



**WORK SESSION MINUTES
MONDAY, FEBRUARY 28, 2022 AT 6:00 PM
PINEVILLE COMMUNICATIONS BLDG**

The Town Council of the Town of Pineville, NC, met in a Work Session on Monday, February 28, 2022 @ 6:00 p.m.

ATTENDANCE

Mayor: Jack Edwards
Mayor Pro-Tem: Ed Samaha
Council Members: Amelia Stinson Wesley, Les Gladden and Chris McDonough
Town Manager: Ryan Spitzer
Town Clerk: Lisa Snyder
Police Chief: Michael Hudgins
Finance Director: Sheila Rollerson
HR Manager: Linda Gaddy

Mayor Jack Edwards called the meeting to order at 6:00 p.m. Council Member Chris McDonough made a motion to open the meeting and Council Member Amelia Stinson-Wesley seconded the motion. There were ayes by all and the meeting opened.

POLICE ETJ

Police Chief Michael Hudgins gave a presentation of anticipated costs for this project. He summarized that the total cost to outfit an officer, including a car, is \$130,135. Chief Hudgins thanked Council for letting him order the cars at the last Council Meeting. The ETJ annual revenue is \$660,000. Chief Hudgins recommends hiring six officers (four for days and two for nights). He added that the PD collects this money through taxes. If they are under \$660,000, we will reinvest the difference per Town Manager Ryan Spitzer. Council member Les Gladden questioned the numbers presented in the presentation and feels that you'd have to include pay for supervisors. He added that \$660,000 isn't going to cover all of the costs involved.

Council member Amelia Stinson-Wesley asked if they will have the administrative support to keep up with the added statistics? Chief Hudgins replied that Katherine Rimer does very well at keeping up with that. Mayor Edwards asked what we will be gaining besides improving response time.

Town Manager Spitzer shared that the County approached us, so we have an obligation to present it to Council.

Council Member Stinson-Wesley asked if the County would offer us any other incentive to do this? Town Manager Spitzer replied Yes; that this is part of the negotiations. He added that an agreement is due by July 1st. CMPD would give us the money in 2023 so we can hire someone and patrol would be in that area in 2024. He noted that there is an "out" clause, if needed. Town Manager Spitzer advised that he will bring this back to Council in April.

SALARY STUDY

Susan Manning gave an update to Council on the recent salary study for the Town. The purpose is to ensure that salaries and salary ranges are competitive with external labor markets. We had several goals, which include survey of the region, ensure salary ranges were competitive, pay employees competitively and update the Town's classification and pay plan.

Why do the study? She proceeded to explain that wages are increasing an average of 4%. Inflation is increasing 6.7% per year. Our last study was in 2019. The looked at 14 benchmark communities and 36 benchmark job classes in the survey. The City of Wilson was used for comparison since they also handle telephone there. Data from 2021 NGLM was also used for the survey.

Ms. Manning explained the methodology of calculating the market rate. Her summary of the market data analysis: 24 of 36 jobs were below market; 12 job classes were at or above market rate. She noted that the Town of Pineville is ahead of the curve on police officer pay. Another notation is that inflation is moving faster than the wage market. This is an additional challenge. The recommendation is to update the classification and pay plan, implement the recommended changes in salary ranges and job classes, approve recommended salary increases and continue doing the market study every 2 to 3 years.

She concluded with saying "Retention is cheaper than recruitment."

ARPA FUNDS

Town Manager Spitzer shared with Council that we have until April 30th to decide how to spend the ARPA money. He outlined the projects that the Town is proposing to use the money for, which includes the money that IT is requesting to update the servers and switches (\$167,311), two fire trucks (\$1,900,000), and the Greenway Trail/Jack Hughes Park project (\$809,901). He added that we do have some flexibility and do not have to report every penny. Finance Director Sheila Rollerson added that we can only spend the monies on "one-time" projects, not ongoing projects. Mayor Edwards asked if we can donate money to Pineville Neighbor's Place and Town Manager Spitzer replied Yes.

Council Member Les Gladden suggested that we stagger the purchase of the fire trucks so we're not buying two at a time. Mayor pro Tem Samaha concurred. Town Manager Spitzer reminded Council that the money has to be spent by the year 2026.

Town Manager Spitzer asked that Council send him their lists/ideas. Finance Director Rollerson reminded them to remember that the uses of the monies must be for "one time" projects

Town Manager Spitzer added that Electricities recently added someone that will help us look for grants.

A motion to close the Work Session was made by Council Member Stinson-Wesley with a second made by Council Member Les Gladden. **(Motion passed 4-0)**

The Work Session closed at 8:16 pm.

Jack Edwards, Mayor

ATTEST:

Lisa Snyder, Town Clerk