

**Meeting Minutes
September 24, 2024**

**MINUTES OF MECKLENBURG COUNTY, NORTH CAROLINA
BOARD OF COUNTY COMMISSIONERS**

The Board of Commissioners of Mecklenburg County, North Carolina, met in Budget/Public Policy Session in Conference Center Room 267 on the 2nd floor of the Charlotte-Mecklenburg Government Center located at 600 East Fourth Street, Charlotte, North Carolina at 2:31 p.m. on Tuesday, September 24, 2024.

ATTENDANCE

Present: Vice Chair Mark Jerrell and Commissioners Leigh Altman, Patricia "Pat" Cotham, Arthur Griffin, Vilma D. Leake, Laura J Meier, Elaine Powell, and Susan Rodriguez-McDowell
County Manager Dena R. Diorio
County Attorney Tyrone C. Wade
Clerk to the Board Kristine M. Smith
Deputy Clerk to the Board Arlissa Eason

Absent: Chair George Dunlap

CALL TO ORDER

The meeting was called to order by Vice Chair Jerrell, followed by introductions and the Pledge of Allegiance to the Flag.

24-0549 NORTH CAROLINA DEPARTMENT OF TRANSPORTATION (NCDOT) UPDATE

The Board received an update from the North Carolina Department of Transportation regarding I-77S.

Brett D. Canipe, PE, NCDOT Division 10 Engineer, Carly Swanson, and David Roy gave the presentation.

Commissioner Elaine Powell joined the meeting at 2:37 p.m.

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NORTH CAROLINA
Department of Transportation

I-77 South Express Lanes

Brett Canipe, PE, Carly Swanson, & David Roy

September 24, 2024

Connecting people, products and places safely and efficiently with customer focus, accountability and environmental sensitivity to enhance the economy and vitality of North Carolina

ncdot.gov

I-77 South Express Lanes

Contents

- Project Overview
- Project History
- Comparative Analysis Recap & Potential Next Steps

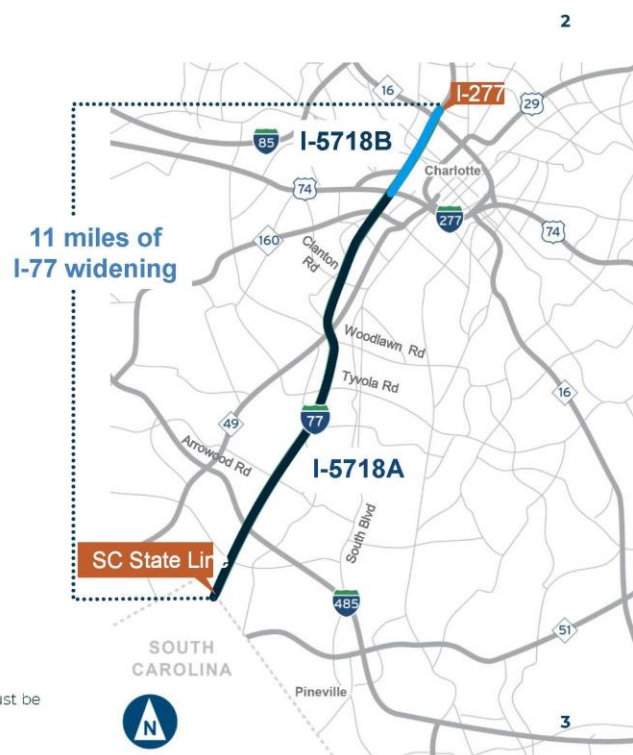
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Project Overview

- Last widened in 1990s, from four-lanes to six-lanes.
- STIP Project I-5718¹:
 - The addition of express lanes or general purpose and express lanes.
 - Reconstruction of interchanges and non-interchange bridges.
 - Addition of access points and direct connectors to the express lanes.
- Total Project Cost (YOE²): \$3.7 billion
- Crash rates for this segment of I-77 are 2.5x higher than the statewide average for urban interstates

(1) Per state law, NCCGS §136-89.183(a)(2), toll projects in North Carolina must be requested/approved by the local planning organization

(2) Year-of-expenditure

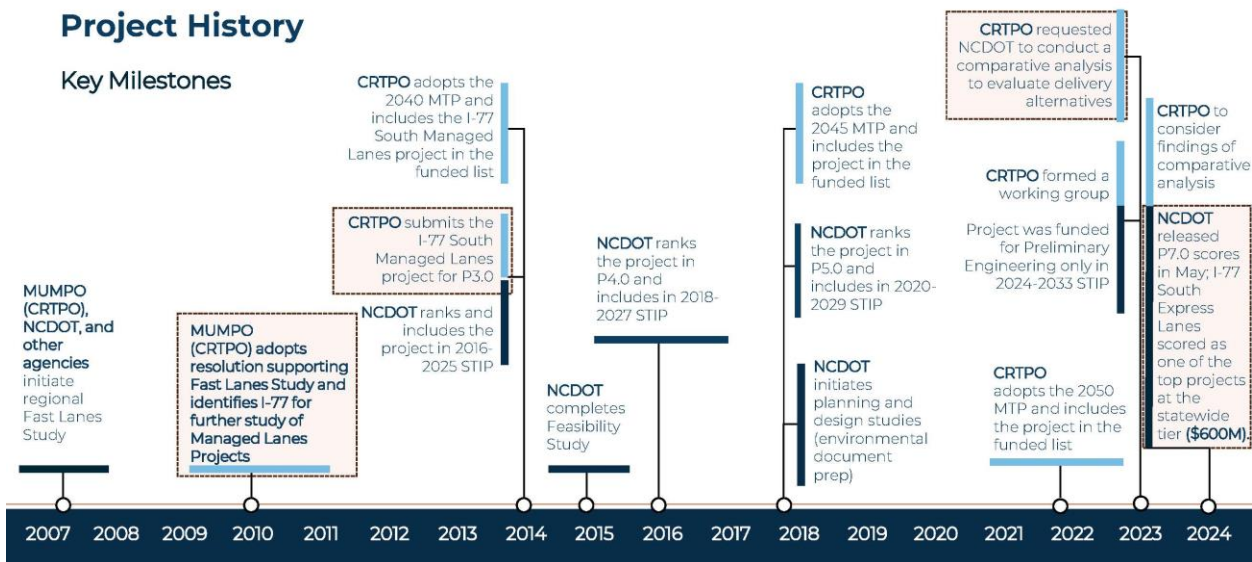


Project History



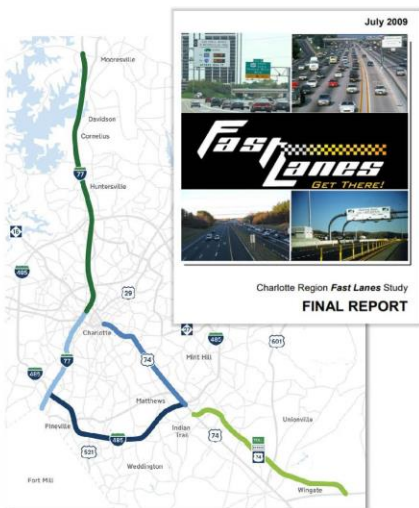
Project History

Key Milestones



2023: NCDOT halts P6.0, includes project Funded for Preliminary Engineering Only in 2024-2033 STIP

Fast Lanes Study & Purpose of Express Lanes



- Why not just add more general-purpose lanes?
 - Adding more general-purpose lanes only provides short-term relief.
 - As traffic continues to grow, the new lanes return to the same congestion level as before due to "induced demand."
 - General-purpose lanes do not provide the option for reliable travel times.
- Why express lanes? (<https://crtpo.org/resources/fast-lanes/>)
 - Offer a long-term, sustainable solution to issues including (rising travel demand, growing rush-hour congestion, etc.) by providing travel time savings and trip reliability.
 - Generates funds, in financial constrained environment for construction, as well as the maintenance and operations costs.
- MPO adopted the Fast Lanes Study in 2010.

Comparative Analysis Recap & Potential Next Steps

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Comparative Analysis Overview

- At the request of CRTPO, an analysis was conducted comparing the Traditional Toll Delivery and Public-Private Partnership (P3) Toll Delivery methods
 - Analysis initiated in July 2023
 - Outside team of advisors conducted analysis
 - Multiple presentations given to CRTPO board; with results presented on August 21
 - Comparative Analysis Supplemental Report provided on 9/17/2024
- Key analysis inputs
 - \$600 million state funding allocation during P7.0 (May 2024)
 - Received initial construction costs and traffic and revenue forecast (May 2024)
 - Optimized project costs (July 2024)
 - Updated traffic and revenue findings which included commercial vehicles (July 2024)

Team of Advisors



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Comparative Analysis - Traditional Toll Delivery

The Traditional Toll Delivery approach is not currently financially feasible

- NCDOT cannot currently fund a Traditional Toll Delivery. The analysis shows that even with the \$600 million of STIP funding the Project still has a \$1.3 billion funding gap.
- The funding gap is reflective of increasing construction cost exceeding forecasted revenues:
 - **Escalating Cost:** the Project cost has tripled since its original STIP submission, with its total cost now exceeding the state transportation improvement program's annual budget.
 - **Less Funding Capacity:** the Project lacks sufficient funding due to more conservative revenue assumptions, which are necessary to meet public debt financing requirements.
- Insufficient funding would cause years of delay, and each year of delay increases costs ~\$100 million due to inflation, which could stall the project indefinitely.

