road races that you see, and those are off-duty jobs that allows for the civilians to make a little bit of extra money, as well as free up the pools that we see when we have these events.

So, A through G, these are some of the things that, to provide an independent analysis of police/civilian interactions, I'm going to go through each of them, hopefully quickly. One of the things, we'll start with A, is to improve and enhance the data collected in CMPDs Internal Affairs Case Management System. We've done some really robust things with our IACMS (Internal Affairs Case Management System), and these are some of the things that were added to the datapoints that will allow us to better track and analyze our use of force. You look at B, is to link IACMS datasets to provide a more

wholistic view of officer and resident interactions. If you put the complaint number in, if it has a complaint number associated with it, we are now able to link that with our CAD (Computer-Aided Dispatch) events and our KBCOPS Reports and Data Collection Report, as well as we are looking at a different IACMS system through a vendor. The one we currently have is homemade basically through CMPD, and we are looking at reviewing Exxon and Benchmark, who we currently have contracts with on other items, to see if their IACMS systems will greatly enhance ours, and we can go over to those. So, we're going to be looking at that, and possibly moving over to another IACMS system here soon.

So, C is add data validation checks to Traffic Stop Data Collection. As you probably know, the Stop Data Collection is managed by the state, but we do have a Quality Assurance Professional Standards Team that is responsible for completing annual staff inspections to ensure that these are being completed properly. In the past, we've had issues with making sure that officers are completing them when they're supposed to complete them. This team has really stepped up, not only that, but the fact that we have Direct Supervisory Review to hold these officers to ensure that they're completing those Stop Data Reports. Very proud to say that we did a review of last year, and there were no deficiencies that were identified in 2024. So, our officers are doing exactly what they're supposed to be doing when it comes to stop data information.

So, D is to incorporate more details of officer/resident interactions into Use of Force Traffic Stop Data to precisely detect disparities, and we pretty much covered that in response A, and talked about the Strategic Policy Unit added a new addendum for de-escalation onto the Response to Resistance Policy. E is to launch a Strategic Policy Unit to proactive research review, update policies, directives and plans as needed. We did actually create a Strategic Policy Unit in 2022, which is made up of both sworn and civilian staff, and their goal is to ensure that we're looking at national trends, we're looking at local trends, anything that would affect the operations of our department, that they're either making recommendations for policies, updates for policies, new policies, and also ensuring that we maintain accreditation through our accreditation process.

We go to F, which is refine the model for Individual Officer Analysis to improve accuracy and establish outlier review process within CMPDs Professional Accountability Bureau. This is dealing with our early intervention system, that I spoke of earlier, that we've added the calls for service data on top of already collected data, which includes employee demographic data, IACMS data, and arrest data. So, the new EIS (Early Intervention System), that we implemented early last year, is more robust and it holds a lot more information, and also gives more options as far as supervisors are concerned to help with early intervention of their officers that they supervise. It's also not an, I got you tool, so it's nothing that we're looking at to use as a disciplinary tool whatsoever. It is designed specifically as its labeled, as early intervention. EIS, just so you'll know, is not anything new within CMPD, we've been doing that for decades, but as we've grown over the years, so has our EIS system and it continues to improve. Since I can remember, I think it's our third iteration of the Early Intervention System within CMPD.

Going to G, improve CMPDs Commission on accreditation for law enforcement agencies reporting for more wholistic view, that's our CALEA (Commission on Accreditation for Law Enforcement Agencies) Standards. That's our Accreditation Policy. This has been referenced, but we have not necessarily shared this on anything. It is something that we've referenced in different reports, but the accreditation process goes from March until March, and we're sending actually one of my Deputy Chiefs. Deputy Chief Halsey will be going to California to go to the Accreditation Hearing for CALEA this March 2025, so she's going to have a little trip ahead of her. That is also open to anyone that would like to attend. It is an open session for the Accreditation Hearing as well, that includes Council and the Mayor, City Manager, anyone who's interested in that. The accreditation, we've always had a good standing throughout our accreditation process and always receive high regards and high marks with the CALEA team.

Alright, and four, to expand crisis response and develop a civilian response model for mental health and homeless calls. This is where I talked about CPCRT and CARES. No need to get too deep into that, because I'm sure each of you is already aware of it. There are some numbers up there that we're going to share with you, that's shared up there with you as well, as far as their calls for service. What I will tell you is the CARES team we piloted, that went very well. The County has taken over the CARES team, I think as of December 4, 2024, so that has moved over to the County. That also is responsible for more resources when it comes to mental health and mental health response. So, I think that's a good spot for it to land, and very proud of the work that we were able to do to get that cranked up and started. Then, CPCRT, thanks to Council, a few years ago we were able to double the size of our CPCRT, which is a dual response with officers and mental health clinicians, that go out to these calls for service. Another thing that's exciting that just happened here this past December 2024, is we went from contracting out with those clinicians, to now they are actually CMPD and City employees. So, that's going to allow them to have the benefits that we have throughout our City. I think a lot of them were excited about that, and they are now our current employees. I think they just finished orientation like last week or this week or something. So, it's exciting to have them on our team as employees now.

Alright, so, we're going to go to five, is evaluate our youth programs. I will say, this was about adding a civilian employee to support youth programs and identify metrics associated with each youth program and goals and objectives. So, we don't have a full-time person assigned to that yet. We did just receive funding in the FY2025 budget that allows for that. So, we are in the process now of hiring an individual to take over that position. In the meantime, to evaluate our youth programs we brought in UNCC (University of North Carolina at Charlotte) Urban Institute, an ROI Consulting Group, that did help us do that evaluation. They looked at a total of 3,768 participants in our youth programs, and what they found was there was 88 percent of those within 30 days to 36 months did not recidivate. They did not reoffend. Then, if you look at just an 18-month observation period, 94 percent of them did not recidivate and reoffend. So, that's pretty good high marks for those youth programs that we're talking about. So, this is kind of what they looked at. This is their graph that I'm going to share with you real quick. The green bars are the enrichment programs, which means those are young people that had the propensity to go into the juvenile justice system, that we officers recognized, they were recommended to go through these programs. They haven't offended yet, but we saw the path that they were going to, and you look at the recidivism rates there for the green, and those enrichment programs, and then the blue are the intervention programs. Those are the young people that actually have been involved in criminal activity. The goal is not to get them in the system at all for like a minor misdemeanor offense. We don't do an arrest. We don't do anything other than put them in these intervention programs that can help us out to ensure that they get on the right path.

We'll go into recruitment and evaluation of training programs. Some of the things that came out of that, I'll try to go quickly here. One suggestion was to create three civilian positions including a curriculum developer, a learning development manager and a training specialist to support CMPD training academy staff. I'll tell you this started in 2021, that we did hire two training specialists. We've also hired a curriculum developer, and there are, on top of that, three civilian background investigators that do take the burden off of some of our sworn officers that were doing some of that work as well. CMPD continues to evaluate our training and academy staff and we've already, like I said, implemented civilian background investigators as well. So, we're going to keep evaluating the staff needs at the training academies, particularly as we start to fill a lot of our vacancies and have bigger classes that we've been seeing over the last year or so.

Review course specific recommendations from IACPs (International Association of Chiefs of Police) Report and prioritize courses for enhancement. A lot of what you saw from the civilianization of some of these positions did come from the IACP Report on CMPD for our training and recruitment. What has come out of this, though, has been not just the above, but also our CMPD Serves Training, and we also enhanced and incentivized our Tactical Medical Training and our CIT (Crisis Intervention Team)

courses. So, those are incentivized now as part of what we call our Senior Police Officer, or SPO programs, that are financially incentivized if officers are completing these trainings, then that gives them a little bump in pay to say that they reached another level of training and service for our department.

Go to C, research the staffing models of training academies in similar-sized police departments. I will tell you that we have been in contact with several other agencies across the country. Our staffing models are consistent. What I also know, is that a lot of agencies, it's how you use the staffing, and I can give you some examples. You might have an agency that says they have more staff assigned to their academy class, but they don't use adjunct instructors, for example.

Councilmember Johnson arrived at 5:59 p.m.

Like, we have instructors that their day job is to radio response patrol or out in the field as officers, but there's also times when they are pulled in to help with firearms training or drivers training and things like that. So, there are some places that they don't do that, they just keep full staff, but when you compare it and evaluate it, it's pretty much similar in the staffing models.

Alright, so D is further development of a process for identifying and prioritizing future needs, such as creating a Training Advisory Committee and incorporating officer performance and data decision making. So, we continue to have mandatory training, such as our Cultural Competency, CMPD Serves. We added ethics training as well. We already also implemented, what we call the Lead Training at the police academy, which allows for disciplinary hearings, that if you're sitting on the board for a disciplinary hearing, you can make a recommendation for certain training for that individual, if you recognize that that action that officer is sitting for disciplinary reasons for, could be remedied by additional training. So, that's a formal process that's in place now. Also, officers who are suspended, we've been doing this for a few years and also looking at enhancing this even more. If you're suspended for 40 hours or more, then you're required to go through a mentorship process, which takes several months to go through. You are assigned a mentor, and that person will ensure that you continue growth and development personally, and hopefully that you don't go out and continue patterns of behavior that got you those 40 hours in the first place.

