

Joint Greenville City Council - Greenville Utilities Commission Meeting

Tuesday, May 10, 2011
5:30 p.m.
City Hall Council Chambers
200 West Fifth Street


1. Call Meeting to Order – Mayor Dunn
– Chairman Paylor
2. Approval of Agenda – City Council
Approval of Agenda – Greenville Utilities Commission

- 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.

3. Retiree Health Insurance Update (OPEB)
4. Classification and Compensation Study
5. Adjournment – Greenville Utilities Commission
Adjournment – City Council

Memorandum

Date: May 4, 2011
To: Honorable Mayor and City Council Members
From: Thomas M. Moton, Jr., Assistant City Manager 
Subject: OPEB Employee Feedback/Questionnaire

At the Joint City Council/GUC meeting held on March 21, 2011, you requested staff get employee feedback on the proposed other post-employment benefits changes (OPEB) and more precisely, retiree healthcare insurance eligibility changes. On April 15, 2011, you received a copy of the City Manager's memorandum addressed to city employees advising employees of the OPEB plan change status and the scheduled employee meetings. A copy of that memo is attached.

The City Manager or Assistant City Manager led 14 employee informational meetings, which were held on April 19, 20, 21, 25, and 27 and were open to all employees. Those meetings were held at one of four locations---Public Works Assembly Room; Jaycee Park Auditorium; Council Chambers; and Police/Fire and Rescue Training Room. While employees were not required to register to attend any of the meetings, I estimate that over 400 employees attended the meetings. A copy of the OPEB presentation used by me and Wayne was emailed to you on April 26, and a copy is attached for your convenience.

At the conclusion of the OPEB employee informational meetings, attendees were advised of the following:

- No final policy decisions have been made
- City Council and GUC board want to get employee feedback on the proposed OPEB changes
- OPEB information is available on the City's intranet (COGNET)
- An employee questionnaire is available for employees to provide feedback

Employees were given from Tuesday, April 19 through Friday, April 29 to complete and submit their questionnaires. The primary means of administering the questionnaire was COGNET; however, a paper version of the questionnaire was made available to those employees preferring use of paper or lacking computer access. A total of 273 employees completed the questionnaire, which represents 36.30% of employees. Attached you will find the OPEB Questionnaire Report, which includes the following:

OPEB Report to City Council, Page 2
May 4, 2011

1. Summary of 2011 OPEB Questionnaire Responses;
2. Three bar charts depicting the employee participation distribution by years of service with the City, employee age, and a combined years of service and employee age; and
3. Employee questionnaire comments (unedited) along with four attached questionnaire comments that exceeded the electronic comment textbox size.

In addition, you will find employee comments submitted through the City's dedicated OPEB intranet site from March 15, 2011, through May 4, 2011 under the section labeled, "COGNET Employee General OPEB Comments."

You may contact me or Wayne if you have any questions about this information.

bg

Attachments (4)

cc: Wayne Bowers, City Manager
Dave Holec, City Attorney
Carol Barwick, City Clerk

MEMORANDUM

TO: City Employees

FROM: Wayne Bowers, City Manager

DATE: April 14, 2011

SUBJECT: Proposed Changes to Retiree Health Insurance Eligibility

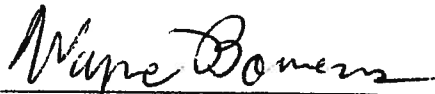
A review of other post-employment benefits (OPEB), specifically retiree health insurance, that started in 2008 has been completed, and I anticipate that a decision will be made by the City Council and the Greenville Utilities Commission (GUC) Board within the next few weeks.

Although no changes have been made at this point, the City Council and GUC board have narrowed the options in anticipation of making a decision prior to the beginning of the new fiscal year that starts on July 1, 2011. The City Council has indicated that before any changes are made, City employees will be provided an opportunity to ask questions about the proposed option and to offer comments.

Meetings to explain retiree health insurance have been arranged for April 19th, April 20th, and April 21st throughout the City departments. A meeting schedule with dates, times, and locations is attached. Assistant City Manager Thom Moton or I will be on hand to describe the option under consideration and to show you the questionnaire form for your comments.

I encourage you to check out the information posted on the OPEB website on COGNET (under City Manager's Office) prior to the meetings.


This is a very important topic for all of us. Please make every effort to attend one of the meetings.



Wayne Bowers


Attachment

cc: Greg Needham, Director of Libraries
Debbie Vargas, Executive Director, CVB

 CITY OF GREENVILLE, NC
CITY COUNCIL MEETING


Other Post Employment Benefits

City of Greenville
Employee Meeting on Proposed OPEB Changes
April 19, 20, 21, 25, & 27, 2011

 CITY OF GREENVILLE, NC
CITY COUNCIL MEETING

Overview


- Background on OPEB
- Proposed Changes
- History of OPEB Changes
- Employee Questionnaire
- Next Steps

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What is OPEB?

- Other
- Post
- Employment
- Benefits

Benefits that are paid to employees *post employment* or **AFTER** they retire.

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OPEB includes:

- Medical and vision benefits paid by City on behalf of retirees
- Life insurance for any retiree hired before 1975 (\$7,000 per retiree)

OPEB does not include:

- Pension payments or death benefits paid through the North Carolina Local Government Employee Retirement System
- 401k City contributions

Slide 1


tm1

Slide 27 needs photo edited so that the font is white, not black

Slide 35 needs questionnaire changed to City not GUC


Need to change slide numbers to white font not black

tmoton, 4/16/2011

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CITY COUNCIL MEETING


Funding Retiree Health Challenges

- **Soaring Healthcare cost –**
 - City retiree healthcare cost increased on average 19.1% from 2001-2010, much more than the overall rate of inflation
 - From 2001, the annual cost of City retirees' health insurance premiums rose from \$168,428 to a FY 11/12 budgeted amount of \$1,020,692, or 506%.
- **Longer Life Expectancy –**
 - Retirees are using healthcare benefits longer than in the past

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Funding Retiree Health Challenges

- Retiree growth trend is expected to continue nationwide, and post employment health care benefits are the single largest component of OPEB. Rising retiree healthcare benefits are a serious financial issue for all local governments.
- Private-sector employers found retiree healthcare obligations so significant many went bankrupt or eliminated retiree healthcare benefits.
- As a result, the fulfillment of benefit obligations has become a major concern globally in both public and private sectors.

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Changes in Financial Reporting Requirements

- Governmental Accounting Standards Board began requiring governments to report OPEB obligations as incurred. Starting in 2007, GASB required local governments to report OPEB liabilities as employees earned the benefit--which is much greater than the current OPEB expenses incurred. GASB also requires an actuary study be performed every 2 years.

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City's Unfunded Liability

- The \$38,829,162 is the City's "unfunded liability" which includes retiree health insurance costs for the entire pool of active employees, past retiree benefits earned but not funded annually, current retiree benefits over their lifetimes.
- If nothing is done over a 30-year period, that \$38,829,162 unfunded liability would grow to \$181,183,000.

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Funding the Liability

To fund our future obligation, the City would have to set aside **\$3.25M (FY10)** during the current year plus the PAYGO costs, and even more each subsequent year over the next 30 years, to pay the cost of our retiree health care for existing employees and retirees.

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What's the Problem With Having an Unfunded Liability?

- At some point in time, future expenses will exceed City's ability to pay
- Credit ratings
 - City's ability to maintain favorable credit ratings with bond agencies which helps the City fund big capital projects.

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Problem with Unfunded Liability (cont'd)

- Future unfunded OPEB costs will impact the City's ability to address other important employee compensation/benefit issues.

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Is No Change an Option?

- While the new rule does not require local governments to deposit money to cover the unfunded liability, if we fail to put money behind retirees commitments, the City's credit ratings may be negatively impacted--making it harder and more expensive to sell bonds or otherwise borrow money.
- Continuing to pay for retiree health insurance at the level established by current policy is financially unsustainable in the future.

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Managing the Liability: City Council Action To Date

Self Insurance

- In 2010, the City implemented a self insurance initiative and wellness program to better manage health insurance cost increases
- Results to date have been positive with no increase in retiree premiums for 2011

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Managing the Liability: City Council Action To Date

- Prefunding**
 - During FY 08/09, the City began pre-funding a portion of retiree healthcare liabilities, along with payment of the "Pay as You Go" cost (current retiree healthcare cost).
 - City OPEB trust fund balance \$913,654
 - \$250,000 Pre-funding in FY09, FY 10, and FY 11 plus PAYGO cost of \$597,057, \$648,719, and FY11 budget of \$859,700

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Current Retiree Healthcare Benefits

- City pays 95% of the cost of health insurance premiums for retirees with 20 or more years of service, regardless of age; includes pre-65 and post-65 Medicare supplement
- Retirees with at least 5 years, but less than 20 years of service are eligible to continue pre-65 coverage under the City plan at their own expense (retiree pays 100% of premium)
- Retiree premium rate set same as active employees

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Current OPEB Details

Years of Service	Age	City Pays		Retiree Pays	
		0%	\$0	100%	\$432.81/mo
At least 5, but less than 20	<65	0%	\$0	100%	\$432.81/mo
At least 5, but less than 20	65+	N/A	N/A	N/A	N/A

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Current OPEB Details

Years of Service	Age	City Pays		Retiree Pays	
20 or more	unrestricted	95%	\$411.17/mo	5%	\$2164/mo
20 or more	65+	95%	Up to \$411.17 toward Medicare supplemental insurance premium (\$318)	5%	\$0

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Council/Board: Options

- Do we increase OPEB pre-funding?
- Do we change the retiree benefit structure?
- Or a combination of one and two?
- Do nothing?

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A Thorough Process

- City Council and GUC's Board have been studying the issue of funding for OPEB over the past three years.
- Three joint City/GUC meetings have been held to discuss the issue and a number of options (30-40) have been reviewed.

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History of Retiree Health Insurance Changes

- Prior to July 15, 1983, City paid:
 - 100% of the individual traditional plan
- Between July 15, 1983 and January 1, 1993, City paid:
 - 95% of the total cost of individual traditional plan
 - 50% of the total cost of parent, child and family traditional plan
- After January 1, 1993, City paid:
 - 95% of the total cost of the individual traditional plan for pre-65 retirees
 - 95% of the total cost of the individual traditional plan to pay the cost for post-65 retirees for Medicare supplemental plan
 - 0% of the total cost of parent, child and family traditional plan

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Direction Received from Council/Board

- Ensure that new hires have opportunity to receive some type of OPEB benefit
- Review a staggered reduction in amount of compensation contributed by City/GUC for OPEB benefit on behalf of employees
- Review options that are pro-rated based on age
- Provide competitive benefits package that is sustainable

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Proposed Changes

- Increase prefunding
- Modify benefits structure
- Establish minimum age
- Require more retiree contribution for less years of service and for retiring at younger ages
- Pre-65 coverage and Post-65 coverage

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Increase Prefunding

In addition to paying for current year health insurance, under the proposed plan City would increase its prefunding contribution by \$50K per year to a maximum of \$500K.

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Modify Benefits Structure

- Current employees with 20 years of service would not be effected by proposed changes
- Current employees with 15 or more years of service would be "grandfathered" under the existing benefits plan and not effected upon retirement
- Current employees with greater than 5 and less than 20 years of service "grandfathered" and entitled to continue pre-65 healthcare coverage by paying 100% upon retirement

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Modify Benefits Structure

- Retirees would be eligible to participate in the City's health insurance plan if they:
 - Have at least 20 years of service, and
 - Are at least 55 years of age
- Employees who retire with less than 20 years of service would be ineligible to have health care coverage, even if paid 100% of costs (if EE has <5 yrs service upon plan change adoption)

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Tiered Structure for Pre-65 Coverage

YEARS OF SERVICE	AGE	
	20-24	55-59
20-24	50%	65%
25+	75%	95%

Current Premium	Monthly Contributor	95%	75%	65%	50%
432.81	Employer	411.17	324.61	281.33	216.41
	Employee	21.64	108.20	151.48	216.40

Upon retirees reaching Medicare eligibility or age 65 and older, who are eligible for Medicare, would get a \$250 monthly stipend.

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Tiered Plan: Examples

	Age at Retirement	Years of Service	Eligible for Health Insurance	Employee pays	City pays
Sue	64	25	Yes	5% \$21.64/mo.	95% \$411.17/mo.
John	55	25	Yes	25% \$108.20	75% \$324.61
Amy	60	20	Yes	35% \$151.48/mo.	65% \$281.33/mo.
Ed	55	20	Yes	50% \$216.40/mo.	50% \$216.40/mo.
Bob	53	20	No	N/A	N/A
Linda	64	18	No	N/A	N/A


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OPEB Option Results: Status of Unfunded Liability in 2038

- ✓ Current Plan - \$181,183,000
- ✓ Implement like Longevity - \$91,863,000
- ✓ No Plan Changes
 - Staggered contributions - \$97,576,000
- ✓ Plan Changes
 - No add'l contributions - \$45,641,000
- ✓ Proposed Plan - \$0 projected accrued unfunded liability


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Meets Council/Board Goals

- Lowers the unfunded liability (short-term)
- Eliminates the unfunded liability (long-term)
- Provides a competitive benefits package that is sustainable


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Status

No final policy decisions have been made at this time.


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Employee Feedback

Questionnaire

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Questionnaire

- All City/GUC employees will be asked to respond to questionnaire.
- Access to questionnaire
 - Email link sent to employees
 - Access directly from COGNET
 - Other
- Anonymous responses will be tabulated/summarized and provided to Council/Board

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Question #1

Years of service with City

- <10 years
- >10 years, <15
- >15 years, <20
- >20 years, <25
- >25 years

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Question #2

Age

- <20
- >20- <30
- >30- <40
- >40- <50
- >50- <60
- >60

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Question #3

Please provide your comments about the proposed Other Post Employment Benefits changes.

Type comments here

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Next Steps

- Complete questionnaire by April 26, 2011
April 29, 2011
- Review responses
- Joint GUC/City meeting May 10, 2011

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Questions?

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Current Employees Affected by Proposed Change in Benefit Structure

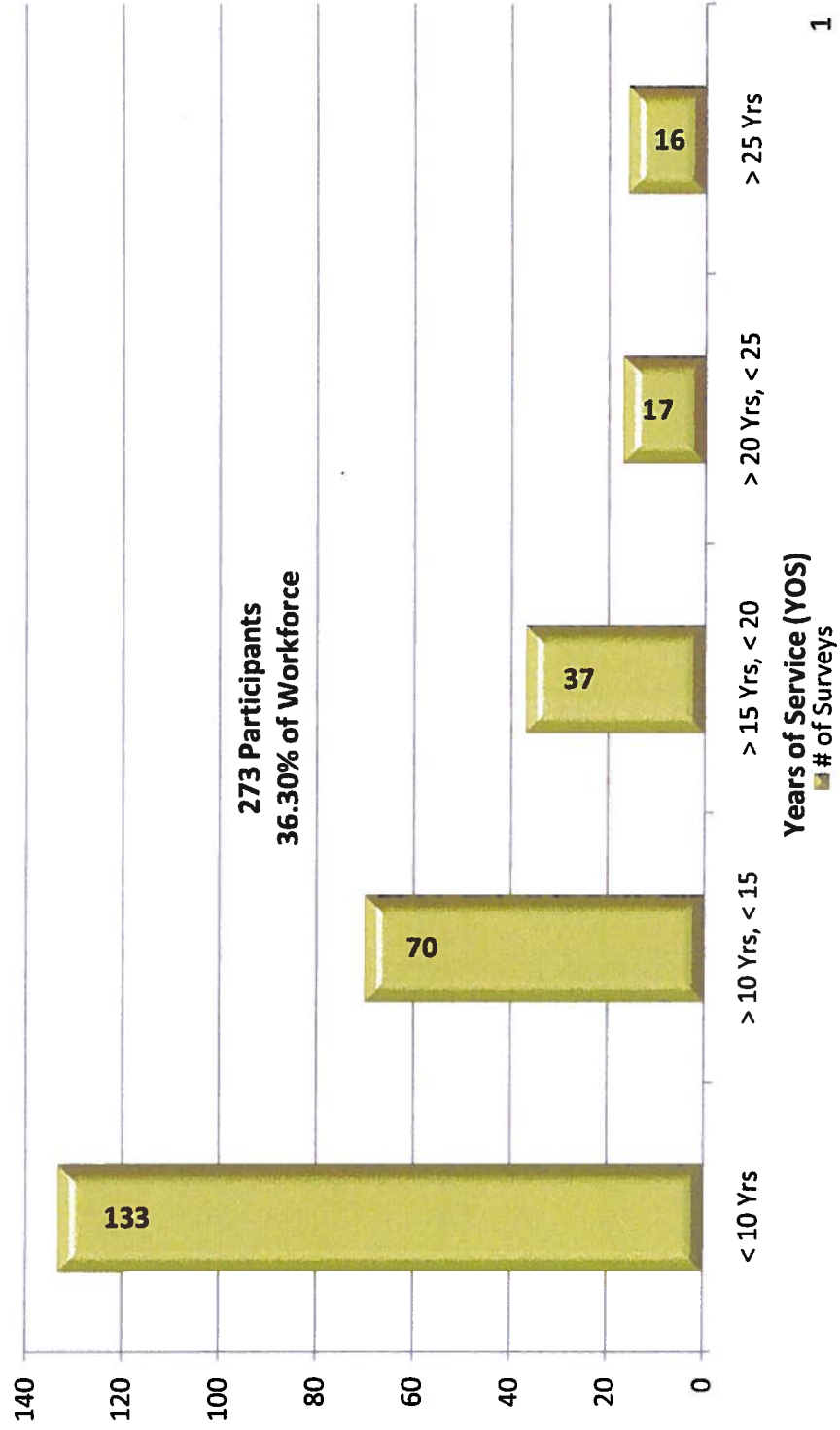
City of Greenville			
Years of Service	Number of Employees	% of Employees	Benefit Structure
<15	531	70.61%	Proposed plan
15 - <20	86	11.44%	Grandfathered current plan
20+	135	17.95%	Vested current plan
Total	752	100%	

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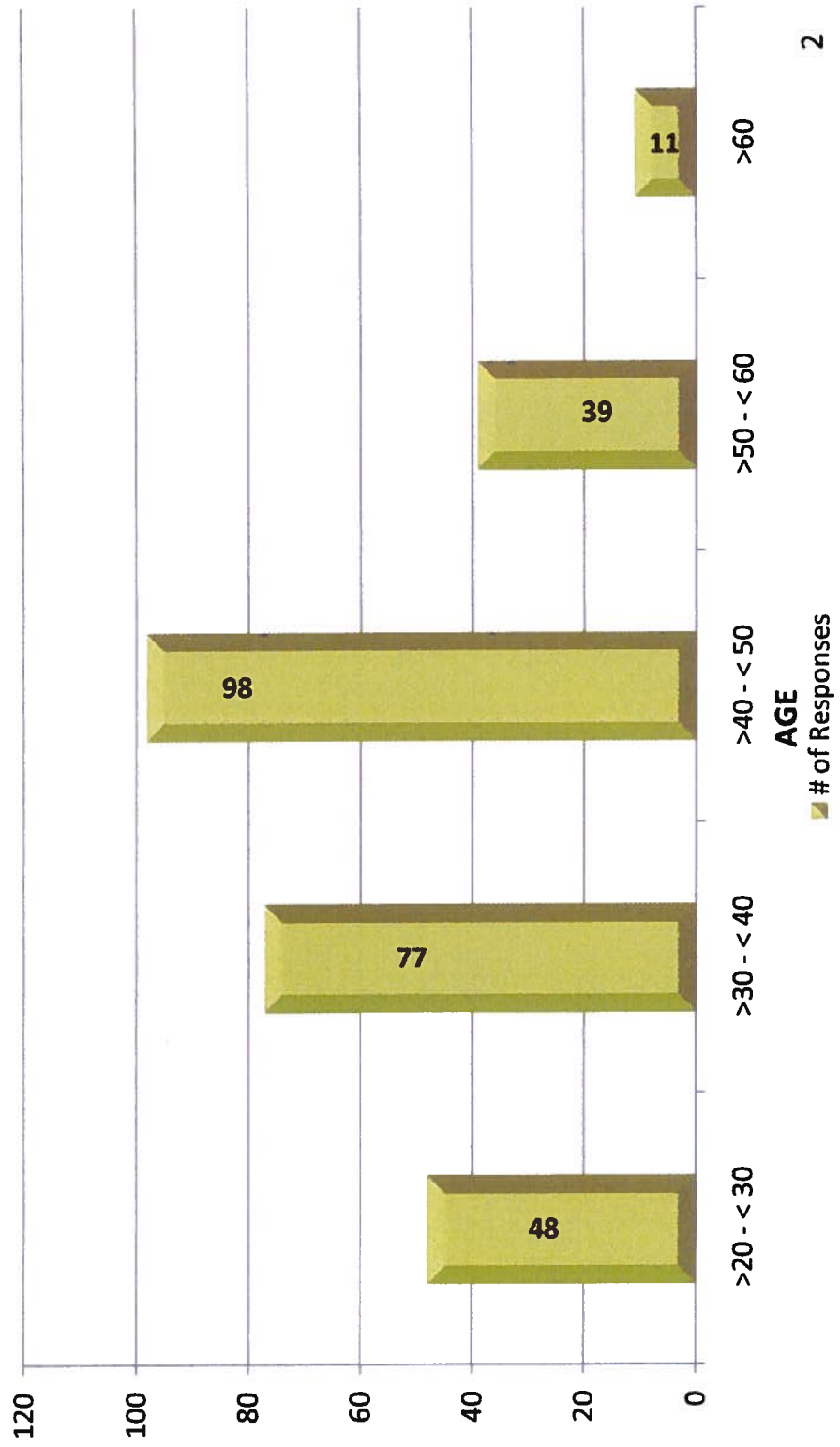
City Contributions

Year	Insurance	55+	Under 55	Retirement
2001	\$ 632.35	\$ 68,279.56	\$ 39,516.90	\$ 186,425.79
2002	\$ 637.53	\$ 63,505.44	\$ 117,887.10	\$ 202,030.07
2003	\$ 633.32	\$ 68,813.21	\$ 147,234.68	\$ 347,331.42
2004	\$ 790.43	\$ 113,314.41	\$ 231,134.48	\$ 343,238.30
2005	\$ 779.41	\$ 114,103.05	\$ 248,481.83	\$ 363,374.11
2006	\$ 632.72	\$ 119,109.42	\$ 302,381.07	\$ 422,159.21
2007	\$ 611.62	\$ 102,020.08	\$ 358,781.38	\$ 458,413.89
2008	\$ 668.88	\$ 112,364.80	\$ 421,058.96	\$ 534,091.64
2009	\$ 640.79	\$ 134,718.05	\$ 481,637.15	\$ 597,037.59
2010	\$ 800.55	\$ 143,088.44	\$ 505,022.00	\$ 648,718.99
2011	\$ 900.00	\$ 181,280.00	\$ 667,830.00	\$ 850,700.00
2012	\$ 800.00	\$ 228,650.00	\$ 782,892.00	\$ 1,020,892.00

2011 OPEB Questionnaire



2011 OPEB Questionnaire



Comments

Disappointing!

Very disappointed.

I'll stay for the paycheck for now, but I won't be doing this work when I'm 60. It's hard enough in my 40's.

Some careers take away your health and are higher in stress than others. So now you ask us to work longer for less.

These days it is rare to find someone to stay with any employer more than 20 years. Attrition will take care of the problem for you. So punish the few that are committed and take away the motivation of the few that want to stay.

Yeah, that's gonna help.

This plan was supposed to be inclusive for all employees and future employees. This plan eliminates participation of employees that do not have 15 years of service at the inception of this change and not be able to work 20 years to receive the insurance benefit. All employees should have an opportunity to retire and to participate after 5 - 10 years of service even though the employee is responsible for 100% of the fees. Some points to consider: 1. Some employees still do not understand even though the presentations and information were provided 2. Eliminate the matrix and make it easier to comprehend 3. In this struggling economy and inflation our benefits are good and employees may feel this a start to cut out other benefits 4. Define the cost in a more definitive manner. Specific dollar amount benefit versus a percentage of the unknown cost of health insurance years from now. 5. change years of service to 25 years and let everyone (retirees) else take part at 100% 6. Plan was not very clear why 15 years of service was selected for cut off point. Having 6 to 10 years to realign health insurance plans for a retiree in this economy will not be easy. The City's salary plan has a large number of employees on the lower end. If they have to means to move toward midpoint or maximize their salary as they near retirement. The City should consider steps to get employees to their mid point of the salary scale in order to have flexibility in increasing their investments for retirement 7. Does this plan have some tone of age preference? Is this plan going to effect the ability to hire and retain older, experienced employees in positions? Will employees remain employed well beyond their desired retirement age to keep benefit? This is a personal decision, however, it effects the City's service capability. 8. I appreciate the effort put forth to provide this altered retiree benefit. The previous plan was a factor in my accepting employment with the City. I certainly feel let down by not being able to take part in this needed package of OPEB. 9. Consider allowing only 5 years of participation in the insurance plan after retirement and reduce the benefit to 50% 10. Regardless of the amount or benefit, everyone should have some opportunity to take part in a benefit that is a major factor and is vital to one's health.

I have a few concerns with the proposed changes...mainly, I am understanding of the city's position, but I would feel better if there were not an age qualification to the retirement benefits...I would rather there only be a years of service component WITHOUT an age component.

thank you

This plan is ok.

I agree with the proposed changes

I understand the necessity of addressing OPEB costs.

I am okay with the changes except the Medicare supplement. I think the contribution should be higher and/or have it have some sliding scale so that as the cost goes up, the City's contribution is higher. \$250 is mediocre now, but with costs rising so high, it may not put much of a dent into the cost down the road.

Why not look at doing something like dropping longevity pay or raising rescue billing closer to the national average to help pay for this benefit?

I'm ok with it.

I think the City Council & Management should make a decision and move forward. Change is always difficult but sometimes the unknown is worse. I also think the majority of the employees do not fully understand the cost of their benefits and what total compensation means.

As I understand it, this doesn't affect any of the pension plans under NC retirement system. I'm retired military and have my medical benefits locked in through TriCare. I'm only concerned with the pension side of my State (local govt) pension.

First, I understand like with any business there have been times where perks or benefits were offered in good faith that later had to be scaled down or eliminated due to lack of funding. With that being said I feel like the proposed plan is not all bad because the average business you work for pays for nothing post-retirement so I consider that what the city does is a blessing. However, I also feel that we need to draw a figurative line in the sand and say that everyone hired after July 1st, 2011, for example, will get either no benefits or reduced benefits. My rationale for this is our current situation and the fact that who's to say we won't be revisiting this in 15-30 years because we wanted to be fair and equal to everyone, including future employees. I also understand the projections presented in the city managers meeting and after 2038, I believe, we will have the funding we will need to provide the reduced OPEB without being in the negative, but with the economy only getting worse who's to say the city will be able to continue its \$250,000 a year payment plus the extra \$50,000 a year on top of that for the given number of years presented in the meeting. I am not taking a pessimistic view on the matter, but more of a realistic view of how we can provide for the people who currently work for the city. I understand completely that the city wants to provide for not only those who currently work here, but also for future employees. However, this mentality has not worked for the federal government and will not work for the City of Greenville. At some point we need to stop and take a hard look at what we are doing and decide to cut our losses if we intend to stay afloat as a business and understand that by doing this we are not punishing future employees, but keeping promises to our current ones and reinforcing their smart decision to work for the city. I know that the benefits package I was presented with when I first applied with the city was one of the strongest factors in deciding to accept the job and relocate to come and work here. Moving on, I strongly urge you to also look at other options as well, i.e. the three options brought forth from the firefighter's union. All three options have small changes in the way that the fire department bills so as to take advantage of means of revenue that we haven't before. I know coming from other agencies that we billed for vehicle accidents due to fluid on the road, i.e. hazardous materials, and never once had an insurance company refuse to pay and we charged a \$200 flat rate fee. In regards to the other part of the options from the union, the raising of the ambulance transportation fee, we should only raise it up to a comparable level with other agencies around us, not just to fund OPEB. In the end I am sure that the city will make the best decision for what funding is there, but all I ask is to just weigh all three options you were presented by the firefighter's union and make the best informed decision for both the city as a business and its employees.

I think that the biggest issue for most or all of us is that we were hired under the understanding and agreement that retirement benefits would be present at the end of our careers. I understand that the City of Greenville is a business. As a business the goal is to make money. This however should not be done to the employees whom make this whole business function. Each day we come to work not knowing if we will go home when shift ends. We do this day in and out with the knowledge that after we get done taking care of our community that that community will help take care of us for our sacrifice we are willing to make. Take that away and we are left with a JOB; a job that pays little for the risk and leaves us dry when we retire. It will leave us wanting more and eager to look elsewhere. We all have to survive in this world and if other employment is the answer then so be it. That being said something needs to be done. If any benefits are to be cut, let them be cut for all future employees. Let THEM make that conscious decision to apply and work with the understanding that retirement benefits will not be provided. For instance as of July, 2011 all new hires will not receive the benefits. All employees hired prior to this date will continue to receive the promise/agreed upon benefits. I like proposal C as a way to bring in funds to help continue benefits. Adding the MVC fee to be paid by insurance is a way we can help mitigate the paying out retirement benefits. Thank you for your consideration.

This survey sucks and is a joke! You don't care about what we think! Your only doing this to jump through hoops for the man! Frank Conklin has sent out what we think is a good idea to offset the expenses. Also don't offer any retirement benefits for new hires. That will stop the bleeding and we can form a plan for the ones we have now.

I think all the current employees should get full benefits

I would first like to applaud management and Council for choosing to address this issue head-on. I realize I am asking my federal government to do the very thing the City is choosing to do already. So thank you for choosing to address this issue. I also appreciate Council's mandate that all employees receive some sort of retiree health benefit. I have worked for either State or Municipal governments for almost 12 years and have done so with this promise as a major consideration.

Of the options presented that would either reduce or eliminate unfunded liabilities associated with OPEB, it became clear to me it would be beneficial to see an option that combines a few. What I would like to see is the potential unfunded liability associated with the following: All employees hired on or before July 1, 2011 (example date) see no change in coverage; All employees hired after this date shift to the proposed coverage plan based on the age/years of service chart; Also include staggering contributions as Council has begun implementing the last 3 years to the proposed maximum of \$500K. From the presentation, one option reviewed was to only implement the change in the same manner as longevity, which resulted in cutting the potential unfunded liability in half. Another option, which made no changes in coverage but included staggering contributions, cut the potential unfunded liability \$6M less than the longevity option. I would imagine that an option with the criteria noted above would fall somewhere in between. I would propose this compromise option be implemented for a timeframe of 10 years, at which time it could be re-evaluated. According to the presentation, such a 10 year timeframe would be consistent with historical changes.

I would also like to ask that consideration be given to indexing the \$250 Medicare supplement stipend to the increase/decrease of Medicare cost, or at the very least to the rate of inflation. In its current form, the proposed \$250 stipend would be almost irrelevant in a matter of a few years.

Thanks for all your efforts and I appreciate your time to review my comments.

I would like for the employees that are already hired to keep what benefits the he or she already have. Make the changes on new employees coming in.

If a new hire comes in then the city should tell them what to expect for their retirement/health coverage once they retire. Those that are already employed should not have to work longer to get the full health plan the health should stay the same as what they were told when they got hired.

It should be for new hires only

From my understanding, current employees who are under 15 year + will no longer be offer retirement insurance. When I was initial hire, part of my decision for coming was knowing that I would have retirement. My thoughts is everyone who is currently employed should be grandfather in and those who are hire the date the new policy takes affect should be made aware of such, so the person could make a sound decision.

I'll be 65 before I can retire. Would like to see you keep the benefit at 100% for everyone hired prior to July 1, 2011.

People come to work here for the Benefits and that 's what keeps the people here. So with that said please help us and look out for us. I think keeping things the way there are. If there has to be a change, sometime change is good. With that said let it be a good change not a bad one. Please let the people that work here have some say. Please Please think about the poeple here with less than 5 years.

I don't see any reason this should be taken away for any current employee. Retirement benefits is one of the reason I came to work for the city. Any change should be made for future employees as it has been done in the past.

