



Town of Youngville

Board of Commissioners

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MINUTES BOARD OF COMMISSIONERS

SEPTEMBER 26, 2019

7:00 PM

SPECIAL CALLED MEETING #2

CANDIDATE PRESENTATION

YOUNGVILLE COMMUNITY HOUSE

Mayor Pro-Tem Joseph Johnson called the Special Called Meeting of the Town of Youngville Board of Commissioners to order at 7:05pm. In attendance were Commissioners Joseph Johnson, Catherine Redd, Larry Wiggins, Terry Hedlund and Graham Stallings. Also, in attendance were Town Administrator Phillip Cordeiro, Town Attorney Edward Bartholomew and Interim Police Chief Joseph Kimball.

Cordeiro thanked everyone in attendance for their interest in who will become Youngville's next Chief of Police and noted it was greatly appreciated.

Cordeiro stated that shortly after Chief Kirts announced his retirement this spring, he began putting together a robust recruitment and assessment process to select his predecessor. This process has culminated in the elevation of this evening's two candidates as finalists for your consideration.

Cordeiro gave a brief overview of the selection process. First, the Town recruited applicants for the Chief of Police position from a variety of sources including, but not limited to, governmentjobs.com, indeed.com, various professional associations, and via word of mouth advertising. By our primary consideration date, the town received over 60 applications for the Chief of Police position. From that point, we embarked upon a three-round assessment center selection process.

In our first and quarter-final round, the most highly qualified candidates from our pool of applicants were interviewed via telephone.

In our second and semi-final round, the most highly qualified applicants from our quarter-final round were subjected to the following assessment exercises:

- First, candidates were interviewed in-person by a panel of Town Staff.
- Second, candidates were asked to participate in an interactive “officer brainstorming” exercise. In summary, this exercise was a role play between each candidate and three Police Officers of your Youngsville Police Department. In advance of the exercise, each Police Officer assessor was asked to come prepared with one idea he or she had to improve the department, and each candidate was asked to come prepared with three of his or her own. During the exercise, each candidate was directed to lead a meeting and discuss these ideas for improvement with the Police Officers in any manner he or she deemed most appropriate.
- Third, candidates were evaluated via a written assessment. In summary, candidates were given four real-world, but theoretical, scenarios and directed to submit written responses to those scenarios in a pre-determined time period.

In our third and final round, the most highly qualified applicants from our semi-final round were, and are, being subjected to the following assessment exercises:

- First, candidates were interviewed in-person by a panel of five law enforcement and local government management professionals with over 100 years of cumulative experience in law enforcement.
- Second, candidates were interviewed by the Town Board of Commissioners.
- Third, candidates are participating in this evening’s exercise. Tonight, each of our two final candidates has been directed to prepare 30-minutes of remarks on the following three topics:
 - Topic 1: What does the “community policing” concept mean to you, and how you will employ it in the Youngsville community?
 - Topic 2: Traffic congestion is a chief complaint in Youngsville. Describe the strategies you will employ to reduce traffic in town and speeding in residential areas.
 - Topic 3: Describe one new initiative and/or project you will implement within the first year as Chief of Police and explain how it will positively impact our community.
- After each candidate’s 30-minutes has expired, there will be a 15-minute period allowed for questions from the Board of Commissioners, Town Staff, local media, and residents.
- After the question and answer period is completed, there will be 15-minute period allowed for social interaction among all present this evening.

As an administrative note, Cordeiro asked participants to please locate the postcard that was left on their seat this evening. This card is their opportunity to submit written feedback to the Town regarding each candidate’s performance this evening. He stated it

would be greatly appreciated if they could complete this card and drop it in the box next to the entrance labeled “Citizen Feedback.” Cordeiro noted there are also extra cards located next to the box as well.

Further, Cordeiro encouraged those in attendance to contact either him and/or the Town Board of Commissioners to provide additional feedback no later than Wednesday, October 2nd.

