



# Agenda

## Greenville City Council

August 22, 2011  
6:00 PM  
City Council Chambers  
200 West Fifth Street

---

Assistive listening devices are available upon request for meetings held in the Council Chambers. If an interpreter is needed for deaf or hearing impaired citizens, please call 252-329-4422 (voice) or 252-329-4060 (TDD) no later than two business days prior to the meeting.

---

### **I. Call Meeting To Order**

### **II. Invocation - Mayor Pro-Tem Kittrell**

### **III. Pledge of Allegiance**

### **IV. Roll Call**

### **V. Approval of Agenda**

- **Public Comment Period**

The Public Comment Period is a period reserved for comments by the public. Items that were or are scheduled to be the subject of public hearings conducted at the same meeting or another meeting during the same week shall not be discussed. A total of 30 minutes is allocated with each individual being allowed no more than 3 minutes. Individuals who registered with the City Clerk to speak will speak in the order registered until the allocated 30 minutes expires. If time remains after all persons who registered have spoken, individuals who did not register will have an opportunity to speak until the allocated 30 minutes expires.

### **VI. Consent Agenda**

1. Minutes of the June 9, 2011 City Council meeting
2. First reading of an ordinance granting a taxicab franchise to Michael Levon Long, d/b/a K & M Cab Service

### **VII. New Business**

3. Classification and Compensation Study

**VIII. Comments from Mayor and City Council**

**IX. City Manager's Report**

**X. Adjournment**



# City of Greenville, North Carolina

Meeting Date: 8/22/2011  
Time: 6:00 PM

---

**Title of Item:** Minutes of the June 9, 2011 City Council meeting

**Explanation:** Proposed minutes for the City Council meeting held on June 9, 2011 are presented for review and approval.

**Fiscal Note:** No direct cost to the City.

**Recommendation:** Review and approve the attached proposed minutes of the June 9, 2011 City Council meeting.

---

Viewing Attachments Requires Adobe Acrobat. [Click here](#) to download.

**Attachments / click to download**

[Proposed Minutes of the June 9 2011 Council Meeting 899804](#)

PROPOSED MINUTES  
MEETING OF THE CITY COUNCIL  
CITY OF GREENVILLE, NORTH CAROLINA  
THURSDAY, JUNE 9, 2011



A regular meeting of the Greenville City Council was held on Thursday, June 9, 2011 in the Council Chambers, located on the third floor at City Hall, with Mayor Patricia C. Dunn presiding. Mayor Dunn called the meeting to order at 7:00 pm, and Council Member Blackburn gave the invocation, followed by the Pledge of Allegiance.

Those Present:

Mayor Patricia C. Dunn; Mayor Pro Tem J. Bryant Kittrell, III; Council Member Marion Blackburn; Council Member Rose H. Glover; Council Member Max R. Joyner, Jr.; Council Member Calvin R. Mercer; Council Member Kandie Smith

Those Absent:

None

Also Present:

Wayne Bowers, City Manager; David A. Holec, City Attorney; and Carol L. Barwick, City Clerk

---

**APPROVAL OF THE AGENDA**

---

Council Member Joyner moved to approve the agenda as presented. Council Member Blackburn seconded the motion, which passed by unanimous vote.

---

**SPECIAL RECOGNITION**

---

Mr. Bowers recognized Steven Hardy-Braz, of the East Carolina Velo Cycling Club, who served as Chair of the 2011 National Bike Week and Bike to Work Committee. Mr. Hardy-Braz and members of these groups sponsored a number of public education and public involvement activities during the month of May, and it is with much appreciation that the City recognizes the accomplishments of the following individuals: Wes Anderson, Bradley Beggs, Robert Brewington, Mark Brown, Betty Ann Caldwell, Rik DiCesare, Beverly Garrett, Mark Gillespie, Scott Godefroy, Steve Hamilton, Steven Hardy-Braz, Steve Hawley, Don Hazelwood, Cori Hines, Kris Kirschbaum, Don McGlohon, Thom Moton, Tony Parker, Rodd Riddick, Jennifer Smith and Daryl Vreeland.



---

## APPOINTMENTS

---

### APPOINTMENTS TO BOARDS AND COMMISSIONS

#### BOARD OF ADJUSTMENT

Motion was made by Mayor Pro-Tem Kittrell and seconded by Council Member Joyner to approve Mayor Dunn's nomination to appoint William Fleming as Alternate #3 to fill an unexpired term expiring June 2014. The action to make the automatic elevation in rank or to a regular slot as required by the Board and Commission Policy will be affirmed at the August 11, 2011 Council meeting including to elevate Sharon Ferris from Alternate #1 to a regular member for a first-three year term expiring June 2014, replacing Mulatu Wubneh who is ineligible for reappointment; to elevate Justin Mullarkey from Alternate #2 to Alternate #1 to fill an unexpired term expiring June 2012; and to elevate Minnie Anderson from Alternate #3 to Alternate #2 to fill an unexpired term expiring June 2012. Motion carried unanimously.

Council Member Joyner asked that the reappointment of Renee Safford-White be continued until August.

#### COMMUNITY APPEARANCE COMMISSION

Motion was made by Council Member Smith and seconded by Council Member Joyner to reappoint Valerie Guess for a first three-year term expiring July 2014 and to appoint Jeffrey O'Neill for a first three-year term expiring July 2014, replacing Troy Jensen who did not wish to be reappointed. Motion carried unanimously.

#### GREENVILLE UTILITIES COMMISSION

Motion was made by Council Member Mercer and seconded by Council Member Joyner to appoint Stan Eakins for a second three-year term expiring June 30, 2014, replacing Julia Carlson who is ineligible for reappointment and to reappoint Phil Flowers, as nominated by the Pitt County Commissioners, for a second three-year term expiring June 30, 2014. Motion carried unanimously.

#### HOUSING AUTHORITY

Motion was made by Council Member Smith and seconded by Council Member Joyner to reappoint Sterling Edmonds for a second five-year term expiring May 30, 2016. Motion carried unanimously.



## HUMAN RELATIONS COUNCIL

Council Member Joyner asked that the replacement of Shatka Richardson be continued until August.

## PITT-GREENVILLE AIRPORT AUTHORITY

Council Member Blackburn asked that the replacement of Dennis Biggs be continued until August.

## PITT-GREENVILLE CONVENTION AND VISITORS AUTHORITY

Motion was made by Council Member Glover and seconded by Mayor Pro-Tem Kittrell to appoint Hanna Magnusson to fill the "owner/operator of hotel/motel" slot for a first-three year term expiring July 2014; to reappoint Terry Shank for a second three-year term expiring July 2014; and to recommend the reappointment of Kurt Davis for a first three-year term expiring July 2014. Motion carried unanimously.

Council Member Glover asked that the nomination for the replacement of Thomas Hines be continued until August.

## PLANNING AND ZONING COMMISSION

Motion was made by Council Member Glover and seconded by Council Member Joyner to reappoint Godfrey Bell for a second three-year term expiring May 31, 2014.

Motion was made by Council Member Mercer and seconded by Council Member Joyner to elevate Ann Bellis from Alternate #2 to a regular member for a first three-year term expiring May 31, 2014.

Motion was made by Council Member Joyner and seconded by Council Member Smith to appoint Doug Schrade as Alternate #1 to fill an unexpired term expiring May 31, 2013. Motion carried unanimously.

Council Member Mercer asked that the replacement of Cathy Maahs-Fladung be continued until August.

## RECREATION AND PARKS COMMISSION

Council Member Glover asked to continue the replacement of Sue Aldridge until August.



## OPEB TRUST

Mr. Bowers stated that concludes appointments to the City's regular boards and commissions, but as was discussed on Monday, a volunteer is needed to serve as a Trustee for the newly created OPEB Trust. Council Member Joyner volunteered to serve.

Upon motion by Council Member Smith and second by Mayor Pro-Tem Kittrell, Council Member Max Joyner was appointed to serve as a Trustee for the OPEB Trust.

---

## NEW BUSINESS

---

## PUBLIC HEARINGS

- Second reading and final adoption of an ordinance authorizing expansion of a taxicab franchise to Mahmoud Ahmad Atiyha, d/b/a Ace Cab (Ordinance No. 11-030)

City Clerk Carol Barwick stated Mahmoud Ahmad Atiyha has applied to expand an existing taxicab franchise under the trade name of Ace Cab following his original approval on March 3, 2011 to operate one taxicab. Mr. Atiyha would now like to expand his business to operate a total of four taxicabs. Staff has reviewed the application and recommends approval of Mr. Atiyha's request.

Ms. Barwick stated the City Council approved first reading of the franchise ordinance at its June 6, 2011 meeting, and the request is scheduled for public hearing tonight. Following the public hearing, the City Council will be asked to consider the ordinance for second reading and final adoption.

Mayor Dunn declared the public hearing for the proposed expansion of a franchise open at 7:12 pm and invited anyone wishing to speak in favor to come forward. Hearing no one, she then invited comment in opposition. Also hearing no one, Mayor Dunn closed the public hearing at 7:13 pm.

There being no discussion, Council Member Joyner moved to adopt the ordinance allowing for expansion of taxicab franchise to Mahmoud Ahmad Atiyha, d/b/a Ace Cab. Council Member Glover seconded the motion, which passed by unanimous vote.

- Ordinance requested by Kyle and Amy Kay Moore to rezone 0.2785 acres located along the northern right-of-way of West 6th Street and 500+ feet west of South Memorial Drive from MS (Medical-Support) to MCH (Medical-Heavy Commercial) (Ordinance No. 11-031)



Planner Chantae Gooby stated the property is located in Vision Area F of the Comprehensive Plan. West 5th Street is considered a gateway corridor from its intersection with Memorial Drive and continuing west. Gateway corridors serve as primary entranceways into the City and help define community character. South Memorial Drive is considered a connector corridor between West 3<sup>rd</sup> Street and Greenville Boulevard. Connector corridors are anticipated to contain a variety of higher intensity activities and uses. The Future Land Use Plan Map recommends commercial (C) at the southwest corner of the intersection of West 5th Street and Memorial Drive transitioning to medical-support (MS) in the interior areas.

Based on possible uses permitted by the requested rezoning, Ms. Gooby stated the proposed rezoning classification could generate 123 trips per day to and from the site to Memorial Drive, which is a net increase of 97 trips per day. During the review process, measures to mitigate traffic will be determined.

On the 1969 zoning series map, the subject property was zoned MA (Medical Arts). In 1986, the property was rezoned to MD-2 as part of the Medical District Study Plan. In 1997, the MD-2 district was re-named MS (Medical-Support). Currently a vacant office/commercial building is located on the property. Water and sewer are available in the right-of-way of West 6<sup>th</sup> Street. There are no known historic sites or environmental conditions or constraints. Surrounding uses are as follows:

- North: MS - Medical Pavilion
- South: MS - Med 1 Ambulance Service
- East: MCH - STRIVE NC (workforce initiative)
- West: MS - Medical Pavilion

Under the current zoning (MS), Ms. Gooby stated the site could yield 2,426 square feet of office space. Under the proposed zoning (MCH), the site could yield 2,426 square feet of commercial space. The anticipated build-out time is within one year.

Ms. Gooby stated it is Staff's opinion that the requested change is in compliance with the Horizons Plan, and she reported that the Planning and Zoning Commission voted to approve the request at their May 17, 2011 meeting.

Mayor Dunn opened the public hearing at 7:14 pm, inviting comment in favor of the requested rezoning. Hearing none, she invited comment in opposition to the requested rezoning. Also hearing none, she closed the public hearing at 7:15 pm.

Council Member Mercer moved to approve the request to rezone 0.2785 acres located along the northern right-of-way of West 6<sup>th</sup> Street and 500 ± feet west of





South Memorial Drive from MS to MCH. Upon second by Council Member Blackburn, the motion passed by unanimous vote.

- Ordinance requested by Ward Holdings, LLC to rezone 0.47 acres located along the southern right-of-way of Green Springs Drive, adjacent to Village Green Apartments, and 150+ feet west of Monroe Street from OR (Office-Residential) to CG (General Commercial) (Ordinance No. 11-032)

Ms. Gooby stated the property is located in Vision Area I of the Comprehensive Plan. East Tenth Street is considered a connector corridor from its intersection with Greenville Boulevard and continuing west. Connector corridors are anticipated to contain a variety of higher intensity activities and uses. The Future Land Use Plan Map recommends commercial (C) for the area bounded by East Tenth Street, Heath Street, Green Springs Drive, and Monroe Street.

Based on possible uses permitted by the requested rezoning, Ms. Gooby stated the proposed rezoning classification could generate 1,220 trips per day to and from the site to Memorial Drive, which is a net increase of 792 trips per day. During the review process, measures to mitigate traffic will be determined.

On the 1969 zoning series map, the subject property was zoned O&I (Office Residential). The property is currently vacant. Water and sewer are available in the right-of-way of Green Springs Drive. Sanitary Sewer is available in the right-of-way of East Tenth Street. There are no known historic sites or environmental conditions or constraints. Surrounding uses are as follows:

- North: OR – Vacant (city owned)
- South: CG – Vacant commercial building (under common ownership as applicant)
- East: OR – Shaw University Educational Center
- West: OR – Village Green Apartments

Under the current zoning (OR), Ms. Gooby stated the site could yield less than eight multi-family units. Under the proposed zoning (CG), the site could yield 4,100 square feet of commercial/restaurant/retail space. The anticipated build-out time is one year.

Ms. Gooby stated it is Staff's opinion that the requested change is in compliance with the Horizons Plan, and she reported that the Planning and Zoning Commission voted to approve the request at their May 17, 2011 meeting.

Mayor Dunn opened the public hearing at 7:17 pm, inviting comment in favor of the requested rezoning.



John Moye

Mr. Moye stated he represents the applicant and is available should there be any questions.

Hearing no one else wishing to speak in favor of the request, Mayor Dunn invited comment in opposition to the requested rezoning. Hearing none, she closed the public hearing at 7:18 pm.

Council Member Joyner moved to approve the request to rezone 0.47 acres located along the southern right-of-way of Green Springs Drive, adjacent to Village Green Apartments, and 150+ feet west of Monroe Street from OR to CG. Upon second by Mayor Pro-Tem Kittrell, the motion passed by vote of 5 to 1 with Council Member Blackburn casting the dissenting vote.

- Ordinance requested by V-SLEW, LLC to rezone 30.273 acres located along the northern right-of-way of East 10th Street and adjacent to Rolling Meadows Subdivision from RA20 (Residential-Agricultural) and RR (Rural Residential [County's Jurisdiction]) to R6S (Residential-Single-family [Medium Density]) (Ordinance No. 11-033)

The subject site is located in Vision Area C of the Comprehensive Plan. East Tenth Street (NC 33) is considered a gateway corridor from its intersection with Greenville Boulevard and continuing east. Gateway corridors serve as primary entranceways into the City and help define community character. There is a recognized intermediate focus area to the east of the intersection of East Tenth Street and Portertown Road. Intermediate focus areas generally contain 50,000 to 150,000 square feet of conditioned floor space.

The Future Land Use Plan Map recommends commercial (C) along the northern right-of-way of East Tenth Street between the Bayt Shalom Synagogue and Greenville Mobile Estates. To the west, office/institutional/multi-family is recommended transitioning to medium density residential (MDR), low density residential (LDR) and further decreasing to very low density residential (VLDR) toward the Tar River. Conservation/open space (COS) is recommended along the Tar River. Based on possible uses permitted by the requested rezoning, the proposed rezoning classification could generate 1,675 trips to and from the site on NC 33, which is a net increase of 1,177 additional trips per day. During the review process, measures to mitigate the traffic will be determined. These measures may include turn lane modifications on NC 33 and may require traffic signal modifications at the signalized intersection at NC 33 and Portertown Road. Access to the tract from NC 33 will be reviewed.



The portion of the subject property along the northern right-of-way of NC Highway 33 was incorporated into the City's Extraterritorial Jurisdiction (ETJ) after 1989 and zoned RA20 (Residential-Agricultural). The remaining portion of the subject tract is located in Pitt County's jurisdiction. A petition for voluntary annexation has been filed. Present use of the land is farmland. Sanitary sewer is located at the River Hills pump station. Water will be provided by Eastern Pines Water Corporation.

There are no known historical sites on the property, nor any known environmental conditions or constraints. Surrounding land uses and zoning are as follows:

- North: RR - one (1) mobile home residence
- South: RA20 - two (2) single-family residences; IU - vacant
- East: RR - Rolling Meadows Subdivision
- West: RA20 and RR - vacant (under common ownership as applicant); R6A - Eastbend Mobile Home Estates; RR - one (1) mobile home residence and one (1) single-family residence; RA20 - one (1) mobile home residence

Under the current zoning (RA20 and RR), the site could yield no more than 52 single-family lots. Under the proposed zoning (R6S), the site could yield no more than 175 single-family lots. The anticipated build-out time is 2-5 years.

Because a portion of the subject tract is located in Pitt County's jurisdiction, annexation is required. A voluntary annexation petition has been filed by the property owner.

In staff's opinion, the request is in general compliance with Horizons: Greenville's Community Plan and the Future Land Use Plan Map. The Planning and Zoning Commission voted to approve the request at its February 15, 2011, meeting.

Mayor Dunn opened the public hearing at 7:24 pm, inviting comment in favor of the requested rezoning.

Mike Baldwin

Mr. Baldwin stated he represents VSLEW and apologized for the numerous delays in bringing this item before the City Council. He stated the request is in compliance with the all applicable regulations and the Planning and Zoning Commission unanimously recommended approval.

