



**MOORE COUNTY BOARD OF COMMISSIONERS
SPECIAL MEETING
WEDNESDAY, SEPTEMBER 28, 2022, 2:00 P.M.**

The Moore County Board of Commissioners convened for a Special Meeting at 2:00pm, Wednesday, September 28, 2022, at the Moore County Senior Enrichment Center, 8040 US HWY 15/501, West End, NC. The Board met jointly with the Moore County Board of Education and the purpose of the meeting was to discuss a request for expansion of the Moore County Schools Police Department.

Commissioners Present:

Chairman Frank Quis, Vice Chair Catherine Graham, Jerry Daeke, Nick Picerno

Commissioners Absent:

Otis Ritter

Chairman Quis called the meeting to order. County Manager Wayne Vest offered the invocation and Vice Chair Catherine Graham led the Pledge of Allegiance.

Moore County Board of Education Chair Pam Thompson commented regarding the importance of providing resources for the Schools' police officers and said she felt like a joint meeting would give opportunity for the Boards to review, ask questions, and have open dialogue. Moore County Schools Superintendent Dr. Tim Locklair offered comments and discussed a total facility safety audit that would occur, and then he introduced Dr. Seth Powers, Executive Officer for Academics and Student Support Services, who reviewed the Schools' request to the commissioners regarding expansion of the police department. The request document is hereby incorporated as a part of these minutes as attachment as Appendix A. Questions regarding number of positions and cost of laptops were clarified by Dr. Powers. Regarding requested alignment of Schools police officer salaries with Sheriff's Office salaries, Commissioner Picerno inquired about the duties and how they were comparable. Moore County Schools Chief of Police Hardy discussed his officers' duties as well as recruitment and retention challenges.

Dr. Powers then provided a presentation regarding a physical safety and security assessment. The presentation is hereby incorporated as a part of these minutes by attachment as Appendix B.

Chairman Quis inquired regarding the backgrounds and experience of current Moore County Schools police officers and Chief Hardy shared information. Mr. Vest noted that the County had anticipated the request from the Schools from the June budget discussion. Chairman Quis asked if someone with construction

knowledge would be part of the security assessment team and Dr. Locklair said yes and outside assistance would be sought if needed.

There was discussion regarding the possibility of using ESSR funding and Dr. Locklair explained allocation. Commissioner Picerno asked if the Board of Education had any interest in reprioritizing since this request was so important. Dr. Locklair said they would have to verify funds could be spent on hiring new personnel and then look at whether they had the funds to reallocate. Ms. Thompson said this item was on the school board's next work session agenda in October so they could take a last look and see if there was anything different. She said she hoped the Board of Commissioners could have this item on their October agenda. Regarding an application to the State, Commissioner Picerno asked if the Schools would have information on that by October and Dr. Powers said he doubted it and it would hopefully be by sometime in November. Commissioner Graham noted proximity to Fort Bragg and asked if there was any chance to get help in funding from the federal government because of that. Dr. Locklair said they would certainly pursue any grant. He said he was not aware of anything, but they would look into it, and he noted the Schools did receive impact aid funds.

Chairman Quis asked what other counties in North Carolina were doing and Dr. Locklair discussed the uniqueness of Moore County Schools having its own police force as one of only two systems in the State to have it. He said other districts collaborated with their sheriffs' offices and municipalities. Ms. Thompson said she did not want to catch the Sheriff, present at the meeting, off guard, but she was interested in his opinion regarding the resource officers being handled by the Schools versus the Sheriff's Office. Board of Education member David Hensley said it was no secret that he was an advocate of joining the 100+ other districts in letting the Sheriff's Office run it but he said as long as Moore County Schools was in charge, they needed to have the most equipped and best-trained staff. Sheriff Ronnie Fields shared that he had met with Mr. Hensley, Chief Hardy and others and said he was very close to the late Chief Arthur Frye. He said the Schools' officers were very professional, and everyone was certified and were paid for what they did and for what they may have to do. He said the County was very blessed that its schools had their own school resource officers that could be there every day and build relationships, etc. Sheriff Fields said it was hard to attract law enforcement officers and the State was continually implementing more restrictions and training. He said the Schools' SROs were under the same obligations and training as the Sheriff's officers and said his department worked closely with Chief Hardy. Sheriff Fields noted that the main discussion in a recent local chiefs meeting was school security. Sheriff Fields named schools located outside municipal limits that needed priority for extra resources. He said Moore County had the best of the best currently with its own Schools police agency and he recommended to both boards that that keep it. Mr. Hensley noted that districts that did not have their own did still have SROs in every single school, just provided by local law enforcement. Chairman Quis asked if municipal law enforcement patrolled their schools and Sheriff Fields said yes as did the Sheriff's officers. Sheriff Fields reiterated five schools that should be prioritized for resources due to response times.