Finally, Cordeiro noted he sincerely hopes with this information and this evening’s interaction, the citizens will feel the Town of Youngsville has embarked upon a professional, robust, and deliberate process to choose our community’s next Chief of Police. Please know that while your Town Government will never be perfect, we will always strive to serve your best interests and make Youngsville a home we can all be proud of.

At this point, Cordeiro respectfully requested the audience hold all questions until the question and answer period.

Cordeiro stated it was his pleasure to introduce our first Chief of Police finalist: Mr. Joseph Kimball.

Mr. Kimball stated he appreciated the opportunity presented and he looked forward to serving Youngsville as long as he can. He stated he has been with the Youngsville Police Department for about a decade. Mr. Kimball began his career in Durham as a Patrol Officer. He left Durham to come to Youngsville in 2010. Within the first year, he was promoted to Corporal in the new Traffic Unit. Based on his success with the Traffic Unit, he was promoted to Sergeant over patrol. Last December, he was promoted to Captain and has been the interim Chief of Police since May of this year. Mr. Kimball stated he would continue to earn the belief and respect from the Town.

- What “Community Policing” means and how he will employ it in the Youngsville community

Mr. Kimball wanted to talk about something very dear to him. Throughout his career in Youngsville he has always focused on community policing. Mr. Kimball stated community policing is a partnership between our Police Officers and the people they serve in the town. To develop a strong partnership, they must engage in problem solving and adopt a structure that invites engagement of the public. This meeting today is a clear example of the type of partnership where the public is directly involved. As Chief of Police, he will continue to promote these same types of forums. Mr. Kimball stated community policing was important to keep Police Officers informed when addressing the public and their safety concerns. Being better informed helps to protect our community and our Police Officers. This partnership with the community is essential for our collective success in creating the community that we all want to be.

Mr. Kimball stated that in order to create an effective community partnership, they needed to establish trust. Officer training and learning from neighboring Police

Departments ensure our policies, practices and procedures that guide our Police Officers develop an accountability to the community that we serve. Then, they would partner with community members and businesses to jointly identify and problem solve issues. He wants to create a department culture encouraging Police Officers to be involved in the community, activities, and be involved with the residents. Mr. Kimball also wants to create a forum where all the members of the community can feel comfortable to express themselves without judgement or fear of repercussions.

Mr. Kimball noted actions they have already taken and addressed future actions. Previous actions include Coffee with a Cop that was started about two years ago. Mr. Kimball noted that he has never missed a single Coffee with a Cop, regardless of whether he was on duty or not. This informal monthly meeting allows members of the community to meet and talk with Police Officers. It also allows the citizens an opportunity to get to know their Police Officers and for the Police Officers to know their citizens. Coffee with a Cop is an effective way for the community to inform the Police Officers of problems around town. This open forum allows the community to be at ease and become more comfortable with the Police Officers. Familiarity with local Police Officers can make situations less stressful for the citizens involved.

Mr. Kimball stated that over the last four months as interim Chief of Police, he has made a point to get more involved with the community. He noted the Police Department started a blood drive for November in partnership with Faith Baptist Church. They will also be involved at the Fall Festival this coming Saturday by hosting a drunk driving simulator. The Police Department has another partnership with Faith Baptist Church for a canned food drive and will soon start a program where they talk to the children at the school for Faith Baptist Church. The Police Department has also partnered with Youngsville Elementary School for Trick or Treat on Main. Mr. Kimball noted the children will make signs for the Police Department stand outside of the Community House. Police Officers will go to the local daycares to speak with the children. Mr. Kimball stated he would continue to have Police Officers attend neighborhood meetings to talk about neighborhood watches and how to keep their homes and families safe. He stated that will continue to create opportunities for Police Officers to get together with the community, such as National Night Out which he hopes to do next August. Mr. Kimball stated he would continue to visit businesses, listen to their concerns and proactively work with them to create a safe and welcoming environment. He stated they would continue to expand their social media, including sending out safety reminders. They will continue to create an elderly checklist to help ensure their safety needs and to prevent them crisis. Mr. Kimball explained Police Officers will often stop by an elderly person's home to talk with them and do what they can.