Hearing no one else wishing to speak in favor of the request, Mayor Dunn invited comment in opposition to the requested rezoning.



Steven Hardy-Braz

Mr. Hardy-Braz stated he is concerned about the changes being approved and the number of cars those changes will bring. He stated he hopes adequate provisions will be made for bicycle safety in those areas.

Hearing no one else wishing to speak in opposition to the requested rezoning, Mayor Dunn closed the public hearing at 7:27 pm.

Council Member Joyner moved to approve the request to rezone 30.273 acres located along the northern right-of-way of East 10th Street and adjacent to Rolling Meadows Subdivision from RA20 and RR [County's Jurisdiction] to R6S. Upon second by Council Member Blackburn, the motion passed unanimous vote.

- Ordinance to annex V-SLEW, LLC property, involving 30.273 acres located north of NC Highway 33 at its intersection with L. T. Hardee Road and west of Rolling Meadows Subdivision (Ordinance No. 11-034)

Chief Planner Chris Padgett showed a map depicting the proposed annexation area, which is located within Grimesland Township in voting district #3. The property is currently vacant with no population and a population of 466 (356 Caucasian, 110 Minority) is anticipated at full development. Proposed zoning is R-6S (Single-Family Residential), with the proposed use being 175 single-family dwellings. Present tax value is \$373,532, with tax value at full development estimated at \$28,290,549.

Mayor Dunn declared the public hearing for the proposed annexation open at 7:30 pm and invited anyone wishing to speak in favor to come forward. Hearing no one, she then invited comment in opposition. Also hearing no one, Mayor Dunn closed the public hearing at 7:31 pm.

Council Member Joyner moved to adopt the ordinance to annex 30.273 acres located along the northern right-of-way of East 10<sup>th</sup> Street and adjacent to Rolling Meadows Subdivision. Council Member Glover seconded the motion, which passed by unanimous vote.

- Ordinance requested by V-SLEW to rezone 6.587 acres located along the northern right-of-way of East 10th Street, 250+ feet east of Bayt Shalom Synagogue and 1,300+ feet west of Rolling Meadows Subdivision from OR (Office-Residential) to CG (General Commercial) (Ordinance No. 11-035)

Mr. Bowers recommended this item be discussed concurrently with the next item since the properties are adjoining, but he stated two separate public hearings will be required.



Ms. Gooby stated the site is located in Vision Area C of the Comprehensive Plan. East 10th Street (NC 33) is considered a gateway corridor from its intersection with Greenville Boulevard and continuing east. Gateway corridors serve as primary entranceways into the City and help define community character. There is a recognized intermediate focus area to the east of the intersection of East 10th Street and Portertown Road. Intermediate focus areas generally contain 50,000 to 150,000 square feet of conditioned floor space.

The Future Land Use Plan Map recommends commercial (C) along the northern right-of-way of East 10th Street east of Bayt Shalom Synagogue to the eastern boundary of Eastbend Estates Mobile Home Park. To the east and west, office/institutional/multi-family is recommended transitioning to medium density residential (MDR), low density residential (LDR) and further decreasing to very low density residential (VLDR) toward the Tar River. Conservation /open space (COS) is recommended along the Tar River.

Based on possible uses permitted by the requested rezoning, the proposed rezoning classification could generate 4,800 trips to and from the site on NC 33, which is a net increase of 4,055 additional trips per day. During the review process, measures to mitigate the traffic will be determined. These measures may include turn lane modifications on NC 33 and may require traffic signal modifications at the signalized intersection of NC 33 and Portertown Road. Access to the tract from NC 33 will be reviewed.

On June 7, 2007, the subject property was part of a rezoning amendment and an annexation request as requested by the landowner. The subject property was rezoned from RA20 (residential-agricultural) to OR (office-multi-family). The land is presently vacant. Water is available from Eastern Pines Water Corporation. Sanitary sewer is available from the River Hill pump station. There are no known historic sites on the property; however, there is an area of potential wetlands on the property. Surrounding uses and zoning include:

- North: OR - vacant (under common ownership as applicant)
- South: CG - four (4) single-family residences and farmland
- East: OR - Greenville Mobile Home Estates (see rezoning application # 11-05-Century Financial Services Group, LLC and Reuben Turner)
- West: O - farmland (under common ownership as applicant)

Under the current zoning (OR), staff would anticipate the site to yield 79-92 multi-family units (1, 2 and 3 bedrooms) at 12-14 units per acre. Under maximum density, the site could yield up to 112 multi-family units (1, 2 and 3 bedrooms) at 17 units per acre. Under the proposed zoning (CG), the site could yield up to 57,385 square feet of retail/restaurant/office space. The anticipated build-out time is 2-5 years.



In staff's opinion, the request is in compliance with Horizons: Greenville's Community Plan and the Future Land Use Plan Map. The Planning and Zoning Commission voted to approve the request at its May 17, 2011, meeting.

Mayor Dunn opened the public hearing at 7:48 pm, inviting comment in support of the proposed rezoning.

Jim Hopf

Mr. Hopf stated he represents VSLEW and said he feels this request is appropriate because it is in compliance with the all applicable regulations. The property is not adjacent to the park, nor does it threaten the park. The proposed use is neighborhood friendly and would be bikeable and walkable.

Council Member Mercer asked if there would be a request at a later date to rezone the balance of this property as Commercial since they are only requesting a portion at this time. Mr. Hopf stated he was not aware of any plans by his client to do so, but said he could not speculate on what any future owner might do.

John Day

Mr. Day stated as a resident of Greenville and a member of the real estate community, he supports this request. He stressed the importance of being ready when potential development comes.

Hearing no one else wishing to speak in favor of the request, Mayor Dunn invited comment in opposition to the requested rezoning.

Jim Kenny, MD – 120 Wilksire Drive

Dr. Kenny stated the City Council needs to consider potential crime and the impact on neighborhoods in making this decision. He said he is also concerned about the impact of traffic emissions on respiration and the probable decrease in property values. He said he feels the park will be used less as a result of increased commercial development and increased traffic.

Carol Williams – Brittney Village

Ms. Williams expressed concerns about traffic, increased accident potential and water supply. She said she does not feel this issue is well thought out.

Sam Christenson

Mr. Christenson stated he is 15 years old and, as a resident who will be affected by this for many years to come, he is very interested in the decision. He said he favors a vote against the request because we do not inherit the earth from our ancestors, but rather, we borrow it from our children. Nearly a third of people between the



ages of 10 and 17 are over-weight or obese, but this is a trend which can be turned around with adequate physical activity. Young people need access to park lands and safe places to walk and bike. Voting against this request will make his generation and children yet unborn healthier and happier.

Rebecca Allen

Ms. Allen asked what advantage is there in stretching a city to increase commercial and residential development when there are already homes and business fronts that are vacant.

Stephen Hardy-Braz

Mr. Hardy-Braz stated he enjoys riding his bike, and last month he pledged to ride 1,000 miles, but not to shop at any business without a bike rack. He stated the City spent about \$140,000 to develop a Bicycle Master Plan, but it is apparent no one in Planning and Zoning has a copy of that plan if they've recommended approval of this request.

Louise Hudak

Ms. Hudak stated she is a native of Greenville who lived away for about 30 years, then came back. She said she is opposed to the requested rezoning and concerned about traffic congestion. The City needs to think in terms of smart growth.

Rebecca Powers – President of Oakhurst Neighborhood Association

Ms. Powers stated she sent a letter opposing this request and thanked those who acknowledged her letter. She stated her neighborhood consistently comes forward to join with surrounding neighborhoods in opposition to further commercial development in their area, but none of the officials elected to represent them and their interests appear to hear their concerns. She asked the City Council to vote against the proposed request.

Mary Ann Montgomery

Ms. Montgomery stated it is sad that the City Council is sitting here apparently listening to a small group of developers supporting this rezoning rather than to the mass of citizens opposing this request.

Having reached the established 30 minute time limit, Mayor Dunn closed the public hearing at 8:27 pm.

Council Member Blackburn moved to deny the requested rezoning, seconded by Council Member Mercer. The motion failed by a vote of 2 to 4, with Council Members Blackburn and Mercer being the only affirmative votes.





Council Member Mercer moved to table the request until the Walmart is complete and its impact on that corridor can be determined. Council Member Blackburn seconded the motion, which also failed by a vote of 2 to 4, with Council Members Blackburn and Mercer being the only affirmative votes.

Council Member Glover moved to approve the requested rezoning, seconded by Council Member Joyner.

Council Member Mercer moved to amend Council Member Glover's motion to refer the request to Planning and Zoning for a convincing statement of their views on approving the request. Council Member Blackburn seconded the motion to amend, which also failed by a vote of 2 to 4, with Council Members Blackburn and Mercer being the only affirmative votes.

Council Member Joyner moved to call the question, seconded by Mayor Pro-Tem Kittrell. The motion passed by a vote of 4 to 2 with Council Members Blackburn and Mercer casting the dissenting votes.

The Council then voted on Council Member Glover's motion to approve the rezoning request, which passed by a vote of 4 to 2 with Council Members Blackburn and Mercer casting the dissenting votes.

- Ordinance requested by Century Financial Services Group, LLC and Reuben Turner to rezone 4.753 acres located along the northern right-of-way of East 10th Street, 1,000+ feet east of Bayt Shalom Synagogue and 1,100+ feet west of Rolling Meadows Subdivision from OR (Office-Residential) to CG (General Commercial) (Ordinance No. 11-036)

City Manager Bowers stated although this item was discussed concurrently with the previous item, a separate public hearing is required.

Mayor Dunn declared the public hearing open at 9:04 pm and invited comment in support of the requested rezoning.

#### Mike Baldwin

Mr. Baldwin stated he represents the applicants and this property is in strict compliance with the Land Use Plan and uses are compatible. He stated the proposal will allow for transitional zoning to the North and East without affecting existing properties. This is smart growth.





Janet Thomas

Ms. Thomas stated she is one of the land owners for Eastman Estates Mobile Home Park; Rev. Turner owns the other one. Of the combined 22 acres, they are asking that a little less than 5 acres be rezoned Commercial.

Jon Day

Mr. Day said he would offer the same comments as on the previous property and he feels this is smart growth. He feels this will be a complement to the residential development in the area.

There being no one else who wished to speak in support of the request, Mayor Dunn invited comment in opposition to the request.

Rebecca Powers

Ms. Powers stated she could say the same things she said before; obviously the property owners and developers want this change and area residents do not. She asked that the City Council deny the request.

Brian Glover

Mr. Glover said everyone is focused on how this proposal will impact the Hwy. 33 corridor, and he agrees, the impact will be bad, but he questioned what will happen to the rest of the City. Every new bit of development in this area is a strike against development in the center of the City, which is where the bikeable and walkable areas really need to be.

Steven Hardy-Braz

Mr. Hardy-Braz recommended referring this matter back to Planning and Zoning so they could do their jobs.

Bob Shetler – Lake Glenwood

Mr. Shetler stated it is obvious what will happen here, which is very frustrating.

Carol Williams

Ms. Williams asked the Council to be the Council that Rose Glover did not have when her property was being surrounded by commercial development.

Emily Kane

Ms. Kane stated she is a 37 year resident who lives in a neighborhood far removed from the present request, but she is very interested in sound planning and growth. This proposal is a show of poor planning and poor development. It is a revamping of the land use plan to accommodate a single interest. She stated she was very sad



to not have observed better behavior from the City Council tonight except for a couple of people.

Betsy Leach

Ms. Leach stated the City has not done a good job of planning in the past because there was a lack of experience to know how growth impacts certain areas.

Barney Kane – 1706 Cambridge

Mr. Kane stated growing gracefully is a challenge for individuals and for cities. He is saddened by the impact that some changes made in the name of growth have had on residents. He said he finds it disturbing that 100 citizens can urge the City Council to vote against something that one developer wants and the vote goes in favor of the developer.

There being no one else present who wished to speak, Mayor Dunn closed the public hearing at 9:36 pm.

Council Member Mercer moved to rezone the property to Office Institutional (OR), which he said he feels is a reasonable compromise as it gives the petitioner an opportunity to make money, without the problems of heavy commercial zoning. Council Member Blackburn seconded the motion.

City Attorney Holec asked to clarify the motion since Council Member Mercer moved to rezone to OR, which is the current zoning. He asked if Council Member Mercer's intent was to deny the request. Council Member Mercer indicated that was his intent, and the motion failed by vote of 2 to 4 with Council Members Mercer and Blackburn casting the only affirmative votes.

Council Member Joyner moved to approve the requested rezoning, seconded by Council Member Smith. The motion passed by a vote of 4 to 2, with Council Members Mercer and Blackburn casting the dissenting votes.

- Ordinance to annex North Green Commercial Park, Lot 1, involving 2.63 acres located at the southwest corner of the intersection of Greenpark Drive and Memorial Drive (Ordinance No. 11-037)

Chief Planner Chris Padgett showed a map depicting the proposed annexation area, which is located within Belvoir Township in voting district #1. The property is currently vacant with no population, and no population is anticipated at full development. Current zoning is CH (Heavy Commercial), with the proposed use being a 6,500 sq. ft. Sheets Convenience Store. Present tax value is \$39,450, with tax value at full development estimated at \$689,450.



Mayor Dunn declared the public hearing for the proposed annexation open at 9:55 pm and invited anyone wishing to speak in favor to come forward. Hearing no one, she then invited comment in opposition. Also hearing no one, Mayor Dunn closed the public hearing at 9:56 pm.

City Attorney Dave Holec stated Mayor Pro-Tem Kittrell requested that he be excused from discussion and voting on this item due to a conflict of interest. Upon motion by Council Member Joyner and second by Council Member Glover, the City Council voted unanimously to excuse Mayor-Pro Tem Kittrell.

Council Member Joyner moved to adopt the ordinance to annex North Green Commercial Park, Lot 1. Council Member Smith seconded the motion, which passed by unanimous vote.

- Ordinance to annex Pitt County American Legion Agricultural Fair, Inc. property, involving 39.81 acres located at the northwest corner of the intersection of Whichard Road (NCSR 1523) and Martin Luther King, Jr. Boulevard (US 264 Bypass)

Chief Planner Chris Padgett made a brief presentation on this item and recommended holding the public hearing as advertised, but stated he would like to request that the City Council table the item until August.

Mayor Dunn declared the public hearing open at 9:57 pm and invited comment in favor of the requested annexation.

Frank Cassiano

Mr. Cassiano stated he had served as Commander of the American Legion on at least three occasions and the effort to obtain services is always contingent upon something else. He stated he would like to see this item resolved tonight.

There being no one else present who wished to speak in favor of the annexation, Mayor Dunn asked if anyone would like to speak in opposition. Hearing no one, she closed the public hearing at 9:59 pm.

Mr. Bowers stated the purpose of this proposal is primarily so the property can receive sewer service. The City's agreement with GUC is for the owners to sign a petition to annex. He said he believes service is being provided and the Fair Association has signed an annexation petition. There has been some question about law enforcement for special events and he recommended tabling the matter until August, which would give a tax advantage for this year without slowing extension of the needed sewer service.



Mayor Pro-Tem Kittrell moved to table the matter until August. Council Member Glover seconded the motion, which passed by unanimous vote.

- Resolution authorizing an application to the Federal Transit Administration for a Section 5307 grant for federal operating and capital assistance for Greenville Area Transit for fiscal year 2011-2012 (Resolution No. 0-11)

Public Works Director Wes Anderson asked that the City Council authorize the filing and execution of a federal grant application for operating and capital funds designated for the City of Greenville to assist with the operations of the Greenville Area Transit (GREAT) system. The grant funding supports transit systems that are open to the public in areas with populations between 50,000 and 200,000. The federal funds are available to reimburse the City for 50% of the operating deficit and 80% of the capital expenditures. The City Council has previously authorized the City Manager to file and execute all Section 5307 grant applications. Once City Council approves the grant request, therefore, the City Manager will file and execute the application.

Mayor Dunn opened the public hearing at 10:04 pm and invited anyone who wished to comment to do so.

Steven Hardy-Braz

Mr. Hardy-Braz commended GREAT for insuring a certain percentage of their buses have bicycle racks. He stated he would support the grant application.

There being no one else present who wished to speak, Mayor Dunn closed the public hearing at 10:05 pm.

Council Member Joyner moved to authorize the grant application. Council Member Blackburn seconded the motion, which passed by unanimous vote.

PUBLIC COMMENT PERIOD

Mayor Dunn opened the public comment period at 10:07 pm and explained procedures to be followed by anyone who wished to speak.

Christie McLawhorn – 2623 Jefferson Drive

Ms. McLawhorn stated her neighborhood had a long battle with a night club that constantly violated ordinances, leading to many sleepless nights for herself and her neighbors. She stated she does not wish to see other residents go through similar problems and asked that the City Council leave the 500 foot buffer requirement between homes and night clubs in effect.



Gertrude Nichols – 2621 Jefferson Drive

Ms. Nichols expressed concerns similar to those of Ms. McLawhorn and said she hopes the Council would not consider allowing this to happen in anyone else's neighborhood.

Ann Bellis – 1205 E. Wright

Ms. Bellis stated she was on the Board of Adjustment when the separation issue was initially brought forward. She stated she hopes the City Council will maintain the 500 foot separation requirement so there is a mechanism in place to protect residential neighborhoods. She stated a special use permit is granted to the property and not to the individual applicant, so there is always a risk in granting them because one never knows what a future owner might choose to do on the property.

Dave Barham

Mr. Barham stated he went to the Pitt County Landfill earlier in the day and observed the lack of activity at that facility. When he came to Greenville eleven years ago, the town was wide open, but now there is 10.1% unemployment. Greenville needs wide open capitalism.

