



AGENDA | SPECIAL MEETING PUBLIC SAFETY COMMITTEE

Thursday, October 1, 2026 at 3:00 pm

Apex Town Hall
3rd Floor Training Room A
73 Hunter Street, Apex, NC

Town Council Committee Members and Senior Executive Leadership

Mayor Jacques K. Gilbert, Chair | Councilmember Edward Gray, Committee Member

Town Manager: Randal E. Vosburg

Deputy Town Manager: Shawn Purvis

Assistant Town Managers: Demetria John and Marty Stone

Town Clerk: Allen Coleman | Interim Town Attorney: Brian Meyer

Public Safety Committee Objective: *Public safety policy direction in areas of interest including police, fire, EMS, and emergency management.*

1) Call to Order, Welcome, and Review of Agenda

Mayor Jacques K. Gilbert, Chair

2) Objective/Charter of the Public Safety Committee

Mayor Jacques K. Gilbert, Chair

Allen Coleman, Town Clerk

3) Emergency Management Program Update

Taylor Sanchez, Emergency Management Coordinator, Town Manager's Office

4) Discussion of e-Bikes and potential future ordinance amendments

Chief Ryan Johansen, Apex Police Department

5) Discussion of Town Council referred items:

Mayor Jacques K. Gilbert, Chair

Chief Ryan Johansen, Apex Police Department

a. *Automated License Plate Reader Program – Discussion only*

b. *Axon Agreement for Air DroneSense Software and Interview Room Cameras – Anticipated Committee Recommendation*

6) Legislative Updates

Allen Coleman, Town Clerk

7) Future Meeting Dates Discussion and Potential Adoption

Allen Coleman, Town Clerk

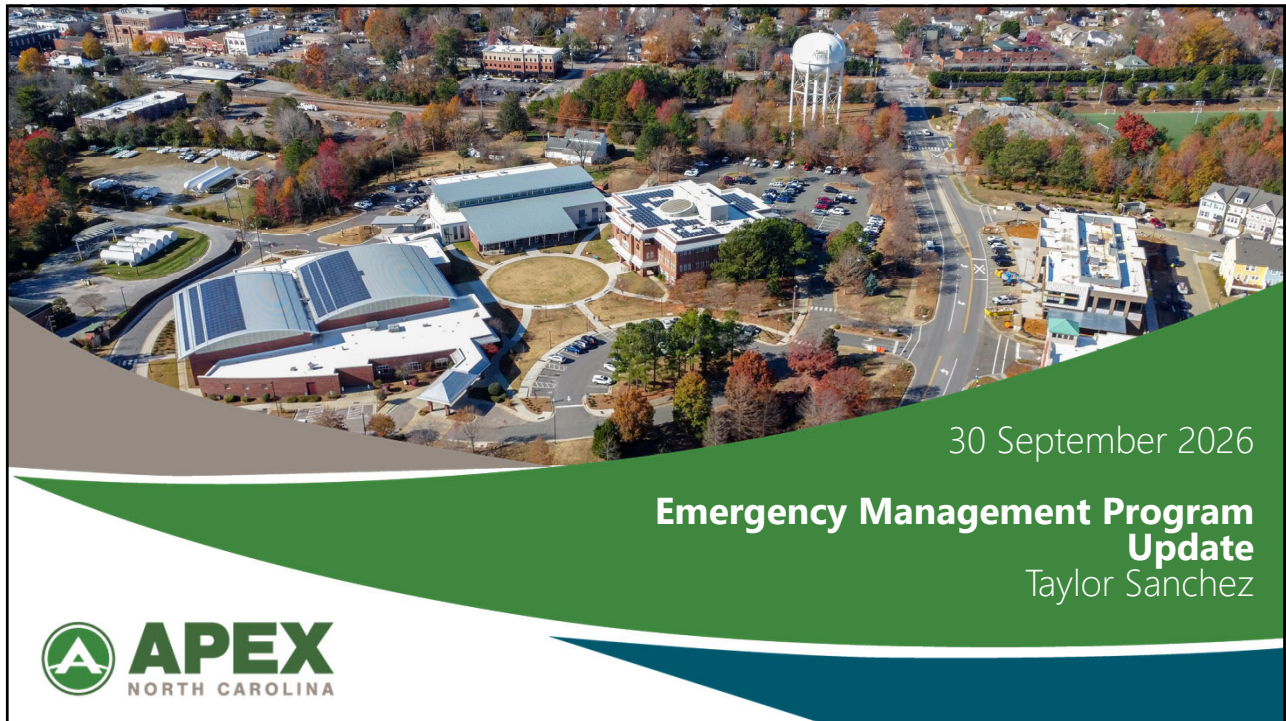
a. *Transparency and Accessibility Options*