Then, develop a plan to strengthen duty to intervene training and curricula for current officers and new recruits. CMPD implemented and strengthened duty to intervene policy in June of 2020 as part of the department's 8 Can't Wait initiative. If you remember, we worked with the Citizens Review Board, and we were able to add deescalation section to Duty to Intervene as an official addendum, and to the Response to Resistance policy. We did add that to a rule of conduct, Duty to Intervene is under neglect of duty for officers, and we've also, through our training academy, have implemented courses through our basic law enforcement training as well, but all of that is incorporated through our current different kind of scenario-based trainings that we're doing within CMPD. I think I get to pass it back to the City Manager now, or answer any questions.

Mayor Lyles said thank you very much, Chief. What I'd like to do is give everybody the opportunity to have some time to have a conversation or a dialogue. I say that, because it is 6:00 p.m., and we have a public hearing at 6:30 p.m. So, please be respectful of the time that we have.

Councilmember Watlington said I will be brief. First of all, I'm so happy to see this, Chief. You guys have done an excellent job with the work since SAFE Charlotte, as the City Manager was saying. It's been some time, and so I appreciate that you've come back line by line, really, with what the recommendations were, and certainly a tremendous amount of work done. So, thank you to each and every person who has been a part of this process and thank you to our CMPD officers. I'm curious, given what we've seen here, how much of the recommendation that came out of SAFE Charlotte was a departure from your business as usual? I'm trying to get an understanding.

Chief Jennings said probably, the main thing is the civilianization of a lot of these positions. I remember being the command staff member, and talking about how difficult it was to get civilian positions. This opened the door up for us. Basically, Council and the City Manager gave us carte blanche to say, evaluate it and see what positions. I think out of all of that was probably the biggest thing, but like I talked about, as bad as 2020 was, it still opened the door for us to make a lot of changes that we otherwise would not have been able to make. So, I would just off the top of my head, 80 to 90 percent of it is probably stuff that would not have happened had it not been for the SAFE Charlotte report.

Ms. Watlington said I love that. I thank you that you were a wonderful partner during that time, and kudos to this Council and to previous Council, for taking a situation that had really, really tough implications here in our City, and turning it into something positive. So, I love to see that. I just want to dig a little bit deeper on the program evaluations. That was particularly interesting. I was extremely encouraged to see the numbers here. Two questions. The first one is, do we have any qualitative data in terms of understanding why recidivism numbers look the way they do? What was most effective about the programs?

Chief Jennings said yes, I don't right off hand off the top of my head, but that is a very good question. I don't even know if there is a legitimate answer. What I can say is that there have been studies that I know that if young people are given programs and opportunity, then they're less likely to be involved in the criminal justice system. We're talking about, we're in a unique role to be able to identify those young people that need assistance, more than probably anybody, because we are coming into contact with them and their families on a regular basis. So, we're actually blessed to be given the opportunity that we are. I mean people say all the time, it's not really the police role to do the intervention and to do the programs, but to be able to be in this position and that we're allowed to do this, is a great benefit to us and our community.

Ms. Watlington said thank you, Chief, and my last question, and this can be homework for the next time we meet. What do you need to do more of this?

Chief Jennings said resources. Staffing is always an issue, and this is not easy. We go out and we get grant money and grant funding and private partnerships to help with the majority of this, but it also takes a lot of staffing of summer programs for young people. We are able to move staffing around to be able to do that, but as we continue to grow, the biggest thing would be the resources to do it.

Ms. Mayfield said Chief, thank you for the presentation. Along with the books that were included in our packets, over the weekend I went into more detail. You all have done some amazing work, and I'm glad that you were able to present all of this today to us and to the community, because perception and reality sometimes don't necessarily line up. We have challenges, but you all have been doing some really good work listening to community and moving forward. I would like to add, while we're on this slide, later on it might be helpful, if from what you all see, if you can share with Housing and Community Safety Committee some of those partners that are really doing that exceptional work, as we're going to be going into this upcoming budget cycle. We had some that received first-time, one-time funding. We're looking at trying to streamline our model with our partners. So, it will be helpful if we can get an idea, for Council and for committee, to know those organizations that are helping you get to these levels and beyond.

Chief Jennings said yes, we would absolutely do that, yes.

Ms. Mayfield said that will be very helpful. I also want to say how happy I am, and I know a number of others are, very happy with number six and E, the fact that CMPD implemented a strengthened Duty to Intervene policy. That has been something that across the nation has been a concern and question that community has. If a situation were to escalate, and knowing that we have policy language to say, what is the responsibility of the other officers that are around. That is something that, I believe you mentioned other communities and what lessons they've learned, and the fact that we've

implemented it and put the language in place, just shows the commitment that you have to listening to the community and being willing to learn if some things could be done differently, and it just doesn't have to be the old way of doing things, and I definitely appreciate that. I attempted to go online to just look up the civilian opportunities. You don't have to answer it now, because my colleagues also have questions, but it will be helpful if we can just get a one-page of what are the qualifications, unless you want to touch on it quickly, for these civilian roles, when we're going out into the community and entrusting individuals to step in to assist you all?

Chief Jennings said yes, I mean we can certainly look at that a little bit deeper, but just right off hand, there's different civilian roles that have different qualifications and mandates. Like a dispatcher might be totally different than having someone who's working in Property Control or Animal Care and Control. So, we have to kind of weigh what level of civilian position it is and see what those requirements are, but every one of them is probably going to be a little bit different.

Ms. Mayfield said because I'm thinking, specifically, those that are going out for the crashes, for those, and for the street racing, because sometimes that could be a situation that could lead to something that's escalated quickly.

Chief Jennings said yes, we'll leave the street racing to the sworn, though.

Ms. Mayfield said thank you. So, that is good for clarification.

Chief Jennings said yes, but you're absolutely right. Like our civilian crash investigators, there are certain requirements, but the main thing is the requirements can be minimal, but the training is a little bit more intense, and we just want to make sure that people are capable of doing the job and doing it correctly.

Ms. Mayfield said well, thank you, Chief, and thank you to your team that's here with us. Ya'll are doing amazing work, and I'm glad we're able to highlight it tonight.

Chief Jennings said thank you, appreciate that.

Councilmember Bokhari said Mr. Manager, I continue to applaud you for bringing this series to us. I think it's critically important. It elevates this topic in our own minds, in the community's minds, as they're seeing us talk about. As we've discussed, the outcome here is, we're marching towards our offsite at the end of the month, so that we can take the action that our constituents expect of us. I think, on the glass is half full side, there's a lot of men and women in uniform doing a lot of really great work, and I think that has resonated through all the presentations we've gotten. On the glass half empty side, I think it remains that we have to figure out whether it's perception or reality that is driving a lot of this from our constituents. The fact of the matter is homicides were up over 20 percent last year. We're going to get more data as it relates to the tens of thousands of people impacted by property crimes, and that list just goes on and on and on. I'm not sure at this point, based on what we've gotten, that we're in a position to take action and establish new policy yet. I think we need to see some of that glass half empty view, and I think our big opportunity is coming up next week with the look at the data. So, I applaud all of the work that's been done, and I don't want to take away from that, but we have a job that our constituents are expecting us to do, which is wrap our arms around and start taking action through policy on what's going on in the public safety front. I feel unequipped by the end of month for us to go and take what we've gotten and say, okay, here's what we need to do to change that, not just narrative, but trend in the data. Whether it's 110 homicides, up by 23 percent year over year, or what we'll see more deeply in the property crimes, that's the insight and why next week I think is so important, because if we go and just have a general conversation about public safety at our retreat, we will have failed in our preparation to do what our constituents are expecting of us right now on this front.

Councilmember Driggs said my comments are very similar to Mr. Bokhari's. I think what is evident from this is that we have a very well run police department, and the

Police Foundation found that a few years ago, we can be proud of the professionalism and the dedication of our officers. At the same time, as Mr. Bokhari says, and Mr. Graham, I won't anticipate, I think I heard you say this too, we are answerable for the outcomes. We have been talking about sort of dramatic initiatives, SAFE Charlotte and so on, for four years at least, and we can't point to big success. My personal view is that a lot of these problems are social, just as the school problems are social, and therefore, where you look for answers, or what your understanding is of the root causes of these things, is critical. I do think that, based on the experience of some other cities like New York, there is a trade-off between how aggressive your policing is and what kind of crime you have, and the tension there is the rights and the First Amendment and so on. So, how do you conduct effective policing and keep people safe, and not either offend an ethnic group or trample on someone's rights, but I think we need to recognize that and confront it head on. This conversation is not going to give anybody a sense that they can look forward to feeling more safe. So, that's a comment I think for all of us here. It's a tough subject, and we represent a variety of constituencies. I might be seen as the guy who is inclined to be tougher, but I really don't speak out of any desire to oppress any members of the community, but simply to talk in terms of what works and what doesn't, as opposed to talking about actions that we are taking that do not result in observable changes. People are expecting to see a decline in these crime rates, and I don't think that's an easy thing to do. So, I will just say that.