Carroll Webber – 610 S Elm Street

Mr. Webber stated July 31<sup>st</sup> will mark his 50<sup>th</sup> anniversary living in Greenville and he was concerned about the City Council's willingness to over-ride aspects of its Land Use Plan.

Mayor Dunn advised Mr. Webber he couldn't speak on land use issues which were already addressed during the public hearings.

Stephen Hardy-Braz

Mr. Hardy-Braz expressed his thanks for the recognition given to committee members and participants in the 2011 National Bike to Work Week. He stated he also wished to express his personal appreciation to the Greenville Police Department for their escort in the Ride of Silence. He thanked Greenville TV for the water bottles and t-shirts, as well as various public service announcements, and he thanked Steve Hawley and his staff for their promotional efforts as well.

Frank Cassiano – 1205 East 5<sup>th</sup> Street

Mr. Cassiano expressed understanding for the issues and concerns addressed by those residents opposed to changing the 500 foot separation rule for homes and clubs, but stated the property on Dickinson Avenue is in a commercial area and the nearest home is over 400 feet away. With the 500 foot buffer in place, it's nearly impossible to find a single piece of property in Greenville now that would qualify as a suitable site. Mr. Casiano stated when a group comes forward with plans to



alleviate the reasons for residents having concerns about night clubs in their neighborhoods, they should have the opportunity to have their request considered.

As there was no one else present who wished to address the City Council, Mayor Dunn closed the public comment period at 10:22 pm.

---

### OTHER ITEMS OF BUSINESS

---

- Stadium Project at Elm Street Park

Recreation and Parks Director Gary Fenton explained the Greenville Little Leagues, a non-profit 501(c)(3) organization providing little league baseball services within the City, is requesting permission to initiate a major capital improvement to the City-owned baseball facility the organization utilizes at Elm Street Park. This initiative, funded through a generous donation and requiring no City funds, would represent a major construction project, entailing the installation of stadium seating behind home plate, increased spectator capacity, improved backstop with netting, a new press box, storage area, and office space. Work would begin in August 2011, with completion anticipated by March 2012. After completion, the stadium would be named in honor of a family member specified by the donor. Such an action is permitted under the City's guidelines for naming City of Greenville recreation and park facilities. Though often referred to as the "Little League Field at Elm Street Park," the facility currently has no official name. The appropriate naming legislation would be brought before the Recreation and Parks Commission and then City Council once the project was completed. In addition to benefiting area residents, it is anticipated this improvement would further foster the Greenville Little Leagues' ability to attract high level baseball tournaments to the City of Greenville. Mr. Fenton stated the members of the Greenville Recreation and Parks Commission voted unanimously at their May 11, 2011 meeting, to recommend that the City Council take the necessary action to allow this project to move forward.

Council Member Joyner moved to grant permission for Greenville Little Leagues to make improvements to the Elm Street Park Little League Field, and to authorize the City Manager to negotiate and execute an agreement with Greenville Little Leagues which sets forth the terms and conditions for the granting of this permission. Council Member Glover seconded the motion, which passed by unanimous vote.

- Ordinances adopting budgets for the 2011-2012 fiscal year (Ordinance No. 11-038; Ordinance No. 11-039)



- City of Greenville including Sheppard Memorial Library and Pitt-Greenville Convention and Visitors Authority
- Greenville Utilities Commission

City Manager Bowers stated the two budget ordinances need to be voted upon separately. He then briefly explained changes which have occurred since the meeting on Monday, including some general fund adjustments and a change in the Library's budget necessitated because Pitt County voted to cut its contribution to the library. Traditionally the City has contributed 2/3 of necessary funding and the County has contributed 1/3; however the County felt it was appropriate to include library funding in their across-the-board cuts. Library Director Greg Needham has indicated a willingness to make a similar adjustment in City funding.

Council Member Blackburn expressed concern over what will essentially be a loss of about \$90,000 for the Library. Mr. Needham stated the reduction is about \$87,000 compared to the current year's budget, but indicated they will trim costs where necessary and be conservative. He stated the reduction will not result in employee layoffs.

Following a general discussion of funding issues for the library and the history of funding practices between the City and County, Mr. Bowers suggested if the City Council desired to get more money to the library, perhaps the City could approach the County about directing all of their contribution into operations, with the City absorbing the full \$75,000 cost of the new roof. Mayor Pro-Tem Kittrell moved to proceed as recommended by the City Manager. Council Member Smith seconded the motion, which passed by unanimous vote.

Mr. Bowers stated the Pay and Benefits Committee met on Tuesday afternoon and recommended on a vote of 3 to 1 to reinstate merit for the coming fiscal year. The current budget proposal included merit funding at 1.5%. The Greenville Utilities Commission (GUC) received the report that same evening at their meeting and voted to approve the 1.5% merit program in their budget. Mr. Bowers stated as long as the increase does not change the pay plan, the City Council could choose to do likewise or could vote to give the increase as an across-the-board adjustment to all employees.

Mayor Pro-Tem Kittrell moved to grant a 1.5% across-the-board adjustment to all employees as part of the upcoming fiscal year budget. Council Member Joyner seconded the motion, which passed by unanimous vote.

Following some additional discussion on a number of potential future projects, Mayor Pro-Tem Kittrell moved to approve the Fiscal Year 2011-2012 budget for the City of Greenville including Sheppard Memorial Library and Pitt-Greenville





Convention and Visitors Authority. Council Member Joyner seconded the motion, which passed by unanimous vote.

Mayor Pro-Tem Kittrell then moved to approve the Fiscal Year 2011-2012 budget for Greenville Utilities Commission. Council Member Blackburn seconded the motion, which passed by unanimous vote.

- Resolution authorizing the sale of 1210 Dickinson Avenue to Broderick Best

Community Development Director Merrill Flood explained the requested action is to authorize the sale of property owned by the City at 1210 Dickinson Avenue to Mr. Broderick Best, who has an interest in using the property for additional parking in association with a proposed barber college to be operated next to this property at 1206 Dickinson Avenue. Mr. Best notified the City of his interest in purchasing the property in December 2010 and City staff arranged for appraisal of the property. At its March 3, 2011 the City Council voted to approve the appraisal of \$14,700 as fair market value for this property and to authorize staff to take appropriate steps to advertise the property for sale. Mr. Best was the only bidder, having submitted a bid of \$15,160, which included the required 5% bid deposit. Mr. Flood requested the City Council adopt the required sales resolution.

Council Member Joyner moved to approve the resolution authorizing sale of 1210 Dickinson Avenue to Broderick Best and authorizing staff to execute necessary documents. Council Member Smith seconded the motion, which passed by unanimous vote.

- Resolutions authorizing conveyance of City-owned property located at 1502 West Fifth Street, 1504 West Fifth Street, 1508 West Fifth Street, 1514 West Fifth Street, and 1108 Douglas Avenue by private sale to Streets to Homes

Housing Director Sandra Anderson presented a request to convey five City-owned lots to Streets to Homes, a certified Community Housing Development Organization. Streets to Homes will utilize the property to construct three single-family homes for low income homebuyers. Due to the current state of the local economy, Ms. Anderson asked that an alternate plan of rental with option to purchase be considered. She stated the project would consist of acquisition of property, recombination of lots, construction, and downpayment assistance to eligible homebuyers.

Ms. Anderson stated in accordance with the New Construction Lot Policy adopted by the City Council at its May 9, 2005 meeting, lot cost for new construction is the value as determined by the Pitt County Tax Assessor's Office. In order to facilitate the goals of the Revitalization Program, the City Council further authorized a 50%





deduction in the lot purchase price as established by the Pitt County Tax Assessor's Office when the home is sold to a homebuyer with an annual income of less than 80% of the Area Family Median Income.

The tax value of the lots is as follows:

1502 West 5 <sup>th</sup> Street	\$ 2,800.00
1504 West 5 <sup>th</sup> Street	\$ 3,054.00
1508 West 5 <sup>th</sup> Street	\$ 2,800.00
1514 West 5 <sup>th</sup> Street	\$ 2,800.00
1108 Douglas Street	<u>\$ 6,400.00</u>
TOTAL	\$17,854.00 (50% reduction = \$8,927.00)

Council Member Joyner moved to adopt each of the five resolutions authorizing the conveyance of City-owned property located at 1502 West Fifth Street, 1504 West Fifth Street, 1508 West Fifth Street, 1514 West Fifth Street, and 1108 Douglas Avenue by private sale to Streets to Homes. Council Member Mercer seconded the motion, which passed by unanimous vote.

- Resolutions authorizing conveyance of City-owned property located at 805 Douglas Avenue, 807 Douglas Avenue, and 915 Douglas Avenue by private sale to Metropolitan Housing and CDC, Inc.

Ms. Anderson presented a request to convey three City-owned lots to Metropolitan Housing and CDC, Inc., a certified Community Housing Development Organization. Metropolitan Housing and CDC, Inc. will utilize the property to construct three single-family homes for low income homebuyers. Due to the current state of the local economy, Ms. Anderson asked that an alternate plan of rental with option to purchase be considered. She stated the project would consist of acquisition of property, construction, and downpayment assistance to eligible homebuyers.

Ms. Anderson stated in accordance with the New Construction Lot Policy adopted by the City Council at its May 9, 2005 meeting, lot cost for new construction is the value as determined by the Pitt County Tax Assessor's Office. In order to facilitate the goals of the Revitalization Program, the City Council further authorized a 50% deduction in the lot purchase price as established by the Pitt County Tax Assessor's Office when the home is sold to a homebuyer with an annual income of less than 80% of the Area Family Median Income.

The tax value of the lots is as follows:

805 Douglas Avenue	\$ 4,370.00
807 Douglas Avenue	\$ 4,370.00
915 Douglas Avenue	<u>\$ 5,400.00</u>
TOTAL	\$14,140.00 (50% reduction = \$7,070.00)



Council Member Joyner moved to adopt each of the three resolutions authorizing the conveyance of City-owned property located at 805 Douglas Avenue, 807 Douglas Avenue, and 915 Douglas Avenue by private sale to Metropolitan Housing and CDC, Inc. Mayor Pro-Tem Kittrell seconded the motion, which passed by unanimous vote.

- Eastside Park Master Plan

Recreation and Parks Director Gary Fenton stated "Eastside Park" is the working title of a 120+ acre tract of land owned by the City of Greenville, adjacent to the River Hill community in the eastern section of the City. Due to the wetlands and riparian areas on this property, only 50 acres of the total site can be developed. Based on National Recreation and Park Association (NRPA) standards, this park will ultimately be a community park (20-75 acres), serving areas beyond the immediate neighborhood. The City's Comprehensive Recreation and Parks Master Plan, adopted in 2008, recommended the development of a park on this site to ensure that the recreation needs of Greenville were being met. In 2009, Recreation and Parks conducted a Capital Needs Assessment (CNA), which revealed significant capital improvements are needed throughout the park system in order to achieve a minimally acceptable level of service. The development of a master plan for Eastside Park and the ultimate development of this park were considered in this assessment.

Mr. Fenton stated Recreation and Parks contracted with Rivers and Associates to lead development of a park master plan for this property, which includes extensive environmentally sensitive wetlands and riparian areas that are strictly regulated by North Carolina's Department of Natural Resources and by the U.S. Army Corp of Engineers. Rivers and Associates devoted eight (8) professionals from various planning disciplines to assemble a plan that was comprehensive in nature and provided the public with a full range of options to consider. The final draft master plan document was presented at the April 13, 2011 Recreation and Parks Commission meeting where Commissioners voted to recommend that City Council adopt this plan. He stated a copy of the plan was sent to the City Council and it is accessible through a link on the Recreation and Parks Department's website.

Mr. Fenton introduced Mariah Shewchuk from Rivers and Associates, who gave a brief overview the process involved in developing the plan, including a variety of well-attended public input sessions. She stated the land is interesting and diverse, and discussed program elements proposed for the park including an environmental education center, a multi-purpose field, an off-lease dog park, playgrounds, a picnic pavilion and picnic shelters, an extreme sports park, sand volleyball courts, a kids discovery playground, an outdoor classroom/amphitheater and a variety of trails.



Ms. Shewchuk discussed the review and permitting process, and summarized project costs which are estimated at \$13,618,500. She noted the project can be broken into five phases that can be completed as funding becomes available. She cited a number of potential public, private and local funding sources.

Mayor Dunn commented that one of the things which helped the City get Parks and Recreation Trust Fund money in the past was having a viable plan in place for a project. Having a plan is worth valuable points in an application process. Mr. Fenton agreed, adding that approval of the plan is not a guarantee that the project will happen, but rather a means of stating if funding becomes available, this is how the City wants the project to be done.

Council Member Blackburn moved to adopt the Eastside Park Master Plan, seconded by Council Member Joyner. There being no further discussion, the Council voted unanimously to approve said motion.

- Greenfield Terrace Park Master Plan

Recreation and Parks Director Fenton stated Greenfield Terrace is a 25-acre park located in the northeastern section of the City. Although it is classified as a "Community Park" by National Recreation and Park Association (NRPA) standards (20-75 acres) based on its size, in terms of facilities it does not meet the minimum criteria of a "Community Park," nor does it address many park needs for the surrounding north-of-the-river community. The park's Barnes-Ebron-Taft (BET) Community Center is highly utilized and was reserved 144 times during the past calendar year, suggesting a clear need for additional facilities in the area.

Parks Planner Lamarco Morrison stated the City's Comprehensive Recreation and Parks Master Plan, adopted in 2008, recommended a study of Greenfield Terrace Park to ensure the community needs were being met. In 2009, Recreation and Parks conducted a Capital Needs Assessment, which revealed that significant capital improvements are needed within various areas of the park system in order to achieve a minimally acceptable level of service. Greenfield Terrace Park is a good example of this deficiency, with only five of its 25 acres currently developed. As a result, it now functions as a "Neighborhood Park." Staff recommends the remaining 20 acres be developed to bring this facility up to a true "Community Park" standard.

In an effort to ensure citizen input for this park master plan, Mr. Morrison stated the Department developed an extensive process of public meetings to gain input. As a result of this input, the developed plan emphasizes:

- Programming opportunities for the area's large senior population
- Opportunities for camps and cooperative programming with the Boys &



- Girls Club
- Providing a family-friendly park that serves the community north of the river
- Providing athletic opportunities geared towards the communities' youth

Mr. Fenton stated the Recreation and Parks Commission voted at their April 13, 2011 meeting to recommend the City Council adopt this plan. The plan has been sent to the City Council and is accessible on the Recreation and Parks Department's website.

Following a general discussion, Council Member Joyner moved to adopt the Greenfield Terrace Park Master Plan. Council Member Blackburn seconded the motion, which passed by unanimous vote.

- Discussion of the 500-foot separation requirement between public and/or private clubs and residential uses and residential zoning districts

Council Member Joyner stated he had been contacted by a developer who has a comprehensive plan for utilizing the old Pepsi Plant on Dickinson Avenue as a night club. The building has walls that are two feet thick and the nearest house is 472 feet away and across the street. The developer has asked to be given a year to operate at this location and will agree to shut down if it isn't working out in a satisfactory manner for the neighborhood. He stated they have a well-thought-out security plan and a plan for traffic leaving the property.

Council Member Blackburn stated she appreciates the work that has gone into developing this proposal, but cited past issues where clubs in close proximity to residential neighborhoods caused significant impact to the quality of life to citizens living near them. She stated a belief that people deserve peace and quiet in their own neighborhoods and stated she feels the existing ordinance should be left as is.

Council Member Glover said she shared similar concerns for residential areas, but she is familiar with the location proposed by this developer and the kids living in that area need a place to go. She stated she does not view this proposal as a club, but more as a place for young people to hang out.

City Attorney Holec stated requirements could not be changed for just this one business. He advised the zoning ordinance would have to be changed if this were allowed.

Mayor Pro-Tem Kittrell asked if it had to apply city-wide. Mr. Holec stated it is possible to develop overlay districts which would permit the zoning change to affect some, but not all areas of the City.



Council Member Mercer moved to advise the developer that he may pursue an amendment by submitting an application through the Planning and Zoning Commission for consideration, then the Council would hear their recommendation in accordance with standard procedures. Council Member Blackburn seconded the motion.

Mayor Pro-Tem Kittrell suggested as a friendly amendment to the motion that the City Attorney be asked to work with Planning Staff to provide options for the City Council to consider inclusion of overlay districts that might work for the area in question. Council Members Mercer and Blackburn accepted the amendment to the motion.

Mr. Holec stated if the motion is approved, the petitioner could apply for the zoning change and begin working through the Planning and Zoning Commission while he worked with the Planning staff on development of options.

The City Council then passed the motion by a vote of 5 to 1 with Council Member Blackburn casting the dissenting vote.

- Resolution calling for the refunding of the Series 2001 Special Obligation Revenue Bonds (Convention Center Bonds)

Mayor Pro-Tem Kittrell moved to approve the resolution calling for the refunding of the Series 2001 Special Obligation Revenue Bonds. Council Member Joyner seconded the motion, which passed by unanimous vote.

---

#### COMMENTS FROM MAYOR AND CITY COUNCIL

---

The Mayor and Members of the Council made general comments about past and future events.

---

#### CITY MANAGER'S REPORT

---

City Manager Bowers stated he had intended to recommend the City Council consider cancelling its June 20, 2011 meeting; however, local developer Jon Day has asked to make a presentation soliciting the City Council's assistance in negotiating a traffic issue at the new Walmart location with the NC Department of Transportation (NC-DOT).