Mr. Kimball stated he has been attending more community events in town, such as grand openings, farmers' markets and kickball. He hoped to see members of the community at any of the town meetings, or events, and noted they will be there to listen.

- Strategies to reduce traffic congestion and speeding in residential areas.

Mr. Kimball noted the traffic in Youngsville was of great concern. He stated they were collecting relevant data on times and speeds in key impact areas. The collection of the data is a great starting point in their discussions. They will be able to make informed decision based on the data and the combination of the voices of the community. The congestion on Main Street, Highway 96, Tarboro Road, Cedar Creek Road, and 5-Points intersection needs to be addressed as a whole. Studies have shown that a three-way intersection does not significantly reduce traffic or speeding, on the side roads. Studies and supporting data show a three-way intersection will back up as well, leaving the same problems. Options include partnering with other agencies and the community. They met with the Department of Transportation (DOT) a few weeks ago about the problem areas for congestion. DOT will put out counters for the areas of congestion to get an accurate account of traffic. The Town has worked with DOT to add turn lanes at 5-Points intersection, additional turn lanes and patterned signals that hold traffic. These new signals have been synced with the signal at Cross and Main Streets. This has relieved some of the traffic during rush hours, however, there is still congestion at Cedar Creek and Tarboro Roads as there is nowhere to expand without taking people's property. Mr. Kimball noted the Main Street Improvements Project will help update Main Street with crosswalks and a bike lane, but there is still nowhere to expand in order to lessen traffic. He stated we needed to find a way to make it less and work together to increase the number of businesses in town so that people can walk or bike to work. This means we need to improve our walkways and bike lanes to encourage alternate modes of travel to work. We need to promote car pooling to the local schools to help lessen traffic or work with the schools to increase the number of buses. Adding more crosswalks will assist with children that want to walk and play around the town.

Mr. Kimball also wanted to address speeding. He noted that S Nassau Street, Winston Street, Pine Street, N Nassau Street, and Tom Williams Road were all problem areas. Based on his research, putting in bumpers / rumblers does not slow down traffic. Studies did show there was an increase in the costs to the Town and gave an example. He explained other problems included noise as cars went over them, vehicle damage, and property damage as cars drive on the side of the road to avoid them. Mr. Kimball noted bumpers / rumblers affect first responders. He explained they slowed down the first responders, which could make a difference on a positive outcome for members of our community. Mr. Kimball stated he would continue to work with DOT and other agencies and continue to gain insight from the voices in the community.

Mr. Kimball noted they have installed a mobile speed radar on S Nassau Street that displays the speed as you approach it. The radar also starts flashing, once the drivers reach a certain speed, as a reminder to slow down. Mr. Kimball stated they were lightweight and easy to move to other problem areas around town. These radars also send alerts so the Police Department will be made aware of the time frame for speeders in certain locations. The data collected from the various locations will help plan saturation control, so that Police Officers can be in the problem area at the right time to catch speeders. This will hopefully reduce speeding. Based on his research, Mr. Kimball feels this is the best option. Another option was to close off S Nassau Street and Highway 96 for no through traffic. This will reduce speeding only in the one area and will move them to another location in town. He felt this solution would only be a band aid.

As Chief of Police, Mr. Kimball stated he would like to start a Community Board that will provide a clear, unified voice of the community to the Town and the Police Department, as well as assist in getting information from the Police Department and the Town out to the community. This will let the Police Department know what the greatest complaints are, and which ones need to be addressed first. They will continue to utilize social media, and other means, to create a notification system to warn drivers to slow down. He stated notifications such as these get shared to cover more of the community. Mr. Kimball stated they would work together to ensure the safety of our community. He gave an example of a recent situation and the positive reaction of the citizen involved. This shows that Police Officers are present in the community. Mr. Kimball noted there was still a lot of work to do and the need to work together.

- Adding a K-9 Unit to the Youngsville Police Department.