The other point is, you did mention resources. I hope, during our budget process, we're going to look carefully at staffing and resources, and not let a situation persist where there is any shortfall in our investment in CMPD, while this public perception continues. Because, it's easy to say, hey, you guys aren't spending enough, and look at what we're getting. I can tell you that in D7, I was told by officers recently, they don't have those robot radar screens, and they've been trying to get them. They said those screens are very effective. Matthews has beautiful screens, Pineville has them, we don't have them. They have two displays that are 40 years old and don't work. So, when the officers, and I won't name them, I don't want to get them in trouble, but when they brought this up, they were told there's money for that, and this is like \$30,000, and I'm wondering why isn't there any money for that? That is a way to keep people safe on the roads, I'm told by the officers. It's not a policy statement. It's an experienced statement by the officers that this is an effective means of calming traffic, and because in District 7, our traffic coverage is pretty thin, because most of the officers go where the dangerous crime is, there's a lot of bad behavior on the roads, not by me, but by other people. So, I just don't want to hear that. While we're trying to be responsive to public concerns about safety, the idea that CMPD is underresourced strikes me as something that we need to take very seriously, but Chief and all of you, I have the greatest admiration for your work, appreciate what you're doing. Thank you.

Councilmember Graham said I concur with many of the sentiments that's been expressed today, and Chief, I want to thank you for your leadership and your support, for the work you've done, four years since the SAFE Charlotte report, and the accomplishments that you've made. Certainly, want to acknowledge the leadership team that's here as well, I mean, you don't do it by yourself. There's a team of folks, and even the line officers. I had an opportunity last week to spend some time on Freedom and Wilkinson with Officer Garcia at a community meeting, and as I make my way around the district, the officers are there, they're present, they're accountable, they're informed, and they're engaged in the citizens as they should. So, I think we have a really, really solid foundation in terms of what the police department is doing. There is no microwave solution to getting these number down, and there's some hard work ahead of us that I look forward to receiving more level setting information, as we are getting today, and for more meaningful conversation after we receive the results of the 2024 crimes that you'll release later this week, and then we have a greater policy discussion about crime as a public health safety crisis later in the month. Thank you.

Chief Jennings said thank you.

Councilmember Anderson said Chief, thank you for the presentation, and the line-by-line walkthroughs, very helpful information. A couple things, just from your presentation

in general. It's good to hear that the CARES team is going to be a part of the County, because they'll be closer to those resources, but I hope that you will still have line items around their performance and what they're doing, as you continue to update us. Because I think this information is very interesting. It seems like there are several repeat offenders that the CARES team is interacting with, based on the unique users, numbers, and the number of interactions. So, I just would really like to keep that top of mind as that team grows and expands, that we have that information around their performance. Then, the other question that I had was really around the program evaluation of number five. When you look at the blue numbers here, which really are the intervention numbers, you have some solid success rates there, but there's some significant difference between the enrichment programs and the intervention programs.

Chief Jennings said yes, and that just shows the value of intervening early, because the enrichment programs are before they have actually committed criminal activity, and then the diversion and reach-out are after, so that's significant.

Ms. Anderson said yes, and that's what I was seeing in the numbers as well. It's just with the intervention programs, just be really interested in seeing what we can do to increase those numbers. I mean, it's a hard story. Once they offend, then that proximity to offend again is just very, very, very close, but getting those numbers up I think will benefit the community overall. I know you're doing everything you can, in terms of looking at what's going on at a national level and how we can incorporate those into what we're doing, but really, really strong work with the youth programs.

Lastly, I'll just say, for District 1, I'm going to spend some time with my officers coming up in the next week or so to really understand, I think just neighborhood by neighborhood, what are the unique environments that we're facing? Not only within District 1, but throughout the entire City, to ensure that we're addressing the crime numbers. I believe your office sort of preference the numbers, in particular with the homicides in alignment with other cities that are our size, and that was helpful for me, because it allowed me to baseline this information. Even though these numbers are going up, baselining this information along with other analogous cities, we're still below where we're seeing some of our peer cities at. Of course, as we continue to grow as some of my colleagues have already said, it's inevitable that we have to be on top of these numbers, and make sure that the crime doesn't increase as the growth rate of the City.

Chief Jennings said yes, and I'm glad you brought that up, because I think people have forgotten that after 2020, a lot of these major cities had record number homicides. We were, at one point, one of the only major cities that actually had reductions in homicides. So, you look at a city like Baltimore, their appraising, their numbers that went from 300 and something homicides down into the 200s. So, definitely don't want to be sitting at that number celebrating a 200-homicide year. So, there are certain things that we've done up until this point, that at some point you're always going to be facing those numbers and the successes you might have had earlier.

Ms. Anderson said absolutely, absolutely. That's all I have, Madam Mayor, thank you.

Councilmember Ajmera said Chief, I also would like to echo my colleagues' appreciation for your work and your team's work. We appreciate the work that you all do. I know your job is very tough. I've done a ride-along when I first started serving on City Council, and I saw firsthand how ya'll put lives in danger to protect all of us. So, we appreciate you.

Chief Jennings said thank you.

Ms. Ajmera said some of my questions were addressed. Councilwoman Watlington nailed it when she talked about SAFE Charlotte program, how in 2020 our committee, in fact, a lot of the groundwork was done by Councilwoman Watlington, and how it was unanimously adopted. So, it's great to see an update on that, and just this past week, I was asking the Manager about performance metrics on our programs. So, it's great to

see that we have that. So, what I would like to see, Mr. Manager, as we go into the retreat and our budget discussion, is how do we scale this? Because now we have performance measures in place. We have metrics that show these programs are working, and this is what we should be investing in. So, I would like to scale this program where we can really engage our youth early on, and where it's needed, we also do more intervention. That's first.

I also agree with my colleagues, Councilmember Driggs, Bokhari and Graham, on homicides. I don't think it's just the perception issue. I think it is a reality, where many members of our community do not feel safe. I said this this past Monday, but we can never be truly a great city where all residents across the board do not feel safe, regardless of their zip code. So, we certainly need to work on that. I know cities like Boston, I gave an example this past Monday, where they had a very ambitious goal of reducing their homicides by 20 percent, and they have surpassed that with a truly collaborative approach. What is your recommendation in terms of us adopting that ambitious goal of having some sort of accountability. We have ambitious goals for other things, whether it be transportation, Vision Zero, environment, why not have that for our crime rate?

Chief Jennings said yes, first of all, you have to be careful comparing to other cities, particularly Boston. Boston's 40 square miles, we're 313. I have some very good friends, the Commissioner in Boston is a good friend of mine, and some of his staff as well. You look at the surrounding areas around Boston, they're not so fortunate as far as the homicide numbers. So, I think we look at this, and like I mentioned earlier, is that per capita for our city. I think there are plenty of major cities that would love to change places with us; however, I understand the perception that people are dealing with, but the reality is that the majority of our homicides are people who know each other. They're arguments that escalate. Rarely is there a homicide where it's a stranger on a suspect. It's also looking at the lifestyles of some victimization, high-risk lifestyles, that are involved as well. So, we have to be able to get that at the core before they get into those lifestyles or before we have the conflict. How do you do conflict resolution when two people are arguing over something and one decides to use a gun to settle the argument. So, it's a difficult situation, not just for me, I don't say that just as me for Charlotte, but that is a difficult situation we talk about regularly from major city Chiefs is, what kind of impact can you actually have when it comes to homicides?

Ms. Ajmera said so, let me say this. I do not want to discount the work that CMPD does. So, when we adopt a goal, it's not just CMPD's responsibility, it's us as our community, it's the County, it's the City, it's truly a collaborative approach to dealing with homicides. I get it. A lot of the homicides that we are seeing are relationship based, where conflicts are not being resolved in a peaceful manner. This is really, how do we address that? It's programs like this. It's the prevention, and it's not just CMPD alone, like I said, it's the faith community, nonprofits, government agencies, truly working in a collaborative fashion to address it. I personally think that as a community we do need to adopt some sort of goal to work towards. Because yes, I understand relatively when we look at other large cities, Charlotte is relatively safer, but our numbers have gone up significantly from where we were, and data shows that. So, certainly, there is something that needs to be done in a collaborative fashion to address these issues at the root. That's all I have, thank you.

