

MINUTES OF MECKLENBURG COUNTY, NORTH CAROLINA  
BOARD OF COUNTY COMMISSIONERS

The Board of Commissioners of Mecklenburg County, North Carolina, met in Informal Session in the Meeting Chamber Conference Room CH-14 of the Charlotte-Mecklenburg Government Center located at 600 East Fourth Street, Charlotte, North Carolina at 5:13 p.m. and in Formal Session in the Meeting Chamber of the Charlotte-Mecklenburg Government Center at 6:00 p.m. on October 7, 2025.

ATTENDANCE

**Present:** Chair Mark Jerrell, Vice-Chair Leigh Altman  
and Commissioners George Dunlap, Arthur Griffin,  
Vilma D. Leake, Elaine Powell,  
Susan Rodriguez-McDowell, and  
Yvette Townsend-Ingram  
County Manager Michael Bryant  
County Attorney Tyrone C. Wade  
Clerk to the Board Kristine M. Smith  
Deputy Clerk to the Board Arlissa Eason

**Absent:** Commissioner Laura J. Meier

---

**-INFORMAL SESSION-**

**CALL TO ORDER**

The meeting was called to order by Chair Jerrell, after which the matters below were addressed.

**REMOVAL OF ITEMS FROM CONSENT**

The Board identified item(s) to be removed from Consent and voted upon separately. The items identified were Items:

- 25-0525-** Commissioner Leake & Commissioner Townsend-Ingram
- 25-0528** - Commissioner Dunlap & Commissioner Powell
- 25-0532** - Commissioner Leake
- 25-0541** - Commissioner Leake & Commissioner Dunlap

STAFF BRIEFINGS

**25-0559**      **FY2026 Work and Performance Plan for County Manager Michael Bryant**

The chair of the Performance Review Committee, Vice Chair Leigh Altman, gave an overview of County Manager Bryant’s new FY26 Work and Performance Plan.

CLOSED SESSION

**Meeting Minutes**  
**October 7, 2025**

Motion was made by Commissioner Leake, seconded by Commissioner Altman, and unanimously carried, to go into Closed Session for the following purpose(s): Consult with Attorney and to Discuss Business location and Expansion.

***The Board went into Closed Session at 5:22 p.m. and came back into Open Session at 6:05 p.m.***

***The Board then proceeded to the Meeting Chamber for the remainder of the meeting.***

**-FORMAL SESSION-**

**CALL TO ORDER**

*Chair Jerrell called this portion of the meeting to order, which was followed by reading of the County's Mission and Vision, the FY2026 Board Budget Priorities, introductions, invocation by Commissioner Rodriguez-McDowell and the Pledge of Allegiance to the Flag; after which, the matters below were addressed.*

**AWARDS/RECOGNITION**

**25-0536 Domestic Violence Awareness Month & Survivors' Day**

*To honor domestic violence survivors, raise community awareness about the prevalence of domestic violence, and show support for the individuals and organizations who provide advocacy, services and assistance to victims, Mecklenburg County proclaims October 2025 as domestic violence awareness month and recognizes October 12, 2025, as Domestic Violence Survivors Day. All residents are encouraged to learn about domestic violence and the associated resources available in our community.*

Commissioner Townsend-Ingram read the proclamation.

Motion was made by Commissioner Townsend-Ingram, seconded by Commissioner Griffin, and unanimously carried to adopt a proclamation declaring October 2025 as domestic violence awareness month and October 12, 2025, as Survivors Day in Mecklenburg County.

Tanisha Patterson-Powe, Chair of the Domestic Violence Advisory Board, accepted the proclamation and gave remarks.

The Commissioners gave remarks of appreciation.



**25-0559      FY 2026 WORK AND PERFORMANCE PLAN FOR COUNTY MANAGER MICHAEL BRYANT**

The chair of the Performance Review Committee, Vice Chair Leigh Altman, gave an overview of County Manager Bryant’s new FY26 Work and Performance Plan and provided an update on the Committee’s recommendations.

Vice Chair Altman said the committee voted unanimously to recommend that the full Board approve the County Manager bringing forward a new performance review process in FY27 to align with his organizational reset plan and Balance Score Card and approve his submitted FY26 work and performance plan as amended.

County Manager Bryant made remarks and stated that he would come back to the Board next year with a revised proposed process for evaluation along with his work plan.



**Meeting Minutes**  
**October 7, 2025**

Motion was made by Commissioner Leake, seconded by Vice Chair Altman and carried unanimously to approve the County Manager bringing forward a new performance review process in FY27 to align with his organizational reset plan and Balance Score Card and approve his submitted FY26 work and performance plan as amended.



**MeckACTs**  
**FY26 Executive Team Member Workplan**

County Manager  
Michael Bryant





Section 1: Annual Goals

# Goal 1: FY2027 County Budget Development

Board Budget Priority Alignment

<b>Goal</b>
Prepare and submit for adoption the FY2027 Mecklenburg County Budget.
<b>Description</b>
The Budget drives the activities that support the organization to meet the needs of the community. The Manager is tasked with developing and proposing a budget based on his understanding of the needs of the community, the organization, operational and fiscal capacity, and the interests of the Board.
<b>Action Steps</b>
<ul style="list-style-type: none"><li>• Redesign the budget process based on the Organizational Reset Plan.</li><li>• Execute a robust budget public engagement process to serve as one input to the budget.</li><li>• Redesign the Community Service Grant program to promote a sustainable, results-oriented program for nonprofits to compete for County funding.</li><li>• Lead a high-quality Annual Budget Retreat for the Board of Commissioners.</li><li>• Provide opportunities for the Board of Commissioners to review budget priorities.</li><li>• Engage Board members, business partners, community stakeholders and department leadership in budget development.</li><li>• Lead periodic budget updates and public policy workshops intended to inform the Board and public on key budget decision points.</li><li>• Present a Recommended Budget that provides resources sufficient, given known factors, to provide County services, maintain sound fiscal discipline, and implement County strategies.</li><li>• Present the balanced budget ordinance consistent with straw vote direction provided by the Board.</li></ul>

---

**Evaluation Criteria**

- All deadlines and statutory requirements are met.
- A balanced budget is presented to the Board before June 1st for consideration.
- Key stakeholders, including CMS, CPCC, and other partners are appropriately engaged throughout the process.
- A thorough review of the base budget is used to identify potential realignments.
- The process is transparent for the public, and the public is provided with the opportunity to share their feedback on the budget.

Section 1: Annual Goals

# Goal 2: 2027 Revaluation

Board Budget Priority Alignment

Goal

Countywide Reappraisal, Quality Control and Communication Strategy for 2027 Revaluation.

Description

Effectively schedule, plan and implement the 2027 countywide reappraisal; maintain a quality control process where appraisal, exemption, and appeal procedures are regularly audited by the CAO Quality Assurance team, and consistently monitored for adherence to North Carolina statutes, policies, and laws. This is a multi-year initiative.

Action Steps

- Continue preparations for the 2027 Revaluation.
- Implement the Revaluation Appeals portal to be used for the 2027 Revaluation
- Maintain and redefine quality control practices to ensure best practices in performance and communication throughout the organization.
- Review and verify parcels for listing accuracy based on the International Association of Assessing Officers standards.
- Audit the exemption/exclusion applications to ensure eligibility and proper documentation.
- Perform data cleansing and update the assessment manual for new processes.
- Collaborate with County Public Information to schedule community engagement sessions, collect feedback, educate taxpayers on revaluation processes, and participate in media interviews.
- Provide executive oversight to the development of a communication plan and timeline for the 2027 Revaluation inclusive of the implemented changes related to the Appeals Study report.