Following a general discussion about this matter, Council Member Joyner moved to place Mr. Day's presentation on the June 20, 2011 agenda for consideration and to invite a representative of the NC Department of Transportation to attend. He further moved if Mr. Day and NC-DOT reach an agreement prior to the meeting date, that the meeting be cancelled. Mayor Pro-Tem Kittrell seconded the motion, which passed by a vote of 4 to 2 with Council Members Blackburn and Mercer casting the dissenting votes.

---

**ADJOURNMENT**

---

Council Member Joyner moved to adjourn the meeting, seconded by Council Member Blackburn. There being no discussion, the motion passed by unanimous vote and Mayor Dunn adjourned the meeting at 12:56 am.

Respectfully submitted,

Carol L. Barwick, CMC  
City Clerk



# City of Greenville, North Carolina

Meeting Date: 8/22/2011  
Time: 6:00 PM

---

**Title of Item:** First reading of an ordinance granting a taxicab franchise to Michael Levon Long, d/b/a K & M Cab Service

**Explanation:** Michael Levon Long, d/b/a K & M Cab Service, has made application to establish a taxicab franchise to operate a total of one taxicab. The Financial Services, Community Development, and Police Departments have all reviewed the application packet and support approval of the applicant's request. A public hearing on this request is scheduled for September 8, 2011 with advertising on The City Page in The Daily Reflector scheduled for August 22 and 29, 2011 and September 5, 2011. Notification of the public hearing has been mailed to all current vehicle for hire franchise owners.

**Fiscal Note:** No direct cost to the City.

**Recommendation:** Approve the first reading of an ordinance granting a taxicab franchise to Michael Levon Long, d/b/a K & M Cab Service.

---

Viewing Attachments Requires Adobe Acrobat. [Click here](#) to download.

**Attachments / click to download**

[Application Packet from K & M Cab Service](#)

[Ordinance granting taxicab franchise for K and M Cab Service 1st reading\\_903345](#)

**ORDINANCE NO. \_\_\_\_\_**  
**AN ORDINANCE GRANTING A TAXICAB FRANCHISE**  
**TO MICHAEL LEVON LONG, D/B/A K & M CAB SERVICE**

WHEREAS, the City of Greenville is authorized by G.S. §160A-304 to license and regulate all vehicles operated for hire within the City of Greenville; and

WHEREAS, the City of Greenville has adopted an ordinance, Chapter 1 of Title 11 of the Greenville City Code, requiring the operators of taxicab businesses within the City to obtain a franchise from the City permitting said operation, and said ordinance sets forth certain requirements and criteria that must be satisfied in order to obtain and maintain the franchise for the operation of a taxicab business; and

WHEREAS, Michael Levon Long, d/b/a K & M Cab Service, is an applicant for a franchise permitting the operation of one (1) taxicab within the City limits; and

WHEREAS, following investigation into the qualifications of the applicant, the City Council has determined that the applicant satisfies the requirements and conditions for the operation of a taxicab business within the City and has presented evidence substantiating the public convenience and necessity of such a business;

NOW, THEREFORE, BE IT ORDAINED by the Greenville City Council that:

Section 1. A taxicab franchise is hereby issued to Michael Levon Long, d/b/a K & M Cab Service, to permit the operation within the City of Greenville of not more than one (1) taxicab.

Section 2. The franchise holder must comply with the requirements of Chapter 1 of Title 11 of the Greenville City Code or successor ordinance, including but not limited to inspection, equipment and insurance requirements, and must begin operations within sixty (60) days of the grant of this franchise. These requirements apply to all vehicles under the franchise. Failure to comply with the requirements and begin operations within sixty (60) shall render the franchise null and void without further action of the Greenville City Council or loss of a vehicle authorized under the franchise if all vehicles do not comply with the requirements within the sixty (60) days period.

Section 3. The franchise holder has requested to operate the franchise as an incidental home occupation. Only one vehicle may be stored and/or parked at the franchise holder's residence. The franchise holder must provide a copy of the lease for the vehicle that is not to be maintained as an incidental home occupation to the City Clerk. Only the franchise holder may work out of the residence. No other taxi operator may operate out of or visit the franchise holder's residence incidental to the operation of the franchise.

Section 4. All ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of such conflict.

Section 5. Any part or provision of this ordinance found by a court of competent jurisdiction to be in violation of the Constitution or laws of the United States or North Carolina is hereby deemed severable and shall not affect the validity of the remaining provisions of the ordinance.

Section 6. This ordinance shall become effective immediately upon its adoption following its second reading.

First reading approved on the 22<sup>nd</sup> day of August, 2011.



APPLICATION FOR TAXICAB FRANCHISE

(NOTE: \$30 application fee must be presented with application in order for application to be considered.)

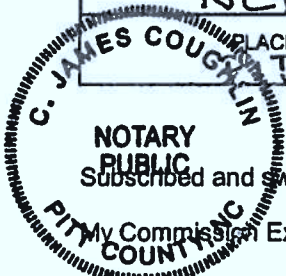
To the Mayor and City Council of the City of Greenville

The undersigned hereby makes application for a taxicab franchise under the provisions of Chapter 564, Session Laws 1945, and presents the following information:

1. The applicant is familiar with the ordinances of the City of Greenville relating to liability insurance, drivers regulations, regulations of rates, and other matters pertaining to the operation of taxicabs.
2. The individual, corporate or trade name and business address of the applicant is: MICHAEL LEVON LONG  
K & M Cab Service - 3835 - RR 7 Sterling Pointe Dr - Winterville, NC
3. The Applicant is:
  - A. An individual and sole owner of the taxicab business to be operated under the above name.
  - B. A corporation chartered under the laws of the State of North Carolina in the year \_\_\_\_\_, and the officers of the corporation are \_\_\_\_\_
  - C. A partnership, as shown by articles hereto attached, and the names of partners are: N/A
4. The Applicant operates in the following cities: GREENVILLE
5. The Applicant is requesting franchise to operate 1 taxicabs.
6. In support of this application, the following Exhibits are attached.
  - Exhibit A. A full statement of facts which, if supported by substantial testimony at the hearing, will support a finding of public convenience and necessity for this operation.
  - Exhibit B. A complete list of Applicant's motor equipment showing year, make, model, and carrying capacity of each unit.
  - Exhibit C. Financial statement showing assets, liabilities and net worth of applicant.
  - Exhibit D. Statement showing applicant has made complete arrangement for off-street parking of all motor vehicles.
  - Exhibit E. Statement of proposed fares for transportation of persons and property.
  - Exhibit F. Statement of experience of applicant in conducting taxicab business.
  - Exhibit G. For persons who plan to be a driver: Official results of a drug screening for the applicant(s) from a practicing licensed physician AND a waiver from the physician who conducted the drug screening releasing those results to the Greenville Police Department

HAND PRINT OR TYPE

LAST NAME <u>LONG</u>		FIRST NAME <u>MICHAEL</u>		MIDDLE NAME <u>LEVON</u>	
ALIAS OR NICKNAME <u>MIKE</u>	SEX <u>M</u>	AGE <u>46</u>	WEIGHT <u>200</u>	HEIGHT <u>6'11"</u>	ID NO.
ADDRESS <u>3835 - RR 7 Sterling Pointe Dr Winterville, NC</u>		HAIR <u>Black</u>	EYES <u>B</u>	COMPLEXION <u>Brown</u>	
OCCUPATION <u>NCDOT</u>		<u>38590</u>	DRIVERS LICENSE NO.		IDENTIFICATION NO.
PLACE OF BIRTH <u>IT COUNTY</u>		DATE OF BIRTH <u>12-1-64</u>		SOCIAL SECURITY NO.	



Signature of Applicant Michael Long

Subscribed and sworn to before me this 29th day of June, 2011

My Commission Expires: 12/18/2013

[Signature]  
Notary Public



**EXHIBIT A:**

**FACTS TO SUPPORT PUBLIC CONVENIENCE AND NECESSITY FOR:**

**K & M CAB SERVICE**

1. THERE HAVE BEEN NUMEROUS ACCIDENTS IN THE GREENVILLE AREA PRIMARILY DUE TO INTOXICATED DRIVERS. K & M CAB SERVICE WILL DRASTICALLY REDUCE THIS RATE BY PROVIDING CLEAN RELIABLE TRANSPORTATION TO THE CITIZENS OF GREENVILLE.
2. THERE HAVE BEEN MANY PEDESTRIANS STRUCK AND KILLED BY MOTOR VEHICLES IN GREENVILLE. THESE INDIVIDUALS NEED ACCESS TO SAFE TRANSPORTATION LIKE K & M CAB SERVICE. WE CAN GO TO THEM PICK THEM UP AND THEREFORE REDUCE A GREAT NUMBER OF PEDESTRIANS FROM POTENTIALLY GETTING HIT BY MOTOR VEHICLES.
3. A LARGE SEGMENT OF THE SENIOR POPULATION IN GREENVILLE IS NO LONGER COMPETENT TO SAFELY DRIVE. K & M CAB SERVICE WILL SAFELY TRANSPORT THEM TO THEIR DESTINATION WITHOUT THEM FEARING FOR THEIR SAFETY ON THE ROAD.
4. MANY INDIVIDUALS IN THE GREENVILLE AREA DO NOT OWN CARS DUE TO THE EXPENSE OF GAS, INSURANCE, TAXES AND COSTLY MAINTENANCE OF MOTOR VEHICLES. K & M CAB SERVICE WILL OFFER THE CONVENIENCE OF TRANSPORTATION WITHOUT THE HIGH EXPENSE OF VEHICLE OWNERSHIP.

5. GREENVILLE HAS LIMITED PUBLIC TRANSPORTATION OPTIONS. IT'S DIFFICULT FOR INDIVIDUALS TO FIND RELIABLE TRANSPORTATION. K&M WILL GIVE THE CITIZENS OF GREENVILLE ONE MORE MODE OF TRANSPORTATION, THEREFORE REDUCING THE AMOUNT OF TIME THEY WILL HAVE TO SOMETIMES WAIT OUTSIDE IN INCLEMENT WEATHER TO OBTAIN TRANSPORTATION.

**EXHIBIT B.**

**LIST OF MOTOR EQUIPMENT**

**2004 FORD CROWN VICTORIA**

**CARRYING CAPACITY IS THREE ADULTS IN THE BACK AND ONE ADULT IN THE FRONT PASSENGER SIDE.**

EXHIBIT C.

FINANCIAL STATEMENT

1. CLEAN RETAIL VALUE OF 2004 CROWN VICTORIA- \$6,000.00- PAID FOR. WILL BE USED FOR K & M CAB SERVICE.
2. I ALSO OWN A 2000 BUICK PARK AVE, CLEAN RETAIL VALUE OF \$4,000.00 WHICH IS ALSO PAID FOR.
3. I CURRENTLY WORK FOR THE DEPARTMENT OF TRANSPORTATION AS A RIGHT OF WAY AGENT. I HAVE BEEN EMPLOYEED FULL TIME FOR 19 YEARS.
4. I DO NOT OWN ANY PROPERTY AND I AM CURRENTLY RENTING A TOWNHOUSE IN WINTERVILLE.
5. THIS BUSINESS WILL BE A PART TIME VENTURE MOSTLY IN THE EVENING HOURS AND LATE NIGHT HOURS. INCME GENERATED WILL BE UTILIZED TO PURCHASE ANOTHER VEHICLE AND EXPAND OUR SERVICE TO GREENVILLE AND SURROUNDING AREAS.
6. OUR CAB BUSINESS WILL GENERATE INCOME IN LINE WITH THE CURRENT TAXI CAB RATES AS MANDATED BY THE CITY OF GREENVILLE.

EXHIBIT D.

ARRANGEMENT FOR OFF-STREET PARKING

OUR CAB WILL BE PARKED IN A PARKING LOT AT MY HOME AT 3835  
RR7 STERLING POINTE DR., WINTERVILLE, NC.

**EXHIBIT E**

**TAXICAB FARES**

The following rates shall be applicable for each standard zone fare:

ZONES	1	2	3	4	5	6	7	8
1	4.00	4.35	4.70	5.05	5.40	5.75	6.10	6.50
2	4.35	4.35	4.70	5.05	5.40	5.75	6.10	6.50
3	4.70	4.70	4.70	5.05	5.40	5.75	6.10	6.50
4	5.05	5.05	5.05	5.05	5.40	5.75	6.10	6.50
5	5.40	5.40	5.40	5.40	5.40	5.75	6.10	6.50
6	5.75	5.75	5.75	5.75	5.75	5.75	6.10	6.50
7	6.10	6.10	6.10	6.10	6.10	6.10	6.10	6.50
8	6.50	6.50	6.50	6.50	6.50	6.50	6.50	6.50

The fare charged shall be the amount of the highest zone which is traveled through.  
Only one fare shall be charged for one or two persons traveling from the same point of origin to the same point of destination

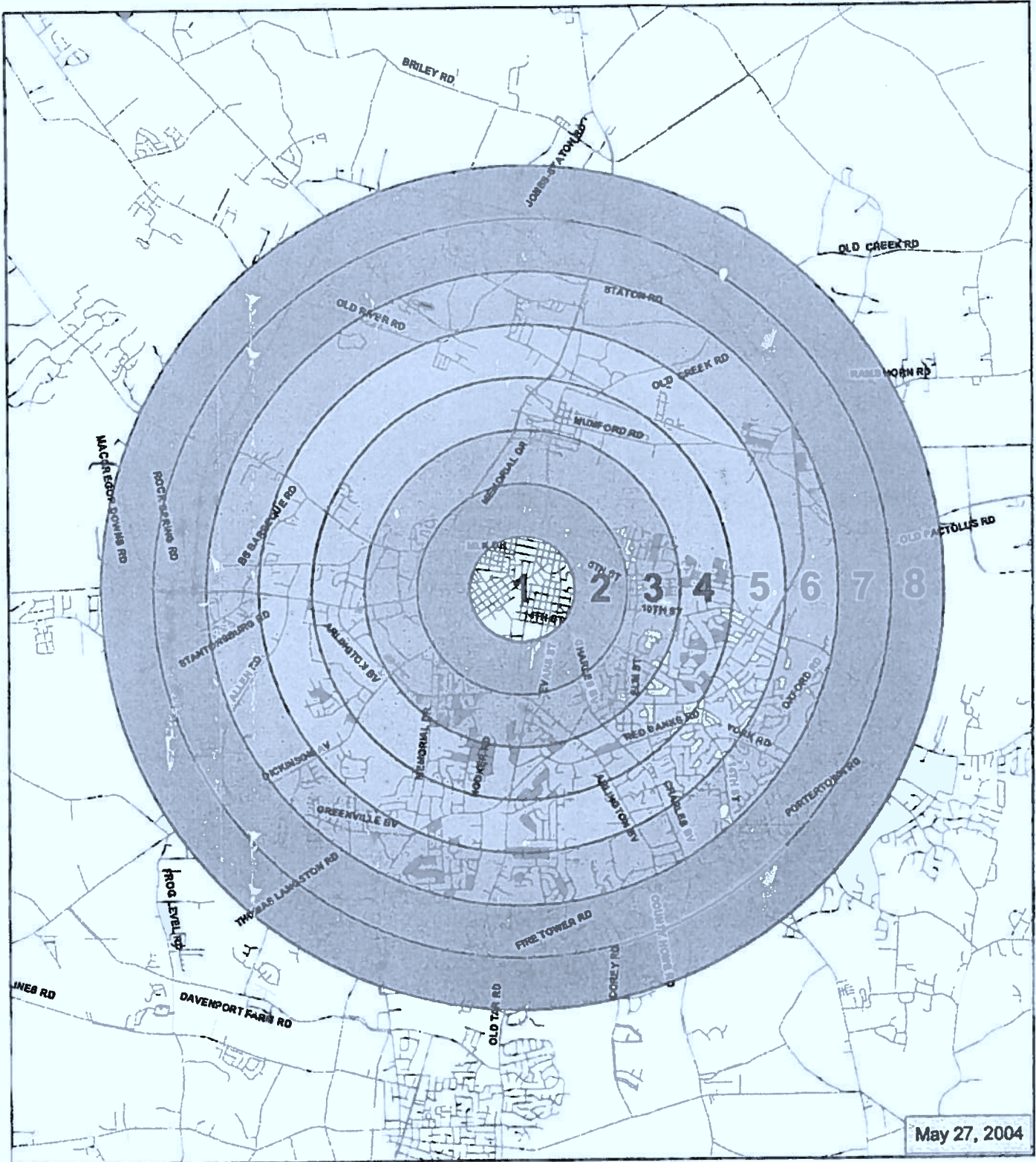
The following rates are for fares across town:

ZONES	1	2	3	4	5	6	7	8
1	4.00	4.60	5.20	5.80	6.40	7.00	7.60	8.20
2	4.60	5.20	5.80	6.40	7.00	7.60	8.20	8.80
3	5.20	5.80	6.40	7.00	7.60	8.20	8.80	9.40
4	5.80	6.40	7.00	7.60	8.20	8.80	9.40	10.00
5	6.40	7.00	7.60	8.20	8.80	9.40	10.00	10.60
6	7.00	7.60	8.20	8.80	9.40	10.00	10.60	11.20
7	7.60	8.20	8.80	9.40	10.00	10.60	11.20	11.80
8	8.20	8.80	9.40	10.00	10.60	11.20	11.80	12.50

Ironwood/Bradford Creek	Standard Fare	6.50
	Across Town	12.50
Over two persons (per person extra)		1.50
Stops en route to destination		1.50
Waiting time (per hour)		16.50
Trunks or footlockers (each)		2.00
Baggage (each)		1.25
Rates outside zones unless previously specified (per mile)		2.00



# Taxi Fare Service Zones Greenville



### Map Legend

- |             |             |             |             |       |
|-------------|-------------|-------------|-------------|-------|
| Taxi Zone 1 | Taxi Zone 3 | Taxi Zone 5 | Taxi Zone 7 | Roads |
| Taxi Zone 2 | Taxi Zone 4 | Taxi Zone 6 | Taxi Zone 8 |       |

0 0.5 1 2 Miles



**EXHIBIT F.**

**STATEMENT OF EXPERIENCE IN CONDUCTING TAXI CAB BUSINESS**

1. I DROVE A SCHOOL BUS IN 1985 AT DH CONLEY HIGH SCHOOL FOR TWO YEARS.
2. I DROVE LIMOUSINES AT RDU AND THE TRIANGLE AREA IN 1987 FOR ABOUT A YEAR.
3. IN 1990 I DELIVERED PACKAGES FOR RPS FOR THREE YEARS. I DROVE A DELIVERY TRUCK AS AN INDEPENDENT CONTRACTOR. I WAS RESPONSIBLE FOR TAKING CARE OF THE TRUCK, FINDING DELIVERY LOCATIONS AND TAKING CARE OF MY TAXES.
4. I HAVE DRIVEN CHURCH MEMBERS TO SPECIAL EVENTS AS WELL AS TO AND FROM CHURCH FOR SEVERAL DIFFERENT CHURCHES FOR MANY YEARS.
5. I CURRENTLY DRIVE TO HIGHWAY PROJECTS IN EASTERN NC TO MEET WITH PROPERTY OWNERS AND ACQUIRE PORTIONS OF THEIR PROPERTY FOR THE NC DEPARTMENT OF TRANSPORTATION.