Chief Jennings said and I don't want to have homicides define what's going on in Charlotte. I mean as we've seen, it does ebb and flow. I think one of the biggest things that I saw as far as homicides in Baltimore, I mentioned Baltimore earlier, and they're a number, but they accredited their District Attorney's Office, the resources that are put into their District Attorney's Office. If you look at our homicide suspects, it's likely that they've been involved in the criminal justice system multiple, multiple times. So, one of the things that they talked about in Baltimore was to have that robust District Attorney's Office that is holding people accountable for some of the minor crimes before they get to ending up taking a life.

Ms. Ajmera said I agree, and I think District Attorney's Office needs to be at the table as part of our collaborative vision to solve this. It just can't be CMPDs responsibility alone. Thank you.

Chief Jennings said yes, thank you.

Councilmember Mitchell said Chief, thank you. I'm very excited about in the budget, you're going to find someone that will be in charge of our youth programs, and you can count on me, as we have budget conversations, to make sure we can give you the staff and resources so you can continue your success. Thank you, sir.

Chief Jennings said thank you.

Councilmember Molina said I want to echo the sentiments. A lot of great points have been made around the table. Thank you for all that you do for our community, Chief, and all your Deputy Chief's that are here to support, and I've listened. Actually, I think the Boston conversation has come up several times, and your sentiment, the City Manager, Iram Farooq, she was at Harvard with me over the summer, great lady, but again their geography is much, much different than ours is, so I don't want to get caught on that particular example. Mayor Brandon Scott in Baltimore, who we correspond through NBC-LEO (National Black Caucus of Located Elected Officials), and a lot of things that we're able to do at the NLC (National League of Cities) level. Sometimes we share ideas, and they share what they're doing, what's working, what's not, etc., etc. I'm really cautious to alarm the community with what we're not doing as opposed to what others are doing, because there are distinct differences in all of our cities, some good, some bad for all of us. So, with that being said, I'm looking forward to the policy discussions based on the information that you're having. The only thing that I think I would ask, if there's anything, first of all I echo the sentiments of my colleague. I absolutely love when I'm with the officers, and I see them engage. I wish more people knew how much engagement our officers take place in. We don't give enough emphasis to it. The youth programs, the engagement processes. I'm a big fan of that type of work, because I think it works as far as mitigation is concerned. My only question, and I've wondered this and I alluded to it, but I'm not really sure what the process is. Let's say in evaluating this quantitative information, you discover something that you say, this needs more emphasis, is that something that you then instruct Marcus and then Marcus is to instruct us, or kind of what is the pipeline for how that goes?

Chief Jennings said yes, certainly. I mean, the City Manager and I have discussions all the time about things that we need within CMPD. I think the hiring of a full-time staff has just an ongoing evaluation, not just come in and take the information we have at the time, but we'll develop a process to where we're constantly reviewing and making adjustments. There may be a situation where we say we need additional resources to hire someone to help in that role as well. So, those conversations do happen, and the City Manager's always been very receptive to requests and needs that I've asked for.

Ms. Molina said okay, that's good to know, because I just wonder, sometimes things bubble up. I don't know if it's perception or not from the community, and then you get the emphasis from us, saying, hey, this needs to be taken care of, and oftentimes what I see is a divergence in what you know as far as the data is concerned, and what the community perceives, right?

Chief Jennings said 100 percent, yes.

Ms. Molina said so, I mean we can have more of an offline discussion. I'd follow up with the Manager, but I just wonder kind of how we connect those dots, but that's good to know. That's all I have. Thank you, Madam Mayor.

Chief Jennings said thank you for that.

Councilmember Johnson said thank you, Chief, for the presentation. I had the honor, just last week I think, of reaching out to you twice to share comments from the public on

how wonderful Captain Crum and the University Precinct does. I also had the pleasure of attending a community meeting with Officer Logan last week. So, they do a great job. Thank you for the presentation. I just have a couple of questions regarding some community programming and staffing levels. I was at a presentation in the University area, and they were talking about the PAL (Police Activities League) Program, that is one of the youth programs. Did you talk about that today? I think that's a program that we should really lift up. It sounds like it's very successful for youth. Can you share a little bit about it today?

Chief Jennings said yes. So, our Police Activities League is actually run by a different board. It's not a CMPD board that runs that, but we do participate with the Police Activities League, where a lot of our staff will volunteer to be a coach or to assist in some way, but we do have full-time staff assigned there as well. So, it's less of an intervention type program that we have, but we service at-risk youth, that can give them activities that they normally otherwise wouldn't have. I think that's a huge part of. If you keep young people busy, they're less likely to get in trouble, and Police Activities League does an excellent job doing that. So, we support them through CMPD. We don't run the Police Activities League, though.

Ms. Johnson said okay, thank you. Then, there is a program where families can register their address if they have someone with a mental illness or someone at risk or vulnerable in the home. What's the name of that program?

Chief Jennings said Safe Outcomes, that was started, I want to say in 2017, somewhere around there.

Ms. Johnson said okay, if we can get some information on how that program's going or if it's successful.

Chief Jennings said yes, that's a great one. The thought process is excellent. If you can get information that can go directly to the officer before the officer even gets there. Say, for example, if you have a subject who might have mental health concerns, that somebody can put in there, well, he or she does not like bright lights. Well, that might tell the officer not to shine a flashlight. There's data that can be put in there. It was promoted pretty heavily when we started. I'm not sure how many registries that we do have, but it is a really good program that gives us data prior to our arrival or dealing with someone who might be having a mental health crisis.

Ms. Johnson said as a mental health/brain injury advocate, I've shared the information, but I think it could be shared more in the community. I think it's an important program.

Chief Jennings said well, we'll get some information over that to Council. Again, I don't have numbers or anything like that with me right now. I'm not sure how much it was embraced with the community that they actually participated in it, but we can find that out.

Ms. Johnson said okay, thank you. Then, as far as staffing levels. A couple years ago, you and I talked about the recruitment process. I know there's been some changes as far as the certifications, but we discussed dissecting the recruitment process, or the hiring process, and taking a look at where we're losing minority applicants, on how we can look at that through an equitable lens and improving those numbers. Could we get some data on that?

Chief Jennings said certainly. I remember us doing that a few years ago, and we have had some changes in how, like particularly our [inaudible] program, which is a reading level program that was showing some disparate impacts as well, so we've discontinued that. We also discontinued the JRPAT (Job-Related Physical Abilities Test) as a requirement to enter the academy, which had a disparate impact on female applicants. So, let me see what we have, and we'll get that shared with you.

Ms. Johnson said okay, I think that's great information, the [inaudible] and you said JRPAT. Okay, alright, if we can take a look at that. Then 911 staffing. I know we've been talking about 911 staffing levels, and just callers being on hold when they call. That's been a challenge for a long time. So, can you speak to that a little.

Chief Jennings said yes, I'm trying to figure. There is really not a remedy to say that, if we had X, then this won't happen. A lot of times when we have high call volumes, if you imagine that a major crash on an Interstate, could truly affect our calls coming in. If you have 50 people calling in an accident at the same time, or very close to it, and that can really bog down the system. We are looking at some ways to mitigate these calls for service where people don't have to be on hold. We've been looking at that for years. However, we've also implemented the process to where, if the phone is not answered within a certain period of time to 911, it goes over to fire dispatch. If fire dispatch doesn't answer within a certain period of time, it goes over to medic dispatch. Keep in mind, a lot of times the call will be answered, it's not necessarily on hold, it's telling someone to stand by, your call is being answered, or we're getting someone to you. So, we try to answer that within so many seconds, and then to make sure that people don't hang up, we want to make sure that they know that their call is being answered. So, there are times they're on hold, but sometimes people mistake that for being on hold, when within seconds you're going to have someone with 911 that will actually pick up. It's a challenge, I know. Again, I don't have a direct answer, but I do know that we are increasing on those numbers as far as the percentage of answering 90 percent of the calls within 10 seconds, so 90/10. I think we are around 80 something right now, but we still have to continue to improve on that.

Ms. Johnson said well, thank you, great job. Mr. Manager, if we can have some data as far as the KPIs (Key Performance Indicators) or information about the 911 calls, I think that's an important issue to address if more resources need to go there, but that is a challenge for us. Thank you.

Chief Jennings said alright, thank you.

Councilmember Brown said I'm sitting here and listening attentively to my colleagues. I did take some notes. They did have a lot of information and good feedback, because everybody's feedback is important, because we all make up this Council, but I do not want to take away from the great work that you and your team have done. If we can concentrate on your efforts to listen to us and respond, and you did that accordingly and attentively. If we can go to slide 16, please, I would greatly appreciate that. I like to consider myself an expert in this line of work. I [inaudible] badge and wouldn't want to, but I honor and respect you guys to the fullest. So, on slide 16, you went through it, but I wanted to go over to the CPCRT and go up under the 437 assessments completed and the 77 diverted from jail. I'm most interested in the 77 diverted from jail. What's in place, and you may not even have all the data in front of you, but if I could get some of that, that is what I like to see. I think any type of diversion from our youth going into the jail system, it doesn't rehabilitate them anyway. I think a lot of times that you all spend with investigating and being out on the spot with them, having civilians in front of them, I'm a big advocate for that, and the work that's being done in other places. I'll let you answer that.

