



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

From: Teesha Boozer

Date: 5/5/2026

Re: Human Resources Monthly Report

Ryan,

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

New Hires:

- a. William Plyler, Maintenance Tech, Public Works
- b. Devin Younger, Parks Aide, Parks & Recs
- c. Christopher Strickland, Firefighter, Fire Dept.

Resignation/Termination:

- a. Lydia Nabors, Admin Assistant, Public Works

Retirements:

None

Transfers:

None

Promotions:

None

Current Openings:

- **Police Officer: 6** openings for lateral hire/BLET
 - **911 Telecommunicator: 4** openings
- **Public Works: 1** opening (Maintenance Tech)
- **Parks/Recs: 1** opening (Camp Counselor)

HR Updates:

Employee Engagement:

The HR Team will launch an Employee Resource Group (ERG) designed to strengthen employee engagement and ensure every voice across the Town is heard.

This group will serve as a valuable platform to better understand employee needs, ideas, and experiences. It will provide meaningful input on initiatives related to engagement, wellness, and other programs that directly impact our workforce.

To build strong representation and collaboration, we are seeking at least one representative from each department. The ERG will meet on a bi-monthly basis to maintain momentum, encourage open dialogue, and drive actionable outcomes. We hope to have our first meeting this summer.

We look forward to partnering with employees across the organization to help shape a positive and engaging workplace

Wellness:

Our Destress and Refresh activity, Puppy Therapy, was a tremendous success! Employees from many departments came together to participate, connect, and meet some new (furry) friends.

The event created a meaningful opportunity for employee interaction, fostering a sense of community, engagement, and overall well-being. It was great to see so many team members take time to recharge and enjoy the experience together.

We look forward to possibly bringing this event back again next year!

Human Resources continues to process reimbursements through the Town's Employee Wellness Benefit, which supports employees' physical, financial, and lifestyle well-being. Employees are eligible to receive up to \$600 in approved wellness reimbursements per fiscal year.

Safety:

During our April Safety Meeting, a total of four (4) incidents were reported. All incidents were determined to be non-preventable.

The team discussed the upcoming Occupational Safety and Health Administration (OSHA) consultation visit scheduled for June 3rd for the Police Department. In preparation, our safety consultant will conduct a pre-walk of the department to identify and address any potential concerns prior to OSHA's arrival.

As part of our ongoing safety awareness efforts, the team reviewed images highlighting common workplace hazards, including blocked electrical panel boxes and unlabeled materials. This exercise was designed to help departments better recognize and proactively address potential violations.

With the summer season approaching, we also emphasized the importance of heat safety. Departments were reminded to ensure that employees working outdoors have adequate access to hydration and are encouraged to take breaks as needed to prevent heat-related illnesses.

Recruiting:

Summer hiring for Parks and Recs is in full swing. We have one more hire needed to kick off our summer program. Additionally, the Police Department is having success with their new recruiting tool called Police 1 Recruiting. They are getting viable candidates and hope to have some ready to start soon.

As an ongoing process, Human Resources continues to partner closely with departments to support recruiting strategies and workforce needs. The HR Director will continue to build relationships with Department Heads to better understand current staffing needs and to develop strategies for filling open positions. These efforts help the Town of Pineville remain competitive in attracting qualified candidates while supporting departments in meeting their operational needs.

Human Resources remains focused on aligning workforce strategies with the Town's operational needs while enhancing employee engagement, retention, and organizational effectiveness.