



LANDIS POLICE

Kevin L. Young, INTERIM CHIEF OF POLICE

136 NORTH CENTRAL AVENUE PO BOX 165, LANDIS, NC 28088
P: 704-857-2129 F: 704-857-3512

July 28, 2023

To: Mayor and Board of Alderman
Re: Proposal to Unfreeze Police Position
From: Interim Chief of Police

Good evening,

As you know we have been working diligently to build a more modern and stable Police Department so that we can be of better service to our community. Accomplishing this goal requires many different moving parts including coverage, equipment, training, recruitment, and retention.

The Police Department currently has eight (8) patrol positions allocated to it which, ideally, would mean that when we are fully staffed, we would have four (4) patrol positions per day. These positions would be broken down into a day shift officer, mid-shift officer, and a night shift officer in addition to a supervisor. Not only does this coverage allow more proactive and community driven activities, but also allows officers to take vacation time when needed to reduce physical and mental burnout. It also helps ensure coverage if an officer is out sick, enabling them to recover at home rather than spread the sickness to coworkers due to inadequate coverage, which was a concern and issue during Covid. It also provides coverage for the training needed to address common issues brought to us by citizens, such as speeding, which requires an officer to be trained, certified and re-certified in the use of radar.

Previously, to budget much needed retention measures, the Town had to freeze one of these patrol positions. At the time this was not a concern as we were understaffed and still had the minimum officers needed to provide 24-hour police coverage. However, many agencies have taken even more drastic measures to retain employees and as such, it has been difficult to recruit experienced officers to come to our agency as patrol officers. This has led to the hiring of individuals straight out of Basic Law Enforcement Training (B.L.E.T.) with no previous experience. While they are promising candidates, they require a substantial time investment for field training. During this training they are occupying a patrol position but not contributing to coverage as they are with a training officer. We currently have a candidate that has a



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conditional offer of employment. If this offer comes to fruition, he will then have to complete B.L.E.T. This will take up one of our agency's positions for approximately 5-6 months before they can even begin field training. In addition, one of our officers is in the National Guard and has received deployment orders for October of this year. Legally and ethically, we are required to hold a spot for this officer so that upon his return he has a position. This effectively reduces our staffing by two officer positions without anyone being out of work for any of the aforementioned reasons. While still being able, once field trainings are complete, to provide minimum coverage this will hamper proactive activities and will negate the benefits the board was attempting to provide the citizens and officers when it originally granted the other positions.

I request that the board unfreeze the frozen patrol position so that we can assign it to this officer. This will not require a budget amendment as the officer's deployment is for a year, during which time the town will not be paying out a salary. This would allow us to hire another officer in the meantime for the same cost that has already been factored into the budget. It's basically having the position frozen, without it being frozen. This would result in the following benefits to the agency and town.

This would allow us to have a day shift officer, night shift officer and supervisor for each day along with a mid-shift officer that would float between the two rotations to assist with coverage as needed. Once the officer returns from deployment and completes field training, we would then have the afore mentioned four (4) officer coverage. This would, in the long run, help achieve the staffing the board and police department originally desired. In the short term it would allow the agency to still function in an improved state and continue in the direction needed to best serve the citizens of the community.

Thank you for your time and consideration of this request. Your continued support of the Police Department is appreciated, as we work to continually grow and improve. If you have any questions, feel free to ask.

Respectfully,

A handwritten signature in black ink, appearing to read "Kevin L. Young".

Kevin L. Young