Evaluation Criteria

- Effective executive oversight to ensure the County Assessor's Office successfully accomplishes established milestones.





Section 1: Annual Goals

# Goal 3: Metropolitan Public Transportation Authority (MPTA)

Board Budget Priority Alignment

<b>Goal</b>
Metropolitan Public Transportation Authority (MPTA)
<b>Description</b>
The General Assembly, under HB 948 (“The PAVE Act”) authorized Mecklenburg County to hold a referendum in November 2025 to determine whether the voters would approve an additional one percent sales tax for the creation of a Transportation Authority within Mecklenburg County. The Board of County Commissioners voted to advance this referendum and to ensure compliance with all applicable Mecklenburg County PAVE Act deadlines. This goal outlines the required related activities that the County must complete assuming the referendum passes in November.
<b>Action Steps</b>
<ul style="list-style-type: none"><li>• In conjunction with the City, take required steps to stand up the new Metropolitan Public Transportation Authority MPTA.</li><li>• Gain a more holistic understanding of the PAVE Act (HB 948) and identify what is required of Mecklenburg County.</li><li>• Work with all relevant stakeholders to identify how each will work together and share information regarding clarification of PAVE Act provisions and the MPTA applications, and appointments.</li><li>• Establish County’s deadlines to be in compliance with the MOU and PAVE Act deadlines.</li><li>• Ensure that the County’s process for identifying and selecting applicants for the MPTA is compliant with all requirements.</li><li>• The MPTA is to be stood up by December 31, 2025, per statute to begin meeting in January 2026.</li><li>• Work with the Alliance and other partners on economic development and workforce development support.</li></ul>

Evaluation Criteria	
	<ul style="list-style-type: none"><li>• The MPTA is created.</li><li>• County appointments to the MPTA are identified and selected per the County's process.</li><li>• The County is compliant with all applicable regulations, requirements and deadlines.</li></ul>



Section 1: Annual Goals

# Goal 4: County Manager’s Organizational Reset Plan

Board Budget Priority Alignment

Goal

Lead the execution of the County Manager’s Organizational Reset Plan.

Description

Drive organizational change aligned with the County Manager’s Organizational Reset Plan, which encompasses the following core elements:

- Designing organizational culture (HRS)
- Developing a comprehensive strategic plan and creating a balanced scorecard (OSI)
- Conducting a deep dive program review (OMB)

County Human Resources (HRS) will lead the planning and execution of work pertaining to the identification and enhancement of the County’s organizational culture. The Office of Management and Budget (OMB) and the Office of Strategy and Innovation (OSI) will collaborate on the strategic plan, balanced scorecard, and program review. OMB will lead the deep dive program review, while OSI will lead the strategic plan and balanced scorecard development.





Action Steps

- The County Manager will provide executive leadership and oversight to HRS, OSI, and OMB during the implementation of the various aspects of the Organizational Reset Plan.
- Deputy County Managers will provide subject matter expertise, executive review and oversight, and provide support for the execution of the County Manager's Organizational Reset Plan.
- The County Manager will provide Executive Sponsor support for the HRS, OSI, and OMB initiatives and lead organizational change management.
- The County Manager will be responsible for oversight and ensure accountability of Deputy County Managers (DCM) responsible for advancing Board Priorities and outcomes in a timely matter within each respective DCM portfolio
- Launch and begin implementing a culture transformation initiative that aligns employee behaviors with organizational values, improves engagement, supports accountability, and enhances communication.
- Implement the Corporate and Community Strategy (Balanced Scorecard 2.0) which will help the County to clarify long-term direction, align daily work with strategic goals, strengthen performance reporting and budget planning, and better demonstrate County impact on community outcomes.
- Execute the County's program review, to evaluate each County program and service for strategic alignment, effectiveness, and sustainability.
- Provide oversight and direction during the planning and execution of the County Manager's Fall Retreat with the Board of County Commissioners.
- The Executive team, OMB, and OSI will collaborate to align the FY2027 budget structure with the County's strategic direction.

Evaluation Criteria

- Success will be measured by:
- Development of an organizational culture roadmap/framework.
  - Completion and adoption of a comprehensive strategic plan and balanced Scorecard.
  - Alignment of the FY2027 budget with strategic priorities and performance goals.
  - Establishment of a cohesive architecture for planning, performance, and budgeting across the organization.

Section 1: Annual Goals

# Goal 5: Navigating State and Federal Legislative Impacts

Board Budget Priority Alignment

<b>Goal</b>
Navigating State and Federal Legislative Impacts.
<b>Description</b>
<p>Mecklenburg County faces significant risks from federal budget and policy changes, particularly those outlined in the “One Big Beautiful Bill Act” (OBBBA). The Congressional Budget Office anticipates the bill will increase the federal deficit by approximately \$3.4 trillion over 10 years and reduces federal spending on Medicaid and SNAP by approximately \$1.2 trillion. While there is not yet a FY26 federal budget, the President’s proposed budget includes a reorganization of Health &amp; Human Services agencies and significant budget cuts that could also have local impact.</p> <p>The final legislation was signed into law by President Trump on July 4, 2025, and implementation of its policies are reliant on guidance from the State government. Among the many impacts from the legislation are expanded work requirements for Medicaid and Supplemental Nutrition Assistance Program (SNAP) recipients, loss of benefit eligibility for many lawfully present immigrants, and changes to the funding structure of these programs that impact state and county budgets. Related state legislation and budget actions to OBBBA are pending from North Carolina’s General Assembly.</p> <p>Mecklenburg County anticipates thousands of residents losing benefits and millions of dollars in new costs once the policies are fully implemented in the next three fiscal years. Vulnerable populations including children, older adults, immigrants, people with disabilities, and low-income households will be disproportionately affected.</p> <p>Mecklenburg County is committed to managing the implementation of the legislation and responding to the risks that it creates. In collaboration with community partners, a plan will be developed to mitigate impact and communicate policy changes that affect staff and residents.</p> <p>In collaboration with other key County staff, monitor the actions of the Federal &amp; State governments to anticipate legislative impacts on the County’s budget, programs, and residents; particularly the impacts of the One Big Beautiful Bill Act (OBBBA) on Medicaid, SNAP, and other county-supported programs.</p>

Action Steps

- Convene a standing work team including key subject matter experts from Finance, Budget, Health and Human Services, and others as needed to define collective response strategies.
- Work collaboratively with subject matter experts to assess potential impacts to revenues, expenses, personnel, and service delivery. This will help to define the budgetary impact of changes to the Mecklenburg County budget in the coming fiscal years.
- Monitor resources such as GFOA, ICMA, NCDHHS, NCCMA, etc., for guidance & best practices for responding to Federal & State actions.
- Convene community partners for discussion on impact of federal legislation.
- Evaluate scenarios, options to respond, and possible impacts.
- Monitor Medicaid expansion updates and potential County budget impact.
- In conjunction with Public Information, develop communication strategies to raise awareness of legislative changes for County residents.

Evaluation Criteria

- Disseminate timely and accurate information regarding these impacts and options for responding that consider budget & financial constraints, while limiting the impact on services as feasible. The information may be limited based on unprecedented policy changes and limited Federal & State guidance available.
- Once more information is known about the impact on Mecklenburg County, an action plan will be developed for responding to Federal and State legislative changes.