Preliminary engineering work would stop, and the Project would need to be re-scored with updated cost and revenue projections for P8.0.

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Comparative Analysis - P3 Toll Delivery

The P3 Toll Delivery approach is likely financially feasible

- The P3 Toll Delivery approach significantly reduces the funding gap by transferring financial risks to the Developer, allowing the project to move forward with less public funding.
 - **Private Capital Investment:** Private developers bring their own equity into the project, which covers a significant portion of the Project’s cost, reducing the need for state funds.
 - **Debt Capacity:** Private developers can often secure debt from lenders using aggressive financial assumptions, such as higher socioeconomic forecasts, due to the strong financial incentives of the developers who have a direct financial interest in the Project’s success.
- The analysis shows that the \$600 million of STIP funding would likely cover the public contribution for this project.

If CRTPO were to request NCDOT to move forward with a P3 delivery process, the Project would likely be committed in the 2026-2035 STIP from P7.0.

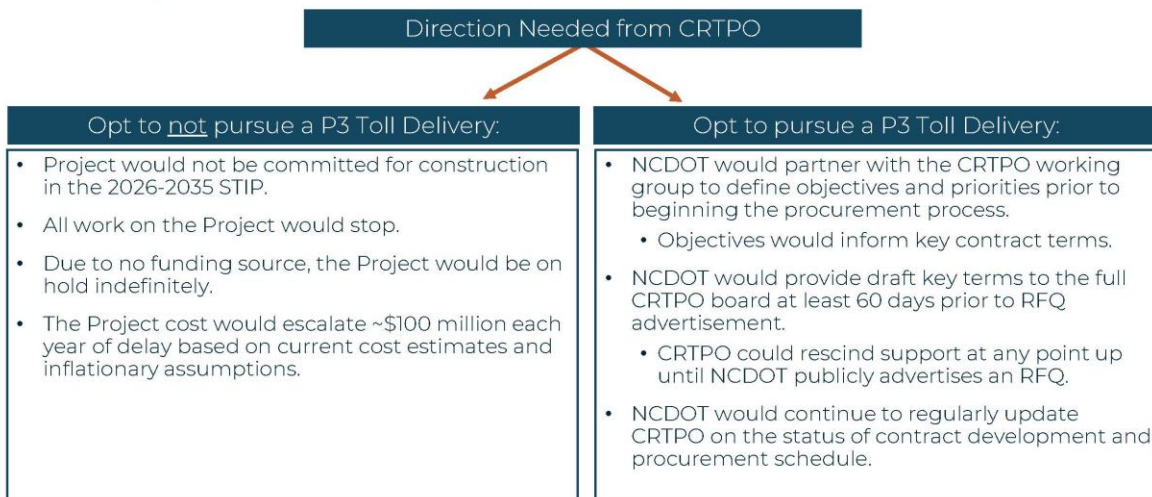
Potential Next Steps

- If CRTPO were to request NCDOT to move forward with a P3 delivery process for the I-77 South Express Lanes project:
 - CRTPO could create a working group to partner with NCDOT to develop project objectives and priorities to inform indicative terms such as:
 - Optimizing the utilization of the Express Lanes (and General-Purpose Lanes).
 - Encouraging a competitive procurement process to receive multiple fixed-price bids.
 - Increasing transparency of the business during all phases of the project (construction, operations, etc.).
 - Providing benefits to transit.
 - NCDOT would provide draft key terms to the full CRTPO board at least 60 days in advance of any public advertisement to allow for time to review and act if indicative terms are not acceptable to CRTPO.
 - CRTPO could rescind support at any point up until NCDOT publicly advertises a Request For Qualifications (RFQ).



NCDOT is not advocating for a particular path forward and will continue to partner with CRTPO to identify transportation solutions to support mobility throughout the region.

Summary of Potential Next Steps



NCDOT is not advocating for a particular path forward and will continue to partner with CRTPO to identify transportation solutions to support mobility throughout the region.

Questions?

Comments

Vice Chair Jerrell said it was important to give Commissioner Altman feedback to provide to CRTPO.

Commissioner Rodriguez-McDowell said it was a huge decision. She said she was struck by how they were always backed into corners for horrible decisions. She said it would hit people in the worst situations, as it was in the crescent area of the county. She said she couldn't support the managed lanes and that their current approach was unsustainable. She said it was a policy or law problem, and she didn't understand why a private company wouldn't take it on and manage it and how they could be stuck with this kind of burden. She said she couldn't support going forward with the P3. She asked if Mecklenburg County was the only county with toll roads.

Mr. Canipe said no; Union County had a project as well. Ms. Swanson said the Triangle (Raleigh, Durham, Chapel Hill) had an expressway and that there was a ribbon cutting for NC-540, which was opening the next day.

Commissioner Meier asked if there were two choices: do the P3 TOLL or remain gridlocked. *Mr. Canipe said yes.*

Commissioner Meier agreed with Commissioner Rodriguez-McDowell that they were leaving out a lot of people. She said they always seemed to benefit the people who could afford things.

Commissioner Griffin said it was horrible what they did to regular people to support the privileged. He said he was looking for diversity among Hispanics, etc., and everyone was making money except regular people. He highlighted how regular people couldn't participate unless they could pay. He said he wasn't sure what the benefit was. He asked about using historically underutilized businesses in North Carolina for construction, maintenance, etc.

Mr. Canipe said it was important to recognize that the project had been in the plan for many years. He said it was the type of project the region was asking for. The point was to manage congestion and traffic.

Commissioner Griffin asked for the MWBE report to be sent to them.

Commissioner Leake said her people wouldn't be able to afford it. She said the infrastructure needed to be dealt with first. She said people had been moving into the county for over 10 years. She thanked Commissioner Altman for representing them. She said she wasn't sure her people would appreciate her voting yes for this unless needed. She said she was concerned with the

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betterment of the community.

Commissioner Cotham said it was like they were living a nightmare. She asked if it was likely that CENTRA could get this project. She asked if a lot of developers were funding it. She asked if this would be the third in the state. She said it would be strange that Mecklenburg County would have two of these when there were so many other counties. She said it was a disadvantage to lower-class people.

Mr. Canipe answered yes to both of her questions.

Vice Chair Powell said she understood they were trying to make the best of a bad decision. She asked Commissioner Altman how much her vote compared to the City's. She asked how they could make it better if their vote didn't matter. She said nothing had changed about the lanes in North Mecklenburg, and it was horrible. She said they needed to have multiple vendors. She asked if they could cap toll limits. She said she spent \$1,000 yearly on tolls to attend County meetings on time.

Mr. Canipe said it would be a competitive project. He said there were projects throughout the country with multiple vendors competing for projects. He said the project would continue to include this process; they wanted to improve transparency, and priorities were brought into it. He said they were there to debate over a project but to deliver. He said much of the Northern project's money would return over time. He said if you compared the corridor to other interstates in the area, you would notice a lot of differences. He said it could modernize the general lanes as well. In response to Commissioner Leake, he said they did have projects on NC 160 that were happening.

Commissioner Altman answered questions she had received. She added that data showed 300,000 people used the Northern project last month. She said there were 68 total votes with CRPTO, 31 with the City of Charlotte, and 2 with Mecklenburg County. She asked them to share the revenue-sharing schedule afterward.

Vice Chair Jerrell said he appreciated them being here. He said it was important for them to understand the issue and that it was clear where the Board stood. He said it just wasn't resonating with residents. He said they couldn't fund these projects on the backs of people who couldn't afford it. He said the MWBE components were critically important. He said it seemed they were opening the door to increase the carbon footprint instead of decreasing it.

24-0490 CONSERVATION AND PRESERVATION FRAMEWORK

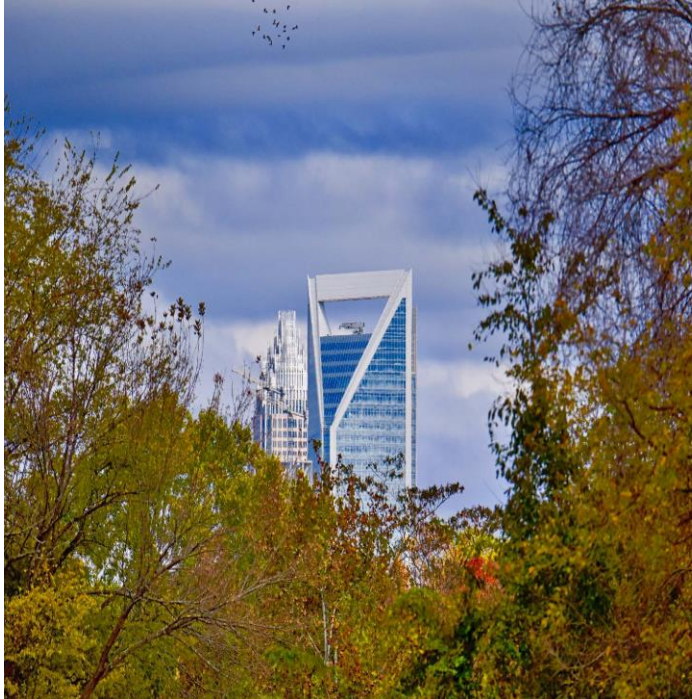
The Board received information on a proposed Conservation and Preservation Framework.

