

**Meeting Minutes
February 25, 2025**

**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 2:34 p.m. on Tuesday, February 25, 2025.

ATTENDANCE

Present: Chair Mark Jerrell, Vice-Chair Leigh Altman
and Commissioners George Dunlap, Arthur Griffin,
Vilma D. Leake, Laura J. Meier, Elaine Powell,
Susan Rodriguez-McDowell, Yvette Townsend-Ingram
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: None

CALL TO ORDER

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

25-0143 MULTI-JURISDICTIONAL HAZARD MITIGATION PLAN

The Board received as information a presentation on the Multi-Jurisdictional Hazard Mitigation Plan.

Robert Wike Graham, Division Chief/Deputy Director of the Charlotte Fire Department/Charlotte-Mecklenburg Emergency Management, gave the presentation.

Background: The Multi-Jurisdictional Hazard Mitigation Plan is a core program within emergency management and is updated every five years to be compliant with federal and state guidelines. The Board will receive a presentation on the process to update and to receive public input on the plan.

Commissioner Powell joined the meeting at 2:42 p.m.

Multi-Jurisdictional Hazard Mitigation Plan

February 25, 2025

HAZARD MITIGATION

Mitigation planning saves lives and property, speeds recovery following disasters, and expedites pre-disaster and post-disaster grant funding.

Increases community resilience to hazards like flooding, wildfires, hurricanes, and more.

For every \$1 spent on mitigation, \$6 is saved in recovery.

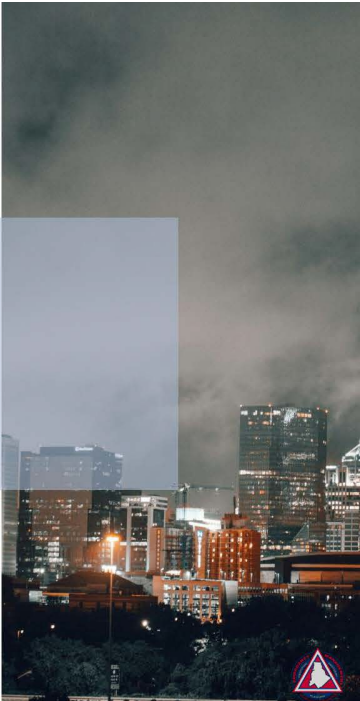
ABOUT THE PROGRAM



PLAN MAINTENANCE

This plan is to be updated every 5 years to be compliant with federal and state guidelines.

The last plan was the 2020 Multi-Jurisdictional Hazard Mitigation Plan.



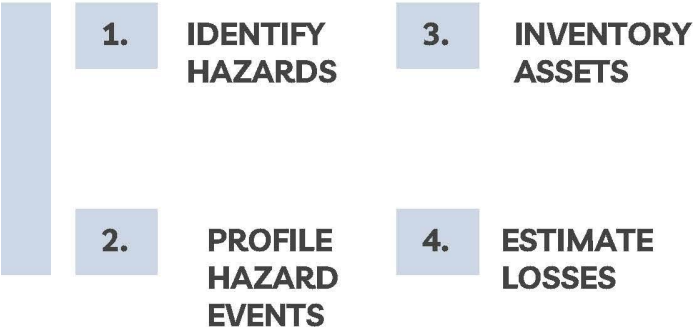
PROCESS



PROCESS



RISK ASSESSMENT



HAZARDS IDENTIFIED

Natural Hazards

- Dam & Levee Failure
- Drought
- Earthquake
- Excessive Heat
- Flooding
- Landslides
- Hurricanes & Tropical Storms
- Tornadoes & Thunderstorms
- Severe Winter Weather
- Wildfire

Technological Hazards

- Cyber Threat
- Hazardous Substances
- Radiological Emergency



INITIAL RISK INDEX RESULTS

Hazard	Probability	Impact	PRI Score
Dam & Levee Failure	Unlikely-Possible	Limited-Critical	1.8-2.4
Drought	Likely	Minor-Limited	2.5-2.8
Earthquake	Unlikely	Minor	1.9
Excessive Heat	Highly Likely	Critical	3.3
Flooding	Possible-Highly Likely	Critical	2.7-3.3
Hurricane & Tropical Storm	Likely	Limited-Critical	2.6-2.9
Landslide	Unlikely-Possible	Minor	1.2-1.5
Severe Winter Weather	Highly Likely	Limited	3.0
Thunderstorm: Hail	Highly Likely	Minor	2.2
Thunderstorm: Lightning	Highly Likely	Minor	2.2
Thunderstorm: Winds	Highly Likely	Minor-Limited	2.6-2.9
Tornado	Likely	Critical	2.7
Wildfire	Possible	Limited	2.2
Cyber Threat	Possible	Limited	2.4
Hazardous Substances	Likely-Highly Likely	Critical	2.8-3.1
Infectious Disease	Possible	Critical	2.8
Radiological Emergency	Unlikely	Critical-Catastrophic	2.8-3.1

The level of risk reflects:

- the probability
- the potential impact of the unwanted event.





MITIGATION STRATEGY

1. Implement hazard mitigation projects to protect critical facilities and infrastructure from future hazards.
2. Conduct education and outreach to inform the public about hazards and promote preparedness.
3. Enhance emergency preparedness and response capabilities.
4. Enact planning and policy measures to reduce hazard impacts and improve resilience in future development.