Section 2: Individual Development Plan

# Individual Development Plan

**Development Goal: Participate in professional development opportunities**

- Attend NACo conferences and meetings
- Attend ICMA conferences and meetings
- Attend NFBPA conferences and meetings
- Attend GFOA conferences and meetings
- Maintain relationships with local managers in and around Mecklenburg County
- Participate in the Leadership at the Peak Program provided by the Center for Creative Leadership

**Board Seats**

- Charlotte Center City Partners
- Charlotte Sports Foundation
- Charlotte Regional Business Alliance
- Blumenthal Board of Trustees
- United Way of Central Carolina

**County/Community/Civic Engagement**

- Leading on Opportunity
- Monthly Manager's Group
- A Way Home

**Board of County Commissioners**

- Provide dedicated time to meet with individual Commissioners

Section 3: MeckACTS Executive-Level Leader Competencies

# MeckACTs Competencies

**Change Accelerator:** Initiates change and adjusts organizational practices and policy to ensure success

- *Develops and delivers change communication strategy.* Develops and delivers communications that explain the business reasons for change (the “why”) and the risks of not changing; helps senior managers do the same
- *Minimizes organizational barriers to change.* Anticipates the external and organizational barriers to change and removes them or adjusts the approach to change accordingly.
- *Builds momentum for change.* Identifies and distributes resources to provide momentum for the change; praises early adopters and shares compelling success stories
- *Connects leaders for success.* Connects leaders with others inside and outside of Mecklenburg County who are successfully implementing changes to better understand why and how they succeeded.
- *Evaluates change.* Works with department leadership to define what success looks like and identify ways to track progress; creates accountability mechanisms for change implementation.

**Alliance Builder:** Identifies and forms strategic internal and external partnerships, connects others, and promotes a collaborative culture.

- *Listens to the organization.* Uses the right methods (e.g., surveys, meetings, etc.) to obtain the opinions and ideas of those closest to the work when developing solutions and exploring needed resources; listens and takes the opinions of others into account before making decisions
- *Builds relationships and networks.* Identifies and builds relationships both inside and outside the organization that can help advance business goals; severs alliances that no longer serve the County or support business objectives.
- *Manages relationships for influence.* Engages the right stakeholders to informally build support for recommendations and actions; leverages shared goals to persuade others to act; presents ideas and recommendations in a way that manages stakeholders’ reactions.
- *Conducts effective meetings.* Invites the necessary people to discuss solutions and achieve the objectives of the meeting; conducts meetings that lead to new insights and or actionable results; chooses the right channel(s) (e.g., email, in-person meeting) to communicate and does not schedule unnecessary meetings.
- *Shows courage.* Respectfully challenges entrenched values and decisions using sound logic and data to ensure that actions taken are in the organization’s best interests; diplomatically says what needs to be said even in the face of pressure or conflict.
- *Demonstrates inclusive and equitable behavior.* Seeks and develops diverse relationships; deliberately includes all voices in decision making and assures equity among team members and customers, whenever possible

Section 3: MeckACTS Executive-Level Leader Competencies

# MeckACTs Competencies

**Service Champion:** Uses key metrics to understand and guide changes in service model and practices; develops strong relationships with customers and builds connections between them and the County.

- *Demonstrates business impact.* Establishes key performance indicators to demonstrate and communicate the value of the solution to decision making, business results, and customer satisfaction.
- *Drives consumer-focused practices.* Scans the external environment to anticipate and identify new customer needs; applies knowledge of customer needs to create systems, delivery models and products that improve consumer satisfaction and prevent service issues.
- *Promotes new and successful programs.* Leads the successful marketing, branding, and promotion of new and successful programs that improve customer service to enhance their adoption and highlight their success to the County and the community.
- *Establishes and cultivates partnerships.* Identifies strategic stakeholders, makes introductions, and shares information and insights with partners; builds commitment to partnerships by looking for win-win solutions and removing obstacles to success.

**Operations Driver:** Establishes a compelling vision for the organization and then translates organizational goals into operational reality; secures the necessary resources that enable leaders to execute.

- *Creates a long-term vision.* Takes a long-term view and builds a shared vision with others; formulates objectives and priorities consistent with the long-term plans and interests of the County; seeks feedback and approval from the Executive Team.
- *Secures resources for operations.* Determines strategic business requirements and coordinates with internal and external partners to secure all resources needed to complete the work.
- *Manages finances.* Clearly links budgets and spending to the overall organizational strategy; adjusts expenditures as business needs change; balances financial decisions with the needs of the community.
- *Creates accountability.* Ensures that department leadership has role clarity, direction, and authority to execute department and team goals; models accountability by holding themselves accountable for department goals.
- *Aligns systems and process.* Identifies and aligns systems and processes (e.g., compensation, decision making, resource allocation, performance management) to support implementation of specific strategies.
- *Measures progress.* Establishes criteria and methods (including lead and lag measures) to track the department's/division's ongoing progress toward goals; follows up on assigned responsibilities.



Section 3: MeckACTS Executive-Level Leader Competencies

# MeckACTs Competencies

**Strategic Visionary:** Understands the external factors that impact the organization and adjusts the organizational environment to spur progress and innovation in the right direction.

- *Fosters a climate of safe experimentation.* Empowers others to test new ideas and encourages taking calculated risks; is willing to experiment with innovative products, processes, and services to create new business opportunities; rewards efforts at innovating to achieve a goal.
- *Plans strategically.* Assesses the division’s/department’s current and future capabilities to create opportunities and manage risk; prioritizes opportunities that are the most actionable and/or impactful for achieving the strategy.
- *Considers County-wide impact.* Develops strategies that consider the welfare of the County, not just one’s own department; anticipates issues and considers cross-functional impact before making decisions.
- *Anticipates disrupters.* Identifies how internal and external influences and trends impact strategic priorities; stays up to date on local and national policies and trends that affect the County and shape stakeholders’ views.

**Talent Strategist:** Champions a talent development culture and builds organizational capability by establishing systems and processes to attract, develop, engage, and retain talented individuals.

- *Determines talent gaps.* Determines the skills and abilities required to support current and future objectives of the organization; assesses the key strengths and skill gaps of the current talent pipeline; builds a talent management strategy that addresses identified gaps.
- *Champions talent development.* Initiates strategies to help leaders develop and retain top internal talent while balancing that effort with external hiring.
- *Delegates and coaches.* Collaboratively creates development plans and then moves decision making and accountability downward through the organization by sharing responsibilities with others; balances providing constructive feedback with positive feedback.
- *Recognizes high performing teams and individuals.* Establishes and champions programs that recognize employees and teams for exceptional performance and milestones.
- *Establishes a coaching culture.* Serves as a model by personally coaching or providing coaching services to senior leaders; encourages leaders in department to coach their direct reports; provides opportunities for coaching training to leaders; asks leaders about their barriers to coaching and collaboratively develops solutions.



**PUBLIC ART MOMENT – N/A**

**PUBLIC APPEARANCE**

There were no speakers for this portion of the agenda.

**APPOINTMENTS**

**25-0516      Human Resources Advisory Committee**

Nominations to fill four (4) terms on the Human Resources Advisory Committee were as follows:

## **Meeting Minutes**

**October 7, 2025**

Commissioners Powell and Dunlap nominated William Rothenbach, Nehemie Owen and George Metz.

Commissioner Rodriguez-McDowell nominated Leshanda Davis, Jessica Lancaster and Shane Wilson

Commissioner Leake nominated Janie Adams

Appointments will be made at the next Regular Meeting.

### **25-0526      Citizens Capital Budget Advisory Committee**

Motion was made by Commissioner Leake, seconded by Commissioner Altman and carried unanimously to appoint Thomas Harris, Adam Kerst and Huiwen Pange to fill three (3) terms on the Citizens Capital Budget Advisory Committee. Terms were distributed in the order the applications were received.

### **25-0529      Adult Home Care Community Advisory Committee**

Motion was made by Commissioner Leake, seconded by Commissioner Griffin and carried unanimously to reappoint Kendra King and Lestary Plair on the Adult Care Home Community Advisory committee for three-year terms expiring September 30, 2028.