Chief Jennings said well, I can tell you, when you talk about diverted from jail, these are people that are likely having a mental health crisis of some sort, that have probably committed some crime, that normally an officer by himself or herself would've taken that person to jail, and instead of going to jail they are getting resources that they need on the mental health side of it.

Ms. Brown said well, I know I can say that the Sherrif is happy to [inaudible]. I know he's happy for sure. I would like to say also, on slide 17, if you can go to that one for me, please. That's good to hear, because I think when someone's dealing with a mental crisis or there's some type of brain injury, as Councilmember Johnson uses that term quite often, they certainly don't need to go inside of the Mecklenburg County Detention Center or any other detention center for that matter. You said something about UNCC

Urban Institute, and I just wanted you to dig a little deep for me on that, and what is their contribution into that program that you're trying to implement?

Chief Jennings said well, these are consulting groups that came in to do the evaluation. So, when I talk about what they've done, they looked at these participants and we brought them in, because we didn't have a staff member that can do a deep dive into our youth programs. If anyone can recall in 2020, we talked a lot about the youth programs that we had, but we had no results from those, and that was a demand from Council, is that we want to see if what you're doing is working. So, this is who we brought in, these groups, we brought in to take a look at our programs and to do an evaluation of it.

Ms. Brown said alright. So, that's great to hear that you had the outside consultants, the experts, go in and do some of the work that was actually required. Now, with the youth programming, how much participation from parental? Are parents involved or the caregivers, anybody that's overseeing the youth? Are they involved? Do they get to put any type of input?

Chief Jennings said yes, that's a good question. I don't have that data to answer, but we can certainly find that out for you, but it's all consensual obviously that we are looking, and the parents should be involved in what we're doing. Sometimes we get better cooperation from some parents than others, but I think we pretty much have, I have some of my staff nodding their heads, that parents are heavily involved in that.

Ms. Brown said that's good to hear, but even if they're not, then there's also alternatives to parents not being able to be there. If they're absent from the home or they can't be there, an older grandparent or something like that. So, I just have a few more, just taking notes, because colleagues said great things. I know that Councilmember Graham, Bokhari, Driggs, and I think Ajmera, said they want to make sure that community feels like they're safe. If they don't feel like they're safe, then they're not safe, that's true. A person's perception is just their perception, but we also want to make sure if we can start with small nuggets and low-hanging fruit, and be able to move forward, I think that we are on the right path in doing so. I also would like to share, I'm always going to say this, I know I heard you say something about the civilians and the animal care. With me, since I came on, I've been doing a lot of work with Dr. Fisher and his staff, and I know this may not/cannot even happen while I'm here, but that's one thing to take off your plate. If we can get those 4-legged creatures up under their own entity that people love so much. They treat them just like babies, and those furry creatures that people love so much. That's something that I want to advocate for that, and I want to speak maybe with the City Manager, at a strategy meeting or whatever, if that's something that's off of your plate, along with the 911 calls and different things. I also went into a detailed 911 call. Did you want to respond?

Chief Jennings said well, I was just going to say, our Animal Care and Control, they do a phenomenal job. To be honest, I've talked to the City Manager that, as far as the many headaches as I have, that that's not one of them, because I know they're run very well. I think they would agree that they should be a separate entity from police, but yes, I certainly understand that sentiment when it comes to taking that and putting it in another location.

Ms. Brown said okay, no problem. Then, I think this will be my last, because we've got the consultants, mental health, the diversion piece. The last, but certainly not least would be, you said that you need more resources to be able to move this forward, and so when you say resources, are you saying how we allocate for you in the 2025 budget?

Chief Jennings said yes, mainly personnel, yes, mainly personnel. There's obviously some equipment and things that go along with that, and then funding for certain programs, but yes, personnel would be the main thing.

Ms. Brown said okay, alright, and so, again, I commend you and your wonderful staff for all the work that you're doing. The wheel has already been invented, but what goes on in Baltimore, I love what the Mayor is doing in Baltimore. He's doing amazing things with the DA (District Attorney), and there's some things that we certainly can learn from them, but I think the City of Charlotte is our own unique and specific growing city at an alarming rate, and we have a lot of tools and resources on hand, where we don't need to look outside and get anything from anybody. We can take a look at it, but I think what we have is right here in the community if we use it. All hands on deck [inaudible] organizations. I've said multiple times, and I continue to say that for someone that is involved with justice and have definitely been implemented by the justice system from a very, very young age, which most people don't know. I started getting in trouble at the age of 15, and I was living in 28208 Southside Homes community, but I want to share that the path to redemption for a lot of these young folks, one, what they're looking for in their zip code may not be there. So, having civilians come in and take them to [inaudible], wherever they need to take them to for these programs as a diversion, is amazing. This is what I say when I say reimagine justice. Reimagine what community can look like, and just taking the civilians and having them implement their expertise into the program. So, I like what I see.

Homicide is a totally different ballgame. I think it's a different subject altogether. Yes, our youth could be diverted from committing a homicide or being on that path to where they could be detoured, but we have to just take one measure at a time, and I think this measure, the amount of progress that's been put in this, it's hard to please me. I stand unapologetically in my truth when it comes to supporting those that have been in the justice system, and for me, for this, I like what I see.

Chief Jennings said yes, still a lot of work to be done.

Ms. Brown said there's a whole lot more work to be done, but if we're talking about what you presented today, take your flowers from me, please. There'll be days when you won't get any.

Chief Jennings said yes, I'm taking them.

Mayor Lyles said before we go down, I want to give you kind of an overview of where we are. We'll have a closed session tonight. It will be after we have the agenda, but I do want to say something about this. I think a lot of you spoke around the idea of how do we get collaboration and how do we do this. It just came to me that, we're about to go down to listen to several people talk about homelessness for children, and I want to just say, if we can think about how we are going to do work in a collaborative way, it is the number one way that we need to start with. I say that, because when we start thinking about what's next, summer's going to be here very, very quickly, and it's going to be hot, and there are going to be things that are going to be going on, that I think we must take some effort around the idea of, how do we address. They're going to come and talk about the McKinney-Vento Homelessness Act, and this is where you try to get kids into immediate school enrollment, to get them in good school choices, to give them transportation and educational services, support services, and remove barriers to what they're trying to accomplish. Now, we're going to hear, and people are going to ask us to weigh in on this, but it is not just our responsibility, just as we've been talking about, what are we trying to do? I do think that these efforts around how to collaborate with the County? How to begin to think about what we can do more with the police department? Thank you all. I know you've been given lots of accolades today, but you deserve every one of them, and we need to begin to think about what this means by the time we get through our retreat, so that we have the time and energy and the connectivity that's necessary for this to happen.

So, we are going to go downstairs. We were supposed to start about an hour ago with our public forum. We also are going to have the West Charlotte Football team, who won the statewide championship, and I think that's why Mr. Mitchell is downstairs now.

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The meeting was recessed at 6:53 p.m. to move to the Meeting Chamber for the regularly scheduled Business Meeting.

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BUSINESS MEETING

The City Council of the City of Charlotte, North Carolina reconvened for a Business Meeting on Monday, January 13, 2025, at 7:01 p.m. in the Meeting Chamber of the Charlotte Mecklenburg Government Center with Mayor Vi Lyles presiding. Council members present were Dimple Ajmera, Danté Anderson, Tariq Bokhari, Tiawana Brown, Ed Driggs, Malcolm Graham, Renee Johnson, Lawana Mayfield, James Mitchell, Marjorie Molina, and Victoria Watlington.

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Mayor Lyles said thank you for being present. We are running a little bit late this evening, but we hope that you will understand that what we are doing is working to serve the City and the residents, and so we really appreciate you doing this. So, our first effort is to have our introductions. We begin our meeting with the appropriate willingness to understand that this is greater than all of us here.

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INVOCATION AND PLEDGE

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

Mayor Lyles said thank you everyone for joining us in this. I would also like to bring forward our new Interim City Attorney, who just joined us here, and this is Anthony Fox.

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AWARDS AND RECOGNITION

Councilmember Mitchell said Mayor and Council and to the citizens of Charlotte, it's a great honor. I'm going to publically say this, Mayor, thank you for allowing this to be on our agenda. You all don't know, the Mayor was watching the game, and so as soon as we won, she tweeted out, we're going to recognize West Charlotte. I want to recognize two people, if they can come down to the podium. Coach Greiner and the Principal, Paula Cook, to bring brief comments about the West Charlotte 3A State Football Championship.