## FINANCIAL SERVICES MEMORANDUM

TO: Carol L. Barwick, City Clerk's Office

FROM: Brenda Matthews, Financial Services Collections

DATE: July 28, 2011

SUBJECT: Franchise Applications for:  
K & M Cab Service, Michael Levon Long

We have checked Collections records for taxes, licenses, citations, parking fees, rescue transports, and miscellaneous receivables owed in the names above. We did not find any debt owed in any of the names list.

There were no unpaid property tax records in the names and/or addresses of the above individual or business name.

If I can provide further assistance, please call.

CC: Bernita Demery, Director of Financial Services  
Kimberly Branch, Financial Services Manager

Doc # 177282 v 12

## Carol Barwick

---

**From:** Michael Dail  
**Sent:** Wednesday, July 20, 2011 2:49 PM  
**To:** Carol Barwick  
**Cc:** Christopher Padgett; Merrill Flood  
**Subject:** Taxi Cab Franchise Zoning Comments

Michael Long can operate a taxi franchise with one vehicle out of his home at 3835 Sterling Pointe Drive, Unit RR-7 as an incidental home occupation. It is important to note that only one cab can be stored at his property and it must be a vehicle that is typically associated with a residence. Also no other individuals may work out of or visit his home concerning work related matters.

---

**From:** Carol Barwick  
**Sent:** Wednesday, July 20, 2011 12:35 PM  
**To:** William Anderson; Chris Viverette; Bernita Demery; Brenda Matthews; Michael Dail; Merrill Flood  
**Subject:**

Hello all,

I've attached an application packet to establish a taxicab franchise under the name of K & M Cab Service. Please review and let me know your findings at your first convenience. I'd like to get this on the agenda for our August meetings (deadline July 29<sup>th</sup>). Thanks!

Hope you all have a great afternoon!

Thanks,  
Carol

Carol L. Barwick, CMC  
City Clerk  
City of Greenville  
PO Box 7207  
Greenville, NC 27835  
[www.greenvillenc.gov](http://www.greenvillenc.gov)  
[cbarwick@greenvillenc.gov](mailto:cbarwick@greenvillenc.gov)  
Phone: (252) 329-4422  
Fax: (252) 329-4435



## GREENVILLE POLICE DEPARTMENT

### MEMORANDUM

July 25, 2011

TO: Chief William Anderson  
FROM: Cpl. C.B. Viveette  
SUBJECT: Taxi/Limousine Operator Application for Michael Levon Long d.b/a K & M Cab Service

DMV

\*\*\* DRIVER LICENSE STATUS: CLS C ACTIVE \*\*\*

04-04-11	ACDNT: PITT COUNTY, NC ACDNT: CASE ID:103189105	PERS INJ
02-17-10 04-16-10	CONV: (313)SPEEDING ( 64 MPH IN A 55) COURT: BEAUFORT COUNTY COURT, NC COURT: AOC #: 2010IF 700650 CITATION ID: 01502E87	3
12-12-08	ACDNT: LENOIR COUNTY, NC ACDNT: CASE ID:102469286	PERS INJ
07-17-08	ACDNT: PITT COUNTY, NC ACDNT: CASE ID:102370172	PERS INJ
07-21-06	ACDNT: PITT COUNTY, NC ACDNT: CASE ID:101790015	PERS INJ
03-18-05	ACDNT: CAMDEN COUNTY, NC ACDNT: CASE ID:101400278	PERS INJ

AOC

No Record

DCI

No Record

NEW WORLD

No New Record

NCAWARE

No Record

Mr. Long has applied requesting a taxi franchise consisting of one (1) vehicle. While the number of vehicle crashes is cause for concern, the majority are from 2008 and prior. Mr. Long has only been cited once for speeding, which occurred in 2010.

Based on the above information, I recommend approval of the franchise by Mr. Michael Levon Long d/b/a K & M Cab Service.





# City of Greenville, North Carolina

Meeting Date: 8/22/2011  
Time: 6:00 PM

**Title of Item:** Classification and Compensation Study

**Explanation:** At the joint meeting of the City Council and Greenville Utilities Commission (GUC) on May 10, 2011, the City Council tentatively approved the plan recommendations in the Classification and Compensation Study pending the completion of an employee review process. As directed, The Waters Consulting Group, Inc. (Waters) provided a position review process in June for employees to have the placement of their positions reviewed if they were not satisfied with the recommended placement. The City's request for review process was conducted concurrently with that of GUC to maintain equity and consistency across the two organizations. A description of the review process and a sample form are attached. The employee review request submission deadline was extended from the July 1 date listed in the review process schedule until July 7 to provide employees additional time to prepare their requests. Waters evaluated all review request form information in July and finished the process in early August. Attached is a chart of those classifications submitted for review and the consultant's recommendation for each submission. The positions for which Waters recommended a change of pay grade or title are highlighted in blue.

The changes proposed in the attached report of position reviews have been incorporated into the Grade Comparison and pay plan (Assignment of Classes to Salary Grades and Ranges) that were presented for your consideration in May. The revised recommended Grade Comparison and pay plan (Assignment of Classes to Salary Grades and Ranges) are attached. The updated Grade Comparison and pay plan (Assignment of Classes to Salary Grades and Ranges) are before the City Council for final approval and implementation retroactive to July 2, 2011.

GUC adopted the Classification and Compensation Study recommendations during the May 10, 2011 joint meeting with an effective date of July 3, 2011. GUC brought all positions below the new pay grade minimum up to the minimum. In order to address potential pay compression issues, GUC granted

time in position (TIP) adjustments based on .5% per year in the current position as proposed by Waters during the March 21, 2011 joint meeting. In order to be consistent with GUC's actions, City staff recommends bringing all City employees to the minimum of the new pay grades and granting the .5% per year TIP for employees who qualify for this adjustment. The total number of City employees receiving an increase to the minimum is 79 and 73 employees would receive a TIP adjustment.

City Personnel Policies include the following provision concerning a new pay plan:

***SECTION 3.0 Transition to a New Pay Plan.*** *The following four principles shall govern the transition to a new pay plan:*

- a. No employee shall receive a salary reduction as a result of the transition to a new salary plan.*
- b. An employee being paid at a rate lower than the minimum rate established for his/her respective class shall have the salary raised to the new minimum for his/her class; except, if an employee is considered not fully qualified for the class, the amount of the initial salary adjustment may be set at a salary rate below the minimum.*
- c. An employee being paid at a rate below the maximum rate established for his/her respective class shall be paid at a rate within the salary schedule.*
- d. An employee being paid at a rate above the maximum rate established for his/her respective class shall remain at his/her present salary as long as the maximum rate is below the present salary.*

Ruth Ann Eledge of Waters will review the recommendations and be available to answer questions during the August 22, 2011 City Council meeting.

**Fiscal Note:**

**Annual cost to make adjustments to new pay grade minimum:**

General fund	\$103,771.20
Sanitation	\$8,028.80
Stormwater	\$1,352.00
Fleet	\$17,908.80
Bradford Creek	\$1,227.20
<b>Total</b>	<b>\$132,288.00</b>

**Annual cost of TIP (time in position) adjustments:**

General fund	\$29,588.52
--------------	-------------



Sanitation	\$2,122.44
Stormwater	\$591.14
Fleet	\$623.38
Bradford Creek	\$3,725.49
<b>Total</b>	<b>\$36,650.17</b>

The total annual cost including social security and pension contributions for implementing the Classification and Compensation Study recommendations for the 2011-2012 budget year would be \$193,587.17. The approved budget for 2011-2012 includes \$212,639.00 in the General Fund for Classification and Compensation Study adjustments.

**Recommendation:** Approve the Classification and Compensation Study recommendations, adopt the attached pay plan (Assignment of Classes to Salary Grades and Ranges), and authorize implementation retroactive to July 2, 2011.

---

Viewing Attachments Requires Adobe Acrobat. [Click here](#) to download.

**Attachments / click to download**

- [Request for Review Process 904573](#)
  - [classification Request for Review Form 904574](#)
  - [COG request for review process submitted forms 904407](#)
  - [Final City grade comparison hierarchy 8 9 11 904244](#)
  - [COG Pay Plan 7 2 11 904951](#)
-

---

**CITY OF GREENVILLE AND GREENVILLE UTILITIES COMMISSION**  
**“REQUEST FOR REVIEW” PROCESS**

---

Some employees as well as Department Directors may disagree with the grade allocation assigned to positions within their departments. The “Request for Review” process is outlined below.

Department Directors may request review of the grade allocation to which positions in their departments have been assigned by submitting a completed Request for Review Form to the Human Resources Director.

- Employees, supervisors and/or managers may request review of the grade allocation by submitting a completed Request for Review Form to the Department Director.
- The Request for Review Form should state the basis for the disagreement with the grade allocation and should include any pertinent information/documents that support the request for review. An updated Job Description Questionnaire for the position(s) should accompany the request. (Access doc. #864750 for blank Job Description Questionnaire.)
- If the Request for Review Form is initiated by someone other than the Department Director, the Department Director should evaluate the request and state his/her agreement/disagreement with the request and inform the submitter of his/her position on the request. The Director should submit the request and his/her statement pertaining to the request to the Human Resources Director.

- The Human Resources Director will determine if sufficient information is provided in the Request for Review Form. If not, the HR Director will return the request to the Department Director and request that additional information/justification be provided. Waters consultants will review the completed Request for Review form, market data, if applicable, and review the job evaluation rating. A recommendation will then be submitted either confirming the current grade allocation or recommending the appropriate grade allocation. The City Manager will have the final authority on reviews related to the Classification/Compensation Study.

Here is the timeline we are working with:

- Individualized memo explaining results given to each employee on **May 26–June 3**
- Question and Answer period with responses from Human Resources staff from **May 26–June 17**
- Follow-up by consultant when needed from **June 4–June 17**
- Request for Review process from **June 20–July 1**
- Completion of Review Process from **July 5–July 29** (*consultants review all requests for review and submit their recommendation to the City Manager*)

Please contact Human Resources or your Department Director if you have questions.

#899629

# City of Greenville and Greenville Utilities Commission

## Request for Review of Classification

---

### Classification Review Request Form

Name:

Proposed job title and proposed pay grade:

Department:

Brief statement of request:

Remedy sought:

#### REQUESTOR'S RESPONSIBILITY

1. Indicate what key factors should be considered in re-examining the evaluation of the position within the classification system. If job responsibilities have changed since it was placed in the structure, be sure to indicate the functions as "new". (Additional documentation may be attached to this form)

2. Please explain why this position should be re-evaluated and what key areas should be considered in the review process.

**Signature of Employee**

**Date**



**CITY OF GREENVILLE – REQUEST FOR REVIEW PROCESS**

June-July, 2011

City employees submitted a total of 36 request for review forms. Of the 36 forms, 33 disagreed with the placement of their position or job title (see list below); one addressed a pay compression issue rather than a position placement issue; one requested the creation of a new position of Lead Transit Driver; and one indicated that the form was completed “to get my name on the list” in case there were issues with the new job description. The position titles and pay grades below are based on the initial and final proposals by Waters Consulting, not what the employee requested in the process.

Number of Employees	Dept	Initial Proposed Position Title	Initial Pay Grade	Final Proposed Position Title After Review Process	Final Pay Grade
1	CD	Loan Administrator	108	Loan Administrator	108
1	CD	Administrative Assistant	111	Administrative Assistant	111
1	CD	Planner I	112	Planner I	112
1	CD	Community Relations Officer	113	Community Relations Officer	113
1	CD	Planner II	114	Planner II	114
2 (2 forms submitted)	CD	Senior Planner	117	Senior Planner	117
1	F/R	Administrative Assistant	111	Administrative Assistant	111
1	F/R	F/R Administrative Assistant	114	F/R Administrative Assistant	114
1	FS	Collections Technician	108	Collections Technician	108
1	FS	Accounting Technician I	109	Accounting Technician I	109
1	FS	Accounting Specialist	112	Accounting Specialist	112
1	HR	Staff Support Specialist III	108	HR Specialist I	111
1	IT	Systems Analyst IV	118	Systems Analyst IV	118
4 (1 joint form submitted)	Police	Clerk-Typist	105	Staff Support Specialist I	105
1	Police	Public Safety Systems Administrator	116	Public Safety Systems Administrator	117
3 (3 forms submitted)	PWD	Traffic Control Worker	108	Traffic Control Worker	109
2 (2 forms submitted)	PWD	Traffic Signal Technician I	110	Traffic Signal Technician I	111
2 (2 forms submitted)	PWD	Building Facilities Technician II	111	Building Facilities Technician II	112
1	PWD	Traffic Signal Technician II	112	Traffic Signal Technician II	114
4 (1 joint form submitted)	PWD	Building Inspector	113	Building Inspector	113
1	PWD	Parts Manager	113	Parts Manager	113
#					

Number of Employees	Dept	Initial Proposed Position Title	Initial Pay Grade	Final Proposed Position Title	Final Pay Grade
1	PWD	Public Works Coordinator	114	Public Works Coordinator	114
1	PWD	Surveyor/Floodplain Coordinator	115	Surveyor/Floodplain Coordinator	115
1	PWD	Civil Engineer I	116	Assistant Traffic Engineer	117
1	PWD	Transportation Planner	117	Transportation Planner	117
1	R & P	Laborer	103	Parks Maintenance Tech II	107
1	R & P	Landscape Supervisor	114	Parks Facilities Supervisor II	115
1	R & P	Parks Superintendent	119	Parks Superintendent	119

The classification of Equipment Operator V was re-evaluated during the request for review process at GUC. Since the City has the same classification, Equipment Operator V was analyzed together at GUC and the City for consistency and equity. As a result, the Equipment Operator V classification is recommended to be increased one pay grade, from 110 to 111, at both organizations. Two City employees are in this classification; no wage costs.

