

The City Council of the City of Charlotte, North Carolina convened for an Action Review and Business Meeting on Monday, September 14, 2020, at 5:07 p.m. in Room 267 of the Charlotte Mecklenburg Government Center with Mayor Vi Lyles presiding. Councilmembers present were Dimple Ajmera, Tariq Bokhari, Ed Driggs, Larken Egleston, Julie Eiselt, Malcolm Graham, Renee Johnson, James Mitchell, Matt Newton, Victoria Watlington, and Braxton Winston II.

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BUSINESS MEETING

Mayor Lyles said tonight's meeting is being held as a virtual meeting in accordance with the Electronic Meeting Statute. As you know the governor has changed the statute to allow for parties to meet up to 50. So, the City Council will be discussing that at some point but right now, we are under our Virtual Meeting. The requirements of notice, access, and minutes are being met through electronic means. The public and the media are invited to view this meeting on the Government Channel, the City's Facebook page, or the City's YouTube page.

I think Madam Clerk has some new people she would like for us to meet.

Stephanie Kelly, City Clerk said I would like to welcome Kirk McSwain, our newest employee and Stephanie Bello is Deputy City Clerk.

Mayor Lyles said welcome to the City Clerk's Office and to the City overall; we are glad you are here.

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INVOCATION AND PLEDGE

Councilmember Mitchell gave the Invocation, followed by the Pledge of Allegiance to the Flag led by Mayor Lyles.

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AWARDS AND RECOGNITIONS

Mayor Lyles said It is a tradition of this council to recognize people, or places, or things that are important to the overall aspect of this community. Tonight, we have three recognitions and I'd like to recognize the Mayor Pro Tem Eiselt to read the first proclamation of the evening.

ITEM NO. 6: HISPANIC HERITAGE MONTH PROCLAMATION

Councilmember Eiselt read the following proclamation, first in English and then in Spanish:

WHEREAS, the observation of Hispanic Heritage Month started in 1968, 52 years ago, as Hispanic Heritage Week under President Lyndon Johnson, and in 1988, Congress and President Ronald Reagan expanded the celebration of the Hispanic presence in the United States of America to a 30-day commemoration; and

WHEREAS, each year from September 15 to October 15, Americans observe National Hispanic Heritage Month by celebrating histories, cultures, and contributions of American citizens, residents, and immigrants of Hispanic origin from Mexico, Central America, South America, the Caribbean, and Spain; and

WHEREAS, September 15 is significant because it is the anniversary of independence for the Latin American countries of Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. Also, Columbus Day or Dia de la Raza, which is October 12, falls within this 30-day period; and

WHEREAS, every year, the United States Congress and the White House call for public officials, educators, librarians, and all Americans to observe National Hispanic Heritage Month with appropriate ceremonies, activities, and programs; and

WHEREAS, in Mecklenburg County, Hispanic Americans are the fastest growing segment of Mecklenburg County's population. The County is a diverse and enriched community and draws strength from the extraordinary diversity of its people; and

WHEREAS, Charlotte's Patriotic Celebrations and Traditions Committee, Fiestas Patrias, is commemorating National Hispanic Heritage Month for the sixth consecutive year in Charlotte; and

WHEREAS, Mecklenburg County's character is enhanced by Hispanic Americans and other ethnic groups, all of whom contribute and play a vital role in sustaining the quality of life that we all enjoy; and

WHEREAS, according to the U.S. Census Bureau, Mecklenburg County is home to 153,000 Latinos; and

WHEREAS, Mecklenburg County and the City of Charlotte recognizes the extraordinary contributions made to this community by immigrants, residents, and citizens of Latino origin.

NOW, THEREFORE, WE, Vi Alexander Lyles, Mayor of the City of Charlotte, and George Dunlap, Chair of the Mecklenburg Board of County Commissioners, do hereby proclaim September 15, 2020, through October 15, 2020, as

"HISPANIC HERITAGE MONTH"

in Charlotte and Mecklenburg County and commend its observance to all citizens.

Councilmember Eiselt also read the following proclamation in Spanish:

CONSIDERANDO, que la celebraci6n del Mes de la Herencia Hispana comenz6 en 1968, hace 52 afios, como la Semana de la Herencia Hispana, bajo la presidencia de Lyndon Johnson, y que, en 1988, el Congreso y el presidente Ronald Reagan ampliaron la celebraci6n de la presencia hispana en los Estados Unidos de America a una conmemoraci6n de 30 dafos; y

CONSIDERANDO, que, cada afio, del 15 de septiembre al 15 de octubre, los estadounidenses conmemoran el Mes Nacional de la Herencia Hispana para celebrar las historias, las culturas y las contribuciones de los ciudadanos, los residentes y los inmigrantes de origen hispano de Mexico, America Central, America del Sur, el Caribe y Espana; y

CONSIDERANDO, que el 15 de septiembre es un dia importante porque es el aniversario de la independencia de los paises latinoamericanos Costa Rica, El Salvador, Guatemala, Honduras y Nicaragua; y que, ademas, Mexico y Chile celebran sus dias de independencia el 16 y el 18 de septiembre, respectivamente; y

CONSIDERANDO, que, cada afio, el Congreso de los Estados Unidos y la Casa Blanca piden a los funcionarios publicos, educadores, bibliotecarios y a todos los estadounidenses que conmemoren el Mes Nacional de la Herencia Hispana con ceremonias, actividades y programas apropiados; y

CONSIDERANDO, que los hispanoamericanos son el segmento de mayor crecimiento de la poblaci6n del condado de Mecklenburg; el condado es una comunidad diversa y enriquecida que se nutre de la extraordinaria diversidad de su gente; y

CONSIDERANDO, que el Comité de Celebraciones y Tradiciones Patrióticas de Charlotte, Fiestas Patrias, conmemora el Mes Nacional de la Herencia Hispana por sexto año consecutivo en Charlotte; y

CONSIDERANDO, que los hispanoamericanos y otros grupos étnicos, que contribuyen al mantenimiento de la calidad de vida que todos disfrutamos y que desempeñan un papel fundamental en ella, realzan el espíritu del condado de Mecklenburg; y

CONSIDERANDO, que, según la Oficina del Censo de los EE. UU. (U.S. Census Bureau), en el condado de Mecklenburg viven 153,000 latinos; y

CONSIDERANDO, que el condado de Mecklenburg y la ciudad de Charlotte reconocen las extraordinarias contribuciones que realizan a esta comunidad los inmigrantes, los residentes y los ciudadanos de origen latino;

POR TODO LO EXPUESTO, NOSOTROS, Vi Alexander Lyles, alcaldesa de la ciudad de Charlotte, y George Dunlap, presidente de la Junta de Comisionados del Condado de Mecklenburg, por el presente, proclamamos el periodo del 15 de septiembre de 2020 al 15 de octubre de 2020

"MES DE LA HERENCIA HISPANA"

en Charlotte y el condado de Mecklenburg, y encomendamos su conmemoración a todos los ciudadanos.

Councilmember Eiselt said we would also like to recognize those that have made significant contributions in this area. Linh Quach is an incredible servant leader, when the pandemic hit, Linh took action. Among other projects, Linh has coordinated with business owners and tailors to manufacture of over 10,000 masks and offered distribution and sale to support the employment of families that lost jobs. She helped over 223 homeless individuals who lack written English skills to process applications, get access to qualify for unemployment by educating them about their rights and duties.

Olma Echeverri. Olma is one of the foremost leaders in the Latinx community. She has played a prominent role in the building of support for Latinas, especially in the areas of civic engagement and community development.

Mayra Arteaga - Mayra was the first journalist in the Charlotte area to report about families in deportation proceedings. She described their hopes and challenges building empathy and understanding. Mayra has also been instrumental in bridging the information gap sharing important news with Charlotte's Spanish speaking community and bringing important stories to light.

Mayor Lyles said on behalf of the City is represented by Federico Rios, who is our Assistant Director of the Office of Equity, Mobility, and Immigrant integration for our community, he will accept the proclamation on behalf of the community leaders.

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ITEM NO. 7: NATIONAL WELCOMING WEEK PROCLAMATION

Councilmember Newton read the following proclamation:

WHEREAS, National Welcoming Week was founded by Welcoming America to bring neighbors together across lines of difference to build relationships and work together on shared goals; and

WHEREAS, Charlotte is proud to be part of the Welcoming Cities initiative; and

WHEREAS, new and diverse residents are a vital part of our city, bringing fresh perspectives and new ideas, starting businesses, and contributing to the vibrant diversity that makes our city strong; and

WHEREAS, the City of Charlotte is the workplace of diverse employees and strives to be an employer of choice, providing an inclusive workplace where people are valued and their ideas, backgrounds and experiences are respected; and

WHEREAS, the City of Charlotte recognizes diversity as an asset and commits to create a culture and policies that ensure everyone can belong and thrive; and

WHEREAS, there are many Welcoming Week events happening throughout the city, hosted by community organizations, with the purpose of connecting our community in the spirit of unity; and

WHEREAS, by working together and taking action in the spirit of welcoming, we can make our community a stronger and more unified place where people of all backgrounds and nationalities create, thrive, and succeed together:

NOW, THEREFORE, I, Vi Alexander Lyles, Mayor of Charlotte do hereby proclaim, September 12 - 20, 2020 as

"NATIONAL WELCOMING WEEK"

in Charlotte and commend its observance to all residents.

Mayor Lyles said I have one last statement of recognition that I would like to make today. I'm not sure how many of you received an email regarding Mrs. Sarah Mingo Stevenson, but it was a pretty difficult email for me to read because Mrs. Stevenson is about a week away from being 95 years old. She has been having some health issues recently and she said to her sister, you know it's okay because when it's time, it's time. I don't know sometimes I think that those that have lived a great life are ready to say goodbye when those of us that know them are not ready for them to go and so before anything else further happens, I want to say to Mrs. Sarah that she is affectionally known by all of us, that we are so grateful that we had the chance to know you and I want to share a little bit about you for the community members that would say, "Well why"?

Mrs. Sarah Mingo Stevenson was born in Heath Springs, S.C. in 1925. She was the first of 14 children. She was didn't get to be able to graduate from high school because the teacher left the community and, therefore there was no one there to teach her. She moved to Charlotte with family and she met her husband, Robert Louis Stevenson. In Charlotte, Mrs. Stevenson and her husband begin their careers. I don't think anybody would call it a career back in the day because they worked in housekeeping at the old Charlotte Memorial Hospital. She lived in the Cherry community where many people that worked in Myers Park or at the hospital lived. They had four sons.

In 1970, the Stevenson family moved to the west side of Charlotte to St. Paul Street off Beatties Ford Road where she resides today. There are many things besides the idea of being someone that did custodial and domestic work, or taught at a daycare center, or worked at the Charlotte Area Fund. Mrs. Stevenson actually worked for the City and helped establish the City of Charlotte's Dispute Settlement Program to provide free medication services for citizens and residents of Charlotte-Mecklenburg and she did this in a sense of mediation and bringing people together when there was conflict. Her gift to the community was community mediation and it's a continuous part of the work of the Community Relations Committee does, thanks to her efforts. Her activism was much greater than working with our citizens. Her sons came along when the schools were segregated, and I think all of Mrs. Stevenson's sons were musical, but they didn't get new band uniforms, they got the used band uniforms from the white high schools. But when it was time to actually address the desegregation of the Charlotte Mecklenburg Schools, Mrs. Stevenson, along with Ms. Maggy Ray joined together to create a black and white Parent Teacher Association in 1971.

They carried that through, and I think about that today because we often talk about how do we reach out to people in a community and how do we build community? The story that I remember is that Mrs. Stevenson and Ms. Ray had everybody over for dinner. It was a true honor to be invited to St. Paul Street or Charlotte Avenue where Maggy Ray lived. Many of you know Thomas Ray, Maggy Ray's husband who was on the County Commission. So these two women black and white decided that we would have a school desegregation plan that would work for everyone and they were leaders in this effort. That didn't mean that she stopped there.

Mrs. Stevenson co-founded the Tuesday Morning Breakfast Forum (TMBF), which brings political, and community activists and their concerns together for weekly conversations. They currently meet at the Belmont Center and they have been meeting for as long as I could remember in Charlotte. The greatest honor that any one of us could have by Mrs. Stevenson was when she announced that you were her son or you were her daughter. You felt so special until you found out that every woman in the room was her daughter and every man in the room was her son. She did that because she believed in the humanity of all of us.

So, Mrs. Sarah, as you are resting in your place and it's your time, you just know that we will get ready for you to go. It will be tough for us, but we will be ready. Thank you very much for what you have done for this community and one day let us all aspire to be like Mrs. Sarah is to us today.

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ACTION REVIEW

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

There were no consent agenda item questions.

