



Human Resources

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To: Ryan Spitzer, Town Manager
Members of the Town Council

From: Teesha Boozer

Date: 7/8/2026

Re: Human Resources Monthly Report

Hi Ryan,

Enclosed is the Human Resources Department Monthly Report for June 2026.

New Hires:

- a. Taylor Gardner, Parks & Recs, Special Event Coordinator
- b. Timothy Vargas, Police Department, BLET

Resignation/Termination:

- a. Randall Down, Police Department, Community Outreach Specialist

Retirements:

Chief Michael Hudgins (July 1, 2026)

Transfers:

None

Promotions:

Kayla Patone, Administration, Human Resource Administrator

Current Openings:

- **Police Officer:** 3 openings for lateral hire/BLET
 - **911 Telecommunicator:** 1 opening

HR Updates:

Wellness:

New this year, Human Resources has partnered with Flores to bring a seamless experience to our Life Balance Account. Employees will now be able to submit their reimbursements online through the Flores website. This will allow a quick turn-around for reimbursement and assist in streamlining the internal Payroll process. As a reminder, eligible employees may receive up to \$600 in approved wellness reimbursements each fiscal year, encouraging healthy lifestyles and personal wellness goals.

As part of our ongoing commitment to employee wellness, Human Resources is also exploring a partnership with Altitude Fitness to bring fresh ideas, expanded wellness opportunities, and renewed energy to the

Town's wellness initiative. We are excited about the potential to enhance our wellness offerings and continue creating programs that support a healthy, engaged, and thriving workforce.

Safety:

The Town's 911 Communications Center recently completed its PSAP (Public Safety Answering Point) Site Assessment conducted by the North Carolina Department of Information Technology with zero deficiencies. Congratulations to Tammy Watson, Director of the 911 Communications Center, and her team on this outstanding achievement. The assessment team commended the quality of the facility, the organization's preparedness, and the thoroughness of the assessment binder. This accomplishment reflects the professionalism, preparedness, and dedication of the 911 Communications staff and their unwavering commitment to providing exceptional emergency communications services to the Town of Pineville.

The Town also held its monthly Safety Committee meeting. During the reporting period, there were three workplace incidents, all of which were non-preventable. Our safety consultant also shared the successful outcome of the recent OSHA visit with the Pineville Police Department. During the visit, OSHA recognized the Public Works Department for the quality and professionalism of the work being performed while inspectors were on site.

Additionally, the Safety Committee discussed the importance of promptly covering holes and other ground-level hazards in work and pedestrian areas to reduce the risk of injury to employees and residents. The Town remains committed to fostering a proactive safety culture through ongoing communication, awareness, and preventative measures.

Recruiting and Retention:

Employees responded positively to the announcement of the 3.5% Cost-of-Living Adjustment (COLA) approved by the Town Council and Town Manager. The investment in employees had an immediate positive impact on morale and reinforced the Town's commitment to supporting its workforce during a period of continued economic uncertainty.

The COLA will also help employees better manage rising healthcare and other living expenses, providing meaningful financial relief while strengthening employee engagement and retention. Employees have expressed appreciation for the Town Council's and Town Manager's thoughtful leadership and commitment to balancing the fiscal responsibilities of the organization with the needs of those who serve the Pineville community.

Human Resources continues to partner closely with department leaders to support recruiting efforts, understand workforce needs, and develop strategies to attract qualified candidates. Through ongoing collaboration, market awareness, and workforce planning, HR remains focused on helping departments fill critical vacancies while ensuring the Town of Pineville remains competitive in attracting top talent.

Equally important is retaining the talented employees who serve our community every day. Human Resources continues to advance initiatives focused on employee engagement, wellness, competitive benefits, and organizational culture. This year, our Benefits were moved to a new Benefit Broker, Gallagher. This allows The Town more options for benefit selection at affordable costs and stabilizes yearly renewals.

Together, these recruitment and retention efforts support the Town's goal of building a high-performing workforce where employees feel valued, heard, and supported. By investing in both attracting and developing talent, the Town of Pineville continues to strengthen its ability to serve the community today and into the future.