I think beenefits which I was hired under should try to be maintained. Any changes should be made for new hires & future employees. I realize that more draestic measures could be taken. I'm happy to have a job with the benefits I do have. When I was hired I was told about the longevity pay but made aware that wasn't a benefit any more. Could something similar be done now?

Benefits should remain the same. If benefits is cut they should be cut on new hires, or cut everyone.

I do not think the suggestion for current employees is not fair nor accurate. I'm wondering if it is ethical. When inquiring around the state no municipalities are entertaining the thought of affecting current employees, that i am aware. There opinion is that it may not be legal since most employees actually agreed to the health insurance when they signed their contracts. Why wouldn't initial suggestions solely affect future employees. Why must they affect current employees. It's not very fair.

Additionally, I do feel that the way the Council is looking at the whole OPEB is not accurate nor fair to those individuals who really don't understand it. To look at the overall liability of \$30 plus million is not fair. This is a liability that will not come to pass. The requirement for recording is only the ARC (Annual Required Contribution). That is the number that should be analyzed. Therefore, its just not realistic, nor accurate to paint the picture of this to the employees, again not fair.

Recommendation would be to look at what changes can be made for future employees not further penalizing the employees who at least thought they had good benefits (especially for those lower tiered employees who would really understand none of this, but the fact that you are cutting their benefits.). Also, please look at how we can really study health programs to try to reduce health costs. This could also show the employees that the City is actually interested in their health, instead of just the \$ by cutting benefits.

I belive that the current proposal of 25+ years of service AND being 60+ years of age to recieve the full opeb benefit should be reconsidered.

To me it seems that we would be punishing people that started a career with the city before they reach 30 years of age. If someone started their career with the city at age 20 they would have to work 40 years to recieve the full benefit. Which I think is unreasonable.

I think that regardless of their age when they retire, if someone works for the city for 25+ years then they should be eligible to recieve the full benefit.

I currently have 8 years of service with the City. I have 20 years of service with local government. By the time I'm 60 and eligible for retirement I will only have 18 years with the City, which is quite a significant number of years to work and end up with no benefits. Nothing you are proposing here will benefit me as I feel I'm apparently one of those that just falls through the cracks. Working an extra 2 years to get 65% of my premium paid for only 3 years ... I'm not sure that's worth working an extra 2 years. I have been with 4 agencies thus far. When hired by each I was allowed to transfer my sick time except here at Greenville. It was a process done as soon as you began working for an agency and it was a courtesy extended because all of us fall under the same state retirement system (sick leave can be credited toward your retirement). When I started with the City I did the same thing I did at the other agencies, I requested that they transfer my sick leave from my previous agency. I was told that the City of Greenville didn't do that. I would have had to negotiate that prior to being hired. So they do transfer sick leave from another agency but not after you are hired only if you make it a stipulation prior to being hired. I left over 6 weeks of leave behind. Why would I have thought anything would have been different from the process used at these other agencies? I started here after the longevity pay ended. I felt slighted when I found out that some got this money. I don't get a "bonus" check at Christmas so why should they. Imagine how I felt when a co-worker who was placed on corrective action (and therefore, I would think, was not an "employee in good standing") still received his longevity money. He basically got over \$1,000 bonus and was in the middle of a reprimand for not doing his work. Wow! I feel that individuals with over 10 years of service with the City and age 60 or above should receive some kind of retirement health care benefit. With regard to Medicare, I would feel better about it if you were wanting to pay a certain percentage of the stipend instead of a set dollar amount. We all know it isn't going down so setting the stipend at a set dollar amount would be a decreasing benefit over time.

Seems reasonable, but there's a big difference between 95% and 75%. Are you really giving those folks between the ages 55-59 the time to make plans to cover those costs in retirement? I suppose they can make the decision to work the extra years to reach the 95% mark, but for those who work in a more labor intensive environment, that's asking more than you might think.

To say I was disappointed with the proposed healthcare plan for retirees would be a great understatement. It is common knowledge that city employees on average have good benefits, as they should. In addition to the competitive hiring process GFR utilizes to select their employees, working conditions in the healthcare and rescue profession are extremely hazardous and require unique individuals who possess both mental and physical strength and stamina. In the presentation today, it was stated that figures show the average person lives longer than ever before, leading to a long term healthcare burden. However, historically, the individuals working in the healthcare and rescue profession are not in this group with extended life spans, but just the opposite. The implementation of this proposed healthcare plan would not only put an unreasonable if not impossible burden on employees to save for future healthcare costs, it would also serve as abandonment of loyalty to the city employees. The average mortgage is for 30 years. This proposal would require employees to work well into their 60's in order to keep affordable healthcare while paying off their mortgage. Currently, there are roughly 90 employees who have less than 15 years of service at GFR. If even half of these employees stayed long enough to receive the current 95% coverage of healthcare costs, the city would have around 45 employees in their 60's and late 50's. These are the same employees who will have spent a career working late nights performing vigorous duties. This will almost certainly lead to more work related injuries causing even more healthcare costs. The proposed plan looks more like a burden than a fix. It is evident that there must be changes made. There must be other options to make up for the increasing healthcare costs. An increase in billable EMS call charges is just one of many avenues that should be explored. Please think of the many lives, city employees and residents alike, before deciding on this proposal.

I felt confused when looking at the new proposed plan. Does this mean that an employee who retires with 25+ years gets the same plan of the city paying 95% of the health care cost?
I was told by another employee that the new plan just means that the newer employees have to pay a higher percentage of their retired health care cost. I do not feel that it is fair if I stay with the city and put in the same amount of time that someone before me did to retire and I don't get the same benefits.

No thoughts really...

No Comment

No Comment

Been with the City less than five years

Quite unfortunate also quite necessary. But Greenville is not alone. . .other agencies have had to change what was originally considered to be "forever."
Because I never counted on it, this doesn't have the financial and emotional impact it would have for others.

I will just have 5 years of service with COG at age 65, so it appears "short timers" don't have much benefit anyway with regard to this proposed policy change.

first of all I do commend yall for trying to save the city some money. I myself started the city when I was 18 years old and have almost 7 years in with the city and its the greatest place to work. But In the job of fire rescue i don't think that anyone will be able to reach the 60 years of age due to limited number of promotions, not many people that are 50 to 60 year age range could not pick up the 135 lbs stretcher plus the average 200-350 lbs Mr. Mrs. Smith that we serve, and the 10-24 calls a shift with no sleep. Just think about the stress it will put on a person that age verses a 18-30 year old. Same way with the fire side same people 80 lbs. of gear plus 800-1600 degree heat plus the 200 lbs hose line, then having to drag Mr. Mrs. smith out of the house. The state just tried to do the same thing with the insurance to their employes and found and decided that would enact it on employes that started on this date and not current employes.

If you work 30 years of service and are still under age 55 can you still get the insurance?

Reward loyalty as you would want to be rewarded.

I was hired at the fire department with the belief that I would have some great benefits to be offered to me when I retire. I feel that what the city is trying to do is unfair. Why would anyone want to stay here and ride an ems truck till they are 65-70? Please help us with not changing the retirement benefits!

It looks like I will not get any benefits at all when I retire, so why does it benefit people to want to work for the city of Greenville

The city seems to care more for the retirees than for the current employees, at the rate things are going there will be no benefit to working for the City except a paycheck!

OPEB should allow 30 years of service with no age restrictions. It is concerning that someone could come in at the age of 35 and work 20 years and get benefits while someone at the age of 22 works 30 years and gets no benefits.

My concern is that it is being strongly considered to remove a benefit that I feel like was offered as a result of my employment. I actually took a \$12,000 to \$15,000 decrease in pay to accept employment with the City, BECAUSE OF ITS GREAT BENEFITS. I was previously working with a small business which did not offer many benefits and I had to purchase these benefits out-of-pocket. But because of the "great benefits" that the City was known for, I was willing to take a loss of a weekly salary in order to obtain benefits which would benefit me further down the road when I decided to stop working. Now I feel that I possibly made a mistake by giving up the salary with my previous employer vs. the benefits I was assured of with my current employer (city).

The reason for searching out and trying to get hired with the City of Greenville was a benefit package that was offered. Retirement benefit was part of the reason for wanting to be hired with the city for my current job. As a person who is of the age to be in a job for the rest of my career, a retirement package is something to look forward to. It gives you incentive to stay with the city and keep the relationship with the employer. By removing or lessening some of the benefits for retirement, I have to then look at the reasons to stay in my current position or seek other opportunities that will benefit me upon retirement. I understand that there may be proposals from the Fire/Rescue Department for future billing that would cover such rising costs of future benefits with little change in cost to our customers. The little change to customer costs is well worth keeping employees that have already been trained and are good standing employees. This will at least keep the benefit package the same for current employees and possibly erasing a mass exodus for employees who would need to find better means for securing their retirement future.

Ok, COG has taken merit increases, overtime, now my retirement?! I have been here over 4 years and i have gotten one raise. I work hard for everything I get and it seems here lately what i get is less and less. How can you say that you are looking at retirement benefits for new hires when you are cutting out entirely for anyone who has been employed less than 5 years? I KNOW! I should be happy to even have a job and I am happy I have a job even if the COG doesn't appreciate the employees they have! I understand the money "isn't there", but it's funny how the money is "there" for a mobile command unit and a brand new fire truck, but not to take care of their employees. seems like if the COG wants something, they spare no expense, but they constantly dump on their employees. you wanted my opinion...well, my opinion is you are going to be constantly filling positions here because you keep taking incentives away for working here...we risk our lives for the citizens of this city! We get cussed at, spit at, even attacked physically...then COG kicks us while we are down. it's not right!

I feel the city can start taking care of its employees. With the cost of living going up every day (gas, food and everything else) The city needs to start doing a little more to help us out. Last 3 years without a pay increase of any kind. If you ride around you can see the city is not hurting for money. New side walks, parking lots, buildings and you name it. This stuff is not cheap just alot of wasteful spending. If you save some of that and put it into the people that come and work hard everyday for this city and give US something to look forward to, like a good retirement. The ones that are here would be happy and give more day in and day out. Most of the people here work here because of the BENEFITS!!!! There is a proposal that would pay for the retirement benefits put out by a few people. They put a lot of time and hard work to show it can be payed with adding just a few dollars to ems calls. So I feel you don't have to cut out our retirement benefits unless you want to!!!!!!!

The main problem with the proposed plan is that there is no longer any reward for 30 years of service. Years of service is no longer the key to retirement benefits. This is wrong and unfair to loyal employees that give the city a full 30 years. I personally will have to serve 36 years in order to recieve 50% paid healty care at 55 years of age. While others that are hired at an older age than myself will recieve more benefit with less years of service.

I work with the Fire/Rescue Dept. I was hired with the City when I was 19 years old, been with the city now 3 years. The Fire and EMS Service is a very demanding job for even the most fit person. When I say demanding, I don't just mean physically, I mean mentally and emotionally as well. We spend 1/3 of our lives away from our families. We are more often than not up for 24 hours straight, running EMS calls or getting up for false alarms at all hours of the night. We miss meals on a regular basis, and when we do get to eat, it is usually something fast food and very unhealthy. When we as Firefighters and Paramedics retire after 30 years of service, our bodies are physically wore out. It has been published Firefighters and Paramedics die 10-15 years sooner than someone who retired from behind a desk. With these new OPEB benefits, it is saying to get the same benefits I was promised when I was hired three years ago, I will have to stay with the City of Greenville until I am 60 years old. That will give me 41 years of service in the Fire Service. Most firefighters and paramedics retire with 30 years of service. I have seen very few 60 year olds that can still function in this job at 30 years, let alone still functioning properly at 40 years of service. If this happens, you will see an increase in Medical Retirements from older Firefighters. You will see an increase in Firefighters getting hurt on the job, or even dieing on the job. I understand the City needs to fix this, they cannot afford to keep things how they are, but I implore you to look at things a little differently for the Public Safety Division, the Fire and Police Department. Some Fire and Police Departments are trying to lower the years of service for Fire and Police from 30 years to 20 years, and with this new benefit package, the City of Greenville will be adding on years for a lot of their members. There are different ways to making this work, like increasing the cost of Billeable EMS Calls in the city. This will help bring in more money for the city every year, especially as our EMS Call Volume continues to increase over the years.

Thank you for giving me the opportunity to comment on this situation. I have been employed with the City of Greenville for almost 2 years now and the change in retirement benefits is greatly going to impact me in many ways. I am currently 22 years old and started here when I was 20. With the current benefits like they are, this would put me retiring at the age of 50 with 30 full years of service. I love what I do and had every intention of retiring from the City of Greenville one day; however with the new proposal to change our retirement benefits this throws a red flag in many areas. First off, I would have to work here for a total of 40 years to get full retirement benefits for me and my family, putting me being 60 years old. I work for the Fire/Rescue department and this job has always been thought of as a "young man's" job. Can you see a 60 year old man climbing a ladder to cut a hole in a roof, or dragging a trapped victim out of a burning structure? Your answer may throw thoughts in your head of promotions down the road that lead to different postions for Fire/Rescue personnel, but this is not always the case with everyone. Another worry is getting up at all times of the night to run EMS calls, sometimes 5-8 times after midnight. Can you see a 60 year old man doing this? With the city running 12-14,000 EMS calls last year this number is only going to increase dramatically in the years to come.

I came to work for the City of Greenville for several reasons. One being that I have a love for the job. I honestly love what I do and love helping others in a time of need. Another reason is because of the area. I have lived in Greenville all my life and Greenville is a great place to raise a family and start a career, but this cannot be done without a steady job with benefits that look out for us now and in the future. I took a proactive approach to my application with the City of Greenville because of the retirement benefits that you offered.

With todays economy slowly rising back to its feet, its never for certain that it will stay that way. I need something to look forward to later in life and something to work hard for for the next 30 years of my life. I only live once and Im not going to let my hard work be stolen from me. I strongly encourage you to consider different options that would look out for the hardworking employees that make this city operate on a daily basis. Thank you for your time.

If the proposed plan takes effect, I will have to work 34 years to get ANY kind of insurance after retirement. I was hired at 21 years of age and I would be ellgible for retirement at age 51. I am not the only person in this position and the city would be screwing their loyal employees of 30 years by making them work an additional 4 years to get any kind of insurance. We were told during new hire orientation that we would be receiving post retirement insurance at only a 5% cost to us. I'm not sure what the city ls trying to do is legal since we were given different information when we were hired.

Hello, I am very consured about the new propose on the insurance. I hav been working almost 5 years with the city in the fire/rescue department. Most people think that we just ride around in the fire trucks and sit around the station and not do anything for 24 hours. When most of the people are home sleeping we are out on EMS calls all during the night. I took this job because I love beening a firefighter and the benefits were a very big plus on having this job. I was 20 years old when I took the job and if I stay until I am 60 years and still staying up all night long on EMS calls, then I image that the city will have to pay all my medical bills that I have because I am broke down old man from riding the EMS truck. I would encourage any of the city council to come ride EMS for 24 hours at a time for at least 3 to 5 shfit and see what we have to go through. I just want to be able take care of my family when am able to retiree. Thanks.

I think the fact that there is a time served AND an age requirement will be detrimental to those in the field such as fire rescue and police who get hired with the city at a young age. This will force people to work longer and also be prone to injury as once they are eligible for retirement they can't, because of lack of health insurance.....Please remove the time AND age requirement.

This may not affect me personally but I think that if someone does 30 years no matter what their age may they should get the same benlfits that I get NO MATTER WHAT THEIR AGE IS.

I think that if you do 30 years of continuous service with the City of Greenville reguardless of your age you should be entitled to your health benefit. I know that something has to be done to make up the short fall, but there should be some consideration to the 30 years of loyal service. Thank you

I feel as much as we respond to emergencies and risk our lives each an every day, we should be compensated at the end of our careers. On most occassions we are up all night and are expected to perform at a high level despite if we get any sleep at all, we should be rewarded at the end of the day.

I understand the stance of wishing to save money within the local government body, however at some point you have to look at your environment and the type of employees that you have. Currently, I believe the city has a proactive group of employees that not only strives to work hard for the city, but really pushes the value of great customer service, and in my opinion, if the customer is not mentioned in any of this and the type of treatment they may see due to the change on benefits from the employees than I may as well quit today. Great customer service is the reason we are here, and if we fail to provide that because were upset with the employer and the fact that they are cutting benefits, than we are failing as a organization. I came to work as a city employee at the age of 18 years old as a firefighter. The reason for joining the workforce at such a young age was so that I could retire at the age of 48 years old with 30 years of service to my department, its members, and the community. I chose to make it harder on myself as I have worked while attending college, raising a family, knowing that I can retire at a early age with good benefits for myself and family. I am asking to please not cut these important factors of what it cost us as employees for health insurance, or having to go until age 55 or 60 for reduced rates. Firefighters die young, and some of us may not even have a chance to enjoy retirement if these important benefits are cut. I have chose to LIVE a 3rd of my life at a fire station partly because I know what awaits when I retire. This is not what I had in mind. The city also has to see that the turnover rate is going to increase and the quality of workers are going to decrease with the cuts proposed. I don't know about you, but I want the best possible person available to come and get me when I'm trapped in a fire in the middle of the night. The sad thing is again the customer who lives, works, and plays in our city is going to catch the brunt of the decisions made. Please consider these things when making a decision and save our benefits.

I understand with how the economy has shifted in the past years that changes need to be made. What I don't understand is why the city is not doing everything they can to save money and take care of their employees at the same time. Maybe they are but we just don't see it. The proposed plan gives good coverage to you when you turn 60. So I would have to work for the city for 33 years to get the 95% coverage if I am understanding it correctly. Ok...I am one of those employees that wanted to be a firefighter for the City of Greenville before the job even opened up...And I am one of those employees that plan on being at this department for my entire career... So 33 years, even though it was not my original plan, is do-able. BUT...then when I turn 65 you are going to take away my decent coverage and give me \$250 bucks a month as a stipen. So for giving this city 33 years of my life, risking my life for the community, trying to make our community a safer place to live, and so on...you are telling me that after 5 years you are taking away my benefits. 5 years... Never mind the poor coverage from 55-60 and the YOU DO NOT QUALIFY UNTIL YOU ARE 55 part. I just can't believe that this is all there is to offer. If it is then I will just deal with it, but there has got to be better options out there. I love this department and my career as a firefighter and would hate have to find something else because of benefits. When I was hired I was presented with a benefits package and pay range...and now its being taken away just like that.....There has to be something better out there. We give the best care to our patients and the best fire prevention, fire attack, and lifesaving rescue ops that we can for this city...Is this the city's best???

I think the City changing the plan after I have been an honest and hard working employee isn't fair. The City expects me to work under the conditions I was hired, but,the City can change and conduct itself unprofessionally whenever it wants. The City isn't handing out raises or cost living increases. Now you mess with my Retirement. So, if I have been here for 15 years, I get the same old GOOD Retirement Plan....Oh! and also LONGEVITY!!!

Though my time with the City of Greenville has been far less than that of my fellow firemen, I am STRONGLY disappointed with the "proposed" benefit change. When I signed my contract to work for the City of Greenville, I signed it with the "FULL" intent of its benefits package that came with my job. To now have it possibly altered to such an extent would put a damper on both our financial obligations and department moral. My signing of the contract was legal documentation that I would be receiving the benefits as noted in the paperwork. My proposed change would be to add an additional 3% to every billable call that Greenville Fire/Rescue personnel respond to.

We all understand that times are hard and something must be done. I just wish that ALL options be reviewed so we make the best choice. We have come up with a few plans to help with the costs and presented them to a few coucil members.

I do not feel that all the options have been explored, leaving us with a final option of losing our retirement benifits. Cpt. Ahearn sent an email concerning a few excellent ideas of haveing some of the funds earned by our EMS system be payed towards our retirement benefits that way the City of Greenville is in less of a financial strain. I think with everyone giving some ideas we can come up with an option that allows everyone to come out on top, rather than having a city break its promise to it's employees and employees losing a future medical fund that they were relying upon.

As a young, new, employee I am concerned about my future. I would like to see more alternatives than merely stating there will be no coverage at all. I would like the option to purchase my own coverage at a reduced rate, if necessary. There is not much more I can say due to the information about the changes not being as easy to access as I thought. The chart does not give much information.

Seriously, there has to be another option. City employees should be treated as well as council members and GUC board members. Why aren't their retirement benefits in jeopardy?

Had it been consider asking employee to contribute more that way we could keep the same coverage?

There has to be a better option for the current employees Retirement Benefit Proposal A Finance our projected retirement benefit expenditures by adding and earmarking an additional three to five percent to every billable EMS call that Greenville Fire/Rescue runs in the future. 7/1/2009 – thru – 6/30/2010 EMS Calls Ran 14,317 Billable Calls 10,520 Average Cost per Call \$356.00 to \$416.00 (not including the mileage fee added to every transport) Using just the \$356.00 cost per call Greenville Fire/Rescue generated \$3,745,120.00 Earmarking an additional 3% per billable call will generate \$112,353.00 per year to be used exclusively for the rising cost of health care for the employees of The City of Greenville. This will more than cover the projected cost of our current retirement benefit package. Increased Percentage Revenue

Additional Cost per Call	3%	5%	4%
\$149,804.80	\$112,353.60	\$187,256.00	\$17.80

Benefit Proposal B Finance our projected retirement benefit expenditures by adding and earmarking an additional \$15.00 cost to every billable EMS call that Greenville Fire/Rescue runs in the future. 7/1/2009 – thru – 6/30/2010 EMS Calls Ran 14,317 Billable Calls 10,520 Average Cost per Call \$356.00 to \$416.00 (not including the mileage fee added to every transport) Using just the \$356.00 cost per call Greenville Fire/Rescue generated \$3,745,120.00 Earmarking an additional \$15.00 per billable call will generate \$157,800.00 per year to be used exclusively for the rising cost of health care for the employees of The City of Greenville. This will more than cover the projected cost of our current retirement benefit package. Conservative Projections 1 year \$157,800.00 5 year \$789,000.00 10 year \$1,578,000.00 15 year \$2,367,000.00 20 year \$3,156,000.00 Retirement Benefit Proposal C Finance our projected retirement benefit expenditures by billing insurance companies for motor vehicle collisions that are mitigated by Greenville Fire/Rescue personnel. Many fire departments throughout the country bill the motor vehicle insurance companies for cleaning up the aftermath of a collision. It is not uncommon for the billing to include the cleanup of motor oil, transmission fluid and other hazards that result from the average traffic accident. These bills are sent directly to the insurance companies. They range from \$200.00 up to \$500.00. In 2009 Greenville Fire/Rescue responded to and mitigated 697 traffic accidents. In 2010 there were 598. Year \$200.00 \$300.00 \$400.00 \$500.00 2009 \$139,400.00 \$209,100.00 \$278,800.00 \$348,500.00 2010 \$117,800.00 \$176,700.00 \$235,600.00 \$294,500.00

Retirement Benefit

Proposal A

Finance our projected retirement benefit expenditures by adding and earmarking an additional three to five percent to every billable EMS call that Greenville Fire/Rescue runs in the future.

7/1/2009 – thru – 6/30/2010

EMS Calls Ran 14,317

Billable Calls 10,520

Average Cost per Call \$356.00 to \$416.00 (not including the mileage fee added to every transport)

Using just the \$356.00 cost per call Greenville Fire/Rescue generated \$3,745,120.00

Earmarking an additional 3% per billable call will generate \$112,353.00 per year to be used exclusively for the rising cost of health care for the employees of The City of Greenville. This will more than cover the projected cost of our current retirement benefit package.

Increased Percentage	Revenue	Additional Cost per Call
3%	\$112,353.60	\$10.68
4%	\$149,804.80	\$14.24
5%	\$187,256.00	\$17.80

The City of Greenville like many other cities is having to deal with this difficult economic period. The few options that council has present or considered are short sighted and driven by agendas that are not benefical to the city, it employees, or its residents. City council must understand that to do what's right is not always easy. This is an issue that many hope will come and go and think will be forgotten. I assure you that this issue may be one of if not the most important decision of your term. This issue will have a lasting effect on many peoples lives. City council knows what they are presenting is morally wrong and is a easy way out of thier resopnsibility. I am proud of being an employee of the city of Greenville but I am ashamed of the lazyness of council. Your job is not easy nor should it be taken lightly. Firefighters have gone beyond any expectation to assist council with this problem, but council has been dismissive and less than honorable about thier motives. Firefighter Conklin has presented 3 options for resolving the temporary crisis. Council keeps using junk numbers to present their case and dismiss any options that have been presented. I would advise council to take their decision very seriously because people will view your legacy not by what you did when your choice was easy but rather what you did when your choice was hard. Again I am submitting to you the 3 options a firefighter came up with in less than a week. These options are sound and are attempts to solve a problem. Council on the other hand has chosen to steal what they have promised and chose to try a permanate solution to a temporary problem. Consider this what would the city do to an employee that promised to do their work, did not do that work, then that employee lied about the work they did, then the employee stole from the city. You would demand termination. This is the view the city of Greenville employees have of our city council. Unfortunatley we have to wait for election day to recommmed termination.

Please consider the options of the proposals listed below:

Proposal A

Finance our projected retirement benefit expenditures by adding and earmarking an additional three to five percent to every billable EMS call that Greenville Fire/Rescue runs in the future.

7/1/2009 – thru – 6/30/2010

EMS Calls Ran 14,317

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Average Cost per Call \$356.00 to \$416.00 (not including the mileage fee added to every transport)

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Earmarking an additional 3% per billable call will generate \$112,353.00 per year to be used exclusively for the rising cost of health care for the employees of The City of Greenville. This will more than cover the projected cost of our current retirement benefit package.

Increased Percentage	Revenue	Additional Cost per Call
3%	\$112,353.60	\$10.68
4%	\$149,804.80	\$14.24
5%	\$187,256.00	\$17.80

These changes do not speak well for current (<15 yrs) and future employees. There MUST be other options (see Frank J. Conklin's ideas) for funding. Furthermore, there are many construction projects now going on in the city, as well as projects in the near future that could be postponed until the economy gets better. One of the city's top priorities should be its current and future employees. This will enable the city to cultivate its current employees, as well as to better attract future talent.

I believe the city should take another look at other options for funding this benefit. I believe that there are other options out there that would work better and these options have not yet been evaluated or entertained.

In the better interest of current and future employee's, let's find a better solution to this issue.

God's Peace,
Jude Schroeder
Fire Rescue I

I am a vested employee however I have less than 10 years.

I regret decision's like this have to be made, however they do. To keep cost control the City does need financial planning . This just seems I will have to work a little longer than planned. Certainly I hope employees do not have all their eggs in one basket . I was always taught growing up to look after yourself and if extra's come along , appreciate and use them wisely.

I do however think there are areas we can cut cost: Car allowances, clothing allowances, sick incentive, service awards, large retirement parties, longevity.. maybe we should start here first before health care cuts...

I do appreciate all the city does give me in benefits everyday. Thanks for all your hard work , you are taking step by step , doing the right things. Best of Luck in your decision

I'm against OPEB. There are other ways to cut cost such as cut the salaries of our higher paid employees.

Has any consideration been given to raising fees that the City provides to its residents to offset the "shortfall", or fund the monies required, so as not to alter the benefits.

And if not, Why?

I believe the City of Greenville can find other avenues to save money, other than cutting benefits of its employees. The city should open its ears to hear other suggestions on how to save money or even better how to allocate it. Also it's hard for me to believe that the city is that short, for one the employees of the city haven't received a raise in three years were's all that money saved gone to. When was the last time the City of Greenville increased its fees such as building permits, garbage, storm drain, code enforcement, EMS transports, Fire inspections. The increase to these fees do not have to be so drastic so that it would upset the tax payers or VOTERS of this city, but could help improve the City's revenue.

I have only been with the City for a few months and I am not currently aware of the proposed changes.

I am unaware of changes. I have just been notified that a meeting is currently being held and will over the next two days.

We have not been informed as to the changes for less than 5 year employees!

This is not what was promised under initial hire contract.

I think it is very unfair to our law enforcement officers who have 12 and 13 years in here at the Greenville Police Department. These officers were told that health insurance would be part of their retirement. The City wants vauded employees, but it doesn't seem to want to treat their employees that way. In situations like this you have a decrease in moral and this makes things go down hill for others. I think if the health insurance changes it should change at the point of new hires from that date onward. Thanks!

I was hired under the understanding that I my health benefits would be paid for after retirement. With the economy going in the direction that it is, I'm sure that heath care will be astronomical, and will be hard as a retired person to support that benefit. I feel that that the city is going back on their word and has presented a false hope for its employees.

I personally feel that I as an employee am being cheated. If the City of Greenville is allowed to back out of an agreement that was made upon my employment, I should be allowed to do the same. Therefore I should be allowed to drop my car seat technician certification, my EMT certification, gain 200 lbs and smoke cigarettes!!! There are other ways to go about making changes to our benefits without making many of your employees disgruntled. As it stands, I will have to work an additional 7 years. The city could bring in another person and pay them much less than I would potentially be making. Not to mention, I would be more at risk in my career as a firefighter than most. Wouldn't that put the City more at risk for a workman's comp case? This to me just seems like the City trying to take the easy way out instead of using common sense about this matter!

I am very concerned at the direction that the council is taking our benefits. When I was hired I was told that if I put in so many years of service that I would get certain benefits in return. I was very pleased and comfortable with what was offered and I made the decision to stay with the city. It angers me that many like me throughout all depts. are forced to work multiple jobs to live comfortably. It has been said that Greenville is a very progressive city and that it's a wonderful place to live and work. This is true for the most part we are very progressive, and it is a nice town but nothing stands out. It makes me wonder that in today's times how many outstanding employees will choose to work beside us if we can't be competitive. With all that said please consider the 3 options placed before you at the May 9th/10th meeting. God bless and please vote wisely.

I think that we should have our full retirement benefits because that is what we all were promised. The benefits is the reason why so many people took a lower paying job. It does not make sense that you take it away from us because then we will have to work till 65 or 67 years old in order to have benefits. If we have to work that old you will not get as much progress out of us and pay us still a higher salary. What's the purpose of living if I have to work at the old age? I'm not living I'm just existing.

I think that it is unfair that the city would decide to change the benefits for an employee after their hire. My benefits were understood at the point I was hired and were part of my decision to work for the City of Greenville.

I don't agree with the new proposal. When I got hired here, I was given a certain set of benefits. That was one of the deciding factors for me to come work for this city. The benefits were much better here than where I was employed before, and now it looks like they are going to be taken away from me and my family. I think that a HUGE change in our benefits (future) will cause a lot of us to look for jobs elsewhere, where the benefits that are supposed to help us when we retire after 30 years will not be changed after we have been hired. Furthermore, it will be hard for you to replace a huge loss in the work force here when potential employees see what benefits they WANT to be receiving! If you want to make the change in the benefits for new employees from here on out is one thing. But to take them away from employees that received them when they got hired, IS JUST WRONG!!!

I question the whole thing in how you sign a contract when you're hired but then go back on it? That's not how contract law works.

I disagree with this proposal. I was hired under a specific contract and I believe that the City of Greenville should honor their contract like we have to honor ours. If the city violates this contract it will discredit the validity of this municipality.

I feel that it is very bad business to lie to employees when they start and offer a benefit and then take it from them to save money. We provide a service when everyone else is sleeping in the city in a very stressful environment that is both taxing mentally and physically. I believe that everyone that is promised something should continue to get the benefit no matter how long their service because they are people that left jobs making more money just for benefits to now have them taken from us. I saw a trend during the slide show in which the city manager went faster when he hit a certain screen. Anytime that the city decides to cut benefits they can and will!!!!!! WHAT'S NEXT???? PENSION???? 401K contributions????

I'm probably the only person in this category, so I'm not suggesting the proposal be changed on my account, but as someone who already had over 30 years in local government when I accepted the position here, I gave up my OPEB benefit in the other city, at the time believing I would be eligible to purchase health insurance coverage through Greenville after retirement by paying the full premium myself. Unfortunately, since I have not yet worked here 5 years, that no longer appears to be the case since it is unlikely I will reach the 20 year milestone a second time.