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ITEM NO. 2: AGENDA REVIEW

Marcus Jones, City Manager said I believe it's been since March, where we have had an Action Briefing and then the Business Meeting. So, what we have tonight for two items in open session and one close session item. We are prepared to talk about the Human Resources and Fire Department policy review, which has been ongoing for a matter of months. As well as the Charlotte Moves update and we will have Taiwo Jaiyeoba come in tonight and speak a bit about where that particular Task Force is but again, we thought that it is important to keep some of these initiatives in front of you as opposed to getting to the end and having a presentation for you. I mentioned earlier there's one close session item and I believe the City Attorney will get us into close session at the correct time.

What I would like to do is just set up a little bit about the Human Resources and Fire Department Policy Review, Mayor. It is really multi-faceted, and I think the most significant piece of it is that we have Jerry Newfarmer from Management Partners who will join us tonight by WebEx to talk a bit about the Fire Department policies and how they are consistent or inconsistent with the City policies. We have Angela Charles who actually has been the project lead from my office on this particular initiative as well as we have the City Attorney that has one legal review that while it will not be presented tonight, I believe later on in this discussion he will talk a little bit about that.

I would like to say first and foremost that this has been something that's been going on for a while. You received many emails over the years and I will tell you, I will give you the bottom-line up front, while the presentation tonight will discuss many of the Fire Department policies and how they are aligned with the industry best practices as well as the City policies, my biggest take away from this initiative is that we have a lot of work to

do with our own City HR policies. This review will not end tonight, it will continue as it relates to our own HR policies and as some of these initiatives or policies are explained like VHOL and Admin I, I will just tell you that as my head was spinning as I was trying to understand these things that I'm not sure that the first bite of this will be enough so I'm receiving the report as you are receiving it tonight. You'll receive a cover memo from me with some next steps. My desire is to get that to you tomorrow. I do want to acknowledge what the Fire Department and some of the union members by bringing some of these concerns to our attention, one of the things that I would like to be able to do is just get better in terms of centralized HR policies because I believe over the course of time some of that has led to the confusion that we have today.

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ITEM NO. 3: HR AND FIRE DEPARTMENT POLICY REVIEW

Angela Charles, Assistant City Manager said I want to begin by saying thank you for your patience as we have completed our Task Force work to do the review of the practices and policies of the Charlotte Fire Department. The effort and resources that we've put into this project really reflect the core values of the City of Charlotte, one being, listen to our employees and the second core value is making improvements as necessary as an organization.

In April of 2020, Mr. Jones initiated what we are calling the Charlotte Fire Department HR Task Force really to address employee feedback and concerns that we were hearing from a few Charlotte Fire employees. Our goal all along has been to make sure that our practices and policies are ethical, legal, aligned between City Human Resources and state and federal laws and industry standards. We've been asked several times well, who are the members of the Task Force. Of course, I was the leader of that Task Force, our Fire Chief, Reggie Johnson, HR Director, Sheila Simpson, Deputy HR Director, Paula Rinnix, and HR Consultant Sandra Smith. Sandra is the Consultant from C-DOT (Charlotte Department of Transportation). We thought it would be good to have someone from a totally different perspective to be apart of the team. Of course, our Manager asked Patrick Baker, our City Attorney, to also be apart of the group and he assigned a resource to us.

This evening you will hear from Jerry Newfarmer, President & CEO of Management Partners. It is a nationally known consultant agency. That group has come in and actually done the external review of our fire and operational policies. You will also hear from our Human Resources Director, Sheila Simpson and she's going to talk about VHOL and VHOL stands for a vacation in lieu of holiday leave. There have been quite a few questions about VHOL and who qualifies for VHOL. She will also talk about our Admin I Policy and why that is important. The Admin I Policy really addresses the authority to change policies in the City and how does the policy work gets done within our organization.

Jerry Newfarmer, President and CEO of Management Partners said as you indicated Management Partners is a national firm with 100 associates that worked with cities all across the country to improve how their operations work, both with efficiency and effectiveness. These days much of our work is around financial sustainability and of course now, Police reform kinds of work. We know generally that public safety policies are particularly sensitive and that's true for the Fire service.

This is just a summary slide that says what I'm going to cover this afternoon. I'll go through the project approach and give that background. I will summarize the observation that result from our work and the recommendations as well. As Ms. Charles indicated Management Partners was retained to supplement and complement the work of the City Staff Task Force to review the Fire Department policies. We had previously done work with the Charlotte Fire Department and we are well aware of the background and the concerns that gave rise to this initiative. It's important in the context is kind of interesting to us because as a firm, as I mentioned we've done a lot of work in the last two to three months on the area of Police Reform. So, Fire Service is the partner service in public

safety services. So, it is entirely appropriate to be doing this with respect to the Fire Service. The goals of our assignment were to ensure that the City Fire Department policies and general orders comply and sync well with the with City HR policies and as well with federal regulations industry best practices, and those kinds of things and to make sure that they work in alignment.

This is the project of the approach that we took, the sequence for our work. We met with the City team, we got each of the policies that were to be reviewed. There were 68 in all and began by comparing each of the subject matter of each of those policies with the City HR policies. We then did a preliminary analysis for consistency. And we looked at where there were inconsistencies and particular, we were wanting to make sure that the police ultimately would be, not only well aligned with City HR policies but also with industry best practices. So, we reviewed our observations and recommendations from that review with City staff. Then we subsequently did a comparison of those policies with best practices in the industry producing leading to the final work of the assignment.

We began just giving you an idea of the subject matter that we covered and obviously, the Charlotte Fire Department General Orders is the primary document in the Fire Service but, also the City of Charlotte HR policies, industry best practices, State and Federal regulations, we looked at had National Fire Protection Association (NFPA) policies. We looked at industry best practices including OSHA of requirements. So we look at those things. We indicate the comparisons that we did with other fire departments, in particular in detail, the policies of the Raleigh Fire Department and the Greensboro Fire Department. From all of those reviews in the next slide, you'll see the summary of our observations. We look to align existing fire policies with not only City HR policies but also with those in best practices in other partners. We identified none that needed major revisions, although, I might say that the alignment process required a considerable amount of minor editing to make sure that they exactly confirm.

There were a couple of policies that we thought should be illuminated and six policies that should be consolidated. To align policies, we want to make sure that, as I said, they may confirm appropriately with City HR policies so that management and all of the employees who are affected would know that the two arrays of policies are in sync and have been fully vetted with only appropriate regulation ban and consistency. There were a couple of policies on the next slide that we identified for elimination because they are redundant and no longer required.

Finally, in the next slide, we indicate several policies that ought to be consolidated internally within the Fire Department. That's a fair summary of the work as a whole. We have one other recommendation that's important, but it is only (inaudible) for the City Manager and the Fire Chief to pursue it in concert with the HR Director. That's in the last slide where we indicate that it's appropriate to do this kind of review on a regular every two-year basis. I think it's been some number of years since this kind of review has been perfected. If it's done more frequently, and we think every two years is about the right amount of time, then policies will always be current and effective.

Sheila Simpson, Human Resources Director said I am honored to be here to be able to discuss some details around two specific topics, subjects that have come to us. Any organization and subjects that may have come to you all around the terms of what is the compliance factor and what are the standards by which we are measuring compliance? The first subject is the Admin I. So, Admin I is the short name, it really is a number. It's not the name of the policy but when you talk to employees, they may refer to it as Admin I. The name of that policy is the Charlotte Policies and Procedures Handbook. For some of you who have been around the City of Charlotte for many years, if you have been 20 plus years you may recall that there was a physical book that kept all the City policies in it and that book was distributed to every department across the organization. Over time the book has no longer been compiled in that manner anymore. That book is now on the internet and all of the policies are digital and they sit on the City's intranet site.

So, Admin I was the very first number of the policy that use to be in the book itself, and the purpose of Admin I was to provide and is to provide, because it's still very relevant today, to provide a comprehensive source for employees where they can go and read a

City Policy. In that structure, there are three levels of policies. The first level is comprised of state and federal laws. So, in the Human Resources world, one of the best examples I can give you there is, we have a federal law for family-medical leave. So, you would probably find a family-medical leave policy on CNET just like you would Americas with Disability Act policy. So, those are federal laws for which we would have a policy. Then also in that book, we would have local ordinances policies, and those are policies that are passed by the City Council, and then at the third level which is the large majority of what the policy's handbook or the internet site is comprised of, the third level is a City Manager authority policies and those policies are used to administer the City in terms of how we practice and how operate within our businesses.

In terms of compliance, there are two factors you must comply with. One is all departments must comply with a City policy. The second one is all departments have the ability, especially the Operating Departments, to write policies that pertain to the employees that report to that department. So those are called Department Operating Policies and then at the highest level in the City policy. All departments are required to follow that but, departments may also have their own individual operating policy. So, that's the structure of how the policies are created there. In terms of a recommendation, the recommendation is really that we are really doing the right thing. So, we need to modernize the language. So, if you were to read Admin I, the language in that policy refers to key business units and today we refer to those departments as departments, so, to modernize the language. The essence of the policy remains the same to have three levels of policies, to maintain a state and federal list of policy, to maintain City policies, and to maintain Department Operating Policies. That is the summary of Admin I.

The next subject that has come to the Human Resources Department and probably to you is a subject that we call VHOL, that is City language. VHOL stands for a vacation in lieu of a holiday. The history of VHOL is quite in-depth. From the records we have, it began in 1976 when City Council authorized the City of Charlotte to convert holidays into vacation time for departments that work 24 hours a day, seven days a week, and 365 days a year. When that was done there are two primary departments that were of focus at the time was public safety departments. That would be Police and Fire. Since that time other departments have been placed on VHOL because we do have other departments that work 24 hours a day, seven days a week, and 365 days a year. One example is Aviation. So, Aviation had some employees on VHOL at some point and time as well. Most recently Aviation rolled off around 2018 and so, we are now back to a point that the two departments that are currently on a VHOL schedule are Police and Fire and both of those are public safety departments.

In 2017 we did add a rank to VHOL, so, today we have as you might know in Police and Fire, they have a rank structure from a recruit or a Police Officer all the way up the Chief, the same thing in Fire. A recruit all the way up to the Chief and in 2017 both positions of Chief were added to a VHOL schedule. So, you might ask exactly, what does VHOL do? We convert again the holidays, so, in this instance, we provide 11 holidays to our employees, and for those on a VHOL Schedule what HR does is take the 11 days and convert them instead of to holidays, to vacation time. Then the employees can take time off any time during the year and then use vacation time instead of holidays. Currently, we have 3,000 employees that are on the VHOL schedule, there about and of that 3,000, 165 of them are command staff in Police and Fire.

Some concerns that we have heard over the past year has been some questions, and we summarized the question for you in your document and in this presentation. The first question is that it was noted that in March of 2019 this body, the City Council, took action to confirm a resolution and the resolution was to update our vacation schedules and also the holiday schedules to make sure that we had all that updated but, also in that resolution was to update and take out some language that's used explicitly in the Fire department and that is a reference to Garcia-time and a reference to what City employees may refer to as T-13 time. T-13 time is really time that you get if you did not take sick leave. So, that was the reason why it came to the City Council. So, the question that was raised by employees is: have we been following the resolution that was provided, that City Council approved in 2019? The answer to that is yes. We believe we have been following that. All

command staff and salaried employees that's on VHOL work in departments that work 24 hours a day, seven days a week and, command staff are required to work upon the command of their Chief. So, yes, we believe we have been following VHOL as written and as supported by City Council.

Are salaried staff required to work holidays? Yes. July 4th is a really big day for command staff to work. A lot of holidays they work, and you will find them working on Thanksgiving, you find them working Labor Day weekend. The concept of a holiday doesn't really exist for VHOL. The concept is that you take vacation days when you are not working on a City holiday and you are required to work when you are required to work on a City holiday. Then the other question that comes up frequently is who has the authority to assign jobs to the VHOL schedule? The answer to that is we asked our Attorney's Office to look at that question several times and our Attorney's Office has come back to me as an HR Director and has communicated that the designation of VHOL is under the authority of the City Manager.

The last question that comes up frequently is well what type of impact or does it have an impact on the liability of the retirement system for the Charlotte Fire retirees? The answer to that is, yes. Salaries and any time you pay out vacation which becomes part of your final average compensation will impact your financial benefit when you retire. That is true of all of us who retire no matter which system we retire from. I personally am not a member of the Charlotte Fire Retirement System. I am a member of the Local Government Retirement System and it will impact my retirement when I retire as well.

So lastly, I was asked to make a recommendation as we investigated this and looked at all the questions that have come in and address the issues that have come forward and to really break apart and build it back again to see what do we believe is an appropriate way to handle VHOL. My recommendation to the City Manager is that VHOL should be retained as is and that our staff that's on VHOL certainly meet the spirit of what is intended for VHOL and the other thing that we will do is update the Human Resource's standards and guidelines which is a document that summarizes City policies because we have City policies that go into depth by themselves on individual documents. The HR standard guidelines are a summary document of City policies, and to revise that document to ensure that we include the language that was provided in March of 2019 and it is already in revision state. There are other things in that document that's being revised as well.