PLAN SCHEDULE

March 2025	Public Meeting #3 – Mitigation Strategy Meeting
April 2025	Public Meeting #4 – Draft Plan Review
May 2025	Draft plan due to NCEM for review
July 2025	FEMA plan review estimated
September 2025*	Local adoption
November 2025*	The final approved plan due Current plan expiration

* Indicates tentative dates



PUBLIC INVOLVEMENT

Share the Survey!

A public survey has been shared online for residents to submit feedback.



THANKS

Follow project updates:
mecklenburghmp.com



Comments

Commissioner Powell thanked them for their work and that she was passionate about the topic. She mentioned the dialogue about the dams being in poor conditions at a meeting held the day prior and asked if the action plan was part of it. *Chief Graham said elected officials would have to change the way they did things at the state level and that they would have to address the issues directly.* Commissioner Powell said about the disasters that had happened in her district, and the drinking water and groundwater contamination, she saw hazardous but not groundwater contamination impact. *Tony Bateman, Emergency Management Planner, said groundwater was not covered in the local plan but it was in the state plan.*

Commissioner Griffin said that 45% of the land was in the ETJ (extra-territorial jurisdiction), and mentioned that Youngblood was known as a nuclear evacuation route. He asked what role the Chief's team played and the Board that could help with the decisions the City was making with the 2040 plan. *Chief Graham said some of those communities, when they were developed, were intended to be annexed, but the laws were changed. He said the homeowners had issues with the infrastructure. He said the concerns had gotten to the Governor's office and the president of Duke Energy. He said it would be best if the County and City came to an agreement. He said he understood the issue and problem but didn't know how to solve it.*

Vice Chair Altman said the answer was that it was in the Charlotte ETJ and that the City would fix it to standards, and asked the County Manager to confirm. *County Manager Diorio clarified that they hadn't identified any roads that would be fixed, but that area was a high concern.* Vice Chair Altman said the first responders were very inspirational. She said she hoped that when there was another catastrophe in the country, they would look to see what was missed. She said they were always encouraging a culture of what was imaginable. She asked how the federal government and the Department of Defense were imagining the unimaginable.

Chief Graham said they worked 24 hours a day, so a group gathered and shared information across multiple agencies/partners when something occurred. He said that on the nuclear side of things, the Nuclear Regulatory Commission had clear standards of what had to occur. He said they did that by using FEMA to evaluate them every year. He said FEMA wanted to know if they had the capacity to handle and take care of radiation if it got offsite, while Duke Energy handled onsite radiation. He said the task force met monthly to prepare for the nuclear exercise. He said that because they worked with both the McGuire and Catawba Nuclear Stations, their nuclear program spilled over into everything they did.

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Commissioner Dunlap said he was happy they were able to get Chief Graham on the NACO Justice & Public Safety Committee and that his knowledge was sought throughout the entire country.

Commissioner Rodriguez-McDowell asked for clarification on the funding breakdown. *Chief Graham said it was a 25/75 split between the Federal and State governments between disaster relief and hazard mitigation projects. He said their funding plan fed into the state's plan. He mentioned a program that they used on the terrorism side of things. He said it all got pretty in-depth, and they had to do their own research to ensure they were correct with what they were looking for.*

Commissioner Meier thanked them for all their work. She asked why a nuclear disaster wouldn't be on the initial risk index results. *Chief Graham said that a radiological emergency was unlikely. He said they always assumed it would happen when they looked at the list. He said they always put themselves to the right of the incident as if it happened and looked to see what they could have done better. He said Emergency Management was all about relationships.* Commissioner Meier asked as they relied more on computers, were cyber threats possible even though nothing had happened yet. *Chief Graham said it was possible, but no nation-state had used it against another nation-state. He said that at the Federal level other nations had used it and gotten into US critical infrastructure. He said he didn't know if they could shut down their entire grid, but it was something they were preparing for.*

Commissioner Leake joined the meeting at 3:10 p.m.

Commissioner Townsend-Ingram asked if there was a top 10 list of hazards for Mecklenburg County. She asked if there were weaknesses, they could take to their delegation that was possible for them to push them forward. *Chief Graham said yes, and said they were listed on their website. He said the Emergency Management Operations Plan listed the hazards and threats. He said cyber and AI were the new threats. Commissioner Townsend-Ingram asked if someone wanted to weaponize anthrax, how would it be listed. Chief Graham said it would be listed as a pandemic.*

Commissioner Powell recognized Mr. Bateman for his work and dedication. She said they needed to work with planners in all municipalities and that they needed to do better at doing so. *Chief Graham said the decisions the Board made lasted 50 to 150 years, and when the Fire Chief decided where stations would be located, they planned for them to be 50 years old. He said there were fire stations that were at least 100 years old. He said they had to plan around things like that, and the decisions were critical to Mecklenburg County.*

Chair Jerrell thanked them for their work and dedication.

25-0141 2026-2027 BOARD BUDGET PRIORITIES AND GOALS

The Board received an update regarding the FY2026-2027 Board Budget Priorities and Goals.

Michael Griswold, MPA, Deputy Director of Strategy & Innovation, gave the presentation.

Background: At the Board's FY2026 Budget Retreat, the Board identified its new FY2026-2027 Board Priorities and asked staff to provide recommended goals, key performance measures, and targets (as appropriate) for each priority. This presentation is responsive to that Board request.