This is an injustice to all city employees if this is passed. When I sought and gained employment with the COG, I entered into a contract with the COG. The city has certain expectations of me regarding my employment and in return I have certain expectations of the city. At my time of employment, I was offered these benefits which swayed my choice of employment to work for the COG. Now these benefits are being taken away from me. I feel like this is a breach of the contract I entered into when accepting employment, as my job duties have not decreased. In fact, they have increased and will continue to increase. If this is passed, there will be no incentive for people with less than 15 yrs of service to stay with the COG. This is not fair to employees who have devoted years of their lives to the city but haven't been here at least 15 yrs. Also, in turn this will result in a huge turnover of the employees affected by this and then the city will have to pay to hire and train new employees, resulting in less experienced and vested employees representing the city. The only fair way to pass this is to make it where all new hires do not receive benefits. This stinks for new hires, however they will at least know what they are walking into and can choose to accept employment or not, but they are at least aware of the benefit situation. I think that this is an insult to current city employees and shows that the city does not protect or value its employees much. I do understand the fact that the economy is poor and that the city does not have the money to pay for increased health care costs since many baby boomers are ready to retire, however the baby boomers have been the same age and retirement dates were already known at the time of their hire. This should have been planned for better, but since it wasn't, the younger employees who are just beginning their careers and the recent hires are having their livelihoods taken away.

Who does someone who was told they can retire after 30 years of service have to continue employment another 5 to 7 years just because they haven't reached 55 years of age

Being a new member to the Greenville Fire/Rescue Family, I was promised upon being hired about having benefits after my retirement. As I was promised, these benefits were to be paid on behalf of the city. This was a main reason that I agreed to take employment with the city of Greenville. Not only does this affect myself, but my wife and daughter as well. As I would have to pay for my whole family after giving the city of Greenville thirty years of dedication. The proposed change would have me working multiple years past the standard thirty years of retirement to receive the benefits that I agreed to upon employment. At this age in this position, an average person would not be able to perform this job at the same level that is needed. A solution to the financial problem has been proposed, and would not take money from the city to make this plan work. This new solution being proposed would be able to be covered by the fire department alone. If other departments within the city also "found" lost income, this issue would be able to be resolved in a reasonable fashion. There are things that we as a fire department have done without to include; merit raises and cost of living raises over the last few years. The benefits after retirement is one thing that we do have left, and now that is being threatened to be taken away. Once again upon employment with the city, it was a verbal contract promising these benefits.

I think that the proposed changes should affect any new employees that are hired. I do not think it should affect the employees that already work here. When a current employee came to the City, they thought they were getting a certain benefit package. After they have taken the position and started working here, the retirement options are being changed. I don't think that is fair to the people that already work here. People do not want to work for 35 to 40 years before they can retire with health insurance. I know the plan is 55 or 20 years but the amount being paid is only 50%. That can still be expensive for a person to pay for their health insurance.

I understand the city's need to restructure their retirement benefits package. What is concerning is that when hired by the City the benefit package and contract that I signed guaranteed me full coverage if I meet the requirements of years of service when I retired. Any change to my benefits package would be a breach of contract by the city and I would support a law suit. The only fair solution is to pick a hiring date in the future and have the benefits package in place for those employees hired after the "cut off" date. Very much like the city had to do with longevity pay several years back.

With the proposed changes to OPEB I will have to work 32 years with COG to receive any type of health insurance benefit. Even with 32 years of service I will only be receiving a partial benefit under the proposed plan. When I was hired in February 2003 I was told during my orientation that I would be vested in the city retirement system with 5 years of service and vested in the city insurance with 20 years of service. I realize that change has to occur over time but I do not believe this is a positive change and the right direction the city needs to go. I believe if this current proposal is adopted the city will continue to contribute to the decline in employee morale and work environment. One suggestion would be to adopt the plan suggested by EMS Specialist Frank Conklin of raising the cost of EMS calls in the city. A second suggestion would be to adopt the current proposed plan for new hires and continue with our current policy for employees that already work with COG.

Due to the upcoming changes in the OPEB, I think it is unfair to change the ones that are already current employees because when you are hired on you are expecting these benefits. The benefits is what attracted me to the City of Greenville because I was currently receiving State benefits and they were good but, I was still young and searched information on the City and found that the benefits were far more better than the state's benefits. If I had known at the time that the benefits would have been changing speaking of the OPEB I could have stayed with the state and only maintained 10 years with paid health insurance. Now I have come to the city thinking that this is where I want to retire and now will have to pay 100% total of my health insurance and work even longer. To me it isn't fair that new ones can come in on the same benefit that I have and I have been here for years. It should be grandfathered in for your current employees at least that would get some portion better than none at all. That makes people not want to retire with the city because of no benefits, this will not attract people to work with the city if you do not take care of your employees. I think you should reconsider for all current employees because it least the will know when they are hired that they will not receive this benefit because when I signed on to the city I was expecting this benefit for life not for it to be taken away. Paying 100% of your health insurance in 20 years will not even be affordable to employees you could get on your own somewhere cheaper than paying through the city. Please reconsider of taking care of your current employees

To make this fair, from new hires on should be the change. The benefits that I was hired under was part of the reason I came to the city. It was part of my package. To take that away is not right. This affects the majority of city employees. Start from this point on, don't go back. It's not fair.

I know the "start" date has weight bearing on it. Other municipalities have already taken the stance about the health benefits being a burden in the future. They have used the date as of when this would take affect. Using the "tier" system pretty much says the city does really does not favor employees with 15 years or less of service. Let's just use this year, 2011. With July starting the new budget year, use this as our benchmark, and begin that all new employees hired after this date would start the new "tiered" system. Have it in the new employee benefits package. Right now, employees feel that we were hired with a health care package that was something to look forward to and want to stay for 30 years and serve the city. City employees now are kinda falling back into the old boat of the private industry sector. Why would an employee want to stay knowing he or she is going to have to work an extra number of years and still not get the same healthcare benefits we were promised.

Thanks

The need for change is clear. It may not be possible, but it would be the right thing to do to have this change only affect new hires. When we applied for our positions and when we were hired, we were told about the benefit package and I do not believe at anytime we were informed that the benefits may change for the worse during our employment.

Workers are drawn to government jobs because the benefits offered are often enough compensation to offset the lower wages that are paid. The proposed plan that you, the City Council is considering adopting will reduce healthcare benefits enough that most of this will be lost. There will be no advantage that the City of Greenville will be able to offer to compete with the higher wages offered by the private sector. I do realize that our country is in a depression, that jobs are scarce everywhere but this will not last. Just like every depression, this too will pass and our city will not be able to draw in the best applicants for future positions because of cuts made to benefits when times were bad. I do not know if I will be able to recommend to others that they should come and work for the City of Greenville if retirement benefits are reduced. Not out of spite or malice, I love this city, but because I can't see recommending a 22 year old to come and work with me, fight fire by my side and ride this ambulance for 38 years, until you are 60 years old without even being able to tell them that their retirement will be compensate them for their dedication and service. I'll tell them to find a federal job and retire in twenty years or go into healthcare where they can make enough money to set some aside for retirement.

We can also expect retention of current employees, something we already have trouble with throughout many of the departments in the city to drop. There is the private sector to contend with, other local governments, state government and federal. What will the City of Greenville have to offer over this competition?

What I cannot get off of my mind is being told by the city that there is no money for our healthcare in retirement but then I see wasteful spending. I've heard 13-18 million dollars is projected for the Town Commons and River Park North, something about a ferry and improvements. I realize some of this is grant money but I know it cannot all be. How much will that project cost taxpayers? I was referring to local taxpayers but grant money is also tax money. I cannot see the worth of this project, not in today's economy. Perhaps at a later date, after this depression but not now. I'm sure millions of this is federal tax dollars but ask yourselves is this project truly worthwhile? If not, give this money back, make it a national story and headline it by saying put this money towards our national deficit. If all levels would do this a difference could be made. This could end our depression, starting at the local government level and setting an example for the rest of the nation to see. There is another project I have heard rumor of but I have to admit I don't know anything concrete but I'm sure all of you do. A multimillion dollar basketball emporium? Then there is the project going on downtown across from Cubbies...Please, City Council, look at expenditures and cut out projects that are not necessary before you hurt your employees in their retirement. All of the City of Greenville's current employees took this job and were promised healthcare coverage, during their thirty years (maybe forty now) and in retirement. A promise was made and a contract was signed. I feel that the City of Greenville should make every attempt at keeping her word. As I mentioned before, this depression will pass. Things will be greener for everyone, including the City of Greenville and her budget. Let's cut out other, unnecessary expenses first and look for more solutions before taking from your employees a hard-earned and needed benefit.

When I took my job with the city I received less pay than some of my fellow college grads that went into other areas of the work force. I was OK with less pay starting out, because I knew I would have insurance after I retired and this would make up for the lower pay I receive during my working years. I feel like the ideas and input that GFR has put together would more than satisfy everyone, this was the general feeling that workers here and attorneys that we had talked to seem to think at this time. I hope that the City of Greenville will do the right thing for the workers that keep this city running day to day.

I feel that I was hired with a package of benefits that was part of my compensation for doing this job. I have seen those benefits dwindling for several years with the caveat, "The City will be bankrupt if we don't cut certain things." Now, I am told that I am losing many of my retirement benefits, as well. Yet, the whole time, I see the City spending money and financing the welfare of the underprivileged within this community at a cost of millions of dollars that in the end, accomplish nothing but having the same group expect more and more. Then, there are the beautification and improvement projects ongoing throughout the city that truly provide nothing but something pretty to look at. The city council continues to make it more difficult for new tax providing businesses to come to Greenville, but give BMX Bikers the key to the City. I do not understand and I do not see why this is happening, but I do know that it is preventable. This situation is outrageous at very best. Immediate action must be taken to provide for the welfare of this city's employees as they provide for the safety, cleanliness, security, and infrastructure of the community at large.

It's a little disheartening because one reason I left my old job to work for the city was for the benefits. However, I am a long ways from retirement anyway. The changes will put me retiring a few years later though. I wish there was another alternative but at least we still have jobs and have not had pay cuts.

I think it's very dishonest to take away what was promised when hired. If changes like this are going to be made, they need to start as of July 2011, with NEW employees. I always thought my benefits with the City were secure, but I guess I was incorrect.

I am personally and professionally disappointed in the manner in which the City of Greenville's City Council has chosen to address its OPEB obligation to their employees.

While it may be legal, it is an unconscionable breach of faith with City employees. City Council has chosen to do the "easy wrong" rather than the "difficult right." No other North Carolina local government has chosen to solve the dilemma of OPEB funding by revoking the benefit from current employees. No amount of consultants can convince me that the City could not meet the terms of employment, agreed upon by both sides when employees were hired, through a combination of a sliding scale of City percentage contribution to retiree premiums, graduated increased contributions to the OPEB trust fund, and continued efforts to decrease health care costs. Instead of punishing City employees for rising health care costs, City Council should be working with the State and other local governments to negotiate better health care rates for the 820,000 public employees in North Carolina. By limiting the pool of OPEB eligible employees, the City guarantees higher than necessary future OPEB costs. Instead it has chosen to place this immense burden on its employees, some with as little as six years to their anticipated retirement.

Aside from the ethical aspect of this decision, the City Council should consider that it is not good business. City government is essentially a service organization. This decision is an egregious breach of faith with the City's most important resource: its employees. It causes irrevocable damage to the City's ability to recruit and retain a quality workforce. It should be noted that some employees were recruited from out of state and chose to move to Greenville based on the quality of the compensation and benefit package. Considering this development, who would choose to do so in the future? How can Greenville possibly compete with other North Carolina municipalities which have lived up to their obligation to their employees?

What does this decision say about Greenville as a community when it chooses to solve a problem by disenfranchising one segment of the community in favor of another? City employees are members of the Greenville community who have chosen to serve their neighbors. This decision is incongruous with the sense of loyalty and level of dedication expected of public servants. It creates a totally undeserved and unhealthy atmosphere of us versus them when local government should serve all segments of the community equally.

The City Council has boasted that it is addressing this problem now, not "kicking it down the road", and in this manner, to prevent "burdening future generations." Those with aging parents will attest that problems like retirement health care costs are dealt with not generationally, but by families and that unjustly burdening the current generation will not relieve the burden of the next generation.

Being an employee with the City of Greenville has been nothing less than rewarding for me and my family. I have been blessed with great insurance and a decent pay check every two weeks. On the day that I signed the papers to take the job with the Fire/Rescue department, myself and 19 other employees were promised a few things. One of those things being long-term affordable retiree insurance and benefits. That benefit alone was enough for me to want to work hard and make the city proud so that in return for my 30 years of hard work and good behavior, they would reward me with affordable insurance. Now the council is trying to take that away. I have been employed now with the City of Greenville for almost 4 years. I have dedicated my life to the fire service and would rather work no other place than Greenville. The officers are very smart and treat every employee with the utmost respect. The employees work hard to make the department professional and proud 24 hours a day. While most of the city's population is at home in their warm beds sleeping, The Fire/Rescue guys are out in the streets trying to make a difference in someone's life. Whether it is by helping an elderly lady that has fallen at 3 am, or fighting a raging fire that is ripping through an apartment building full of people. With "new proposed changes" that have been brought to the table, I will have to work with the city 37 years to even begin to get partial retiree benefits at a great expense. I do not want to move myself and family to another city for employment, but I have to look at the road ahead that will better benefit us in the long run. Please take into consideration the employees that have only been here for a few years and are greatly depending on the city for a long rewarding career.

I was hired under the agreement that I would be offered post employment health insurance under the current plan. If I had been told for this discussion that was going on before I started, it would have been a major factor in my decision to accept this position. By the time I retire there will likely be no social security or Medicare programs and paying 100% of my insurance premium will take most of my retirement check. I'll have very little left for living expenses because the lack of pay raises leaves no surplus now to go to 401(k) contributions. Another option should be to pay a higher premium now to offset having to pay 100% premium post-retirement.

I do not agree with this proposal. When I was hired I was promised a benefits package. All people who are now currently employed should be grandfathered in. The City should stop wasting money on parking lot renovations for beer drinking or Free Boot Friday. Stop buying properties and then selling them for a fraction of what they paid for them.

When I was hired, I was told that at 30 years of being employed, I would be able to retire with certain benefits, now it seems that may not be the case. I understand certain things have to be done at certain times, I think the 30 year restriction is fine, but there should not be an age requirement. I will now have to work two extra years. This does not seem like much, but after 30 years of fighting fire, and lifting 300lb patients, two extra years will make a huge difference. From the presentation that was made, it seems like changes are made every 10 years, at 10 years from now, I still will not have 15 years time which means I will be affected again. I think other options should be explored such as adding extra cost to the patients EMS treatments/transport. Even if the cost only went up by \$20, this would have a huge impact. All I ask is to please allow me to receive what was told when I was hired. That is when I retire after 30 years I get health benefits.

I have major concerns with the proposed changes about OPEB.

First, I am very disheartened by the fact that if the changes go into effect, the City of Greenville will have misled me concerning benefits that were promised to me. When I was first hired, I attended a new employee orientation that explained what my retirement health benefits are. I was not notified that benefits that were promised to me are subject to change.

Another concern I have is that this change would affect current employees that have already devoted time and loyalty to the City of Greenville. If a change like this is indeed necessary, it should have no effect on current employees and only apply to new hires. This way new hires would willingly come in with the understanding of what their OPEB are.

In addition, these proposed changes discriminate on the basis of age. At this point in my life, if I put in 25 years with the City under these changes, I will retire with absolutely ZERO health benefits. My years of loyal service, not age, should determine my post employment benefits.

As an employee and resident of the City of Greenville, I will be disappointed if these changes are put into effect as they are. I have lived in Greenville for 10 years and worked for the COG for almost 5 years and I have been proud of my home. I am very discouraged that this plan is being heavily considered because the hard work and loyalty I have already placed in my career will be made insignificant. In short, I will be made an expendable resource rather than a valued member of the team I have committed myself to.

I ask that City Council and GUC take time to explore other options before putting this detrimental change in effect. Thank you.

I believe that any adjustment to the current retirement benefit plan would be unfair. When employees are hired with the COG they accept certain responsibilities and agree to continue with these responsibilities throughout their employment. If they do not, then they are fired. The COG also makes promises to their employees, including things like a safe work environment and yes, BENEFITS. Some may have even have accepted employment with the COG based on it's benefit package. I believe that if the COG believes the benefit reduction is that necessary, then it should be changed for all future employees and they should find another way to finance the program in the meantime. The city should also consider that many employees at GPD came from other agencies with many years already in the retirement system. If they had 10 years already and needed the required 20 years with the COG to retire with the promised health benefit, then they could still retire within 30 years. With the current proposal, they would have to then work 35 years for still a reduced benefit. This is no fair and not good business practice.

I was promised benefits when I was hired by the city. Now you are taking them away. The city needs to stand behind their word. Before you take our benefits please consider the proposals that were provided to you by Frank Conklin.

Our job is very stressful it robs our health in so many ways, we have post traumatic disorders, respiratory, diabetes, sleep disorders and many more. The things we see stay with us forever. We see body parts torn away and smashed up in bad trauma calls, people who blow their brains out, children who die in accidents or just poor health, family members who find their love ones dead. We have to deal with these things. These things are burn into our heads forever. These things play havoc on our mental and physical well being. Why do I do these things because I take care of my family.

I am a family man I have a lot of wants but I can't put a want before a need. A need is to clothe, feed, house, and provide care for your family. To take care of your family you provide the need first. I know the city wants to make improvements but make sure it is a need and not a want. Please take care of your family first by providing needs first, the wants come later.

When I started with the city I was given a form to sign stating what benefits I would have upon retirement. As I recall if I was with the city at least 20 years I would have the full benefit of insurance coverage. As it stands right now I could retire with my full 30 years with the state at age 52. My understanding of the proposed changes I will have to continue working until I am 60 years old to receive the full benefit of insurance coverage. Statistically most police officers' health begins to decline in their mid 50's after they have worked 30 years in law enforcement. I respect the fact that the city is trying to cut costs, but at the same time I feel that those of us who have been with the city for more than 5 years and are technically "vested" are being done wrong. As I said earlier we all signed a form which I was led to believe was the same as a contract stating that these are the benefits I would receive and to change it now would be a breach of that contract on behalf of the city. If the city was to implement this new change I believe a modification should be made that would state that anyone hired from that point on or anyone with less than 5 years would fall under the new revisions,

If we are all in this together, why can't everyone take a cut so no one has to suffer? Reduce the 95% to 90 on everyone including retirees. The military did it several time over the last ten years.

What would so bad about offering individual employees the chance to contribute money towards their retirement health insurance as an option to eliminate the cost to the city? Like a supplement policy to cover the cost difference. If 400 employees contributed \$25 a month towards a supplement that would be \$2,400,000 over the next 20 years!!!! Would that cover the overall cost to the city so that the employees with less then 15 or 20 years could still keep the health insurance that was offered to us in the beginning?

Thanks,
Larry Davis

I hope the City Council chooses an option that spreads the burden among the retirees and current employees as evenly as possible.

I feel that these changes are necessary, for the City as a whole. Healthcare costs continue to rise and I understand the dilemma.

It was interesting to know how things will change within the next few years, but since I have another 24 years before I will be eligible for retirement, it doesn't hit home yet. Maybe when I get closer to the requirements it will be more relevant.

It's much easier to be in a position of authority or power and think you know what best for your employees. I don't know any of you that have walked a mile in our shoes. We put our lives, health, and families at risk for you and the people of this city.

I think a majority of people in my situation (time served and age) will be looking for a new job elsewhere.

Although this is a needed reform to the City's System, the City should be concerned with how the final package will impact its ability to recruit employees. The City's total package of salary and benefits needs to be sufficient to attract employees to this area after the economy improves.

With the economy as it is, it seems the correct thing to do. But I am sure most people that came to work for the City was doing it for the benefits.

When applying and accepting my job with the City of Greenville, I was given information and knew the excellent benefits available as a City Employee. The work environment is wonderful and I work with a great group of co-workers. It is a blessing to work for the City and at the end of the day, know I had a part in making Greenville a great city to live in. With the proposed changes in OPEB, I have mixed feelings. I understand long term financially as citizens would see this, but as an employee, knowing that our salaries, for some, are less than our competition in the private sector, you have to look at the benefits offered to City employees as a great incentive. I would rather be paid a little less as an employee and know that my health insurance and retirement benefits are going to continue at the rate discussed and agreed upon at my hire. This economy will turn around, we are slowly seeing that change already. Like all difficult situations, this will take time, as it already has, but in my opinion, it is not worth it to make a quick decision that would impact every single employee and what they have been working for and towards. Many dedicated, hard working employees will be upset with the changes and possibly make a move career wise because of this proposed change. I would certainly hate to see the City lose valuable employees over a situation such as this. If anything, all current employees should be "grandfathered" in and moving forward, any new hire would be faced with the new proposed benefits plan. I hope the City of Greenville and our residents can see the value and opinions voiced by employees and save the benefits plan we have all worked, and will continue to work hard for. Thank you

Add an additional 3 to 5 percent to billable ems calls and that should fund the deficit.

concern:: how will this affect my ability to withdraw my retirement from the city if i retire after five years or ten years..will I have to be a certain age before i can draw retirement.

It doesn't sound good.

I feel that this is wrong

OPEB DOES NOT SOUND LIKE A BAD PROPOSAL AS LONG AS THE OPTIONS ARE GOING TO BE BENEFICIAL AND SUSTAINABLE FOR EVERYONE AND NOT JUST THE CITY. I UNDERSTAND THAT THE CITY MAY HAVE BEEN IN A FINANCIAL BIND IN THE PAST COUPLE OF YEARS, BUT THE RETIREES HAVE PUT IN GREAT WORK FOR THEIR CITY AND SHOULD RETIRE WITH GREAT BENEFIT OPTIONS.

I hope this gets read and not just trashed. My opinion means something. I am a 10 year vet. of Fire/Rescue. I am truly disgusted with the city. I thought the city was an organization that took care of its people and I now see otherwise. I am a 10 year vet and because of my age when I was hired to reach my full retirement I will have to work 41 years. I am a firefighter/paramedic and the thought of working this profession for even up to the age 50 is crazy. This is a young person's job and to have to wear 100lbs of gear in the summer and fight fire at the age of mid 20's is hard. So at the age 50 or more the risk of a heart attack is even greater which will cost the city major money. Along with that because I gave my younger years and started early I am faulted to have to work longer than some. This is truly unfair and shows where the city stands on its people. But as long as the city is aware that by doing this it will decrease the level of care that the citizens will get. Now you will have a bunch of older folks trying to do this job and it is just not possible to do. Also the young folks like myself will be forced to find jobs that will give us better benefits. Next to see how hard it is come ride along on EMS for a night and stay up all night and go into areas where it is dangerous just to help a stranger. Also lack of sleep is dangerous to your health and takes time off your life that is a fact. Next come put on the turnout gear and work in a 100 degree plus environment and see how it affects you. I put my life on the line every day and to get this treatment is belittling to me. All this because the city wants to save money. There is other ways to save money. We don't have to take away from our employees. And what firefighters and Police officers do on a day to day basis is a lot for the city. I understand the city is a business but there is ways to save money other than this. For example raise taxes, charge for false fire calls and false police calls, charge more for parking, charge more garbage pickup. These things are small but it will help. Also maybe not pay such high salaries to administration. I think if the citizens of Greenville knew what was happening they would take a tax increase to keep quality care vs. worse quality help. Thank about what you are doing to your people. Instead of what you are doing just say from this point on stop the medical benefit. Just give me what you promised 10 years ago when I signed my papers to work here. And don't punish me for starting my career at age 19. The option for me is 37 years of service and only 75%. There is no way possible I can make it to 41 years which is full retirement for me. Which that is what you guys want cause it will cost you less. If I would have known this I wouldn't have taken the job at age 19, 10 years ago. I would have waited to age 25 to start and get 75% or age 35 to get full. So really my first 10 years doesn't really count. Like I said now the job only appeals to older folks. That's not good in a young person's profession. THINK ABOUT IT AND LOOK OUT FOR YOUR PEOPLE CAUSE YOUR PEOPLE WILL LOOK OUT FOR YOU!!!!!!!!!!!!!!!!!!!!!! Take some more time and figure this out a little better.

Also my Name is Wesley Taylor. I want you to know who I am and how it affects me. Thanks for your time.

My concerns are when I was hired I felt safe that I would have a retirement plan and insurance when I retired. Now it seems as one of those is going to dramatically change. This terrifies me at my age and with the amount of time I have already put into working with the City. I know different options are being studied, but none of them are to my benefit. I wish the council would reconsidered the time that they are considering, I think changes should only be made to those that have less than 5 years since they are not vested.

I am very concerned about this issue. I have dedicated 14 years to the City thus far and am really bothered that so much can change from what I was informed at the time of being hired. When hired I took the information regarding OPEB as a form of a contract, now I have possibly lost 14 years of being able to invest in other areas to compensate for this possible change. I do not fault the thought of needing to change the process, but like other programs, I feel it should begin with the new employees hired after a decision is made.

Over the last 3 years, it has felt like employees are being punished for something. I can understand the merit and cost of living freeze due to the economy, but I would also have liked to have seen a freeze on many of the public projects (those not associated with infrastructure). How can you fund "beautification" projects if you are so concerned about current employees established benefits. Another area I feel I am being punished is the tiered proposal. If I am able to fulfill 30 years with the City, I will be 54 years of age. So in order to get the same benefit I was promised when I was hired, I would have to work an additional 6 years with the City.

Again, I do understand this is an area of concern, but I strongly feel something else could be done rather than a tiered system for existing employees. I would like to see more options for current employees rather than a 15 year cutoff, and maybe the tiered system for new employees.

If this option is approved, would an employee have an option of "cashing in" vacation and sick leave time if they had enough to meet the 15 year limit? If the City was promised millions of dollars for meeting goals, programs, training, etc. and then at the last minute the money was taken because of other noted priorities, the City officials would be irate due to the investments made in those programs hoping to use the promised money to pay for the investments. Simply put, I feel something I have worked to obtain for 14 years (in hopes of completing 30 years of service with the City), is about to be taken away from me.

If so much discussion has taken place surrounding this matter, why haven't special committees of employees been formed. All the information that has been presented has been done to "keep us informed" but not to fully allow open discussion about the options.

People who have no investment in this retirement system will be making a career altering decision for many employees. Please continue to look into this matter.

It would not be so much of an issue if we had pay raises or cost of living increases I could increase my savings or up my 401K to help cover some of the additional costs at retirement

I will only be 49 with 30 years of service and if I undersatnd the proposed plan correctly I will not have any coverage until I reach age 55. I feel like this is not fair for me to be punished because I started working at a young age. I personally think if you have a full 30 years of servlce you should get the 95% coverage at any age.

I have been with the City of Greenville for 10 years and have been a strong advocate for how well the city treats their employees. Until now I have had little to say about no merit raise inspite of my good work. I have had nothing negative to say about rising health care cost when my my net pay has accuately decreased because of no merit increase. This is because until now city government has been fair in controlling the economical bleeding of a failing economy.

I was verbally promised and in written documentation in 2001 that I would recieve OPEB benifits after 20 years of service at the 95% coverage. Ten years later the City of Greenville has faulted on a promise made to me and many others.

I understand that the OPEB bleeding must stop, but the proposed way to stop the bleeding is questionable. I suggest that new employees be effected by the change much like the longetivity program.

When I began my denied participation in the longetivity program. I excepted the terms at the time with a clear understanding. At the same time, the City made a promise to provide 95% OPEB coverage at 20 years of service.

I believe in old fashion principles. I was raised on a farm where a hand shake and a man's word was good as gold. The City of Greenville has failed me and my family and gone back on their hand shake. You should be ashamed to treat your loyal employees with such disregard.

Please consider making the new changes for new employees. The cost will decrease as many of over half of the current 726 city employees will most like not retire from the City and have 20 years of service which will achieve your goal without affecting those that chose to stay and workout the promise we made the City years ago.

Hold up your end! We are holding up ours as we said we would do.

I attended an OPEB discussion session today, 4-19-11. I voiced my concerns in the meeting with Mr. Moton. I have two primary concerns regarding the proposed plan of action:

#1:

The proposal creates a mandate of 55 years of age to retire and receive healthcare benefits. If this goes into effect on 7-1-11 I will have been employed for 14 1/2 years. With that in mind i will then have to work until I am 55 years old to receive benefits. This would not have been the case under the conditions in which I was hired. I will be eligible for full retirement at age 52 due to my start date with the city. In addition, I have obtained a perfect attendance record my entire career. I might have even been able to retire earlier based on sick leave/vacation/etc....

All this being considered....if a person comes to work with the City of Greenville at age 30 and completes 25 years of continuous service they will be entitled to the same benefits that will now take me 33 years to obtain. I feel that I am the more loyal employee and will have not only give the city my youth but also eight more years of service than that person who "plays" the system. This is fundamentally not sound, in my opinion, and sends the wrong message to our employees.

#2:

Law Enforcement and Fire (Public Safety) is a different kind of service profession. In addition to the physical demands of the job, the mental pressure is much more intense than in other city capacities. There are not very many positions in either the Pollice Department or Fire Department that create a friendly work environment for an older person.

I completely understand that arguments can be made for any position within city goverment. I think it's important that we make the right decision and not overlook the fact that these professions are different and that through a person's own decisions and sacrafices they choose the line of work they pursue.

Lastly, I do sincerely thank our city staff for explaining this process as completely as has been done. I urge those making this final decision to consider the points addressed in these comments and consider looking deeper into a plan that may address individual aspects better. I think that with minor adjustments it can be more fairly addressed and will still yeild the desired results.

Thank you.

I am an employee of the police department and have been a loyal city employee for ten years. When I was hired, I was told that I would retire with full medical insurance at time of my retirement, so long as I was employed with the city of Greenville for 30 years.

I do not think it is fair to change the medical retirement benefits in mid stream to satisfy a budget crisis. I do understand the city has to make cuts to make ends meet. But to take the most important benefit away from loyal employees is unfair and unjust.

I think the fairest way to handle this is to make it effective with new employees with the city of Greenville. That way, a new employee can make his/her own decision as to whether to work for the city or not. All current city employees should be under the grandfather clause and receive full medical benefits upon 30 years of service.

Many employees could possibly leave and seek other employment that would cover their health insurance upon retirement.

Thank you for your consideration and please do not take our health insurance away upon retirement.

My hiring packet shows medical benefits paid by the city after completing 20 years of service. A change will be met by attorney's and a law suit.

I am very concerned about the proposed changes to our healthcare. As it stands in your proposal I would fall short of the 15yr. mark by 3 months. This means to get 95% coverage I must be age 60. I am asking the council to look at public safety differently. Firefighting and performing EMS tasks take a toll physically and mentally on an individual. I could not imagine fighting a fire at age 60 and doing it safely. An older workforce could mean a greater liability and more individuals going out on disability.

When I decided to make firefighting a career I knew of the dangers, but I knew the benefits I would be receiving for my service. The city manager said "we have an obligation to the employees with 20 years of service." What about the employees who have given 8, 10, or 14 years?

As I drive around Greenville I can see the new sidewalks, the beautified parks, and the upgraded parking lots. As a city employee and citizen I hope the council considers taking care of their employees in the same manner.

I applied for a job with the City of Greenville under the belief that I could work 30 years, and then I could call it a career with a retirement package that included OPEB. Now, eleven years later, I am being told that I will have to work an additional 3 years just to reach the 75% coverage tier where OPEB are concerned. I understand that we are going through a time of financial instability, and I would be the first to admit that the City has provided above-par benefits, but that is exactly why I wanted to be an employee of the City of Greenville. I could have found jobs elsewhere - in the private and public sectors - but, I thought the City promoted the best opportunity that would ensure I could take care of my family and myself for many, many years, extending through retirement. Now, people who have little, or nothing, resting on the options being discussed are making decisions about my financial future, and the future is not looking bright. I have had conversations with numerous individuals who are employed by other jurisdictions or companies that have been faced with similar circumstances. I have learned that almost all of their employers have grandfathered in existing employees, and specified dates have/had been set as cut-offs to new hirings. At least new applicants will know what they are walking into, and that, to me, seems to be the fairest of all scenarios. I would not be as worked up about the issue if I had not have seen new job postings during the last couple of years while we have been in this "financial crisis"; if I have not seen the City spend money on projects that, quite frankly, could wait until the economy was back on stable ground; and if we were not going on our third year without merit OR cost-of-living raises. I would gladly give up my merit raise if annual cost-of-living increases could be reinstated, and if we would receive our OPEB as we were informed when we were hired. Lastly, of all the updates I have read, of all the City Council meetings I have watched, I have yet to hear any of the Council members say that they would serve the City in their positions without being compensated. Their seats are a second job or a retirement job to each of the members, and if they truly cared about the citizens, the City and its financial standing, then why has that not been point of discussion? Just a thought. In closing, the new OPEB proposal is changing from what I was offered eleven years ago, and if I knew then what I know now I would have had second thoughts. Young, energetic, able-bodied, sharp-minded individuals will now more strongly consider other avenues as Greenville is losing some of the glitter that attracted all of the wonderful, proud individuals currently employed by the City of Greenville.