Commissioner Picerno asked if questions could be sent to Dr. Locklair and Ms. Thompson said yes. Ms. Thompson thanked everyone for their time and said this was an important topic for everyone in Moore County. She said she hoped this joint board meeting would be the first of additional meetings. She said she

wanted the Board of Education to meet with the Board of Commissioners also regarding the master facilities plan, maybe in the December / January timeframe. She noted that the absence from the current meeting of school board members Robert Levy, who was out of state, and Libby Carter, who could not be there.

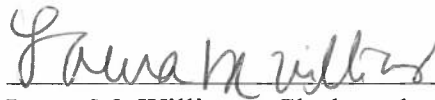
Mr. Hensley noted that after a five-year dip in training, the SROs were now fully trained. He said in response to Commissioners Picerno and Graham that this (request before the Board) was a 12 – 18-month process. He said he was not opposed (for accountability) to funding becoming available as the officers were brought online.

Board of Education member Stacy Caldwell shared that the SROs carry Narcan which reduced response time for drug-related emergencies, and which was a huge advantage to having them nearby.

Chairman Quis expressed his appreciation and said it was owed to the children that there be provided the safest environment possible. He said they were always looking at cost but when it came to the children, they would spend whatever it took. He also noted the advantage of the children having a friend in the SRO.

There being no further business, upon motion made by Commissioner Graham, seconded by Commissioner Picerno, the Board voted 4-0 to adjourn the September 28, 2022, Special Meeting of the Moore County Board of Commissioners at 3:03pm.


Francis R. Quis, Jr., Chairman


Laura M. Williams, Clerk to the Board



Request to the Board of Commissioners for Expansion of the Moore County Schools Police Department

Introduction:

The safety of all students, staff, and visitors on Moore County Schools campuses is a primary focus of the school district. Based on the nationwide trend of increasing active-shooter situations that include increased violence on school campuses, school districts and local communities must be vigilant in providing resources to protect schools. Research shows that the number one variable in ending an active-shooter situation quickly is the speed with which a police officer responds. School Police Officers are a critical component in keeping campuses safe and secure.

Moore County Schools Police provide a daily visible law enforcement presence on middle and high school campuses where officers are assigned as their home-school. Each high school and middle school, with the exception of Elise Middle (which is small and is within .2 miles of the Robbins Police Department) has an officer assigned to the school. Although officers are also assigned to cover elementary schools they only provide elementary school coverage on an as-needed basis meaning that the vast majority of the time there is no officer presence on most elementary school campuses. It is the desire of the district to provide full-time MCS Police coverage on all campuses. A police presence is a proven deterrent to violent behavior and provides the best chance to neutralize a threat quickly with the least damage in the event that an active-shooter crisis were to ever occur on a MCS campus.

Current Status of the Moore County Schools Police Department:

Total Number of current Officer Positions: 14 (Including the Chief Of Police)

2 Open positions are currently unfilled

Schools currently covered with a Full-Time Officer:

Pinecrest High School	2 Officers
Union Pines High School	2 Officers
North Moore High School	1 Officer
CLC @ Pinckney	1 Officer

Crain's Creek Middle School	1 Officer
Highfalls/Westmoore	1 Officer
New Century Middle School	1 Officer
Southern Middle School	1 Officer
West Pine Middle School	1 Officer
Central Office (Roving)	Chief of Police

Additional Staffing Requested:

Moore County School is requesting the addition of 13 school police officer positions which would bring the total MCS Police force to 27 officers. 13 additional officers would provide for:

- one additional officer at Pinecrest High School;
- full-time coverage on ALL MCS campuses once all positions, including the 2 currently open positions, are filled; and
- allows the Captain position to be roving for supervision and support.

