



Human Resources

Linda Gaddy, PHR SHRM-CP MSHR
lgaddy@pinevillenc.gov
(704) 889-2362

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

From: Linda Gaddy

Date: 8/3/2021

Re: Human Resources Monthly Report

Enclosed is the Human Resources Department Monthly Report for the month of July 2021.

New Hires:

Katherine Rimer, Crime Analyst
Christopher Overlin, 911 Telecommunicator
Shelby Basham, Police Officer in sponsored BLET training
Alec Anselmo, Police Officer in sponsored BLET training

Resignation:

Daniel Kaminski, Parks Maintenance Technician – Part time
Tondelayo Garnes, Accounting Technician II

Retirements:

None

Promotions:

Police: the 1st round of promotions took place July 21, second round planned for later this Fall.
Police Captain interview/assessment 8/4
Police Lieutenant interview/assessment 8/5

Current Openings:

Seasonal Tournament Grounds Crew member – hired one for the early part of the season, interviewing for another for the end of the season
911 Telecommunicators – two more accepted, planned start 8/18 – Takisha Cowley, Sheila Walker
Accounting Technician II – Meredith Adams has accepted, start date 8/23/21
Police Officer – Jason Eschert has accepted, start date 9/1/21

Departmental Update:

EmPerform Performance Management Software Update-
Implementation and testing complete, rolled out and in process of training of managers, beginning reviews.
Annual reviews for all staff, except sworn officers and firefighters to be completed by August 23rd.

All annual increases and changes to benefit enrollments were implemented.

Efforts to accelerate the hiring process for Telecommunicators have been made resulting in more candidates in the pipeline, and we are beginning to onboard and train new Telecommunicators working toward easing the shortage of labor in that area.

Linda has made progress toward connecting with the leadership of the Police Department to be prepared to address any issues and support the leadership. Meetings with the senior leadership have given them opportunity to share suggestions and concerns, and have increased Linda's understanding of P.D. operations, culture and opportunities for improvement.