Mr. Jones said Mayor there is one other item which we call Rule 9 that the City Attorney will give you an update on where we are with that one.

Patrick Baker, City Attorney said I do want to let folks know that there is a contemporary piece of the puzzle that I am not able to deliver to you today. That is in part due to the fact that we have outside counsel that is assisting me on this. There's has been a bit of a scheduling issue but there is also the number of interviews that we have collected ran a little bit longer. Part of this was that we wanted to make sure that no one was left out of the loop that had some information to provide to us. So, we ended up being a lot longer on that process. One of the things that we are looking at is Rule 9 and how it interacts with all of the other policies and procedures that we have and we will have a report to you on that matter. In all likelihood, depending on when you want to hear it, it could be done potentially as early as two weeks from today. It may be better to do it on the 5th of October, depending on what that agenda looks like. We will have an analysis of Rule 9 and it's the relationship to the other procedures and policies coming to you in a separate presentation to you.

Mayor Lyles said Mr. Baker did you tell us what Rule 9 is?

Mr. Baker said Rule 9 is a particular policy that relates to how the organization of the Fire Department is structured and essentially what the powers are of the Fire Chief in relationship to the City Manager as well. It is a little more complicated than that but that's the gist of it.

Mayor Lyles said I just wanted to make sure everyone was on the same page.

Mr. Jones said so, Mayor we would take any questions at this time.

Councilmember Watlington said I just want to make sure I understand the VHOL. I'm not sure what constitutes a shift if there on like 8-hour shifts or 12-hour shifts but when you convert the vacation, what is the value of that vacation?

Ms. Simpson said a great question. Are you referring to the Fire Department specifically?

Ms. Watlington said yes.

Ms. Simpson said the Fire Department; this answer is the same no matter what shift you are on. So, we take days, you get 11 days. So, in the Fire Department, if you are on a shift that is the operation shift, a day is 12 hours. We take 12 times 11 and those number of hours go into your vacation accrual for you because you do not get a holiday. For a person like me, my day is considered an 8-hour day. So, we would take my 11 days if I were in the Fire Department, my 11 days would be converted and it would go into my vacation accrual, but I would take 11 times 8. So, yes in the Fire Department there are two types of days. The first one is a 12-hour day which most of the Fire Department is on because most of them are in operations and then there is another day over there which is very common for the rest of us, an 8-hour day.

Ms. Watlington said thank you. My second question is just as an understanding here. I see the recommendations, I'm not super clear that I understand what the options were or the alternatives to the recommendations. Was the fundamental concern that employees didn't want VHOL or wanted to be able to opt-out? Can you help me understand what the other side of the coin was?

Mr. Jones said so, I'll try Councilmember Watlington. So, going back to when I mentioned my head spinning let's start it off with VHOL. So, if I went back to 2006 the City Manager at that time, Pam Syfert, indicated that any exempt employee that was in one of these departments that could have VHOL would not be eligible. So, if we go back to 2006 there was a chart that was shown earlier that went from Police Chief and Fire Chief, and I don't know if it was down to Lieutenant Captain but there are about 165 City employees that would be impacted by that. So, I can't tell you why in 2006 that wasn't implemented or 2010 or 2015, but 5 City Managers later and a series of HR Directors that never got implemented. So, the option could be to go back to the intent of 2006 and all of those exempt employees would not be eligible for VHOL. I believe the Fire Union wanted to specify that a couple of ranks not be eligible, and I believe that was Fire Chief and Deputy Chiefs and Sheila if I'm wrong please step in, and not necessarily recommendation on the police side. An option could be to grandfather all of these individuals that are currently under VHOL in, and then maybe not allow for VHOL these exempt classes moving forward. Again the thing that's a little perplexing is that something that was designed in 2006 to have these or groups or ranks exempted was not implemented. So, the options could be to go in and go back to 2006 and have all of these exempt employees not be eligible for VHOL. You could potentially go in and undo what happened in 2017 and 2018 and not let the Police Chief or the Fire Chief or go a rank below that or you can grandfather in. But I think it goes back to what Sheila said earlier and as see Ryan Bergman in the room. Ryan I'm not trying to call you on the spot, but I think part of it is the philosophy of individuals on these 24-hour shifts and, whether or not they are working on holidays. If they're not working on holidays Sheila, they should have a vacation day right or annual leave day?

Ms. Simpson said yes, that is correct.

Mr. Jones said so the concept is that these 24-hour shifts and that my understanding over time, not just the Airport but 311 was on VHOL.

Ms. Simpson said yes, that is correct sir.

Mr. Jones said so I'm just saying there is a lot of things going on here and that is the recommendation that came. Some of the options are the ones that I just threw out.

Councilmember Egleston said part of mine was very similar to Ms. Watlington, I was having trouble discerning what the concerns were that led to this review whether our Fire Fighters, some or all thought that this was working well or that it wasn't working well. I'm also now having trouble discerning the Manager's tone about some of the other options that almost sounded like to my ear that you thought maybe the recommendations weren't the best idea, but I'm not sure of that either. It's possible that I'm not fully understanding this system, but are we giving people these days regardless of whether they actually were on duty on July 4th for instance?

Ms. Simpson said yes sir. So, if July 4th falls on a weekday, yes, and it is a cleared City holiday. So, if I may I will give you a different example of how it works outside of Fire and Police if that helps. So, if outside of those two departments we provide the holidays. So, on a holiday you get paid holiday pay. If you work that holiday and you are a non-exempt employee, an hourly paid employee you get paid holiday pay and for the hours that you work. That's how it works for the non-Police and Fire folks that are on VHOL. So if you want a different comparison ma'am that might be the contrast of how our practices are set today.

Mr. Egleston said so is the logic of having a system that potentially gives people additional vacation hours in lieu of a day that they might have by virtue of their schedule that week had off anyway, is the motive for doing that that we want to be the employer of chose? I guess I'm having trouble squaring in my mind how we are giving -

Ms. Simpson said if I may, the motive for doing that is to recognize that some operations literally do not have a choice to work or not work. It doesn't matter what the calendar says they have to work. So, the logic behind that is that you still afford them a similar opportunity that you afford those of us who are able to take that holiday off. So, instead of giving them the holiday, if they are not working that day and they want to be paid that day they would turn into a vacation day because we have already provided it to them in the form of a vacation. Does that answer your question, sir?

Mr. Egleston said there's some gap that I'm not able to I guess express in my understanding of this. So, maybe I need to reconsider how I frame what I'm seeing as the disconnect but, I guess my other thing is, is this a portion of our presentation on the fire discussions or is this the entirety of tonight's presentation on fire issues.

Ms. Simpson said It is the entire presentation. The legal review that we will be covering that Mr. Baker referred to.

Mr. Egleston said so for Ms. Charles may be, we have heard from folks with the Union and I think that I have seen, I know the staff was given a very long list of some questions. I think that some of them were certainly related to the specific topics we are covering tonight but I think others were broader and on other subject matter as it relates to the Fire Department. I'm wondering if is this most all of what the Task Force worked on or were there other things that task for focusing on? I know at least a hand-full of the folks feel like they got some of their questions answered but not all of them. Is there still work going on that's going to yield other reports to the Council, other recommendations to the Council, other answers to people who have submitted those questions?

Ms. Charles said since April 2020 we have logged over 208 questions. The majority of those have been answered, the vast majority. There were a few questions that needed to be answered by Legal, questions to the Civil Service Board and question regarding proprietary information on some promotional processes. So, those we are following up on, but the majority of the questions really had to do with VHOL, Admin I which is the authority to make policies, and also Rule 9 that this Council will hear further from our Attorney. So, that is really the bulk of the questions.

Mr. Egleston said that's all I've got until I can think of a better way to explain my disconnect on VHOL.

Ms. Charles said we could talk one on one if you like about VHOL and how it works.

Mayor Lyles said it is difficult to talk about or think it through when you are hearing it the first time.

Ms. Charles said yes.

Councilmember Driggs said I think it's apparent that some of the questions we've heard that we are being asked to jump into the middle of a conversation that is quite complex without all of the briefings that be needed, so it is hard to follow frankly. I think there is on the logic that I believe applies and that is these employees in these departments are told effectively you have no holidays. There is no day in the year that you can count on not having to work and therefore we are going to give 11 days that you can choose when you don't work. Then it's just hit or miss whether you actually work the holiday or not. That seems to me to be the logic of it. So, and I guess I'm fine with that. The question I'm asking is, right now as you explain to us are you looking for a council decision? We have some contact I guess with the Union Representative. I am very reluctant to get into the middle of that. I think that's for the Manager and HR to work out. At this point as you explain this to us where do you want to go?

Mr. Jones said Councilmember Driggs, we are not asking for Council direction as much as what we are doing is getting something out to you for a briefing before a written document goes out into the public tomorrow. I will tell you that there will be a Council ask as it relates to Rule 9, but what you have today, and I do want to take a step back. Even with Admin I, so Sheila just bear with me a little bit, it is to have reference to a document that you no longer print. You don't do that, and when you have reference to a document that is no longer in print and you can't go to one place on the website to get all of the updated information, it has added to a lot of the confusion that we have today. So, this is just us trying to explain some of the problems that we are having. Now, I do believe we would be able to take those 208 questions and provide you with answers to each of those 208 questions. Some of those answers will be that it can't be discussed because it is an investigation or something of that nature but, we can give you that.

Mr. Driggs said I guess, to put it differently, is what we are being told today likely to be regarded by a Union as responsive or not responsive to the issue they raised? I'm trying to figure out what the conversation is that's taking place and where we are coming out?

Ms. Charles said I want to say it just depends. Sometimes we believe that we are being responsive to our folks in the Union and it's not perceived that way. What I will tell you is that we have done a pretty good job addressing the concerns and issues from our employees including hiring a consultant, hiring legal counsel, answering and fielding and analyzing the questions to see if there are issues. If there are problems, we have said all along we want to hit them straight on and address and improve our organization and we have listened to our employees. So, I believe that we have been responsive to the request of the Union. Some of it is going to be perception.

Mr. Driggs said so again, I don't believe it the job of the Council to involve itself in labor relations. I'm just trying to understand what we are being told here today. I am interested to hear how we resolve the Rule 9 issue. I guess we need to do some more work on that.

Mr. Jones said that is correct, that is in Legal review.

One last little question for Ms. Simpson. You talked about the fact that we have got these HR policies and then the departments have some latitude to create policies of their own. Are there any boundaries or specific guidelines as to what they may or may not create policies about?

Ms. Simpson said yes sir. The boundaries are this, if there is a City policy on that subject there are expected to follow that City policy. The departments will make a policy that is about how their department operates. So, as a small example, you may think is a trivial example but it's a very common example in departments. They will write a policy to tell an employee how to take a vacation day? How to request a vacation day? Who should you call? How much notice do you have to provide ahead of time and all of those types

of things? In the City policy, our policy will say the employees allotted 10 vacation days. So, the department can tell you how to implement 10 vacation days or how to take the days but the City will say that this employee is allotted 10 vacation days and by your seniority, you can get up to 20 vacation days. That would be the City policy.

Mr. Driggs said so, the departmental policies are somehow specific to the activity of the department.

Ms. Simpson said correct.

Mr. Driggs said you don't have a situation where different departments have different rules for employees for no particular reason? In other words, we don't want a situation where each Department has different rules and employees think that those guys have a better deal than I have for no good reason. So, I guess there is an issue about consistency among departments?

Ms. Simpson said yes, and I will say that under a centralized HR model we deliberately look to see if there's anything like that that we think is a problem across the organization. So as an example safety, The Aviation Department would probably have a safety regulation that the Fire Department may not or the Police Department may not likewise because the Police Department is a police department, they will have safety regulations that would not be applicable to a Charlotte Department or Transportation policy, but all departments like that will probably have some type of safety policy. So, the complicated part is we are one organization but by necessity, the departments that are forward-facing to the community must have some policy that align to the operations they perform for the community which is different than another Department but as a whole yes, Human Resources policies that relate to employees apply to all City employees and that is the centralized function through my office.

Councilmember Johnson said I want to piggyback off of a couple of my colleagues. First, Mr. Driggs said he doesn't believe that the council's job is to get involved in labor relations and I'll be the first one to admit I have some labor relations experience in working with the Union, but I also see this as public accountability and public stewardship issue. Was there a member of the Union on the Task Force?

Ms. Simpson said no ma'am, there was not a member on the Task Force.

Ms. Johnson said did Mr. Newfarmer have an opportunity to meet with any representatives from the Union?

Ms. Simpson said Mr. Newfarmer did not meet with any Union Representatives.

Ms. Johnson said does the legal counsel who's reviewing the policy, will they be meeting with any Union Representative?

Mr. Baker said yes, they have all met with multiple Union representatives.