Estimated Costs:

	One Time Cost	Annual Recurring Costs	Accrued Replacement
Salary (\$60,000 per officer <i>w/benefits</i>) *Based on MCS current salary structure	\$780,000	\$780,000	
Align current MCS Police Officer pay with new M.C. Sheriff's Office pay scale	\$110,945	\$110,945	
Align 13 additional MCS Police Officers with new M.C. Sheriff's Office pay scale	\$75,143	\$75,143	

Background Check (\$200 per Officer)	\$2,600	N/A	
Psychological Evaluation (\$800 per Officer)	\$10,400	N/A	
Uniforms (\$1100 Per Officer)	\$14,300	\$2,860	5 year replacement
Vest (\$645 Per Officer)	\$8,385	\$1,677	5 year replacement
Weapons (\$2,885 Per Officer)	\$37,505	\$4,688	8 year replacement
Ammunition (\$100.00 Per Officer)	\$1,300	\$1,300	
Radios (\$3,313 Per Officer)	\$43,069	\$5,384	8 Year Replacement
Lap top (\$1,500 Per Officer)	\$19,500	\$3,900	5 Year Replacement
Lockable Evidence Safe in office (\$92 Per Officer)	\$1,196	N/A	
Vehicle/Equipped (13 Vehicles \$30,000 ea.)	\$390,000	\$39,000	10 Year Replacement
Annual Fuel Costs	\$12,000	\$12,000	
Vehicle Maintenance (\$670 per vehicle/year)	N/A	\$16,750	
Cellular Phone Costs (\$600 Per Officer)	\$7,800	\$7,800	

Training (\$500 per Officer)	\$6,500	\$6,500	
Officer Recruitment (\$750/month for 18 months)	\$13,500	N/A	
Totals	\$1,534,143	\$1,067,947	

Total Initial Cost: \$1,534,143

Total Recurring Cost: \$1,067,947

Officer Recruitment and Potential Timeline for Hiring:

The district recognizes that staffing shortages in many fields across the country, including law enforcement, will make fully staffing additional officer positions in a timely manner challenging. Based on the number of officers to be hired and the current lack of candidates it is estimated that it could possibly take 18 months or more to fully staff 13 additional officers and the other two currently vacant positions. With this in mind, the district would propose the following actions to attract qualified candidates.

- Aggressively advertise vacancies in a variety of mediums focusing on the advantages and perks of joining MCS Police.
- Revise MCS Board Policy 7800 School Police Program - This revision would remove the *requirement* that potential candidates must have a minimum of three years of experience in law enforcement and would instead *recommend* three years of experience. The district certainly wants to hire the most experienced and qualified officers but removing the *requirement* of 3 years experience opens the door to consider additional candidates who demonstrate exceptional ability and potential.
- Request MCS Police salaries align with Moore County Sheriff Department Salaries - MCS Police salaries are currently lower than the salaries associated with being employed as an officer with the Sheriff's Office. Below is a comparison of salaries between the two departments. In order to be competitive, the district requests that MCS Police be paid on the same salary schedule as the Sheriff's Department.

MCS / Moore County Sheriff's Office Pay Scale Comparison

Position	MCS Police Monthly Salary Range	M.C. Sheriff's Office Monthly Salary Range (New Scale)

Officer/Deputy	\$3,178 - \$4,284	\$3,604 - \$5,676
Corporal	\$3,286 - \$4,430	\$3,784 - \$5,960
Sergeant	\$3,419 - \$4,609	\$3,973 - \$6,258
Lieutenant	TBD (not currently on scale)	\$4,599 - \$7,244
Captain	\$3,558 - \$4,796	\$5,324 - \$8,386
Chief of Police	\$5,005 - \$7,397	\$6,164 - \$9,708 (Major)

MCS Current Officer Salaries / Cost to Move to Sheriff's Office Pay Scale

(Salaries only/does not include benefits)