Paula Cook, Principal of West Charlotte High School said good evening, and thank you for having us. I had some words planned, but in the interest of time, I just want to say congratulations to our boys. We are very proud of them. This is something that we have not experienced at West Charlotte in 29 years. I remember I was a student; I had just graduated from Chapel Hill at the time, and I went over to watch the game. Since I was a native Charlottean, I wanted to see West Charlotte, and here we are. I've got a child that was the age I was then. So, that's been a long time coming. We appreciate ya'll, and we are very proud to call you West Charlotte Lions State 3A Champions.

Sam Greiner, West Charlotte High School Coach said I really appreciate being here. It's definitely a pleasure to be a coach for this team. It's been a blessing more than anything just to be able to coach these student athletes. I don't just get to coach great football players, but great men, and I always tell my wife all the time, if anyone ever had to babysit my children, I look no further than this team. They do great things outside of football, and that's probably why this championship came, it's just because of the great people they are. They showed up here tonight. I just want to congratulate you all, because you're the ones that won the football game. I'm just a part of the team, and it's

a beautiful thing. We always say, when we get off the bus, and I always tell people, we're not scaring a lot of people. We're not the biggest, sometimes not the fastest, but when we leave, you're going to remember us forever, and this year they will remember ya'll forever. Congratulations.

Ms. Cook said additionally, I would also like to thank all of the West Charlotte alumni. If you are familiar with the network, it is like nothing that you have ever experienced in your entire life. So, I just want to say thank you to all of the various classes that are here to represent, and that continue to represent us everywhere we go at all times. Thank you.

Mr. Mitchell said would the football players that are here, please stand right now, all the football players. The champions, could you please stand.

Coach Greiner said I'll say one thing that's really cool. A lot of these players are still coming back, so we're planning on repeating and coming back next year. Amongst these football players, it's all about the next step. Total, with everyone that's here tonight, there's probably close to 50 scholarships going into college football or to be a student athlete.

Mayor Lyles said coach, I'm sure that you've made a great impression upon these young men, so thank you very much for what you've done. Anybody that's a principal, God bless you, that's all I can say.

Mr. Mitchell said the alumni, please, you travel to Raleigh, you travel to Hickory, you travel to Greensboro. I just want to thank you to the most powerful alumni in the nation of West Charlotte, so thank you for your support and supporting our team. Thank you.

Mayor Lyles said I was watching a football game last night, and this guy was opening a book and reading it. It makes you know that you should never stop learning and being a part of something, so thank you very much. Alright, so, we're really glad to have you. The photo ops are going all around. Okay, so if we can come back to order, the City has a proclamation that will be read by Mayor Pro Tem.

ITEM NO. 6: CERVICAL CANCER AWARENESS MONTH

Councilmember Anderson said read the following proclamation:

WHEREAS, in 2024, in North Carolina, more than 350 women will be diagnosed with invasive cervical cancer, and over 100 women will die of cervical cancer, according to the estimates from the North Carolina Department of Health and Human Services; and

WHEREAS, per the National Cancer Institute, the five-year survival rate of individuals diagnosed with cervical cancer is 67.4 percent due to improved treatments, early diagnoses, and vaccinations; and

WHEREAS, according to the National Institute of Health, cervical cancer incident rates and death rates are still high among certain populations in the United States, largely due to the limited access to cervical cancer screenings and vaccinations; and

WHEREAS, the City of Charlotte recognizes cervical cancer awareness, and encourages all residents to know that cervical cancer is treatable, and that routine screenings and HPV (Human Papillomavirus) vaccinations can save lives; and

WHEREAS, the results of the simple PAP test and HPV co-test, can be used to help prevent cervical cancer or detect cervical cancer in its earliest and most curable stage; and

WHEREAS, patient advocacy organizations, like Survivor, which inspires and empowers those affected by cervical cancer, by educating and motivating them to use

their voices for creating awareness to end stigma, influence decision and change, and end cervical cancer:

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

“CERVICAL CANCER AWARENESS MONTH”

in Charlotte, and commend its observance to all residents.

Mayor Lyles said I wanted to just take a moment of personal privilege. Yesterday, I went to the service for Karen Alexander, who was the Mayor of Salisbury, and it was a lovely service, but it made me really remind us that you just never know when life is going to be. Karen found her cancer three months before she passed away. So, I know that they are having a vigil in Salisbury this evening, candlelight. She was such a great Mayor for them. So, while I can't be present to do that today, I just want you to recognize that we lost someone that was just a lovely person and a great Mayor. So, thank you very much for that moment to have that time.

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PUBLIC FORUM

Mayor Lyles said we are now going to begin with our speakers list, and we have nine people that have signed up to speak, and we have three minutes, which is pretty unusual for us to be able to have three minutes, so hopefully you have a lot more time. In the honor of Neils Sampson, I'm going to ask the Quail Hollow Troop 256 to stand up and be recognized. Thank you for being here.

Animal Care and Control

Margaret McReynolds, 9445 Greenbank Court said good evening, Council members. My name is Margaret McReynolds. I recently moved from Austin, Texas to District 2. I work for Truist and attend First Presbyterian Church, Charlotte. While living in Austin, I volunteered for over 15 years at the Austin Animal Center, during which it achieved no-kill status with a 90 percent companion animal save rate. This was the result of deliberate planning, funding, and a shift in mindset, something I believe Charlotte could also achieve. I now volunteer at Charlotte Animal Care and Control, primarily helping with public animal hope clinics. My husband volunteers with Habitat for Humanity, and we're both committed to supporting our community. My faith teaches me that we are responsible for nurturing and caring for all of creation, and that includes the dogs and cats who rely on us for protection. Other cities, like Austin, prove that it is possible to operate an open admission, no-kill shelter, and Charlotte can do that too. It's particularly difficult when animals are euthanized simply due to lack of space. The constant cycle of overcrowding impacts not only the animals, but City shelter workers, volunteers, fosters, those seeking help with their animals, and the broader community. I also have concerns about how Charlotte's shelter is structured. Among other things, having it sit under CMPD has led to a bureaucratic, and often discouraging, volunteer process. I'm speaking from experience. I put off applying for over a year, because of the application's process time, the time commitment, and invasiveness. I have seen a more efficient, community-friendly approach be viable.

Animal Care and Control's Director is dedicated and capable, and makes the most of what he's given, but it's clear that much more could be accomplished if the shelter had adequate resources and if Animal Services were an independent department with better funding, staffing, and more modern facilities. I believe we can be a first-class city in every way, including in how we care for animals. Pets are integral members of families, and a well-supported animal shelter is key to supporting all families regardless of income or circumstance. Please continue prioritizing shelter expansion, and please make Animal Services an independent department. Thank you.

Homeless Children in CMS Schools

Kenny Robinson, 222 South Church Street said thankful to have my full three minutes this time. My name is now Dr. Kenny Robinson, Founder and President of Freedom Fighting Missionaries. I am here tonight to talk about the homeless children that we currently have in the City of Charlotte and Mecklenburg County, who are labeled as McKinney-Vento children, because they are ([inaudible]), and they are experiencing homelessness. We will end this school year with about 5,300 of them. Over 4,000 of them will be black students. A little over 230 of them will be white students, so we can see the disparities there. Freedom Fighting Missionaries have been working to bring awareness to the plight of our children, and CMS (Charlotte Mecklenburg Schools), who are experiencing homelessness or housing insecurities. As a part of that advocacy, we worked with students at Queens University, and I tasked those students with researching the McKenny-Vento program and to create an op-ed on their findings. We are very thankful for the work that they did, and I am here seeking to inform our City Council on this issue in hopes that we can go on to support, and that support is not just funding, but also so the City can encourage the private sector to contribute to this effort to make sure that we leave, not just no child behind, but also leave no child homeless, while expecting that same child to perform as well as their peers.

We are thankful to our partners at Crisis Assistance Ministry, United Way, and the Home For All initiative, Housing Collaborative, and Heal Charlotte, and all of our funders and donors, who in 2024, utilizing City of Charlotte and Mecklenburg County ARPA (American Rescue Plan Act) funds, we are proud to report on the data that have come from that. We used our funding to shift our housing focus to target McKinney-Vento homeless children, who have a parent or caregiver whose barrier to safe affordable housing is due a previous background or their involvement with the justice system. Some of that data from 2024, utilizing \$1 million from the City of Charlotte, and funding also from Mecklenburg County, we were able to provide 178 identification services, 84 healthcare services, 126 employment services. We served 190 families with housing, 384 children that were in McKinney-Vento, a small percentage compared to the amount of the youth that it is, but we were able to take 384 children out of hotels and shelters and place them into permanent housing utilizing that funding. Thank you so much for your time.

