

**FAYETTEVILLE CITY COUNCIL  
SPECIAL MEETING MINUTES  
COUNCIL CHAMBER, CITY HALL  
AUGUST 16, 2023  
5:00 P.M.**

Present: Mayor Mitch Colvin

Council Members Katherine K. Jensen (District 1) (arrived at 5:05 p.m.); Shakeyla Ingram (District 2); Mario Benavente (District 3); D. J. Haire (District 4) (departed at 6:19 p.m.); Derrick Thompson (District 6); Brenda McNair (District 7); Courtney Banks-McLaughlin (District 8); Deno Hondros (District 9) (arrived at 5:10 p.m., departed at 6:14 p.m.)

Absent: Council Member Johnny Dawkins (District 5)

Others Present: Douglas Hewett, City Manager  
Karen McDonald, City Attorney  
Adam Lindsay, Assistant City Manager  
Kelly Olivera, Assistant City Manager  
Jeff Yates, Assistant City Manager  
Jodi Phelps, Chief of Staff  
Kemberle Braden, Police Chief  
Mike Hill, Fire Chief  
Jerry Clipp, Human Resource Development Director  
Chris Cauley, Economic and Community Development Director  
Yamile Nazar, Human Relations Director  
Brook Redding, Special Projects Manager  
Loren Bymer, Marketing & Communications Director  
Lachelle Pulliam, Assistant City Attorney  
Pamela Megill, City Clerk  
Members of the Press

**1.0 CALL TO ORDER**

Mayor Colvin called the meeting to order.

**2.0 INVOCATION**

The invocation was offered by Council Member Thompson.

**3.0 PLEDGE OF ALLEGIANCE**

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

**4.0 APPROVAL OF AGENDA**

**MOTION:** Council Member Thompson moved to approve the agenda.

**SECOND:** Council Member Ingram

**VOTE:** UNANIMOUS (7-0)

**5.0 ITEMS OF BUSINESS**

**5.1 Public Safety Scorecard Update and Recruitment/Retention Issues**

Mr. Kemberle Braden, Police Chief, presented this item and provided an overview of the following Public Safety Initiatives: Residential Camera Program, Business Camera Program, License Plate Reader Program, Stationary Camera Replacement, Axon Fleet, Taser, BWC, and Storage, Office of Community Safety, Cost of Gun Violence Study, Mental Health Co-Responder Program, PROOVE Program/Group Theory, Impact Reduction Program, ShotSpotter Implementation, and Support for Sound Thinking Areas.

Chief Braden provided an overview of the violent offenses and gun seizures over a three-year comparison. Chief Braden also reported on violent crime responses and clearance rates.

Mr. Jerry Clipp, Human Resource Development Director, stated staffing of Police Officers and Firefighters is a nationwide problem.

Mr. Mike Hill, Fire Chief, stated we have an inability to fully retain and attract fire employees; it is an issue for this industry. Chief Hill stated 65 percent of Fayetteville firefighters are leaving for higher pay. Chief Hill presented diagrams illustrating the monthly separations, reasons for leaving, starting firefighter salaries and company officer salary comparisons.

Mr. Douglas Hewett, City Manager, stated the previous retiree health care benefit was ended a few years ago, as was the longevity pay.

Chief Hill stated he just wants the City Council to be cognizant of the Fire Department needs.

Mr. Hewett thanked the Council for their attention to these issues.

Chief Braden stated the Police Department is facing some of the same problems as the Fire Department and said they are constantly battling with the turn-over rate. Chief Braden provided salary comparisons with our peer cities, and the reasons for separation. Chief Braden stated the Fayetteville Police Department starting salary is 16.5 percent lower than the average peer city average of \$50,681.00, and stated retention is a problem.

Mr. Jerry Clipp provided a list of suggested Public Safety recommended strategies.

Discussion ensued.

**MOTION:** Council Member Ingram moved to direct the City Attorney's office to work with the City Attorneys of the Mayor's Coalition on how to engage in different strategies to combat gun violence.

**SECOND:** Council Member Thompson

**VOTE:** UNANIMOUS (7-0)

Discussion ensued.

**MOTION:** Council Member Benavente moved to direct staff to research the "Every Town for Gun Safety" recommendation, along with recommendations for a "Tool Kit", in addition to the creation of a Task Force; comprised of the City, County, Schools, Health Care, Judicial and others.

**SECOND:** Council Member Ingram

**VOTE:** UNANIMOUS (7-0)

## **6.0 ADJOURNMENT**

There being no further business, the meeting adjourned at 6:50 p.m.