MCS Police Officer	Months Employed	Monthly Salary/ MCS Pay Scale	Monthly Salary/ Sheriff's Office Pay Scale (New Scale)	*Annual Salary/ MCS Pay Scale	*Annual Salary/ Sheriff's Office Pay Scale (New Scale)
Officer #1	11	\$4,074.39	\$4,599.83	\$44,818.29	\$50,598
Officer #2	12	\$4,426.62	\$5,071.33	\$53,119.44	\$60,856
Officer #3	11	\$3,651.97	\$4,599.83	\$40,171.67	\$50,598
Officer #4	10	\$4,239.83	\$4,599.83	\$42,398.30	\$45,998
Officer #5	10	\$3,954.56	\$4,599.83	\$39,545.60	\$45,998
Officer #6	12	\$3,915.41	\$4,599.83	\$46,984.92	\$55,198
Officer #7	12	\$4,383.57	\$4,829.83	\$52,602.84	\$57,958
Officer #8	10	\$4,282.23	\$4,599.83	\$42,822.30	\$45,998
Officer #9	11	\$4,034.05	\$4,599.83	\$44,374.55	\$50,598
Officer #10	12	\$5,593.16	\$6,796.00	\$67,117.92	\$81,552
Officer #11	11	\$4,456.10	\$5,591.08	\$49,017.10	\$61,501
Officer #12	12	\$6,200.58	\$7,492.66	\$74,406.96	\$89,912 (Major)
Officer #13 (Vacant)	10	**\$4,021.77 (avg. salary)	\$4,599.83	**\$40,217.77 (avg. salary)	\$45,998
Officer #14 (Vacant)	10	**\$4,021.77 (avg. salary)	\$4,599.83	**\$40,217.77 (avg. salary)	\$45,998

TOTAL	-	N/A	N/A	\$677,815.43	\$788,761
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*Based on months employed column

**Average salary of current MCS non-rank officers

Current MCS Police Officers:

It would cost approximately \$110,945.57 to align current MCS Police salaries with the salary scale of the M.C. Sheriff's Office.

Additional MCS Police Officers:

It would cost approximately \$45,998 per year/per officer (additional \$5,780.23 per year compared to current average salary of MCS non-rank officers) for any new officers added to MCS Police if the pay scale is aligned with the M.C. Sheriff's Office.

Supporting Documents:

- MCS Classified Salary Scale (includes MCS Police)
- County of Moore Salary Scale (includes M.C. Sheriff's Office)
- MCS Board Policy 7800 School Police Program
- Basic Cost to Outfit A Deputy Sheriff (Provided by M.C. Sheriff's Office)

Campus Physical Security Assessment Update

Presented by:

Dr. Mike Metcalf, Chief Officer
for Academics and Student Support Services

Dr. Seth Powers, Executive Officer
for Academics and Student Support Services

Chief Rodney Hardy
Chief of Moore County Schools Police

School Board Work Session
September 6, 2022



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Physical Security Assessment Update

- The district plans to contract and work collaboratively with On-Target Preparedness in order to conduct a physical security assessment on all 23 MCS campuses.
- MCS has worked with On-Target Preparedness in collaboration with Moore County Public Safety in the past to conduct Active Shooter Tabletop exercises in our schools.
- On Target Preparedness has been recommended by Moore County Public Safety and the Moore County Health Department.



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Physical Security Assessment Update

School Safety Facility Assessment Team

Mike Metcalf/Seth Powers, Chief/Executive Officer - MCS

Chief Rodney Hardy, Chief of MCS Police

Executive Officer for Operations - MCS

Kendt Eklund, Director for Technology - MCS

Member(s) of Moore County Sheriff's Office

Local Law Enforcement based on school jurisdiction

Sammy McNeill, Former Chief of MCS Police

School Principal



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Physical Security Assessment Update

Services provided by On Target Preparedness will include:

- Meet/collaborate with school and district safety teams.
- Develop a security assessment tool designed to meet the specific needs of MCS.
- Schedule and perform “walkthroughs” of all MCS campuses in collaboration with school/district safety teams in order to collect data.



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Physical Security Assessment Update

Services provided by On Target Preparedness will include:

- Prepare a comprehensive report for the district encompassing all 23 campuses and documenting district-wide strengths and weaknesses related to safety and security.
- Present findings to district leadership and the Moore County Board of Education.
- Analyze data and prepare a written report for each campus documenting and prioritizing areas of strength and weakness related to safety and security.



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Physical Security Assessment Update

Cost:

- The quoted price for completing the work as described is \$29,900.
- The cost would be funded from federal Impact Aid funds which aligns with supporting student safety and well-being.

Timeline:

- On Target Preparedness is prepared to work with MCS to schedule and complete the assessments as soon as feasibly possible within the limitations of school and district schedules.



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Questions and Discussion



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