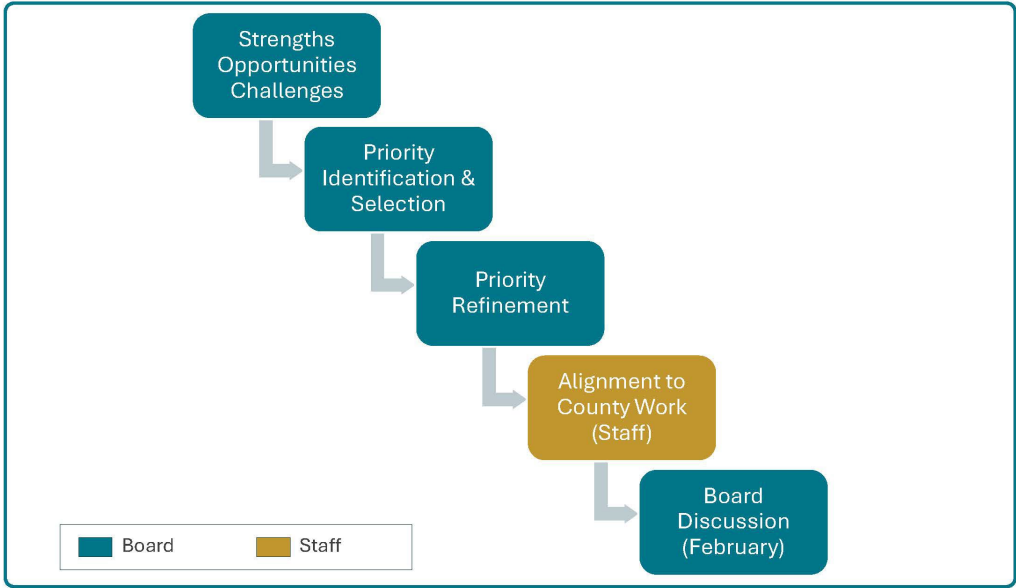
MECKLENBURG COUNTY BOARD OF COUNTY COMMISSIONERS

FY2026-2027 Priorities

Presented by the Office of Strategy & Innovation
February 25, 2025



2026 - 2027 Board Priorities



FY2026-2027 Board Budget Priorities

	Economic Development: Stimulate business vitality, expand employment opportunities, grow property tax base, and enhance quality of life in communities and neighborhoods	
	Education: Promote healthy early childhood development and education from ages birth to five while aligning investments to improve college and career readiness outcomes for all students	
	Environmental Stewardship: Preserve and protect the County's environmental resources	
	Health Equity and Wellness: Improve access to physical and behavioral healthcare – and promote healthy behaviors – for all County residents	
	Services for Seniors: Expand and enhance services for seniors to improve quality of life and opportunities to age in place	
	Workforce Development: Champion initiatives to better understand the workforce needs of the community and implement solutions to close jobs-skills gaps, address job access, and improve economic mobility	
		<div>Reducing Racial Disparities: Ensure that investments by the County focus on closing racial and ethnic gaps so that race does not predict one's success, while also improving outcomes for all</div>

A Quick Note about Indicators

Two types of indicators to track and collect data on for reporting to leadership and the public

Community Indicators (Non-Direct County Accountability)	Organizational Indicators (Direct County Accountability)
Indicator Examples: <ul style="list-style-type: none">Income/Wages AttainedEducation StatusHousing SupplyHealth Outcomes Report Examples: <ul style="list-style-type: none">OSI – Community Pulse ReportFinance – Economic Update	Indicator Examples: <ul style="list-style-type: none">Number of Individuals servedPercent of cases processed on timePercent of individuals placed in jobs Report Examples: <ul style="list-style-type: none">OSI – Annual Performance ReportOSI – Prior Board priority presentationsDepartment Management Monthly Reports Provided to BOCCInternal list of department and service level indicators (~1,700 tracked via Performance Mgmt. System)

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A Quick Note about Indicators

Two types of indicators to track and collect data on for reporting to leadership and the public

Generally, the measures of success aligned with Board Priorities will be **Organizational Indicators**, since this is what the County has most direct control over.

Where applicable, performance reporting will also include broader Community Indicators for context.

Organizational Indicators (Direct County Accountability)
Indicator Examples: <ul style="list-style-type: none">Number of Individuals servedPercent of cases processed on timePercent of individuals placed in jobs Report Examples: <ul style="list-style-type: none">OSI – Annual Performance ReportOSI – Prior Board priority presentationsDepartment Management Monthly Reports Provided to BOCCInternal list of department and service level indicators (~1,700 tracked via Performance Mgmt. System)

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Economic Development

Stimulate business vitality, expand employment opportunities, grow property tax base, and enhance quality of life in communities and neighborhoods

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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At the Board Retreat, staff heard the Board discuss:

- Exploring the RISING framework: **Relieving Inequality, Securing Investments, Nurturing Growth**
- Intentional investment in underinvested areas
- Better understanding the return on investment
- Working with smaller partners and businesses than the County is used to
- Improving the ability to track MWSBE investments
- Review MWSBE Policy and Procedures