I began my career with the City at age 21 with every intention of retiring here with 30 years of service as a law enforcement officer. One of the draws of starting here and remaining here was the benefits that I was promised when I began my career. If you implement the changes you are contemplating it will impact me greatly. I currently have 12 years of service, at 30 years with the City I will be 51 and therefore would not qualify for medical coverage unless I remained with the City for another 4 years. I will not be allowed to draw my pension from the state for serving as a law enforcement officer until I have stopped working for the City (which would be four years that I cannot get this benefit that I have worked for). I also cannot draw my supplemental separation allowance that I am entitled to for four years (while still with City). That supplement ends at age 62 so I would lose 4 years worth of money I earned by serving 30 years.

I understand the situation being bad in the long run but you have to consider that this type of work puts on a person, both physically and mentally. To tell a faithful employee, "times are tough" and to just work only 4 more years at less of a benefit than originally promised is a slap in the face. And I understand that the City was trying to be generous when they said "15 years are grandfathered in" but that is still slapping a huge portion of your workforce. The only fair way to do it is to say, from this point forward no extended benefits and give the people what you promised them when they dedicated their time and quality service to. There are other ways the City can come up with money, like reducing the new programs you are trying to start.

I think that you will lose a lot of your more qualified workers who came here for the benefits and you are trying to break those who have already dedicated large amounts of their time and service to you, mainly the employees that started their careers here early and gave you some of their most productive time. I hope you consider how much it will cost the City in the long run when you have more people dying in line of duty (LE and FD) and getting injured because they are being forced to work longer than is safe to do so to get a benefit that they were promised.

I hope the Council considers the negative impact this will show on employees who are put on the "chopping block" to save some money. There is other money out there that can be used to supplement the fund and keep the current employees who were promised benefits here and happy.

I do not agree with the changes. When I was hired, I was told that this was one of the benefits of working for the city. Now you have employees that have been here too long to go anywhere else due to age or other factors that were counting on this retirement benefit. Also, no one has taken into consideration the different jobs there are in the city. I am a firefighter and do not work 40 hrs a week in a nice air conditioned office. On average, we work a minimum of 56 hours per week, sometimes more. We have a high death rate due to cardiac which is brought on by the stress of our job. With the proposed retirement, I will have to work until I am 60 to get the current benefit. I do not believe any of you know what it is like to work for 24 hrs a day with little to no sleep. Also consider how you would feel at 60 years old dragging over 100 lbs of gear around in full fire gear with the temperature outside at 95 degrees, fighting fires that easily go well above 1000 degrees. Bottom line is my profession has always been designed for younger people. Now you want to make me stay here longer than I need to. This is inviting on the job deaths. I personally feel that public safety should be considered differently than that of the other positions in the city. If it were up to me, I would invite all members of the City Council to come out, suit up and do some live fire training with us. The training is much easier than the real thing. You really should have a taste of what we do before you start changing our benefits. Thank you, and I look forward to seeing you come out to the drill tower.

It is my opinion that if one is hired under the premise that he or she will receive agreed on benefits upon retirement then, they should receive those benefits. If it is necessary to change it should affect only those hired after the date the changes become effective.

Consideration should be taken into effect the job tasks required by firefighters when factoring in the minimum age. Job tasks required by firefighters is strenuous, and asking firefighters EMS workers, police to continue job functions into mid 50's for some will be problematic. I would render a guess that due to age, job related injuries may be on the increase resulting in a spike in Workers Comp claims which may offset any savings this plan offers. Also, you would have employees working longer at high salaries, however if they had retired earlier, new employees at much less salaries would be hired to replace them. Just a couple of points to consider.

The proposed plan looks fair

Greetings,

I am probably the "worst case" example of how this could make a difference to an employee. I have 14 years of service and I was hired at the age of 18 years old. Not only am I stripped of the benefits I was promised when hired, but I will have NO assistance from the age of 48 until 55 if I choose to retire. As with other programs (Longevity) etc, they were cancelled at an effective date. (Meaning new employees did know they would not have the benefit). This change is poorly thought out for the employees. Now after 14 years of serving the city, they are going to take away what I have worked hard for. Someone that worked a year longer has full benefits and I get the shaft. I am embarrassed and ashamed of this. The biggest asset the City has (the employees) are getting the shaft. I am in support of the change, but making from this point forward. I think you need to find a way to figure out how to support the people that have worked hard and were told the benefits when they came to work. Most people in the public service arena come to work for less pay and good benefits. I am saddened that this is even presented as an option. My recommendation is to find a way to fund current employees and start the new modification with new hires. I am willing to do away with merit increases to keep benefits before this option. I would like you to explain this option to my four children. The City has their father every third day and he has worked hard and risked his life for the last 14 years. Now you want to take benefits away from him. Good job.

Matt McMahon, Lieutenant
14 years, Fire Rescue Dept

I do not agree with the current changes to "MY" future benefits. When I signed the documentation to work here 11 years ago, it was for the "great" benefits package and a great place to work. So far I have seen that every year we have had a "market adjustment" the insurance premium has also risen that offsets the raise (it's better to get this and lose it to a benefit, than to lose it all together). The past 3 years we have had no increase in pay to either merit or market adjustments and the economy has changed so much it is hard to keep up. Now the proposed changes will impact my family and myself in the future and this is why I don't agree. There are a couple of options I would like everyone to explore;

1st Option – The existing work force will get exactly what they signed up for and keeping the benefits the same. Some issues that were brought up had to do with funding. We have come up with some options for funding the whole city to keep what we already have for benefits (see below and pick the options that you like). These options can be voted on by council and be earmarked for the "whole city's benefit".

Retirement Benefit
Proposal A

Finance our projected retirement benefit expenditures by adding and earmarking an additional three to five percent to every billable EMS call that Greenville Fire/Rescue runs in the future.

7/1/2009 – thru – 6/30/2010

EMS Calls Ran 14,317

Billable Calls 10,520

Average Cost per Call \$356.00 to \$416.00 (not including the mileage fee added to every transport)

Using just the \$356.00 cost per call Greenville Fire/Rescue generated \$3,745,120.00

Earmarking an additional 3% per billable call will generate \$112,353.00 per year to be used exclusively for the rising cost of health care for the employees of The City of Greenville. This will more than cover the projected cost of our current retirement benefit package.

Increased Percentage	Revenue	Additional Cost per Call
3%	\$112,353.60	\$10.68
4%	\$149,804.80	\$14.24
5%	\$187,256.00	\$17.80

Greeting to anyone who reads this,

I understand that you all are in what should be a very difficult. You have benefits and the well being of what I estimate to be approx 400 voting city employees hang on this particular issue. Please take a brief moment to hear my story. At the age of 21 years old, I moved across the 3000 across the country to began a married life and profession. For two years I worked as a full time employee at ECU. After realizing ECU was not a career for me, I began researching other options. When I looked into the city, one benefit that I even as a young 23 year old saw was the long term health benefits. That was Jan. of 2000. As of today I have 11 years and three months with the city. I have been planning for retirement since 2000 and had every intention to retire with the city was what I thought was fantastic benefits in January 2027. With these proposed changes I would have to stay until 2034 working in a labor intensive, life saving "young mans profession." I know that you all have obligations to the citizens of Greenville, but please remember, we too have obligations to the city and our families as well. Thank you and please seek other alternatives than stripping us from our promised and agreed upon benefits. Sincerely, Jacob Valevich

I took a job with the City and have been here for 13.5 years and have worked with the promise that when I retire with over 20 years of service that I would receive health benefits. To take this away in my opinion is wrong because I have held up my end of the agreement to work and the City should hold to what has been promised. I think that everyone vested should be grandfathered under the current system. What is the difference between 13.5 years and 15 years really?

The security of knowing my health benefits was taken care of when becoming City of Greenville employee was a major incentive in starting a career here back in 1998. I don't think it's fair for the city to make employees lose out on their entitled benefits that they were hired under due to poor financial planning over the years. I put my life in jeopardy when I report to the fire station for duty and spend countless sleepless nights taking care of the sick and injured. It's very disheartening how employees that provide that service for the city can have those benefits just taken away on a whim. This has totally shown me and my family just how much the city cares about its employees.

The City of Greenville made a hiring promise to employees when they signed their letters to work here. I feel that the city is not holding up to its obligations to its employees. If the city decides to implement its new benefits package it should start with new hires. This way, when an individual is hired they know what to expect at retirement age instead of making agreements which they do not keep. The city has known about this for several years and could have implemented something at that time, however it was put off and now employees are having to pay for the city's failure to plan ahead.

When I applied with the City of Greenville the benefits were handed out to each employee stating what they were. Included in that was full medical with 20 years with the city. Now the city wishes to take that away, and this is a breach of contract. I was given an opportunity at the time to go work for several other cities, but I chose to work for this city. One of the reasons was because of the benefits the City of Greenville provided.

I also would like to know what is so special about 15 years??? How is the employees who have been here 15+ years any different from us who have been here 13, 12, 10 or even 5 for that matter. Unless the city has taken out of their benefits that we receive full medical, it is your obligation to fulfill this contract. When I started the pay here was awful, but management said, the benefits make up for it, well not if you do this to your employees!

Here is a solution, start with the new hires, tell them what they will be getting, if they don't like it they can choose to go elsewhere for employment. But don't take something that was in writing and promised to existing employees away because of lack of planning.

This same thing happened back when they started to do away with longevity pay for employees. They started to try and take it away from employees who it was already promised (in their benefits package) to them, but soon found out it could not be legally done. I hope the city will do the right thing and will not force good employees to look elsewhere or take action to try to save what was rightfully promised to them.

I feel like it is within the City's best interest to offer a competitive post employment benefits package. This needs to be done to continue to attract talented employees in their respective fields of expertise. It is also necessary to do this to maintain a sense of well-being for the current employees who have several years before retirement.

I think everyone who was hired under the current program should be grandfathered in and the new hires should go under the new program.

The number 1 cause of death in the fire service is cardiac arrest. A number of factors are the result of this to include the number of years firefighters/EMT-P are expected to work. While some municipalities acknowledge this and provide 20 or 25 year retirement or a drop program, this city plans to extend the years of service! Unacceptable! This is not the fault of the employees of the City of Greenville, but poor planning within the City Management and city council. This type of proposed changes will reduce customer service and encourage employees to look for other employment options.

Under the proposed plan I would have to work 33 years in law enforcement in order to get to the 75% range. Other states have law enforcement retirements that are at 20 and 25 years. Studies have already shown that 30 years in LE is too long and quality of life after retirement is limited due to the cumulative stresses of 30 plus years in an unforgiving profession.

Also, with the proposed plan there is no "loyalty" shown to those that start their career with the city. I started when I was 22 years old and at 30 years in I would be 52. Someone can start at 30 years old, work 25 years and get the same benefits I would after working 33 years. Eight more years of service to get the same benefits yet I started my career with the city. It does not seem very fair at all. When I was hired I was told what my benefits would be when I retire. This would be a breach of contract to change what I was promised.

I understand something has to be done about OPEB. However, my issue with the proposed plan is the minimum age required to receive partial payment of insurance. I will be 53 years old when I reach 30 years of service. I think it is ridiculous that I have to work 2 additional years to have 75% of my insurance covered, and 7 additional years to have 95% covered. I feel that if I give the City 30 years of service I should receive something. There shouldn't be an age requirement, especially for public safety. Does the City really want a 60 year old police officer attempting to chase and arrest a combative 20 year old? Let's think about this please! Mr. Bowers made the comment that at 52 years old an individual can start another career, and the City shouldn't have to pay for that person's insurance. First of all I would like the option of not having to find another job after 30 years with the City, and who is going to give a 52 year old insurance that is affordable.

As I said before I know something has to be done. But, don't punish those employees who started with the City early in life, and will be loyal to the City for 30 years. My proposal would be to give anyone who has 30 years of service 85% of their insurance paid. Thank you for taking the time to read my comments.

I could provide a books worth of reasons why not to change insurance. I will start with only a couple. If I am forced to work until the age of 60 before I am eligible to retire with 95% benefits, I will have to work for the city for 36 years. With the conversion of a 56 hour work week working at the fire department, I will have worked enough hours to be employed here for 48 years. This plan may be acceptable for 40 hour a week employees but do you really expect most fire or police officers to be able to really do their job at the age of 60?? The citizens of Greenville deserve better care! People such as myself have given almost half of their working career to the city in the hopes that I could retire at a decent age and be able to enjoy my time with my children. I understand that something has to be done but this can't be the only option. City council needs to know that the citizens will suffer if you force public service employees to work that long. Physically we can't provide the same care that younger employees would be able to. Please consider some of the options that the Firefighters Association has made available to you for funding. The citizens and employees of Greenville deserve better

Dont like the changes, i am hoping something can be worked out

Currently I have 12 years with the City of Greenville Fire and Rescue Dept., and 4 years additional years of credit in the state system. I will have enough years of service credit to leave when I am 53. I have always planned on retiring here in Greenville, I enjoy my job and have many very good friends here. If the changes proposed come to fruition I would have to at least look for other employment opportunities. The Fire and Rescue department can ill afford to lose many employees in the 10 to 15 years of service range, but this range will be the one effected most by the proposed changes. We already have a very young workforce overall and the departure of even a few from this tenure bracket could impact the Department and City of Greenville greatly. At the time of my employment with the City of Greenville I was promised certian benefits, provided I continued my employment until retirement. Now those promises are threatened by the proposed changes.

Dear Counsel Members,

As a 10 year employee of Greenville Fire / Rescue I find myself sadden, having to accept the fact that I was hired with the presumption of having benefits that the city failed to finance. The irresponsibility of previous accounting practices and poor decision making has unfortunately left us, the employees, baring the burden. Like most, I am aware of the increasing cost of health care and willing to accept a decrease in percentage paid after employment by the city. I don't however accept the implementation of a minimum age over years of service. My situation, as well as many others in my department, will have me working well of 30 years before I'm eligible for the minimum benefit age of 55. During OPEB mtg I attended, Mr. Thom Moton stated "55 isn't old. Some people consider it the new 41". Quite frankly I couldn't disagree more. At 55 I would have been serving the city by answering 200 Fire calls and 600 EMS call each year (based on my current average) for 33 years. At 60, I will most likely be transporting patients from nursing facilities to the hospital that are my age.

The summary to my opposition is this. Keep the percentage paid as proposed, but eliminate the minimum age. Reward the employees that chose to start a career with the city at a young age by honoring their years of service over their age.

Sincerely,
Chris Newkirk

I think it not a good thing to do. You have poeple here that have that close to 15 year and they lose thier benefit that was promised them when they started. So I think that is not fair to the employees. I need to benefit so if you please help the employee and keep your promise.

It is my concern that insurance will be not be provided to me under the contract I was hired. Seems like the COG would leave the insurance as is for those employees that are currently working for the COG and apply their proposal to new hirees. No raise in two years, and now health insurance issues.

Please dont change the current benifit. It needs to be changed with new employees being currently hired. I started this job with the promisis that I would recive the benefits when I retire.

I feel that "grandfathering" in those with 10yrs of service would be better than setting it at 15. Those with 10+ years of service have been saving and investing based on certain promises made about retirement benefits. Based on the proposed plan, we must make up a difference of \$200 of our retirement years monthly budget, by changing our investment strategies "late in the game". This puts a big financial burden on us considering we have not had raises or market adjustments in the last several years while investments have tumbled and cost of fuel and food has risen dramatically. 10+ years is a significant commitment we have made to the City and deserves to be taken into consideration when making a decision to cover us.

?

I have been with the City for 14 years. When I was hired I was hired under certain benefits. These benefits made up for the lower salary that I decided to take because I wanted to get into public service. I could have went into the private sector with my experience and degrees and made a lot more money there. I decided to go into public work because the benefits, including RETIREMENT HEALTH BENEFITS made up for the gap between private and public total compensation. It is unfortunate that the City now realizes they have to cut retiree health benefits, but whose fault is this?? Not employees. The City should have looked into this YEARS ago. On top of this, the City HAS money, it just wants to put it elsewhere. If there should be any changes, it should be to new employees or those under 5 years. At least these people will have the opportunity to leave public service (unfortunately) to make a decent living.

It was a great benefit and I hate to see it go. I also understand the need to enact reforms since we simply don't have the money to keep going with the same system. I wish the City Council would consider enhancements to other employee benefits. OPEB change, no raises in several years and proposed reductions in pay bands from the classification study is just a bit much to take all at once.

I feel this is a slap in the face to current employees. Part of the decision making process when I chose my career path were the retirement benefits. When I started public service the salaries were below the level of similar private sector jobs, but the payoff on the end were good retirement benefits. This reduction in benefits negates that advantage. I feel that salaries in the public sector have 'caught up' to the private sector and I feel that if changes are made it should only affect new employees who would know the changes when they start their career. The result of changes to long time employees could mean that they are forced to work longer to maintain insurance and work well beyond their usefulness. These are just a few concerns and I will follow up during open meetings on this subject.

Could be improved

I understand the importance of making changes, however it is rather unsettling that the benefit is changing at this point of my tenure. A buffer allowance would be nice for those of us who are vested and very close to the 15 year mark. Even a small consideration would be very appealing. Prayerfully consider additional cost saving options that will also keep the employees from feeling "punished" for not having enough years in, but have been here a substantial amount of time.
Thank you.

I have no idea because no one at the police department has bothered to ask or explain the changes to us.

When I was hired, in my hiring package it states 20 years of service is what was needed for me to get full paid insurance benefits. Now I have a little over 10 years and the City wants to change that?!?!? I will contact a lawyer and seek legal action if the City of Greenville does not stand behind its word.

I feel it's not in agreement with what I was offered when I joined this agency almost 15 years ago, and I feel that I am being slighted. I understand the current economic crisis, but I feel this cut off is too harsh for a person who has reached my age; essentially, this is too late in the game for this dramatic change in my future benefits.

I would like the OPEB shortfall to be a "shared sacrifice" of employees, reductions in City expenditures by improving efficiencies, reductions in City Projects, and possible increases in fees to account for some of the savings. All City employees see waste every day. We need to tighten our belts and be able to say no increased citizen demands and say yes to continue providing this benefit. I came to work for the City because of the total compensation package. I would hate for our City to miss out on a quality employee like I think I am.

1) When I chose this profession over something in the private sector some eleven years ago part of the appeal was the benefits package (including the paid health benefits). Throughout my career I had just assumed that this benefit would be available to me at retirement. I learned at an early age that life isn't always fair so I'm ok with that part of it. I do think that an element of trust between myself and my employer will be compromised if this proposal is accepted.

2) The actuarial study that was conducted identified a future liability with which the city would be faced due to rising health insurance costs. I inquired during the OPEB informational session about what this would equate to for an employee for a given year so that employees could start planning now for this future retirement expense. I was told that the information was unavailable and there was an implication that the request was unreasonable (like trying to predict your utility bill at retirement). If the consulting group did not do a bottom's up analysis projecting number of city employees and projected individual premium costs I would seriously question the accuracy of the data. If the information is available it should be provided to the employee regardless of how large the number may be.

3) Police and Fire differ from other service areas within the city. The work is at times very physically demanding. Recruits are expected to perform physically at a minimum level. Employees are expected to maintain a certain level of physical ability throughout their career. I remember during the information session some examples which were given with employees which were 58 years old and 64 years old. While there are some positions within each organization (Police and Fire) which can be performed by an employee of this age, many cannot. I think it is unreasonable to expect a 58 year old to perform effectively as a RIT member (RIT members go in and rescue downed firefighters) for example. I try to keep myself in very good physical condition. I am still in a position which requires that I do so. My original plan was to work until I was 55 and reconsider depending on the requirements of the job. If the proposal goes through as presented it is likely that I will have to alter my plan.

4) Have other options been considered for funding this shortfall? I remember hearing that there were over thirty options but they were not presented. I also recall that cutting benefits to only future employees would result in roughly half the projected liability (91M) over the do nothing alternative. Did anyone look at cutting the benefit to non-vested employees (less than 5 years of service). The presumption here is that these employees still have much of their career remaining and are in a better position to explore alternatives. This shortfall (I'll take a stab at it and estimate it at about 60M) is much more likely to be one that can be funded by creative alternative sources. While it doesn't address my concern in item #3 above it does seem more consistent with my understanding of the concept of being vested.

I am glad I have a few more years to plan for my retirement, so I can plan for the financial changes to my insurance coverage. However even though I do not want to have to pay more, compared to what a lot of people are paying its not too bad, I just wish there had been a way to include spouses.

Does it REALLY matter?

I would like to express my heartfelt sadness about the proposed OPEB changes that will affect me and others like me that are employed with the City of Greenville.

When I was hired, I was explained what my retirement health benefits are going to be when I retire. To possibly have this taken from me and give me a lesser benefit is wrong, and I feel like you are not concerned about the employees like me that have already devoted their time and loyalty to the city.

Based on the information provided from the OPEB presentation, all of the changes the city made previously were for new employees (not existing). Why are you including the proposed change for existing employees with a specific number of years? Why can't this change be for new employees from a specific cutoff date?

It was said in the meeting that you're sort of doing this like longevity. Longevity was for 10 years to be vested and you cut off that date in July 1993, but it was to affect new hires from that date.

I'm asking you, City Council, to reconsider this decision and keep the current plan we have for our existing employees with the City of Greenville and implement the OPEB changes for new employees.

I'm not happy about it. I understand that the whole health insurance issue faces everyone, including the city. We have been through several years without cost of living raises, and most of the years when we did get one, the insurance adjustment ate most of that. I am really disappointed that one of the goals (current retiree health insurance benefits) I was working for will be possibly be taken away. I give the city their money's worth, and then some, everyday I work. I am not one of those employees who is always trying to see what the city can do for me. Retiree health insurance was a benefit that has been promoted by the city over the years and one that I have looked forward to. I know there is no easy solution to this problem, but I would hope the city could at least drop the grandfathered time limit to those who have been here 10 years instead of 20 years. Thank you.

I would be affected by this change. This change would have a huge impact on my life. I knew how dangerous my job was when I accepted this job and how negativity it was going to affect me after I retire. I accepted the job not because of money but because I could make a good impact on people lives and they city would take care of me for the sacrifices I am going to make to my body and mind while I work here and during retirement. I never set out in life to be a rich man. I began my working career and made lots of money as a young man but I did not feel fulfilled. I had a need to help out my fellow Americans. I applied to several cities and private companies for Fire/EMS and found the perfect package here. I look forward to coming to work the minute I finish my duty day. In the last 13 years, I have made a good impact for several Greenville citizens during their time of need. I have provided a service that came with a price to me and my family. I would never want the sacrifices to outweigh the good I do here. We have several options proposed by members at Greenville Fire/Rescue. Proposal A is a solid plan that would not affect the everyday tax payer. Please consider all proposals before you make your decision. This is a decision that will change the city of Greenville for the future. Employment for the city attracted the highest candidates this state and surround area has to offer. Let's make sure we keep those individuals applying here by offering them the best we have to offer.

In general:

People that faithfully made a long term commitment years ago, to invest their talent and years to an organization, should receive what was promised day one.

When you change the terms, do it at one point, then let those that start their career after that date know the "new" terms. Those that start after that point know exactly what to expect.

The City of Greenville has always been a good place to work. The salaries may not have been equal to other cities of Greenville's size, but the benefits that went along with the job made this factor unimportant. However, this is beginning to change, and I think that these considerations should be noted by the City of Greenville. The employees that are hired after this change goes into effect may not be of the standard that has been in force until now; they may be substandard. The employees of high standard may decide to look elsewhere instead.

This is going to bad for me.

There should be no changes half of us is not for it. Who does it help? People that already in the system . There should be no changes it's like OPEB is trying to take away our rights.

I think everyone should be grandfathered in. We were promised the benefit and it is not fair to take it away.

It Sucks!!!!

I am totally against the proposed OPEB plan. I say this because I signed on to the company with the notion of working 20 years regardless of my age and having my medical 95% paid with only 6 years to go. I am about th loose this right and I am disgusted by that. I feel that here are other ways to cut cost such as cut the salaries of your higher paid employees. Cut back on overtime for certain departments. Stop matching money in the 401(k) plan. Please explore all options before taking away what most of all employees signed up for, which is the current OPEB benefits.

I came here 14 years ago with the intention of retiring. I was told what the retirement plan was when I started here. I think it would stay the same way. I think this change should be for new hires only.

I know the plan will change again by time I retire but what is the stipends?

The change in post retirement benefits were no doubt expected to change due to the weak economy and mismanagement of tax dollars. Of course , I would like to be in better standing financially, but we can all be sure of two things death and taxes.

I would prefer the city get out of business of covering my medical insurance and funds for medical insurance for retirement as well regardless of number of years of service. I think it rewards a select few. What will you do the next time medical cost go up and you need to modify plan again. If you pass the money back to employee and let employee be responsible for their coverage then at least they have some money they could save for their future and not let the city take it away when next study or adjustment needs to happen. Also employee with less than 20 years would also get some benefits as well.

Far to many times I have seen the government promise one thing and then they run out of money and employees lose out on benefits. Please let the employee be responsible for there on coverage and if you want to supplement that money as a benefit then please pay it directly to the employee.

With invest opportunities available to employee the employee could probably beat the return on money city is doing currently.

Note - I understand the consequences of these the employee could not get the same rate as a group policy which is ok with me. At least I get the money I have worked for. I am not paying for someone's elses insurance because the got hurt or injured. I am worried only about me.

Current employees should be exempt from any changes. Any changes or revisions, reductions or adjustment should begin with new hires that will have the opportunity to either accept what is being offered as part of the compensation package and decline employment. At least they would know from the beginning what their future of coverage and benefit would be.

When I accepted the offer of employment with the COG, I was guaranteed specific benefits-insurance and retirement as part of the offer provided that I in turn made promise to accept and adhere to regulations set forth by the COG. I have kept my promise as an employee to represent the COG and safeguard the assets, reputation and demonstrate daily and that I be an example to other employees, and citizens, that the COG has high standards and is trustworthy. I have kept my part of the bargain, however, the COG is reneiging on their promise of insurance and retirement benefits. Eliminate the longivity bonus-so a promise was made back years ago-just break that promise-just like the promise that is being broken now. I foresee the COG losing valuable employees if the amended coverage goes into place. Why work for a company/enity when you know that even if you work 15 years as a loyal employee, it will mean nothing.

If you reach retirement age with the city and have 15 years of services, I think you should have some type of medical benefit.

This proposal is unfair to current employees. When we were hired, we were told what our benefits are and would be in the future. This was a major role in the decision I made for working for the City of Greenville. If this change is truly necessary, it should begin July 1, 2011, with NEW HIRES only. They would know up front what to expect with health insurance upon retirement.

Due to my length of service I am not affected that much by the purposed changes. My suggestion would be to help current employees become more aware of their personal financial responsibilities and strategic planning for their futures. Meaning;offer more classes on IRAs and other economic opportunities to better prepare them the employees for future financial obligations.

While it doesn't affect me (yet??). It seems unfair that if you pull 30yrs on the job you do not get the same benefits as someone else that works for 30yrs due to being younger. Many employees start work at Fire/Rescue at a young age and the truth is it's a job that an older person does not need to be doing. I believe this practice could open the city up to lawsuits regarding age discrimination.

If this plan is put into effect I believe that anybody willing to work for 30yrs should get full benefits for their time served regardless of age.

The City of Greenville needs to be prepared for a very old work force.

I think the proposed changes are very unfair for employee's who were promised these benfits when they were hired. When I was hired by the city in 1995, I was told that I was not eligible for longevity pay. I was told that if I stay with the city for 20 years, I would become vested and my health insurance would be covered at 95% after that. This information was also written in the City of Greenville Employee Handbook that I was given as part of being hired.

I presonally know of other city employee's hired and were told the same information and have the same employee handbook that I was given.

I think what city government is doing to its employee's is justly unfair. The men and women who work for the City of Greenville do an outstanding job and service the public at the highest level. These men and women were promised health care cover if they stayed with the City of Greenville for 20 years. If the City of Greenville goes ahead with the changes in OPEB, some employees will miss the 20 year mark by less than 30 days and that is unacceptable in my opinion.

IF YOU CHANGE THE BENIFIT THEN IT SHOULD BE CHANGED FOR THE EMPLOYEES BEING HIRED. NOT THE ONES THAT ARE ALREADY HERE. THE ECONOMY WILL CHANGE AND THOSE THAT ARE HIGHLY TRAINED AND SMART ENOUGH WILL BE GONE AND YOU WILL CONTINUE TO GET THE KIND OF EMPLOYEES THE CITY IS NOW HIRING. WHICH IS NO WAYS COMPARABLE TO THOSE THAT HAVE BEEN HERE A FEW YEARS. IF YOU ARE SITTING BEHIND A DESK AND DOING VERY LITTLE YOU CAN WORK UNTIL YOU DIE. HOWEVER IF YOU ARE ONE OF THE ONES THAT IS HIGHLY TRAINED AND CAN'T REAIY BE REPLACED QUICKLY THEN IT'S NOT A SMART MOVE. SOME JOBS SUCH AS MINE TAKES YEARS TO BE TRAINED. MOST THOSE MAKING THE DECISION HERE REALLY HAVE PEOPLE STANDING IN LINE TO TAKE THAT JOB.

1-While it is beneficial for recruiting to have some type of benefit package that includes health insurance after retirement, persons who were hired under a given plan should expect to receive those benefits. If it were ended like longevity, at least applicants would know that when they applied. At that point they could make a decision and plan for health insurance their whole career.

2-While many projects completed by the city improve the quality of life and may be completed through the use of grant funding, most employees and citizens dont realize that. If we spend money for facade at bus stops, parking lots that dont improve parking, and other projects, how do we explain the neccessity of these projects when cutting benefits promised to employees when hired.

Information was helpful. Proposed changes seem to be appropriate as compared to other cities.

I suport this decision , the line has to be drawn sooner or later.

I have 19 years 7 months - the change will not affect me - but feel sorry for the present employees having to make this adjustment.

Any changes that are made should be made with new employees so they cam make an inform decision.

Mr. Moton did a good job explaining. thanks

I understand the city's predicament however, it is hard to take that something you were counting on is going to change and could very well change

I got hired under 20 years of servive health benifits and I feel that should not change.

I llike the proposed changes to the OPEB.

I think those that have invested 5 years of service into the system should be compensated for there service. Starting at 15 plus years is unfair to those that were told they would receive there Health Care Benefits when 20 years of service has been accomplished.

I knew that when I took a position with local government that I would never get rich but I would be secure with a solid benefits package. As a firefighter, I all ready give the city an additional 8.33 years of time over the average 40 hour employee. It's well documented that firefighter's live an average of 8 to 10 years less than other government employees. I willing place my life on the line every day I come to work - the least the city can do is watch my back when I need it most - retirement. The City brought all of the current employees in under the agreement of certain benefits and now they want to recend on that agreement - Where and when will the bait and switch practice end? I know other options have been provided by employees - when will the city council look at those? Besides this quite little survey, when will employees get to address the Council?

I would hope that all employees will be considered to keep current benefits. All employees have assumed they would be covered under the existing benefits plan. Maybe the city could stop some of there spending on pet projects such as the theatre, science center, parking lots, sidewalks and so on. There are many areas to save money other than our benefits.

My feelings are simple and based on what I think is the "fair" and "right" thing to do. I feel that the only "fair" thing to do is to reduce benefits for those persons who will be hired after the new fiscal year (07/01/2011). If that is not an option, then reduce benefits for those employees who have been with the city less than 5 years. I was always told that after 5 years of service I would be "vested" and better protected.

I strongly believe the City of Greenville should reconsider the new proposal of the insurance, existing employees thats already employed here withe the city should be grandfathered in, and new employee(s) hired on or after July 1 FY 2011, the new policy should become effective.