Erin Stanforth, Sustainability and Resiliency Manager gave the presentation.

Background: In FY21, the Board of County Commissioners endorsed the inaugural Environmental Leadership Action Plan as well as the updated Environmental Leadership Policy. A component of this updated Policy is to "acquire land for recreation, ecosystem preservation, recycling, storm water management and to protect the quality of life in our community" as well as to "manage, maintain and conserve County properties to create resilient ecosystems, including grasslands, forests, wetlands and aquatic environments". The Conservation and Preservation Framework outlines recommendations to permanently conserve and preserve park and open space parcels purchased since FY22 as well as outlines a process to follow in the event that a change of use in a parcel is proposed and/or a modification to a deed restriction is proposed.



CONSERVATION & PRESERVATION LAND ACQUISITION FRAMEWORK



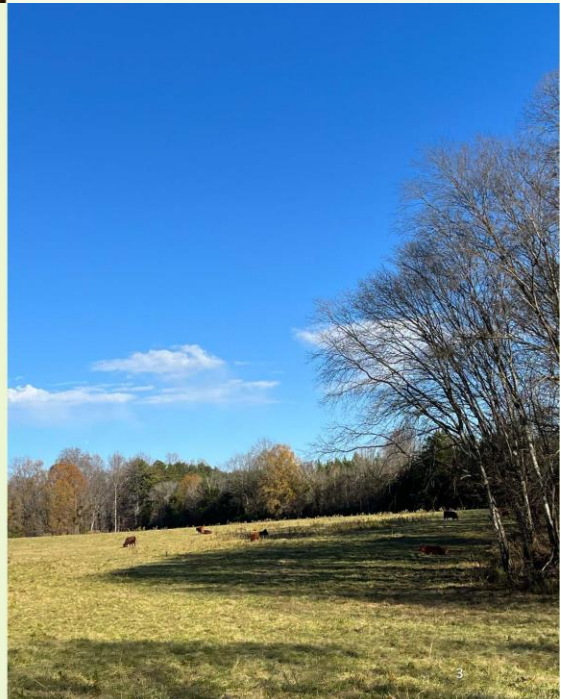
AGENDA

- Historical Overview
- Guiding Statement
- Recommendations by Type
- Change in Use Modifications

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HISTORICAL OVERVIEW: TIMELINE

- 2002: Approval to pursue designation of County nature preserves as dedicated state nature preserves.
- 2004: Environmental Leadership Policy was adopted.
- 2021: Policy was amended/updated and endorsement of Environmental Leadership Action Plan (ELAP).
- FY22-FY24: Board of County Commissioners (BOCC) appropriated \$118.63m for acquiring land for park and recreation purposes.



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**HISTORICAL OVERVIEW:
LAND ACQUISITIONS**

Fiscal Year	Acreage	Expenditure
FY22	295.49	\$19.17m
FY23	499.04	\$51.73m
FY24	551.60	\$47.73m
Totals	1346.13	\$118.63m

**CONSERVATION & PRESERVATION
LAND ACQUISITION FRAMEWORK
GUIDING STATEMENT**

Protecting the environment for the benefit of future generations is a high priority of the Mecklenburg County Board of County Commissioners (BOCC). This includes ensuring that land acquired aligned to the Environmental Leadership Action Plan (FY22 and beyond) is preserved for its intended use.

This Framework outlines the practices and procedures to effectively achieve this vision, for years to come; and was developed in partnership with County Park and Recreation, County Real Estate Management and Executive Leadership.



**CONSERVATION & PRESERVATION
RECOMMENDATIONS BY TYPE**

- Parks
- Preserves
- Greenways



PARKS

- Recommend deed restrictions for park and recreation use only, as intended in the current Mecklenburg County Park and Recreation master plan. If there are proposed changes, the Change in Use Modification process outlined below will apply.
- Park development will continue to adhere to the 50/50 development guideline (50% developed, 50% undeveloped).

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PRESERVES

- For all Preserves post-acquisition, continue seeking state dedicated conservation easement per the 2002 Board Action.
- If state-dedicated easement is not applicable/eligible, then pursue obtaining a local land trust-issued conservation easement.
- If local land trust-issued conservation easement is unobtainable then recommend deed restrictions for habitat preservation and passive recreation only.
- Preserve development will continue to adhere to the 90/10 guideline (90% undeveloped, 10% developed).



GREENWAYS

- No action needed on greenway properties where SWIM buffers or other local, state and/or federal restrictions exist.
- On properties where there are no SWIM buffer(s), recommend deed restrictions where implementation is applicable. Greenway sections comprised of easements may not be eligible for deed restrictions.

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CHANGE IN USE MODIFICATIONS

- If modifications to intended parcel use or swapping/selling a park/preserve is proposed, the modifications must go through the process outlined below.
- These modifications do not apply to ancillary transactions that do not change the permanent primary function of the park, preserve or greenway. Ancillary transactions are approved by the County Manager or designee.
- A Change in Use modification request will be presented at a minimum of three (3) BOCC meetings with the following actions taken respectively at the meetings. The Board will:
 - a) Receive the Change in Use modification request,
 - b) Hold a public hearing, and
 - c) Approve or deny request.



CHANGE IN USE MODIFICATION PROCESS

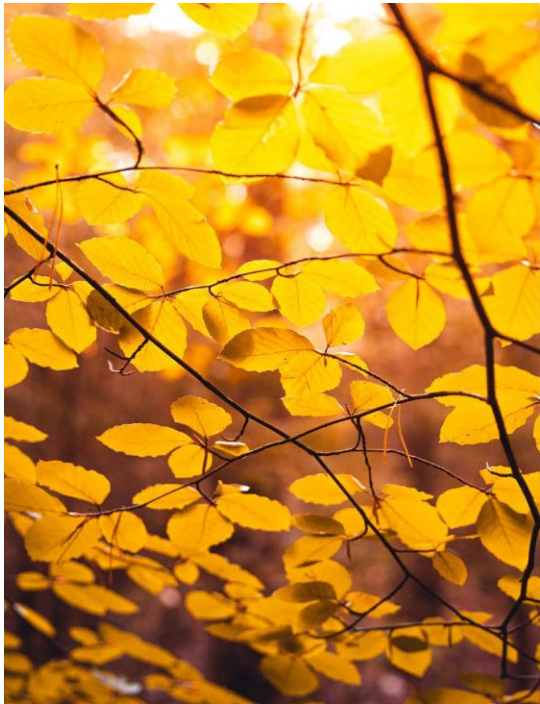
1. The change in use modification(s) must first come to the BOCC to present the proposed change in use and receive approval to conduct a public hearing regarding the change.
2. After the meeting during which the BOCC received the Change in Use modification request and approved conducting a public hearing, the responsible County staff will a) work with the Clerk's Office to advertise the community engagement session(s) as well as the public hearing and b) partner with department leadership to notify applicable County Advisory Boards.

COMMUNITY ENGAGEMENT & PUBLIC HEARING PROCESS

- All neighborhoods within 0.5 miles must be made aware of the proposed change in use modification as well as how to provide comments on the proposed modification within ten (10) days of the BOCC Public Hearing meeting. Boundaries for notification may be increased on a case-by-case basis, especially where nearby natural barriers exist that would impact the neighborhood notification area.
- Additional community input will be gathered from the residents most approximate to the parcel(s) in question at a time separate to the public hearing. The meeting should be held at a time and location that is easily accessible to those residents. Neighborhoods surrounding the parcel(s) in question must be made aware of the date and location of the community engagement sessions, with both in-person and virtual options for participation shared. County staff present at that engagement session will document and share a meeting summary with Commissioners prior to any decision-making on the proposed change in use.
- Applicable Mecklenburg County Advisory Boards will be made aware of the proposed change in use modification as well as how to provide comments on the proposed modification at least ten (10) days in advance of the public hearing meeting.



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CHANGE IN USE MODIFICATION PROCESS

3. The Public Hearing will be held during a BOCC meeting. During the Public Hearing, residents and advisory board members will be able to give comments both in-person and virtually, if they choose. For residents that cannot make this meeting, they can submit their comments via email.
4. Voting on the change in use modification will occur at the subsequent meeting to the Public Hearing. During this final meeting, the BOCC will take action approving or denying the proposed change in use modification.