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Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
	Goal	Key Milestones / Measure(s) of Success				
County Goals	Invest in New and Existing Business Growth	Business Investment Grants <ul style="list-style-type: none">Number of Jobs CreatedNew Taxable Investments (Dollars)				
	Invest in Small Business & Entrepreneurial Growth	Small Business Consultation & Coaching <ul style="list-style-type: none">Number of Customers Served Business Development Cohort Programs <ul style="list-style-type: none">Number of Participants (Annual and Cumulative) Meck Lending <ul style="list-style-type: none">Number of Approved Loans (Cumulative)Total Value of Approved Loans (Cumulative)Demographic Representation<ul style="list-style-type: none">Minority-ownedWomen-ownedVeteran-owned				
	Invest in Strong Communities & Neighborhoods	Measures To Be Determined				

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
	Goal	Key Milestones / Measure(s) of Success				
County Goals	Enhance Opportunities for Minority, Women, and Small Business Enterprises (MWSBE)	Total Actionable Spend: Prime Contractors <ul style="list-style-type: none">Total Actionable Spend Paid (Annual)MWSBE Certified Total Spend Paid (Dollars)MWSBE Certified Spend Paid (Percentage) MWBE Prime Contractors: Competitively Bid Paid to Date (Minority-owned and Women-owned) <ul style="list-style-type: none">Total Number of FirmsTotal Paid to DatePercent Paid to Date (Annual and Cumulative) MWBE Subcontractors: Competitively Bid Paid to Date (Minority-owned and Women-owned) <ul style="list-style-type: none">Total Number of FirmsTotal Paid to DatePercent Paid to Date (Annual and Cumulative)				

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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Best Practices for Reducing Racial Disparities

- **Expanding investment opportunities for MWSBEs** and individuals of diverse and underrepresented backgrounds **helps reduce racial wealth gaps** and fosters economic growth in underserved communities.
- **Continued support of MWSBEs** through policy incentives, technical assistance, and networking opportunities that strengthen local economies and create jobs in historically marginalized communities.
- **Ensure equitable investment** in affordable housing and commercial development in communities of color, **which promotes long-term economic stability and prosperity.**

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Education

Promote healthy early childhood development and education from ages birth to five while aligning investments to improve college and career readiness outcomes for all students

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Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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At the Board Retreat, staff heard the Board discuss:

- Education as a foundational key to economic mobility.
- MECK Pre-K and ensuring that students start kindergarten ready
- Access to childcare
- The importance of considering all ages, Prenatal-to-5, K-12, CPCC
- Partnering to address disparities in education

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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	Goal	Key Milestones / Measure(s) of Success
County Goals	Increase service connectivity and care coordination for expectant mothers and families with young children (CFAS 1.1)	<ul style="list-style-type: none">• Operationalize prenatal-to-three implementation plan and service index (CFAS 1.1.A)• Develop centralized prenatal-to-three website and provide access to relevant prenatal-to-three data (CFAS 1.1.B)• Enhance care coordination across internal & external programs (CFAS 1.1.C)• This is a new initiative. The County will use year one to gather baseline data and establish tracking metrics to evaluate the initiative's effectiveness.
	Continue to improve Meck Pre-K classroom & instructional quality and enhance supportive services (CFAS 1.2)	<ul style="list-style-type: none">• Percent of students reaching standard educational, physical, and social-emotional benchmarks (Targets: Math = 75%, all other domains = 80%)• Percent of Meck Pre-K Seats filled (Target = 99%)• Number of fully staffed Meck Pre-K classrooms• Number of students enrolled in Meck Pre-K
	Increase access to childcare for Mecklenburg county families (CFAS 1.2)	<ul style="list-style-type: none">• Average number of children utilizing a subsidy voucher each month• Number of children waiting to be processed for childcare subsidy
Partner Goals	Charlotte-Mecklenburg Schools (CMS) achieves its Student Outcomes Focused Governance (SOFG) Goals as per the district's 2024-2029 Goals and Guardrails*	<ul style="list-style-type: none">• Goal 1: Increase the percent of K-2 students scoring at or above benchmark in early literacy as measured by DIBELS (Target = 83% by June 2027)• Goal 2: Increase the percent of students scoring CCR (college and career ready) on reading end of grade assessments in grades 3-8 (Target = 43% by June 2027)• Goal 3: Increase the percent of students scoring CCR (college and career ready) on Math I assessments. (Target = 47% by June 2027)• Goal 4: Increase the percent of rising 12th grade students on track to graduate from high school enrolled, enlisted or employed. (Target = 80% by June 2027)

*Goals and annual targets provided by Charlotte-Mecklenburg Schools

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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Best Practices for Reducing Racial Disparities

- **Influence the incorporation of diverse perspectives and histories in education** to foster inclusion, engagement, and academic success for students of all racial backgrounds.
- **Track school discipline data** and understand policies that reduce the school-to-prison pipeline and ensure fair treatment for all students.
- **Encourage recruiting and retaining educators from diverse backgrounds**, provide students with role models, and improve cultural understanding in the classroom.
- **Continued support of expanded access and equal opportunities** to enroll in AP courses, gifted programs, and college readiness initiatives that help bridge achievement gaps and increase higher education access.