Ms. Johnson said Ms. Watlington and also Mr. Egleston asked the question; what is the Union saying? Well, we know that the Union does not feel like their questions were answered. Out of 208 questions, I think that there were answers to that 27 of the questions and Union is requesting -

Mayor Lyles Ms. Johnson before we go on, I think that there was a statement made by Ms. Charles. I just want to make sure we're reconciling this so Ms. Charles, you said the Union got 27 questions answered, Ms. Charles said that they had, I just want to make sure that we're on the same page.

Ms. Charles said yes if you are referring to the latest email those were the additional question that we felt had not been sent back, but all along we've been sending responses.

Mayor Lyles said so how many questions have been answered?

Ms. Simpson said over 200.

Ms. Charles said yes, we've had over 200.

Mayor Lyles said over 200 answered.

Ms. Johnson said is ok, I'm sorry then. I received some information from the Union that there was only 27 question answered, but the bigger picture is it possible that we can hear from the Union a presentation when Mr. Baker presents the illegal questions or the legal issues, is it possible to have a representative from the Union? That's one question and then I also have a question specifically about the Kelly policy. That was a big concern as well for the Union. If Ms. Simpson can explain the Kelly policies to us and what the concern was about that.

Ms. Simpson said Councilmember Johnson I will defer to the Chief but in short, the Kelly day is only in the Fire Department and it is not a City policy is so I will refer to the Chief to explain to you what a Kelly day is in terms of what it is and how it is utilized in the Fire Department.

Reginald Johnson, Fire Chief said as far as Kelly leave is concerned, it basically is leave that has been provided that brings our employees from 56 hours a week down to 52.5 hours a week. The Garcia-time brings us down the other half hour and you have 52-hour week employees. The question that you're asking is more so about our recent cancellation of Kelly leave in order to make sure that we maintain minimal staffing during a time where we had a number of employees that were out on quarantine along with leave and other considerations.

Mayor Lyles said Ms. Johnson do you have more questions?

Ms. Johnson said I can say anymore.

Mayor Lyles said I'm sorry he has completed a statement.

Ms. Johnson said okay. Was that one of the concerns that the HR Task Force reviewed?

Chief Johnson said no, that was not a concern. That was an operational decision made to ensure we maintained minimal staffing on our fire-trucks.

Ms. Johnson said maybe we can talk about this offline Mr. Jones or Chief Johnson but according to the information that we've received that was a big concern of the Fire Department and again I don't want to get into the weeds but it's about the morale of our Public Safety employees. So, if we had a Task Force since April to take a look at the Fire Department's concern and we're hearing from the Fire Department that they still feel like the concerns are not addressed, I don't know if there's another approach or something else or something else that can be done. I do want to bring that to your attention, three Councilmember have said what did the Union say and we're not hearing from them and according to communication they not feeling like they're being heard from. So, I think that's something we can we should address is not a Labor Relations that it really is employee morale and public accountability issue.

Mr. Jones said so, as we go forward one of the things that we attempted to do as Ms. Charles mentioned, I think 208 emails since May, what we tried to do was just slow everything down for a moment and analyze and review the broad questions that are out there. I fully expect to continue to talk with the Union and to talk with other individuals about their concerns but because we were getting bombarded almost daily with a bunch of questions, we thought it would be best to deal with the big issues first and as you get the additional questions sent to you, I think you will see a pattern that some questions were asked and then answered. But then the same question was asked again because the answer was not necessarily answered that was wanted, but my goal is for us to work well with the employees because they are part of the team and to make sure that we are able to get these policy issues behind us so that we can work better together.

Ms. Johnson said I thank you.

Councilmember Winston said I must say we have to do this in a different way because my head is spinning as well. I will say that I don't feel like there's any more of a clear picture than when we decided to go with this Task Force approach several months ago. I will speak for myself but I know a lot of us are on the emails. We are getting a lot of information coming from many different directions and it's not being presented and organized in an effective manner for us. There does seem like there are policy decisions here that we have to consider moving forward and I will speak for myself I am not comfortable in making those considerations until there is some type of a different process where everybody is at the table and we as councilmembers are able to decipher what's going on and speak to all the sides and get clarity. We have to approach this in a much different fashion. I think there's a way to do this maybe in a Committee or in a standalone meeting perhaps, but this is important. I do have a couple of questions. Are the issues that are being raised by Charlotte Fire employees, are they specific to Charlotte Fire employees. I know that the Union is an organized group so sometimes the organized voice will be heard. Are there other groups of employees that have similar concerns with the way our policies and practices are set up?

Chief Johnson said thank you Mr. Winston, so the Local 660, the Union represents about 50% of the active members so we do have 50% of Firefighters that aren't necessarily represented. Part of our Task Force when we're answering questions was to ensure we shared allow that information to the entire department. That way everybody was getting the answers that were being provided and when we complete the answers to these questions and others will make sure that we share that with the rest of the Department.

Mr. Winston said I guess one part of my question was not just for the Fire Chief, it would for Ms. Simpson or Mr. Jones. Are we having employees from CMPD or Aviation as you mentioned, 311 that are having any types of other complaints, or is this just a Fire Department issue?

Ms. Simpson said Sir if I may try to articulate this in a succinct manner. The short answer is, the questions that we are receiving are coming from a few employees in the Fire Department. The relevance of the question is especially around the question about Rule 9 and the promotional process. Those questions are related specifically to our Public Safety Civil Service Board employees and those employees work in Fire and Police. So, no I am not receiving questions from the City of Charlotte employees about promotional processes or Rule 9 as Rule 9 is not applicable in any other department. Rule 9 is an administrative process guideline. So, no I am not receiving questions for other employees. I do receive frequent questions from a few members of the Charlotte Fire Department and I do not recall a question I have received in the past three years from a CMPD employee on the same subjects.

Mr. Winston said I know we've been dealing with this Fire Department for a long time. I have a question about this Admin I thing or document. Is there currently or is there not a comprehensive source for city policies that affect all employees?

Ms. Simpson said yes sir. The comprehensive source is a digital source and it is located on the city's intranet site. The title of that section would be called City Policies and they are subjects that cover City Policies and they're not all HR policies some of them are finance policies, some of those are information technology policies, but yes sir there is a common source and the common source today resides on our intranet site and the reason why I say it that way is that you will find some documents that used a term that we post policies on a bulletin board and that process does not exist per se. For departments such as our Solid Waste Services Department, where some of our employees may not have easy access to the Internet or easy access to a computer those policies are printed and hand-delivered to employees through the Director and through the HR Manager, and those policies are delivered to those employees to make sure that they know a new policy exists.

Mr. Winston said I would like to request a hard copy of that comprehensive document, please.

Councilmember Bokhari said tell me if this is a fair assessment. I feel like this is a personnel issue that is filtering over and bleeding over into some angles of a policy decision that maybe at some point we'll have to address and at some point, it's a personnel issue that has gotten contentious with the Union and a few others that may rise to the level where we do get engaged and we need an update like we're getting right now, and because of that you normally handle personnel issues and that's why this seems a bit confusing, is that a fair statement?

Mr. Jones said you nailed it.

Mr. Bokhari said I feel like somebody felt it was important enough for us to get this update on a personnel issue that we're getting it. So, at the end of the day if we're going to throw out things like over 200 questions were part of this and we're going to get these updates, I think you guys need to go down and get us a document that lists those questions and just as you do for zoning where the Zoning Committee comes in. Okay was this one answered or not answered, is everyone in agreement, is it not, because I don't think we can kind of have one foot in where we're going to engage in a personnel decision or not and not just have a presentation that kind of at a super high-level skims over things that we're probably going to have text later on there going back well this isn't or isn't it.

So on Rule 9 I know their specific things once the legal process is done that is going to be in our wheelhouse and I've been tracking them closely and I definitely am looking forward to that. I think that that's black and white. I think on this one, I think one of the reasons for all this confusion is are you going to handle it as a personnel matter and we don't need to be part of any of it going forward and if people have a problem with it then that's what it is or is it going to be escalated beyond that and we need to weigh in because I think that's where I've been struggling on this one as I've been keeping my finger on the pulse.

Mr. Jones said so I appreciate that this is a personnel matter and because you get bombarded with emails and because some of you respond to those emails, I felt compelled to at least present to you our discussion. I wish this was never called a Task Force. It was just trying to slow down the bombarded emails that if you're getting with questions that have been answered over and over again. But, if I didn't do this at least provide for you that we did have a policy analysis that we brought an outside NCN and that we're doing a legal review, I think that there would have been not enough information for the Council to respond. I will say that Rule 9 is something that we are going to come to you because it requires Council action, but the rest of these is things that we have been handling daily.

Mr. Bokhari said I think that makes sense and the one thing I don't want to overlook is I'm highly sensitive especially with this classification of City employee who be asked to do so much that there is some feeling of comfort amongst that group that they're going to be taken care of in the right ways whether it's the VHOL or from the things we ask them to do versus the vacation time they get. So, I feel like we're going to walk out of here and nothing's going to change from the communications we're going to get and I don't know that I'm more prepared to respond to anything based on what I've seen. So, I understand exactly why you've done this I know why it's confusing. If either you guys need to figure out some kind of agreement with these folks that makes that happen or if we're going to keep interacting with them, we have to be better armed. I don't know what the answer is and I know you're in a tough spot with this. I think probably more people around this table are more confused now than they were before the presentation.

Councilmember Ajmera said Mr. Bokhari was right on point when he said that after the presentation there are more people that are more confused than they were before which I am definitely. Some of my questions were already addressed by Councilmember Watlington and Councilmember Johnson. Especially around the members of the Task Force and how they were selected. There are questions that have not been addressed.

If we can get a list of all the questions that have come in so that we can get a full story. I think here we are getting one-off, one on and I'm in I'm not able to really comprehend what's being presented to us. The question I have Chief Johnson, or this might actually be for HR; one of you had mentioned that there are questions that are coming from a few employees so are they representing the organization or the Union in this case?

Ms. Simpson said the best way I can answer that is to give a little data and that is the Fire Department has about 1200 employees and about 1,100 of those employees are what we call uniformed employees or sworn if you're talking about a Police Officer and the questions are coming from members of the Local 660 Union. The Union is asking questions, not on their own behalf. They are coming in from a few folks and the Union President has explicitly said that his goal is to represent the members of the Union.

Ms. Ajmera said okay. So you said 50% of our current Fire Department is being represented by the Union or they are Union-members?

Ms. Simpson said I did not say that Chief Johnson said that. I would probably say it this way; there are probably 50% of Fire-employees that are uniform-firefighters who are members of the Union.

Ms. Ajmera said okay, if there are 1200 employees of the Fire Department and 50%, which is 600 of them, is being represented by the Union or they are Union members, and these questions are coming from the President of the Union, who have clearly expressed concerns around how their questions have not been answered or have not been addressed, there is clearly a gap here and I hope that the City Manager if you could directly address those gaps by meeting with them and providing us an update or not just one on a one-off thing but the comprehensive update on all the questions that have been raised by them.

Mr. Jones said Ms. Ajmera I appreciate that. The one thing that's important for the Mayor and Council to know is we answer questions and if we answer questions and someone says we didn't answer it, I don't know how to resolve that. I'm saying in general a question will be asked and it will be answered. Then the question is asked again as if it was never answered. I don't know how I can address that with you other than we address the questions that come to us.

Ms. Ajmera said just a follow-up question here. In that case, can we get a comprehensive list of all the questions and your response to those questions?

Mr. Jones said yes, we talked about it that earlier.

Ms. Simpson said yes ma'am.

Councilmember Graham said I think part of the confusion is that we're kind of out of our lane a little bit right. When I first saw the emails coming weeks ago it was clearly with all due respect to the Union, and I support Unions that these were personnel questions. Where Council really didn't have any direct jurisdiction because we only have for personnel that we directly manage and best of responsibility of the City Manager and based on my understanding that the number of these questions so far have been asked and answered. It's like my daughter asks me a question but she doesn't like the response, so she asks it in a different way, but the response is still the same. So, I think we need to really kind of be consistent with trying to stay focused as an organization and let the Manager manage his employees and if something bubbles up to the point where we have to get involved like some type of policy action then I think that's very appropriate. So, I just hope that when we leave here today, I know we all get a lot of emails and everybody has an issue or a problem that they want us to respond to, but that is where the confusion comes in because we try for the lack of pot in a punt try to be Firefighters and put out all of the fires that we see. Some of the fires really don't belong to us. So, I hope that we can really kind of manage this thing and manage expectations and have some organizational discipline around the table so that we can let everybody do what their jobs are.

Councilmember Eiselt said I have a question. I'm sorry if I didn't understand it but what's the desire to change the policy for exempt? Why is the Union concerned about that to change it for Firefighters that have been promoted to exempt status or to certain levels?

Ms. Simpson said so Ms. Eiselt, the question that comes frequently to me is a question about a portion of the Fire Command who are assigned to Administrative duty. So if you were to look at this chart for the Fire Department you will see those are ranks and we have two of those ranks have the same rank and some of those employees are assigned to operations and some of those employees are assigned to Administration. The Division Chief rank and the Battalion Chief rank and then you have right above that the Deputy Chiefs. So, the question that comes to me is a question about should the ranks of, well I'll start with the Fire Chief, but for the sake of this conversation the Deputy Chiefs and any other rank that is an exempt Officer on the Administrative side should they receive vacation in lieu of holiday? That's the question that comes to the Human Resources Department.