### **PUBLIC HEARINGS – NONE**

### **ADVISORY COMMITTEE REPORTS – NONE**

### **MANAGER'S REPORT**

#### **25-0558      State and Federal Legislative Update**

*Background: There have been many recent developments at the state and federal levels which includes priority legislation potentially impacting the County and the recent government shutdown.*

Lisette Nimmons, Intergovernmental Affairs Manager, gave the presentation.

State and Federal Legislative Update

Lisette Nimmons  
Intergovernmental Affairs Manager

Mecklenburg County | mecknc.gov

Board of County Commissioners Meeting  
October 7, 2025





- Government Shutdown
  - Overview
  - Spending
  - Staffing Impact
- State Legislative Update
  - Overview
  - Key Provisions
- Q & A


2

3

Government Shutdown

 Overview

 Spending

 Staffing Impact



## Overview

- Final Continuing Resolution (CR) vote in the Senate before shutdown was 55-45.
  - The main point of contention is surrounding extension of the Affordable Care Act (ACA) enhanced premium tax credit (PTC).
- House remains at recess and Senate is expected to vote on the House-passed CR daily.
  - No agreement has been reached but negotiations in Senate are ongoing.
  - No votes over the weekend given the lack of progress with negotiations.
- Yesterday the Senate voted and once again rejected Democratic and Republican proposals to fund the government and end the shutdown.

4

## Spending

- Mandatory Spending Programs
  - Funding will continue independent of the annual appropriations process.
  - Benefits are expected to continue, though reduced staff at agencies once funding is depleted may lead to processing delays or prioritization of continuations/renewals as opposed to new applications.
  - E.g. Medicare, Medicaid, Social Security, Social Security, Supplemental Nutrition Assistance Program (SNAP) and Veterans Affairs (VA)
- Discretionary Spending Programs
  - Continuation is dependent on how funding is appropriated for the program.
  - E.g. Community Development Block Grants (CDBG), Head Start, Low Income Home Energy Assistance Program (LIHEAP) and the Supplemental Nutrition Program for Women, Infants, and Children (WIC)

5

## Supplemental Nutrition Program for Women, Infants, and Children (WIC)

- The WIC program is not yet funded for FY 2026 due to the federal shutdown
- Available funding is that previously draw down prior to September 30<sup>th</sup>.
- NC WIC program has funding to maintain WIC operations, including food benefits through October 15<sup>th</sup>.
- The state received additional funding for WIC from the Department of Agriculture (USDA) and are expecting that funding will extend beyond the original 2-week projection. We do not have an updated timeline.
- The average WIC participation for Federal fiscal year 2025 based on Q3 was 26,134 per month.
- The County is not able to fund the program in the event of a pause in benefits.

6

## Staffing Impact

- Non-essential roles
  - Employees furloughed without pay until shutdown concludes
- Essential roles continue without pay
  - Transportation Security Administration
  - Customs and Border Protection
  - Passport Renewal Services
  - National Park System
  - Internal Revenue Service/Federal Housing Administration (mortgage-related functions)
  - United States Postal Service (self-funded)
- County employees have not been impacted by previous furloughs, and we do not anticipate an impact in this instance.

7

## State Legislative Update



HB307 Iryna's Law



HB562 Healthcare Investment Act



SB403 Additional Medicaid Funds and Requirements

8

## HB307 Iryna's Law

### Overview

On September 22nd, following the murder of Iryna Zarutka on the light rail, the Senate amended a bill that had been previously passed by the House prior to the crossover deadline. They subsequently sent the bill to the House for concurrence, and the bill was signed into law by Governor Stein on October 3rd.

### Key Provisions

- amends various procedures for involuntary commitment
- modifies pretrial release guidelines for certain offenses
- eliminates 'written promise to appear' as a condition of pretrial release
- provides funding for 10 additional full-time assistant district attorneys and 5 full-time legal assistants in Mecklenburg County

9



## Involuntary Commitment (IVC)

Required examination to determine grounds for IVC

- any person charged with a violent offense and subject to an IVC within the last three years

OR

- any person charged with any offense who a judge or magistrate believes may be a danger to themselves or others

10

## Pretrial Release

- Unsecured bond or placement in custody of a designated person or organization agreeing to supervise for defendants not charged with a violent offense.
- Secured bond or house arrest and electronic monitoring under the following circumstances.
  - such release will not reasonably assure the appearance,
  - release will pose a danger of injury to any person,
  - release is likely to result in destruction of evidence, induce perjury, or intimidation of potential witnesses
  - conviction of three (3) or more offenses, each of which is a Class 1 misdemeanor or higher offense, within the previous ten (10) years

11

## Pretrial Release

- Limited number of monitors and secured bonds are a surety to appear in court but not necessarily ensuring public safety.
- Lack of written promise to appear and the inability to post bond results in increased jail populations, more referrals to pretrial release programs and more unsecured bonds.
- 1,510 inmates in the Mecklenburg County jail at 95.5% functional capacity.
- Current percentage deemed at capacity due to the ratio of inmates to staff.

12

## Additional DA and Assistant Positions

- \$1.6M in recurring funds and \$37,520 in nonrecurring funds from the general fund for 10 full-time assistant district attorney (DA) positions
- \$433,000 in recurring funds and \$20,990 in nonrecurring funds from the general fund for five full-time legal assistant positions.
- Senator Overcash supported the request and ensured it was included in the bill.

13

## HB562 Healthcare Investment Act

### Overview

This is the House version of the bill. The Proposed Committee Substitute (PCS) from the Senate includes funding for the UNC Children’s Hospital. The Senate sent the bill back to the House for concurrence, but the House will not agree to the bill if it provides funding for the Children's Hospital.

### Key Provisions

- appropriates \$690M from the General Fund for the Medicaid rebase for each year of the fiscal biennium
- appropriates \$49.2M in recurring funds for Medicaid administration for each year of this fiscal biennium
- appropriates \$34.4M from the ARPA Temporary Savings Fund for Medicaid administration for the 2025-2026 fiscal year
- fully funds the previously authorized UNC Children's Hospital and NC Cares Health Clinics

14

## SB403 Additional Medicaid Funds and Requirements

### Overview

This is the Senate version of the bill. The Proposed Committee Substitute (PCS) from the House is a “clean Medicaid rebase bill” and does not provide funding for the UNC Children’s Hospital or NC Cares Health Clinics.

### Key Provisions

- appropriates \$690M from General Fund for the Medicaid rebase for each year of the fiscal biennium
- appropriates \$38,562,645 in recurring funds for Medicaid administration for each year of this fiscal biennium
- appropriates \$45,437,355 from the General Fund in nonrecurring funds for FY 25-26
- appropriates \$11,437,355 in nonrecurring funds for FY 26-27 for Medicaid administration

15



## Medicaid Rebase

- House & Senate are at an impasse over funding for Children’s Hospital.
- \$319 million shortfall in the Medicaid program would be reduced with funding from the NC General Assembly.
- Reductions now necessary to ensure the program remains within funding levels from the NC General Assembly.
- Cuts went into effect October 1<sup>st</sup> and apply to specific procedure codes.
- Affected services and reduction percentages will be listed in the fee schedules published in the DHHS Covered Codes and Fee Schedules portal.
- Providers may see reimbursements reduced by 3 percent to 8 percent.
- Staff has not identified County impact requiring action toward the budget.
- Some, including nursing homes, acute care hospitals and psychiatric residential treatment facilities, may see rates reduced by 10 percent.
- If funding is quickly appropriated, DHHS will reverse provider rate reductions and provide prompt notification of adjustments on the fee schedules.

