



**WORK SESSION MINUTES
MONDAY, MARCH 25, 2024 @ 6:00 PM
TOWN HALL COUNCIL CHAMBERS**

The Town Council of the Town of Pineville, NC, met in a Work Session on Monday, March 25, 2024 @ 6:00 p.m.

ATTENDANCE

Mayor: David Phillips

Mayor Pro-Tem: Ed Samaha

Council Members: Amelia Stinson-Wesley, Chris McDonough, Danielle Moore

Town Manager: Ryan Spitzer

Town Clerk: Lisa Snyder

CALL TO ORDER

Mayor David Phillips called the meeting to order at 6:01 p.m.

DISCUSSION ITEMS:

PD Salary Presentation. Sergeant David Lindsey gave a presentation on the current police staffing crisis and outlined the struggles they are facing. They are having trouble attracting qualified candidates to apply for open positions due to the surrounding agencies' higher pay and incentives. He stated that we are 23rd on the list in pay. There has been a lot of turnover, including turnover with the 911 dispatchers. The detective bureau is also struggling and dealing with shortages. He showed comparisons with surrounding Mecklenburg County police departments. They pulled Calls for Service stats but noted that some of the surrounding towns do not have a large mall and a hospital.

He noted that 70% of our department has less than 3 years of experience. The staff at the department are struggling with low morale due to being overworked and underpaid. This has been worsened by their colleagues leaving for higher-paying jobs in surrounding agencies with better incentives. They are proposing the following budget allocation request: across-the-board increases, longevity pay, top-out pay increases, shift differential, bi-lingual pay, among others. Sgt. Lindsey added that they sent out 150 recruiting emails but only received two back. The emails included incentives and sign-on bonuses).

The entire police department is in need of help. The majority of crimes are committed by non-residents and the perpetrators live within 100 miles of here. Pineville is not in the ballpark compared to other counties.

Our 911 dispatchers are doing the work for Pineville and Mint Hill. We are 23rd on the list for pay in that area. K-9 handlers undergo extensive training to work effectively with their canine partners. This training is often rigorous and requires a significant time investment. K-9 handlers can involve added risks compared to other law enforcement

roles. K-9 handlers are also responsible for the care of their canine partners. Surrounding towns offer incentives to their K-9 handlers, however, Pineville does not.

Mayor Pro Tem Samaha agreed that we are behind but feels that all of the towns are going through this. Mayor Phillips appreciates the opportunity for the input he received. He said that everybody is on board with them, but there is a staffing problem nationwide and at the end of the day, we can do better. We do not want to lose our senior officers. Council Member Stinson-Wesley concurred with the Mayor.

Sergeant Lindsey doesn't expect change to be implemented immediately but would appreciate a 4 to 5-year plan. Council is aware and are reviewing it.

Mayor Phillips stated that the Work Session had concluded, and council will be going into Closed Session pursuant to NCGS 143.318.11 (3) for attorney-client privilege, after a brief break.

Council Member McDonough moved to enter Closed Session followed by a second made by Council Member Moore. All ayes.

Council Member Stinson-Wesley moved to adjourn the meeting followed by a second made by council Member McDonough. All ayes.

The Mayor adjourned the meeting at 7:13 pm.

David Phillips, Mayor

ATTEST:

Lisa Snyder, Town Clerk