

**Item Title:** Approve Interlocal Agreement with Municipalities and Related Resolution

**Specific Action Requested:**  
**That the Board of Commissioners:**

1. Approves a Resolution authorizing an Interlocal Agreement between the County and participating municipalities for an eMPA professional degree program through East Carolina University; and
2. Authorizes the County Manager to execute the Interlocal Agreement; and
3. Accepts and appropriates the revenue that the municipalities will be paying Wake County, so they can be appropriated into an expenditure to cover their portion of the costs paid to East Carolina University.

**Item Summary:**

**Purpose:** The Board of Commissioners must approve interlocal reimbursement agreements.

**Background:** Leadership development and effective succession planning are key components for any thriving organization. Wake County and municipal leadership is committed to supporting developing leaders, building internal capacity, and sustaining a talent pipeline within the County. The County is launching a partnership with East Carolina University (ECU) to build that leadership capacity. The County's goal, and that of participating municipalities, is to cultivate future leaders within Wake County and build career-long connections with emerging local government leaders. The **Wake Leadership Fellows Program (WLFP)** will provide employees with a cohort-based experience that culminates with participating employees receiving an Executive Masters of Public Administration (eMPA) degree.

At the Board of Commissioners' October 6, 2025 meeting, the Board authorized the County Manager to execute an agreement with ECU to launch the WLF Program. This item is the second action related to this new program, allowing for how the County will manage various aspects of this program on behalf of the County and the participating municipalities, and the reimbursement arrangements to each participating municipality.

**Strategic Plan:** This action directly supports Foundations for Service Goal 2: Increase overall employee satisfaction to 90% by 2029.

Fiscal Impact: This action will allow Wake County to pay and be reimbursed approximately \$165,000 by participating municipalities. The approximate impact by fiscal year include:

- FY26: \$55,000
- FY27: \$82,500
- FY28: \$27,500

No net fiscal impact to County operations.

**Additional Information:**

ECU's Executive Masters of Public Administration (eMPA) mission is to develop principled and skilled public service professionals who fulfill leadership roles within governmental and nonprofit organizations. The graduate degree will address the professional development needs of emerging Wake County municipal and county employees. The Executive MPA program is a 2-year experience for a cohort of employees from Wake County and surrounding municipalities. The eMPA program is mostly online, with periodic in-person cohort meetings and learning experiences, centered on local government and leans on experiences of actual local practitioners.

The purpose of the County's Interlocal Reimbursement Agreement is to establish the terms under which the Municipal Parties will participate in and reimburse the County for its share of costs associated with ECU eMPA program participation. This Agreement will detail the terms with each participating municipality that ensures each municipality reimburses the County for their participant's enrollment by the start of each semester.

The County's role and obligations include paying the associated program costs to ECU directly in a separate agreement, including periodic reviews to verify that municipalities are meeting administrative and compliance obligations required under this Agreement. In addition, this agreement details that each municipality shall comply with all university and County requirements for program participation. Each municipality agrees to accept and comply with all administrative decisions issued by the County or the University regarding program participation, including any decision required to maintain program integrity or compliance with university standards.

**Attachments**

1. Resolution