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Environmental Stewardship

Preserve and protect the County's environmental resources

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At the Board Retreat, staff heard the Board discuss:

- Land Acquisition and the expansion of Green Space / Greenways / Parks / Preserves
- Available land is quickly disappearing
- The County must continue to preserve what land we have for future generations
- Clean water and air are foundational to a high quality of life
- Commitment to protecting natural resources
- Importance of farmland preservation

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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	Goal	Key Milestones / Measure(s) of Success
County Goals	Ecosystem Management	<ul style="list-style-type: none">• Number of creek miles restored each year (Target = Annual CIP goal)• Number of acres treated for invasive species (Target = 750 acres/year)• Number of acres treated via prescribed burns (Target = 500 acres/year)
	Enhance Parkland and Open Space in Mecklenburg County	<ul style="list-style-type: none">• Maintain a rate of 19 acres per 1,000 residents• Number of new greenway miles
	Mitigate Flood Risk in Mecklenburg County	<ul style="list-style-type: none">• Annual reduction in flood points
	Farmland Preservation and Agricultural Enhancement	<ul style="list-style-type: none">• Number of acres in Voluntary Agriculture District (VAD)
	Reduce Mecklenburg County Government's Carbon Footprint	<ul style="list-style-type: none">• Total tons of Greenhouse Gasses (GHGs) reduced• Number of Electric Vehicles planned for purchase• Number of Electric Vehicles (EVs) purchased• Energy Use Per Square Foot in County Facilities
	Minimize Waste in Mecklenburg County	<ul style="list-style-type: none">• Total Landfill Tonnage• Total Recycling Tonnage• Total Yard Waste Tonnage• Waste Diversion Rate (Target = 35%)

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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Best Practices for Reducing Racial Disparities

- **Address environmental disparities by influencing regulations that prevent industrial pollution in marginalized communities** that ensure all people have access to clean air and safe drinking water.
- **Prioritize historically underserved communities in disaster preparedness and climate adaptation strategies** that help reduce the disproportionate impact of extreme weather events on systemically undervalued communities.
- **Increase the representation of people from all demographics in environmental decision-making processes** to ensure that policies reflect the needs of all communities.
- **Expand programs in renewable energy and conservation sectors for communities of color** fosters economic empowerment and diversifies the environmental movement.
- **Support the development of grassroots environmental organizations in diverse communities** that promote locally driven solutions to pollution, conservation, and sustainable development challenges.

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Health Equity and Wellness

Improve access to physical and behavioral healthcare –
and promote healthy behaviors – for all County residents

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Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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At the Board Retreat, staff heard the Board discuss:

- Improving access to mental health care – including substance abuse and addiction – for both adults and youth
- Improving access to health care for the uninsured and underinsured – cradle to grave
- Addressing the rise in food insecurity
- The importance of behavioral health
- Partnering with MEDIC to ensure MEDIC is staffed and aligned with recent growth

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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	Goal	Key Milestones / Measure(s) of Success
County Goals	Increase Youth and Family Services and Services for Adults access to behavioral health services (CFAS 4.1.A)	<ul style="list-style-type: none">• Number of clinical consultative referrals received• Number of qualified providers identified
	Improve the safety and well-being of residents impacted by intimate partner violence and/or substance use (CSS 1.1)	<ul style="list-style-type: none">• Domestic Violence Knowledge Improvement Rate• Total number of new intakes in Domestic Violence Services (Adult and Children)• Total number of individuals served at all Substance Use locations (shelters and jails)• Percent of customers connected to community resource after treatment (Target = 98%)
	Develop understanding of veteran’s needs and barriers to entry in the community to enhance services and improve outcomes (CSS 3.1.B)	<ul style="list-style-type: none">• Refine and implement individual assessment capabilities to meet the needs of veterans and their families.• Lead community engagement that maximizes collective impact and utilizes shared data to inform efforts to improve outcomes.
	In partnership with veteran's organizations, lead suicide prevention efforts that empower post-traumatic growth in veterans and their families (CSS 3.2.B)	<ul style="list-style-type: none">• Percent of participants completing veteran-focused suicide prevention training classes

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	Goal	Key Milestones / Measure(s) of Success				
County Goals	Enhance the community’s capacity to provide primary care to uninsured and underinsured individuals and families (HLT 1.2.C)	<ul style="list-style-type: none">• Number of people served with primary care services by Access to Care partners• Percent of hypertension patients at Access to Care partners with blood pressure ≤ 140/90 (Target = 80%)				
	Increase childhood immunization rates for 2-year-olds and school age children (HLT 1.4)	<ul style="list-style-type: none">• Number of school children out of compliance with vaccine requirements• Percent of children served by the Health Department who are up to date by 24 months of age with the recommended vaccination (Target = 80%)				
	Enhance community access to HIV testing and programs	<ul style="list-style-type: none">• Percent of newly diagnosed HIV positive clients linked to care within 6 days• Number of new PrEP enrollments for uninsured & underinsured persons who are at high risk of acquiring HIV• Number of PrEP encounters occurring throughout the year• Number of HIV tests administered (community + clinic)				
	Enhance community access to family planning and reproductive health services	<ul style="list-style-type: none">• Number of Family Planning visits for reproductive health• Number of unique patients receiving Family Planning Services				

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
	Goal	Key Milestones / Measure(s) of Success				
County Goals	Offer routine and comprehensive dental care for children who are uninsured or underinsured (MeckDental Program)	<ul style="list-style-type: none">• Percent of children seen in the dental clinic who have completed treatment plans (Target = 88%)				
	Continue to offer services to improve health and behavioral outcomes for children birth to three	<ul style="list-style-type: none">• Percent of children who have gains in social and emotional skills while enrolled in Child Development Service Agency (CDSA) program for at least 6 months (Target = 70%)• Number of families with children birth to three who receive trauma informed mental health services via the CDSA program expansion (Target = 60)• Percent of children served via the CDSA program expansion who improve on formal measures of traumatic response and behavior (Target = 85%)				
	Enhance programming, systems and education initiatives that create healthy environments in food security (HLT 1.2.B)	<ul style="list-style-type: none">• Number of Food and Nutrition Services (FNS) household double bucks transactions at farmers markets• Number of food insecure clients receiving an additional serving of fruits and vegetables per day				