Mr. Kimball promised as Chief of Police that he will continue to be innovative in new technology, like the body cameras they currently use, lighter body equipment for our Police Officers, programs like Coffee with a Cop and community lead boards among other things. One new addition he would like to start is an addition of a rightly sized, effective K-9 Unit. As he has done in other areas, like the traffic unit, cars, and equipment, he will identify private or government grants. They will also look to do fund raisers and even collect donations.

Mr. Kimball explained why a K-9 Unit was right for Youngsville. He stated that we are in a time where they are rebuilding relationships between the community and the Police Force. K-9 Units can become an icebreaker with members of the community and to spark conversations with our Police Officers. They are also an important addition to our Police Department. These animals are highly trained and are able to assist in enforcing the law. Mr. Kimball explained, as drug enforcement, the K-9 Unit will be able to assist on US Highway #1, as it is has become a thoroughfare for drug trafficking. Even in town, there have been instances at some of our local businesses having problems in their parking lots. The K-9 Unit can also assist with fleeing suspects. Mr. Kimball noted K-9 Units can also alert Police Officers to danger, noting K-9 Units are a safety measure as well. He stated K-9 Units are great for special events, such as the Fall Festival and Christmas Parade. Mr. Kimball stated they are even great at the schools with the children. He noted the K-9 Unit will be helpful during Amber Alerts and Silver Alerts, and even with suicidal individuals. Mr. Kimball stated the K-9 Unit will also be helpful in our surrounding communities, further strengthening inter-agency relationships. He gave an example of a recent event the Youngsville Police Department had utilized the Franklin County Sheriff's Office's K-9 Unit with a positive outcome.

Mr. Kimball noted the K-9 Unit would be a good ambassador for the Youngsville Police Department. He wanted to stress that in all the initiatives they do, the Youngsville Police Department needed the community to be involved, as well as needing their support.

In closing, Mr. Kimball loosely quoted Albert Einstein; “In a healthy town, like Youngsville, there is a kind of balance between the will of the people and the government”. Mr. Kimball thanked everyone for coming out to participate.

After Mr. Kimball’s presentation, Cordeiro opened the floor for questions from the Town Board, Town Staff, local media, and residents.

A gentleman from the press asked Mr. Kimball to elaborate on his training, experience and background. Mr. Kimball stated that he has over a thousand hours of training. He noted that he has also owned health clubs and built them from scratch, including their budget. Mr. Kimball stated he has taken leadership training from several sources, amongst other training. The gentleman from the press then inquired about the K-9 Unit Initiative. Mr. Kimball explained the K-9 Unit could bring in additional funds from drug bust in the form of “taxes”. Those funds will then be recycled back into the department.

Juanita Wood asked if we had Police Officers with K-9 experience and Mr. Kimball stated there were two on staff.

Ronald Adkins noted the previous experience that Mr. Kimball has and inquired if Mr. Kimball felt that he was qualified to handle all of the different aspects of being Chief of Police. Mr. Kimball stated yes, and noted his thirty years of experience, including owning health clubs.

When asked for clarification on his health clubs, Mr. Kimball explained the health clubs were in New Jersey. He stated his neighborhood lost people on September 11th and that helped to direct his focus into law enforcement. Mr. Kimball stated he went through Basic Law Enforcement Training (BLET) in August of 2009. Mary Powell inquired about his college education and Mr. Kimball stated he went through some college at the University of New Orleans.

Juanita Wood praised the Youngsville Police Department, and the Town in general. She noted Youngsville was a safe place to live.

Another gentleman asked Mr. Kimball, that as he moves forward, how would he engage with the community, along with surrounding communities, to address the needs and issues. Mr. Kimball stated that most of the Police Officers he has hired have been involved with the community. He stated the new Office Administrator has been taking courses. Others in the Police Department have been taking courses as well for grant writing. Mr. Kimball noted they have been involved with other agencies and will meet often so that everyone is aware of what is happening in surrounding communities.