#904407

**CITY OF GREENVILLE, NC  
GRADE COMPARISON**

Org.	Position Title	Proposed Title	Current Pay Range				Proposed Pay Range				Midpoint Change	Geo Adjusted Market Value
			Grade	Min	Mid	Max	Grade	Min	Mid	Max		
COG	ASSISTANT CITY MANAGER		34	115,170	143,998	172,765	126	119,454.40	149,323.20	179,171.20	3.70%	137,899
COG	CHIEF OF POLICE		33	104,797	131,019	157,269	125	109,595.20	136,988.80	164,382.40	4.56%	122,916
COG	DIRECTOR OF PUBLIC WORKS		33	104,797	131,019	157,269	125	109,595.20	136,988.80	164,382.40	4.56%	113,542
COG	F/R CHIEF		33	104,797	131,019	157,269	125	109,595.20	136,988.80	164,382.40	4.56%	118,492
COG	DIRECTOR OF FINANCIAL SERVICES		31	85,779	107,266	128,752	124	100,547.20	125,673.60	150,800.00	17.16%	108,482
COG	DIRECTOR OF INFORMATION TECHNOLOGY		31	85,779	107,266	128,752	124	100,547.20	125,673.60	150,800.00	17.16%	115,243
COG	DIRECTOR OF RECREATION & PARKS		32	94,224	117,728	141,253	124	100,547.20	125,673.60	150,800.00	6.75%	100,433
COG	DIRECTOR OF COMMUNITY DEVELOPMENT		31	85,779	107,266	128,752	123	92,248.00	115,294.40	138,361.60	7.48%	107,826
COG	DIRECTOR OF HUMAN RESOURCES		31	85,779	107,266	128,752	123	92,248.00	115,294.40	138,361.60	7.48%	114,763
COG	ASSISTANT CITY ATTORNEY		30	82,846	103,584	124,259	122	84,614.40	105,768.00	126,942.40	2.11%	105,015
COG	CITY ENGINEER		30	82,846	103,584	124,259	122	84,614.40	105,768.00	126,942.40	2.11%	109,860
COG	DIRECTOR OF LIBRARIES		30	82,846	103,584	124,259	122	84,614.40	105,768.00	126,942.40	2.11%	102,079
COG	APPLICATION DEVELOPMENT MANAGER	Applications Manager	29	73,736	92,186	110,635	121	77,625.60	97,052.80	116,459.20	5.28%	98,795
COG	IT INFRASTRUCTURE MANAGER		29	73,736	92,186	110,635	121	77,625.60	97,052.80	116,459.20	5.28%	
COG	PUBLIC WORKS OPERATIONS MGR		29	73,736	92,186	110,635	121	77,625.60	97,052.80	116,459.20	5.28%	
COG	SENIOR FIN SVS MANAGER		29	73,736	92,186	110,635	121	77,625.60	97,052.80	116,459.20	5.28%	93,146
COG	SUPPORT SERVICES MANAGER	New Title										
COG	CIVIL ENGINEER III (Traffic)	Traffic Engineer	28	65,978	82,410	98,821	121	77,625.60	97,052.80	116,459.20		
COG	CIVIL ENGINEER III		28	65,978	82,410	98,821	120	71,219.20	89,024.00	106,828.80	8.03%	
COG	BENEFITS MANAGER		27	59,197	73,986	88,712	119	65,956.80	82,430.40	98,924.80	11.41%	84,106
COG	BLDG & GROUNDS SUPERINTENDENT		28	65,978	82,410	98,821	119	65,956.80	82,430.40	98,924.80	0.03%	74,419
COG	CHIEF BUILDING INSPECTOR		28	65,978	82,410	98,821	119	65,956.80	82,430.40	98,924.80	0.03%	80,689
COG	CHIEF PLANNER		28	65,978	82,410	98,821	119	65,956.80	82,430.40	98,924.80	0.03%	
COG	DATABASE ADMINISTRATOR	Senior Database Administrator	27	59,197	73,986	88,712	119	65,956.80	82,430.40	98,924.80	11.41%	
COG	FLEET SUPERINTENDENT		28	65,978	82,410	98,821	119	65,956.80	82,430.40	98,924.80	0.03%	81,005
COG	HUMAN RESOURCES MANAGER		28	65,978	82,410	98,821	119	65,956.80	82,430.40	98,924.80	0.03%	
COG	PARKS SUPERINTENDENT		28	65,978	82,410	98,821	119	65,956.80	82,430.40	98,924.80	0.03%	74,362
COG	RECREATION SUPERINTENDENT		27	59,197	73,986	88,712	119	65,956.80	82,430.40	98,924.80	11.41%	72,094
COG	SAFETY/RISK MANAGER		28	65,978	82,410	98,821	119	65,956.80	82,430.40	98,924.80	0.03%	
COG	SANITATION SUPERINTENDENT		28	65,978	82,410	98,821	119	65,956.80	82,430.40	98,924.80	0.03%	
COG	STREET SUPERINTENDENT		28	65,978	82,410	98,821	119	65,956.80	82,430.40	98,924.80	0.03%	77,591
COG	TRANSIT MANAGER		27	59,197	73,986	88,712	119	65,956.80	82,430.40	98,924.80	11.41%	82,492
COG	CIVIL ENGINEER II		27	59,197	73,986	88,712	118	61,068.80	76,336.00	91,603.20	3.18%	74,839
COG	COMMUNICATIONS MANAGER/PIO		26	53,352	66,747	80,163	118	61,068.80	76,336.00	91,603.20	14.37%	85,460
COG	DATABASE ADMINISTRATOR		27	59,197	73,986	88,712	118	61,068.80	76,336.00	91,603.20	3.18%	78,531
COG	GIS SYSTEMS COORDINATOR	Systems Analyst IV	26	53,352	66,747	80,163	118	61,068.80	76,336.00	91,603.20	14.37%	67,773
COG	IT SERVER/SECURITY ANALYST		27	59,197	73,986	88,712	118	61,068.80	76,336.00	91,603.20	3.18%	74,369
COG	NETWORK ANALYST	Network Analyst III	27	59,197	73,986	88,712	118	61,068.80	76,336.00	91,603.20	3.18%	73,712
COG	PURCHASING MANAGER		27	59,197	73,986	88,712	118	61,068.80	76,336.00	91,603.20	3.18%	77,865

Item # 3



**CITY OF GREENVILLE, NC  
GRADE COMPARISON**

COG SYSTEMS ANALYST IV	26	53,352	66,747	80,163	118	61,068.80	76,336.00	91,603.20	14.37%
COG TELECOMMUNICATIONS ANALYST	27	59,197	73,986	88,712	118	61,068.80	76,336.00	91,603.20	3.18%
COG <b>WEB SYSTEMS ANALYST</b>	26	53,352	66,747	80,163	118	61,068.80	76,336.00	91,603.20	14.37%
COG ASST STREET SUPERINTENDENT	26	53,352	66,747	80,163	117	56,534.40	70,678.40	84,801.60	5.89%
COG ASST TRAFFIC ENGINEER	26	53,352	66,747	80,163	117	56,534.40	70,678.40	84,801.60	5.89%
COG <b>PARKS FACILITIES MANAGER</b>	26	53,352	66,747	80,163	117	56,534.40	70,678.40	84,801.60	5.89%
COG PARKS PLANNER	26	53,352	66,747	80,163	117	56,534.40	70,678.40	84,801.60	5.89%
COG PUBLIC SAFETY PROJECT MANAGER	26	53,352	66,747	80,163	117	56,534.40	70,678.40	84,801.60	5.89%
COG RECREATION MANAGER	26	53,352	66,747	80,163	117	56,534.40	70,678.40	84,801.60	5.89%
COG RECREATION MANAGER	26	53,352	66,747	80,163	117	56,534.40	70,678.40	84,801.60	5.89%
COG <b>SENIOR PLANNER</b>	27	59,197	73,986	88,712	117	56,534.40	70,678.40	84,801.60	4.47%
COG SYSTEMS ANALYST III	25	48,318	60,320	72,384	117	56,534.40	70,678.40	84,801.60	17.17%
COG TRANSPORTATION PLANNER	27	59,197	73,986	88,712	117	56,534.40	70,678.40	84,801.60	4.47%
COG <b>ACCOUNTING SUPERVISOR</b>	24	43,805	54,704	65,624	116	52,353.60	65,436.80	78,540.80	19.62%
COG <b>BLDG &amp; GROUNDS SUPERVISOR</b>	25	48,318	60,320	72,384	116	52,353.60	65,436.80	78,540.80	8.48%
COG CEMETERY SUPERVISOR	24	43,805	54,704	65,624	116	52,353.60	65,436.80	78,540.80	19.62%
COG CIVIL ENGINEER I	25	48,318	60,320	72,384	116	52,353.60	65,436.80	78,540.80	8.48%
COG HR SPECIALIST III	26	53,352	66,747	80,163	116	52,353.60	65,436.80	78,540.80	-1.96%
COG <b>LIBRARIAN IV</b>	25	48,318	60,320	72,384	116	52,353.60	65,436.80	78,540.80	8.48%
COG <b>MECHANIC SUPERVISOR</b>	26	53,352	66,747	80,163	116	52,353.60	65,436.80	78,540.80	-1.96%
COG NETWORK ANALYST II	25	48,318	60,320	72,384	116	52,353.60	65,436.80	78,540.80	8.48%
COG PARKS COORDINATOR	25	48,318	60,320	72,384	116	52,353.60	65,436.80	78,540.80	8.48%
COG SANITATION ROUTE SUPERVISOR	25	48,318	60,320	72,384	116	52,353.60	65,436.80	78,540.80	8.48%
COG <b>SYSTEMS ANALYST II</b>	24	43,805	54,704	65,624	116	52,353.60	65,436.80	78,540.80	19.62%
COG TRAFFIC SERVICES SUPERVISOR	24	43,805	54,704	65,624	116	52,353.60	65,436.80	78,540.80	19.62%
COG COLLECTIONS SUPERVISOR	24	43,805	54,704	65,624	115	48,484.80	60,590.40	72,716.80	10.76%
COG COMMUNITY SERVICES SUPERVISOR	25	48,318	60,320	72,384	115	48,484.80	60,590.40	72,716.80	0.45%
COG GIS TECHNICIAN II	25	48,318	60,320	72,384	115	48,484.80	60,590.40	72,716.80	0.45%
COG GREENS SUPERVISOR	24	43,805	54,704	65,624	115	48,484.80	60,590.40	72,716.80	10.76%
COG LEAD PLANNER	24	43,805	54,704	65,624	115	48,484.80	60,590.40	72,716.80	10.76%
COG PARKS FACILITY SUPERVISOR II	24	43,805	54,704	65,624	115	48,484.80	60,590.40	72,716.80	10.76%
COG RECYCLING COORDINATOR	24	43,805	54,704	65,624	115	48,484.80	60,590.40	72,716.80	10.76%
COG <b>SURVEYOR</b>	23	40,872	51,085	61,360	115	48,484.80	60,590.40	72,716.80	18.61%
COG SYSTEMS ANALYST I	25	48,318	60,320	72,384	115	48,484.80	60,590.40	72,716.80	0.45%
COG <b>TRAINING OFFICER</b>	23	40,872	51,085	61,360	114	44,886.40	56,097.60	67,329.60	9.81%
COG ADMINISTRATIVE SVCS SPECIALIST	23	40,872	51,085	61,360	114	44,886.40	56,097.60	67,329.60	9.81%
COG COMMUNITY PROJECTS COORDINATOR	23	40,872	51,085	61,360	114	44,886.40	56,097.60	67,329.60	9.81%
COG <b>ENGINEERING ASSISTANT II</b>	25	48,318	60,320	72,384	114	44,886.40	56,097.60	67,329.60	-7.00%
COG F/R ADMIN ASSISTANT	25	48,318	60,320	72,384	114	44,886.40	56,097.60	67,329.60	-7.00%
COG FINANCIAL ANALYST	23	40,872	51,085	61,360	114	44,886.40	56,097.60	67,329.60	9.81%
COG <b>IT SUPPORT SPECIALIST II</b>	24	43,805	54,704	65,624	114	44,886.40	56,097.60	67,329.60	2.55%
COG LIBRARIAN III	22	36,920	46,176	55,390	114	44,886.40	56,097.60	67,329.60	21.49%
COG MECHANIC I	24	43,805	54,704	65,624	114	44,886.40	56,097.60	67,329.60	2.55%
COG MECHANIC II	24	43,805	54,704	65,624	114	44,886.40	56,097.60	67,329.60	2.55%
COG MWBE COORDINATOR	24	43,805	54,704	65,624	114	44,886.40	56,097.60	67,329.60	2.55%
COG NETWORK ANALYST I	24	43,805	54,704	65,624	114	44,886.40	56,097.60	67,329.60	2.55%
COG <b>PLANNER II</b>	25	48,318	60,320	72,384	114	44,886.40	56,097.60	67,329.60	-7.00%

Item # 3

**CITY OF GREENVILLE, NC  
GRADE COMPARISON**

COG PUBLIC WORKS COORDINATOR	24	43,805	54,704	65,624	114	44,886.40	56,097.60	67,329.60	2.55%	53,635
COG RECREATION SUPERVISOR	24	43,805	54,704	65,624	114	44,886.40	56,097.60	67,329.60	2.55%	56,995
COG SAFETY SPECIALIST	24	43,805	54,704	65,624	114	44,886.40	56,097.60	67,329.60	2.55%	
COG TRAFFIC SIGNAL TECHNICIAN II	23	40,872	51,085	61,360	114	44,886.40	56,097.60	67,329.60	9.81%	
COG ADMINISTRATIVE SVCS SPECIALIST	23	40,872	51,085	61,360	113	41,558.40	51,958.40	62,337.60	1.71%	50,754
COG ADMINISTRATIVE SVCS SPECIALIST	23	40,872	51,085	61,360	113	41,558.40	51,958.40	62,337.60	1.71%	
COG ADMINISTRATIVE SVCS SPECIALIST (Police)	23	40,872	51,085	61,360	113	41,558.40	51,958.40	62,337.60	1.71%	
COG BUILDING INSPECTOR	24	43,805	54,704	65,624	113	41,558.40	51,958.40	62,337.60	-5.02%	46,901
COG COMMUNITY RELATIONS OFFICER	24	43,805	54,704	65,624	113	41,558.40	51,958.40	62,337.60	-5.02%	
COG DEPUTY CITY CLERK	23	40,872	51,085	61,360	113	41,558.40	51,958.40	62,337.60	1.71%	48,860
COG ELECTRICAL INSPECTOR	24	43,805	54,704	65,624	113	41,558.40	51,958.40	62,337.60	-5.02%	
COG GIS TECHNICIAN I	23	40,872	51,085	61,360	113	41,558.40	51,958.40	62,337.60	1.71%	47,983
COG HITS COORDINATOR	23	40,872	51,085	61,360	113	41,558.40	51,958.40	62,337.60	1.71%	
COG LIBRARY BUSINESS MANAGER	23	40,872	51,085	61,360	113	41,558.40	51,958.40	62,337.60	1.71%	
COG NEIGHBORHOOD LIAISON/COMM OMBU	23	40,872	51,085	61,360	113	41,558.40	51,958.40	62,337.60	1.71%	
COG PAINT/BODY TECHNICIAN	24	43,805	54,704	65,624	113	41,558.40	51,958.40	62,337.60	-5.02%	
COG PARTS MANAGER	24	43,805	54,704	65,624	113	41,558.40	51,958.40	62,337.60	-5.02%	50,026
COG PLAN REVIEWER/CODE CONS	24	43,805	54,704	65,624	113	41,558.40	51,958.40	62,337.60	-5.02%	
COG SANITATION SUPERVISOR	23	40,872	51,085	61,360	113	41,558.40	51,958.40	62,337.60	1.71%	
COG STREETS SUPERVISOR I	23	40,872	51,085	61,360	113	41,558.40	51,958.40	62,337.60	1.71%	
COG STREETS SUPERVISOR II	24	43,805	54,704	65,624	113	41,558.40	51,958.40	62,337.60	-5.02%	
COG WELDER	22	36,920	46,176	55,390	113	41,558.40	51,958.40	62,337.60	12.52%	48,128
COG ACCOUNTING SPECIALIST	23	40,872	51,085	61,360	112	38,833.60	48,547.20	58,260.80		
COG ADMINISTRATIVE SECRETARY (ACM,CAO,IT,POLICE)	22	36,920	46,176	55,390	112	38,833.60	48,547.20	58,260.80	5.14%	
COG ANIMAL CONTROL SUPERVISOR	21	33,426	41,787	50,086	112	38,833.60	48,547.20	58,260.80	16.18%	48,772
COG CRIME ANALYST II	23	40,872	51,085	61,360	112	38,833.60	48,547.20	58,260.80	-4.97%	
COG CUSTODIAL CREW LEADER I	18	25,584	31,970	38,397	112	38,833.60	48,547.20	58,260.80		38,491
COG HOUSING REHAB SPECIALIST	22	36,920	46,176	55,390	112	38,833.60	48,547.20	58,260.80	5.14%	
COG IT SUPPORT SPECIALIST I	22	36,920	46,176	55,390	112	38,833.60	48,547.20	58,260.80	5.14%	50,035
COG LIBRARIAN II	23	40,872	51,085	61,360	112	38,833.60	48,547.20	58,260.80	-4.97%	43,780
COG MAINTENANCE TECHNICIAN II	23	40,872	51,085	61,360	112	36,299.31	45,374.14	54,448.97	-11.18%	40,062
COG PLANNER I	24	43,805	54,704	65,624	112	38,833.60	48,547.20	58,260.80	-11.25%	
COG PROPERTY & EVIDENCE CUSTODIAN	22	36,920	46,176	55,390	112	38,833.60	48,547.20	58,260.80	5.14%	
COG ACCOUNTING TECHNICIAN II	22	36,920	46,176	55,390	111	36,296.00	45,364.80	54,454.40	-1.76%	
COG ADMINISTRATIVE SECRETARY	22	36,920	46,176	55,390	111	36,296.00	45,364.80	54,454.40	-1.76%	41,867
COG ASST GREENS SUPERVISOR	21	33,426	41,787	50,086	111	36,296.00	45,364.80	54,454.40	8.56%	
COG BLDG & GROUNDS CREW LEADER	22	36,920	46,176	55,390	111	36,296.00	45,364.80	54,454.40	-1.76%	46,892
COG COLLECTIONS OFFICER	22	36,920	46,176	55,390	111	36,296.00	45,364.80	54,454.40	-1.76%	
COG COMMUNICATIONS TECHNICIAN	21	33,426	41,787	50,086	111	36,296.00	45,364.80	54,454.40	8.56%	
COG CUSTODIAL CREW LEADER II	18	25,584	31,970	38,397	111	36,296.00	45,364.80	54,454.40		38,491
COG ENGINEERING ASSISTANT I	21	33,426	41,787	50,086	111	36,296.00	45,364.80	54,454.40	8.56%	
COG EQUIPMENT OPERATOR V	22	36,920	46,176	55,390	111	36,296.00	45,364.80	54,454.40	-1.76%	38,801
COG HR SPECIALIST I	22	36,920	46,176	55,390	111	36,296.00	45,364.80	54,454.40	-1.76%	
COG LIBRARIAN I	21	33,426	41,787	50,086	111	36,296.00	45,364.80	54,454.40	8.56%	
COG PARKS PROGRAM ASSISTANT	22	36,920	46,176	55,390	111	36,296.00	45,364.80	54,454.40	-1.76%	
COG PURCHASING TECHNICIAN	21	33,426	41,787	50,086	111	36,296.00	45,364.80	54,454.40	-1.76%	43,514
COG TRAFFIC CONTROL CREW LEADER	21	33,426	41,787	50,086	111	36,296.00	45,364.80	54,454.40	8.56%	
COG TRAFFIC SIGNAL TECHNICIAN I	21	33,426	41,787	50,086	111	36,296.00	45,364.80	54,454.40	8.56%	