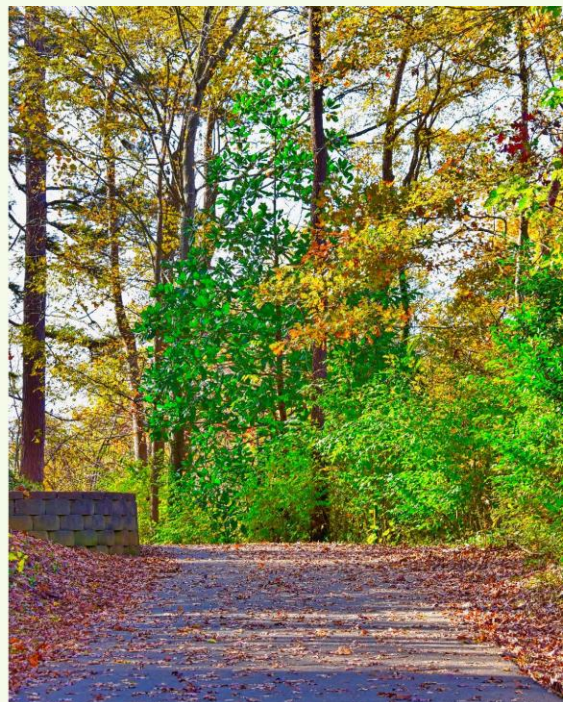


NEXT STEPS

- BOCC agenda item during October 15 meeting.
- If approved, staff will develop an implementation plan, including costs and estimated timeline for parkland required from FY22-FY24.
 - The process will require at least 2-3 staff for researching, reviewing and drafting required, legal documents
 - County staff anticipate taking roughly 24 hours per parcel to determine and put into place best conservation practice.
 - In total, we anticipate this taking over 5,000 hours of staff time.
 - In addition, there are possible additional costs associated with land trusts and/or third-party transactions.

Parcels	FY22	FY23	FY24	Totals
Parcels	38	87	88	213
Hours	912	2,088	2,112	5,112

THANK YOU



Comments

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Commissioner Powell said they unanimously approved the environmental committee action plan, and as time went on, they realized they didn't have the highest form of protection for the land they were acquiring.

County Manager Diorio said the Board was responsible for setting policy and approving framework, but the decision and language was up to the County Manager.

Commissioner Powell said they needed to improve their communication and explained how they ensured everything was in place for the future. She also said they needed to let the Board know how they would govern compliance.

Commissioner Griffin said it was important for their community's future and citizens' enjoyment. He said he appreciated the committee's efforts and asked if it added more protection.

Commissioner Powell confirmed it did add another layer of protection.

Commissioner Meier thanked the committee. She asked what was foreseen that would affect the parks in the future.

Commissioner Powell said so many didn't plan for parks in the future. She said they didn't have enough parkland to meet the needs at the time and in the future.

Commissioner Meier asked concerning the Garrison Road project: If those protections were in place when they acquired the land, would that protection have gone through for that land as well.

County Manager Diorio said she didn't believe what they did locally would stop the State from coming in.

Jacqueline McNeil said the state had a process for when they needed to do a project and they had the power to move forward if they wanted.

Commissioner Rodriguez-McDowell said she appreciated the idea of what they were trying to do, but they didn't know what the future held. She said they needed the most protection they could get, which was consequential for the air, water, and people.

Vice Chair Jerrell thanked Commissioner Powell for her leadership. He said it sounded like they were 99% there.

Commissioner Powell thanked the 2002 Board for leading the charge on nature preserves.

24-0542 2024 EMPLOYEE CLIMATE SURVEY RESULTS

The Board received information on the County's Annual Employee Climate Survey.

Monica R. Allen, PhD, Strategic Planning & Innovation Director gave the presentation.

Background: Each year, the County's Strategic Planning & Evaluation team administers its annual Employee Climate Survey (ECS) to all full-time and part-time employees. The ECS results are used to evaluate performance on the County's Corporate Scorecard, as well as understand the perceptions employees have about working for and within Mecklenburg County Government. These perceptions are important to know, because they constitute the level of motivation and satisfaction amongst employees.

2024 Employee Climate Survey

Presented by: Office of Strategy & Innovation
Monica R. Allen, PhD, Office of Strategy & Innovation, Director
Mecklenburg Board of County Commissioners Public Policy Meeting

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Overview

Purpose, Methodology & Timeline

Response Rates

Demographics

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Purpose, Methodology & Timeline

Purpose

- Assess employee motivation and satisfaction (11 measures) and employee development (5 measures)
- Assess progress toward performance management goals aligned to the corporate strategic business plan
- Identify employee perceptions of business support services
- Obtain general sentiments from employees

Methodology

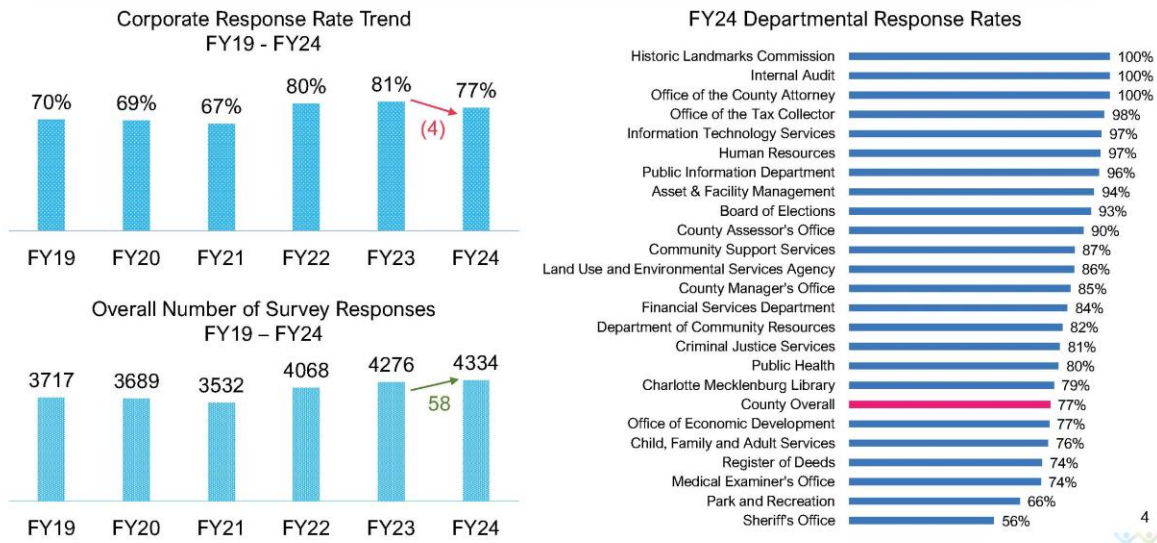
- Administered online using Qualtrics survey solution software from April 17 through May 8, 2024
- Contained both corporate items and various department-specific questions
- Majority of the results shown reflect the percent of respondents that select “agree” or “strongly agree” (unless otherwise specified)

