



**WORK SESSION MINUTES
MONDAY, JULY 22, 2024 @ 6:00 PM
TOWN HALL COUNCIL CHAMBERS**

The Town Council of the Town of Pineville, NC, met in a Work Session on Monday, July 22, 2024 @ 6:00 p.m.

ATTENDANCE

Mayor Pro-Tem: Ed Samaha
Council Members: Amelia Stinson-Wesley, Chris McDonough, Danielle Moore
Town Manager: Ryan Spitzer
Town Clerk: Lisa Snyder
Absent: Mayor Phillips
Human Resources Director: Linda Gaddy

CALL TO ORDER.

Mayor Pro Tem Samaha called the meeting to order at 6:00 p.m.

Council Member McDonough made a motion to open the Work Session with a second made by Council Member Stinson-Wesley. All ayes.

DISCUSSION ITEMS:

Review of language policy (Linda Gaddy). Human Resources Director, Linda Gaddy, provided an update on the previously approved plan for the bilingual program and pay incentive for employees. She noted that the American Sign language was inadvertently omitted but is also included in the list. Employees who agree to use their bilingual skills for the Town, as needed by any department, are eligible for a pay premium as long as they agree to stay in the program. They will receive a 5% pay increase as long as they are active in the program.

An oral test for proficiency will be required and conducted by a third-party expert language testing service. If they are approved, they will be on the Town's list of interpreters. Mayor Pro Tem Samaha recommended reviewing the list of languages annually.

Review of 911 Telecommunicator's Career Path (Linda Gaddy) Human Resources Director, Linda Gaddy, gave an update on the previously approved plan to begin a 911 Telecommunicator career ladder program. This program was designed to motivate and reward telecommunicators for acquiring both training and certifications, as well as years of experience in our call center. The 911 supervisor is collecting applications and supporting documents from current staff. Those that qualify for a more advanced position will be reclassified and given the accompanying pay increase in the next few weeks. She believes this will give an incentive to current staff to advance their career with the Town and will show job seekers that there are career paths available to them in this field.

Council Member Stinson-Wesley moved to enter Closed Session pursuant to NCGS 143.318.11 (10), followed by a second made by Council Member McDonough. All ayes.

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

The Mayor adjourned the meeting at 7:50 pm.



Ed Samaha, Mayor Pro Tem

ATTEST:



Lisa Snyder, Town Clerk