Item # 3

**CITY OF GREENVILLE, NC  
GRADE COMPARISON**

COG	CEMENT FINISHER	20	30,493	38,147	45,802	110	34,257.60	42,806.40	51,376.00	12.21%
COG	<b>CODE ENFORCEMENT OFFICER</b>	21	33,426	41,787	50,086	110	34,257.60	42,806.40	51,376.00	2.44%
COG	CRIME ANALYST I									
COG	LEAD TELECOMMUNICATOR	21	33,426	41,787	50,086	110	34,257.60	42,806.40	51,376.00	2.44%
COG	<b>PARKS CREW LEADER</b>	19	27,934	34,902	41,891	110	34,257.60	42,806.40	51,376.00	22.65%
COG	PESTICIDE CONTROL OFFICER	21	33,426	41,787	50,086	110	34,257.60	42,806.40	51,376.00	2.44%
COG	<b>ACCOUNTING TECHNICIAN I</b>	21	33,426	41,787	50,086	109	32,302.40	40,372.80	48,464.00	-3.38%
COG	EQUIPMENT OPERATOR IV	20	30,493	38,147	45,802	109	32,302.40	40,372.80	48,464.00	5.83%
COG	EQUIPMENT OPERATOR IV	20	30,493	38,147	45,802	109	32,302.40	40,372.80	48,464.00	5.83%
COG	EQUIPMENT OPERATOR IV (Sanitation)	20	30,493	38,147	45,802	109	32,302.40	40,372.80	48,464.00	5.83%
COG	MAINTENANCE TECHNICIAN I	21	33,426	41,787	50,086	109	32,302.40	40,372.80	48,464.00	-3.38%
COG	PAL/OFF-DUTY COORDINATOR	19	27,934	34,902	41,891	109	32,302.40	40,372.80	48,464.00	15.67%
COG	<b>PARK RANGER</b>	20	30,493	38,147	45,802	109	32,302.40	40,372.80	48,464.00	5.83%
COG	<b>PERMIT OFFICER</b>	21	33,426	41,787	50,086	109	32,302.40	40,372.80	48,464.00	-3.38%
COG	<b>TELECOMMUNICATOR</b>	20	30,493	38,147	45,802	109	32,302.40	40,372.80	48,464.00	5.83%
COG	TRAFFIC CONTROL WORKER	20	30,493	38,147	45,802	109	32,302.40	40,372.80	48,464.00	5.83%
COG	BOOKING OFFICER/PROPERTY-EVIDE	20	30,493	38,147	45,802	108	30,472.00	38,105.60	45,718.40	-0.11%
COG	COLLECTIONS TECHNICIAN	20	30,493	38,147	45,802	108	30,472.00	38,105.60	45,718.40	-0.11%
COG	CUSTODIAN CREW LEADER	19	27,934	34,902	41,891	108	30,472.00	38,105.60	45,718.40	
COG	EQUIPMENT OPERATOR III/III (Sanitation)	18/19				108	30,472.00	38,105.60	45,718.40	
COG	FAMILY SERVICES VICTIMS ADVOCA	19	27,934	34,902	41,891	108	30,472.00	38,105.60	45,718.40	9.18%
COG	LOAN ADMINISTRATOR	22	36,920	46,176	55,390	108	30,472.00	38,105.60	45,718.40	-17.48%
COG	RECREATION PROGRAM ASSISTANT	18	25,584	31,970	38,397	108	30,472.00	38,105.60	45,718.40	19.19%
COG	SECRETARY II	20	30,493	38,147	45,802	108	30,472.00	38,105.60	45,718.40	-0.11%
COG	<b>TRANSIT DRIVER</b>	20	30,493	38,147	45,802	108	30,472.00	38,105.60	45,718.40	-0.11%
COG	TREE TRIMMER I	20	30,493	38,147	45,802	108	30,472.00	38,105.60	45,718.40	-0.11%
COG	<b>ANIMAL CONTROL OFFICER</b>	18	25,584	31,970	38,397	107	29,036.80	36,275.20	43,534.40	13.47%
COG	EQUIPMENT OPERATOR II	18	25,584	31,970	38,397	107	29,036.80	36,275.20	43,534.40	13.47%
COG	<b>EQUIPMENT OPERATOR III</b>	19	27,934	34,902	41,891	107	29,036.80	36,275.20	43,534.40	3.93%
COG	EQUIPMENT OPERATOR III (Bldg and Grounds)	19	27,934	34,902	41,891	107	29,036.80	36,275.20	43,534.40	3.93%
COG	FALSE ALARM COORDINATOR	19	27,934	34,902	41,891	107	29,036.80	36,275.20	43,534.40	3.93%
COG	<b>SECRETARY I</b>	19	27,934	34,902	41,891	107	29,036.80	36,275.20	43,534.40	3.93%
COG	<b>STORES CLERK</b>	19	27,934	34,902	41,891	107	29,036.80	36,275.20	43,534.40	3.93%
COG	AUTO SERVICE WORKER	17	23,629	29,494	35,360	106	27,643.20	34,548.80	41,475.20	17.14%
COG	COLLECTIONS TECHNICIAN (R&P)	20	30,493	38,147	45,802	106	27,643.20	34,548.80	41,475.20	-9.43%
COG	COMMUNITY SERVICES CLERK	18	25,584	31,970	38,397	106	27,643.20	34,548.80	41,475.20	8.07%
COG	PARKING CONTROL OFFICER	17	23,629	29,494	35,360	106	27,643.20	34,548.80	41,475.20	17.14%
COG	<b>CLERK-TYPIST</b>	18	25,584	31,970	38,397	105	26,332.80	32,905.60	39,499.20	2.93%
COG	<b>CLERK-TYPIST (Police)</b>	18	25,584	31,970	38,397	105	26,332.80	32,905.60	39,499.20	2.93%
COG	COLLECTIONS CLERK	18	25,584	31,970	38,397	105	26,332.80	32,905.60	39,499.20	2.93%
COG	EQUIPMENT OPERATOR I (R/P)	17	23,629	29,494	35,360	105	26,332.80	32,905.60	39,499.20	11.57%
COG	EQUIPMENT OPERATOR II (Building and Grounds)	18	25,584	31,970	38,397	105	26,332.80	32,905.60	39,499.20	2.93%
COG	EQUIPMENT OPERATOR II (Streets)	18	25,584	31,970	38,397	105	26,332.80	32,905.60	39,499.20	2.93%
COG	<b>LIBRARY ASSISTANT</b>	19	27,934	34,902	41,891	105	26,332.80	32,905.60	39,499.20	-5.72%

Item # 3

**CITY OF GREENVILLE, NC  
GRADE COMPARISON**

	Item #	Min	Change	Market	Min	Change	Market	Min		
									Change	Market
COG EQUIPMENT OPERATOR I	17	23,629	29,494	35,360	104	25,084.80	31,345.60	37,606.40	6.28%	29,828
COG EQUIPMENT OPERATOR I	17	23,629	29,494	35,360	104	25,084.80	31,345.60	37,606.40	6.28%	29,828
COG EQUIPMENT OPERATOR I	17	23,629	29,494	35,360	104	25,084.80	31,345.60	37,606.40	6.28%	29,828
COG CUSTODIAN II	17	23,629	29,494	35,360	103	23,878.40	29,848.00	35,817.60	1.20%	
COG LABORER	17	23,629	29,494	35,360	103	23,878.40	29,848.00	35,817.60	1.20%	25,970
COG LIBRARY CLERK	17	23,629	29,494	35,360	103	23,878.40	29,848.00	35,817.60	1.20%	27,498
COG REFUSE COLLECTOR	17	23,629	29,494	35,360	103	23,878.40	29,848.00	35,817.60	1.20%	25,876
COG CUSTODIAN I	16	21,861	27,248	32,656	102	22,755.20	28,433.60	34,112.00	4.35%	24,773
					101	21,663.70	27,079.62	32,495.54		
<b>FIRE POSITIONS</b>										
COG Deputy F/R Chief	30	82,846	103,584	124,259	FR9	82,846.40	103,584.00	124,259.20	0.00%	72,856
COG Battalion Chief	29	73,736	92,186	110,635	FR8	73,736.00	92,185.60	110,635.20	0.00%	64,095
COG EMS Manager	28	65,978	82,410	98,821	FR8	73,736.00	92,185.60	110,635.20	11.76%	64,645
COG Senior Fire Codes Official	26	53,352	66,747	80,163	FR7	65,124.80	78,228.80	91,332.80	22.07%	58,316
COG F/R Captain	27	59,197	73,986	88,712	FR6	59,196.80	73,985.60	88,712.00	0.00%	53,970
COG F/R Lieutenant	25	48,318	60,320	72,384	FR5	51,147.20	61,776.00	72,384.00	5.85%	51,157
COG EMS Specialist	24	43,805	54,704	65,624	FR4	46,987.20	57,387.20	67,766.40	7.26%	
COG Fire Prevention Specialist	24	43,805	54,704	65,624	FR4	46,987.20	57,387.20	67,766.40	7.26%	46,988
COG F/R Officer II	23	40,872	51,085	61,360	FR3	42,556.80	51,084.80	61,360.00	4.12%	42,560
COG F/R Officer I	21	33,426	41,787	50,086	FR2	35,443.20	43,971.20	52,478.40	6.04%	35,453
COG F/R Trainee II(SH)	20	30,493	38,147	45,802	FR1	31,616.00	32,406.40	33,196.80	3.68%	31,612
<b>POLICE POSITIONS</b>										
COG Police Major	30	82,846	103,584	124,259	P7	82,846.40	103,584.00	124,259.20	0.00%	76,632
COG Police Captain	29	73,736	92,186	110,635	P6	73,736.00	92,185.60	110,635.20	0.00%	64,288
COG Police Lieutenant	27	59,197	73,986	88,712	P5	60,070.40	74,380.80	88,712.00	1.48%	60,062
COG Police Sergeant	25	48,318	60,320	72,384	P4	52,374.40	62,379.20	72,384.00	8.39%	52,372
COG Master Police Officer	24	43,805	54,704	65,624	P3	43,804.80	54,704.00	65,624.00	0.00%	38,082
COG Police Corporal	24	43,805	54,704	65,624	P3	43,804.80	54,704.00	65,624.00	0.00%	42,993
COG Police Officer	23	40,872	51,085	61,360	P2	40,872.00	51,126.40	61,360.00	0.00%	38,334
COG Police Officer Trainee	21	33,426	41,787	50,086	P1	33,425.60	34,257.60	35,089.60	0.00%	32,804

Item # 3

PART-TIME POSITIONS:

**CITY OF GREENVILLE, NC  
GRADE COMPARISON**

COG P-T COMMUNICATIONS TECHNICIAN	106	27,643.20	34,548.80	41,475.20
COG P-T COLLECTIONS TECHNICIAN	106	27,643.20	34,548.80	41,475.20
COG GYM ASSISTANT (PART-TIME)	106	27,643.20	34,548.80	41,475.20
COG GYM ATTENDANT (PART-TIME)	106	27,643.20	34,548.80	41,475.20
COG P-T TRANSIT DRIVER	106	27,643.20	34,548.80	41,475.20
COG P-T RECEPTIONIST (Aquatics & Fitness Center)	104	25,084.80	31,345.60	37,606.40
COG P-T CUSTODIAN	103	23,878.40	29,848.00	35,817.60
COG P-T IT SUPPORT INTERN	103	23,878.40	29,848.00	35,817.60
COG P-T LABORER	103	23,878.40	29,848.00	35,817.60

**PART-TIME SEASONAL POSITIONS:**

COG Adaptive Aquatics Swim Instructor	PTS	15,080.00	22,620.00	30,160.00
COG Adult Basketball Official	Annual	7.25	10.88	14.50
COG Adult Basketball Scorekeeper	Hourly			
COG Adult Flag Football Official				
COG Adult Softball Scorekeeper				
COG Adult Softball Umpire				
COG After-School Program Assistant (Police Dept.-PAL program)				
COG Assistant Manager (City Pool)				
COG Ballfield Worker/Parks Laborer				
COG Computer Course Instructor				
COG Exercise Instructor				
COG Facility Attendant				
COG Golf Cart Attendant				
COG Golf Course Maintenance Worker				
COG Gymnastics Instructor				
COG Lifeguard				
COG Marketing Coordinator (Rec. & Parks)				
COG Music Therapist				
COG Office Attendant (City Pool)				
COG Park Attendant				
COG Parks Assistant				
COG Program Leader				
COG Recreation Leader				
COG Roller and Street Hockey Instructor				
COG Skateboarding Instructor				
COG Snack Bar Attendant				
COG Summer Camp Art Instructor				
COG Summer Camp Counselor				
COG Summer Camp Counselor/Bus Driver				
COG Summer Camp Supervisor				
COG Swim Instructor				
COG Tennis Instructor				
COG Visual Art Instructor				
COG Youth & Adult Flag Football Site Attendant/Scorekeeper				
COG Youth Baseball Scorekeeper/Site Attendant				
COG Youth Baseball Umpire				
COG Youth Basketball Official				
COG Youth Coed Basketball Referee				
COG Youth Flag Football Official				
COG Youth Soccer Coach				

**Item #3**

**CITY OF GREENVILLE, NC  
GRADE COMPARISON**

COG Youth Soccer Referee

**Item # 3**



## ASSIGNMENT OF CLASSES TO SALARY GRADES AND RANGES

Adopted August 22, 2011  
Effective July 2, 2011

<u>Grade</u>	<u>Salary Range</u>			<u>Position Title</u>
	<u>Min</u>	<u>Mid</u>	<u>Max</u>	
102	\$ 22,755.20	\$ 28,433.60	\$ 34,112.00	Custodian I
103	\$ 23,878.40	\$ 29,848.00	\$ 35,817.60	Custodian II Laborer Library Clerk Refuse Collector
104	\$ 25,084.80	\$ 31,345.60	\$ 37,606.40	Equipment Operator I F/R Grounds Maintenance Worker Grounds Maintenance Worker
105	\$ 26,332.80	\$ 32,905.60	\$ 39,499.20	Collections Clerk Equipment Operator II Grounds Maintenance Technician I Library Assistant Parks Maintenance Technician I Staff Support Specialist I
106	\$ 27,643.20	\$ 34,548.80	\$ 41,475.20	Auto Service Worker Community Services Clerk Parking Control Officer Pro Shop Associate
107	\$ 29,036.80	\$ 36,275.20	\$ 43,534.40	Animal Control Officer Equipment Operator III False Alarm Coordinator Grounds Maintenance Technician II Parks Maintenance Technician II Staff Support Specialist II Warehouse Technician II
108	\$ 30,472.00	\$ 38,105.60	\$ 45,718.40	Collections Technician Custodial Crew Leader Family Services Victims Advocate Loan Administrator Property & Evidence Technician Recreation Assistant ROW (Right-of-Way) Maintenance Technician Sanitation Crew Leader I Staff Support Specialist III



## ASSIGNMENT OF CLASSES TO SALARY GRADES AND RANGES

Adopted August 22, 2011  
Effective July 2, 2011

<u>Grade</u>	<u>Salary Range</u>			<u>Position Title</u>
	<u>Min</u>	<u>Mid</u>	<u>Max</u>	
				Transit Driver
109	\$ 32,302.40	\$ 40,372.80	\$ 48,464.00	Accounting Technician I Building Facilities Technician I Equipment Operator IV Grounds Maintenance Technician III PAL/Off-Duty Coordinator Park Ranger Permit Officer Sanitation Crew Leader II Telecommunicator Traffic Control Worker
110	\$ 34,257.60	\$ 42,806.40	\$ 51,376.00	Code Enforcement Officer Concrete Technician Crime Analyst I Lead Telecommunicator Parks Crew Leader Pesticide Control Officer
111	\$ 36,296.00	\$ 45,364.80	\$ 54,454.40	Accounting Technician II Administrative Assistant Assistant Greens Supervisor Building & Grounds Crew Leader Buyer I Collections Officer Communications Technician Engineering Assistant I Equipment Operator V Facilities Maintenance Supervisor HR Specialist I Librarian I Parks Program Assistant Traffic Control Crew Leader Traffic Signal Technician I
112	\$ 38,833.60	\$ 48,547.20	\$ 58,260.80	Accounting Specialist Animal Control Supervisor Building Facilities Technician II Crime Analyst II





## ASSIGNMENT OF CLASSES TO SALARY GRADES AND RANGES

Adopted August 22, 2011  
Effective July 2, 2011

<u>Grade</u>	<u>Salary Range</u>			<u>Position Title</u>
	<u>Min</u>	<u>Mid</u>	<u>Max</u>	
				Housing Rehab Specialist IT Support Specialist I Librarian II Parks Facilities Supervisor I Planner I Property & Evidence Custodian Sr. Administrative Assistant
113	\$ 41,558.40	\$ 51,958.40	\$ 62,337.60	Administrative Services Specialist Building Inspector Community Relations Officer Deputy City Clerk GIS Technician I HITS Coordinator HR Specialist II Library Business Manager Neighborhood Liaison/Community Ombudsman Paint/Body Technician Parts Manager Police Research Specialist Sanitation Supervisor Streets Supervisor Welder
114	\$ 44,886.40	\$ 56,097.60	\$ 67,329.60	Community Projects Coordinator Engineering Assistant II Executive Assistant to City Manager Financial Analyst F/R Administrative Assistant IT Support Specialist II Librarian III Master Mechanic MWBE Coordinator Network Analyst I Planner II Public Works Coordinator Recreation Supervisor Safety Specialist Traffic Signal Technician II