Timeline

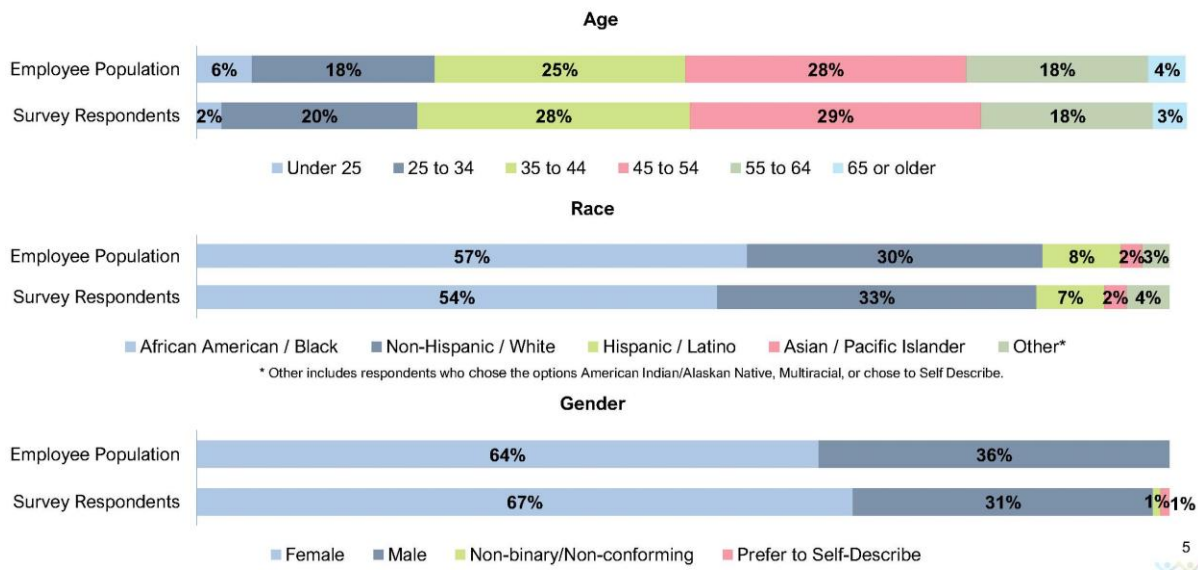


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Response Rate Trends



Response Rate Demographics



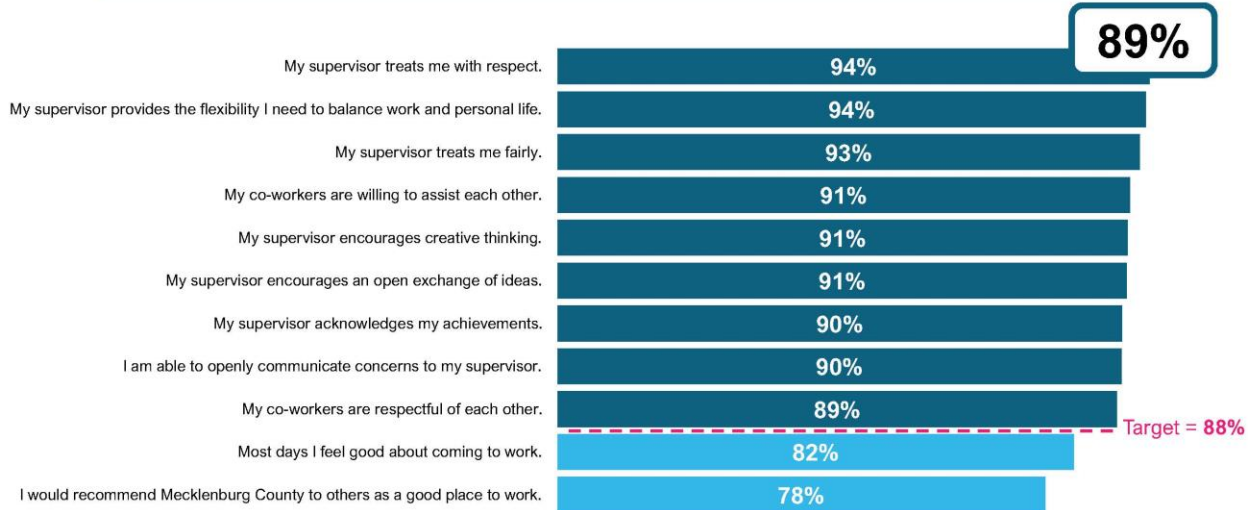
Index Results

Employee Motivation and Satisfaction

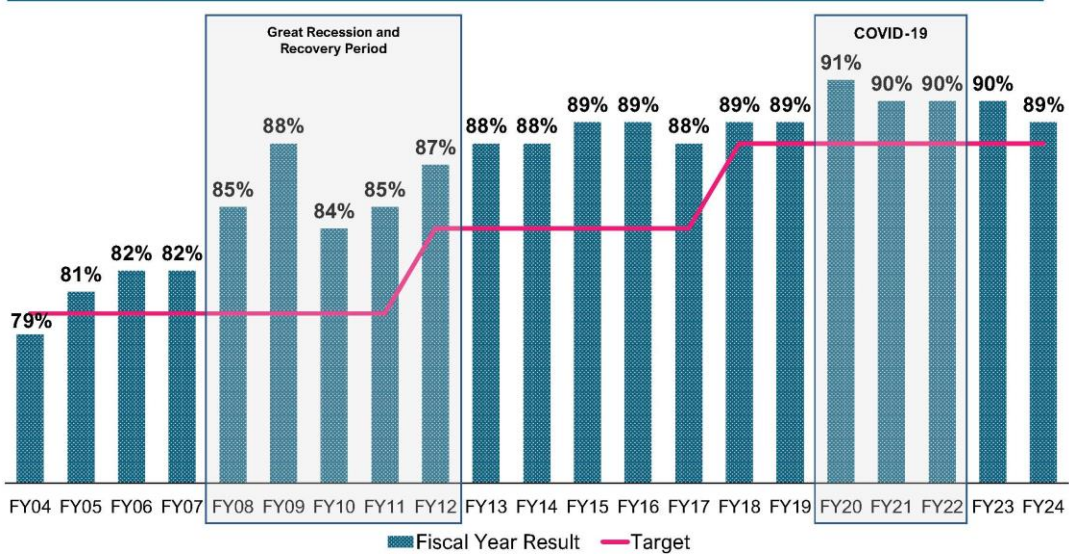
Employee Development



Motivation and Satisfaction Index



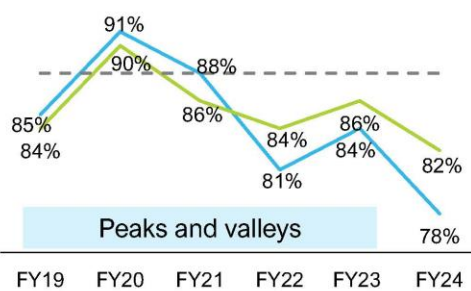
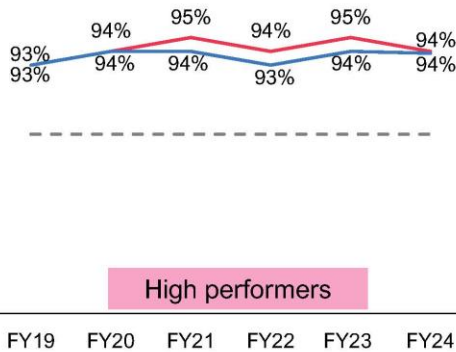
Motivation and Satisfaction Index: Historical Trend



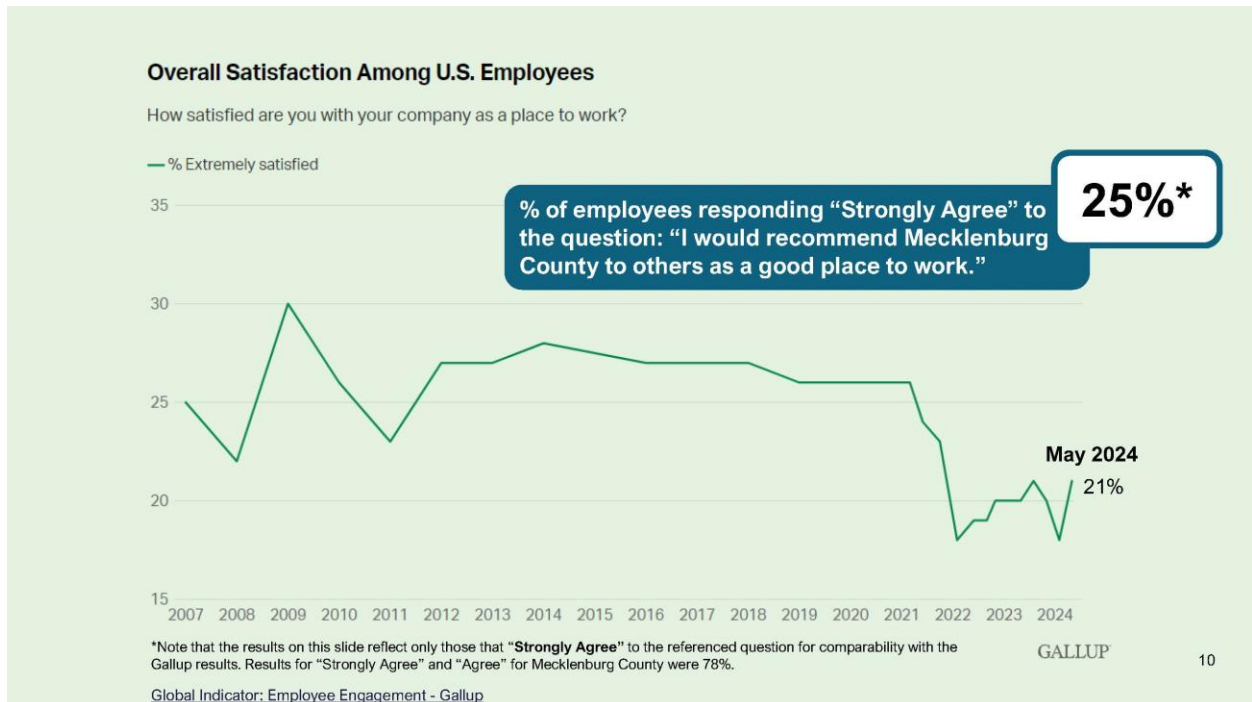
Motivation and Satisfaction Index

(select index items)