16

## Next Steps

- Monitor impact of the federal shutdown.
- Engage with the General Assembly through long and short session.
- Follow Medicaid funding cuts and County impact.
- Monitor priority state legislation and pending overrides.
- Track state agency decisions and updates.

17

Q & A

## Meeting Minutes October 7, 2025

### Comments

Commissioner Dunlap asked if jail capacity was based on space or the staffing model. Ms. Nimmons said it was based on the staffing model. She said she could get their exact number of ratio of inmates to staff.

Commissioner Dunlap asked if it was correct that the County had the space but couldn't be increased due to staffing. Ms. Nimmons said that was correct.

Commissioner Dunlap asked in the areas where the Federal government was no longer sending the money down to the state and then to the county, did that mean the County was responsible for those dollars. *County Manager Bryant said the County could not supplant those funds, even if it wanted to. He said there was no impact based on County staff looking at passed freezes on the budget which averaged about 30 to 40 days. He said they should be okay unless it went beyond 30 days, and they could leverage relationships with food pantries and food shelters to offset the impact.*

Commissioner Leake said she was concerned about the seniors in the County. *County Manager Bryant said they did not want to put the citizens into a panic. He said this was for informational purposes only.*

Commissioner Townsend-Ingram thanked Ms. Nimmons and asked if the pretrial release included violent crimes. *Ms. Nimmons said it did not apply to violent offenses.*

Commissioner Townsend-Ingram said there was a residual privilege of having good healthcare coverage that was not recognized. She discussed an increase in copay for medicine and said it was a snowball effect.

Commissioner Rodriguez-McDowell requested further clarification regarding the additional nonrecurring costs alongside the district attorneys and assistant positions. *County Manager Bryant said when new positions were added there was additional technology costs. He said he suspected non-reoccurring costs were in connection to the new employee technology expenses.*

Commissioner Griffin said, with the rebase budget adjustment, it included the shortfall of the 319, so providers were getting a reduction in various health codes and asked for more information regarding that topic. He asked what the implications would be regarding the administrative cost sharing. *Public Health Director Dr. Raynard Washington said the providers were receiving a 3%-8% reduction in reimbursement and it was expected to continue.*

Commissioner Griffin asked if there was an impact from administrative cost-sharing or if they anticipated one. *County Manager Bryant said that was a potential. Ms. Nimmons said she was unsure of the exact amount. Dr. Washington said he expected they get to a place where the Medicaid program was fully funded but if it extended too long, they would not be able to keep up with the costs.*

Commissioner Powell asked what the jail capacity was if there was enough staff. *Ms. Nimmons said they would have to verify and return with that information. She said if they wanted to get to 100%, they would need additional staff to meet that.*

Commissioner Powell asked how many positions were missing.

Commissioner Powell said she was concerned with the impact on seniors, especially in the memory care units and nursing homes. She said the decision makers were not making well-informed decisions. She said the funding was not there now and to cut it 10% would be criminal.

**Meeting Minutes  
October 7, 2025**

Vice Chair Altman said it was grim to contemplate nursing homes, acute care hospitals and psychiatric residential treatment facilities were extremely vulnerable people who were being taken care of by people who were overworked and underpaid, having those rates cut by 10%.

Vice Chair Altman thanked Ms. Nimmons for getting the 10 full time assistant district attorneys and 5 full time legal assistant positions.

Chair Jerrell said he wanted to tread lightly when discussing lack of impact to the County. He said there was an impact to the small businesses in the community. He said when they took a cut of 3-8% on services delivered that was an immediate impact. He said the reimbursement rates were already low and they were asked to take an additional cut.

County Manager Bryant said he would keep the Board updated. He said as of today, no budget cuts or hiring freezes were needed based on what was known. He said all the non-profits/community partners would assist in minimizing the impact to the community.

**DEPARTMENTAL DIRECTORS' MONTHLY REPORTS – NONE**

**STAFF REPORTS & REQUESTS - NONE**

**COUNTY COMMISSIONERS REPORTS & REQUESTS – NONE**

**CONSENT ITEMS**

**Motion was made by Commissioner Leake, seconded by Commissioner Rodriguez-McDowell and unanimously carried, to approve the following item(s):**

**25-0429        McAlpine Creek Greenway Land Donation**

Accept donation of a portion of Tax Parcels 165-201-99 and 165-201-98 (+/- 1.044 acres) for future McAlpine Creek Greenway.

*The subject property owner, Kamelot, LLC, has proposed to donate a portion of Tax Parcels 165-201-99 and 165-201-98 (+/- 1.044 acres) for future McAlpine Creek Greenway in the City of Charlotte, as required for rezoning purposes. The land is situated east of E W. T. Harris and west of Idlewild Road with single-family residential communities surrounding. The land is vacant and covered in tree canopy with McAlpine creek along the southern property line.*

*The Donation by Kamelot, LLC will allow the County to construct an expansion of the future greenway in this area and provide access for the residents in the Kamelot single-family residential development.*

*The donation is consistent with Park and Recreation's Greenway Master Plan that calls for the addition of parkland, greenway and open space within the County. It is also consistent with the County's Environmental Leadership Action Plan.*

**25-0484        Construction Contract – County and Courts Office Building Deep Energy retrofit Project**

Award a construction contract to Miles-McClellan Construction Company, Inc., in the amount of \$4,037,900.00 for the County and Courts Office Building Deep Energy Retrofit Project.

**Meeting Minutes**  
**October 7, 2025**

*This project is for a Deep Energy Retrofit Project at the County and Courts Office Building, located at 720 E 4th St. Charlotte NC. This project scope will include, but not be limited to, replacing the HVAC units with more efficient units and retrofitting the existing fluorescent lighting with LED lighting, thereby reducing the facility's carbon footprint. This project is part of the County's Environmental Leadership Action Plan initiative to achieve net-zero carbon by 2035*

**25-0520          Capital Reserve Request for Natural Areas Management Equipment Purchase**

Approve Appropriation of \$100,000 in available funds from the Natural Areas Capital Reserve Fund (9002-5823) to purchase equipment for managing and improving nature preserves.

*This Capital Reserve account was established to provide funding from timber sales and other external sources to help maintain nature preserves. Mecklenburg County Nature Preserves and Natural Resources division manages almost 9000-acres of best natural areas that require periodic management and maintenance. The funding requested will allow for the purchase of a large bush hog for the mowing of areas that cannot be managed by prescribed fire. A No-Till Drill seeder also will be purchased so these areas can be planted with native grass and wildflower seed mixes to support biodiversity and native species.*

**25-0523          Architect Selection – Sunset Road Hotel Renovations**

Authorize the County Manager to negotiate fees and terms and conditions to execute a contract with Kelso and Easter, Incorporated (bda. KEi Architects) for Architectural/Engineering Services for the Sunset Road Hotel Renovations, and in the event negotiations with this firm are unsuccessful, approve negotiations with the alternate firm.

*An architect is needed to design renovations to the Sunset Road Hotel building located at 6309 Banner Elk Dr, Charlotte, NC 28216 for the purpose of renovating interior, exterior, and operating systems of the building. The facility will primarily serve as an emergency shelter for individuals experiencing homelessness. Department of Community Support Services will be overseeing this facility. Full design services will be required, including a facility code assessment, program verification, design, construction documentation, bidding, and construction administration.*

**25-0534          Storm Water Program – Hazard Mitigation Catawba River Floodplain Acquisition**

Accept the Offer of Sale of Real Estate from Delton and Margaret Oliver, owner of the property located at 1731 Lake Dr, Charlotte, NC (tax parcel 031-472-14), for \$661,108.

Authorize the Charlotte-Mecklenburg Police and Fire Departments to use the structures for training exercises.