## ASSIGNMENT OF CLASSES TO SALARY GRADES AND RANGES

Adopted August 22, 2011  
Effective July 2, 2011

<u>Grade</u>	<u>Salary Range</u>			<u>Position Title</u>
	<u>Min</u>	<u>Mid</u>	<u>Max</u>	
115	\$ 48,484.80	\$ 60,590.40	\$ 72,716.80	Collections Supervisor Community Services Supervisor GIS Technician II Greens Supervisor Lead Planner Parks Facilities Supervisor II Recycling Coordinator Surveyor/Floodplain Coordinator Systems Analyst I Training Officer
116	\$ 52,353.60	\$ 65,436.80	\$ 78,540.80	Accounting Supervisor Building & Grounds Supervisor Cemetery Supervisor Civil Engineer I HR Specialist III Librarian IV Mechanic Supervisor Network Analyst II Parks Coordinator Sanitation Route Supervisor Systems Analyst II Traffic Services Supervisor
117	\$ 56,534.40	\$ 70,678.40	\$ 84,801.60	Assistant Street Superintendent Assistant Traffic Engineer Golf Operations Manager Parks Facilities Manager Parks Planner Public Safety Systems Administrator Recreation Manager Senior Planner Systems Analyst III Transportation Planner
118	\$ 61,068.80	\$ 76,336.00	\$ 91,603.20	Civil Engineer II Communications Manager/PIO Database Administrator Network Analyst III Purchasing Manager



## ASSIGNMENT OF CLASSES TO SALARY GRADES AND RANGES

Adopted August 22, 2011  
Effective July 2, 2011

<u>Grade</u>	<u>Salary Range</u>			<u>Position Title</u>
	<u>Min</u>	<u>Mid</u>	<u>Max</u>	
				Server/Security Analyst Systems Analyst IV Telecommunications Analyst
119	\$ 65,956.80	\$ 82,430.40	\$ 98,924.80	Benefits Manager Building & Grounds Superintendent Chief Building Inspector Chief Planner Fleet Superintendent Human Resources Manager Parks Superintendent Recreation Superintendent Safety/Risk Manager Sanitation Superintendent Sr. Database Administrator Street Superintendent Transit Manager
120	\$ 71,219.20	\$ 89,024.00	\$ 106,828.80	Civil Engineer III
121	\$ 77,625.60	\$ 97,052.80	\$ 116,459.20	Applications Manager IT Infrastructure Manager Public Works Operations Manager Sr. Financial Services Manager Support Services Manager Traffic Engineer
122	\$ 84,614.40	\$ 105,768.00	\$ 126,942.40	Assistant City Attorney City Engineer Director of Libraries
123	\$ 92,248.00	\$ 115,294.40	\$ 138,361.60	Director of Community Development Director of Human Resources
124	\$ 100,547.20	\$ 125,673.60	\$ 150,800.00	Director of Financial Services Director of Information Technology Director of Recreation & Parks
125	\$ 109,595.20	\$ 136,988.80	\$ 164,382.40	Chief of Police Director of Public Works



## ASSIGNMENT OF CLASSES TO SALARY GRADES AND RANGES

Adopted August 22, 2011  
Effective July 2, 2011

<u>Grade</u>	<u>Salary Range</u>			<u>Position Title</u>
	<u>Min</u>	<u>Mid</u>	<u>Max</u>	
				F/R Chief
126	\$ 119,454.40	\$ 149,323.20	\$ 179,171.20	Assistant City Manager
<b>FIRE/RESCUE</b>				
FR1	\$ 31,616.00	\$ 32,406.40	\$ 33,196.80	F/R Trainee II (SH)
FR2	\$ 35,443.20	\$ 43,971.20	\$ 52,478.40	F/R Officer I
FR3	\$ 42,556.80	\$ 51,084.80	\$ 61,360.00	F/R Officer II
FR4	\$ 46,987.20	\$ 57,387.20	\$ 67,766.40	EMS Specialist Deputy Fire Marshal
FR5	\$ 51,147.20	\$ 61,776.00	\$ 72,384.00	F/R Lieutenant
FR6	\$ 59,196.80	\$ 73,985.60	\$ 88,712.00	F/R Captain
FR7	\$ 65,124.80	\$ 78,228.80	\$ 91,332.80	Fire Marshal
FR8	\$ 73,736.00	\$ 92,185.60	\$ 110,635.20	Battalion Chief EMS Manager
FR9	\$ 82,846.40	\$ 103,584.00	\$ 124,259.20	Deputy F/R Chief
<b>POLICE</b>				
P1	\$ 33,425.60	\$ 34,257.60	\$ 35,089.60	Police Officer Trainee
P2	\$ 40,872.00	\$ 51,126.40	\$ 61,360.00	Police Officer
P3	\$ 43,804.80	\$ 54,704.00	\$ 65,624.00	Master Police Officer Police Corporal
P4	\$ 52,374.40	\$ 62,379.20	\$ 72,384.00	Police Sergeant
P5	\$ 60,070.40	\$ 74,380.80	\$ 88,712.00	Police Lieutenant



## ASSIGNMENT OF CLASSES TO SALARY GRADES AND RANGES

Adopted August 22, 2011  
Effective July 2, 2011

<u>Grade</u>		<u>Salary Range</u>			<u>Position Title</u>
	<u>Min</u>	<u>Mid</u>	<u>Max</u>		
P6	\$ 73,736.00	\$ 92,185.60	\$ 110,635.20	Police Captain	
P7	\$ 82,846.40	\$ 103,584.00	\$ 124,259.20	Deputy Police Chief	

# CITY OF GREENVILLE

## 2011/2012 PAYPLAN

### EFFECTIVE 07-2-2011

Grade		Minimum Step 10	5% Above Step 20	Midpoint Step 30	Maximum Step 40
102	Annual	22,755.20	23,899.20	28,433.60	34,112.00
	Biweekly	875.20	919.20	1,093.60	1,312.00
	Hourly	10.94	11.49	13.67	16.40
103	Annual	23,878.40	25,064.00	29,848.00	35,817.60
	Biweekly	918.40	964.00	1,148.00	1,377.60
	Hourly	11.48	12.05	14.35	17.22
104	Annual	25,084.80	26,332.80	31,345.60	37,606.40
	Biweekly	964.80	1,012.80	1,205.60	1,446.40
	Hourly	12.06	12.66	15.07	18.08
105	Annual	26,332.80	27,643.20	32,905.60	39,499.20
	Biweekly	1,012.80	1,063.20	1,265.60	1,519.20
	Hourly	12.66	13.29	15.82	18.99
106	Annual	27,643.20	29,016.00	34,548.80	41,475.20
	Biweekly	1,063.20	1,116.00	1,328.80	1,595.20
	Hourly	13.29	13.95	16.61	19.94
107	Annual	29,036.80	30,492.80	36,275.20	43,534.40
	Biweekly	1,116.80	1,172.80	1,395.20	1,674.40
	Hourly	13.96	14.66	17.44	20.93
108	Annual	30,472.00	31,990.40	38,105.60	45,718.40
	Biweekly	1,172.00	1,230.40	1,465.60	1,758.40
	Hourly	14.65	15.38	18.32	21.98
109	Annual	32,302.40	33,924.80	40,372.80	48,464.00
	Biweekly	1,242.40	1,304.80	1,552.80	1,864.00
	Hourly	15.53	16.31	19.41	23.30
110	Annual	34,257.60	35,963.20	42,806.40	51,376.00
	Biweekly	1,317.60	1,383.20	1,646.40	1,976.00
	Hourly	16.47	17.29	20.58	24.70

# CITY OF GREENVILLE

## 2011/2012 PAYPLAN

### EFFECTIVE 07-2-2011

Grade		Minimum Step 10	5% Above Step 20	Midpoint Step 30	Maximum Step 40
111	Annual	36,296.00	38,105.60	45,364.80	54,454.40
	Biweekly	1,396.00	1,465.60	1,744.80	2,094.40
	Hourly	17.45	18.32	21.81	26.18
112	Annual	38,833.60	40,768.00	48,547.20	58,260.80
	Biweekly	1,493.60	1,568.00	1,867.20	2,240.80
	Hourly	18.67	19.60	23.34	28.01
113	Annual	41,558.40	43,638.40	51,958.40	62,337.60
	Biweekly	1,598.40	1,678.40	1,998.40	2,397.60
	Hourly	19.98	20.98	24.98	29.97
114	Annual	44,886.40	47,132.80	56,097.60	67,329.60
	Biweekly	1,726.40	1,812.80	2,157.60	2,589.60
	Hourly	21.58	22.66	26.97	32.37
115	Annual	48,484.80	50,918.40	60,590.40	72,716.80
	Biweekly	1,864.80	1,958.40	2,330.40	2,796.80
	Hourly	23.31	24.48	29.13	34.96
116	Annual	52,353.60	54,974.40	65,436.80	78,540.80
	Biweekly	2,013.60	2,114.40	2,516.80	3,020.80
	Hourly	25.17	26.43	31.46	37.76
117	Annual	56,534.40	59,363.20	70,678.40	84,801.60
	Biweekly	2,174.40	2,283.20	2,718.40	3,261.60
	Hourly	27.18	28.54	33.98	40.77
118	Annual	61,068.80	64,126.40	76,336.00	91,603.20
	Biweekly	2,348.80	2,466.40	2,936.00	3,523.20
	Hourly	29.36	30.83	36.70	44.04
119	Annual	65,956.80	69,264.00	82,430.40	98,924.80
	Biweekly	2,536.80	2,664.00	3,170.40	3,804.80
	Hourly	31.71	33.30	39.63	47.56
120	Annual	71,219.20	74,776.00	89,024.00	106,828.80
	Biweekly	2,739.20	2,876.00	3,424.00	4,108.80

# CITY OF GREENVILLE

## 2011/2012 PAYPLAN

### EFFECTIVE 07-2-2011

Grade		Minimum Step 10	5% Above Step 20	Midpoint Step 30	Maximum Step 40
	Hourly	34.24	35.95	42.80	51.36
121	Annual	77,625.60	81,515.20	97,052.80	116,459.20
	Biweekly	2,985.60	3,135.20	3,732.80	4,479.20
	Hourly	37.32	39.19	46.66	55.99
122	Annual	84,614.40	88,836.80	105,768.00	126,942.40
	Biweekly	3,254.40	3,416.80	4,068.00	4,882.40
	Hourly	40.68	42.71	50.85	61.03
123	Annual	92,248.00	96,865.60	115,294.40	138,361.60
	Biweekly	3,548.00	3,725.60	4,434.40	5,321.60
	Hourly	44.35	46.57	55.43	66.52
124	Annual	100,547.20	105,580.80	125,673.60	150,800.00
	Biweekly	3,867.20	4,060.80	4,833.60	5,800.00
	Hourly	48.34	50.76	60.42	72.50
125	Annual	109,595.20	115,065.60	136,988.80	164,382.40
	Biweekly	4,215.20	4,425.60	5,268.80	6,322.40
	Hourly	52.69	55.32	65.86	79.03
126	Annual	119,454.40	125,424.00	149,323.20	179,171.20
	Biweekly	4,594.40	4,824.00	5,743.20	6,891.20
	Hourly	57.43	60.30	71.79	86.14
127	Annual	131,393.60	137,966.40	164,257.60	197,100.80
	Biweekly	5,053.60	5,306.40	6,317.60	7,580.80
	Hourly	63.17	66.33	78.97	94.76



## FIRE/RESCUE

### 7/2/2011 80 HR Pay Period

Grade		Minimum Step 10	5% Above Step 20	Midpoint Step 30	Maximum Step 40
FR1	Annual	31,616.00		32,406.40	33,196.80
	Biweekly	1,216.00		1,246.40	1,276.80
	Hourly	15.20		15.58	15.96
FR2	Annual	35,443.20	37,211.20	43,971.20	52,478.40
	Biweekly	1,363.20	1,431.20	1,691.20	2,018.40
	Hourly	17.04	17.89	21.14	25.23
FR3	Annual	42,556.80	44,678.40	51,084.80	61,360.00
	Biweekly	1,636.80	1,718.40	1,964.80	2,360.00
	Hourly	20.46	21.48	24.56	29.50
FR4	Annual	46,987.20	49,337.60	57,387.20	67,766.40
	Biweekly	1,807.20	1,897.60	2,207.20	2,606.40
	Hourly	22.59	23.72	27.59	32.58
FR5	Annual	51,147.20	61,776.00	61,776.00	72,384.00
	Biweekly	1,967.20	2,376.00	2,376.00	2,784.00
	Hourly	24.59	29.70	29.70	34.80
FR6	Annual	59,196.80	62,150.40	73,985.60	88,712.00
	Biweekly	2,276.80	2,390.40	2,845.60	3,412.00
	Hourly	28.46	29.88	35.57	42.65
FR7	Annual	65,124.80	68,390.40	78,228.80	91,332.80
	Biweekly	2,504.80	2,630.40	3,008.80	3,512.80
	Hourly	31.31	32.88	37.61	43.91
FR8	Annual	73,736.00	77,417.60	92,185.60	110,635.20
	Biweekly	2,836.00	2,977.60	3,545.60	4,255.20
	Hourly	35.45	37.22	44.32	53.19
FR9	Annual	82,846.40	86,985.60	103,584.00	124,259.20
	Biweekly	3,186.40	3,345.60	3,984.00	4,779.20
	Hourly	39.83	41.82	49.80	59.74

## FIRE/RESCUE

### 7/2/2011 112 HR Pay Period

Grade		Minimum Step 10	5% Above Step 20	Midpoint Step 30	Maximum Step 40
FR1	Annual	31,624.32		32,410.56	33,196.80
	Biweekly	1,216.32		1,246.56	1,276.80
	Hourly	10.86		11.13	11.40
FR2	Annual	35,439.04	26,582.40	43,971.20	52,998.40
	Biweekly	1,363.04	1,022.40	1,691.20	2,038.40
	Hourly	12.17	12.78	15.10	18.20
FR3	Annual	42,573.44	31,928.00	51,076.48	61,355.84
	Biweekly	1,637.44	1,228.00	1,964.48	2,359.84
	Hourly	14.62	15.35	17.54	21.07
FR4	Annual	46,999.68	35,256.00	57,395.52	67,762.24
	Biweekly	1,807.68	1,356.00	2,207.52	2,606.24
	Hourly	16.14	16.95	19.71	23.27
FR5	Annual	51,163.84	38,376.00	61,763.52	72,392.32
	Biweekly	1,967.84	1,476.00	2,375.52	2,784.32
	Hourly	17.57	18.45	21.21	24.86
FR6	Annual	59,200.96	44,408.00	73,993.92	88,699.52
	Biweekly	2,276.96	1,708.00	2,845.92	3,411.52
	Hourly	20.33	21.35	25.41	30.46
FR7	Annual	65,112.32	48,838.40	78,216.32	91,349.44
	Biweekly	2,504.32	1,878.40	3,008.32	3,513.44
	Hourly	22.36	23.48	26.86	31.37
FR8	Annual	73,731.84	55,307.20	92,193.92	110,626.88
	Biweekly	2,835.84	2,127.20	3,545.92	4,254.88
	Hourly	25.32	26.59	31.66	37.99
FR9	Annual	82,846.40	62,129.60	103,579.84	124,255.04
	Biweekly	3,186.40	2,389.60	3,983.84	4,779.04
	Hourly	28.45	29.87	35.57	42.67

## POLICE 7/2/2011

Grade		Minimum Step 10	Minimum Step 10	5% Above Step 20	Midpoint Step 30	Maximum Step 40
P1	Annual	61,705.28	33,425.60		34,257.60	35,089.60
	Biweekly	2,373.28	1,285.60		1,317.60	1,349.60
	Hourly	21.19	16.07		16.47	16.87
P2	Annual	61,705.28	40,872.00	42,910.40	51,126.40	61,360.00
	Biweekly	2,373.28	1,572.00	1,650.40	1,966.40	2,360.00
	Hourly	21.19	19.65	20.63	24.58	29.50
P3	Annual	61,705.28	43,804.80	45,988.80	54,704.00	65,624.00
	Biweekly	2,373.28	1,684.80	1,768.80	2,104.00	2,524.00
	Hourly	21.19	21.06	22.11	26.30	31.55
P4	Annual	61,705.28	52,374.40	54,995.20	62,379.20	72,384.00
	Biweekly	2,373.28	2,014.40	2,115.20	2,399.20	2,784.00
	Hourly	21.19	25.18	26.44	29.99	34.80
P5	Annual	61,705.28	60,070.40	63,065.60	74,380.80	88,712.00
	Biweekly	2,373.28	2,310.40	2,425.60	2,860.80	3,412.00
	Hourly	21.19	28.88	30.32	35.76	42.65
P6	Annual	61,705.28	73,736.00	77,417.60	92,185.60	110,635.20
	Biweekly	2,373.28	2,836.00	2,977.60	3,545.60	4,255.20
	Hourly	21.19	35.45	37.22	44.32	53.19
P7	Annual	61,705.28	82,846.40	86,985.60	103,584.00	124,259.20
	Biweekly	2,373.28	3,186.40	3,345.60	3,984.00	4,779.20
	Hourly	21.19	39.83	41.82	49.80	59.74