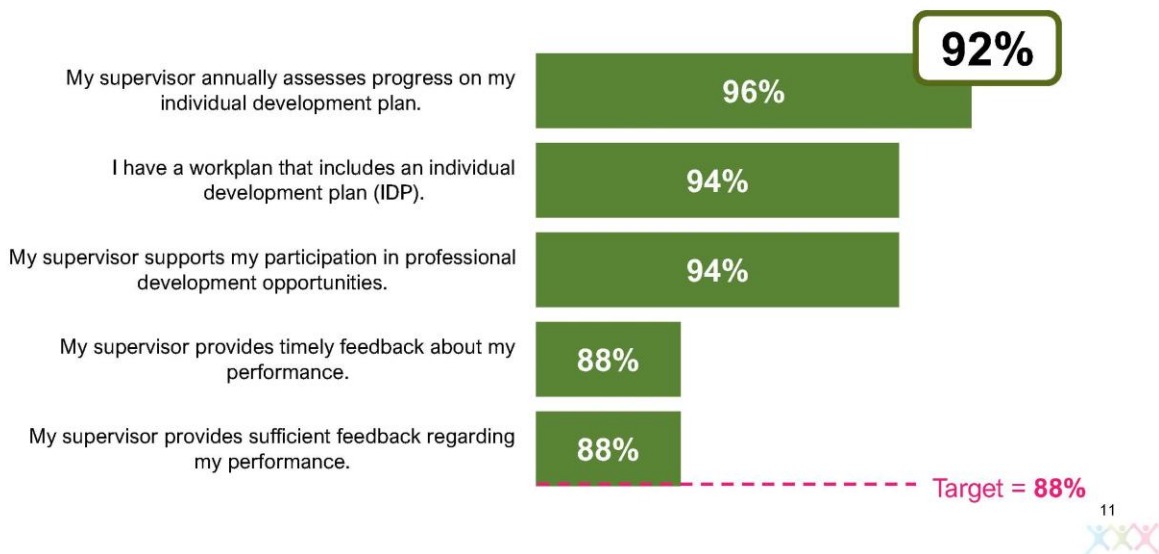
- My supervisor treats me with respect.
- My supervisor provides the flexibility I need to balance work and personal life.
- Target: 88%
- I would recommend Mecklenburg County to others as a good place to work.
- Most days I feel good about coming to work.
- Target: 88%



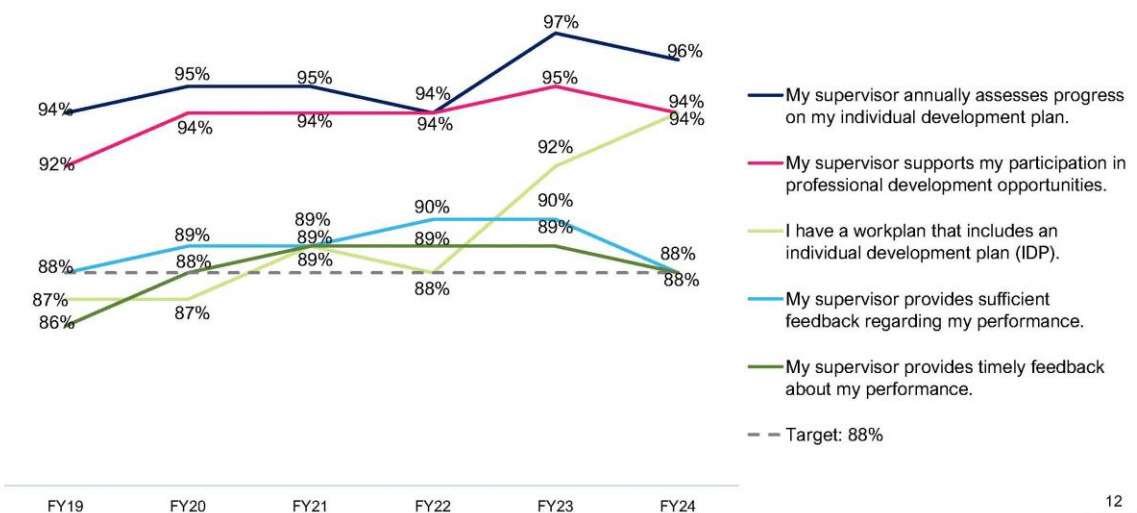
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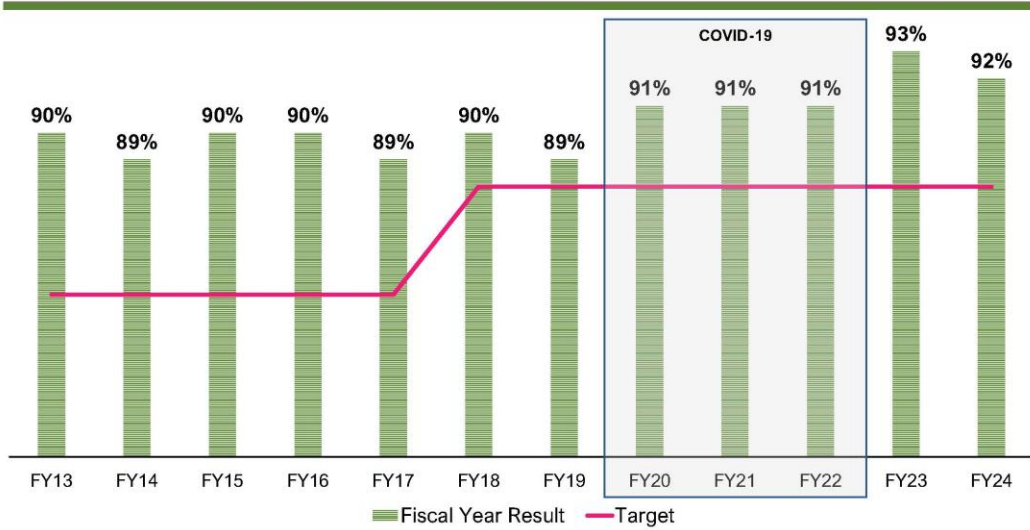
Employee Development Index



Employee Development Index

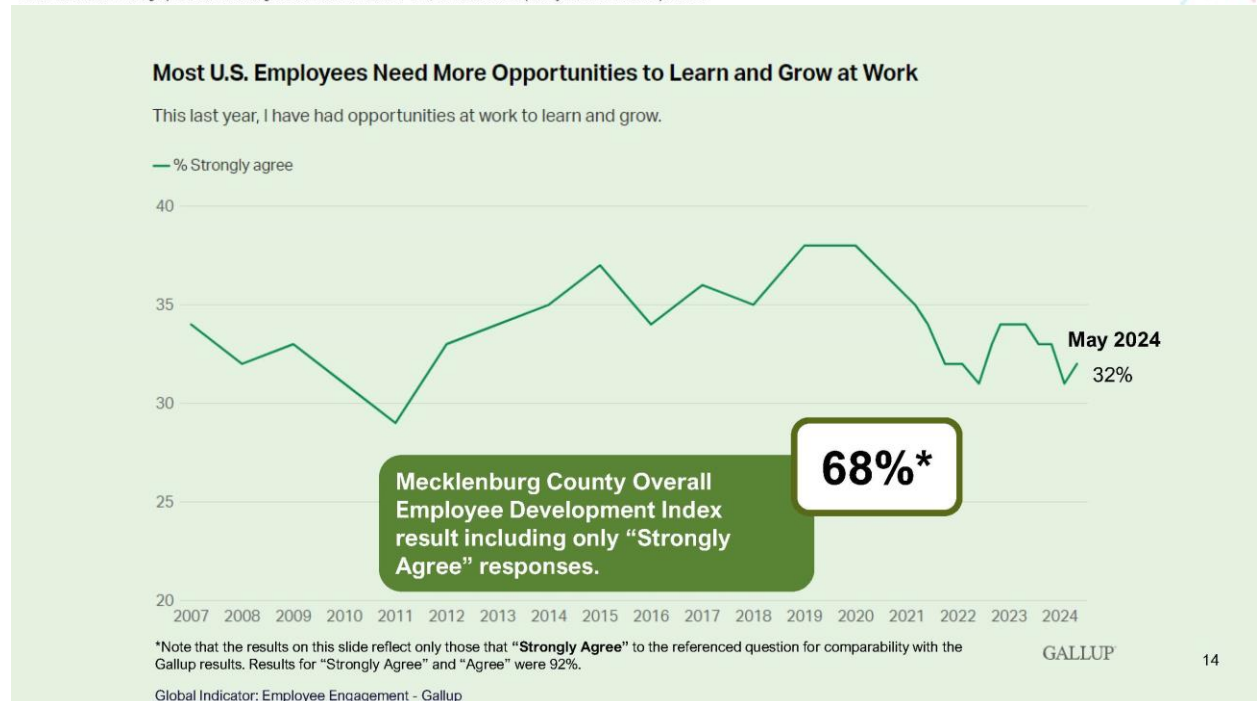


Employee Development Index: Historical Trend



Note: Questions making up this index changed between FY13 and FY14, so results from prior years are not comparable.