8) Closing Remarks and Adjournment

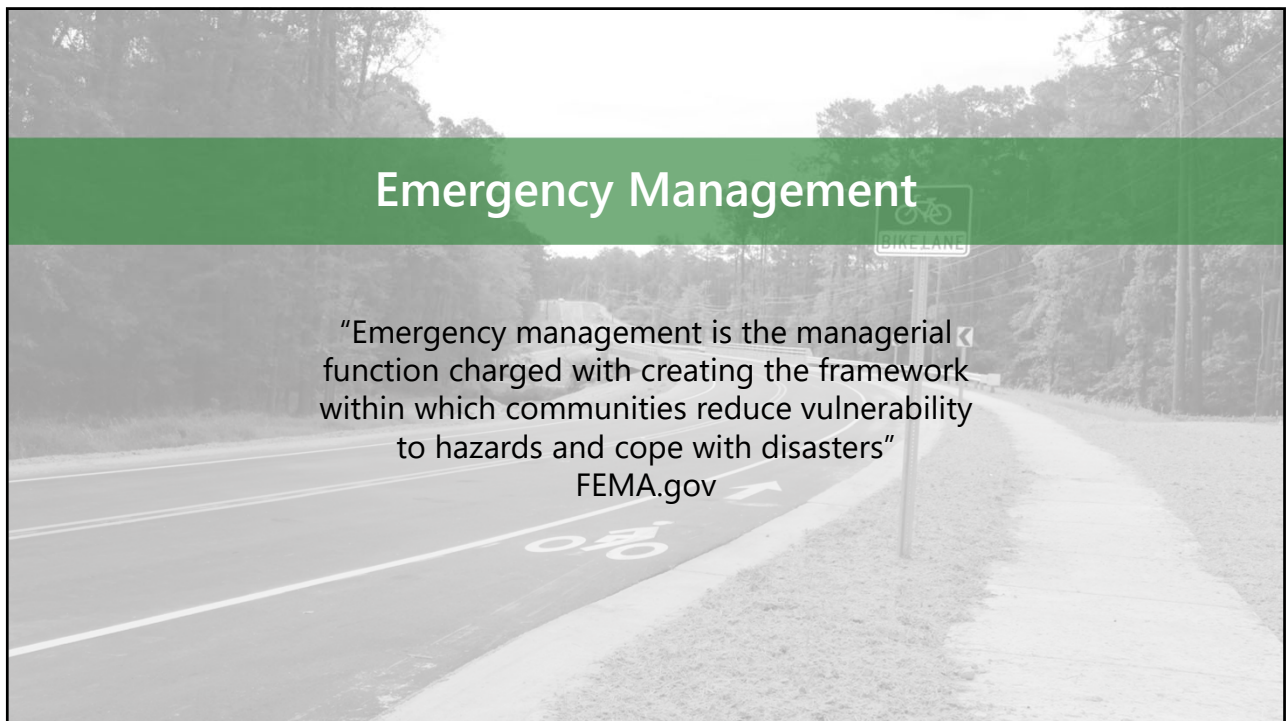
TOWN OF APEX

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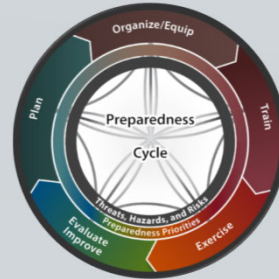
Building the Emergency Management Framework

Establishing structure in order to prepare and respond

Program & Base Plan

- NIMS / ICS integration
- Established all-hazards planning structure
- Developed incident assessment response framework (OPCONS)

Training & Continuous Improvement



3

Plans, Policies & Procedures

Turning the framework into specific guidance

Completed

- Emergency Event & Incident Weather Pay Policy
- ICS / IAP guidance for major special events
- Updated EOC structure and activation
- Clarified baseline department responsibilities
- 2025 Continuity Plans

Current Projects

- Emergency Operations Plan Revision
- 2026 COOP Updates
- Severe Weather Annex (Hazard Template)
- Winter Weather Annex

4

Building Operational Capability

Establishing structure in order to prepare and respond

Communications

- Implementing Apex Alerts / Everbridge
- Establishing emergency notification Groups
- Public Awareness Campaigns

Response

- Radio cache assessment / integration
- Improving damage assessment, GIS data for critical infrastructure
- EOC comms and tech requirements

Partnerships

- Municipal mutual aid relationships
- Continued Wake County EM Coordination
- Wake EM EOP adoption
- Working State Emergency Mutual Aid Agreement