I have 19 yrs with the City and I am thankful for the change.

i think that you take in consideration the years that individual have in service
i thanks you should drop it down to 15 years

Several times it has been said by the Manager that "we are legally and morally committed to do what we said we would do", related to employee benefits. So why are they proposing a change if this is true. The County has given employee raises the past 2 years and the City has given "be thankful you have a job". The County gives employees 5% 401K and the City gives \$40 a pay period. The City had \$3.5 million dollars in budget surplus last budget year, of which part of this was dollars for employee raises that was never given. So why has management and City Council turned against City employees and trying to take away what employees work so hard for.

You promised us a benefit, so you should feel obligated to keep your word. Why would you want to put the City's money in an arrangement where the City does not control what it can do with the money. If the City gets in a money crisis, then you cannot touch the OPEB money. Speculation is what makes the stock market go up and down - some win, many loose. The County has the right idea, pay as you go, don't penalize current employees.

We work hard to make you look good and provide the citizens of this City good service while keeping costs down. No one has asked "How can we cut costs and save money"? All we get is "let's take it away from the employees first. and if that don't work, let's take some more from them".

Do something for the existing employees and leave the benefit the way it is now for them and enact any changes only for new employees. It may cost a little more in the long run, but you don't know that, but show the employees that you care about them.

Health insurance is an extremely important benefit for employees

I started three months after the cutoff to receive longevity checks. Several month after starting, I discovered others had his benefit. I was somewhat upset by this but the frustration faded fast because it was not a benefit I was told I would receive upon being hired and acception my position. The changes being proposed with OPEB were a part of the benefits package given to me when I started, part of my employment contract, and part of the reason for me accepting the position offered to me. I came to the City from private industry so I weighed the lower salary and excellent benefits to the City. The benefits (and especially the retirement) were very much a key influence on my decision. If that were to jeopardy today, I would be extremely upset and concerned for my future ability to accepting an employment contract with certain benefits is a leagly binding agreement between an employer and employee. I have even heard management make the statement in two differnt presentations that we are "legally and morally committed to do what we said we would do." I am confused by this statement from management who are now recommending the proposed OPEB changes. Another concern with the changes being presented is the fact that the employee's age at retirement will be a factor in the equation as to the percentage of retirement benefits to be provided. Many of the City employees begin working in the early 20's. With the recommended solution, these employees must work to the age of 60 to receive the 95% coverage. This wuld mean they must work 40 years 0- 42 for the employees beginning theri career at age 18. That is a long time for many of the jobs performed by City workers, but expecially in the more physical or high stress jobs, from the building and grounds to the police and fire and to many other support positions. Forty years is a long time to provide dedicated service in a physically dmanding and stress filled position before receiving adequate insruance benefits a retirement. My recommendation would be to set no age limit if the years of service at tretiement are at least 30. I do understand the need to address the growing cost of this benefit; however, If the City is leagally and morally committed to do what they said they would do, how can the City change the structue of the benefit for employees who have built the current plan into thier retirement planning? I also suggest helping address this by continuing to increase the OPEB pre-funding and then run another actuary study intwo years to determine if the changes to the self insurance intiiative and wellness program impact the numbers. Since there was no increase in the first year, we may see this as a trend for the future, reducing the unfunded llability. I also would suggest an alternative to the recommended plan. Insteat of grandathering in all employees with 15 years of service or more, to change this to employees with 5 years of service or more. this would be aligned with the 5 year requirement to be vested in the state retirement system. Also, if someone with less that 5 years of service is not happy with the change, they have less time and commitment invested with the City and could potentially look for another employment with sacrificing as much as someone with 12, 13, 14 years of service. Another comment is relating to the Medicare stipend versus funding 95% of the traditional plan cost towards Medicare supplemental plans. With the uncertainty of the Medicare system, \$250 today is a 21% decrease in this benefit and will most likely put a hardship on many at a time when they will not be able to find additional funds to pay for this supplemental insurance. A final comment is that there is no mandate to do anything; yet the City is determined to take drasic measures. The County's approach did not affect current employees and was simply a change in benefit for newly hired employees. The City continue to balance the budget on the backs of theemployees as with no merit or market increases. T

There is one councilmember who refers to OPEB as an 800 pound gorilla (although he will enjoy OPEB benefits through his employer). I prefer to think of this as the City of Greenville's employment commitment to its employees. When everyone was hired, the HR Department explained your employee benefits. The City of Greenville should honor its commitment to its valued employees. You can have the best facilities and best equipment but without the best employees, it would mean little. The vast majority of Cities are doing nothing. So by putting money aside, the City Council is way ahead of most cities. Also by going self insured, the City of Greenville has lowered their health care costs. The investment fund seems to be reaping big returns so more money should be invested in that. I think the City of Greenville should honor its commitment that it made to its employees when they were hired. Longevity has been eliminated so this is the one program to encourage employees to stay. If you wish to change the program for future employees, that is your choice but the City should honor the commitment it made when the employees were hired. The actuary has stated that even if the program were cut off for future employees, it would not change the investment picture that much so I would continue the program. Very few employees actually hang around long enough to collect this benefit so its not like 700 people are going to collect it. Please keep the OPEB benefit as is or cut it off for future employees.

I know its a hard decision management had to make, the 15 year or more cutoff date for the retirement health insurance .I'm fortunate enough to be at the 18 year point and plan to seek retirement in 7 years at age 60 with 25 years of service. I started planning for this last year, hopefully will be able to accomplish it.

While I do understand change must take place, employees made their career decision based on OPEB package and with that knowledge entered into a contract with City of Greenville. When the City enters into a contract with another party, the City expects that part to up hold its agreement....shouldn't the City up hold its agreement.

Hopefully, the City Council will not make any changes in the city employees' health and life insurance benefits.

While we are experiencing an economic downturn, history proves over and over again that the economy will recover and we will once again prosper. Local government public sector employees are typically paid sub-par to private sector employees. The benefits package is what makes the difference in a desirable employment candidate making the choice to work in the public sector over a higher paying private sector job. As the benefits package diminishes in appeal, the City will not be able to compete with the private sector in convincing the more desirable top employment candidates to work in public sector jobs, especially the highly skilled positions.

Everyone currently employed by the COG should be granted every benefit that was promised to them when they accepted the position.

I am okay with the changes since I have been grandfathered in as I have almost 19 years of service.

Thank you very much

I feel bad for my fellow employees that are missing out on the insurance.

I feel any proposed changes made to the retirement benefit should not affect current employees but employees hired after July 1st.

I am grateful for whatever the assistance City can provide regarding OPEB's.

Although these changes will not affect me, I am deeply disappointed in the decision to pursue any changes that could leave a 30-year employee with no benefits. In my opinion, that punishes employees who come to the City at an early age and dedicated their entire career to serving our citizens. I cannot imagine retiring after 30 years with no benefits while seeing someone who came to the City much later in life retiring after 20-25 years and getting benefits.

Public service jobs are taken by many because of the benefit packages, and retirement options that are available. Once these benefits are not available or reduced, then the caliber of employee, morale of the workforce, and overall performance of city services will likely decline.

Allow yourselves to listen, and explore viable options to fund these promised benefits, without raising taxes, and without affecting those that don't use the services.

Please consider the type of job being performed-stress level and physical environment of the job... working extended years may not be the answer for the physical health of employees.

I believe the city should honor existing employees original benefits covered at their date of hire. If more drastic changes are needed it should start with incoming employees at a specific date from that point forward. I do believe that it should not be so stringent that people do not want to come to work here or do come as a stepping stone, creating high turn over. I believe it should be mainstream in order to use it as a recruiting tool and retain employees.

I think it would be fairer if this was handled in the same fasion as longevity pay. Everytime we reduce benefits the qaulity of of our employees seems to be be reduced in the same fasion. You need to decide what kind of workforce you have responding to the citizens needs. The lower the pay, the lower the benefits, etc. the lower qauality employee will be responding to the taxpayers needs. If the taxpayers want to pay for Wal-mart greeters then that's who is going to show up when they call for help. I truely believe the City of Greenville stands out in the East because of the dedication of the 700 to 800 people that work here. If the raises and benefits are continueously cut or reduced then we will lose that status. Yes, the University and UMC are based here, but those big names mean very little in the everyday needs of the taxpayer. There must be other avenues to fund the benefits promised when these less vested people were hired. It's hard for us as employees to accept these cuts in benefits when a \$600,000 basketball court or \$30,000,000 upgrade to the Town Commons is in the works. I know it's techniquilly not our business how the City Council spends the taxpayers money but this is a comment section.

Since I am already over 20 years of service, it is my understanding that I am covered at retirement for insurance. I can understand the junior employees concerns that they are being left out in the cold, especially if they were told when/if they retired from the City, they'd have insurance. But they can hopefully plan now for that. I appreciate that the City is trying to do something to offer something Instead of waiting and defaulting on retirees. Please look at other options, such as the additional fees for EMS service, collection of delinquent accounts and possible refusal of non-emergency transports. It would be nice to be able to cover ALL employees. If not, you'll end up like the military, all rookies and old-timers. Not a good mix for success.

I DON'T THINK CHANGING THE BENEFITS PACKAGE FOR ALREDY EMPLOYED PEOPLE IS FAIR AT ALL. IF CHANGES NEED TO BE MADE THEN IT SHOULD START WITH THE NEW HIRES. THIS WAY THEY WILL KNOW UP FRONT WHAT THEY ARE WORKING TOWARDS. THE PEOPLE ALREADY EMPLOYED ARE NOW HAVING BENEFITS TAKEN AWAY THAT THEY WERE GIVEN WHEN THEY WERE HIRED AND THATS NOT FAIR AT ALL.

Unfair to current employees. When hired, this is not what I was told. I can see decrease in morale (which is already low due to no merit or COL increase). City use to be a good employer, but no longer. Upper Management nor City Council have the best interest of employees as a priority anymore. If a change is made, it should begin with New Hires only as they would know upfront what the benefits would be

I think to change benefits on existing employees is unfair and wrong. If the city feels it must change benefits, existing employees should be grandfathered in and employees hired after July 1, 2011 should be the only ones affected.

WHAT DOES IT MATTER? The CITY is going to look out for It SELF NOT the EMPLOYEES!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!

I haven't attended the meeting yet, but I do feel that employees should be well informed of what ever the city decides to do. Many people work for the city because of the City benefits.

I think the main problem lies with employees not living within the city limits. If all employees lived in the city limits and paid city taxes we would have more revenue to help with benefits.

Does this mean that even if you already have 20 continuous years but not 25 continuous years with the City, your premium jumps from the City paying 95% to only paying 65% of the premium? This is not what was promised to those who already have attained the 20 year mark.

Keep benefits for long term employees

I don't think there will be any incentive for employees to make a career with the City if this occurs. I hope that the City will look at some kind of options for employees, like personal savings accounts of some kind toward future health insurance- some kind of alternative options rather than just eliminating benefits.

Mr. Moton's presentation was exceptional and I appreciate his willingness to "put himself out there" Ilke that over such a sensitive subject.

Better than most, I also understand why something must be done to address OPEB and appaluald the city's initiative to take proactive steps.

I am concerned that people who dedicate their youth and the "best years of their life" will be penalized by starting work young. To "work the system", an employee should start working with the city at 30 and retire with benefits at 55 or 60. That doesn't seem the best course of action.

I don't think the city or citizens want 55 and 60 year old pollice officers, fire fighters, and garbage collectors working the streets. Among other things, injuries and workers comp claims will likely increase as will the "price of doing business" since energy levels drop as employees age and productivity will llkely decrease.

One good question I also heard was asked and not answered was if these changes would apply to everyone (High ranking officials and upper brass). I understand adjustments must be made but if such adjustments are made, it will only serve to destroy the morale of employees. As you know, they will eventually find out.

I believe reducing employees benefits (especially health benefits) should be a last resort. Many employees came to work with this City because of the benefit package offered to them and it would seem a travesty to cut the health benefits. The City of Greenville is a wonderful City to work for and moral in all Depts. appear good and this would be a sure way of reducing this.

From what I can tell be the chart and the numbers- the plan looks okay

It's hard to imagine a person working as a firefighter and EMS over 30 years or into their 60's. We are exposed to mental and physical stress well above the norm. There is a greater risk with exposer to contagls disease and injury. The older we get the more likley we would be to injury or worse in the line of duty. All jobs withen the city are diffrent as everyone are not exsposed to the danger and hazards we incounter.

I think if someone has served the city for 30 uninterupted years and hasn't reached 55 years of age they should be able to retire with at least a 85% health care coverage.

I am concerned for the employees that the city has already hired, not for someone that may or may not be hired in the future. What a blow!

I am thankful that I am not directly affected by the pending OPEB changes, however that is not enough to leave me without any concern for what is happening. Integrity, courage and commitment are things that I value highly. Representatives of the COG have told our new employees for several years about the total compensation and benefits that employees receive as a result of their choosing and being granted employment with the COG. I have witnessed this during the New Employee Orientation Seminars. I'm sure that the employees have heard or read it elsewhere, prior to the orientation. Never have I heard during any of these presentations any type of caveat or disclaimer. In all cases our new employees were explained in excellent detail of how and what their total compensation package included. They were made as statements of fact. These proposed changes now seriously call into question the commitment, courage and the integrity of the council and all who manage the COG. I'm seriously concerned that this will cause division and other repercussions with our workforce that neither you nor I can even begin to imagine. The commitment of the employees to continue to work at above satisfactory levels even in the absence of additional compensation through merit or COLAs is phenomenal! Even as we have experienced inflation and a recovering economy without even a glimmer of hope of additional compensation on any horizon, the COG employees continue to struggle and move on, not for the sake of COG management or the council, but instead for the sake of their own families and the Citizens of Greenville! This display of courage and commitment from the COG employees must be acknowledged and rewarded! Again, we've had no indication of any such appreciation to be demonstrated, in fact, we've only seen the opposite with the absence of increased compensation and the potential loss of benefits.

I know that we need to count our blessings for still having a job, and I do on a daily basis. Nevertheless, in the end, I am a person of integrity, honesty and commitment. My word is by bond. I look for these traits in other people, in other networks, in other organizations and yes even in the COG. I'm encouraged when they're present, I tend to seek to do business with others when they're not. The COG will lose some valuable, priceless employees with your proposed OPEB changes. The COG should stick to its initial claims and commitments. Demonstrate integrity, courage and commitment (especially since it demands the same of its employees) for its current employees. These new terms and conditions should only apply to our next group of new employees with them accepting employment on the new and different terms.
Thank you for allowing me to offer my input.

The proposed changes are OK for those hired after 7-1-11, but not for current employees. That's unfair. All current employees should be grandfathered under the existing criteria. It is unfortunate that several Council members are self-employed or work for small businesses who would rather keep the profits than provide for their employees. But City employees should not be penalized because of the personal situation of our Council members.

Needs to be implimented on new hires and when adopted. no effect on current employees.

I am concerned for young employees because, I think this will hurt the city in the long run. Having to work longer to get for which would be a some amount of coverage. This might good people look eslewhere employment. This could also make people with less than 5 years look elsewhere.

I feel OPEB needs to be there for all employees. This is something the employees need. We are still here working for the city with no raises in four years, why take from the people who are doing a fine job, that keep the city up, . I know you can work it out. We need the best from our employees.

I do not think that you are doing your employees right by taking away what was part of the hiring package. You already make them go with out a raise.

I believe this is a fair and eqtable idea. I'm not sure if it encourages non-productive employees to continue their employment just for the sake of the benefit but I would hope our supervisory system would recognize the non-productive issue and deal with it in an appropriate manner.

Not much of a questionnaire! Cutting insurance benefits to any employee is not right. The benefit package that everyone has now was offered to them when they were hired. In these difficult times you feel the need to reduce benefits, then start with the new hires beginning July 1 and begin a phase out as you did with our longevity. At the end of the magic 30 years everyone will be phased out and the cost absorbed. Please consider this and other options as you begin to change the future of the city and the people that make it work.

Thank You,

Concerns expressed centered around the following:

No longer any incentive for 30 years of service if less than 55 years old

Working conditions in the police and fire rescue profession are extremely hazardous and require unique individuals who possess both mental and physical strength and stamina.
Not many people that are 50 to 60 year age range could not pick up the 135 lbs stretcher plus the average 200-350 lbs Mr. Mrs. Smith that we serve, and the 10-24 calls a shift with no sleep.
Fire side same people 80 lbs. of gear plus 800-1600 degree heat plus the 200 lbs hose line, then having to drag Mr. Mrs. Smith out of the house
Workers are drawn to government jobs because the benefits offered are often enough compensation to offset the lower wages that are paid
http://www.usfa.dhs.gov/fireservice/fatalities/statistics/history.shtml
There have been numerous studies done by a lot of different groups that all show the affect of age on the death rate of Firefighters, Police and EM
Older Police, Fire Fighters and EMS having higher workers compensation claims and serious injury:
The citizens will suffer if you force public service employees to work that long. Physically we can't provide the same care that younger employees would be able to
Impossible burden for employees to save for future healthcare costs:

Not all options have been reviewed to make the best choice

Finance our projected retirement benefit expenditures by adding and earmarking an additional three to five percent to every billable EMS call that Greenville Fire/Rescue runs in the future.
Finance our projected retirement benefit expenditures by billing insurance companies for motor vehicle collisions that are mitigated by Greenville Fire/Rescue personnel.
Raise taxes, charge for false fire calls and false police calls, charge more for parking, charge more garbage pickup
Raising of the ambulance transportation fee
I've heard 13-18 million dollars is projected for the Town Commons and River Park North, something about a ferry and improvements. Delay this and put the money toward employee retirement
Freeze many of the public projects (those not associated with infrastructure). How can you fund "beautification" projects if you are so concerned about current employees established benefits.
Through a combination of a sliding scale of City percentage contribution to retiree premiums, graduated increased contributions to the OPEB trust fund, continued efforts to decrease health care costs.
Areas we can cut cost: Car allowances, clothing allowances, sick incentive, service awards, large retirement parties, longevity.

2011 OPEB Survey

Attachment # 1

I do not believe the proposed changes are the answer. These changes would drastically affect moral and recruitment. If these changes are made why anybody would between 18 and 25 ever think about a job with the city and many current employees like me may look for employment elsewhere that offers them benefits when they retire. You say that one of your goals is to continue to offer OPEB to your employees but with this plan the way I see it you will not be to anyone who starts their careers at a young age. I don't know about you but I live in this city and I would not want a bunch of police and firefighters coming to help me who are in their late fifties just so they can get the same benefits that the city offers today. Your recruitment would go from being able to get 18-25 year old employees to your mean starting age being 25-35 and even to 40. These are the people who would come out good with the changes. This is not the way to go about these kinds of changes I do understand that something has to be done to save money or a different way needs to be found to fund benefits. I understand that some of the members of the fire department have found and shown different ways to fund benefits at the current levels. With the stresses on the body and mind that come with fire-rescue and police work it is better to have employees who start at a young age, but if they start young they must work for up to 37 years to qualify for partial payment of benefits not the 95% you get if you stay until age 60. On the other end of the spectrum is someone who starts at age 35 who can work 25 years and get their benefits paid at 95%. If these changes had been made before I came I may not have looked at Greenville as an option. Fire-Rescue and Police should be looked at differently if you would like to continue to hire well qualified applicants who will be able to serve the community effectively for an entire career. Thirty years is long enough to have to serve in these jobs, many aggressive large departments have already changed to 25 or even 20 years of service before retirement. I will ensure you will lose employees in these departments if you go with this option. You think this will save money but if you look at fire rescue you spend about \$15000.00 in salary alone for each employee just while in training these changes will cause many of the current employees to look for jobs elsewhere. In fire rescue there are 90 out of 150 employees with fewer than 15 years of service, 30 of these are under 2 years of service. What kind of message are you sending them if you take their benefits away completely or make them work an extra 7 years for partial benefits or 12 years for what they were told they would get when they were hired. The only way to handle this properly is to give all current employees what they were promised when hired, they had to sign contracts and must live up to them so how can the city

just decide to change their end of the deal. ANY CHANGE MADE SHOULD NOT INCLUDE CHANGING BENEFITS FOR THOSE CURRENTLY EMPLOYEED BY THE CITY!!!!!!

Here are the suggestions on how to fund retirement put forth by members of Fire Rescue, these could be used to fund all current employees to the level they were told when hired. If you would like to make changes they should be made for all future employees not those of us who work here now.

Plan to possibly save our retirement benefits. Please read and consider the other options.....

Retirement Benefit

Proposal A

Finance our projected retirement benefit expenditures by adding and earmarking an additional three to five percent to every billable EMS call that Greenville Fire/Rescue runs in the future.

7/1/2009 – thru – 6/30/2010

EMS Calls Ran 14,317

Billable Calls 10,520

Average Cost per Call \$356.00 to \$416.00 (not including the mileage fee added to every transport)

Using just the \$356.00 cost per call Greenville Fire/Rescue generated \$3,745,120.00

Earmarking an additional 3% per billable call will generate \$112,353.00 per year to be used exclusively for the rising cost of health care for the employees of The City of Greenville. This will more than cover the projected cost of our current retirement benefit package.

Increased Percentage	Revenue	Additional Cost per Call
3%	\$112,353.60	\$10.68
4%	\$149,804.80	\$14.24
5%	\$187,256.00	\$17.80

Retirement Benefit

Proposal B

Finance our projected retirement benefit expenditures by adding and earmarking an additional \$15.00 cost to every billable EMS call that Greenville Fire/Rescue runs in the future.

7/1/2009 – thru – 6/30/2010

EMS Calls Ran 14,317

Billable Calls 10,520

Average Cost per Call \$356.00 to \$416.00 (not including the mileage fee added to every transport)

Using just the \$356.00 cost per call Greenville Fire/Rescue generated \$3,745,120.00

Earmarking an additional \$15.00 per billable call will generate \$157,800.00 per year to be used exclusively for the rising cost of health care for the employees of The City of Greenville. This will more than cover the projected cost of our current retirement benefit package.

Conservative Projections

1 year \$157,800.00

5 year \$789,000.00

10 year \$1,578,000.00

15 year \$2,367,000.00

20 year \$3,156,000.00

Retirement Benefit

Proposal C

Finance our projected retirement benefit expenditures by billing insurance companies for motor vehicle collisions that are mitigated by Greenville Fire/Rescue personnel.

Many fire departments throughout the country bill the motor vehicle insurance companies for cleaning up the aftermath of a collision. It is not uncommon for the billing to include the cleanup of motor oil, transmission fluid and other hazards that result from the average traffic accident. These bills are sent directly to the insurance companies. They range from \$200.00 up to \$500.00. In 2009 Greenville Fire/Rescue responded to and mitigated 697 traffic accidents. In 2010 there were 598.

Year	\$200.00	\$300.00	\$400.00	\$500.00
2009	\$139,400.00	\$209,100.00	\$278,800.00	\$348,500.00
2010	\$117,800.00	\$176,700.00	\$235,600.00	\$294,500.00

Attachment # 2

I am a 12 year employee with the City of Greenville, I grew up in a family with no insurance or retirement benefits, so when I started looking for a career, benefits where a major deciding factor for me. I looked to the Fire Department due to the benefits that where provided and the job satisfaction. The idea of risking my life to protect the public was part of the job that provided me those GREAT Benefits; pay was ok but the benefits more than made up for that. I do not support any changes in the benefits as they currently are list in the City of Greenville Policies and Procedures on Page 16,ARTICLE VI. EMPLOYEE BENEFITS. I was hired by the City of Greenville with the understanding that these will be the benefits that will be provided to me at the end of my 30 years of service to the City and the citizens of Greenville. As my grandfather told me when I told him as was not going to follow in my father's footsteps of the family business "That's a good job there, they have great benefits", at no time did he mention the pay, but as a 60 year old uninsured American he stressed the importance's of benefits.

I would also like to express my concern in respect to the Fire and Law Enforcement Service. These are not jobs that are meant for people that are 60 years old, these are physically demanding jobs that require a person to function at 100% all the time with only moment's notice. If these changes are made in respect to the age requirements I feel that the City would place a dollar amount before it would truly considers the affect it will have on the lives of its employees and the citizens that we are serving. It is impossible to classify the job requirements of a firefighter, paramedic, police officer or even a sanitation worker with that of a IT professional in a controlled environment. I personally don't know many 55-60 year old Americans that would be able to safely enter a structure fire at three in the morning to rescue a small child, or be spend 24 hours answering multiple EMS calls to treat a heart attack victim.

"Approximately 60 percent of firefighter fatalities were over the age of 40 when they were killed, and one-third were over 50. Nationally, firefighters over the age of 40 comprise 46 percent of the fire service, with those over 50 accounting for only 16 percent of firefighters. Although older firefighters possess a wealth of invaluable knowledge and experience, they are killed while on duty at a rate disproportionate to their representation in the fire service." <http://www.usfa.dhs.gov/fireservice/fatalities/statistics/history.shtm>

There have been numerous studies done by a lot of different groups that all show the affect of age on the death rate of firefighter, I would think that City of Greenville and the City Council would like to take in to account the effects of a line of duty death due to the new age requirement would have on the city and the departments just to save a few dollars.

There is no doubt that times are tuff financially for local governments, this has been more the evident by the lack of merit or cost of living increases the last couple of years. I think that most employees would be more the willing forgo another merit or cost of living increase just to save our benefits. I think that with a more proactive approach the retirement benefits can be saved and the city can find other means of funding the retiree health benefit as it currently stands. The City has saved alot of money by not funding merit or cost of living increases lately and these savings are not just a one time savings but a savings that its recurring annually.

I would hope that all employees and City Council take into account the potential affect that this has on our benefits package, the potential affect that it will have on the quality of new hires and the potential impact it will have on employee retention, especially for those employees under 15 years. I would encourage the City Manager and the City Council to not rush to a decision and provide more time for all employees to truly have a chance to understand what is being proposed, to have more than a one and half hour meeting explaining how the City got to the proposed plans and give the employees a chance for a TRUE question/answer meeting, after all the without the employees the City would not be able to function.

Please provide my comments to the City Council for consideration.

Attachment # 3

While the current economy affects everyone, and in many different ways, the economic crisis cannot be used to rob employees of their benefits. Upon hiring we were given a city policy manual that we were, and are, expected to abide by. Stated in that manual is our benefits and when we are entitled to them because of our service to the citizens. Poor accounting practices and forethought has placed many government agencies in a bind now that they have seen what is coming down the pipe. There has been many ways of dealing with it, but most aren't taking benefits away from the current employees. It has been said that those with less than 15 years can adapt the retirement strategy. How can we? There have been NO raises in a few years, and most doubt that we will see much, if any, anytime soon. Many of us are just barely getting by working on a government salary, and many are already working second jobs to support our families. A councilmember said that there should be an age component to keep folks longer. Maybe that is good for some jobs but who wants a 60 years old cop or firefighter trying to save them? They work nights and weekends, including rotating shifts, all of which harm their health and wellness. Now they will have to work as much as 42 years to get to retirement? Furthermore, such long tenures lead to higher wages than what would be paid to their replacement. It also stagnates rank structures and creates discord because people cannot get promoted if there are no openings. Employees become "lame ducks" because they are mentally done and have nothing creative to offer. I believe the city will lose employees if their benefits are taken away under the proposal. It will not be immediate because of the economic situation the country faces, but when it rebounds people will leave. We have spent a lot of money to train and recruit good employees, let's keep them!

Pitt County is facing the same situation, with similar unfunded debts, yet they are increasing their contributions without affecting the employees. They are in deeper financial constraints than the city, so why are we possibly losing benefits? Are their planners better? I am ok with the 20 year loss of benefits because I came here to work thirty years. Under the current plan I will have to work 33 years to get ANYTHING, and 38 years for what I was supposed to get under the city manual. Unfortunately, there are a lot of folks caught in this situation; and I for one do not believe I will be able to work that long at the rate I currently work. Then what? Sorry you cannot do your job, goodbye and you don't have any benefits? Any changes should affect future workers and not current ones; or at least drop years of service to those with five or less. At five years the city and the employee have established they like each other and are committed to each other. As evidenced by the city's loaning of sick time to an employee that ran out of time due to illness. That shows a commitment to take care of an employee and the belief they are equally committed to staying with us. Such a change as what is proposed will

discourage any younger people from coming to work for the city. Why come to work here before the age of 30 or 35? No matter how much you love a job, you don't want to do the same thing but for so long. 30 years is 30 years, that is the standard length of time for retirement, don't punish us because we wanted to give our best years to this fine city. There are numerous ways to fund the unfunded balances without taking anything away from the employees. Some folks in the fire department have created such proposals to fund it with minor fees changes. I am sure such ideas have been floated by already. I highly doubt ANY employees want to harm the city's financial abilities, but the employees cannot be the place to balance the budget every year. Yet, year after year there are no raises. Most government employees expect lower wages because we generally work for government benefits. Now those are being targeted and possibly taken away? Private sector jobs pay more money at the cost of lower or non-existent benefits, don't make the city like that. Thank you for the opportunity to offer our thoughts and concerns. Now the question is this. Does it matter what we want and need?