Homeless Children

Judy Schindler, 3819 Sedgewood Circle said good evening. Thank you all for your leadership. I'm Rabbi Judy Schindler, and I share these words written by my Queens University student, Sidney Jackson, who worked closely last semester with Kenny Robinson with Freedom Fighting Missionaries. Kenny is an amazing leader. He has a heart for everyone in our City and for all our children. So, I'm here to address an issue that deeply affects some of our most vulnerable residents, our children. Specifically, I want to highlight the intersection of housing instability, parental incarceration, and education within the framework of the McKinney-Vento Homeless Assistance Act. In Charlotte-Mecklenburg County, far too many children are left to bear the burden of their parents' mistakes, their past mistakes. These children face housing insecurity, disrupted education, and a host of other challenges simply because their parents were formerly incarcerated. The McKinney-Vento program was designed to ensure educational stability for children experiencing homelessness. While it has provided a safety net, it's clear that the demand far exceeds the resources. Children who qualify for McKinney-Vento are often shuffled between temporary housing or shelters, creating constant uncertainty. Imagine being a child, trying to focus on school, when you don't even know where you'll sleep that night. Children with incarcerated parents are already grappling with the stigma and emotional toll of separation. Add housing insecurity to the mix, and we're setting them up for failure before they even have a chance to succeed. Studies show that children in these circumstances are more likely to experience lower academic performance, higher dropout rates, and greater involvement with the juvenile justice system. We are essentially perpetuating a cycle that keeps families trapped in poverty and despair. This is where we, as a community, must step in. We cannot allow a parent's incarceration to become a life sentence for their child. It's our responsibility to

expand programs like McKinney-Vento, provide more robust housing assistance, and ensure these children have the stability they need to thrive in school.

Education is a great equalizer, but it can't work its magic if children do not have a stable foundation to stand on. If we don't act now, the long-term impact on our community will be devastating. These children will grow up carrying unhealed trauma affecting their mental health, their relationships, their ability to contribute positively to society. I urge you to allocate more resources to housing initiatives for families affected by incarceration. Let's provide wraparound services that address, not only housing, but counseling, academic support, and community mentorship. These children deserve the same shot at a bright future as any other child in our county. Thank you.

Lula Sherrill, 3171 Mannington Drive said my name is Lula Sherrill. I'm not a Pastor, nor am I a father of an organization, but I have compassion for the homelessness. God tells us to help the poor and one in need, and so I have a plan that God put in my spirit that I would like to introduce to ya'll to take a look at. It takes more than three minutes for you to look at this plan. My plan is not to build projects, but build communities, and that we can help bring down crime if we go back to what old folks used to say, "It takes a village," and I would just like for ya'll to open up ya'll minds, open minds and open up your hearts, to take the time to meet with me at some time, and the Chief of Police, to just take a look. Don't dismiss me or the plan, because it's not about me nor you, it's about helping the ones that are less fortunate to us. I'd like for ya'll, at some point in time, anyone in here, to take a look at Luke 16:19-31. Thank ya'll, but don't dismiss the plan. Thank ya'll. Open mind.

Safety and Juvenile Sentencing

Darlene Pegram, 2714 Revolution Park Drive said good evening, Madam Mayor, City Council members and staff. My name is Darlene Pegram, and I've lived in Charlotte for over 50 years. First, I just want to give my condolence to Councilmember Graham, sir, for the loss of your family. Thank you for your braveness. The reason I'm here is to bring the attention to juvenile and teen violence that is going on in this City today, from A to Z. If you touch something that is so hot you burn your fingers, do you touch it again? One bad apple spoils the whole bunch, so why don't we pluck that bad apple out and save the apples, or just save our children or the youth or the juveniles? Now, the Mecklenburg County Juvenile Justice System is releasing criminal juvenile youth back to the parents, guardians, which comes back to the public. I am sorry to say that I am a victim of juvenile crime, and the same juveniles that committed the crime, I watch them everyday walking in front of my house, because of the juvenile system. The government, there are government programs and nongovernment programs, to get them back on the right track if they're willing to do the work. Juveniles that commit crimes more than two times do not deserve the same benefits. The same juveniles I am referring to, they are responsible for the Uptown break-ins, the car thefts, vandalism, and a lot of stuff, wearing CMPD bracelets, and that's like 45 times they've been in and out of the system, and they're still walking around today, so watch your cars. We teach our kids they can be anything they want to be, not do anything they want to do. I am here for the safety of Charlotte tonight, that's why I'm here, and I just want to thank you all for listening to me. Thank you so much.

Big Brothers Big Sisters

Donna Dunlap, 8514 McAlpine Park Drive said good evening, Mayor Lyles and City Council members. My name is Donna Dunlap. I'm the President and CEO (Chief Executive Officer) of Big Brothers Big Sisters of Central Carolinas. January is also mentoring month, and I'm really excited to have this opportunity to share with you that we will be hosting an impactful youth mentoring summit January 30, 2025, from 9:00 a.m. to 1:00 p.m., at the UNC (University of North Carolina) Charlotte Center City. The rise in youth violence, the mental health crisis young people are experiencing, and increased academic performance gaps continue to persist since the pandemic. You've heard about it throughout this whole meeting. Young people urgently need our support. Mentoring is a proven solution that we, as a community, need to deploy support on a

larger scale. City, county officials, mental health experts, CMPD, CMS executives, parents, mentors, nonprofit funders, and youth services organizations will be attending and participating in the summit. The desired outcome is to inform the community of the challenges young people are facing and to inspire advocacy, so that we can empower young people to realize their full potential. Think about who changed or influenced your life. Mentoring is the answer. We hope that you will join us and be a part of the solution, and I have invitations here if anybody has not received theirs yet or would like to have.

Mayor Lyles said if you would give them to the Clerk, we'll make sure that everybody gets one, right here, thank you.

Charlotte Business Inclusion

Dawn Nicole McIlwain, 1007 Albany Park Drive, Fort Mill, South Carolina said good evening, Mayor and Council members. It's good to be with you tonight. So, my name is Dawn Nicole McIlwain, and I stand before you tonight representing a first of its kind organization, named Queen City Women in Business, that is absolutely dedicated to the success of helping women small business owners get contract opportunities faster. Let me tell you something, a story about how we started. We started this company right here in the Charlotte area in September of 2023, after I personally was an award-winning company, who had sold my services to billion-dollar companies outside of the supplier diversity program, like Boston Consulting Group. However, I found it extremely difficult in the City of Charlotte to do business, to have awareness, and to have advocacy. Now, you might be asking why? There's resources out there, there's information, but we needed more than resources, we needed relationships, we needed more than that. So, I started this company to reduce the barrier to access for every single woman out there. Let me tell you how that went. In one year, we grew this community way beyond the City of Charlotte. We grew it into 17 states. We're in four chapters, Georgia, North Carolina, South Carolina, Indiana, those are established chapters. We helped women-owned business secure \$2.25 million in contracts, one year, 300 hours of training and development, and we helped 177 women get certified. Now, I don't know about you, but that's pretty impressive. We did this in one year, and we did this by using a sourcing and development platform that's online that enables itself to teaming. This is something we're not thinking about. We're thinking about the one contract, but what we did is we've created the Facebook of Women and Business Suppliers. We've become a model, and now Alabama, California, and others want to do business. They want the model. They want the secret sauce, but you know what I want? I want to put the City of Charlotte on the map.

I've had about five meetings with the City of Charlotte CBI. I've tried to get the attention, and I'm more than proven. What I want is someone to take what we've put together, and work with you to create a sustainable supplier ecosystem, so that we are thinking about supplier ship for a proactive nature, not just in time, so that we can hit those MWBE (Minority and Women Business Enterprise) utilization and participation goals. It's time to put the City of Charlotte on the map and you have the talent to do it. We have a proven track record. Let's do business. Let's grow together. We believe we have your solution, now we need your attention. I'm hoping that someone from your office will give us a call, and let's do business together. Let's change the trajectory. On March 5, 2025, we're doing our first National Supplier Summit. We have other markets coming here. There's no reason why we can't amplify Charlotte as a top-model city. We can do it together. Thank you.

The Urban League of Central Carolinas

Robyn Hamilton, 740 West 5th Street said good evening. It's good to see everyone here this evening. Madam Mayor, City Council members, it's a pleasure to be before you. My name is Robyn Lake Hamilton, and I serve as the President and CEO of your Urban League of Central Carolinas. I want to express my sincere gratitude for the ongoing support that the City has provided for the Urban League of Central Carolinas, and specifically the Alternatives to Violence Program that we facilitate for you on the Nations Ford and Arrowood Corridor. There's been a lot of doom and gloom and

conversation about violence, but I'm actually here with good news, and nobody's asked us, but we thought we'd come share the good news with you. The Urban League has, of course, been a pillar in our community for over 47 years, championing economic opportunities and social justice for African Americans and other underserved populations. Our commitment to Southwest Charlotte, especially through the AVP (Alternatives to Violence Project) program, is making a real difference in the lives of residents. I want to thank City Council and Mecklenburg County for recognizing the value of AVP, and for supporting its expansion into the Southwest Charlotte area. Your investment in this program is an investment in the safety and wellbeing of our community. While it's true that Charlotte, like many other cities, has experienced an increase in homicides, we are seeing encouraging signs of progress within the Alternatives to Violence Program, which is a 1.5-mile [inaudible] area. We're seeing an increase in the number of key individuals that are collaborating with the Alternatives to Violence Program, and we're seeing positive feedback continuously from the community about feeling safer in their neighborhood. One significant success we have had with our Alternatives to Violence Program is aligning community residents with alternatives. We actually provide them with an alternative to violence, and that's with jobs, and we provide them with workforce development training that leads them to a career. We've secured additional funds through the National Urban League, who has added us as a subrecipient for the United States Department of Labor's growth for opportunities goal, and we'll be leveraging that funding for folks that are 18 to 24, starting next week.