*Since late 1999, Mecklenburg County has used storm water fee revenue to mitigate flood prone property. Buyouts reduce the risk to life and property during floods, while also enhancing the natural and beneficial functions of the floodplain. Mecklenburg County uses the land as open space, to expand greenways, to construct wetlands, etc.*

*At the November 6, 2024, Mecklenburg Board of County Commissioners (BOCC) meeting, the BOCC adopted the MECKLENBURG COUNTY RESOLUTION ADOPTING GUIDELINES FOR A VOLUNTARY BUYOUT AND RETROFIT GRANT PROGRAM FOR FLOODPLAIN STRUCTURES THAT SUSTAINED FLOOD DAMAGE FROM TROPICAL STORM HELENE ON SEPTEMBER 25, 2024, OR AFTER. The resolution set*



**Meeting Minutes**  
**October 7, 2025**

*out guidelines for use of the Storm Water Capital Reserve for voluntary buyouts and retroFIT grants for floodplain structures that sustained flood damage from Tropical Storm Helene. These properties were selected for possible acquisition using criteria listed in the adopted Resolution.*

*The requested actions will consist of acquiring the property and demolishing the existing home. The purchase price is based upon the pre-flood Fair Market Value (FMV) minus documented flood damages from the September 2024 event. The owners have voluntarily agreed to sell to the County for the FMV minus Actual Cash Value (ACV) of structural losses (from appraisal using the Cost Approach method) per the November 6, 2024, resolution as outlined in the table below:*

<i>Address</i>	<i>Pre-Storm FMV</i>	<i>ACV of Losses</i>	<i>Final Offer Price</i>
<i>1731 Lake Dr</i>	<i>\$825,000</i>	<i>\$163,892</i>	<i>\$661,108</i>

*Storm Water Services staff allows the Charlotte-Mecklenburg Police Department and the City of Charlotte Fire Department training opportunities for police and fire personnel prior to demolition of flood prone buildings.*

**25-0535      Amendment – Agreement Regarding Former Second Ward High School Gymnasium**

Authorize the County Manager to negotiate and execute an amendment to the "Agreement Regarding Former Second Ward High School Gymnasium" entered into between the County and Charlotte-Mecklenburg Board of Education in 2017

*In 2017, the County entered into an "Agreement Regarding Former Second Ward High School Gymnasium" with Charlotte-Mecklenburg Board of Education (CMBE). The agreement outlined conditions in which the County would acquire the gym from CMBE and renovate it for use by the community for park and recreation purposes. Included in this agreement was a provision that allowed the County to utilize surface parking on a portion of Tax Parcel 125-071-26 (Old Metro School site) owned by CMBE on evenings, weekends, and other times when school is not in session. The current lot accommodates roughly 65 vehicles.*

*In early 2026, CMS is scheduled to begin construction on the New Second Ward Medical Magnet High School. The school will be on the site of the Old Metro School which is adjacent to the former Second Ward High Gym. The school's design includes a parking deck where the current surface lot is that is subject to the 2017 agreement between the County and CMBE. CMS' current design includes roughly 400 parking spaces. The County and CMS held discussion regarding continuing to accommodate visitors to the former Second Ward Gym and the Aquatic Center upon completion of the deck. The County and CMS have agreed to amend the 2017 Agreement with the following terms regarding use of the future parking deck:*

*Parking for County events - The County will be allowed to use 100 parking spaces in the new deck on evenings, weekends, and other times when CMS is not in session without payment.*  
*Changes to the Agreement - Should either party desire to change this arrangement both CMS and the County will enter into talks to reach mutual agreement.*

*Related to CMS' construction project, the County will convey a permanent storm drainage easement to the City of Charlotte at rear of the Aquatic Center (perpendicular to Brooklyn Village Avenue). The easement will be granted under the County Manager's authority. Park and Recreation staff reviewed the easement request has determined that it will not negatively impact programming or operations at the Aquatic Center.*

**25-0555      Resolution – Hazard Mitigation Plan**

Meeting Minutes  
October 7, 2025

The Board adopted a resolution approving 2025 Mecklenburg County Multi-Jurisdictional Hazard Mitigation Plan.

*Mecklenburg County staff, in conjunction with representatives from the City of Charlotte and the Towns of Cornelius, Davidson, Huntersville, Matthews, Mint Hill, and Pineville have completed a 5-year update to the Multi-Jurisdictional Hazard Mitigation Plan (Plan). The goal of the Plan is to identify, analyze, and assess the County’s risk to natural hazards as well as establish mitigation actions to be taken by each jurisdiction to address risk issues. A current Plan is a necessary requirement for state and federal disaster assistance eligibility.*

**RESOLUTION**  
**ADOPTING THE 2025 MECKLENBURG COUNTY MULTI-JURISDICTIONAL**  
**HAZARD MITIGATION PLAN**

WHEREAS, the citizens and property within Mecklenburg County are subject to the effects of natural hazards that pose threats to lives and cause damage to property, and with the knowledge and experience that certain areas of the county are particularly vulnerable to dam/levee failure, drought, excessive heat, flooding, hurricane and tropical storm, infectious disease, landslide, severe winter weather, tornadoes and thunderstorms, and wildfire; and

WHEREAS, Mecklenburg County desires to seek ways to mitigate the impact of identified hazard risks; and

WHEREAS, the Legislature of the State of North Carolina has in Article 5, Section 16013-501 of Chapter 160D of the North Carolina General Statutes, delegated to local governmental units the responsibility to adopt regulations designed to promote the public health, safety, and general welfare of its citizenry; and

WHEREAS, the Legislature of the State of North Carolina has enacted General Statute Section 166A-19.41 (State emergency assistance funds), which provides that for a state of emergency declared pursuant to G.S. 166A-19.20(a) after the deadline established by the Federal Emergency Management Agency, the eligible entity shall have a hazard mitigation plan approved pursuant to the Stafford Act; and

WHEREAS, Section 322 of the Federal Disaster Mitigation Act of 2000, as amended, states that local governments must develop an All-Hazards Mitigation Plan in order to be eligible to receive future Hazard Mitigation Grant Program Funds and other disaster-related assistance funding and that said Plan must be updated and adopted within a five-year cycle; and

WHEREAS, Mecklenburg County has performed a comprehensive review and evaluation of each section of the previously approved Hazard Mitigation Plan and has updated the said plan as required under regulations and at 44 CFR Part 201 and according to guidance issued by the Federal Emergency Management Agency and the North Carolina Division of Emergency Management, and that the plans have been updated in accordance with federal laws including the Robert T. Stafford Disaster Relief and Emergency Assistance Act, as amended; the National Flood Insurance Act of 1968, as amended; the National Dam Safety Program Act, as amended; as required under regulations at 44 CFR Part 201 , and according to guidance issued by the Federal Emergency Management Agency and the North Carolina Division of Emergency Management; and

WHEREAS, the City of Charlotte and the six Towns of Huntersville, Davidson, Cornelius, Pineville, Matthews, and Mint Hill, have all adopted the 2025 Mecklenburg County Multi-Jurisdictional Hazard Mitigation Plan; and

Meeting Minutes  
October 7, 2025

WHEREAS, it is the intent of the Mecklenburg Board of County Commissioners to fulfill this obligation in order that the County will be eligible for federal and state assistance in the event that a state of disaster is declared for a hazard event affecting the County;


NOW, THEREFORE, be it resolved that the Mecklenburg Board of County Commissioners hereby:

1. Adopts the Mecklenburg County Multi-Jurisdictional Hazard Mitigation Plan.
2. Vests Mecklenburg County with the responsibility, authority, and the means to:
  - (a) Inform all concerned parties of this action.
  - (b) Cooperate with Federal, State and local agencies and private firms which undertake to study, survey, map and identify floodplain areas, and cooperate with neighboring communities with respect to management of adjoining floodplain areas in order to prevent exacerbation of existing hazard impacts.
3. Appoints the Charlotte-Mecklenburg Emergency Management Office to assure that the Hazard Mitigation Plan is reviewed annually and every five years as specified in the Plan to assure that the Plan is in compliance with all State and Federal regulations and that any needed revisions or amendments to the Plan are developed and presented to the Mecklenburg Board of County Commissioners for consideration.
4. Agrees to take such other official action as may be reasonably necessary to carry out the objectives of the Hazard Mitigation Plan.