Attachment # 4

I would first like to thank you for all for your thoughts, input, research and collection of data. I do not envy having to make your decision on this matter. As an employee for the city for almost 18 yrs, I have enjoyed my career and have dedicated a lot of time and service as a Fire Rescue employee. It just downright pains me to know that once again I may be losing benefits that will greatly impact me in just a few years to come. When I came to work for this great and wonderful city it was for the love of the Fire service and for the benefits that were so appealing and suited for this job. If the city wishes to keep quality employees and keep them for any period of time a change from the current benefit package just cannot be. Appeal for new employees and currently effected employees, Fairness of the system and duty requirement are just a few reason why changing our OPEB plan is not beneficial. First is that retention of current employees that will be impacted by the proposed change. I fear many will go somewhere else. There is just is no incentive to want to stay. Those that are tied down due other obligation sure they may remain but newer employees with no ties can just go work some were else. For example if a we have a 3 to 5 year employee who is young then they could leave and go work somewhere else other than the city of Greenville and be better off under the proposed plan because of the years of service clause vs. young age. They can pull their retirement money spend it and go work for city A and start over and be better off pension and OPEB wise. What was offered to employees that are currently working should be what they started with. Anything else I feel is a breach of contract. Second are the new hires. People want the most competitive benefit package they can get. Why would you settle for the proposed plan if you have youth on your side. I started work here when I was 19 and I will forever be discriminated against due to my young age for retirement. 20 years of service for starting out 20 year old is the same as 20 years of service for one that starting out at 35 year old. But that person can retire because he is 55 . That is not fair. Same goes with the OPEB benefit changes. 30 years of service is a full career and yet the new plan requires many of them to work 3,4 ,5 ,or 6 years beyond this to get full OPEB benefits. I claim age discrimination on this act. Time and service provided should be rewarded fairly. The city is an equal opportunity employer but not when it comes to benefits. Third is duty and service as Public Safety. I am not trying to say that no other jobs or services are important or necessary, but Public Safety is very demanding. It is demanding on the personnel, equipment and on the City's revenues. Police, Fire and EMS are they backbone services for the City. Any problems with any one of these area and we see real decline in the City in the area revenues and functionality and prosperity or City growth. Public safety has and will continue to be held at much higher standard due to our everyday interaction with our citizens. Fire Rescue works 24 hr shifts and our pay is based off a 56 hr work week. Compared to the 40 hr work week of

many of the City employees, we on average work: 16 hrs per week more = 416 hr a year more = 12,480 hrs more over 30 years = 1,560 more 8hr days that a 40 hr worker over 30yrs. 10 years of our life is actually lived at a fire station and not at home with our family. And why do we do this, because of our benefits and our paychecks so why does Public Safety need an OPEB cut? I know that the cut is across the board but why? Under the current proposal I would be unaffected, so why am I so concerned about the OPEB benefits. I care about my fellow brother and sister firefighter, police officers, as well as the other department of the City. I would be a shame to lose what we have. All the information I have seen and from the meetings with the Assistant City Manager, the prefunding option is what is best for the benefit program. \$500,000 is not enough; we know that so how we increase that. This is the question we should be asking. Do you know how much a fire Engine cost, or how about a Ladder truck or aerial platform for the Fire service? They range from \$450,000 to \$900,000. Well Fire Rescue just got you a little extra for not buying a new apparatus this year or next. Can GUC put off buying a couple of line trucks next year or the year after? Can public work do the same one year on garbage or street sweeper trucks? I know that the city needs capital improvements but these can be purchased timely and as the City and citizen really need them. There are many options to increase prefunding. Let us work on these options together and find a better way. Thank you,



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OPEB Comment Discussion List.	
New ▾ Actions ▾ Settings ▾	View: All Items
Comments	Created
If you are one of the people that will have 14 years and several months of service, is there any way to put accrual vacation or sick leave time towards meeting the 15 year service level?	3/15/2011 3:13 PM
What would coverage be if you retire with full thirty years but are only forty nine years old?	3/20/2011 11:32 PM
I am still studing the scenarios and have my preferance. I think the cut-off date to define 15 years of service should be calendar year end of the year when the final decision is made. However, I believe that what ever option is finally selected the City needs to make sure that they are do not target (create an unpleasant work environement for) employees with less that 20 year to force early retirement to save money. Also when looking at the options was Social Security options considered?	3/22/2011 9:24 AM
Mr. Bowers-	3/23/2011 3:44 PM
As a 5 year employee, I am very concerned about the proposed changes to the OPEB. While I am quite certain there are changes that must be made due to the economy and the political/fiscal mess created by Obamacare, I am not sure all options have been considered.	
As an employee at Fire/Rescue, I was hired under the assumption that the city would pay for my healthcare upon my retirement. I have since had one child, (a second due in May), purchased a house, and generally budgeted my life to meet the current expenditures and have money left to retire.	
It is very easy for people who will not be affected by this change (city council, department heads, most supervisors) to say "you can budget for the extra expenses because you have time to plan." How do you expect us to plan when things like this take place. Over the past couple of years, the City Council has gone from <i>approving</i> merit increases to reducing OPEB and declaring a fiscal emergency. You have said yourself that Greenville is in better financial shape than most cities. The new changes in insurance (two coverge options and dental insurance) have actually lead to a net decrease in pay. This has been done with no cost of living adjustment as well. I beleive you are pushing the employees to the breaking point. The only thing that is consistent around here is change.	
Also, by the very nature of my job, I work longer hours in more hazardous condtions than other wokers in the city. Studies have shown that a worker on our current 24/48 shift works an average of 7 years longer over 30 years when compared hour to hour of an 8-5 employee. Add on the exposure to hazardous materials on the fireground or medical pathologies in an ambulance, and you get an increased risk of cancers or other long term medical condtion the average worker just doesn't have.	
In my opinion, reducing OPEB will create a transient workforce over time. You can simply not expect people to do this type of work(public safety) 30 to 40 years, which would be the current requirement for a new employee in the 20-25 year old age group to recieve heath benefits. There is a reason the state mandates 25 year retirement for law enforcement. The Fire/Rescue and Police Department is not a place for such turnover, as it results in reduced service levels and a more hazardous working environment.	
Have other options been considered?	
For example, would reducing employer contributions to city retirement to save health care be an option?	
Has the city looked at making exceptions for Fire/Rescue and Police Department employees due the hazardous nature of their work?	
What about reducing the benefit for new hires? This would still not affect current employees and would allow someone coming in to know up front what to "plan for".	
I am very happy and appreciate the opprtunity given to me by the city. I want to continue to work here, but I	

feel that the reductions that have taken place over the last five years represent a disturbing trend. If things are taken away this easily, what will the OPEB look like 20 years from now?

With my education and experience, the job search will begin immediately if these changes are approved. These issues are too important to leave to chance. Fool me once shame on you, fool me twice shame on me.

I hope you reconsider these changes and I appreciate your time.

Jeremy Anderson
EMS Specialist
Fire/Rescue

I am an employee who will have 12 years of service in June. I began my career at age 21 and had plans on retiring with the City with 30 years of service, at age 51. If the City goes with the plan for 15 year employees being grandfathered in I will miss the benefits I was hired under by 3 years. I will also not be able to retire with 95% of my benefits with the City even after 30 years of service. The plan you are contemplating will cost me a percentage of my benefits and to even get a portion of those I would have to work an additional 4 years. I know the City is trying to find a way to cut back but it shouldn't be at the expense of dedicated and loyal employees who serve their 30 years.

3/26/2011 12:13 PM

I agree that the City has to do something to meet the gap in future funding shortfalls. I can support the differing amounts based on the years of service as well. Where I disagree is for there to be such a drastic reduction in our benefits after we have served our 30 year career. For me, I was hired 12 years ago at the age of 22. I was going to be able to retire from the city at the age of 52 with a full 30 years and 95% of my insurance would be paid. Under the proposal I will be forced to work 33 years to even get 65%, a 30% reduction for an additional 3 years of service. I feel workers are being discriminated against for coming to work for the city at a young age. Few new people will want to come to work for the city in their teens or early twenties for that reason. If we work our full 30 years we should have our full benefit. It cannot cost much more to amend such a change. I came to work for the city for a 30 year career so the 20 year changes do not bother me. I disagree with the 15 year cutoff as well. I feel that the city and the employee have somewhat committed to each other at the 5 year mark. This is evidenced by the city policy granting extended sick leave to an employee with 5 years of service that runs out of time due to extended illness. There are no easy solutions to this problem, and none that are cheap, all will cost the city more money than currently budgeted. But these shortfalls should not be placed on the backs of the current workforce. We have no way to prepare for these shortfalls in our futures when we aren't getting any raises. We have not had raises in a couple years, and given the economy we have scarce hopes on the horizon, but now we will be forced to place more into retirement savings to pay for a benefit we thought we had. People work for the government for benefits and security, and the private sector for higher wages at the moment. Our wages were shown to be lower by the recent job analysis, we probably don't have the money to fund that either but I'd rather have the OPEB. Thanks for the opportunity to offer input on our futures. If anything sounds negative I apologize because it is not my intention, I TRULY LOVE working for the city and feel blessed to have such a wonderful career serving my fellow man.

4/5/2011 5:24 PM

The feelings I have towards the benefits is, that I understand that the city is a business. I know as a business the city is trying to save money. Now do we want to sacrifice saving money to lose quality employees, I wouldn't think so. It is my opinion that taking the benefits away we will lose quality employees who depend on and came here for this benefit. As a firefighter/paramedic I put my life on the line everyday for the citizens of this city and to lose my retirement benefits is a spit in the face from the city for all the hard work and sacrifice I put into my job. If the city wants to save money then instead of removing benefits lets increase the cost of EMS transports, start charging for false alarms for fire engines which is at least 6 a day, to the same locations. Also we can up the cost for parking or charge for parking where there is parking that we are not charging for. There is many options that can be made. I am a 10 year employee and if I lose my benefits, then I will have no choice but to leave and find a job else where that will offer this benefit. I think the goal should be to find a way to keep the benefits but increase cost in other areas to offset this expense. Once again I risk my life every day when at work for total strangers. I think the least I could get is my retirement benefits. As a firefighter or police officer we provide a lot more than the garbage man, or inspector, or mechanic. I am not trying to take anything away from those groups cause they are important but I feel my life being put on the line everyday at work I deserve retirement benefits. PLEASE DON'T TAKE THEM AWAY!!! I was born and raised in Greenville and the thought of leaving to search for a new job that offers retirement benefits doesn't appeal. However I will have to leave if the city takes them away. I can imagine, from talking with fellow employees they would leave also. AS a city we have built a strong work force with talented employees and I would hate to see the talent leave. Thanks for your time and please remember us small folks that are working the streets at all hours of the day and night.

4/5/2011 6:49 PM

Hello Sir, I along with most of my coworkers are very concerned at the possibility of losing our insurance once we retire. I know nothing in life is guaranteed however we were hired under the knowledge that this would be part of our retirement package. I have been with the city for almost 12 years and I love my job. I plan on being with the city for the remainder of my 30 year also and hope to be able to retire at that time. If you were to put this into effect for any new hires then they would know that they don't have insurance when they retire and can make an informed decision on whether or not this is the right place for them to be. People like me however have invested our time and effort and I believe that those benefits are well deserved and earned. Another consideration should be the fact that people who have no insurance when they retire may be forced to continue

4/6/2011 8:41 AM

working well past retirement age. Two concerns with that are higher wages for those 30+ year employees as well as higher possibility of injury in jobs such as fire/rescue as well as police. Thank you for the opportunity to speak our minds.

4/7/2011 4:25 AM

Municipal workers do not and have not ever accepted employment on the basis that their earnings will afford them a comfortable lifestyle. The "BENEFITS" or retirement package is the main draw. We as a group were promised insurance coverage to help us afford a respectable lifestyle during our so called post employment years. This tiered system will simply make it impossible for us to retire after 30 years of service. The vast majority will hang on to their jobs foregoing retirement until the age when Medicare takes over. This means we will have an elderly Fire/Rescue and Police department. This does not speak to retention problems for new employees. I am aware that fair does not play a part in your decision, but resending a promise that was made to your current employees and constituency is a breach of contract. This decision will forever alter the quality of service this city has grown accustomed. There are other alternatives. Ask your employed staff. You would be surprised at all the great ideas they have for cutting costs elsewhere to accommodate for the rising costs of health care. Frank Conklin Greenville Fire/Rescue

As an employee I was under the believe employees were promise a certain retirement benefit of health insurance among others, paid at current agree upon rates. This was a contract agreed upon by both employer and employee. As such all employees in the system are entitled to what was agreed to. It would be find to start changes with new employees because this would them an opportunity to except or decline without investing multiple years of employment thinking they would have this retirement benefit. I do believe this will affect the quality of employee that we hire. Please consider this in making your decision.

4/7/2011 9:59 PM

Please read the attached file.

4/11/2011 8:28 AM

Is there a paper form for those without access to COGNET?

4/14/2011 11:28 AM

When I was hired in 1998, I was hired with a set of benefits that was a major selling point in my decision to leave the private sector and come to work with the City of Greenville. I cut my salary from \$56k annually to \$22k knowing that I was improving my retirement benefits. The proposal of the City Manager and City Council is a blatant "spit" in my and every other employees face and is a total sham. Although it's a growing trend of municipalities to cut the benefits of those who need them most, it doesn't make it right. **For the record, I completely OPPOSE any proposed cuts in the benefits of existing employees whether it's now or post retirement.** Why not offer smaller benefit packages to potential new employees and then let them make an educated decision as to whether they want to continue to pursue employment with the city or not. Or maybe we could cut the salaries of anyone making over \$100k and use the money to subsidize the benefits of the people actually doing manual labor and that keep this city running. I'm not being disrespectful but I am trying to convey my frustration and anger at the total disregard the Manager and Council have for the employees that work here. Although they make every attempt to "appear" to have our best interest at heart, it's very obvious the employees are the bottom of the food chain and are expected to pay the price. I'm sure the League of Municipalities and their lawyers would be proud of our management and the smoke screen that has been created to cover such a disgraceful attack on the working class.

4/15/2011 9:44 AM

I'm ashamed of the city, council, and League of Municipalities and my biggest regret is that I am too old with too many years invested that I can not apply elsewhere and do what is best for my family. I have done my very best for the City of Greenville since my employment and have a spotless record without a single blemish and wish my employers would treat me with the same respect and loyalty I have shown them.

See attached file....

4/18/2011 5:54 PM

Bryant Beddard
Firefighter

I came here from another department. I came to Greenville because the benefits and pay were better. I also came here because I entered into a contract to provide my services to the city for a compensation and benefits package. I will have served 23 years for the city when I retire. Although it isn't 30 years, it is still a very long and dedicated service to the city. I left a department that I could have gotten benefits with after retirement if I had stayed; however, even if I went back, I could not get benefits now without having to work many extra years. This was a deciding factor when I looked at coming to Greenville. I feel that the city is cheating me out of what I and the city agreed upon when I was hired. I now am forced to continue working past my retirement age no matter if I stay or if I go. I know that times are tough, but a promise is a promise and a contract is a contract. You reduce our benefits and take away something that I based my entire future on in the decision to come to work for the city is taking away the future that I had planned on with what the city promised me and put it in writing. That is unfair. Why is the city not looking at other ways to save money such as reducing some of the numerous social welfare programs that the city has established. Why not quit building unnecessary parks that are within walking distance of others just because a few special interests want them. Why not put some non-essential projects on hold until the economy bounces back. I feel that everyone looks at our benefits as a commodity to be taken away at a whim without ever considering how the employees will feel or what it does to their future, the very future that many of us decided on based on the package that was offered us when we started. Now, we are too far into it to make a change that would be beneficial to us. Your valued employees should be the last thing not be treated as a means to balance your budget. If you do this, you will end up paying twice as much due to disgruntled employees with no moral and no motivation to excel in their careers. As the old

4/19/2011 5:55 PM

adage says, "You get what you pay for." If you treat your employees with this much disregard, what do you expect to get out of them when you need them to go the extra mile for you. Lack luster service and no desire to do anything but the bare minimum is what will result. Consider your decision very carefully, because we are people with families, lives, and futures that we considered due to the contract that the city agreed to give us. I did not ask for more than what you offered so you should not be so quick to take away what we agreed upon. You wouldn't destroy your children's future unless it was an absolute last resort, so don't destroy our future that we have all worked so hard to achieve. Find another way.

I understand that changes must take place but I feel that by taking from your employees should be the last resort. Unnecessary spending should be cut out, some big projects should be put off until times are better, until the economy is out of this recession. Making it so your employees have to work until they are 60 years old will have a huge impact on the fire, police and sanitation department. You are putting old men and women in dangerous situations, they will be hurt, lives that could have been saved may be lost and disability will rise because of injuries that occur in the line of duty.

Ricky Ellis

4/26/2011 12:06 PM

As an employee and citizen of the city of Greenville I am very concerned about the future of our healthcare. I am very aware of the rising cost of healthcare and other expenses the city must endure, but like all other individuals and families we all are cutting back.

When I came to work here almost 15yrs ago (Oct. 1, 1996) I was told that I would be getting healthcare after 20 years of service, which was a very appealing benefit. It is understandable that the city cannot continue this benefit for their employees. On the other hand, the city council is considering cutting and/or reducing healthcare benefits after 30 years of service.

Public safety is very unique. We are exposed to many things, such as, the environment, hazardous scenes, life threatening situations, and mental & physical demands. We are called upon by citizens for illnesses, injuries, death, accidents, fires, crimes, etc. After 30 years of responding to the needs of the citizens, I believe we should be able to have peace of mind that our city will be taking care of us when we retire.

I believe benefit changes need to take place, but if a person is already hired I believe they should get what they signed up for. The city can slowly take away some of the benefits as they hire new individuals, but those individuals would know up front. This was done with longevity pay and it has worked out well for both the city and employee.

Another suggestion would be adding fees. I pay the storm water fee each month and it has been used for more than just storm water. EMS makes money for the city, so increase the mileage fee or the transport fee. The city can charge for false alarm calls or parking in fire zones.

As I drive through Greenville I see that the city is taking care of the streets, sidewalks, parking lots, Town Commons, and many other projects. I am asking that the city do the same for their employees.

Thanks for listening.

April 18, 2011

I am concerned with the possibilities that exist with the OPEB. I feel that the decisions made concerning these benefits will have a significant impact on my future. It is my hope that the final outcome will not have a negative impact on me and my family.

I was hired at the City as part of a group of 16 employees approximately 5 years ago. A major factor in my decision to seek employment with the City was the benefits associated with the job. It is extremely discouraging to hear discussions about losing these benefits.

It is obvious that we are in need of reducing budgets and expenses. However, these reductions should not be at the expense of the employee or their benefits. I feel that once an employee is offered a benefit, the benefit should not be taken away.

If the decision to change the OPEB is made, I feel it should only affect new employees hired after the change. Existing employee benefits should not be changed, regardless of time served.

I am proud to work for the City and feel I have a great job. Please make every effort to the most you can for the employees, because they do the most they can for the City daily.

Bryant Beddard
Firefighter

MEMORANDUM

TO: Mayor and City Council

FROM: Wayne Bowers, City Manager

DATE: May 4, 2011

SUBJECT: Information Requested During Classification and Compensation Study Joint Meeting

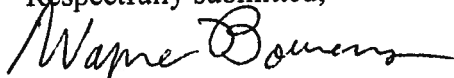
At the joint City Council/GUC Board meeting on March 21, 2011, during the Classification and Compensation Study discussion you requested that staff and Waters Consulting Group provide additional information. Some of the information was provided in a memorandum from me on April 1, 2011. Information from Waters Consulting Group was sent to you on April 13, 2011. Additional information from Waters Consulting Group concerning a salary survey of elected and appointed officials was sent to you by email on May 4, 2011. For your convenience, copies of all of these documents are attached for your review.

Also attached are the recommended Grade Comparisons for the City and combined City/GUC that were presented by Waters Consulting Group at the March 21, 2011 joint meeting. Based on a review of the Grade Comparisons by department heads, Waters Consulting Group has reviewed the placement of some positions, and a list of recommended changes is also attached.

At the March 21, 2011 meeting, you also requested a list of the cost of all personnel related changes that will be considered for the 2011-2012 budget. I provided a preliminary listing to you during my budget preview on April 11, 2011. The revised cost to implement the Classification and Compensation Study recommendations using the "adjustment to range minimum and time in position .5% adjustment capped at midpoint" alternative is \$212,639. The cost to implement the 3% merit program is \$426,724. When adjusted to 2011-2012 projected salaries, the net increased cost of the North Carolina Retirement System contributions based on the revised rate is \$83,712. An anticipated increase in health insurance premiums of 6% will cost \$171,616. Retiree health insurance costs are budgeted to increase by \$160,992. The amount of OPEB prefunding is recommended to stay the same for 2011-2012. The total cost of these increases is \$1,055,683. A revised list reflecting 2011-2012 personnel cost budget recommendations is attached including a comparison to the amounts already included in the 2011-2012 financial plan.

If you have any questions about this information, please contact me.

Respectfully submitted,



Wayne Bowers

dr

Attachments

Notes to Council
4/1/11

MEMORANDUM

TO: Mayor and City Council
FROM: Wayne Bowers, City Manager
DATE: April 1, 2011
SUBJECT: Information Requested During Classification and Compensation Study Joint Meeting

At the joint City Council/GUC Board meeting on March 21, 2011, during the Classification and Compensation Study discussion you requested that staff provide additional information. Some of the information will be provided by Waters Consulting and has not been received at this time.

Attached are three memorandums addressing poverty guidelines, refuse collector job requirements, and other information about refuse collectors. Also attached is a list of the sanitation equipment operators and Public Works equipment operator demotions during the past year.

If you have any questions about this information, please contact me.

Respectfully submitted,



Wayne Bowers

dr

Attachments

Memorandum

Date: April 1, 2011
To: Honorable Mayor and City Council Members
From: Thomas M. Moton, Jr., Assistant City Manager *T.M.*
Subject: 2011 Federal Poverty Guidelines

At the March 21, 2011, Joint City of Greenville/ Greenville Utilities Commission meeting on classification and compensation agenda item, Council member Glover requested staff provide information on the Federal poverty guidelines. These guidelines are published in the Federal Register document under the Department of Health and Human Services "Annual Update of the Health and Human Services Poverty Guidelines".

These guidelines are based on household income and household size and "are used as an eligibility criterion by the Community Development Services Block Grant program and a number of other Federal programs." The guideline figures represent total household annual income. For your convenience, I have inserted the 2011 poverty guidelines in the below area.

2011 POVERTY GUIDELINES FOR THE 48 CONTIGUOUS STATES AND THE DISTRICT OF COLUMBIA

Persons in family Poverty
guideline

1	\$10,890
2	14,710
3	18,530
4	22,350
5	26,170
6	29,990
7	33,810
8	37,630

For families with more than 8 persons, add \$3,820 for each additional person.

bg

cc: Wayne Bowers, City Manager
Dave Holec, City Attorney
Carol Barwick, City Clerk

893302

Memorandum

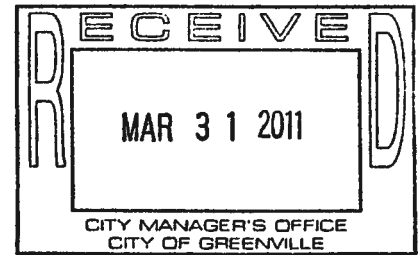
Date: March 31, 2011
To: Honorable Mayor and City Council Members
From: Thomas M. Moton, Jr., Assistant City Manager *T.M.*
Subject: Job Requirements for Refuse Collector

At the March 21, 2011, Joint City of Greenville/ Greenville Utilities Commission meeting on classification and compensation agenda item, staff was requested to provide information about the Sanitation refuse worker's educational requirements. Currently, the city advertises the Refuse Collector position as with a high school diploma or general equivalency diploma (GED) as preferred. The updated Refuse Collector job description that is part of the Classification and Compensation System project will require future candidates to have a high school diploma or GED.

Attachment: Human Resources Manager Leah Futrell Email/Refuse Collector Job Description

cc: Wayne Bowers, City Manager
Dave Holec, City Attorney
Carol Barwick, City Clerk

MEMORANDUM



TO: Thom Moton, Assistant City Manager
FROM: Gerry Case, Director of Human Resources *gc*
DATE: March 31, 2011
SUBJECT: Council Member Request for Information

In response to a request for information at the March 21, 2011, joint meeting of the City Council and the Greenville Utilities Board, the following information is submitted:

1. The entry-level position in Sanitation is Refuse Collector. The starting salary is \$23,628.80 (\$11.36/hour). There are currently three new employees at this rate of pay. All were recently hired and are in their initial probationary period. Names and dates of hire are as follows:
 - a. K. Askew 10/18/10
 - b. D. Anthony 10/23/10
 - c. K. Common 12/1/10

The mid-point of the salary range is \$29,494.40 (\$14.18/hour), and the maximum of the range is \$35,360.00 (\$17.00/hour). There are currently three employees at the maximum rate of the range. Names and dates of hire are as follows:

- d. J. Williams 02/05/90
 - e. S. Johnston 07/05/85
 - f. U. Harris 08/01/88
2. A listing of all disciplinary suspensions for the period of January 1, 2010 through March 31, 2011, in the Sanitation Division of the Public Works Department is attached. There were no dismissals or other disciplinary terminations during this period of time in the Sanitation Division.
3. A listing of promotions within the Sanitation Division for the past five years is attached. This chart shows the career progression of Refuse Collectors to higher levels within the organization. Also, a current transit driver was hired as a refuse collector and promoted to various levels before his promotion/transfer to the Transit Division.

In recent history, there have been three significant examples of progression within the career ladder of the Sanitation Division. The former Public Works Operations Manager (retired 03/01/00) was hired as a Refuse Collector, promoted through the levels up to Sanitation Superintendent, and promoted again to Public Works Operations Manager over Sanitation, Fleet, Buildings and Grounds, and Cemetery. His successor as

Sanitation Superintendent (retired 09/01/07) was initially hired as a refuse collector and progressed to the superintendent level. Also, another employee hired as a Refuse Collector was promoted through the levels to Sanitation Supervisor (retired 11/01/07). These are examples. However, we do not have a central database to identify those current and retired employees who were hired as refuse collectors and moved to higher level positions in other divisions of Public Works or in other departments. A complete list to track the career movement of all current and past refuse collectors would require extensive manual labor to extract from each individual file.

Attachments (2)

#893612

Thom Moton

From: Leah Futrell
Sent: Thursday, March 24, 2011 9:12 AM
To: Thom Moton
Subject: Refuse Collector

Thom,

I've copied below the current job description for Refuse Collector. Currently, the position does not require a HS diploma/GED; however, it is listed as a preferred qualification. The new job description prepared by Waters lists HS diploma or equivalency as a minimum job requirement. Please let me know if you have additional questions.

Thanks,
Leah

Refuse Collector

Class Code:
60205

CITY OF GREENVILLE
Established Date: Jul 1, 2008
Revision Date: May 20, 2008

SALARY RANGE

\$11.36 - \$17.00 Hourly
\$908.80 - \$1,360.00 Biweekly
\$1,969.07 - \$2,946.67 Monthly
\$23,628.80 - \$35,360.00 Annually

JOB SUMMARY:

Under immediate supervision, performs manual work in the collection and disposal of refuse and recyclable materials.

EXAMPLES OF DUTIES:

- Collects bulky trash, garbage, and recyclable materials along assigned route;
- Empties refuse containers into a loader packer truck;
- Dismounts loader packer truck to collect garbage and remounts truck to ride to next collection point;
- Assists with emptying truck at landfill;
- Assists driver with safe operation of truck; assists driver in backing truck by giving directions;
- Operates loader packer truck and related sanitation equipment on a relief basis;
- Inspects containers for proper working condition;
- Informs supervisor of defective refuse containers;
- Assists with washing, cleaning, and spraying of sanitation trucks with disinfectant;
- Assists with proper maintenance of tools, tool assembly, and storage areas;
- Washes, waxes, and polishes exterior portions of sanitation trucks as needed;
- Makes minor repairs to collection devices as needed;
- Delivers carts and dumpsters;
- Maintains good public relations;
- Performs other related duties as assigned.

MINIMUM QUALIFICATIONS:

Education and Experience:

- Ability to read and write sufficiently to complete required tasks (high school diploma or GED preferred); and
- Six months of manual labor experience.

Knowledge, Skills, and Abilities:

Knowledge of or ability to learn:

- geographic layout of the City, including street names and routes

Skill in:

- use of hand tools such as rakes, forks, and shovels

Ability to:

- perform heavy manual labor in a variety of weather conditions;
- cooperate as a member of a work crew;
- understand and follow oral instructions;
- meet and deal courteously with the public;
- establish and maintain effective working relationships with other employees.

SPECIAL REQUIREMENTS:

None; valid North Carolina driver's license preferred.

EQUIPMENT OPERATED:

Rakes, various forks, shovels, axes, carts, and other assigned hand tools and equipment.

PHYSICAL DEMANDS/WORKING CONDITIONS:

This is heavy work requiring the exertion of 100 pounds of force occasionally, up to 50 pounds of force frequently, and up to 20 pounds of force constantly to move objects; work requires climbing, stooping, crouching, reaching, standing, walking, pushing, pulling, lifting, grasping, and repetitive motions; vocal communication is required for expressing or exchanging ideas by means of the spoken word; hearing is required to perceive information at normal spoken word levels; visual acuity is required for depth perception, color perception, and operation of machines; the worker is subject to inside and outside environmental conditions, extreme cold, extreme heat, noise, vibration, hazards, atmospheric conditions, and oils. The worker may be exposed to bloodborne pathogens and may be required to wear specialized personal protective equipment.

MISCELLANEOUS:

Department/Division: Public Works/Sanitation

Class Code: 60205

Reports To: Sanitation Supervisor

Provides Direction To: N/A

Exemption Status: Non-exempt

SANITATION DIVISION - CITY OF GREENVILLE PUBLIC WORKS DEPARTMENT
DISCIPLINARY SUSPENSIONS JANUARY 1, 2010 - MARCH 31, 2011

First	MI	Last	Dpt	Div	Descrip Code	Hours	Date	Notes
HAROLD	L	BARNES	70	73	BLACK AW	8.00	10/13/10	1-day suspension (carried LWOP)
						8.00		
CARLTON	L	SMITH	70	73	BLACK AW	8.00	3/10/10	1-day suspension (carried LWOP)
						8.00		
TIMOTHY	O	SPENCER	70	73	BLACK AW	8.00	10/29/10	4-day suspension (Oct. 25-29th - carried LWOP)
TIMOTHY	O	SPENCER	70	73	BLACK AW	8.00	10/28/10	"
TIMOTHY	O	SPENCER	70	73	BLACK AW	8.00	10/26/10	"
TIMOTHY	O	SPENCER	70	73	BLACK AW	8.00	10/25/10	"
						32.00		
JOSHUA	A	WILLIAMS	70	73	BLACK AW	8.00	8/25/10	1-day suspension (carried LWOP)
						8.00		(Former Employee)

List of Current City Employees Promoted from Refuse Collector
(as of 3/30/2011)

Employee Name	Race/Sex	Effective Date	Position Title
Dixon, Johnny	BM	4/20/2009	Refuse Collector
		8/1/2009	Equipment Operator III
Edwards, Freddie	BM	12/4/1990	Refuse Collector
		7/15/2000	Pesticide Control Officer
Edwards, Maurice	BM	5/3/1999	Refuse Collector
		3/23/2002	Equipment Operator II
		12/14/2002	Equipment Operator III
		7/22/2006	Equipment Operator IV
		12/22/2007	Sanitation Supervisor I
		11/20/2008	Sanitation Route Supervisor
Harris, Jerald	BM	5/23/1994	Refuse Collector
		12/10/1994	Equipment Operator II
		3/4/1995	Equipment Operator III
		8/30/2008	Equipment Operator IV
Hopkins, Mack	BM	8/4/2003	Refuse Collector
		11/8/2008	Equipment Operator II
		4/25/2009	Equipment Operator III
Joyner, Charlie	BM	2/1/1995	Refuse Collector
		1/18/1997	Equipment Operator III
McDaniel, William	WM	5/12/2007	Refuse Collector
		4/12/2008	Equipment Operator II
		9/13/2008	Equipment Operator III
Mitchell, Barrie	BM	8/5/1982	Refuse Collector
		3/21/2001	Equipment Operator II
		3/23/2002	Equipment Operator III
		8/23/2008	Equipment Operator IV
Parks, Calvin	BM	3/15/1999	Refuse Collector
		3/23/2002	Equipment Operator II
		3/8/2003	Equipment Operator III
Phillips, Robert	BM	5/11/1992	Refuse Collector
		8/20/1994	Equipment Operator II
		3/4/1995	Equipment Operator III
		7/15/2008	Equipment Operator IV

Santos, Ricardo	HM	5/9/2005 4/12/2008 4/25/2009	Refuse Collector Equipment Operator II Equipment Operator III
Simpson, Roy	BM	11/17/1998 12/4/2002 3/8/2003	Refuse Collector Equipment Operator II Equipment Operator III
Smith, Carlton	BM	1/12/2004 2/16/2008	Refuse Collector Equipment Operator III
Smith, Mark	BM	7/16/2001 3/8/2003 2/16/2008	Refuse Collector Equipment Operator II Equipment Operator III
Spruill, Albert	BM	7/3/1995 1/18/1997 3/28/2009	Refuse Collector Equipment Operator III Equipment Operator IV
Staats, William	WM	11/3/1997 1/13/2001 3/23/2002 8/30/2008	Refuse Collector Equipment Operator II Equipment Operator III Equipment Operator IV
Stevenson, Garry	BM	7/1/2008 8/14/2010	Refuse Collector Equipment Operator II
Ward, Daniel	BM	9/10/2002 4/19/2003	Refuse Collector Equipment Operator III
Whitehurst, Antoine	BM	10/20/2000 3/8/2003 12/13/2003	Refuse Collector Equipment Operator II Equipment Operator III
Williams, Kelly	BM	1/14/2004 11/25/2006 2/16/2008	Refuse Collector Equipment Operator II Equipment Operator III
Willoughby, Anthony	BM	9/3/2008 7/4/2009 12/5/2009	Refuse Collector Equipment Operator II Equipment Operator III

BM=Black Male
HM=Hispanic Male
WM=White Male

MEMORANDUM

TO: Thom Moton, Assistant City Manager
FROM: Gerry Case, Director of Human Resources *gmc*
DATE: April 13, 2011
SUBJECT: Follow-up Information from Waters Consulting

At the March 21, 2011, joint meeting of the City Council and Greenville Utilities Commission Board, requests were made to Waters Consulting for additional information or clarification of presented data on the comprehensive Classification and Compensation Study. The requested information and clarification are attached.

1. Economic Research Institute Geographic Adjustment: Clarification on salary survey data and how geographic differences are factored into salary used as the market average.
2. Job Evaluation Team (JET) members: A listing of City and GUC staff members who served as JET members and who evaluated the job factors for each position classification.
3. Current Pay Structure in Comparison with Proposed Pay Structure: A new graph to depict the current pay ranges in contrast to the average market data. As explained at the meeting, the consultant could not superimpose the current structure on top of the proposed structure because the new structure is not the same in terms of number of grades, spread of each grade, and placement of position classifications within those grades. However, the consultant has overlaid a graph of the market weighted averages on the current structure for comparison purposes.
4. Current Pay Structure of Fire/Rescue Positions in Comparison to the Proposed Pay Structure: The existing graph was modified to overlay the current and proposed structures. The hierarchy (internal ranking) of positions was unchanged in the Fire/Rescue Department, which allowed for a direct correlation of data.
5. Current Pay Structure of Sworn Police Positions in Comparison to the Proposed Pay Structure: The existing graph was modified to overlay the current and proposed structures. The hierarchy (internal ranking) of sworn positions was unchanged in the Police Department, which allowed for a direct correlation of data.

