

AGENDA

**Personnel/Finance Committee Meeting
Tuesday, October 6, 2015, 10:15 A.M.
Boardroom, 2nd Floor, City Hall**

Committee Members: Chairman Raleigh York Jr., Ron Bratton, Scott Styers

Call to Order

Chairman Raleigh York Jr.

Approval of Minutes

September 8, 2015

- 1. Update – NC League of Municipalities Salary Survey 2014**
- 2. Additions**
- 3. Closed Session - Personnel**
- 4. Adjournment**

A quorum of the council may be in attendance and may participate in the discussion, but not vote.

MINUTES

Personnel/Finance Committee Meeting
Tuesday, September 8, 2015, 10:30 A.M.
Boardroom, 2nd Floor, City Hall

PRESENT: Council Members: Chairman Raleigh York, Jr.; Ron Bratton; Neal Grimes; Jackie Jackson; Joe Leonard; Pat Shelton; Scott Styers; City Manager Kelly Craver; Finance Director Tony Jarrett; Public Services Director Morgan Huffman; Finance Director Tony Jarrett; City Council Candidate, Jane Wilder Murphy; and Barney W. Hill.

Chairman York called the meeting to order. The minutes of August 4, 2015 were approved as presented.

1. Consideration of Adoption of CDBG Grant Project Ordinance

Tony stated that the request is for the appropriation of \$120,000 for a building reuse grant for NIA (North American Implements) which is located on Washboard Road. Although the grant is for \$120,000, the company will be spending much more than that to up fit their building.

The Grant Project Ordinance was moved to briefing.

2. Consideration of Water/Sewer Budget Amendment Pilot Water Design

Tony said the request is to move an appropriation of \$108,150 to Engineering Services. The original engineering design fees were \$118,512 at budget time. The actual design fees exceeded the original estimates, coming in at \$226,662. The project has been in the works since 2009, so costs have increased.

The project that will be deleted is the relining of manholes if approved. This will not decrease the linear footage of the project; it will be kept intact.

The request was moved to briefing.

3. Additions/Updates

Regarding the audit, Tony said the final draft is under review. We are waiting on the numbers from the ABC Board as well as the City Schools. We should receive them both by the first week in October. The deadline to submit to the state is October 31st. We will schedule a Personnel/Finance meeting prior to Briefing in November for an extensive review. The audit will be presented for approval at the November Council Meeting.

4. Adjournment

With no further business to come before committee, the meeting was adjourned.

Memo

Date: September 18, 2015

To: Personnel/Finance Committee

From: Kelly Craver, City Manager

Re: NC League Of Municipalities Salary Survey 2014

Attached is a spreadsheet that compares salaries by position comparing Thomasville against Cities in North Carolina with populations between 25,000 and 99,999. I do not in any way endorse this as a definitive salary comparison. I do think it is a benchmark of sorts. The individual salaries may be indicative however in those positions where averages for multiple employees in the same position may not give a direct correlation. All police officer positions are lumped into a very few categories instead of by rank.

This survey reflects data collected in the fall of 2014. The League is currently collecting data for the 2015 survey. It should be released in November or early December.

Here is a list of Cities in this population range that participated in the survey.

Asheville, Asheboro, Burlington, Chapel Hill, Concord, Cornelius, Gastonia, Goldsboro, Greenville, Hickory, Holly Springs, Huntersville, Jacksonville, Kannapolis, Matthews, Monroe, Mooresville, New Bern, Rocky Mount, Salisbury, Sanford, Thomasville, Wake Forest, Wilson.

NC League of Municipalities Salary Survey 2014 Population 25,000-99,999

Postion	Salary Average	Salary Minimum	Salary Maximum	Salary Thomasville
City Manager	151,319	117,166	185,569	117,166
City Clerk	63,262	43,590	96,788	43,590
City Engineer	97,038	66,765	127,013	90,322
Finance Director	107,716	70,804	125,517	93,092
Fire Chief	101,008	76,365	124,539	77,887
MIS Director	98,949	60,133	124,638	60,133
HR Director	99,085	75,730	117,050	77,789
Police Chief	111,619	85,857	145,995	88,027
Utilities Director	111,696	75,905	139,491	80,109
Parks and Rec. Director	96,443	64,342	133,806	66,296
Accounting Oper. Mgr	69,613	56,846	94,352	58,933
W/S CSR	30,209	25,579	37,041	28,698
Senior CSR	38,651	28,900	51,643	32,933
HR Tech	41,157	30,556	56,245	45,272
Safety Officer	57,710	43,775	75,795	54,043
ADM Support Specialist	35,625	32,608	43,659	40,308
Auto Mechanic	41,458	33,280	48,539	37,153
Auto Mechanic Supervisor	55,456	47,097	80,809	47,097
IT Specialist	50,657	40,700	62,421	40,700
Chemist/Lab Supervisor	53,330	42,358	71,512	63,577
Lab Tech	39,348	32,010	54,279	42,878
Plant Maint. Mechanic	39,523	27,747	54,839	27,747
Treatment Plant Operator	36,240	30,828	40,235	36,940
Meter Reader	31,901	26,220	41,697	28,005
Meter Tech.	36,329	27,547	44,708	27,547
Water Plant Super.	65,933	51,237	87,236	65,331
Equipment Operator I	32,618	24,624	44,914	28,300
Equipment Operator III	34,750	30,585	53,617	30,585
Sanitation Equip. Op. I	31,814	23,992	38,054	30,585
Sanitation Equip. Op. II	34,088	27,528	39,524	37,836
Sanitation Worker	28,392	32,881	21,943	23,984
Sanitation Supervisor	71,069	55,803	91,980	55,803
Street Crew Leader	41,515	34,887	50,003	37,662
Street Supervisor	71,069	55,803	91,980	55,803
Fire Fighter	37,724	34,627	47,316	38,451
Fire Batt. Chief	67,371	56,050	83,075	57,398
Fire Fighter Driver	45,029	39,653	48,142	42,030
Animal Control Officer	33,159	39,315	42,383	34,154
Police Division Commander	74,900	56,987	90,216	58,962
Police Detective	47,378	41,420	56,922	45,714
Police Officer	43,061	35,019	46,953	40,566
Police Unit Supervisor	57,614	48,170	73,396	48,809