

**FAYETTEVILLE CITY COUNCIL
SPECIAL MEETING MINUTES
FAST CONFERENCE ROOM, 505 WINSLOW STREET, FAYETTEVILLE, NC
DECEMBER 2, 2021
5:00 P.M.**

Present: Mayor Mitch Colvin

Council Members Katherine K. Jensen (District 1) (via zoom); Shakeyla Ingram (District 2) (via zoom); D. J. Haire (District 4); Johnny Dawkins (District 5) (via zoom); Chris Davis (District 6); Larry O. Wright, Sr. (District 7); Courtney Banks-McLaughlin (District 8) (via zoom); Yvonne Kinston (District 9) (via zoom)

Others Present: Douglas Hewett, City Manager
Karen McDonald, City Attorney
Telly Whitfield, Assistant City Manager
Jay Toland, Assistant City Manager
Rebecca Jackson, Chief of Staff
Gina Hawkins, Chief of Police (departed at 6:00 p.m.)
James Nolette, Assistant Police Chief
Anthony Kelly, Assistant Police Chief
Kim Brayden, Police Major
Robert Ramirez, Police Major
Robert Spatorico, Police Major
Todd Joyce, Police Captain
Wesley McCauley, Police Sergeant
Jodi Phelps, Corporate Communications Director
Jerry Clipp, Human Resource Development Director
Jennifer Ayre, Deputy City Clerk
Members of the Press

1.0 CALL TO ORDER

Mayor Colvin called the meeting to order at 5:02 p.m.

2.0 INVOCATION

The invocation was offered by Council Member Davis.

3.0 PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by the Mayor and City Council.

4.0 APPROVAL OF THE AGENDA

MOTION: Council Member Haire moved to approve the agenda.
SECOND: Council Member Wright
VOTE: UNANIMOUS (6-0)

5.0 ITEMS OF BUSINESS

5.01 Police Recruitment and Public Safety

Mayor Colvin stated the purpose of tonight's meeting is to allow the City Manager and Police leadership an opportunity to speak on the current hiring strategies and processes for the department and overall public safety and strategies used to address public safety.

Mr. Douglas Hewett, City Manager, stated instead of hearing from Chief Hawkins or himself on what the recruitment strategies and challenges are, the attending Police leadership who actually do the recruiting will lead the presentation. Chief Gina Hawkins thanked Council for providing her the opportunity to introduce her team and requested Assistant Chief James Nolette introduce the team.

Chief Nolette stated representing the Police Department from Recruiting and Chief of Staff is Captain Todd Joyce, Sergeant Wesley

McCauley, and Chief of Staff Major Kim Brayden. Also present is Assistant Chief Anthony Kelly who oversees field operations and with him is Major Robert Ramirez, and Major Robert Spatorico who oversees investigations.

Captain Joyce provided an update with the aid of a PowerPoint presentation. Captain Joyce stated originally the recruitment and background investigations were processed through a hardcopy binder filing system and conventional mail to different jurisdictions. In order to streamline the recruitment process, Sergeant McCauley began searching for software that could assist in expediting the hiring process. The software has created an overall 30 to 60 percent reduction in hiring time. Lateral Police Officer hiring has also been reduced by waiving their comprehension/physical agility testing and reduced processing time for the psychological, physical, and truth verification testing.

Advertising initiatives have begun through CBS 17 and Puerto Rico. A new commercial segment has been created and will be run nationally to assist in maintaining and increasing a diverse workforce. Captain Joyce stated multiple recruiting trips take place to neighboring states, the local universities, and at the Fort Bragg Transition Assistance Program.

Captain Joyce stated there are a projected 60 hires in 2021 with 57 current vacancies.

Discussion ensued.

Council Member Wright asked about speaking with senior students about law enforcement as a career path. Captain Joyce stated the Police Department is involved with the schools through the PALS program and the Explorers Program. Chief Nolette stated in the state of North Carolina you cannot be a sworn police officer until the age of twenty and a half, so one of the great programs instituted is the Explorers Program which consists of hiring paid interns from colleges throughout North Carolina to learn more about the Police Department.

Mayor Colvin thanked the Police Department for the information on recruitment and opened the floor for questions regarding public safety.

Major Robert Ramirez stated the community is always invited to any event the Police Department puts on. Besides crime prevention with Community Watch, they host Educating Kids about Gun and Gang Violence (EKG2), and quarterly Faith Forum.

Major Kim Brayden stated clearance rates of cases fluctuates throughout the year as cases are closed and cleared. This is why Fayetteville hovers just above the national average. In November, Chief Hawkins hosted a community summit to speak about violent crimes and address ways to help mitigate them. In December, a town hall with all the law enforcement agencies will be taking place.

Discussion ensued.

Mayor Colvin asked how involved the Police Department is in helping the federal agencies in drug enforcement. Major Robert Spatorico stated there are currently ten task force officers that work with the federal agencies; two work with the United States Marshals that focus on tracking down bond-wanted violent felons; two work with the Federal Bureau of Investigation (FBI) with the primary mission of narcotics and on the Joint Terrorism Taskforce; four work with the Bureau of Alcohol, Tobacco, and Firearms (ATF) with broad range of focus; and two with the Drug Enforcement Administration (DEA) that focus on high-level narcotics cases. Major Spatorico presented a PowerPoint presentation showing the breakdown of violent crimes, aggravated assaults, robberies, overdoses, and shots-fired calls for service.

Discussion ensued.

Council Member Haire requested a follow-up presentation after staff visits a City with the shots-spotter technology and their thoughts on the product. Mr. Hewett stated there is a whole body of research on shot-spotter technology. When the money was requested, it was with the intention to be mobile and move them around when needed.

Mr. Hewett stated no action is needed for recruitment, and there is sufficient funding to move around for advertisements and television in order to accomplish the goal City Council requested.

6.0 ADJOURNMENT

There being no further business, the meeting adjourned at 6:58 p.m.