A request was also made for salary survey information for elected officials, the City Manager, City Attorney, and City Clerk. Information is still being prepared by Waters Consulting and should be available the week of April 25th.

Attachments (5)

JOINT CLASSIFICATION AND COMPENSATION STUDY

JOB EVALUATION TEAM (JET)

JUNE-JULY 2010

MEMBERS:

City of Greenville

Wes Anderson (Public Works)

Angelene Brinkley (Finance)

Leah Futrell (HR)

Kevin Smeltzer (Police)

Stephen Warner (Pks & Rec)

Rex Wilder (IT)

Greenville Utilities

Howard Corey (Water Resources)

Keith Jones (Finance)

Roger Jones (Electric)

Anthony Miller (Gas)

Scott Mullis (Customer Relations)

Susan Phillips (HR)

Work Groups

1. Anthony Miller, Susan Phillips, Kevin Smeltzer, Rex Wilder
2. Leah Futrell, Keith Jones, Roger Jones, Stephen Warner
3. Wes Anderson, Angelene Brinkley, Howard Corey, Scott Mullis



**THE WATERS
CONSULTING
GROUP, INC.**

**To: Wayne Bowers, City Manager, City of Greenville, NC
Ron Elks, General Manager/CEO, Greenville Utilities Commission**

**From: Ruth Ann Eledge, V.P. and Senior Consultant
The Waters Consulting Group, Inc.**

Date: April 5, 2011

Re: Economic Research Institute Geographic Adjustment

At a recent joint meeting of the City of Greenville City Council and the Greenville Utilities Commission a question was raised regarding the use of a geographic differential and how information such as a state income tax is considered in determining competitive wages. In summary, factors such as state income tax, property taxes, and others that will affect take-home pay are not directly used to determine competitive wages. While these taxes and direct expenses do affect what an organization needs to pay to attract and retain employees, it is difficult, if not impossible, to determine all the individual factors that affect pay. Compensation experts have found that the most reliable approach to identifying a competitive wage when collecting data outside the immediate region is to apply an adjustment based on differences in cost of labor. The justification is based on the assumption that cost of labor will reflect all the factors that a willing employee takes into consideration when determining a salary that is acceptable for living in a specific area.

ERI (Economic Research Institute) compiles salary and cost of living data from multiple nationwide sources to determine local and national average salaries and costs of living. Geographic pay differentials are then developed for each reported city by comparing the city average to the national average (100). Geographic pay differentials are used in market studies to adjust participant organizations' salary data if salaries vary significantly between the geographic location of the participant organizations and the geographic location of the organization for which the market study is conducted. This prevents market data from geographic areas that have high pay differentials from artificially inflating market averages and market data from geographic areas that have low pay differentials from artificially deflating market averages.

The following information from the ERI website discusses the differences between geographic pay differentials and cost-of-living differentials and when each should be used.

Demand and supply for goods and services are defined in terms of the data ERI surveys for the Assessor Series® cost-of-living databases and downloads from existing sources. This data includes rental rates, housing prices, income taxes, property taxes, gasoline prices, medical costs/services, major retail grocery and drug store prices, etc. Cost-of-living differentials, as reported by ERI, reflect cost models (e.g., an auto of "x" value driven "x" miles/kilometers, home rental with no mortgage or income tax deductions, home ownership with income tax and mortgage deductions, etc...). Local wages and salaries do not predict local cost-of-living and vice versa. Cost-of-living indicates the comparable local buying power for any given salary.

Wage and salary differentials reflect the local demand and supply for labor. Cost-of-living is dictated by the local supply for goods and services. Most compensation professionals agree that when a company is hiring from the local work force (that is, when no transfer or relocation occurs) wages and salaries are set according to market pricing of wages and salaries only.

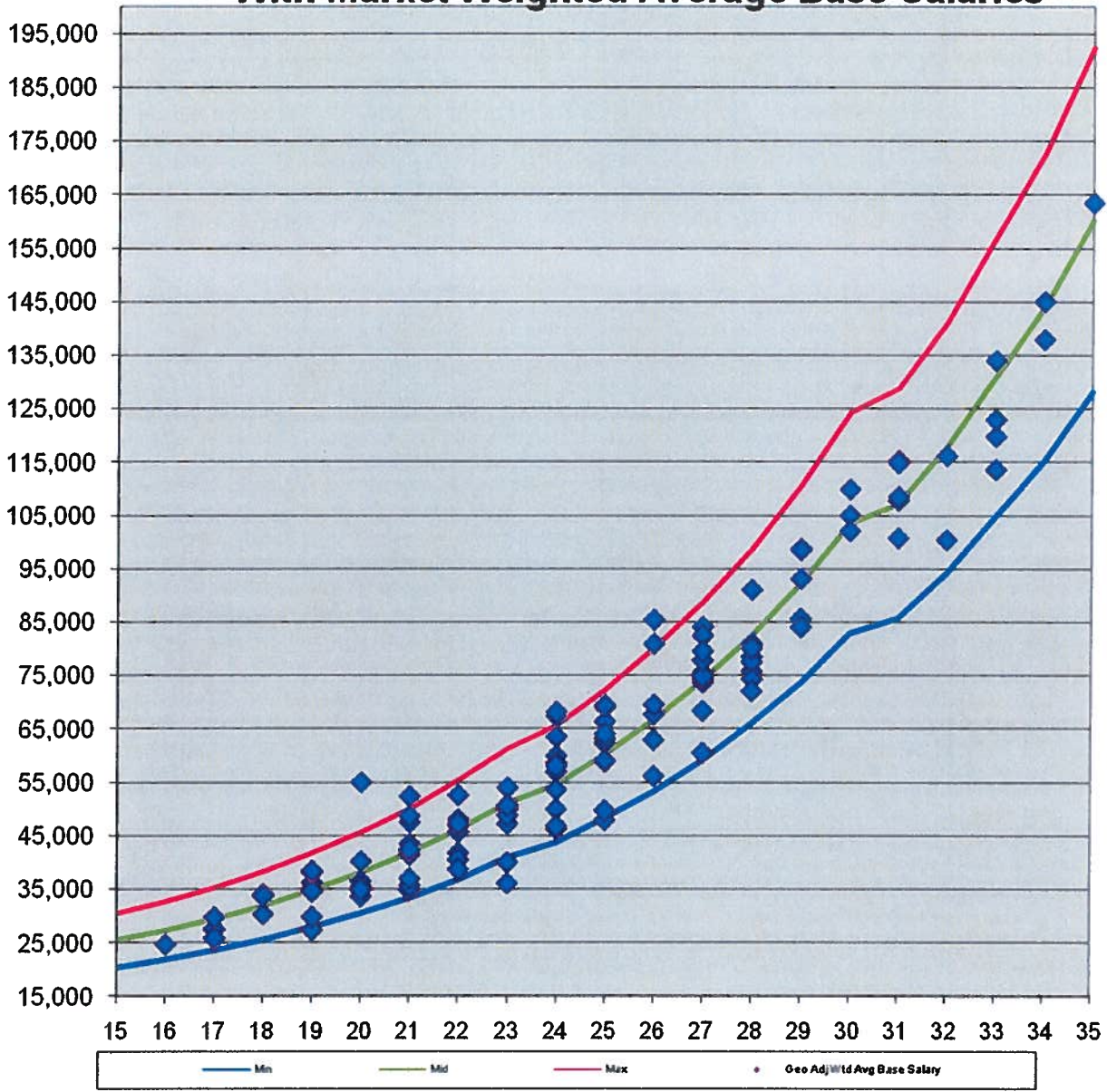
Random telephone calls by ERI's Director have found that only 2% of ERI subscribers pay "the same for all jobs nationally, but vary levels by cost-of-living". All other surveyed subscribers stated that they ignore cost-of-living and concentrate on the demand and supply/ local market pricing to administer geographic pay differentials.

It is the recommendation of the Waters Consulting Group to use the ERI's economic adjustment to allow the use of market data outside the City and Commission's geographic area. It is a valid approach in compensation studies and a widely accepted compensation practice.

Please let me know if you have further questions.

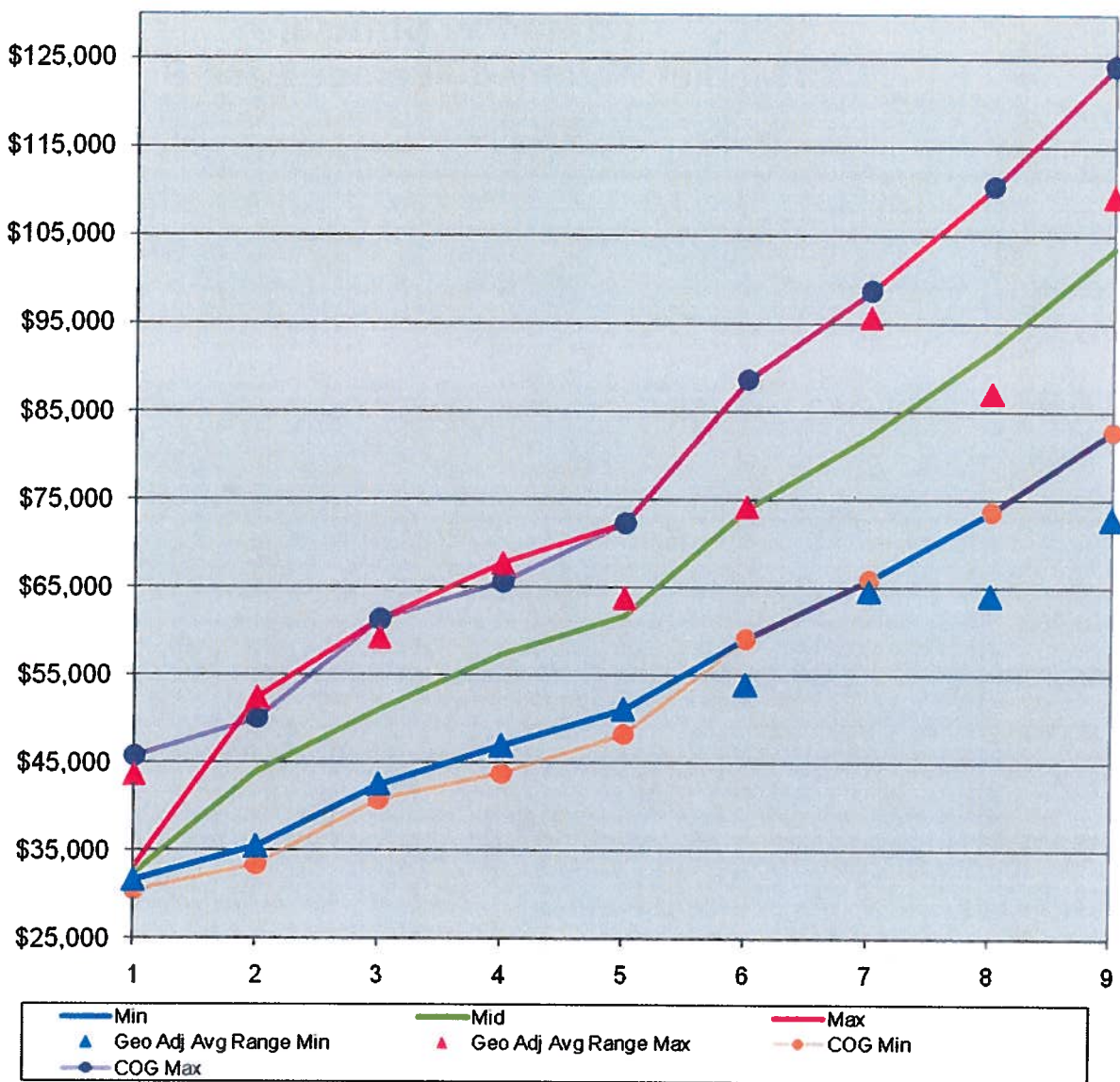
Ruth Ann Eledge, Vice President and Senior Consultant
The Waters Consulting Group, Inc.

City of Greenville/Greenville Utilities Commission Current Pay Structure With Market Weighted Average Base Salaries



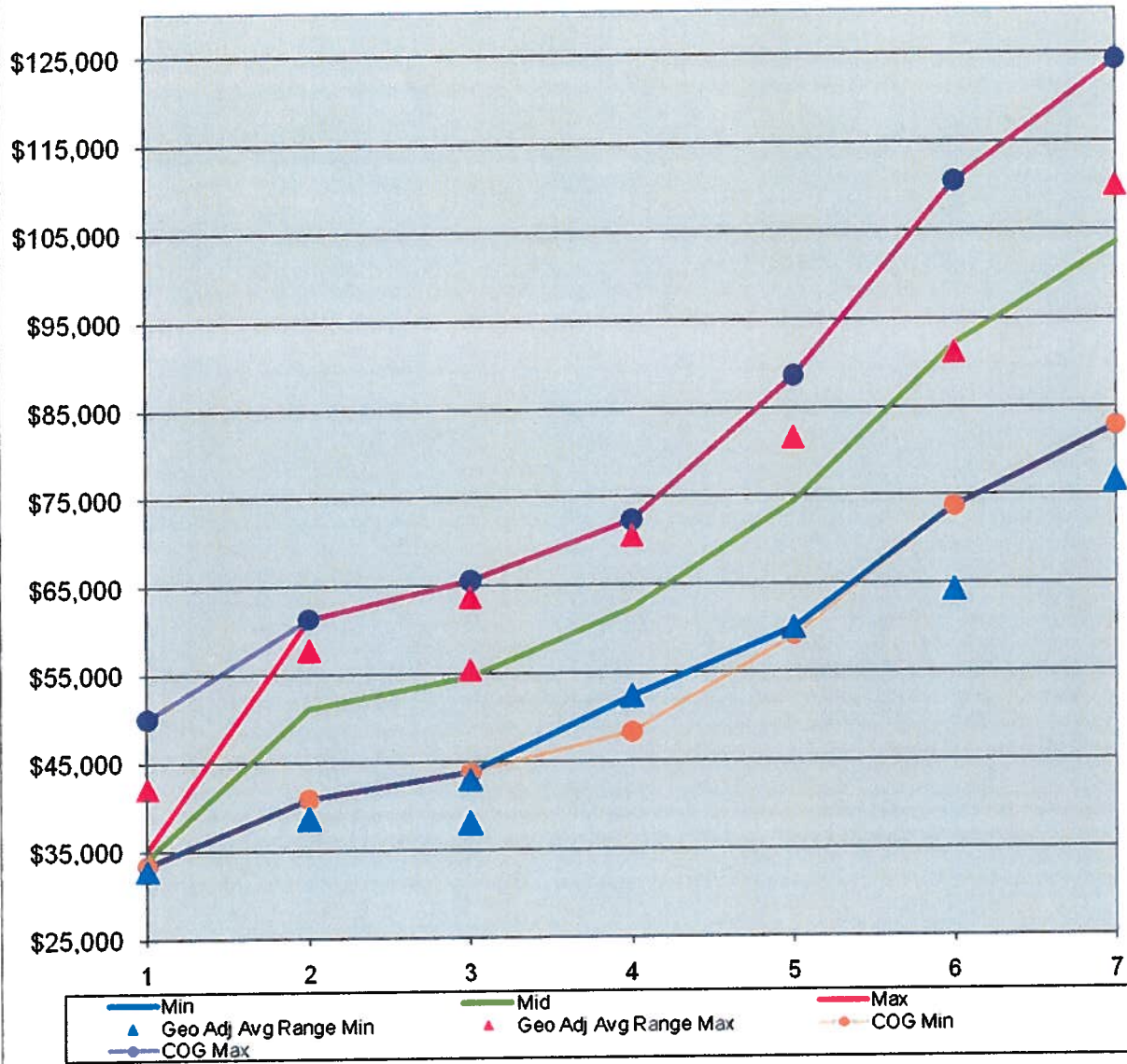
The above graph is plotted to depict the current pay ranges' entry, midpoint, and maximum for the City of Greenville and the Greenville Utilities Commission (shown in blue, green, and red lines). Average market data in the form of blue triangles is plotted for jobs based on their current grade assignment.

**City of Greenville
Proposed Fire/Rescue Structure
With Market Geographically Adjusted
Average Range Minimums and Maximums**



The above graph has charted the proposed Fire/Rescue pay structure with solid lines. The blue line is the proposed minimums, the green line is the proposed midpoint, and the red line is the proposed maximum. The triangles represent the average market with the blue triangles the average market minimums and red triangles are the average market maximums. The current structure has been overlaid by using dots to show the current minimums and maximums of the structure. The orange dots are the current range minimums and the purple dots are the current range maximums. Where the orange dots are below the current minimum, the proposed range minimum will be increased to the blue line. Where the purple dots are above or below the proposed range maximum, they will be adjusted to the red line.

**City of Greenville
Proposed Police Pay Structure
With Market Geographically Adjusted
Average Range Minimums and Maximums**



The above graph has charted the proposed Police pay structure with solid lines. The blue line is the proposed minimums, the green line is the proposed midpoint, and the red line is the proposed maximum. The triangles represent the average market with the blue triangles the average market minimums and red triangles are the average market maximums. The current structure has been overlaid by using dots to show the current minimums and maximums of the structure. The orange dots are the current range minimums and the purple dots are the current range maximums. Where the orange dots are below the current minimum, the proposed range minimum will be increased to the blue line. Where the purple dots are above or below the proposed range maximum, they will be adjusted to the red line.

**CITY OF GREENVILLE, NC
MARKET ANALYSIS - ELECTED OFFICIALS**

Data Aged to: 07/01/11
Aging Percent: 2.5%

Survey Job No.: 253
Survey Job Title: City Attorney

Survey	Survey Participant/ Published Survey Cut	Survey Job Title	Survey Job No.	Participant Matching Title	Status	# of Incs	Geo Diff %	Geo Adjusted Base Salary	Aged Avg Base Salary*
	COG					1			\$146,266
WCG	City of Asheville, NC	City Attorney	253	City Attorney	FT	1	3.2%	\$140,191	\$135,844
WCG	City of Denton, TX	City Attorney	253	City Attorney	FT	1	-7.9%	\$180,236	\$195,696
WCG	City of Durham, NC	City Attorney	253	City Attorney	FT	1	-7.2%	\$166,692	\$179,625
WCG	City of Garland, TX	City Attorney	253	City Attorney	FT	1	-8.2%	\$167,524	\$182,488
WCG	City of High Point, NC	City Attorney	253	City Attorney - Vacant	FT	0	-3.0%		
WCG	City of Kissimmee, FL	City Attorney	253	City Attorney	FT	1	-1.6%	\$144,681	\$147,033
WCG	City of Ocala, FL	City Attorney	253	N/A					
WCG	City of Springfield, IL	City Attorney	253	City Attorney	FT	1	-6.0%	\$98,745	\$105,047
WCG	City of Wilmington, NC	City Attorney	253	City Attorney	FT	1	0.3%	\$141,298	\$140,875
WCG	Town of Cary, NC	City Attorney	253	Town Attorney	FT	1	-6.0%	\$131,227	\$139,603

Data not used in analysis:

WCG	City of Greenwood, SC	City Attorney	253	City Attorney (Part-Time)	FT	1	3.0%	\$18,656	\$18,113
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No. of Participants:	9
No. of Incumbents:	8

25th Percentile All Market Data:	\$137,950
Median Market Data:	\$142,989
Average Market Data:	\$146,324
75th Percentile Market Data:	\$166,900

Geo Adj Average	1.00
Average	0.95

COG Current Average Salary vs. Market Salary:

* COG data is not aged or geographically adjusted.

**CITY OF GREENVILLE, NC
MARKET ANALYSIS - ELECTED OFFICIALS**

Survey Job No.: 254
Survey Job Title: City Clerk

Data Aged to: 07/01/11
Aging Percent: 2.5%

Survey	Survey Participant/ Published Survey Cut	Survey Job Title	Survey Job No.	Participant Matching Title	Status	# of Incs	Geo Diff %	Geo Adjusted Base Salary	Aged Avg Base Salary*
COG									\$69,514
WCG	City of Asheville, NC	City Clerk	254	City Clerk	FT	1	3.2%	\$85,153	\$82,513
WCG	City of Denton, TX	City Clerk	254	City Clerk	FT	1	-7.9%	\$68,603	\$74,488
WCG	City of Durham, NC	City Clerk	254	City Clerk	FT	1	-7.2%	\$93,281	\$100,518
WCG	City of Garland, TX	City Clerk	254	City Secretary	FT	1	-8.2%	\$93,052	\$101,364
WCG	City of Greenwood, SC	City Clerk	254	City Clerk/Finance Director	FT	1	3.0%	\$73,125	\$70,995
WCG	City of High Point, NC	City Clerk	254	City Clerk	FT	1	-3.0%	\$68,637	\$70,760
WCG	City of Kissimmee, FL	City Clerk	254	City Clerk/Assistant City Manager	FT	1	-1.6%	\$83,328	\$84,683
WCG	City of Ocala, FL	City Clerk	254	City Clerk	FT	1	2.6%	\$67,307	\$65,601
WCG	City of Rocky Mount, NC	City Clerk	254	City Clerk	FT	1	2.2%	\$78,651	\$76,958
WCG	City of Springfield, IL	City Clerk	254	City Clerk	FT	1	-6.0%	\$77,675	\$82,633
WCG	City of Wilmington, NC	City Clerk	254	City Clerk	FT	1	0.3%	\$72,005	\$71,790
WCG	Town of Cary, NC	City Clerk	254	Town Clerk	FT	1	-6.0%	\$81,294	\$86,483
WCG	Town of Flower Mound	City Clerk	254	Town Secretary	FT	1	-7.1%	\$89,054	\$95,861

No. of Participants:	13
No. of Incumbents:	13
25th Percentile All Market Data:	\$72,005
Median Market Data:	\$71,790
Average Market Data:	\$78,651
75th Percentile Market Data:	\$82,513
	\$79,320
	\$81,896
	\$85,153
	\$86,483

COG Current Average Salary vs. Market Salary:

Geo Adj	Average	Average
	0.88	0.85

* COG data is not aged or geographically adjusted.

**CITY OF GREENVILLE, NC
MARKET ANALYSIS - ELECTED OFFICIALS**

Survey Job No.: 255

Survey Job Title: City Manager

Data Aged to: 07/01/11
Aging Percent: 2.5%

Survey	Survey Participant/ Published Survey Cut	Survey Job Title	Survey Job No.	Participant Matching Title	Status	# of Incs	Geo Diff %	Geo Adjusted Base Salary	Aged Avg Base Salary*
	COG			City Manager		1			\$167,378
WCG	City of Asheville, NC	City Manager	255	City Manager	FT	1	3.2%	\$174,796	\$169,376
WCG	City of Denton, TX	City Manager	255	City Manager	FT	1	-7.9%	\$206,259	\$223,951
WCG	City of Durham, NC	City Manager	255	City Manager	FT	1	-7.2%	\$168,969	\$182,079
WCG	City of Garland, TX	City Manager	255	City Manager	FT	1	-8.2%	\$214,464	\$233,621
WCG	City of Greenwood, SC	City Manager	255	City Manager	FT	1	3.0%	\$105,720	\$102,641
WCG	City of High Point, NC	City Manager	255	City Manager	FT	1	-3.0%	\$153,730	\$158,484
WCG	City of Kissimmee, FL	City Manager	255	City Manager	FT	1	-1.6%	\$128,678	\$130,770
WCG	City of Ocala, FL	City Manager	255	City Manager	FT	1	2.6%	\$170,348	\$166,031
WCG	City of Rocky Mount, NC	City Manager	255	City Manager	FT	1	2.2%	\$171,329	\$167,641
WCG	City of Springfield, IL	City Manager	255	N/A	FT		-6.0%		
WCG	City of Wilmington, NC	City Manager	255	City Manager	FT	1	0.3%	\$171,852	\$171,338
WCG	Town of Cary, NC	City Manager	255	Town Manager	FT	1	-6.0%	\$181,986	\$193,603
WCG	Town of Flower Mund	City Manager	255	Town Manager	FT	1	-10.8%	\$153,286	\$171,845

No. of Participants:	12
No. of Incumbents:	12
25th Percentile All Market Data:	\$153,619
Median Market Data:	\$170,838
Average Market Data:	\$166,785
75th Percentile Market Data:	\$172,615
	\$176,594
	\$184,960

Geo Adj Average	1.00
COG Current Average Salary vs. Market Salary:	0.97

* COG data is not aged or geographically adjusted.

**CITY OF GREENVILLE, NC
MARKET ANALYSIS - ELECTED OFFICIALS**

Survey Job No.: 109
Survey Job Title: City Council Member

Data Aged to: 07/01/11
Aging Percent: 2.5%

Survey	Survey Participant/ Published Survey Cut	Survey Job Title	Survey Job No.	Participant Matching Title	Status	# of Incs	Geo Diff %	Geo Adjusted Base Salary	Aged Avg Base Salary*
COG									
WCG	City of Asheville, NC	City Council Member	109	City Council Member		5	3.2%	\$14,398	\$13,893
WCG	City of Denton, TX	City Council Member	109	N/A		0	-7.9%		
WCG	City of Garland, TX	City Council Member	109	City Council Member		8	-8.2%	\$4,434	\$4,830
WCG	City of Greenwood, SC	City Council Member	109	City Council Member		6	3.0%	\$4,975	\$4,830
WCG	City of High Point, NC	City Council Member	109	City Council Member		8	-3.0%	\$10,541	\$10,868
WCG	City of Kissimmee, FL	City Council Member	256	City Council Member		4	-1.6%	\$24,284	\$24,679
WCG	City of Ocala, FL	City Council Member	109	City Council Member		5	2.6%	\$2,478	\$2,415
WCG	City of Springfield, IL	City Council Member	109	City Council Member		10	-6.0%	\$14,618	\$15,551
WCG	City of Wilmington, NC	City Council Member	109	City Council Member		6	0.3%	\$10,769	\$10,737
WCG	Town of Cary, NC	City Council Member	109	City Council Member		5	-6.0%	\$10,271	\$10,927
						5		\$7,500	

COG Council Members also receive \$1,200/yr. travel allowance.

No. of Participants:	10
No. of Incumbents:	57
25th Percentile All Market Data:	\$4,975
Median Market Data:	\$10,541
Average Market Data:	\$10,745
Weighted Average All Market Data:	\$10,404
75th Percentile Market Data:	\$14,338
	\$10,691
	\$13,893

COG Current Average Salary vs. Market Salary:	
Geo Adj Wtd Avg	0.72
Wtd Average	0.70

* COG data is not aged or geographically adjusted.

**CITY OF GREENVILLE, NC
MARKET ANALYSIS - ELECTED OFFICIALS**

Survey Job No.: 257
Survey Job Title: Mayor

Data Aged to: 07/01/11
Aging Percent: 2.5%

Survey	Survey Participant/ Published Survey Cut	Survey Job Title	Survey Job No.	Participant Matching Title	# of Incs	Geo Diff %	Geo Adjusted Base Salary	Aged Avg Base Salary*
	COG			Mayor	1			\$11,500
WCG	City of Asheville, NC	Mayor	257	Mayor	1	3.2%	\$19,515	\$18,909
WCG	City of Denton, TX	Mayor	257	N/A	0	-7.9%		
WCG	City of Garland, TX	Mayor	257	Mayor	1	-8.2%	\$6,651	\$7,245
WCG	City of Greenwood, SC	Mayor	257	Mayor	1	3.0%	\$9,950	\$9,660
WCG	City of High Point, NC	Mayor	257	Mayor	1	-3.0%	\$14,641	\$15,094
WCG	City of Kissimmee, FL	Mayor	257	Mayor	1	-1.6%	\$25,428	\$25,842
WCG	City of Ocala, FL	Mayor	257	Mayor	1	2.6%	\$3,097	\$3,019
WCG	City of Wilmington, NC	Mayor	257	Mayor	1	0.3%	\$14,170	\$14,128
WCG	Town of Cary, NC	Mayor	257	Mayor	1	-6.0%	\$12,293	\$13,077
Data not used in analysis:								
WCG	City of Springfield, IL	Mayor	257	Mayor	FT	-6.0%	\$113,282	\$120,513

COG Mayor also receives \$1,200/yr. travel allowance.

No. of Participants:	9
No. of Incumbents:	8
25th Percentile All Market Data:	\$9,950
Median Market Data:	\$14,170
Average Market Data:	\$13,218
75th Percentile Market Data:	\$19,515
	\$14,128
	\$13,372
	\$18,909

Geo Adj Average 0.87
Average 0.86
COG Current Average Salary vs. Market Salary:

* COG data is not aged or geographically adjusted.