Ms. Eiselt said are they expected to work on Holidays?

Ms. Simpson said yes ma'am. They are expected to work at the command of their Chief.

Ms. Eiselt said so I guess I'm confused as to what changes between a different rank to this rank, they are now considered Administrative and not operational?

Ms. Simpson said yes ma'am.

Ms. Eiselt said but they are still working holidays.

Ms. Simpson said yes ma'am.

Ms. Eiselt said that confuses me and I'm wondering why City Manager Syfert decided that it was a good idea to change that. What was the reason?

Ms. Simpson said if I may, and I'm going to go off and I will tell you I'm making an assumption based on how I know this organization is operated and how I read the documents. So, the language used in 2006 became a language that says; and some employees and some nonexempt employees are required to work in departments that serve 24 hours a day, seven days a week, 365 days a year. So, the and some employees and then the descriptive word was nonexempt. I believe, it's my belief and I guess unless we have a legal counsel that tells me that we have to do this differently, I really believe the intent was that to recognize that we have a number of employees that are in those departments required to work holidays and the nonexempt word was used because if you are nonexempt in a different department you get a holiday and when you work that holiday you get paid holiday pay and you get paid for hours worked.

So, I really truly believe that the comparison that was written in 2006 wasn't to compare exempt employees, Command staff employees in these two departments. I really believe the comparison at that time was to compare how we pay an hourly-employee in an operations department that does not get VHOL to an hourly employee and Police and Fire and Aviation that did get the VHOL. I don't believe the intent was to expressively exclude the fact that Command staff by the nature of your job, you are required to work and it doesn't matter if it's 2:00 o'clock in the morning it doesn't matter if it's a holiday if a building is burning at 2:00 o'clock in the morning on Thanksgiving morning, the Fire Chief will report to that scene. Firefighters report to that scene. When we had protest uptown, you saw Fire Command staff working all day, all night. You saw Police Command staff working. The concept of a holiday is really not as applicable in their work environment as it is in my work environment.

Ms. Eiselt said your office is shut down.

Ms. Simpson said yes, my office is shut down; and in fact, the way I describe this to Assistant City Manager Charles because she had the same questions you all ask, the

description I gave her was that I was at home on a holiday and I turned on the news and I can see a Fire Chief on the scene and I can see my Police Chief on a scene so they do work holidays and they do work non-traditional hours of the day.

Ms. Eiselt said okay thank you for that clarification, it's now clear as mud. I think that for me it sort of tells you my comfort level with this discussion. I don't have a background in Labor Relations and this stuff is so complicated. We've gone through this before over the past couple of years with Fire and Police. So, I don't know. I'm just not real comfortable with the conversation with a bunch of people that don't have that expertise and I hope though that we the policies get sorted out if this 2006 policy or whatever it was is creating tension or because you don't understand what the intention is. We need to fix that and I'm not saying fix it either way but you know we need to have some clarity as to what the policies are where people can find them.

Councilmember Driggs said Mr. Manager I think part of the reason why having this conversation is we have come under pressure from the Union to involve ourselves, inappropriately frankly, and your intent tonight was to tell us that you are responding to the things that we've been told about. But it looked to some like an invitation to involve ourselves because when you try to educate us about any of these issues the first reaction is okay, I need to know more. I want to get involved and I want to take a position. I just want to stress to everybody how important it is that we maintain the proper separation between the role of the Manager and our role. I'd like to echo what you said, but I want to drive the point home harder. If we offer ourselves as a court of appeal, then we are going to be open to every single issue every time anybody disagrees with management or the Manager, they're going to say come on let's go to the Council and we don't want to go there. The second point is if we involve ourselves too much, we are in effect absolving the Manager for responsibility for what happens because we gave him this responsibility, we hold him accountable and when the time comes, we will review him if we don't like what we see going on, he will know about it. But if we come in here and say you know, no, no, we got do this, and please give us this information, you know we want to sit at the table, we want to participate, and he can say fine, fine, but don't come crying to me. So, I think it's really important that we are mindful of our proper role here and I will say that in my conversations with a number of Firefighters and I think people know how I advocate for our Public Defenders and I hope they appreciate the importance that we assigned to what they do and our desire to ensure that their terms of employment are fair. But at the same time, Firefighters have told me, this is a pretty plum assignment as a Firefighter. A lot of Firefighters who would love to work for the City of Charlotte. So, I don't think that we need to intervene because we have a crisis and I would just contrast that with the situation we had with the Police where the community interaction with the Police and a lot of the social pressures of the day did indicate that we probably, in order to be responsive to our constituents ought to get involved. But this is a labor negotiation. This is about the terms of employment and the proper guy to deal with that is our Manager and the people he works with and so I'm actually hopefully you will not start delivering all this information and encouraging us to participate in this conversation as we have no business being part of this.

Mayor Lyles said It is now 6:50 p.m., I think we have finished with one of the topics. We have two additional topics to go through, Charlotte Moves and then we have a closed session. Out of all of this, I heard two things that were significant to me. Mr. Newfarmer said that we ought to be looking at these policies every two years. That's the way to keep current with what Labor Relations are and what we should be doing. So, I'm looking forward to it. I agree with many of you who said if you got to sit down, and at one point in my life I did know how to calculate a Kelly day and know how to schedule a Battalion and all of that, but it is not simple. It requires a great deal of work and we've got to have a lot of professionals to do it. I'm asking Mr. Jones whether or not we do Charlotte Moves or is the closed session more urgent? We are going to have to go into the closed session because that is more urgent. I don't know if we can finish the agenda and come back to Charlotte Moves Update as a part of the Manager's Report Mr. Jones. I really do want Council to be familiar with that as well and I know there have been a lot of questions about it. We will try to work in Charlotte Moves Update at some point during the rest of the agenda.

BUSINESS MEETING

CONSENT AGENDA

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to approve the Consent Agenda as presented, with the exception of Item No. 57 and 58 which have been settled, and item No. 66 which was deferred to October 12, 2020.

The following items were approved:

Item No. 30: Acquire Land for Charlotte Water Elevated Water Storage Tank

A) Approve the purchase of 232 West Woodlawn Road (Parcel Identification Number 169-033-06) in the amount of \$1,787,100, and (B) Authorize the City Manager to execute all necessary documents to complete the transaction.

Item No. 31: Construct Marvin Road Sidewalk

Approve a contract in the amount of \$859,999.99 to the lowest responsive bidder Nassiri Development, LLC for the Marvin Road Sidewalk project.

Summary of Bids

Nassiri Development, LLC	\$ 859,999.99
M&V Builders, LLC	\$1,045,509.52
Mountaineer Contractors	\$1,046,603.53
Zoladz Construction Company	\$1,076,643.15
United of Carolinas Inc.	\$1,098,371.45
Armen Construction	\$1,105,079.80
United Construction Company, Inc.	\$1,161,428.73
DOT Construction	\$1,185,313.80

Item No. 32: Contract for Street Resurfacing

Approve a contract in the amount of \$20,400,523.31 to the lowest responsive bidder Blythe Construction Inc. for the resurfacing 2020-2022 project.

Summary of Bids

Blythe Construction Inc.	\$ 20,400,523.31
Blythe Brothers Asphalt Co. LLC	\$ 21,879,789.60
Boggs Contracting, Inc.	\$ 23,628,770.28
Sloan Construction	\$ 26,352,648.01

Item No. 33: Electrical Supplies

(A) Approve the purchase of electrical supplies and related products from a cooperative purchasing contract as authorized by G.S. 143-129(e)(3), and (B) Approve a unit price contract amendment with Anixter Inc. for the purchase of electrical supplies and related products for a term of five years under General Services Administration Contract Number GS-07F-6060R, September 1, 2005, 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. 34: Construct Queens Road Phase 2 Storm Drainage Improvement Project

Approve a contract in the amount of \$1,512,088.60 to the lowest responsive bidder Mountaineer Contractors, Inc. for the Queens Road Phase 2 Storm Drainage Improvement Project.

Summary of Bids

Mountaineer Contractors, Inc.	\$ 1,512,088.60
Onsite Development, LLC	\$ 1,516,545.32
Nassiri Development LLC	\$ 1,568,469.95
United Construction Company, Inc.	\$ 1,613,849.05
Zoladz Construction Co. Inc.	\$ 1,723,528.55
Blythe Development Co.	\$ 1,764,560.09
North American Pipeline Management, Inc.	\$ 1,779,739.83
Dellinger, Inc.	\$ 1,799,921.63
Sealand Contractors Corp.	\$ 1,953,402.81
United of Carolinas, Inc.	\$ 1,978,909.73
Showalter Construction Co., Inc.	\$ 2,075,133.13
Dane Construction, Inc.	\$ 2,397,174.66

Item No. 35: Bypass Pumping Services for Declared Emergencies

(A) Approve unit price contracts with the following companies for bypass pumping services for federally declared emergencies for an initial term of two years: Sunbelt Rentals, Inc., Western Oilfields Supply Company dba Rain for Rent, Xylem Dewatering Solutions, Inc., and (B) Authorize the City Manager to renew the contracts for up to four, one-year terms with possible price adjustments and to amend the contracts consistent with the purpose for which the contracts were approved.

Item No. 36: Design Amendment for Pump Stations, Force Main, and Receiving Sanitary Sewer Improvements

Approve a contract amendment for \$1,965,145 with State Utility Contractors, Inc. for additional Design-Build design services for the Coffey Creek Interceptor Condition Assessment and Rehabilitation project.

Item No. 37: Design Phase Services for Irwin Tributary Sanitary Sewer along Remount Road

(A) Approve a contract in the amount of \$3,413,127.50 with B.R.S., Inc. for Design-Build design phase services for the Irwin Tributary Sanitary Sewer along Remount Road project, and (B) Authorize the City Manager to acquire all easements and real property interests, including by condemnation, when necessary, for construction of the project.

Item No. 38: Fiscal Year 2021 Sanitary Sewer Rehabilitation

(A) Approve a unit price contract with Atlantic Coast Contractors, Inc. for the Fiscal Year 2021 Sanitary Sewer Rehabilitation project for an initial term of one year, and (B) Authorize the City Manager to renew the contract for up to three, one-year terms with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Summary of Bids

Atlantic Coast Contractors, Inc.	\$ 3,910,669.84
North American Pipeline Management, Inc.	\$ 4,294,916.04

Item No. 39: Long Creek Pump Station Improvements

Approve a guaranteed maximum price of \$1,122,311 to The Haskell Company for the purchase of materials and equipment needed for Design-Build construction services for the Long Creek Pump Station Improvements project.

Item No. 40: CATS Property Management Contract

(A) Approve a contract in the amount of \$3,071,832 with NAI Southern Real Estate for property management services for a term of three years, and (B) Authorize the City Manager to renew the contract for two, one-year terms with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.

Item No. 41: CATS Transit Marketing and Communications Services Contract Award

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

Item No. 42: Envision My Ride: Bus Corridor Study

(A) Approve a contract in an amount up to \$510,000 with Kittelson & Associates for professional planning and design services related to the Envision My Ride: Bus Corridor Study, and (B) Authorize the City Manager to amend the contract consistent with the purpose for which the contract was approved.

Item No. 43: Bond Issuance Confirmation for Midland Commons Apartments

Adopt a resolution confirming the September 23, 2019, resolution granting INLIVIAN's request to issue multi-family housing revenue bonds, in an amount not to exceed \$3,246,000, to finance the acquisition and rehabilitation of Midland Commons Apartments

The resolution is recorded in full in Resolution Book 51, at Page(s) 43-45.

Item No. 44: Resolution of Intent to Abandon a Portion of North Myers Street

(A) Adopt a Resolution of Intent to abandon a portion of North Myers Street, and (B) Set a Public Hearing for October 12, 2020.

The resolution is recorded in full in Resolution Book 51, at Page(s) 46.

Item No. 45: Set Public Hearing on I-485 and Arrowood Road Area Voluntary Annexation

Adopt a resolution setting the public hearing for October 12, 2020, for the I-485 and Arrowood Road Area voluntary annexation petition.

The resolution is recorded in full in Resolution Book 51, at Page(s) 47-49.

Item No. 46: Set Public Hearing on Northlake Centre Parkway Northeast Area Voluntary Annexation

Adopt a resolution setting the public hearing for October 12, 2020, for the Northlake Centre Parkway Northeast Area voluntary annexation petition.

The resolution is recorded in full in Resolution Book 51, at Page(s) 50-51.

Item No. 47: Refund of Property Taxes

Adopt a resolution authorizing the refund of property taxes assessed through clerical or assessment error in the amount of \$7,253.69.

The resolution is recorded in full in Resolution Book 51, at Page(s) 52-53.