Another gentleman asked Mr. Kimball how he would reduce the turn over at the Police Department. Mr. Kimball agreed that was an issue, mostly with the old administration. He stated he wants his Police Officers to be in Youngsville for decades and to be seen on the streets. Mr. Kimball stated they were in the process of making changes to see that Police Officers stay in Youngsville. The gentlemen expressed concerns of not seeing a police presence in town, but Mrs. Wood stated that she does see them often and they have

even stopped to talk to her. Mr. Kimball explained the Police Department was short staffed at one point and it was difficult for them to stop and talk to all the residents. As they have added more staff, the residents will see more of the Police Officers stopping to talk to the residents.

A brief recess was taken to allow meeting participants to interact with each other.

Cordeiro reconvened the Meeting and noted they would follow the same process for the second candidate. He introduced the second candidate, Mr. Greg Whitley.

Mr. Whitley wanted to thank everyone for coming out tonight and noted he appreciated their participation. He stated he has been a North Carolina native his entire life, growing up outside of Garner. Mr. Whitley stated he is going into his nineteenth year in law enforcement. He began in Johnston County, working for the Smithfield Police Department for about eleven years. Mr. Whitley noted he started in patrol, then moved up to narcotics investigations, and he worked tactical during that time as well. He stated he was also involved in criminal investigations. Mr. Whitley stated he then had the opportunity to work for the Knightdale Police Department. He spent a short time in patrol in Knightdale before moving up the ranks. Mr. Whitley stated he has served as a Corporal, Sergeant and a Lieutenant. He also served as an intermediate Captain for about sixteen weeks, while the current Captain participated in the FBI Academy. Mr. Whitley stated he has been fortunate that he's had a lot of experience in different roles. He noted that he doesn't know everything, but he has had some unique experiences.

- What "Community Policing" means and how he will employ it in the Youngsville community.

Mr. Whitley has been a huge part of law enforcement for a long time. He quoted "the police are the public and the public are the police". Mr. Whitley stated the only difference between the Police Officers and the public is that Police Officers get paid. Police Officers are citizens of the community, the same as everyone in this room. There should not be any separation. Mr. Whitley felt the ideals and vision of law enforcement should match the ideals and vision of the community with no disparity.

Mr. Whitley noted several ways he would incorporate community policing in the Police Department and in the Town. Based on information from Youngsville's website and social media, he would continue the campaigns that are directed towards mitigating break ins, issues with traffic congestion, etc. Mr. Whitley felt the Police Department should be engaged and active in those activities and campaigns. He stated he would like to continue, and possibly, expand on Coffee with a Cop and have some additional programs like Shop with a Cop. Mr. Whitley stated he would like to get some of the disenfranchised children from the school involved as well. He felt that having a positive influence in the community starts with the youth, especially getting them to have a positive experience with law enforcement.

Mr. Whitley stated he would like to institute a Citizen's Customer Service Survey, both online and hard copies. He felt there was no better way to serve the community than to

get an idea of what the real concerns and issues are, both good and bad, of what the Police Department is doing. Mr. Whitley noted this survey would be one of the items at the top of his list.

Mr. Whitley stated he would like to have an open house at the Police Department where citizens can come by and can speak in open forum. They will have the opportunity to speak with not only the Chief of Police, but the Police Officers on duty as well. Mr. Whitley felt that citizens would be more comfortable in a smaller, less formal setting. He also noted that it was more personable. Even though he has an open-door policy, he still felt that having a block of time throughout the year for citizens to come by and have one-on-one contact with the Police Department was essential.

Mr. Whitley summarized his ideas. He noted the Youngsville Police Department is doing a great job and he would like to expound on those programs.

- Strategies to reduce traffic congestion and speeding in residential areas.

Mr. Whitley noted that traffic was bad in Youngsville. He stated he lived in Stephen's Glen, just outside of town, and has seen the traffic firsthand. Mr. Whitley stated that driving back and forth to work, he has experienced the traffic on Highway 96 and noticed how people cut through at S Nassau Street. He has also experienced the traffic congestion at 5-Points intersection, even during the middle of the day.