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FY2027 Priorities

- Integrated Preparedness Planning Workshop (IPPW) – Identify, consolidated and prioritize Town emergency planning, training and exercises
- Apex Alerts
- EOC Section Working Groups
- Hazard Plan Development (Ex: Shearon Harris, Cyber, Hazardous Materials, Pandemic)
- Capability assessment / Function Plan development (Ex: Cooling centers)

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INCIDENT COMPLEXITY, OPCONS, EOC ACTIVATIONS

1. How complex is the incident?

Incident Commander / Unified Command

Incident Complexity Level: Incident Effect Indicators Summary										
Type	Resistance to stabilization or mitigation	How long does it take for resources to meet incident objectives?	Effects on population immediately surrounding the incident	Length of incident effects	Evacuations necessary during mitigation	Adverse impact on CIKR	CIKR impact / mitigation measures	Coordination required with elected/ governing officials and stakeholder groups	Do conditions or actions that caused original incident persist?	Probability of cascading event or exacerbation of current incident
5	None	1-2 hours	Minimal	Minimal	Few or none	None	None	Minimal or none	No	None
4	Low	Several to 24 hours	Limited	Up to 24 hours	Few or none	Minimal	Uncomplicated within one operational period	Minimal or none	No	Low to none
3	Moderate	At least 24 hours	Moderate	Several days to over one week	Possible; may require shelter	Threatens, damages, or destroys property	Adverse; multiple operational periods	Some	Possibly	Medium
2	High	Several days	Significant	Several days to two weeks	Possible; may require shelter/ housing for several days to months	Threatens, damages, or destroys property	Destructive; requires coordination over multiple operational periods	Moderate, including political organizations	Possibly	High
1	High	Numerous operational periods	Significant	Two weeks to over a month	May require shelter/ housing for several days to months	Significantly threatens, damages, or destroys property	Highly destructive; requires long-term planning and extensive coordination over multiple operational periods	High, including political organizations	Yes	High

INCIDENT COMPLEXITY, OPCONS, EOC ACTIVATIONS

2. How should the Town posture to respond?

EM Coordinator (Recommendation) / Town Manager (Approval)

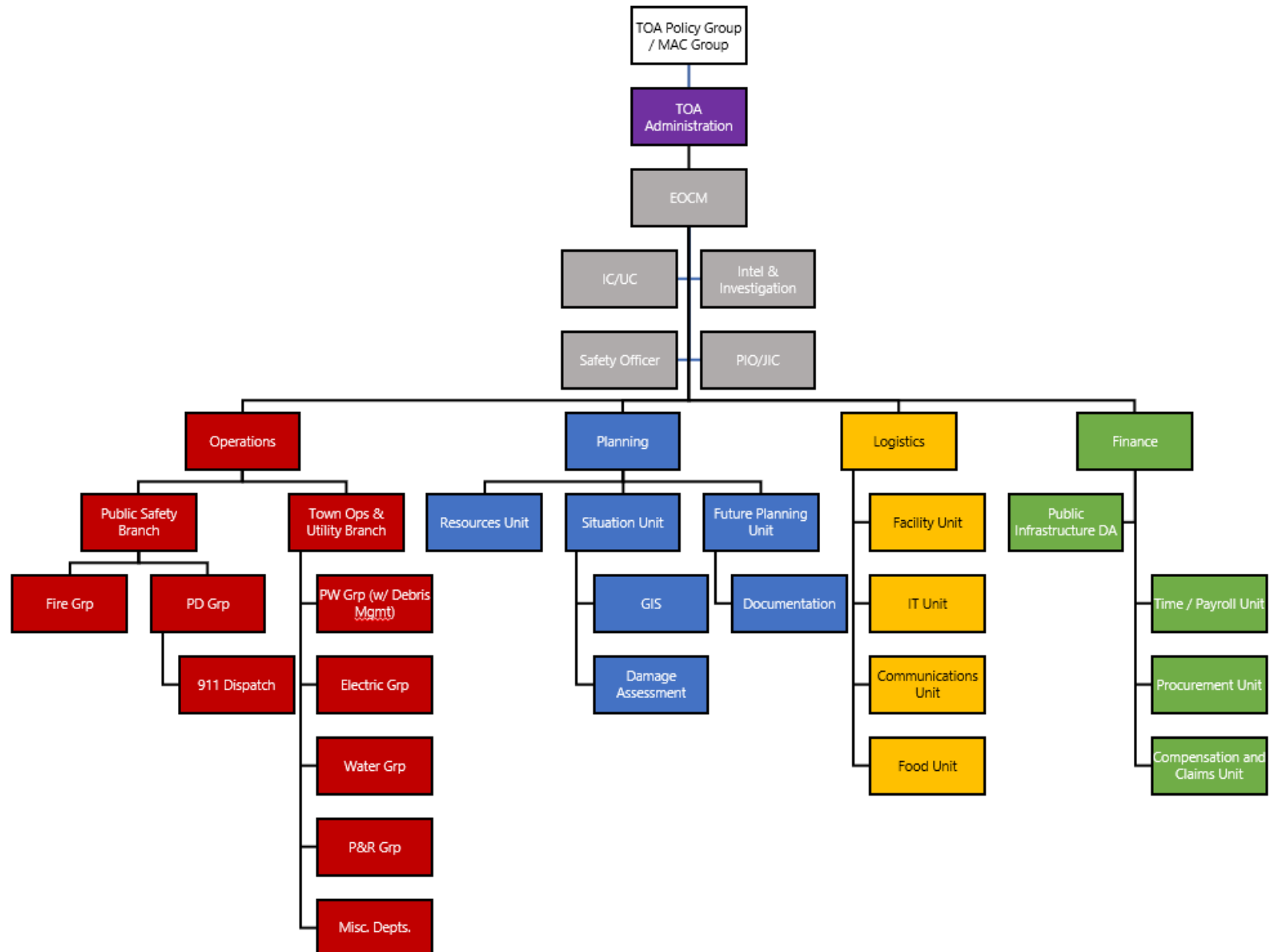
OPCON	NAME	PURPOSE
5	Routine Operations	Normal day-to-day operations while maintain, preparedness, planning, training, and situational awareness.
4	Enhanced Monitoring	A potential threat or developing situation warrants increased situational awareness, assessment, planning, and preparedness activities.
3	Coordinated Response	Anticipated or actual impacts warrant coordinated response operations and task organization to accomplish incident objectives while generally operating within the Town's available capabilities.
2	Expanded Operations	Incident impacts or operational requirements exceed routine departmental capabilities or require expanded emergency management functions, increased multi-department coordination, additional operational elements, or external resource support.
1	Full Emergency Operations	A major emergency or disaster requires comprehensive municipal coordination, sustained emergency operations, significant resource coordination, and continued policy and executive support.