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Items of Interest

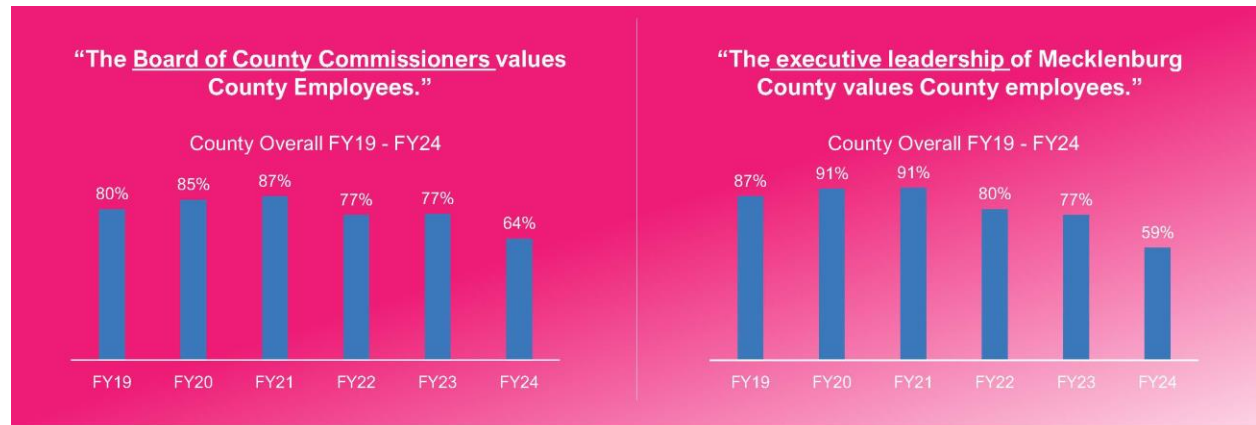
- Leadership Values
- Managing Workload
- Compensation and Benefits
- Equity & Inclusion
- Meaningful Work



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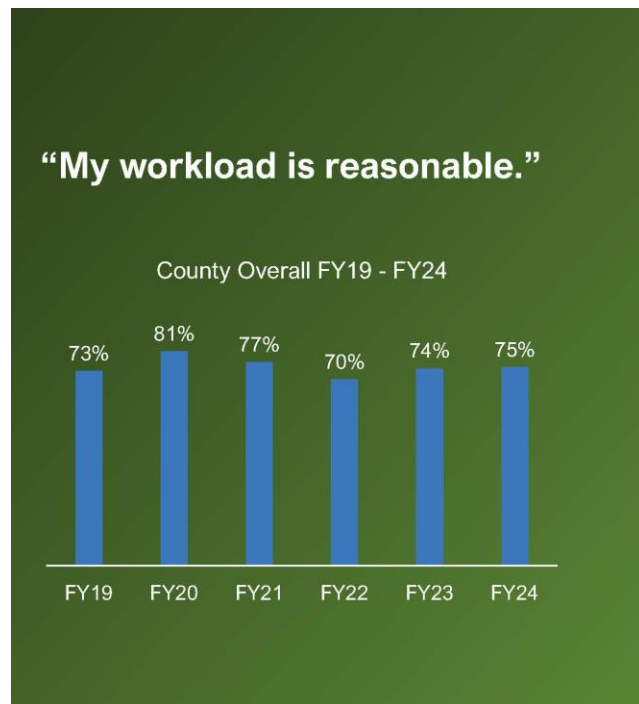


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- A majority of County employees feel that they are valued by both the Board of County Commissioners (“BOCC”) and executive leadership (County Manager and her Deputy County Managers).
- County employees that responded to the open-ended questions had mixed feedback, however.
- Some employees appreciate when the BOCC expresses that they value County employees and show that value through action, while others feel that the BOCC is disconnected from County staff.
- Employees also appear to confuse the roles of the BOCC compared to the County Manager/executive leadership related to decision-making.
- The decline in results for executive leadership in 2024 can primarily be attributed to the removal of the telework policy.
- Many employee comments discussed the removal of the telework policy, but also shared recruitment and retention concerns, and feeling a lack of trust and listening from leadership.
- Employees also expressed positive feedback about feeling valued by executives, respecting the County Manager’s strong and transparent leadership, and expressing appreciation for the improvements to benefits.

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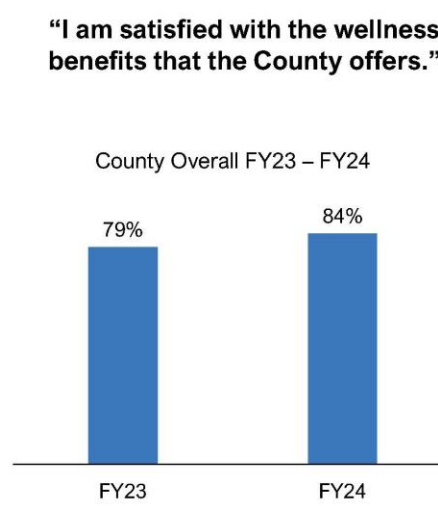
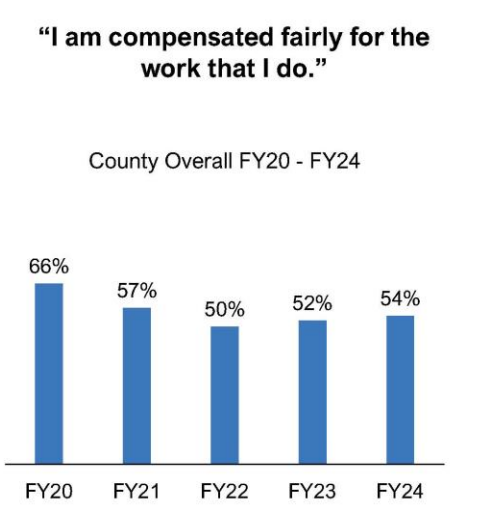


Overall, employee perceptions of workload have been improving slightly over the past few years and are in line with pre-pandemic levels. Many employees feel that their workload is reasonable and well-balanced with their team members.

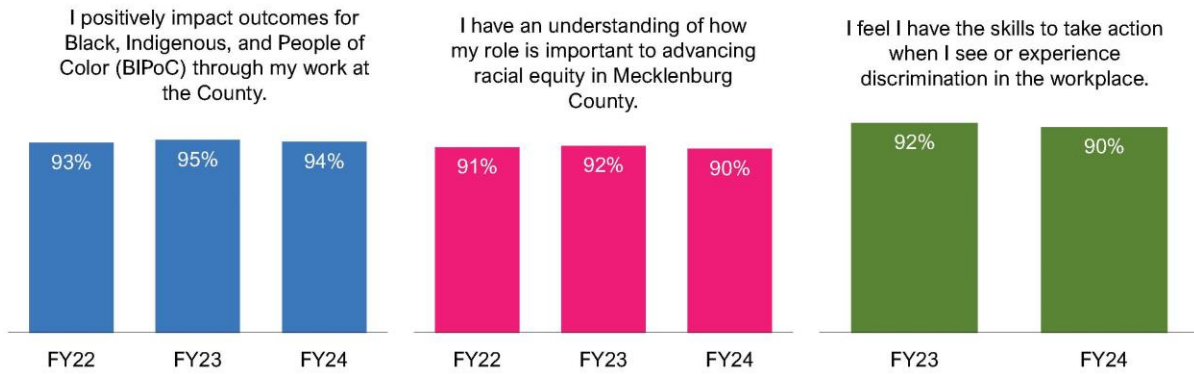
Employees provided suggestions for improving workload, such as adding/filling positions with quality candidates throughout departments, having more flexible work arrangements, reducing special project requests, and improving upon outdated or manual processes.

