

PERSONNEL COMMITTEE MEETING

September 7, 2022

In Attendance:

Members Present: Chairman Rick Shew, Barry Mitchell and Mayor Janet Winkler

Members Absent: Larry Chapman

Others Present: Town Manager, Jonathan Greer, Chief of Police, Richard Blevins, Finance Officer, Shana Guy, and Town Clerk, Tammy Swanson

Call to Order:

Rick Shew called the meeting to order.

Discuss Safety Shoe Policy:

Jonathan discussed the Town's policy for safety shoes. Jonathan explained that since the Public Works Department and the Police Department are required to wear specific shoes for their jobs, the Town reimburses part of the cost of their shoes. Currently, the shoe allowance for Public Works is \$85.00, and for the Police Department it is \$75.00. Jonathan stated that these amounts were approved by both the Public Works Committee and the Board of Commissioners in 2014; however, the price of shoes has increased since that time, and these allowances do not cover the costs.

Jonathan stated that in the past, a change to the amount of the allowance has been approved by a committee and the Board; however, the allowance seems like more of a budget item for the departments instead of a committee and Board decision. He suggested that the allowances for shoes for Public Works and the Police Department be handled through the budget.

It was the consensus of the Committee to change the allowances for safety shoes to be handled as a budget item.

Personnel Changes for Police Department:

Chief Blevins stated that he has a seasoned officer leaving the Department. Sgt. Jeff Drum has accepted a position with Caldwell County to be a sworn officer in the Animal Control Department. Chief Blevins stated that although the new position will be more money for the Sgt. Drum, the main reason for the move seems to be a better work schedule for him and his family. Chief Blevins stated that he is advertising for a new officer; however, he is hoping to promote from within for Sgt. Drum's position.

Chief Blevins discussed the layout of the Department, and his plans for recruiting for positions among his officers as he plans for his retirement over the next couple of years.

Rick discussed a new apprenticeship program that is being offered through community colleges by the State that could potentially benefit our Police Department. This is a \$12 million program with the funds to be spent in Tier 1 and Tier 2 counties by 12/31/2026. Rick commented that Caldwell County is a Tier 1 county. Also, the program is designed for hiring new apprentices ages 16-25 in occupations that are considered "high demand." He commented that the need for police officers would definitely fall into the "high demand" category.

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Rick stated that the program would provide funding for things such as uniforms, tuition and one half the cost of salary for the first year. The individual could then be used for positions like park security, etc., to see if they would be a good fit for the department. He commented that the individual could participate in the program even if they are already participating in the BLET program.

Rick stated that so far, there seems to be no problems in getting State approval for funding so long as the funds are still available in the program. He also mentioned that the program could be used for apprenticeships in departments other than just the Police Department. Rick stated that he is working with other agencies on the apprenticeships, and he could provide more information for the Town as well.

Adjournment:

Motion: (Barry Mitchell/Rick Shew) to adjourn the meeting. Unanimously approved.

Tamra T. Swanson, Town Clerk