3. How much coordination is required?

EM (Recommend) / Town Manager or designee (Approval) / in coordination with Fire and Police

ACTIVATION LEVEL	CONDITIONS
Level 4: Enhanced Monitoring (Remote)	A potential or developing threat warrants increased monitoring, situational awareness, planning or preparedness activities.
Level 3: Event-Specific Activation	An active incident or planned event requires coordinated support from multiple Town departments, with minimal to moderate impacts anticipated.
Level 2: Partial Activation	A moderate to severe incident poses an immediate or escalating threat and requires expanded Town coordination, resource management, and operational support.
Level 1: Full Activation / *Harris Nuclear Plan Area Command*	A severe or catastrophic incident requires comprehensive municipal coordination, sustained emergency operations, significant resource coordination, and continued executive support.

TOA EOC ORG CHART



MEMORANDUM

Public Safety Legislative Changes

Date: Tuesday, September 29, 2026

Subject: Public Safety Changes in the 2025-2026 Legislative Session

The memo outlines session laws, bills, and major provisions impacting public safety personnel, policies, and benefits from the 2025 Long Session and the 2026 Short Session.

I. SB 257 2026 APPROPRIATIONS ACT PROVISIONS

Among many notable provisions, lawmakers authorized the following:

- One-time, \$1,750 law enforcement bonus (Sec. 41.3). The State Bureau of Investigation will collect a list of sworn officers employed as of June 30, 2026 from each local government, then mail a lump-sum check for local distribution. The bonus is pro-rated for permanent, part-time officers.
- Allows the SBI to provide criminal history record checks to a local government for a person who has applied for a license or permit through the local government (Sec. 20.2).
- Allows for SBI's license plate reader pilot on DOT rights-of-way to be permanent (Sec. 43.26). SBI may enter into agreements on behalf of local law enforcement agencies, and participating agencies must provide information about their policies, number of cameras, and data requests.
- Repeals the traffic stop data reporting (Sec. 19.4(a)). The budget repeals G.S. 143B-903, eliminating the requirement that local law enforcement agencies collect and report traffic stop data (driver demographics, searches, arrests, use of force) to the state. The SBI has ended the Traffic Stop Reporting Program. Agencies may continue collecting this data voluntarily for internal management purposes.

II. SESSION LAWS

SB 55/ SL 2025-88 Expedited Removal of Unauthorized Persons (Sens. Lee, Burgin, and Barnes)

- Creates a civil process for removing persons from residential properties who have no legal claim to the property. This establishes an alternative to criminally charging the individual. It does not apply in the context of a tenant who is holding over after a lease expires.