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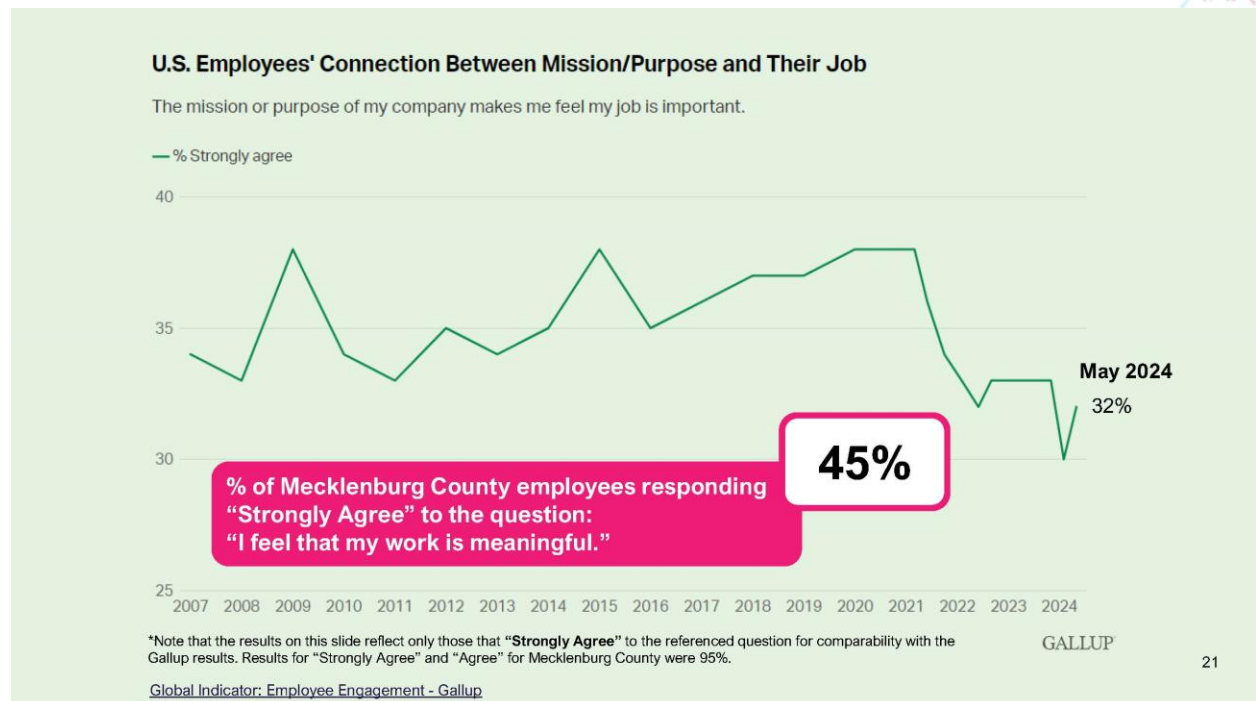
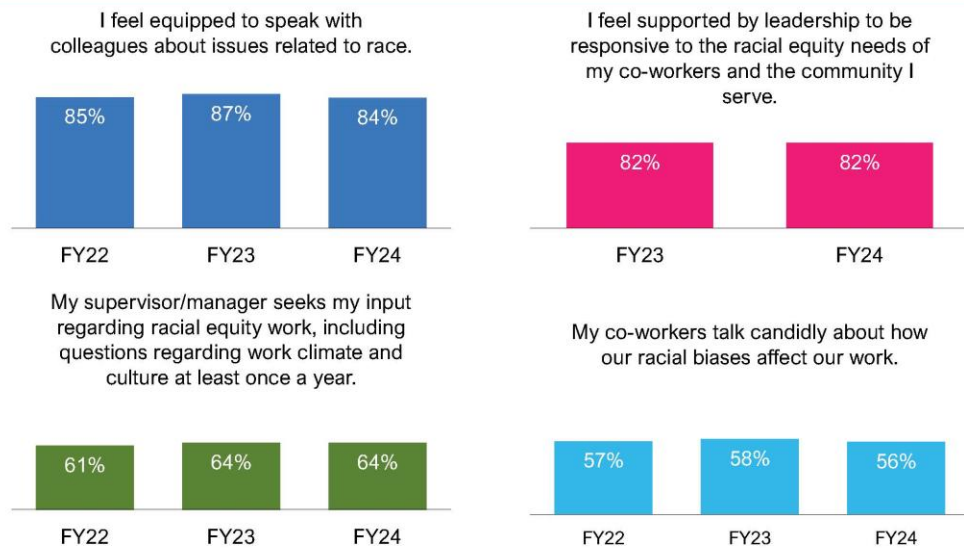
Compensation & Benefits



Equity & Inclusion: Results Above Target (88%)



Equity & Inclusion: Results Below Target (88%)



Meeting Minutes September 24, 2024

“I feel that my work is meaningful.”

“The Office of the Tax Collector operates as one team...We are empathetic of the challenges that our customers and employees face. We remind ourselves that one may never know what others are going through, therefore we are kind.”

95%

“The majority of my coworkers [in Public Information] are hard-working, talented and easy to work with. We regularly deliver wins for our customers and having success as a team can be rewarding.”

“The overall view of [Information Technology] is that we work hard every day to provide service and support to our customers.”

“We have a lot of work, but it is work that my teams and I are very passionate about and can see the value it provides to [the Department of Community Resources] and community.”

“I have been impressed by the lengths [County Assessor's Office] staff go to really serve our taxpayers. Professionalism abounds.”

“Love working for the public library, love providing such a public service to the community, and patrons are Very appreciative!”

“The people in [Public Health] care for each other and work well together to support the children and families we serve.”

“Park and recreation is a great department and they provide great programs to the communities that we serve.”

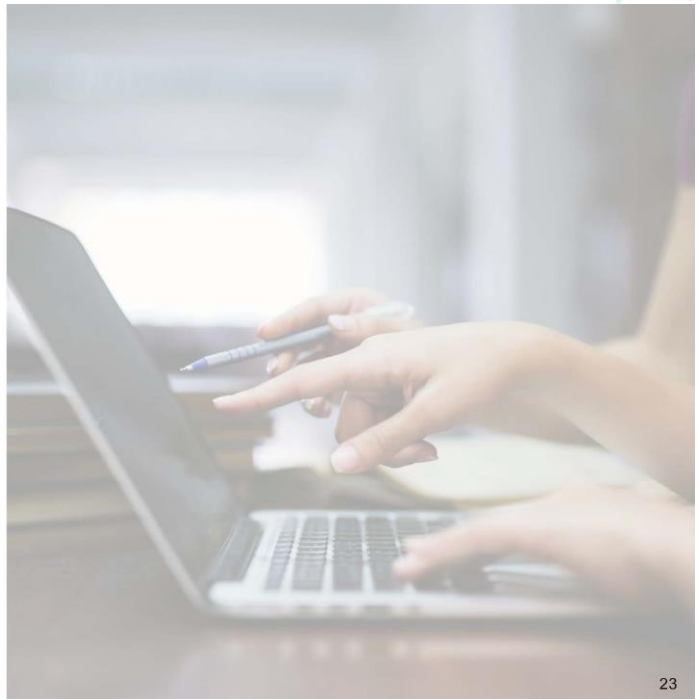
“[Criminal Justice Services] is a great place to work and provide vital services to the community, our clients and the justice system.”

22



Next Steps

- Share via Employee News Now (ENN) results with County employees in the quantitative result dashboard
- Continue to monitor results in comparison to broad trends in workplace culture



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2024 Employee Climate Survey

Presented by: Office of Strategy & Innovation
Monica R. Allen, PhD, Office of Strategy & Innovation, Director
Mecklenburg Board of County Commissioners Public Policy Meeting

September 24, 2024

Meeting Minutes September 24, 2024

Comments

Commissioner Meier asked if they were tailoring the telework policy by department. *County Manager Diorio said it was countywide.*

Commissioner Meier was disappointed that more employees didn't know how much they valued them. She asked if the information was broken out into departments. *Dr. Allen said yes, they had them broken down by departments. She explained how some departments scored higher or lower than others.*

Commissioner Meier asked if the contracted employees were surveyed. *Dr. Allen said no, just full-time, and part-time employees.*

Commissioner Leake said she was excited to see the results. She said it didn't seem as if anyone was unhappy when she saw the employees.

Commissioner Griffin thanked Dr. Allen. Referencing slide 20, he asked if they started asking those questions after COVID. *Dr. Allen said they were added since they have had an Equity and Inclusion Director for approximately three years.*

Commissioner Rodriguez-McDowell asked for clarification for the slides that included the Gallup survey responses. *Dr. Allen reiterated the purpose.*

Commissioner Cotham thanked Dr. Allen. She said that over the years, the responses had changed a lot. She said the employees were valuable and impacted people's lives. She said she often worried about the mental health of DSS members.

Vice Chair Jerrell thanked Dr. Allen and said her presentations were always informational. He said he hoped that they could explore options at the retreat to make the employees a priority.

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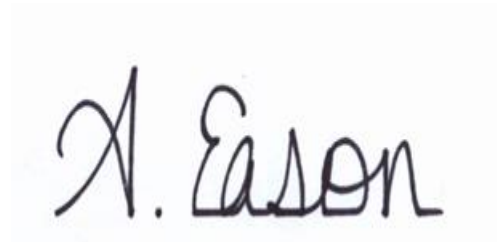
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COMMISSIONER REPORTS

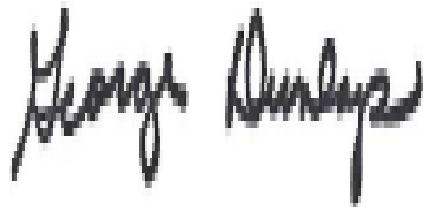
Commissioners shared information of their choosing within the guidelines as established by the Board, which included, but not limited to, past and/or upcoming events.

ADJOURNMENT

With no further business to come before the Board, Vice-Chair Jerrell declared the meeting adjourned at 4:40 p.m.

A handwritten signature in black ink that reads "A. Eason". The signature is written in a cursive style with a large initial "A".

Arlissa Eason, Deputy Clerk to the Board

A handwritten signature in black ink that reads "George Dunlap". The signature is written in a cursive style with a large initial "G".

George Dunlap, Chairman