Item No. 48: Meeting Minutes

Approve the titles, motions, and votes reflected in the Clerk's record as the minutes of August 10, 2020 Business Meeting; and August 25, 2020 Special Business Meeting.

PROPERTY TRANSACTIONS

Item No. 49: Charlotte Water Property Transactions - Little Hope Creek Sanitary Sewer Improvements, Parcel #2

Resolution of Condemnation of 3,405 square feet (0.08 acres) in Sanitary Sewer Easement, 2,431 square feet (0.06 acres) in Temporary Construction Easement at Tyvola Road and Duvalla Avenue from Magnolia Park Townhome Association, Inc. for \$10,975 for Little Hope Creek Sanitary Sewer Improvements, Parcel #2.

The resolution is recorded in full in Resolution Book 51, at Page(s) 54.

Item No. 50: Charlotte Water Property Transactions - Little Hope Creek Sanitary Sewer Improvements, Parcel #3

Resolution of Condemnation of 12,357 square feet (0.28 acres) in Sanitary Sewer Easement at Cortland Road from Mary Ann Kelly for \$38,225 for Little Hope Creek Sanitary Sewer Improvements, Parcel #3.

The resolution is recorded in full in Resolution Book 51, at Page(s) 55.

Item No. 51: Charlotte Water Property Transactions - Little Hope Creek Sanitary Sewer Improvements, Parcel #4

Resolution of Condemnation of 1,706 square feet (0.039 acres) in Sanitary Sewer Easement and 449 square feet (0.01 acres) in Temporary Construction Easement at 5036 Valley Stream Road from Scott Sheridan for \$7,675 for Little Hope Creek Sanitary Sewer Improvements, Parcel #4.

The resolution is recorded in full in Resolution Book 51, at Page(s) 56.

Item No. 52: Charlotte Water Property Transactions - Little Hope Creek Sanitary Sewer Improvements, Parcel #5

Resolution of Condemnation of 7,253 square feet (0.17 acres) in Sanitary Sewer Easement and 2,172 square feet (0.05 acres) in Temporary Construction Easement at 5030 Valley Stream Road from Jeremy T. Calamusa and Megan M. Calamusa for \$23,625 for Little Hope Creek Sanitary Sewer Improvements, Parcel #5.

The resolution is recorded in full in Resolution Book 51, at Page(s) 57.

Item No. 53: Charlotte Water Property Transactions - Little Hope Creek Sanitary Sewer Improvements, Parcel #10

Resolution of Condemnation of 2,391 square feet (0.06 acres) in Sanitary Sewer Easement and 714 square feet (0.02 acres) in Temporary Construction Easement at 5921 Wedgewood Drive from Nathan S. Walsh for \$17,425 for Little Hope Creek Sanitary Sewer Improvements, Parcel #10.

The resolution is recorded in full in Resolution Book 51, at Page(s) 58.

Item No. 54: Charlotte Water Property Transactions - McMullen Creek Tributary at Quail Hollow, Parcel #14

Resolution of Condemnation of 1,108 square feet (0.03 acres) in Sanitary Sewer Easement and 2,209 square feet (0.05 acres) in Temporary Construction Easement at 6510 Sharon Hills Road from Ruth J. Pentes, Trustee of the Ruth J. Pentes Revocable Trust for \$11,100 for McMullen Creek Tributary at Quail Hollow, Parcel #14.

The resolution is recorded in full in Resolution Book 51, at Page(s) 59.

Item No. 55: Charlotte Water Property Transactions - McMullen Creek Tributary at Quail Hollow, Parcel #15

Resolution of Condemnation of 274 square feet (0.00 acres) in Sanitary Sewer Easement and 546 square feet (0.01 acres) in Temporary Construction Easement at Sharon Hill Road from Ruth J. Pentes, Trustee of the Ruth J. Pentes Revocable Trust for \$850 for McMullen Creek Tributary at Quail Hollow, Parcel #15.

The resolution is recorded in full in Resolution Book 51, at Page(s) 60.

Item No. 56: Property Transactions - Sanitary Sewer to Serve Babe Stillwell Farm Road, Parcel #1

Resolution of Condemnation of 421 square feet (0.01 acres) Sanitary Sewer/Waterline Easement at Bayberry Glen Way from The Glens LLC for \$1,625 for Sanitary Sewer to Serve Babe Stillwell Farm Road, Parcel #1.

The resolution is recorded in full in Resolution Book 51, at Page(s) 61.

Item No. 59: Property Transactions - Dixie River Road Water Main Extension, Parcel #4

Acquisition of 14,511 square feet (0.333 acres) Waterline Easement at Dixie River Road from Berewick Homeowners Association Inc. for \$10,384 for Dixie River Road Water Main Extension, Parcel #4.

Item No. 60: Property Transactions - Idlewild/Monroe Intersection - Phase I, Parcel #12

Acquisition of 2,776 square feet (0.064 acres) Utility Easement, 1,013 square feet (0.023 acres) Retaining Wall Easement, 3,866 square feet (0.089 acres) Sanitary Sewer/Waterline Easement, 2,270 square feet (0.052 acres) Sidewalk Utility Easement, 1,072 square feet (0.025 acres) Temporary Construction Easement at 705 Jerilyn Drive from Jeffrey D Buck and Brianna Buck for \$50,500 for Idlewild/Monroe Intersection - Phase I, Parcel #12.

Item No. 61: Property Transactions - Kilborne Drive Streetscape, Parcel #1

Acquisition of 1,108 sq. ft. (0.025 ac.) Sidewalk Utility Easement, 394 sq. ft. (0.009 ac.) Temporary Construction Easement at 3918 Havenwood Road from Lyndy Truong and Cuong Duy Truong for \$10,000 for Kilborne Drive Streetscape, Parcel #1.

Item No. 62: Property Transactions - McCullough Drive Streetscape, Parcel #3

Acquisition of 875 square feet (0.02 acre) Fee Simple, plus 4,901 square feet (0.113 acres) Utility Easement, 4,589 square feet (0.105 acres) Storm Drainage Easement, 6,128 square feet (0.141 acres) Sidewalk Utility Easement, 4,667 square feet (0.107 acres) Temporary Construction Easement at 415 W WT Harris Boulevard from DDC Hotels INC. for \$118,305 for McCullough Drive Streetscape, Parcel #3.

Item No. 63: Property Transactions - McCullough Drive Streetscape, Parcel #5

Acquisition of 3,217 square feet (0.074 acres) Storm Drainage Easement, 3,179 square feet (0.073 acres) Sidewalk Utility Easement, 1,597 square feet (0.037 acres) Temporary Construction Easement at 8601 University Executive Park Drive from Nakato Property LLC, for \$21,725 for McCullough Drive Streetscape, Parcel #5.

Item No. 64: Property Transactions - McCullough Drive Streetscape, Parcel #8

Acquisition of 1,662 square feet (0.038 acres) Sidewalk Utility Easement, 1,728 square feet (0.04 acres) Temporary Construction Easement at 6510 Brentmoor Drive from Baseline NC Partners LLC for \$14,020 for McCullough Drive Streetscape, Parcel #8.

Item No. 65: Property Transactions - McCullough Drive Streetscape, Parcel #10

Resolution of Condemnation for 10,014 (0.230 Acre) in Fee Simple plus 9,962 square feet (0.229 acres) Sidewalk Utility Easement, 4,389 square feet (0.101 acres) Temporary Construction Easement at 1418 Baseline Road from Baseline NC Partners LLC for \$100,175 for McCullough Drive Streetscape, Parcel #10.

The resolution is recorded in full in Resolution Book 51, at Page 62.

Item No. 67: Property Transactions - Morris Field Bridge Replacement, Parcel #4

Resolution of Condemnation for 1,977 square feet (0.054 acres) Fee Simple, plus 7,853 square feet (0.18 acres) Temporary Construction Easement at 3925 Morris Field Drive from BIN - WB4101 LLC for \$18,925 for Morris Field Bridge Replacement, Parcel #4.

The resolution is recorded in full in Resolution Book 51, at Page 63.

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ACTION REVIEW

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ITEM NO. 5: CLOSED SESSION

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to go into closed session to discuss matters relating to the location or expansion of industries or other businesses in the Charlotte area pursuant to NCGS 143.318.11(a)(4), and to establish, or to instruct the City staff concerning the position taken by or on behalf of the City in negotiating (i) the price and other material terms of a proposed contract for the acquisition of real property pursuant to NCGS 143.318.11(a)(5).

The meeting was recessed at 7:00 p.m. for a closed session. The closed session recessed at 8:05 p.m. to move for the regularly scheduled Business Meeting.

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ITEM NO. 4: CHARLOTTE MOVES UPDATE

Mayor Lyles said I think it was like early March when COVID started. I don't even know what we were calling it. We kept calling it the "new normal" and all kinds of things. The coronavirus and I was walking down the Hall with Kay, and I said, "you know we just ask Harvey Gantt to help us create a plan for the City that would lead us way out in the future". I was just saddened because I thought it wouldn't happen. I did not know Harvey Gantt and I did not know Taiwo Jaiyeoba who would say, "oh yes we're going to get something done", and they have been working ever since. Taiwo is going to give us an overview of what the Task Force has done and talk to us a little bit about it and then we open it up for questions or you can have a private briefing with him at any moment and time.

Taiwo Jaiyeoba, Assistant City Manager said some of this you know in terms of the background, but I will just draw a few things out. So, in the January Annual Strategy Meeting, you all had these invited guests from Phoenix, Arizona, former Mayor there and Dr. (inaudible) Scott, and they talked about public transportation pivoting towards mobility needs. The Mayor talked about the Task Force and the Council decided to move on the establishment of a Task Force (inaudible). In February of 2020, 25 community members were appointed and led by Mayor Gantt, representing every Council District but also every County Commission District as well. We were supposed to start meeting in March but we did not start until May of this year. So, we'll be meeting once a month. That's kind of the distribution of the different Task Force members to show balanced distribution. We have got representation from North Mecklenburg, South Mecklenburg, Cornelius, Matthews, and again like I said every Council District has at least two representatives on the Task Force. The invitation letter that went to the Task Force the charge was essentially and specifically said that at the end of December of 2020, that the Task Force expected to deliver a transformational mobility network, a funded strategy. That funded strategy could inform a voter decision in 2021. One of the things that we have been doing as part of the Task Force obviously is making sure that community input is part of the process. So, over that last several weeks and months that we have been meeting, we have been allowing time at the end of presentations or discussions to community members to provide comments and ask questions as they may.

But you know Charlotte is a City of plans. There was a saying when I first got here, that could be a good thing, but it could also be a confusing thing. For our mobility, we do have existing plans, you are familiar with the 2006 2030 Transit Vision Plan as well as the Envision My Ride. You are familiar with Charlotte Walks and what you see on the map there, I want you to pay attention to the blue lines there. Those blue lines actually represent missing sidewalks on thoroughfares whether they on one side of the street or

they are on both sides of the street, and that is very important to point that out because a city that has about 250,000 Charlotteans that do not drive and yet we have this many thoroughfares that are missing sidewalks either on one side or on both sides, mobility becomes very, very important for our City. Last night a friend's husband was hit on Rea Road riding his bicycle. That's the reality for a lot of people who ride bicycles in Charlotte and our county. the fact that there is not enough protected cycle network for people to be able to ride.

Part of what we have been doing as far as in Charlotte Bikes, our work is making sure that we provide a network that suitable for cyclists of all ages and abilities as well. Then of course we are working with the county. The County is working on its Meck Playbook right now, which is really talking about how to do the old Greenway system in a very different way with Parks and Recreation in a totally different way. But what is very important about that is that there is an integration with the City as to how we are also working on an active transportation plan and system. When we talk about mobility, I want you to think about not just rail or buses, but it also includes pedestrian activities, it includes cyclists, it includes trails, and the Greenway system and at the end of the day, it is really about how do all of these things contribute to the environment in a very positive way. We have SEAP (Strategic Energy Action Plan) that was adopted by this Council. That is setting goals for Charlotte to be a low carbon City by 2050 and if we are going to get there, we got to start making a difference in how we move people and how people connect in the community.

A great transportation plan is a better land-use plan. That's how I kind of all ways look at it. We don't just think about transportation planner driving vehicles but also where people live. So, as we have been working on our Comprehensive Plan, transportation choice, and convenience has been at the front of our minds in terms of how do we connect this with mobility. So, as we have been talking about this mobility network, it is very important to link that also to land use.

There are of course two other Regional Plans that are going on in the community. We talked about the Centralina, Connect Beyond, and the CRTPO (Central Regional Transportation Planning Organization) Beyond 77, which really goes from York County all the way to Iredell County, and then the connect beyond is really more of a two-state multiple regions. Multiple counties in terms of how we look at this, not just from a Charlotte Mecklenburg County perspective but the fact that Charlotte is a city in a bigger region, and we function best where we think that way.