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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Best Practices for Reducing Racial Disparities

- **Ensuring affordable and culturally competent health and wellness services in underserved communities helps mitigate racial disparities** in disease prevention, early diagnosis, and treatment outcomes.
- **Addressing the social determinants of health helps to tackle the root causes of racial health disparities** and promotes overall well-being.
- **Influence the recruitment and training of more healthcare professionals from diverse racial and ethnic backgrounds**, which fosters trust and improves patient-provider communication, leading to better health outcomes.
- **Influence the implementation of standardized protocols within the county that eliminate racial disparities in chronically disproportionate outcomes** like pain management, fetal and maternal health, and chronic disease care across the communities where the presence of disease is most acute.
- **Support local health programs, wellness centers, and mental health resources** tailored to the unique needs of our communities that improve engagement and access to care.

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Services for Seniors

Expand and enhance services for seniors to improve quality of life and opportunities to age in place

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Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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At the Board Retreat, staff heard the Board discuss:

- The County’s need to be prepared for the “Silver Tsunami” as the number of seniors in Mecklenburg County is increasing
- The importance of strengthening infrastructure for seniors:
 - Housing (critical home repair, opportunities to age in place, access to housing)
 - Health / Wellness (food insecurity, access to medical care, mental health)
 - Quality of Life (transportation, activities, accessible parks, sidewalks)
 - Adult Day Care / In-Home Aid

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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	Goal	Key Milestones / Measure(s) of Success
County Goals	Facilitate educational sessions and workshops to address social determinants of health and improve the quality of life for seniors (CFAS 2.1.B)	<ul style="list-style-type: none">• Number of community members aged 50-65 engaged as part of educational sessions and workshops• Community awareness of age-friendly Mecklenburg initiative• Community awareness of senior nutrition programming
	Expand nutrition support services for seniors at risk of food insecurity to increase reliable access to healthy food (CFAS 2.2)	<ul style="list-style-type: none">• Percent of homebound participants reporting program helps them live independently (Target = 93%)• Number of meals served through the senior nutrition programs• Number of customers served through homebound meal delivery program, congregate meal program, and the mobile market program
	Improve County transportation services to enhance reliable and efficient service delivery (CFAS 2.3)	<ul style="list-style-type: none">• Number of trips provided by Mecklenburg Transportation Services• Number of Bus Passes (total)• Number of trips scheduled online
	Collaborate with appropriate vendor to maintain housing for seniors experiencing homelessness (CSS 2.2.A)	<ul style="list-style-type: none">• Percent of households stably housed at Forest Point Place
	Provide Critical Home Repair services for seniors in Mecklenburg County	<ul style="list-style-type: none">• Planned work includes a new Request for Proposals (RFP) for Critical Home Repair vendors for FY2026 through FY2030• Maintain the rate of Critical Home Repairs provided to senior residents (Target: 70%)

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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Best Practices for Reducing Racial Disparities

- **Providing culturally aware and competent services ensures that seniors from diverse backgrounds receive respectful and effective care** that aligns with their values and needs.
- **Reducing racial disparities enhances access to affordable senior housing and high-quality assisted living arrangements** that support all aging individuals in safe and dignified living conditions.
- **Community health programs in underserved areas help address chronic disease management, preventative care, and medical treatment for seniors** that is often difficult to access.
- **Creating senior-specific programs** that address language barriers, transportation challenges, and digital literacy gaps **ensures that all older adults can access essential services, regardless of their background or lived experiences.**
- **Collecting and analyzing data on racial disparities in aging services will help support efforts to design equitable solutions that improve the quality of life for all seniors,** including those in historically marginalized communities.

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Workforce Development

Champion initiatives to better understand the workforce needs of the community and implement solutions to close jobs-skills gaps, address job access, and improve economic mobility

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Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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At the Board Retreat, staff heard the Board discuss:

- Focusing on getting individuals medium to high paying jobs, rather than the \$18 - \$20 jobs that individuals currently get
- Need to anticipate potential job opportunities and prepare our residents for the opportunity
- That workforce development serves the population of residents that have multiple barriers to employment
- An interest in the County becoming a leader around a strategy in talent pipelining.
- The possibility of hiring an economic development/mobility manager.
- How the County can support CMS, CPCC, and other organizations in creating and bolstering training and certification programs
- Access to internships
- Resident upward mobility

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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	Goal	Key Milestones / Measure(s) of Success
County Goals	Assist residents in improving their job skills, employment prospects, and economic stability (DCR 1.2)	<ul style="list-style-type: none">• Number of workforce development participants receiving employment placement services (Target = 2,000 participants)• Employment services participants placed into employment (Target = 80%)• Percent of participants placed in employment who retain employment for 6+ months (Target: 75%)• Average hourly wage of upskilled participants placed in employment (Target: \$21)
Partner Goals	Charlotte Works will build and expand career pathways and address hiring barriers with Charlotte-Mecklenburg employers	<ul style="list-style-type: none">• Charlotte Works goals and measures to be determined in March 2025 in partnership with the Charlotte Executive Leadership Council (CELC)• Charlotte Works will build and expand career pathways by increasing the number of sector partnerships with leading industries in Charlotte-Mecklenburg• Charlotte Works will partner with businesses receiving incentives from County Economic Development for talent sourcing to provide access to jobs to all residents
	Continue MEDIC’s hiring pathway programs for EMTs and Paramedics to ensure staffing stability and promote diversity in MEDIC’s hiring process	<ul style="list-style-type: none">• MEDIC will maintain annual staffing needs through continued engagement with EMT and Paramedic pathway programs