HB 50/SB 320/SL 2025-8 LEO Special Separation Allowance Options Reps. Pyrtle, Miller, Chesser and Cotham; Sens. Berger, Sawyer and Ford)

- A bipartisan measure aimed at retaining seasoned law enforcement officers passed into law this session. SL 2025-8 establishes an alternative special separation allowance for state and local law enforcement

officers (LEOs) with at least 30 years of creditable service. Under the law, officers may choose between the existing separation allowance and a new option that allows them to continue serving beyond 30 years without forfeiting benefits. Under previous law, officers who worked beyond 30 years would lose a year of separation allowance for each additional year of service. The new change allows LEOs to defer their allowance until retirement without penalty. For example, an officer who reaches 30 years of service at age 50 would receive 12 years of benefits (until age 62). If that officer continues working until age 55, they can still receive the full 12-year benefit, with payments extending to age 67. Notably this session, the bill received strong support from legislative leaders, including Senate President Pro Tem Phil Berger, and was signed into law by Gov. Josh Stein.

HB 481/SL 2026-33 Pay Exceptions/Special Separation Allowance (Rep. Davis)

- Legislators took important steps in increasing law enforcement pay and benefits through both the 2026 budget and legislation passed over the past two years. Provisions that modify eligibility and re-employment provisions for the Special Separation Allowance available to state and local law enforcement officers was signed into law in July and provided clarifications to previous legislation passed in 2025. The change in HB 481 protects the special separation allowance of officers who retire and later return to work and then retire a second time for an employer in the same retirement system.

HB 612/SL 2025-16 Fostering Care in NC Act (Reps. Chesser, Bell, Loftis, and Alston)

- Provision requires local governments to obtain a criminal history record check prior to hiring persons who will work with children. However, the criminal background check is required only for applicants who are offered a job, not all applicants, and the job offer is contingent on completion of the background check, which must be conducted by the State Bureau of Investigation.

SB 445/SL 2026-59 Regulatory Reform Act of 2026 (Sen. Jarvis)

- Provision clarifies that local governments may enter contracts with third-party vendors to conduct criminal history record checks. All contracts entered pursuant to this section shall terminate on or before December 1, 2026, or when the State Bureau of Investigation request for proposal is awarded, whichever occurs later.

SB 710/SL 2025-51 DPS Agency Changes.-AB (Sens. Daniel, Britt, and B. Newton)

- Provision requires that law enforcement agencies obtain the entire personnel file for law enforcement officers covering at least the past five years before their hiring. The change in law continues to keep the contents of the personnel file confidential; however, the requirement is intended to give law enforcement agencies greater transparency into the past actions of officers.

HB 1104/SL 2026-38 Improve IVC Process and Enhance Public Safety (Reps. Reeder, Blackwell, Miller, and Cotham)

- The law changes the involuntary commitment process, including outpatient commitment, treatment plans, information sharing, law enforcement access to behavioral health records, and bed availability.

III. BILLS

HB 42 Back the Blue Pay Act (Reps. Balkcom, C. Smith, Miller, and Pyrtle)

- The Senate passed HB 42 Back the Blue Pay Act in 2025. This bill would make adjustments to the pay and benefits structures of state law enforcement, corrections officers, National Guard members, and firefighters. In addition to the changes in pay structure for those employed by the state, including state troopers, local law enforcement officers could receive \$1,500 bonuses in each of the next two years. Originally filed and passed in the House as an enhancement of certain burglary prison sentences, the revised bill was unanimously approved by the Senate. The bill as amended has not been considered by the House.

HB 52 Protect Those Who Serve & Protect Act of 2025 (Reps. Hastings, Cotham, Miller and Pyrtle)

- In 2025, the House approved legislation aimed at strengthening protections for public safety officials by updating definitions and increasing penalties for certain offenses. HB 52 establishes a new statutory definition of “public safety officer” that encompasses a wide range of state and local personnel, including law enforcement officers and emergency management workers. Using this updated definition, the bill enhances penalties for crimes such as assault and assault with a firearm against these officials while in the line of duty. Although HB 52 cleared the House, the Senate did not act on the measure in 2026.

HB 437 Drug-Free Zones/Unauthorized Public Camping (Reps. Rhyne, Chesser, and Pickett)

- Governor Stein vetoed this bill, which would have barred local governments from allowing public camping outside designated, state-compliant sites and expose noncompliant jurisdictions to civil suits. It passed both chambers by veto-proof margins, so an override attempt is possible when the General Assembly reconvenes after the November election.