So all of these plans obviously have had various engagements over the last several month and years as well. So, we talked about the CAT Plans, Charlotte Walks, Charlotte Biked, and also Strategy Energy Action Plan, and even a Comprehensive Plan having reached thousands of people over the last several weeks. So, when the Task Force started meeting in May while we opened the conversation up to community input it's really building on a lot of things that we have been hearing from the community over the last several weeks and months and years as well.

For the Comprehensive plan, we mentioned before that we have interacted with over half a million people in our City. We will continue to do that as this Task Force continues to move forward. So what exactly is this Transformational and Mobility Network? The vision really is about delivering something at the end of the day that the Task Force would deliver something to the Mayor and Council in December that positions us as a City where we provide safe and equitable mobility options for all of our travelers regardless of their social-economic status. Regardless of their race regardless of where they live and how they choose to travel. The keyword there is an integrated system of transit, bikeways, sidewalks, trails, and streets which will support a type of Charlotte that we truly want to be. One of the things that we quickly learned as we went through this old system is that when people think mobility or when they think transportation, they are either going to think roadway or they think light rail. It's very important that an integrated system is not just one mode, it's multiple modes. It's not just about light rail along multiple corridors. It's also about improving our bus service system, which is really a part of what recommendations

are and the Envision My Ride started but I also talked about our Greenway system as well.

I know we have had conversations multiple times here in this room where we talk about, it's not just about transit or (inaudible) development, but also trails oriental development. Think about the Atlanta BeltLine for example. Pedestrian walkability, how can we continue to encourage people? If you are going to use the scooter then it's better to use it in a way where you feel you are safe. To be able to do that effectively and of course, our cycle network. How many protected cycle track lanes do we need to continue to build in this City if we want to be the next Charlotte, the City of the future? When we talk about roadway networks it's not necessarily widening existing roadways but how can we improve it? I think I have shared this with you before that today Charlotte has about 10,000 people who are visually impaired. In another 10 years, that number goes to about 19,000. If we don't do something with our traffic signalizations or the way people who are visually impaired or who ride wheelchairs are able to cross from one side of the street to another, then this means we are leaving some people behind.

So, balanced mobility is about light rail, it's about the improvement and frequents of bus services. It's about how can we also have a trail or Greenway network that really gets people to where they need to get to? But pedestrian walkability, bicycle priority network, and a very effective means by which if a people are going to drive, then let them drive in a safe environment as well, but also making sure that have things like electric vehicle charging stations all along major corridors. Introducing what we call transportation demand management where employers are able to help their employees to be able to have a seamless commute, effective commute where ever they live in the City. When we met with the Task Force in August, we gave them this assignment to go home and really help us populate this bucket. So, that when they come back this month, we kind of have a conversation around what exactly does this look like for us as a City.

If we are looking for examples of what a Transformational Mobility Network really looks like, we don't need to look far. We know our Blue Line is a very good example. The Uptown Cycle Link that we have today is a good example. We have been talking about the Rail Trail over I-277 and of course the Charlotte Gateway Station, which we believe is a signature project for our City. The thing about a Transformational Mobility Network is that it doesn't transform unless there is a scale that will have a major impact. Then it's got to be able to connect people to where they really need to go and the way I talk about this is that if I know that I have to transfer multiple times to get to where I need to go, I rather drive. There are people who will transfer from a bus to rail and it still takes them about two hours to get to work. That is not an effective means of mobility. It's got to be integrated, it's got to be connected and we have got to talk about mode shift.

Today about 76.6% of Charlotteans really drive to get to work or to get anywhere really. Actually, the number is higher than that if we are going to look at it. How can we swing the mode shift in such a way that if we know people are still going to drive, can we reduce that number to 50% or even less and encourage more people to use public transit, ride their bicycles, to walk where it's possible, and where it's safe? We know there are barriers to this and funding is also very critical because that is obviously one of the main questions. That's why at the very beginning of putting this Task Force together the idea is not just to deliver a network to the Mayor and Council and to the community but tell us how much it's going to cost, and then how do we pay for it as well?

So, back in July, we invited three communities to share with us their experiences doing the same thing. We had representations from Broward County, Florida, Nashville, Tennessee, and Austin and to learn from their success and their failures. Obviously, Broward County put a \$15 billion mobility referendum on the table in 2018 and successfully passed that. Nashville, we know that experience. One of the things that really created that whole situation in Nashville was because the messaging was not well coordinated. It was not just about mobility, they allowed the light rail to drag the message rather than balance mobility, and that is something we definitely want to avoid. Austin is going this November and I know that right now they are polling tremendously high. So,

these are the two cities and a county that we know we compete with. How do we make sure that we continue to stay at the cutting edge when it comes to mobility?

Three things that we learned from these communities is that you've got to be forward-thinking, be very bold with your vision. Be very comprehensive as well and also make sure that you engage the community. That's why I took you through that whole summary of engagement of how we have been engaging people prior to the starting point of this Task Force in May and how we continue to engage them, even throughout the meetings of the Task Force.

Over the last several months as well we have been reaching out to policymakers and others. We've met with delegation at the state level. We are planning this month to also meet with the delegation at the federal level. I've continued to present this to the Alliance Infrastructure/Business Group almost every other week. Sustain Charlotte has also put together what is called Metro Mobility Coalition that we are working with on a monthly basis as well. It's really more grassroots focused and then we have presented on a monthly basis to Council Committee and Transportation Planning and Environment. I have presented to Charlotte Regional Transportation Planning Organization and I will be going back to them again next month. I have presented it to the MTC (Metropolitan Transit Commission). I will be presenting again to them this month. Like I mentioned before we presented to the Mecklenburg Delegation. I did present to the Joint Inter-Governmental Relations Committee back in August and I'll be presenting again to them this month. Then September 4th second presented to the Mecklenburg Board of County Commissioners.

Of course, it always comes down to funding at the end of the day. How do you fund this? So, on September 17th, where we meet with the Task Force, we are going to talk about how you fund different modes. Different modes require different sources of funding. So, I'm going to be sharing this with them on September 17th, and then in October, we come back to them to really start talking about what exactly will this network cost and what are the sources of funding that will help us to get to that place? All of you know that the light rail was funded in a different formable way. In a very different environment right now how do we make sure that you can fund some of these non-transit pieces of this network in such a way that it still allows us to be able to do other things that a county considers as a priority for us?

So, the remaining schedule for the Task Force is over the next few months. This month we are going to be talking about traditional funding options and then we going to be talking about what that network will cost in October. Then in November, we will have different scenario options to discuss. Then in December, we will be able to present what that transformation and mobility network looks like to you. At the bottom of that schedule are the different groups that we will be presenting to, while we are working on this. I look forward to Mayor Gantt actually coming here in October to present to you an update as well once we have been able to talk about cost and really revisit some of the funding options that are going to be discussed on September 17th.

We have a public survey that's ongoing right now as of this month. About 955 people specifically have participated in this survey and it's very interesting the different results that we are getting. So, I like you to share this with your constituents and to share this with your network as well. We want as many people to provide input in the process. Help us to really be able to populate some of those buckets of mobility, but also to tell us exactly what their needs are when it comes to moving from one place to the other in our City and do it in a safe and effective manner. The next meeting is scheduled for September 17th.

Councilmember Eiselt said I guess it wouldn't get into this level for Charlotte Moves but just discussion of talking to the General Assembly about how transit is funded and what could be funded and what can't because we still are struggling with the fact that most of the DOT (Department of Transportation) budget goes to road and bridge repairs. There's no money for that right now. So, is there any discussion about the need to have some discussions in Raleigh to have some more flexibility on funding?

Mr. Jaiyeoba said I know that there are conversation came up when we presented to the House Delegation a few weeks ago. When we presented to the Intergovernmental Relations Committee a couple of weeks ago David Howard was on the line as well. He probably alluded to some of this, that we need to have a more robust conversation around how we need to start making investments in other things that are not necessarily roadway focused. So, that's not a conversation we sat down with them specifically to have but it's an ongoing thing that we are going to have. Not just limited to the timeline of the Task Force but even beyond.

Ms. Eiselt said okay, I think that conversation is happening right now through NC First and they're looking at innovative financing solutions and alternatives and so, you know maybe you're the one that really needs to connect with them. I think that we have an opportunity to play a role in some of those decisions because of the work that Charlotte Moves is doing.

Councilmember Winston said I have a question and then a comment. Mr. Jaiyeoba you said presented to the County Commissioners I think it was last week.

Mr. Jaiyeoba said yes.

Mr. Winston said can you just give us have a bit of an idea of what their reaction, what their questions, what their concerns were?

Mr. Jaiyeoba said well I would say that it was largely positive. I felt that the reception was very positive. A couple of questions came up with regards to how are we working with the Centralina Council of Government when it comes to the Connect Beyond and my response to that was our last presentation to Task Force in August Geraldine Gardner, who is a member of the Task Force but who is also the Executive Director for Centralina Council of Government presented there an update on Connect Beyond and Identified areas where there are similarities and things that we can leverage. There was also a question with regards to connectivity, seamless connection between different modes of transportation as well, which really that bucket that I shared with us talked about that. So, those are the two main questions that I recall and of course, I am going back to them again in October for an update.

Mr. Winston said one comment I'd just like to make. I'm glad that this slide is up here. This is really to my colleagues. You know we have to be somewhat intelligent and see the future. We know that especially as we look at a regional plan, and this isn't just speaking of the Silver Line, this Transformational Network that Mr. Jaiyeoba talks about, this is going to have to buy in from municipalities and counties around us. We should anticipate that there is going to be a recommendation for new revenue streams and we are going to have to ask taxpayers and ask Raleigh to give us those tools. We should also anticipate that it is going to take a different type of government or authority to build out the type of network and to consolidate and streamline all of these regional plans that are out there.

I would posit that we are behind in figuring out what a strategy could and should be to make this successful. We are going to have to start on something in 2021 but the Moves recommendation is not going to be made until December. What follows right after that is January, and we are potentially in our election season where things get political and work slows down and it's hard to strategies big things like this. To make this successful and get those types of authorities and potential revenue streams, we are going to have to convince the public that we are going to be good stewards and deliver on this. In order to do that we as electives are going to have to go out to those other municipalities, those other counties to figure out how this happens. What is the buy-in from everyone else to make this successful? So, I am glad that we are having these meetings and I'm excited about what this Task Force produces in December, but we as a Council cannot wait to start figuring out our plan to get the tools that are needed to make this a reality in December. We have to start thinking about that now. We should have already been thinking about it.

BUSINESS MEETING

PUBLIC HEARING

**ITEM NO. 9: PUBLIC HEARING FOR RETIREMENT CLEARINGHOUSE, LLC
BUSINESS INVESTMENT GRANT**

Mayor Lyles declared the hearing open.

There being no speakers, either for or against, a motion was made by Councilmember Egleston, seconded by Councilmember Newton, and carried unanimously to close the public hearing.

POLICY

ITEM NO. 10: CITY MANAGER'S REPORT

There was no report.

BUSINESS

ITEM NO. 11: HOUSING TRUST FUND SUPPORT REQUEST

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to approve \$2,425,000 Housing Trust Fund allocation to Ascent Real Estate Capital for the acquisition of the Lake Mist Apartments.

ITEM NO. 12: GRANT FOR FINANCIAL NAVIGATORS PROGRAM

Motion was made by Councilmember Egleston, seconded by Councilmember Newton, and carried unanimously to (A) Accept a grant in the amount of \$80,000 from the Cities for Financial Empowerment Fund, Inc. to implement a Financial Navigators Program in Charlotte, and (B) Adopt a Budget Ordinance No. 9870-X appropriating \$80,000 from the Cities for Financial Empowerment Fund, Inc. in the Neighborhood Development Grants Fund.

The ordinance is recorded in full in Ordinance Book 63, at Page 277.

ITEM NO. 13: GRANT FOR COMPRESSED NATURAL GAS REFUSE VEHICLES

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, to (A) Accept a grant in the amount of \$949,449.60 from the North Carolina Department of Environmental Quality for the purchase of compressed natural gas refuse vehicles, and (B) Adopt Budget Ordinance No. 9871-X appropriating \$949,449.60 from the North Carolina Department of Environmental Quality in the General Capital Equipment Fund.

Councilmember Winston said I will be voting against this natural gas buses, it basically diminishes the types of gains that we have by purchasing electric buses earlier this summer. Natural gas is not a sustainable energy source and it could be seen just as dirty or if not dirtier in some respects than petroleum-based.

Mayor Lyles said these aren't buses. These are garbage-trucks.

Mr. Winston said vehicles in our overall fleet.

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

YEAS: Councilmembers Ajmera, Bokhari, Driggs, Egleston, Eiselt, Graham, Johnson, Mitchell, Newton, and Watlington.

NAYS: Councilmember Winston.

The ordinance is recorded in full in Ordinance Book 63, at Page 278.