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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Best Practices for Reducing Racial Disparities

- **Expanding workforce development programs in underserved communities ensures that individuals from all racial backgrounds have universal opportunities to gain skills and certifications that lead to living-wage or high-paying jobs.**
- **Workforce Development unlocks the potential of working with partners to influence fair hiring practices** and mitigate the impact of employment practices that disadvantage marginalized groups.
- **Provide leadership that prioritizes mentorship, apprenticeship, and career advancement programs** designed to bridge long-standing employment and wage gaps.
- **Use disaggregated workforce data to identify disparities in hiring, wages, and career advancement** to allow policymakers to develop strategies that foster measurable economic growth.

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Reducing Racial Disparities

Ensure that investments by the County focus on closing racial and ethnic gaps so that race does not predict one’s success, while also improving outcomes for all

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Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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At the Board Retreat, staff heard the Board discuss:

- Reducing racial disparities
- Promoting upward mobility are both cross-cutting priorities
- Integrating this across all focus areas as a cross-cutting factor
- The possibility of needing to segment data differently to measure progress

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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Goal	Key Milestones / Measure(s) of Success
Sustain RAMP Up Pilot Program for the formerly incarcerated individuals returning home to Mecklenburg County	<div>This pilot provides income support as a supplement to their re-entry services.</div> <ul style="list-style-type: none">• Reduce the recidivism rate for program participants• Increasing employment and economic mobility options
Sustain GEAR Up Pilot Program for qualifying youth that age out of foster care in Mecklenburg County	<div>This pilot provides income support to supplement their Voluntary Placement Agreement (VPA) services.</div> <ul style="list-style-type: none">• Increase the number of youth transitioning to self-sufficient housing or enrolling in a qualified education or workforce program.• Increase employment and economic mobility options.• Decrease the number of youth that experience homelessness in their first year of aging out of foster care or contact with the judicial system.
Implement the AIM Up Pilot Program	<div>This pilot invests funds in a North Carolina 529 account on behalf of all Meck Pre-K children who meet the eligibility criteria and successfully complete the program year.</div> <ul style="list-style-type: none">• Track the number of Meck Pre-K participants who complete the academic program• Track the number of families that complete the financial literacy program and enroll in matching contributions
Align the FY2026-2028 Strategic Business Plans and the FY2026-2028 Equity Action Plan (EAP)	<ul style="list-style-type: none">• Staff can provide the Board an update once complete

Economic Development	Education	Environmental Stewardship	Health Equity and Wellness	Services for Seniors	Workforce Development	Reducing Racial Disparities
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Context for Reducing Racial Disparities

- **The Equity Action Plan for the County identifies all relevant actions across all departments and divisions that work to reduce the observable gaps and racial disparities** that impact our outcomes.
- **Data for measures will be disaggregated – as appropriate and as possible – to better understand the local societal factors that impact participation.** (District, Zip Code, Race, Age, Gender, Socio-Economic Status, etc.)
- **Potential changes at the Federal and State levels could mitigate the impact of these efforts** if the County isn’t intentional in highlighting the universal approach to our work while also analyzing our outputs and outcomes for any disproportionalities and/or disparities. This type of analysis is a nationally recognized best practice.

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Closing and Next Steps

- The items discussed today will form the basis for future reporting on the status of the Board’s FY2026-2027 Priorities
- These items are also planned for incorporation into the County’s FY2026-2028 Corporate Strategic Business Plan

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Comments

Chair Jerrell said it was a starting point for what they asked for. He said if they provided specific feedback, it would be helpful and give them an opportunity to provide specifics for areas they may not be familiar with.

Commissioner Griffin asked about racial disparities – if they didn’t know the gaps, how did they close them. He asked if there was a way to define the gaps so they knew what they were trying to close. He said a lot were aspirational goals and not necessarily SMART goals, such as adult daycares; he said a SMART goal would be to close the gap by a certain percentage. He asked if they were targeting certain activities with the budget. He said SMART goals would help him. He said it seemed like the same areas they worked on last year. He also mentioned connecting SMART goals and Pre-K.

Commissioner Meier thanked him and his team. On slide 3, she said the list of priorities was more simplified than what they heard at the Budget Retreat, so she asked if MWSBE could be placed there. She said they discussed economic development and upward mobility and asked if it could also be added. On slide 27, regarding senior services, she said adult daycare was a major concern for them and said she didn't see it listed.