Mr. Whitley stated he had a two-fold approach, noting that we would like to get things done to see an immediate improvement, but that's not always the case. His first idea was to have Police Officers at these locations to monitor traffic, as call volume allows, noting when traffic started to back up. If able, the Police Officers can help to direct traffic. Mr. Whitley stated this was a short-term solution to what is a long-term problem, something that will continue to be a problem, but it is one thing they can immediately do.

As for a long-term solution, Mr. Whitley stated he spoke with a division engineer at DOT who walked him through the process of road improvements. As this was something that he had never experienced in his law enforcement career, he seized the opportunity. Mr. Whitley broke down the process. He stated the first step would be to have an assistant engineer to observe the traffic related issues firsthand. One thing he noted was the signals in Youngsville are dated. Mr. Whitley explained they are based on timing, however, there were "smart devices" that recognize traffic buildups and will adjust accordingly. There was also the option of having the current signals programmed for time of day, so the signals can be adjusted during high traffic times. Once the assistant engineer comes out, they can install monitoring devices to see the traffic volume and peak times. This would take approximately two months and would help to alleviate a lot of the traffic congestion. Per the district engineer, the next step in this process was to widen the roadways to allow for turn lanes. Mr. Whitley explained the difficulties based on the architecture of Main Street. He noted he did not want to ruin downtown and the local businesses for the sake of widening roads. However, Mr. Whitley did feel there were some opportunities in areas like Highway 96 and 5-Points intersection. This solution would be more of a two-year project.

Mr. Whitley summarized his proposal, noting the boots on the ground as a temporary solution to get traffic moving. Then, within a two-month timeframe, they could have some of the “smart” traffic signals, which should help tremendously. Then it would be a two-year timeframe for DOT to do their study and possibly widen some areas. As for the costs associated with these solutions, the DOT district engineer stated the costs would be minimal. Mr. Whitley stated he was informed that it would not be a full cost-share project between the Town and the DOT.

Mr. Whitley stated another traffic problem has been speeding on town streets, especially the cut-throughs. He proposed they use a mobile radar that can be set up to monitor the level of traffic to find our peak times. Ultimately this is going to be an enforcement issue. Mr. Whitley stated he did not want to waste a Police Officer’s time running radar around town when a mobile unit could do it. He stated he would like to do an analysis to find the peak times. In addition, Mr. Whitley noted as this was all public record, letting the community know they are going to be out in the problem areas, enforcing the speed limit during a probationary period. At the end of the day, everyone wants compliance, whether it’s done through enforcement or public information. However, after the public information period, he does believe in a no-tolerance policy. The Police Department would work with the District Attorney to let them know what types of problems we have had here in Youngsville, how it’s impacting the community and how much it means to curtail this problem.

Mr. Whitley stated this was also a perfect opportunity to add personnel to the Police Department so they can focus on traffic related issues. These new Police Officers would not be solely for traffic, they will also assist with other matters as needed. Mr. Whitley stated this was a “needs based policing” and he would do this by establishing that we do have a problem with traffic and working on a grant program to get more Police Officers to address these issues. Based on experience, Mr. Whitley noted that Police Officers are not always available for purely enforcement action as they may be responding to other calls.

Mr. Whitley stated these are some of the short-term solutions that he has envisioned, along with some long-term solutions, that will hopefully alleviate some of these problems. He noted that he would like to keep the community informed so they can stay updated on the progress.

- Creation of a Town of Youngsville Citizens’ Police Academy

Mr. Whitley stated, during his first year, he would like to explore the feasibility of a Citizen’s Police Academy. After living in the Youngsville area, he felt the citizens would be interested in this initiative. Based on his experience with Citizen’s Police Academies, there is no better way to come together with the community and allow the people to really see the job that Police Officers do. Along with the interaction, it will allow the citizens to better understand what Police Officers do every day. This goes back to “the police are the public and the public are the police”. Mr. Whitley feels this will create a sense of togetherness. He reiterated the first year for him would include community outreach and

beginning some of the community related projects. At the top of the list is to study the feasibility of creating a Citizen's Police Academy, with the creation by the end of his first year. Mr. Whitley stated they would look into hours that are convenient to the citizens, along with their children. He explained the topical discussion in the classes would be an abbreviated version of the classes that law enforcement undergoes. There will also be some hands-on classes, as he feels these will add an element of fun to the discussion classes.