Adopted this the 7<sup>th</sup> day of October 2025.

  
Mark D. Jerrell, Chair  
Mecklenburg Board of Commissioners

Attest:

  
Kristine M. Smith, Clerk to the Board

Certified by: \_\_\_\_\_ (SEAL)

Date: OCTOBER 7, 2025



**Resolution recorded in full in Document Book 54, Document #104.**

**THIS CONCLUDED ITEMS APPROVED BY CONSENT**

## Meeting Minutes

October 7, 2025

### 25-0538 PULLED CONSENT ITEMS

Commissioners may remove agenda items from the Consent Agenda for a separate vote, to bring public awareness or to make comments. The following items were pulled and voted upon separately:

#### **25-0525 Grant Application – North Carolina Department of Health and Human Services, Division of Aging, RUSH Grant**

Motion was made by Commissioner Leake, seconded by Commissioner Altman, and unanimously carried to affirm the submission of a grant application in the amount of up to \$200,000 to the Charlotte-Mecklenburg Continuum of Care (CoC) for funding from the North Carolina Department of Health, Division of Aging for Rapid Unsheltered Survivor Housing (RUSH) funding to assisting individuals or families that are homeless or at-risk of becoming homeless who were residing in a disaster declared county during Hurricane Helene; and Recognize, receive and appropriate the award amount to the General Grants Fund (G001) within Community Support Services; and Adopt a grant project ordinance for the NC DHHS RUSH grant in the General Grant Fund (G001).

*Background: In order to address the impacts of Hurricane Helene on the Federal disaster declared area, the Department for Housing and Urban Development is providing a supplemental allocation of Rapid Unsheltered Survivor Housing (RUSH) funds. These special RUSH funds are to be used to address the needs of homeless individuals or families at risk of homelessness in areas affected by a major disaster. North Carolina is prioritizing housing stability, particularly rapid rehousing, to move individuals into permanent housing as quickly as possible. Funding decisions will be made by the North Carolina Department of Health and Human Services (NC DHHS), Division of Aging.*

*The Charlotte-Mecklenburg Continuum of Care (CoC) is eligible to apply for these funds through from the NC DHHS, Division of Aging. Through the CoC, Community Support Services will apply for up to \$200,000 of funding. Funds will be used locally for up to 75 households to prevent homelessness and/or rapidly rehouse people who entered homelessness.*

*The application to NC DHHS will be submitted by the CoC no later than September 24, 2025.*

**This item was pulled by Commissioner Leake & Commissioner Townsend-Ingram for clarity and/or public awareness.**



**GRANT PROJECT ORDINANCE**

**WHEREAS,** Mecklenburg County is applying and/or has been awarded a grant from the North Carolina Department of Health and Human Services (NC DHHS), Division of Aging. The grant has been made available to Mecklenburg County under the Continuum of Care for up to the amount of \$200,000.00; and

**WHEREAS,** the grant funds must be used to prevent homelessness and/or rapidly rehouse people who entered homelessness.

**WHEREAS,** the Mecklenburg County Board of County Commissioners deems this activity to be a worthy and desirable undertaking;

**NOW, THEREFORE, PURSUANT TO N.C.G.S. 159-13.2, BE IT ORDAINED BY THE MECKLENBURG COUNTY BOARD OF COUNTY COMMISSIONERS that:**

Section 1. The project described in the Rapid Unsheltered Survivor Housing grant application is hereby authorized to be undertaken for the duration of the grant.

Section 2. The County Manager is authorized to execute the grant agreement and other documents that are required or appropriated for the County to receive the Rapid Unsheltered Survivor Housing grant and to undertake the project. The County Manager is directed to take steps necessary to ensure compliance with all spending and reporting to the NC DHHS.

Section 3. The following revenues are anticipated for Mecklenburg County in the fund G001 to complete this project:

**North Carolina Department of Health and Human Services, Division  
of Aging  
\$200,000.00**

Section 4. The following amount appropriated for Mecklenburg County in fund G001 to complete this project:

**\$200,000.00**

Adopted this 7th day of October 2025

  
Kristine M. Smith, Clerk to the Board



**Ordinance recorded in full in Document Book 54, Document #101.**

**25-0532 Marathon Health Lease**

Motion was made by Commissioner Leake, seconded by Commissioner Altman, and unanimously carried to adopt a Resolution titled, "Mecklenburg County Board of Commissioners Resolution Declaring Intent to Lease Property to Marathon Health, LLC.

*Background: On October 5, 2015, Marathon Health, LLC ("Marathon") and the County entered into an assignment of lease and consent agreement. Marathon currently leases +/- 3,144 square feet of retail space from the County at the Government District Parking Deck located at 901 E 4th St, Suites C & D, Charlotte, NC. Marathon submitted a proposal to enter into a new lease agreement.*

## **Meeting Minutes**

**October 7, 2025**

*The County's Asset and Facility Management Department as well as Colliers, the real estate firm secured by the County to obtain tenants for the parking deck, agrees with the proposed major business terms. The County Manager will negotiate a lease consistent with the following business terms.*

### *Proposed Major Business Terms:*

*Location - 901 E 4th St, Suites C & D, Charlotte, NC*

*Lease Term - Five (5) years and Two (2) months*

*Base Rent - \$24.38/SF*

*Services - Tenant is responsible for the payment of utilities and janitorial*

*Rent Abatement - Tenant to receive the first two (2) months of Base Rent abatement*

*Annual Increases - 2% Annually*

*Year 1: \$24.38/SF (\$6,387.56/month) = \$76,650.72*

*Year 2: \$24.87/SF (\$6,515.94/month) = \$78,191.28*

*Year 3: \$25.36/SF (\$6,644.32/month) = \$79,731.84*

*Year 4: \$25.87/SF (\$6,777.94/month) = \$81,335.28*

*Year 5: \$26.39/SF (\$6,914.18/month) = \$82,970.16*

*Renewal Option - Tenant shall have one (1) four (4) years and ten (10) months option to renew.*

*Commission - County shall pay a total of 6% commission on the guaranteed base rent for years 1-5 to County's broker, Colliers, and the tenant's broker Curtis Checkerneo. The total commission is \$23,932.76 and shall be divided equally between the two brokers.*

**This item was pulled by Commissioner Leake for clarity and/or public awareness.**

**MECKLENBURG COUNTY  
BOARD OF COMMISSIONERS  
RESOLUTION DECLARING INTENT TO LEASE PROPERTY  
TO MARATHON HEALTH, LLC**

**WHEREAS**, Mecklenburg County is the owner of the Government District Parking Deck, located at 901 E. 4<sup>th</sup> Street, Charlotte, NC, parts of which were designed for use as retail space; and

**WHEREAS**, Marathon Health, LLC, has submitted a proposal to lease two of the retail spaces attached to the Government District Parking Deck at 4<sup>th</sup> and McDowell Streets; and

**WHEREAS**, Colliers, the real estate firm secured by the County to obtain tenants for the retail portion of the parking deck is in agreement with the following proposed business terms:

<b>Location</b>	901 E. 4 <sup>th</sup> Street, Suites C & D
<b>Total Square Footage</b>	3,144 SF
<b>Lease Term</b>	Five (5) years & Two (2) Months
<b>Base Lease Rate</b>	\$24.38 per sq. ft. (\$76,650.72/yr.)
<b>Insurance</b>	Tenant is required to maintain liability, property, Worker's Compensation and Professional Errors & Omissions insurance.
<b>Maintenance &amp; Janitorial</b>	Tenant is responsible for all utilities and janitorial services required within Premises.
<b>Annual Increases</b>	Years 2 – 5: 2% annually
<b>Revenue (Years 1-5)</b>	Year 1: \$76,650.72 Year 2: \$78,191.28 Year 3: \$79,731.84 Year 4: \$81,335.28 Year 5: \$82,970.16
<b>Option to Renew</b>	One extension option: Four (4) years and ten (10) months
<b>Rent Abatement</b>	Tenant to receive the first two (2) months of Base Rent abatement

Meeting Minutes  
October 7, 2025

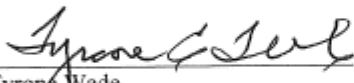
**WHEREAS**, the County’s Asset and Facility Management Department has determined that the space that Marathon Health, LLC desires to lease will not be needed by the County during the term of the lease; and

**WHEREAS**, pursuant to G.S. 160A-272 the Board of Commissioners has determined that it would be in the public interest for it to agree to the arrangement proposed by Marathon Health, LLC; **now, therefore, be it**

**RESOLVED** that the Mecklenburg County Board of Commissioners does hereby declare its intent to enter into a lease arrangement with Marathon Health, LLC as described above, and directs the Clerk of the Board to publish a notice of the Board’s intent to approve the lease arrangement with Marathon Health, LLC at the Board’s October 7, 2025 meeting as required by law.

Adopted the 7<sup>th</sup> day of **October, 2025**.

Approved as to Form:

  
Tyrone Wade  
County Attorney

  
Kristine M. Smith  
Clerk to the Board



Meeting Minutes  
October 7, 2025

<b>MECKLENBURG COUNTY NOTICE OF INTENT TO LEASE PROPERTY AT 901 E. 4<sup>th</sup> Street</b>	
On October 7 <sup>th</sup> , 2025, the Mecklenburg County Board of Commissioners adopted a Resolution declaring its intent to lease space to Marathon Health, LLC, at 901 E. 4 <sup>th</sup> Street, consistent with the following business terms:	
Location	901 E. 4 <sup>th</sup> Street, Suites C & D
Total Square Footage	3,144 SF
Lease Term	Five (5) years & Two (2) Months
Base Lease Rate	\$24.38 per sq. ft. (\$76,650.72/yr.)
Insurance	Tenant is required to maintain liability, property, Worker's Compensation and Professional Errors & Omissions insurance.
Maintenance & Janitorial	Tenant is responsible for all utilities and janitorial services required within Premises.
Annual Increases	Years 2 – 5: 2% annually
Revenue (Years 1-5)	Year 1: \$76,650.72 Year 2: \$78,191.28 Year 3: \$79,731.84 Year 4: \$81,335.28 Year 5: \$82,970.16
Rent Abatement	Tenant to receive the first two (2) months of Base Rent abatement
Option to Renew	One extension option: Four (4) years and Ten (10) months
Delivery of Premises	Tenant to take Premises “as is”.
Commission	County shall pay a total of 6% commission on the guaranteed base rent for years 1-5 to County's broker, Colliers, and the tenant's broker, Curtis Checkerne. The total commission is \$23,932.76 and shall be divided equally between the two brokers.
The Board of Commissioners will consider whether to approve the lease agreement at its October 7, 2025 meeting. Anyone wishing to obtain additional information about the proposed lease may contact Jacqueline McNeil, County Real Estate Management Director, by telephone at (980) 314-2511 during normal business hours.	

**Resolution recorded in full in Document Book 54, Document #102.**

**25-0541      Mecklenburg County ABC Board Travel Policy**

Motion was made by Commissioner Leake seconded by Commissioner Powell and unanimously carried to approve changes to the Mecklenburg County ABC Board Travel Policy.

*Background: (g2) Travel Allowance and Per Diem Rates. - Approved travel on official business by the members and employees of local boards shall be reimbursed pursuant to G.S. 138-6 .... unless the local board adopts a travel policy that conforms to the travel policy of the appointing authority and such policy is approved by the appointing authority. The local board shall annually provide the appointing authority's written confirmation of such approval to the Commission and a copy of the*



## Meeting Minutes

October 7, 2025

*travel policy authorized by the appointing authority. Any excess expenses not covered by the local board's travel policy shall only be paid with the written authorization of the appointing authority's finance officer. A copy of the written authorization for excess expenses shall be submitted to the Commission by the local board within 30 days of approval.*

*(h) Conflict of Interest. - The provisions of G.S. 18B-201 shall apply to local board members and employees.*

***Policy recorded in full in Document Book 54, Document #103.***

**This item was pulled by Commissioner Leake & Commissioner Dunlap for clarity and/or public awareness.**

### **25-0528      Decline Right of First Refusal – Charlotte-Mecklenburg Schools Property (Hickory Grove Annex)**

Motion was made by Commissioner Dunlap, seconded by Commissioner Griffin, and unanimously carried to decline the County's statutory right of first refusal to a portion of Tax Parcel 108-013-24 (+/- 6.0 acres), owned by the Charlotte-Mecklenburg Board of Education (CMBE), to permit CMBE to lease the property to Charlotte Bilingual Preschool for education and community enrichment purposes.

*Background: CMBE owns the former school site located in east Charlotte at 6300 Highland Avenue. A portion of property, including the former school building and a separate gym, has been leased to Charlotte Bilingual Preschool (CBP) for a number of years. CMBE wishes to continue to lease the property to CBP for a period of ten (10) years for education and community enrichment activities. CBP provides community programs such as early childhood education, family parenting strategies, and workforce development.*

*By state statute, the County must decline its right of first refusal to the property prior to CMBE moving forward with the lease to CBP. North Carolina General Statute (NCGS) 115C-518(a) requires local school boards of education to give local boards of county commissioners the first opportunity to acquire any school owned real estate that is proposed for disposal. To comply with this statute, CMS must offer the above school district owned property to the County prior to leasing the property. The County's Asset and Facility Management Department has determined that the County does not have a need to lease the subject property for any County related operations and recommends the Board declining its right of first refusal to allow CMS to lease the property to CBP for a period of ten (10) years. CMBE's lease with CBP will be subject to the following major business terms:*

*Location - A portion of Tax Parcel 108-013-24 at 6300 Highland Avenue, Charlotte.*

*Term - Ten (10) years.*

*Maintenance - The Tenant is responsible for the maintenance of all property (buildings and grounds) within the leased premises.*

*Insurance - The Tenant is responsible for providing liability insurance to the Landlord's satisfaction.*

*Termination - The Landlord may terminate the lease with 18-months' notice. The Tenant may terminate with 60 days' notice.*

*Sub-lease - The Tenant may not sub-lease the property without Landlord's prior written approval.*

**This item was pulled by Commissioner Powell & Commissioner Dunlap for clarity and/or public awareness.**

### **25-0539      COMMISSIONER REPORTS**

**Meeting Minutes**  
**October 7, 2025**

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**

Motion was made by Commissioner Leake, seconded by Commissioner Rodriguez-McDowell, and unanimously carried, that there being no further business to come before the Board that the meeting be adjourned at 7:43 p.m.



---

Kristine M. Smith, Clerk to the Board

---

Mark Jerrell, Chair