Commissioner Dunlap said he was happy to see the goals for the County and their partners were separated. He said he didn’t want to see them hold people accountable for something they had no control over. He said a lot of things didn’t seem to be goals. He provided an example of what was considered a goal. He said that with MWSBE and concerns with developers, he didn’t see a percentage of those who applied for a contract and the percentage that made it to an interview. He asked for clarification as to why some of them were considered goals. *County Manager Diorio said they were trying to get a consensus around the measures first before setting a target. She said she didn’t know if they could track those who made it to an interview. She said they would have to create a mechanism to track that data. Mr. Griswold provided the difference between goals and the proposed measures of success.*

Commissioner Rodriguez-McDowell said it was difficult to absorb the information. She said she agreed with Commissioner Griffin and the SMART goals. She echoed her agreement with Commissioner Dunlap’s comments as well. She said she also said she wanted to track the data in relation to MWSBE. She asked for clarification on slide 36 (bullet point 3) of what it meant. She said she wanted to make sure they were standing up for their communities' values. *Mr.*

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Griswold said that it was possible that some legislation that may have gotten passed in the future would hinder them from doing some of the racial disparity work. He said it was important to highlight the work they did and that it could help to continue to make an impact.

Commissioner Leake thanked him and said that their work helped the Board make major decisions. She said her concerns were with how much community input was involved and that she would like to sit down and go over their findings.

Commissioner Townsend-Ingram asked how their programs were being communicated to maximize impact. She said they had to have a mechanism to track year after year. She asked how they could meet the goals of racial disparities if they had to comply with DEI eliminations. She asked if they knew which ones were tied to federal or state funding. She said they should have a mechanism to compare to what the City and State did. *Mr. Griswold said they had a robust management system for data they tracked and how it got back to them. He said there were some things they tracked internally, but the presentation was framed to give an understanding of what they heard at the retreat. He said there were opportunities to do more. County Manager Diorio said they didn't know if they could hold up with the DEI efforts until they had something concrete. She said they would have to wait and see what the impact was. She said there were things the government saw as DEI that they didn't. She also added that they tracked 1,722 pieces of data in the County.*

Commissioner Powell said it was a great start, and at the retreat, they were all voting for different reasons. She echoed Commissioner Townsend-Ingram's question of what they were doing to track impact.

Vice Chair Altman echoed the comments on SMART goals and metrics. She said that in workforce development, they needed to think about their future and be visionaries of what they could do. She wanted to see that reflected in their priorities.

Commissioner Griffin said he was very focused on programs for upward mobility. He said that when they were giving so much money to CMS (Charlotte-Mecklenburg Schools), they should be able to partner in a way that addressed both of their needs.

Commissioner Dunlap told County Manager Diorio he could look at data to determine if some got contracts. He said there were people who came back to him and said they didn't get through the process. He said he could look at the data to respond and say why. He also said the information was a lot to absorb.

Commissioner Townsend-Ingram concerning slide 30 – asked if they had defined “median to high paying jobs rather than the \$18 to \$20 jobs that individuals currently had.” She said the community would disagree that most of the jobs received paid between \$18 to \$20. She said the unemployment system was broken. She said there were things they had put in place, but they didn't go back to see where the broken spots were. She said it was important to understand they were missing something if they didn't go back and meet people where they were.

Commissioner Leake said they had to look at who they were serving and what the people were telling them what they needed and wanted.

Vice Chair Altman mentioned how Public Health worked with community leaders during the COVID-19 pandemic to ensure the community had access to vaccines. She said it was in their DNA to take care of their most vulnerable. She said it was fundamentally their mission and job and would not change.

Chair Jerrell said everyone on the Board would sign off on reducing racial disparities. He also agreed with the SMART goals approach. He said it would be tricky, and they wouldn't be able to track everything. He said they may not have the ability to track everything, but it's what they

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aspired to do. He asked how, with the partners they funded, they could take the data and say how to move forward. He said setting a target was important.

The Board discussed the addition of language to their goals.

Motion was made by Commissioner Dunlap, seconded by Commissioner Powell, and unanimously carried, to extend the meeting until the discussion was finished.

Commissioner Rodriguez-McDowell said that regarding the goal of workforce development, she expected the language to be more focused on upward mobility, with workforce development falling under it.

Commissioner Griffin said Meck Pre-K belonged to them, and they should have been able to look to their partners to ensure it was doing what it was designed to do. He said he wanted to ensure it was still included in the Education portion of their goals.

Chair Jerrell clarified what the purpose of the overall discussion was.

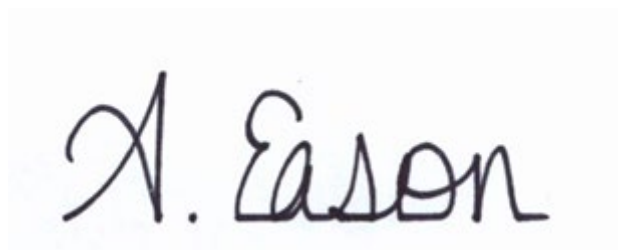
Motion was made by Commissioner Leake, seconded by Commissioner Dunlap, and carried 7-2, with Chair Jerrell and Commissioner Powell voting no, to adjourn the meeting without Commissioner Reports.

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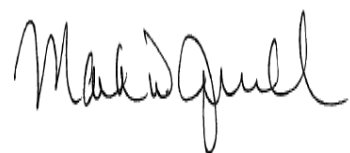
None.

ADJOURNMENT

With no further business to come before the Board, Chair Jerrell declared the meeting adjourned at 5:00 p.m.

A handwritten signature in dark ink that reads "A. Eason". The signature is written in a cursive, flowing style.

Arlissa Eason, Deputy Clerk to the Board

A handwritten signature in dark ink that reads "Mark Jerrell". The signature is written in a cursive, flowing style.

Mark Jerrell, Chair