Mr. Whitley understood this was a condensed discussion on these topics. He welcomed any questions to clarify his statements. Mr. Whitley again thanked everyone for attending.

After Mr. Whitley's presentation, Cordeiro opened the floor for questions from the Town Board, Town Staff, local media, and residents.

A gentleman from the press asked Mr. Whitley to elaborate on his training, experience and background. Mr. Whitley stated he started with an associate degree in Fish and Wildlife Management because he thought he wanted to be a Game Warden at the time, which is common for people who have an interest in law enforcement and an interest in the outdoors. At the time, it seemed like the right path for him. While working a narcotics assignment, he was fortunate enough to attend Western Carolina University. He took their entire Criminal Justice curriculum online. Mr. Whitley found out after the fact that since he had an applied science associate degree, he would have been able to transfer those credits when he enrolled. Since he was unable to do that, he did not complete his degree at that time. Mr. Whitley stated he has since enrolled so that he can complete his bachelor's degree in Criminal Justice, with a minor in Police Management.

When asked, Mr. Whitley stated he was a Certified Trainer. He stated he holds all specialties for North Carolina except for driving instructor. Mr. Whitley has also attended the FBI program, which is condensed version of FBI training. It is a sixteen-week program held in Quantico. The program he attended was broken down into basic, intermediate and advanced supervisory leadership put together by the FBI.

The gentleman from the press asked a follow up question on why he chose Youngsville and Mr. Whitley stated he liked the challenge of the Town's growth. He stated he wanted to be involved in the prospect of Youngsville's growth. Mr. Whitley stated he experienced the growth in both Smithfield and Knightdale. However, he felt that Knightdale was just a bit too big for him. Mr. Whitley stated that Youngsville really suits him, and he likes the combination of the small-town atmosphere and the fact that we are growing exponentially. He has also experienced a community's loss of identity through growth. Mr. Whitley stated he researched the Town's recent branding campaign, noting it was one of the selling points of Youngsville for him, as it accompanies the growth of the Town while still maintaining its identity. Another selling point was that he is a resident of Youngsville, living just outside of town limits. Mr. Whitley stated this is truly his community and he hopes to continue to see Youngsville succeed as it grows.

Ronald Adkins recognized Mr. Whitley's passion for small towns. He asked Mr. Whitley if the growth of the town would sour his enthusiasm for Youngsville. Mr. Whitley stated no, that he did not think it would. He explained that he could see his career development as a new Chief of Police mirroring the growth of the town and community expectations. Mr. Whitley stated that he did love small towns and could appreciate, after living in Youngsville for six years, that it's not always going to be this way. Rather than going into a town after its initial growth, he thinks it's a great opportunity for a new Chief of Police to be able to grow with the town and share in the experiences.

A gentleman asked Mr. Whitley to speak about his some of his experiences with juveniles. Mr. Whitley noted that his experience with juveniles is limited to patrol experience. He has also dealt with wayward juveniles and working with both Juvenile Services and Social Services to help get those children back on track. Mr. Whitley stated he has had some experience, either on patrol, or as Patrol Supervisor, dealing with the juvenile justice system processes.

When asked, Mr. Whitley stated that he has been part of the planning process for impending inclement weather, such as hurricanes. He noted he has had some exposure but has never written a complete emergency plan on his own. Mr. Whitley stated he has often been assigned, from a tactical aspect, to manage certain aspects of the emergency plan. He explained he would reach out to fellow Chief of Police if we had an impending incident. When asked, Mr. Whitley stated he does have up to the intermediary tier of Emergency Management with FEMA.

A brief recess was taken to allow meeting participants to interact with each other.

The meeting adjourned at 8:48pm.