There are three areas we have identified as strategies that can continue to decrease conflict on Nations Ford. One, we need your help. We want to bring long-term stay providers, hotels, extended stays, together with community leaders and residents, to foster understanding and equip providers with the tools to address resident needs proactively. To empower these providers, we need your support to convene the companies that own these long-term stays. Two, we want to empower apartment communities, equipping apartment managers with the proven strategies to boost resident engagement and resolve issues before they escalate. To empower these communities, we need your support to convene the companies that own them. I'll give ya'll three another time.

Mayor Lyles said thank you very much, Robyn, good to see you, and thank you for the work that you do. So, I wanted to make sure that each speaker is aware that we are grateful that you come down and help us understand what's going on in our community. We also have a process by which you will have a follow-up from someone on the staff, and will have the opportunity to go into further details or deeper, and I guess we really know how deep some of this needs to be, and appreciate what you bring down and help us to understand best around our community. So, hopefully, we will have the opportunity to hear more from our team, who will contact you over the next several weeks. Thank you very much for participating in our community leadership and really have a great understanding of what we need to do.

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PUBLIC HEARING

ITEM NO. 8: PUBLIC HEARING AND DECISION ON MIRANDA ROAD FIREHOUSE NO. 46 AREA VOLUNTARY ANNEXATION

Mayor Lyles declared the hearing open.

<p>There being no speakers, either for or against, a motion was made by Councilmember Mitchell, seconded by Councilmember Graham, and carried unanimously to (A) Close the public hearing, and (B) Adopt Annexation Ordinance 916-X with an effective date of January 13, 2025, to extend the corporate limits to include this property and assign it to the adjacent City Council District 2.</p>
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The ordinance is recorded in full in Ordinance Book 67, at Page(s) 568-573.

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POLICY

ITEM NO. 9: CITY MANAGER'S REPORT

Marcus Jones, City Manager said thank you, Mayor, members of Council. Just two quick items. I know we have four closed session items for later. I just wanted to bring your attention to our 30-day memo, which I know it's only January 13, 2025. I think we're almost a quarter of the way into the year with so much that the Council has before all of us. January 21, 2025, is the Zoning Meeting, but then January 26, 2025 through January 29, 2025 so this is the only Business Meeting for the month, will be the Annual Council Strategy Meeting. I will make sure that you get some additional information in your Thursday packet about where we're headed with some of the thoughts that really go back to the budget committee meeting where we had an opportunity to get feedback from you. We will have the Council committee discussions. Then, the February 2025 budget committee meeting I will bring forward, or ask, what are some topics that the Council would like to have in those budget workshops, as well as feedback that we get from the Annual Strategy Meeting, and the first budget workshop is on February 10, 2025, and also as we've talked earlier tonight, the Violence is a Public Health Crisis, which we'll have an opportunity to really show a lot of the collaboration that's happening between the City and the County across the board. I think Shawn, last time the question came up, he was able to jot down like a dozen opportunities, so I think there's more we can do, but definitely more that we are doing.

Then, lastly, we started off, I guess last week, we talked about Corridors of Opportunity and my goodness did we have a great week in terms of federal grants that the City receives, so \$31.4 million in federal grants last week that were announced. So, again, if we go back to three or four years ago, when we started talking about the corridors, the expectation wasn't always that the City, by itself, would fund these. We would show some promise, we would get opportunities for state grants, federal grants, as well as the business community. So, that's really, really big, and I just commend everybody on the team that's been working so hard to actually apply for the grants, as well as the Council, to continuously support the team as we try to emphasize the Corridors of Opportunity. So, just good news. I know we mentioned a couple of million, but a lot of things happened since that last meeting, and I just wanted to make sure the Council was aware. So, thank you, Mayor and members of Council.

Mayor Lyles said thank you very much.

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BUSINESS

ITEM NO. 10: CATS RETIRED VAN DONATION

Motion was made by Councilmember Molina, and seconded by Councilmember Johnson to adopt a resolution authorizing the donation of a surplus Charlotte Area Transit System van to Promise Youth Development, Inc.

Councilmember Molina said I'll be brief. So, you guys, if you recall back during the budget session, we had the discussion around supporting Promise Youth Development, which is an East Side nonprofit that focuses on team development, and they have a lot of mitigation opportunities for youth, and they've done an outstanding job on the East Side for residents, children, and children throughout the East Side for nearly a decade now. The leader of that particular organization, she's a registered nurse, and like I said, I think in our earlier agenda, we see where she's actually partnered with CMPD for

mitigation services. So, she's already an existing partner, and this ask was so small. I remember when I reached out to our Interim CATS (Charlotte Area Transit System) CEO (Chief Executive Officer), Brent Cagle, and we started some of the conversations around what possibility looked like. I'm extremely excited to see us, to be able to be willing to extend this resource, because it's a seemingly small ask, but it's so important, because Ms. Boyd and her staff, they do a lot of heavy lifting, and something as easy as a van would make this lift a whole lot better and easier for them to provide those resources for the teens in our community. So, I am in full support of this, and I ask you all to support me in us providing this valuable resource to that nonprofit that serves our entire community. That's all I have. Thank you, Madam Mayor.

Councilmember Johnson said thank you for your advocacy, Councilwoman Molina. It's so important to support grassroots organizations. It is a small grant for us, or a small resource, but for the organization I know that it will be huge. So, Councilwoman Brown and I met with CATS staff, it's been a few months, regarding a van donation to an organization to support the Federal Halfway House. There was a bus stop that was removed in front of the Federal Halfway House, which is so important to the residents or occupants there, in getting to and from work and trying to reintegrate or integrate into society. So, if we could get an update, and I know you don't have it today, Mr. Cagle, because you weren't prepared, but if you could send that to us, the status of that. There was [inaudible] to serve that population. There was an organization that was asking for a van, so this is just a good time to ask. Thank you.

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

The resolution is recorded in full in Resolution Book 55, at Page(s) 428-429.

ITEM NO. 11: MUNICIPAL AGREEMENT FOR NEW TRAFFIC SIGNAL INSTALLATION

Motion was made by Councilmember Driggs, seconded by Councilmember Molina, and carried unanimously to (A) Adopt a resolution authorizing the City Manager to execute a Municipal Agreement with the North Carolina Department of Transportation in the amount of \$214,000, and (B) Adopt Budget Ordinance 917-X appropriating \$214,000 for the installation of a traffic signal at the intersection of East W.T. Harris Boulevard and University Ridge Drive/Rose Heather Court.

The ordinance is recorded in full in Ordinance Book 67, at Page(s) 574.

The resolution is recorded in full in Resolution Book 55, at Page(s) 430.

ITEM NO. 12: BELK GREENWAY CONNECTOR PHASE 1 SUPPLEMENTAL MUNICIPAL AGREEMENT

Motion was made by Councilmember Anderson, seconded by Councilmember Ajmera, and carried unanimously to adopt a resolution authorizing the City Manager to execute a Supplemental Agreement with the North Carolina Department of Transportation to adjust the project limits for the Belk Greenway Connector Phase I.

The resolution is recorded in full in Resolution Book 55, at Page(s) 431

ITEM NO. 5: CLOSED SESSION (AS NECESSARY)

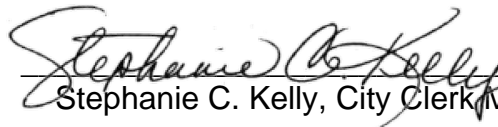
Motion was made by Councilmember Anderson, seconded by Councilmember Mayfield, and carried unanimously to go into closed session pursuant to NCGS 143-318.11(a)(3) to consult with the City Attorney to preserve the attorney-client privilege in the matters of (A) US DOJ Suit Against the City of Charlotte, North Carolina, Pursuant to Sections 706 and 707 of Title VII of the Civil Rights Act of 1964, as Amended, (B) Shaequontia Gaddy v. City of Charlotte/Solid Waste/Claim No.: W004095848, and (C) Lindsay Curlee, et al. v. The City of Charlotte, et al, 21-CVS-12505.

The meeting was recessed at 7:49 p.m. to move to CH-14 for a closed session.

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ADJOURNMENT

The meeting adjourned at 8:21 p.m. at the conclusion of the closed session.


Stephanie C. Kelly, City Clerk, MMC, NCCMC

Length of Meeting: 2 Hours, 32 Minutes
Minutes completed: March 12, 2025