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ITEM NO. 14: NORTH CAROLINA DEPARTMENT OF TRANSPORTATION SAFETY PROJECT

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to adopt a resolution supporting a North Carolina Department of Transportation safety project at NC27 (Freedom Drive) and Thriftwood Drive to improve traffic safety in support of the Vision Zero Action Plan.

The resolution is recorded in full in Resolution Book 51, at Page 28.

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ITEM NO. 15: SUPPLEMENTAL AGREEMENT FOR THE MCKEE ROAD/PROVIDENCE ROAD INTERSECTION IMPROVEMENTS PROJECT

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to (A) Adopt a resolution authorizing the City Manager to execute a Municipal Agreement with the North Carolina Department of Transportation to accept Discretionary funds for the McKee Road/Providence Road Intersection Improvements project, and (B) Adopt Budget Ordinance No. 9872-X appropriating \$640,100 from the North Carolina Department of Transportation for the McKee Road/Providence Road Intersection Improvements project.

The resolution is recorded in full in Resolution Book 51, at Page (S) 29-29D.

The ordinance is recorded in full in Ordinance Book 63, at Page(s) 279.

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ITEM NO. 16: BEAVERDAM TRUNK SANITARY SEWER CONSTRUCTION

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to (A) Approve a contract in the amount of \$2,382,209.54 to the lowest responsive bidder Dellinger Inc. for the Beaverdam Trunk Sanitary Sewer project, (B) Approve an amendment to the five-year developer reimbursable contract with Crescent Dixie River, LLC modifying the estimated cost to \$3,070,000, and (c) Adopt Budget Ordinance No. 9873-X appropriating \$2,800,000 from Crescent Dixie River, LLC.

Councilmember Mitchell said so, is this for the infrastructure for River district? Do we know?

Councilmember Egleston said yes, it is.

Mr. Mitchell said okay, thank you.

Summary of Bids

Dellinger Inc.	\$ 2,382,209.54
Hall Contracting Corporation	\$ 2,420,000.00
Fuller & Co. Construction, LLC	\$ 2,491,304.09
Sander Utility Construction Co Inc	\$ 2,495,255.75
Jsmith Civil LLC	\$ 2,597,999.00
Don Morehead Construction LLC	\$ 2,634,498.06
State Utility Contractors Inc	\$ 2,668,763.90
Crowder Construction Company	\$ 3,177,081.23
Cleary Construction Inc.	\$ 4,220,308.90

The ordinance is recorded in full in Ordinance Book 63, at Page(s) 280.

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ITEM NO. 17: RESOLUTION TO CLOSE A PORTION OF WEST 25TH STREET

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to adopt a resolution and close a portion of West 25th Street.

The resolution is recorded in full in Resolution Book 51, at Page(s) 30-34.

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ITEM NO. 18: RESOLUTION TO CLOSE AN ALLEYWAY BETWEEN 23RD STREET AND 24TH STREET

Motion was made by Councilmember Egleston, seconded by Councilmember Newton, and carried unanimously to adopt a resolution and close an alleyway between 23rd Street and 24th Street.

The resolution is recorded in full in Resolution Book 51, at Page(s) 35-39.

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ITEM NO. 19: RESOLUTION TO CLOSE AN ALLEYWAY OFF HAWKINS STREET BETWEEN WEST WORTHINGTON AVENUE AND WEST BOULEVARD

Motion was made by Councilmember Egleston, seconded by Councilmember Newton, and carried unanimously to adopt a resolution and close an alleyway off Hawkins Street between West Worthington Avenue and West Boulevard.

The resolution is recorded in full in Resolution Book 51, at Page(s) 40-42.

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NOMINATIONS TO BOARDS AND COMMISSIONS

ITEM NO. 20: NOMINATIONS TO THE ARTS AND SCIENCE COUNCIL ADVISORY COUNCIL

Mayor Lyles explained the rules and procedures of the appointment process.

The following nomination was made for two appointments for two-year At Large Public Sector Central Advisory Committee Representatives beginning upon appointment and ending December 30, 2020.

- Rathie Sagar, nominated by Councilmembers Ajmera, Bokhari, Driggs, Egleston, Eiselt, Graham, Mitchell, Newton, and Watlington

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to appoint Rathie Sagar by acclamation.
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Rathie Sagar was appointed.

The remaining appointment will be considered at a future Business meeting.

There were no nominations made for one appointment for a two-year term At-Large Public Sector South & East Advisory Council Representative beginning upon appointment and ending December 30, 2020.

Nominations will be considered at a future Business meeting.

There were no nominations made for one appointment for a two-year term for a City Council District 2 Public Sector North & West Advisory Council Representative beginning upon appointment and ending December 30, 2020.

Nominations will be considered at a future Business meeting.

There was no nomination made for one appointment for a two-year term for a City Council District 4 Public Sector North & West Advisory Council Representative beginning upon appointment and ending December 30, 2020.

Nominations will be considered at a future Business meeting.

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ITEM NO. 21: NOMINATIONS TO THE BUSINESS ADVISORY COMMITTEE

The following nominations were made for one appointment for an At-Large three-year term beginning upon appointment and ending April 28, 2023.

- Nicole Boyd, nominated by Councilmember Mitchell
- Renemary Dubois, nominated by Councilmember Newton
- David Hunt, nominated by Councilmember Ajmera
- James Marascio, nominated Councilmember by Driggs
- Shenequa Thomas, nominated by Councilmembers Egleston, Eiselt, Graham, and Watlington

This appointment will be considered at the next Business meeting.

There were no nominations made for one appointment for a three-year term recommended by the Black Chamber of Commerce beginning upon appointment and ending April 28, 2023.

Nominations will be considered at a future Business meeting.

There were no nominations made for one appointment for a three-year term for a Certified SBE-Hispanic Contractors Association representative beginning upon appointment and ending April 28, 2023.

Nominations will be considered at a future Business meeting.

The following nomination was made for one appointment for a three-year term recommended by the Charlotte Regional Business Alliance beginning upon appointment and ending April 28, 2023.

- Christopher Moxley, nominated by Councilmembers Ajmera, Bokhari, Driggs, Egleston, Eiselt, Graham, Mitchell, Newton, and Watlington

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

Christopher Moxley was appointed.

There were no nominations made for one appointment for a three-year term recommended by the Latin American Chamber of Commerce beginning upon appointment and ending April 28, 2023.

Nominations will be considered at a future Business meeting.

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ITEM NO. 22: NOMINATIONS TO THE CHARLOTTE BUSINESS INCLUSION ADVISORY COMMITTEE

There were no nominations made for one appointment for a two-year term for a Black Chamber of Commerce representative beginning upon appointment and ending February 28, 2022.

Nominations will be considered at a future Business meeting.

The following nomination was made for one appointment for a two-year term for a Carolinas Asian-American Chamber of Commerce representative beginning upon appointment and ending February 28, 2022.

- Michelle Ho, nominated by Councilmembers Ajmera, Bokhari, Driggs, Egleston, Eiselt, Graham, Mitchell, Newton, and Watlington

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

Michelle Ho was appointed.

The following nomination was made for one appointment for a two-year term for a Hispanic Contractors Association of the Carolinas representative beginning upon appointment and ending February 28, 2022.

- Sandra "Lisette" Velez, nominated by Councilmembers Ajmera, Bokhari, Driggs, Egleston, Eiselt, Graham, Mitchell, Newton, and Watlington

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to appoint Sandra "Lisette" Velez by acclamation.

Sandra “Lissette” Velez was appointed.

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ITEM NO. 23: NOMINATIONS TO THE CHARLOTTE COMMUNITY CAPITAL LOAN FUND

The following nomination was made for one appointment for a three-year term beginning October 2, 2020 and ending October 1, 2023.

- Cory Busker, nominated by Councilmembers Ajmera, Bokhari, Driggs, Egleston, Eiselt, Graham, Mitchell, Newton, and Watlington

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to reappoint Cory Busker by acclamation.

Cory Busker was reappointed.

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ITEM NO. 24: NOMINATIONS TO THE COMMUNITY RELATIONS COMMITTEE

The following nominations were made for one appointment for a three-year term beginning October 1, 2020 and ending September 30, 2023.

- Jonathan Barrio, nominated by Councilmembers Ajmera, Bokhari, Egleston, Eiselt, Graham, Mitchell, and Watlington
- Maya Wells, nominated by Councilmember Newton

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

Jonathan Barrio was appointed.

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ITEM NO. 25: NOMINATIONS TO THE DOMESTIC VIOLENCE ADVISORY BOARD

The following nominations were made for one appointment for a partial term beginning immediately upon appointment and ending September 21, 2021 and one appointment for a three-year term beginning September 22, 2020 and ending September 21, 2023

- Cornelius E Anderson Jr, nominated by Councilmember Newton
- Tracie Campbell, nominated by Councilmembers Eiselt and Mitchell
- Tanisha Patterson-Powe, nominated by Councilmembers Ajmera, Bokhari, Driggs, Egleston, Eiselt, Graham, Mitchell, Newton, and Watlington
- Solange Tricanowicz, nominated by Councilmember Ajmera

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to reappoint Tanisha Patterson-Powe by acclamation.

Tanisha Patterson-Powe was reappointed.

The remaining vacancy will be considered at the next Business meeting.

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ITEM NO. 26: NOMINATIONS TO THE HISTORIC DISTRICT COMMISSION

The following nominations were made for one appointment for an At-Large representative for a three-year term beginning upon appointment and ending June 30, 2023.

- Jammie Barrett, nominated by Councilmember Mitchell
- Philip Goodwin, nominated by Councilmember Ajmera, Bokhari, Driggs, Egleston, and Eiselt
- Queen Thompson, nominated by Councilmember Newton

This appointment will be considered at the next Business meeting.

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ITEM NO. 27: NOMINATIONS TO KEEP CHARLOTTE BEAUTIFUL

The following nominations were made for one appointment for a three-year term beginning July 1, 2020 and ending June 30, 2023.

- Jennifer Bratyanski, nominated by Councilmember Eiselt
- Martin W Doss, nominated by Councilmembers Ajmera, Bokhari, Egleston, and Watlington
- Valerie Gackiere, nominated by Councilmember Driggs
- Carmen Johnson, nominated by Councilmember Newton

This appointment will be considered at the next Business meeting.

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ITEM NO. 28: NOMINATIONS TO THE STORM WATER ADVISORY COMMITTEE

The following nomination was made for one appointment for an Environmental Professional Representative for a three-year term beginning upon appointment and ending June 30, 2023.

- David Collins, nominated by Councilmembers Ajmera, Bokhari, Driggs, Egleston, Eiselt, Graham, Mitchell, Newton, and Watlington

Motion was made by Councilmember Egleston, seconded by Councilmember Driggs, and carried unanimously to reappoint David Collins by acclamation.

David Collins was appointed.

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ITEM NO. 29: NOMINATIONS TO THE TRANSIT SERVICES ADVISORY COMMITTEE

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

Nominations will be considered at a future Business meeting.

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Councilmember Johnson said may I say something before we leave?

Mayor Lyles said please.

Ms. Johnson said I wanted to make an announcement if that's okay. I want to give my condolence to the family of the 5-year-old girl that was killed accidentally in her home. I

know that you were on the phone calling me about 8 o'clock that morning Mayor. All of us are very concerned about that. Three weeks ago, on August 15th, there was a 2-year-old little boy that was killed in my district by gunfire. So, I have spoken to the Chief, who is also concerned because again this affects a family in our community. Also, the police officers and the first responders and there is going to be a gun-lock give away in Hidden Valley this Wednesday at 6 o'clock.

I am going to be at Faith CME Church, and we are asking for church leaders and community and non-profit organizations and for everyone to come out. They are free and we will be giving them to the church leaders and grassroots organizations and to anyone who comes out. We do want to keep our children safe in the community. We want to meet people where they are and I'm really looking forward to that. Again, it is Wednesday at 6 o'clock at Faith CME Church.

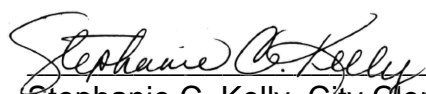
Mayor Lyles said before we do this, I just want to make a reminder again how important it is that every committee has a part of developing our draft plan for community safety that we are going to have to do and I hope every committee member understands our goal is by our October Strategy meeting that we actually have the staff able to have work to pull it all together as a cohesive document. So, that we can begin our discussion and I would like to ask the Budget and Effectiveness Governance Committee to also work with the City Manager to plan for the Strategy Session that we are going to have. It will be a day-long session. The hours are to be determined. The location is to be determined. The order of the agenda is to be determined and I know you have a meeting tomorrow. So, Mr. Driggs, I hope that you will tackle that tomorrow and everyone has some good ideas of what we are going to do.

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ADJOURNMENT

Motion was made by Councilmember Driggs, seconded by Councilmember Egleston, and carried unanimously to adjourn the meeting.
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The meeting was adjourned at 8:50 p.m.


Stephanie C. Kelly, City Clerk, MMC, NCCMC

Length of Meeting: 3 Hours, 51 Minutes
Minutes Completed: September 28, 2020