**CITY OF GREENVILLE, NC
GRADE COMPARISON**

Org.	Position Title	Proposed Title	Current Pay Range			Proposed Pay Range - At Market				Geo Adjusted Market Value	
			Grade	Min	Mid	Max	Grade	Min	Mid		Max
COG	ASSISTANT CITY MANAGER		34	115,170	143,998	172,765	126	119,451	149,314	179,177	137,899
COG	CHIEF OF POLICE		33	104,797	131,019	157,269	125	109,588	136,986	164,383	122,916
COG	DIRECTOR OF PUBLIC WORKS		33	104,797	131,019	157,269	125	109,588	136,986	164,383	113,542
COG	F/R CHIEF		33	104,797	131,019	157,269	125	109,588	136,986	164,383	118,492
COG	DIRECTOR OF FINANCIAL SERVICES		31	85,779	107,266	128,752	124	100,540	125,675	150,810	108,482
COG	DIRECTOR OF INFORMATION TECHNOLOGY		31	85,779	107,266	128,752	124	100,540	125,675	150,810	115,243
COG	DIRECTOR OF RECREATION & PARKS		32	94,224	117,728	141,253	124	100,540	125,675	150,810	100,433
COG	DIRECTOR OF COMMUNITY DEVELOPMENT		31	85,779	107,266	128,752	123	92,238	115,298	138,358	107,826
COG	DIRECTOR OF HUMAN RESOURCES		31	85,779	107,266	128,752	123	92,238	115,298	138,358	114,763
COG	ASSISTANT CITY ATTORNEY		30	82,846	103,584	124,259	122	84,622	105,778	126,934	105,015
COG	CITY ENGINEER		30	82,846	103,584	124,259	122	84,622	105,778	126,934	109,860
COG	DIRECTOR OF LIBRARIES		30	82,846	103,584	124,259	122	84,622	105,778	126,934	102,079
COG	APPLICATION DEVELOPMENT MANAGER	Applications Manager	29	73,736	92,186	110,635	121	77,635	97,044	116,453	98,795
COG	IT INFRASTRUCTURE MANAGER		29	73,736	92,186	110,635	121	77,635	97,044	116,453	
COG	PUBLIC WORKS OPERATIONS MGR		29	73,736	92,186	110,635	121	77,635	97,044	116,453	93,146
COG	SENIOR FIN SVS MANAGER		29	73,736	92,186	110,635	121	77,635	97,044	116,453	
COG	SUPPORT SERVICES MANAGER	Added Position	21	77,635	97,044	116,453	121	77,635	97,044	116,453	
COG	TRAFFIC ENGINEER	Added Position	121	77,635	97,044	116,453	121	77,635	97,044	116,453	
COG	CIVIL ENGINEER III		28	65,978	82,410	98,821	120	71,225	89,031	106,837	
COG	BENEFITS MANAGER		27	59,197	73,986	88,712	119	65,949	82,436	98,924	84,106
COG	BLDG & GROUNDS SUPERINTENDENT		28	65,978	82,410	98,821	119	65,949	82,436	98,924	74,419
COG	CHIEF BUILDING INSPECTOR		28	65,978	82,410	98,821	119	65,949	82,436	98,924	80,689
COG	CHIEF PLANNER		28	65,978	82,410	98,821	119	65,949	82,436	98,924	
COG	DATABASE ADMINISTRATOR	Senior Database Administrator	27	59,197	73,986	88,712	119	65,949	82,436	98,924	78,531
COG	FLEET SUPERINTENDENT		28	65,978	82,410	98,821	119	65,949	82,436	98,924	81,005
COG	HUMAN RESOURCES MANAGER		28	65,978	82,410	98,821	119	65,949	82,436	98,924	
COG	PARKS SUPERINTENDENT		28	65,978	82,410	98,821	119	65,949	82,436	98,924	74,362
COG	RECREATION SUPERINTENDENT		28	65,978	82,410	98,821	119	65,949	82,436	98,924	72,094
COG	SAFETY/RISK MANAGER		27	59,197	73,986	88,712	119	65,949	82,436	98,924	
COG	TRANSIT SUPERINTENDENT		28	65,978	82,410	98,821	119	65,949	82,436	98,924	77,591
COG	STREET SUPERINTENDENT		28	65,978	82,410	98,821	119	65,949	82,436	98,924	82,492
COG	TRANSIT MANAGER		27	59,197	73,986	88,712	119	65,949	82,436	98,924	
COG	CIVIL ENGINEER II		27	59,197	73,986	88,712	118	61,064	76,330	91,596	74,839
COG	COMMUNICATIONS MANAGER/PIO		26	53,352	66,747	80,163	118	61,064	76,330	91,596	85,460
COG	DATABASE ADMINISTRATOR		27	59,197	73,986	88,712	118	61,064	76,330	91,596	

CITY OF GREENVILLE, NC
GRADE COMPARISON

Org.	Position Title	Proposed Title	Current Pay Range					Proposed Pay Range - At Market					Geo Adjusted Market Value
			Grade	Min				Grade	Min				
				Min	MID	Max	Max		Min	MID	Max	Max	
COG	GIS SYSTEMS COORDINATOR	Systems Analyst IV	26	53,352	66,747	80,163	118	61,064	76,330	91,596	67,773		
COG	IT SERVER/SECURITY ANALYST	Network Analyst III	27	59,197	73,986	88,712	118	61,064	76,330	91,596	74,369		
COG	NETWORK ANALYST		27	59,197	73,986	88,712	118	61,064	76,330	91,596	73,712		
COG	PURCHASING MANAGER		27	59,197	73,986	88,712	118	61,064	76,330	91,596	77,865		
COG	SYSTEMS ANALYST IV		26	53,352	66,747	80,163	118	61,064	76,330	91,596			
COG	TELECOMMUNICATIONS ANALYST		27	59,197	73,986	88,712	118	61,064	76,330	91,596			
COG	WEB SYSTEMS ANALYST	Systems Analyst IV	26	53,352	66,747	80,163	118	61,064	76,330	91,596	69,564		
COG	PARKS FACILITIES MANAGER		26	53,352	66,747	80,163	117	56,541	70,676	84,811	62,977		
COG	PARKS PLANNER		26	53,352	66,747	80,163	117	56,541	70,676	84,811			
COG	RECREATION MANAGER		26	53,352	66,747	80,163	117	56,541	70,676	84,811			
COG	SENIOR PLANNER	Golf Operations Manager	26	53,352	66,747	80,163	117	56,541	70,676	84,811	60,569		
COG	SYSTEMS ANALYST III		27	59,197	73,986	88,712	117	56,541	70,676	84,811			
COG	TRANSPORTATION PLANNER		25	48,318	60,320	72,384	117	56,541	70,676	84,811			
COG	ACCOUNTING SUPERVISOR		27	59,197	73,986	88,712	117	56,541	70,676	84,811			
COG	ASST STREET SUPERINTENDENT		24	43,805	54,704	65,624	116	52,352	65,441	78,529	63,200		
COG	BLDG & GROUNDS SUPERVISOR		26	53,352	66,747	80,163	116	52,352	65,441	78,529			
COG	CEMETERY SUPERVISOR		25	48,318	60,320	72,384	116	52,352	65,441	78,529	59,180		
COG	CIVIL ENGINEER I		24	43,805	54,704	65,624	116	52,352	65,441	78,529			
COG	HR Specialist III	New Title	25	48,318	60,320	72,384	116	52,352	65,441	78,529			
COG	LIBRARIAN IV		26	53,352	66,747	80,163	116	52,352	65,441	78,529	56,219		
COG	MECHANIC SUPERVISOR	Added Position	25	48,318	60,320	72,384	116	52,352	65,441	78,529	62,341		
COG	NETWORK ANALYST II		26	53,352	66,747	80,163	116	52,352	65,441	78,529			
COG	PARKS COORDINATOR		25	48,318	60,320	72,384	116	52,352	65,441	78,529			
COG	PUBLIC SAFETY SYSTEMS ADMINISTRATOR		26	53,352	66,747	80,163	116	52,352	65,441	78,529			
COG	SYSTEMS ANALYST II		24	43,805	54,704	65,624	116	52,352	65,441	78,529	68,236		
COG	TRAFFIC SERVICES SUPERVISOR		24	43,805	54,704	65,624	116	52,352	65,441	78,529			
COG	ACCOUNTING SPECIALIST		23	40,872	51,085	61,360	115	48,475	60,593	72,712			
COG	COLLECTIONS SUPERVISOR		24	43,805	54,704	65,624	115	48,475	60,593	72,712			
COG	COMMUNITY SERVICES SUPERVISOR		25	48,318	60,320	72,384	115	48,475	60,593	72,712			
COG	GIS TECHNICIAN II		25	48,318	60,320	72,384	115	48,475	60,593	72,712	47,983		
COG	LANDSCAPE SUPERVISOR	(F. Livesay) Added Position (Andy Thomas)	24	43,805	54,704	65,624	115	48,475	60,593	72,712			
COG	LEAD PLANNER		24	43,805	54,704	65,624	115	48,475	60,593	72,712			
COG	RECYCLING COORDINATOR		24	43,805	54,704	65,624	115	48,475	60,593	72,712			
COG	SANITATION ROUTE SUPERVISOR		25	48,318	60,320	72,384	115	48,475	60,593	72,712			
COG	SYSTEMS ANALYST I		23	40,872	51,085	61,360	115	48,475	60,593	72,712			
COG	TRAINING OFFICER		25	48,318	60,320	72,384	115	48,475	60,593	72,712	58,888		
COG	ADMINISTRATIVE SVCS SPECIALIST	Executive Assistant to City Manager	23	40,872	51,085	61,360	114	44,884	56,105	67,326			
COG	COMMUNITY PROJECTS COORDINATOR		23	40,872	51,085	61,360	114	44,884	56,105	67,326			

CITY OF GREENVILLE, NC
GRADE COMPARISON

Org.	Position Title	Proposed Title	Current Pay Range			Proposed Pay Range - At Market					Geo Adjusted Market Value
			Grade	Min	Mid	Max	Grade	Min	Mid	Max	
COG	FINANCIAL ANALYST		25	48,318	60,320	72,384	114	44,884	56,105	67,326	50,035
COG	GREENS SUPERVISOR		24	43,805	54,704	65,624	114	44,884	56,105	67,326	
COG	IT SUPPORT SPECIALIST II		23	40,872	51,085	61,360	114	44,884	56,105	67,326	
COG	LIBRARIAN III		24	43,805	54,704	65,624	114	44,884	56,105	67,326	
COG	MECHANIC I	Master Mechanic	22	36,920	46,176	55,390	114	44,884	56,105	67,326	
COG	MECHANIC II	Master Mechanic	24	43,805	54,704	65,624	114	44,884	56,105	67,326	
COG	MWBE COORDINATOR		24	43,805	54,704	65,624	114	44,884	56,105	67,326	
COG	NETWORK ANALYST I		24	43,805	54,704	65,624	114	44,884	56,105	67,326	
COG	PLANNER II		25	48,318	60,320	72,384	114	44,884	56,105	67,326	49,794
COG	RECREATION SUPERVISOR		24	43,805	54,704	65,624	114	44,884	56,105	67,326	53,635
COG	SAFETY SPECIALIST		24	43,805	54,704	65,624	114	44,884	56,105	67,326	56,995
COG	SURVEYOR	Surveyor/Floodplain Coordinator	24	43,805	54,704	65,624	114	44,884	56,105	67,326	58,592
COG	ACCOUNTING TECHNICIAN I (C. Sicley)	Administrative Services Specialist	22	36,920	46,176	55,390	113	41,559	51,949	62,339	
COG	ADMINISTRATIVE SVCS SPECIALIST		23	40,872	51,085	61,360	113	41,559	51,949	62,339	50,754
COG	ADMINISTRATIVE SVCS SPECIALIST	HR Specialist II	23	40,872	51,085	61,360	113	41,559	51,949	62,339	
COG	ADMINISTRATIVE SVCS SPECIALIST (Police)	Police Research Specialist	23	40,872	51,085	61,360	113	41,559	51,949	62,339	
COG	BUILDING INSPECTOR		24	43,805	54,704	65,624	113	41,559	51,949	62,339	46,901
COG	COMMUNITY RELATIONS OFFICER		24	43,805	54,704	65,624	113	41,559	51,949	62,339	
COG	DEPUTY CITY CLERK		23	40,872	51,085	61,360	113	41,559	51,949	62,339	48,860
COG	ELECTRICAL INSPECTOR	Building Inspector	24	43,805	54,704	65,624	113	41,559	51,949	62,339	
COG	ENGINEERING ASSISTANT II		23	40,872	51,085	61,360	113	41,559	51,949	62,339	50,717
COG	F/R ADMIN ASSISTANT		25	48,318	60,320	72,384	113	41,559	51,949	62,339	
COG	GIS TECHNICIAN I		23	40,872	51,085	61,360	113	41,559	51,949	62,339	
COG	HITS COORDINATOR		23	40,872	51,085	61,360	113	41,559	51,949	62,339	
COG	NEIGHBORHOOD LIAISON/COMM OMBU		24	43,805	54,704	65,624	113	41,559	51,949	62,339	
COG	PAINT/BODY TECHNICIAN		24	43,805	54,704	65,624	113	41,559	51,949	62,339	
COG	PARTS MANAGER		24	43,805	54,704	65,624	113	41,559	51,949	62,339	50,026
COG	PLAN REVIEWER/CODE CONS		24	43,805	54,704	65,624	113	41,559	51,949	62,339	
COG	PUBLIC WORKS COORDINATOR		24	43,805	54,704	65,624	113	41,559	51,949	62,339	
COG	SANITATION SUPERVISOR		23	40,872	51,085	61,360	113	41,559	51,949	62,339	
COG	STREETS SUPERVISOR I	Streets Supervisor	23	40,872	51,085	61,360	113	41,559	51,949	62,339	
COG	STREETS SUPERVISOR II	Streets Supervisor	24	43,805	54,704	65,624	113	41,559	51,949	62,339	48,128
COG	WELDER		22	36,920	46,176	55,390	113	41,559	51,949	62,339	
COG	ADMINISTRATIVE SECRETARY (in ACM office only)	Sr. Administrative Assistant	22	36,920	46,176	55,390	112	38,840	48,550	58,260	
COG	ANIMAL CONTROL SUPERVISOR		21	33,426	41,787	50,086	112	38,840	48,550	58,260	48,772
COG	CRIME ANALYST II		23	40,872	51,085	61,360	112	38,840	48,550	58,260	
COG	HOUSING REHAB SPECIALIST		22	36,920	46,176	55,390	112	38,840	48,550	58,260	
COG	IT SUPPORT SPECIALIST I		22	36,920	46,176	55,390	112	38,840	48,550	58,260	
COG	LIBRARIAN II		23	40,872	51,085	61,360	112	38,840	48,550	58,260	43,780
COG	LIBRARY BUSINESS MANAGER		23	40,872	51,085	61,360	112	38,840	48,550	58,260	
COG	PARKS FACILITY MANAGER II		23	40,872	51,085	61,360	112	38,840	48,550	58,260	

CITY OF GREENVILLE, NC
GRADE COMPARISON

Org.	Position Title	Proposed Title	Current Pay Range				Proposed Pay Range - At Market				Geo Adjusted Market Value
			Grade	Min	Mid	Max	Grade	Min	Mid	Max	
			COG PLANNER I	24	43,805	54,704	65,624	112	38,840	48,550	
COG PROPERTY & EVIDENCE CUSTODIAN	22	36,920	46,176	55,390	112	38,840	48,550	58,260			
COG TRAFFIC SIGNAL TECHNICIAN II	23	40,872	51,085	61,360	112	38,840	48,550	58,260			
COG ACCOUNTING TECHNICIAN II	22	36,920	46,176	55,390	111	36,299	45,374	54,449			
COG ADMINISTRATIVE SECRETARY	22	36,920	46,176	55,390	111	36,299	45,374	54,449	41,867		
COG ASST GREENS SUPERVISOR	21	33,426	41,787	50,086	111	36,299	45,374	54,449			
COG BLDG & GROUNDS CREW LEADER	22	36,920	46,176	55,390	111	36,299	45,374	54,449	46,892		
COG COLLECTIONS OFFICER	22	36,920	46,176	55,390	111	36,299	45,374	54,449			
COG COMMUNICATIONS TECHNICIAN	21	33,426	41,787	50,086	111	36,299	45,374	54,449			
COG CUSTODIAL CREW LEADER I	18	25,584	31,970	38,397	111	36,299	45,374	54,449	38,491		
COG CUSTODIAL CREW LEADER II	18	25,584	31,970	38,397	111	36,299	45,374	54,449	38,491		
COG ENGINEERING ASSISTANT I	21	33,426	41,787	50,086	111	36,299	45,374	54,449			
COG LIBRARIAN I	21	33,426	41,787	50,086	111	36,299	45,374	54,449			
COG MAINTENANCE TECHNICIAN II	21	33,426	41,787	50,086	111	36,299	45,374	54,449			
COG PARKS PROGRAM ASSISTANT	22	36,920	46,176	55,390	111	36,299	45,374	54,449	40,062		
COG PURCHASING TECHNICIAN	22	36,920	46,176	55,390	111	36,299	45,374	54,449			
COG TRAFFIC CONTROL CREW LEADER	21	33,426	41,787	50,086	111	36,299	45,374	54,449	43,514		
COG TREE TRIMMER II	21	33,426	41,787	50,086	111	36,299	45,374	54,449	35,819		
COG CEMENT FINISHER	20	30,493	38,147	45,802	110	34,245	42,806	51,367			
COG CODE ENFORCEMENT OFFICER	21	33,426	41,787	50,086	110	34,245	42,806	51,367	41,506		
COG CRIME ANALYST I	21	33,426	41,787	50,086	110	34,245	42,806	51,367			
COG EQUIPMENT OPERATOR V	22	36,920	46,176	55,390	110	34,245	42,806	51,367	38,801		
COG LEAD TELECOMMUNICATOR	21	33,426	41,787	50,086	110	34,245	42,806	51,367			
COG PESTICIDE CONTROL OFFICER	21	33,426	41,787	50,086	110	34,245	42,806	51,367			
COG TRAFFIC SIGNAL TECHNICIAN I	21	33,426	41,787	50,086	110	34,245	42,806	51,367			
COG ACCOUNTING TECHNICIAN I	21	33,426	41,787	50,086	109	32,306	40,383	48,459	34,847		
COG EQUIPMENT OPERATOR IV	20	30,493	38,147	45,802	109	32,306	40,383	48,459			
COG EQUIPMENT OPERATOR IV (Sanitation)	20	30,493	38,147	45,802	109	32,306	40,383	48,459			
COG MAINTENANCE TECHNICIAN I	21	33,426	41,787	50,086	109	32,306	40,383	48,459			
COG PAL/OFF-DUTY COORDINATOR	19	27,934	34,902	41,891	109	32,306	40,383	48,459			
COG PARK RANGER	20	30,493	38,147	45,802	109	32,306	40,383	48,459	40,264		
COG PARKS CREW LEADER	19	27,934	34,902	41,891	109	32,306	40,383	48,459	38,208		
COG PERMIT OFFICER	21	33,426	41,787	50,086	109	32,306	40,383	48,459	34,909		
COG TELECOMMUNICATOR	20	30,493	38,147	45,802	109	32,306	40,383	48,459	34,970		
COG BOOKING OFFICER/PROPERTY-EVIDE	20	30,493	38,147	45,802	108	30,478	38,097	45,716			
COG COLLECTIONS TECHNICIAN	20	30,493	38,147	45,802	108	30,478	38,097	45,716			
COG CUSTODIAN CREW LEADER	19	27,934	34,902	41,891	108	30,478	38,097	45,716			
COG EQUIPMENT OPERATOR III/II (Sanitation)	18/19	27,934	34,902	41,891	108	30,478	38,097	45,716			
COG FAMIL Y SERVICES VICTIMS ADVOCA	19	27,934	34,902	41,891	108	30,478	38,097	45,716			

CITY OF GREENVILLE, NC
GRADE COMPARISON

O/g.	Position Title	Proposed Title	Current Pay Range			Proposed Pay Range - At Market			Geo Adjusted Market Value		
			Grade	Min	Mid	Max	Grade	Min		Mid	Max
FIRE POSITIONS											
COG	Deputy F/R Chief		30	82,846	103,584	124,259	FR9	82,846	103,584	124,259	72,856
COG	Battalion Chief		29	73,736	92,186	110,635	FR8	73,736	92,186	110,635	64,095
COG	EMS Manager		28	65,978	82,410	98,821	FR7	65,978	82,410	98,821	64,645
COG	F/R Captain		27	59,197	73,986	88,712	FR6	59,197	73,986	88,712	53,970
COG	Senior Fire Codes Official		26	53,352	66,747	80,163	FR6	59,197	73,986	88,712	58,316
COG	F/R Lieutenant		25	48,318	60,320	72,384	FR5	51,157	61,771	72,384	51,157
COG	EMS Specialist		24	43,805	54,704	65,624	FR4	46,988	57,381	67,775	46,988
COG	Fire Prevention Specialist	Deputy Fire Marshal	24	43,805	54,704	65,624	FR4	46,988	57,381	67,775	46,988
COG	F/R Officer II		23	40,872	51,085	61,360	FR3	42,560	51,085	61,360	42,560
COG	F/R Officer I		21	33,426	41,787	50,086	FR2	35,453	43,971	52,488	35,453
COG	F/R Trainee II(SH)		20	30,493	38,147	45,802	FR1	31,612	32,402	33,192	31,612
POLICE POSITIONS											
COG	Police Major	Deputy Police Chief	30	82,846	103,584	124,259	P7	82,846	103,584	124,259	76,632
COG	Police Captain		29	73,736	92,186	110,635	P6	73,736	92,186	110,635	64,288
COG	Police Lieutenant		27	59,197	73,986	88,712	P5	60,062	74,387	88,712	60,062
COG	Police Sergeant		25	48,318	60,320	72,384	P4	52,372	62,378	72,384	52,372
COG	Master Police Officer		24	43,805	54,704	65,624	P3	43,805	54,704	65,624	38,082
COG	Police Corporal		24	43,805	54,704	65,624	P3	43,805	54,704	65,624	42,993
COG	Police Officer		23	40,872	51,085	61,360	P2	40,872	51,116	61,360	38,334
COG	Police Officer Trainee		21	33,426	41,787	50,086	P1	33,426	34,261	35,097	32,804
PART-TIME POSITIONS:											
COG	P-T COMMUNICATIONS TECHNICIAN		111	36,299	45,374	54,449		36,299	45,374	54,449	
COG	P-T COLLECTIONS TECHNICIAN		107	29,026	36,283	43,539		29,026	36,283	43,539	
COG	GYM ASSISTANT (PART-TIME)		106	27,644	34,555	41,466		27,644	34,555	41,466	
COG	GYM ATTENDANT (PART-TIME)		106	27,644	34,555	41,466		27,644	34,555	41,466	
COG	P-T TRANSIT DRIVER		106	27,644	34,555	41,466		27,644	34,555	41,466	
COG	P-T RECEPTIONIST (Aquatics & Fitness Center)		104	25,074	31,343	37,611		25,074	31,343	37,611	
COG	P-T CUSTODIAN		103	23,880	29,850	35,820		23,880	29,850	35,820	

**CITY OF GREENVILLE, NC
GRADE COMPARISON**

Org.	Position Title	Proposed Title	Current Pay Range			Proposed Pay Range - At Market			Geo Adjusted Market Value
			Grade	Min	Mid	Max	Grade	Min	
COG	P-T LABORER		103	23,880	29,850	35,820			

PART-TIME SEASONAL POSITIONS:

Org	Position Title	Proposed Title	Grade	Min	Mid	Max	PTS	Annual Hourly	Geo Adjusted Market Value
COG	Adaptive Aquatics Swim Instructor								
COG	Adult Basketball Official								
COG	Adult Basketball Scorekeeper								
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								

**CITY OF GREENVILLE, NC
GRADE COMPARISON**

Org.	Position Title	Proposed Title	Current Pay Range			Proposed Pay Range - At Market			Geo Adjusted Market Value
			Grade	Min	Mid	Max	Grade	Min	
COG Youth Soccer Referee									

**CITY OF GREENVILLE AND GREENVILLE UTILITIES COMMISSION
COMBINED GRADE COMPARISON**

Org.	Position Title	Proposed Title	Current Pay Range			Proposed Pay Range - At Market			Geo Adjusted Market Value		
			Grade	Min	Mid	Max	Grade	Min		Mid	Max
GUC	ASSISTANT GENERAL MANAGER - COO		35	128,170	160,285	192,379	127	131,397	164,246	197,095	163,399
COG	ASSISTANT CITY MANAGER		34	115,170	143,998	172,765	126	119,451	149,314	179,177	137,899
GUC	CHIEF FINANCIAL OFFICER		34	115,170	143,998	172,765	126	119,451	149,314	179,177	144,978
COG	CHIEF OF POLICE		33	104,797	131,019	157,269	125	109,588	136,986	164,383	122,916
GUC	DIRECTOR OF ELECTRIC SYSTEMS		33	104,797	131,019	157,269	125	109,588	136,986	164,383	133,957
GUC	DIRECTOR OF GAS SYSTEMS		32	94,224	117,728	141,253	125	109,588	136,986	164,383	116,145
COG	DIRECTOR OF PUBLIC WORKS		33	104,797	131,019	157,269	125	109,588	136,986	164,383	113,542
GUC	DIRECTOR OF WATER RESOURCES		33	104,797	131,019	157,269	125	109,588	136,986	164,383	119,749
COG	F/R CHIEF		33	104,797	131,019	157,269	125	109,588	136,986	164,383	118,492
GUC	DIRECTOR OF CUSTOMER RELATIONS		31	85,779	107,266	128,752	124	100,540	125,675	150,810	100,778
COG	DIRECTOR OF FINANCIAL SERVICES		31	85,779	107,266	128,752	124	100,540	125,675	150,810	108,482
COG	DIRECTOR OF INFORMATION TECHNOLOGY		31	85,779	107,266	128,752	124	100,540	125,675	150,810	115,243
GUC	DIRECTOR OF INFORMATION TECHNOLOGY		31	85,779	107,266	128,752	124	100,540	125,675	150,810	115,243
COG	DIRECTOR OF RECREATION & PARKS		32	94,224	117,728	141,253	124	100,540	125,675	150,810	100,433
COG	DIRECTOR OF COMMUNITY DEVELOPMENT		31	85,779	107,266	128,752	123	92,238	115,298	138,358	107,826
GUC	DIRECTOR OF FINANCIAL SERVICES AND ACCOUNTING		31	85,779	107,266	128,752	123	92,238	115,298	138,358	108,482
COG	DIRECTOR OF HUMAN RESOURCES		31	85,779	107,266	128,752	123	92,238	115,298	138,358	114,763
GUC	DIRECTOR OF HUMAN RESOURCES		31	85,779	107,266	128,752	123	92,238	115,298	138,358	114,763
COG	ASSISTANT CITY ATTORNEY		30	82,846	103,584	124,259	122	84,622	105,778	126,934	105,015
COG	CITY ENGINEER		30	82,846	103,584	124,259	122	84,622	105,778	126,934	109,860
COG	DIRECTOR OF LIBRARIES		30	82,846	103,584	124,259	122	84,622	105,778	126,934	102,079
COG	APPLICATION DEVELOPMENT MANAGER	Applications Manager	29	73,736	92,186	110,635	121	77,635	97,044	116,453	98,795
GUC	CIS ADMINISTRATOR	Applications Manager	28	65,978	82,410	98,821	121	77,635	97,044	116,453	98,795
GUC	ELECTRIC DISTRIBUTION ENGINEER	Applications Manager	29	73,736	92,186	110,635	121	77,635	97,044	116,453	98,543
GUC	GIS MANAGER	Applications Manager	28	65,978	82,410	98,821	121	77,635	97,044	116,453	98,543
COG	IT INFRASTRUCTURE MANAGER	Applications Manager	29	73,736	92,186	110,635	121	77,635	97,044	116,453	98,543
GUC	PLANNING ENGINEER	Plants Engineer	29	73,736	92,186	110,635	121	77,635	97,044	116,453	85,696
GUC	PLANNING ENGINEER (ELECTRIC)	Plants Engineer	29	73,736	92,186	110,635	121	77,635	97,044	116,453	85,696
GUC	PLANNING/PROGRAM ENGINEER (Water Resources)	Water Quality Manager	28	65,978	82,410	98,821	121	77,635	97,044	116,453	85,696
GUC	PLANTS MANAGER	Water Quality Manager	29	73,736	92,186	110,635	121	77,635	97,044	116,453	85,696
COG	PUBLIC WORKS OPERATIONS MGR		29	73,736	92,186	110,635	121	77,635	97,044	116,453	93,146
COG	SENIOR FIN SVS MANAGER		29	73,736	92,186	110,635	121	77,635	97,044	116,453	93,146
COG	SUBSTATION/CONTROL ENGINEER	Added Position	29	73,736	92,186	110,635	121	77,635	97,044	116,453	84,068
COG	SUPPORT SERVICES MANAGER	Added Position	29	73,736	92,186	110,635	121	77,635	97,044	116,453	84,068
GUC	SYSTEMS ENGINEER (Gas)	IT Infrastructure Manager	28	65,978	82,410	98,821	121	77,635	97,044	116,453	91,055
GUC	TECHNICAL SUPPORT MANAGER	Added Position	28	65,978	82,410	98,821	121	77,635	97,044	116,453	91,055
COG	TRAFFIC ENGINEER		29	73,736	92,186	110,635	121	77,635	97,044	116,453	91,055
GUC	WAT. RESOURCES CONSC/CONT ENG		29	73,736	92,186	110,635	121	77,635	97,044	116,453	91,055
GUC	WATER RESOURCES PLANTS ENGINEER		29	73,736	92,186	110,635	121	77,635	97,044	116,453	91,055

**CITY OF GREENVILLE AND GREENVILLE UTILITIES COMMISSION
COMBINED GRADE COMPARISON**

Org.	Position Title	Proposed Title	Current Pay Range				Proposed Pay Range - All Market					Geo Adjusted Market Value
			Grade	Min	Mid	Max	Grade	Min	Mid	Max		
GUC	WATER RESOURCES SYSTEMS ENGINEER		29	73,736	92,186	110,635	121	77,635	97,044	116,453		
COG	CIVIL ENGINEER III		28	65,978	82,410	98,821	120	71,225	89,031	106,837		
GUC	SAFETY OFFICER	Resource Exposure Manager	27	59,197	73,986	88,712	120	71,225	89,031	106,837		
GUC	ASSISTANT DIRECTOR OF CUSTOMER RELATIONS		28	65,978	82,410	98,821	119	65,949	82,436	98,924		
GUC	BENEFITS ADMINISTRATOR	Human Resources Manager	27	59,197	73,986	88,712	119	65,949	82,436	98,924		
COG	BLDG & GROUNDS SUPERINTENDENT		28	65,978	82,410	98,821	119	65,949	82,436	98,924	84,106	
COG	CHIEF BUILDING INSPECTOR		28	65,978	82,410	98,821	119	65,949	82,436	98,924	74,419	
COG	CHIEF PLANNER		28	65,978	82,410	98,821	119	65,949	82,436	98,924	80,689	
GUC	DATA BASE ADMINISTRATOR	Senior Database Administrator	28	65,978	82,410	98,821	119	65,949	82,436	98,924		
COG	DATABASE ADMINISTRATOR	Senior Database Administrator	27	59,197	73,986	88,712	119	65,949	82,436	98,924	78,531	
GUC	FLEET MANAGER		28	65,978	82,410	98,821	119	65,949	82,436	98,924	78,531	
COG	FLEET SUPERINTENDENT		28	65,978	82,410	98,821	119	65,949	82,436	98,924	81,005	
GUC	GAS SYSTEMS SUPERINTENDENT		28	65,978	82,410	98,821	119	65,949	82,436	98,924		
COG	HUMAN RESOURCES MANAGER		28	65,978	82,410	98,821	119	65,949	82,436	98,924	81,005	
GUC	METER SUPERINTENDENT		28	65,978	82,410	98,821	119	65,949	82,436	98,924	81,005	
GUC	NATURAL GAS SUPPLY OFFICER		28	65,978	82,410	98,821	119	65,949	82,436	98,924		
COG	PARKS SUPERINTENDENT		25	48,318	60,320	72,384	119	65,949	82,436	98,924	75,806	
COG	RECREATION SUPERINTENDENT		28	65,978	82,410	98,821	119	65,949	82,436	98,924	89,157	
COG	SAFETY/RISK MANAGER		28	65,978	82,410	98,821	119	65,949	82,436	98,924	74,362	
COG	SANITATION SUPERINTENDENT		27	59,197	73,986	88,712	119	65,949	82,436	98,924	72,094	
GUC	SENIOR IT SERVER/SECURITY ANALYST		28	65,978	82,410	98,821	119	65,949	82,436	98,924		
GUC	SENIOR SYSTEMS ANALYST	New Title	28	65,978	82,410	98,821	119	65,949	82,436	98,924		
COG	STREET SUPERINTENDENT	To be deleted once incumbent retires.	28	65,978	82,410	98,821	119	65,949	82,436	98,924		
COG	TRANSIT MANAGER		28	65,978	82,410	98,821	119	65,949	82,436	98,924		
GUC	WATER RESOURCES SYSTEMS SUPERINTENDENT		28	65,978	82,410	98,821	119	65,949	82,436	98,924	77,591	
GUC	WTP SUPERINTENDENT		28	65,978	82,410	98,821	119	65,949	82,436	98,924	82,492	
GUC	WWTP SUPERINTENDENT		28	65,978	82,410	98,821	119	65,949	82,436	98,924	80,142	
COG	CIVIL ENGINEER II		27	59,197	73,986	88,712	118	61,064	76,330	91,596	80,142	
COG	COMMUNICATIONS MANAGER/PIO		26	53,352	66,747	80,163	118	61,064	76,330	91,596	74,839	
GUC	DATA BASE ADMINISTRATOR		28	65,978	82,410	98,821	118	61,064	76,330	91,596	85,460	
COG	DATABASE ADMINISTRATOR		27	59,197	73,986	88,712	118	61,064	76,330	91,596		
GUC	ELECTRIC ENGINEER II	Added Position	27	59,197	73,986	88,712	118	61,064	76,330	91,596		
GUC	EXECUTIVE ASSISTANT TO GENERAL MANAGER		27	59,197	73,986	88,712	118	61,064	76,330	91,596		
GUC	GAS ENGINEER II		27	59,197	73,986	88,712	118	61,064	76,330	91,596	68,400	
COG	GIS SYSTEMS COORDINATOR	Systems Analyst IV	26	53,352	66,747	80,163	118	61,064	76,330	91,596	67,773	
COG	IT SERVER/SECURITY ANALYST		27	59,197	73,986	88,712	118	61,064	76,330	91,596	74,369	
COG	IT SERVER/SECURITY ANALYST		27	59,197	73,986	88,712	118	61,064	76,330	91,596	74,369	
COG	NETWORK ANALYST	Network Analyst III	27	59,197	73,986	88,712	118	61,064	76,330	91,596	73,712	
GUC	NETWORK ANALYST	Network Analyst III	27	59,197	73,986	88,712	118	61,064	76,330	91,596	73,712	
GUC	OH CONSTRUCTION/MAINTENANCE SUPERVISOR		27	59,197	73,986	88,712	118	61,064	76,330	91,596		
GUC	PUB INFOR OFFICER		26	53,352	66,747	80,163	118	61,064	76,330	91,596	85,460	

**CITY OF GREENVILLE AND GREENVILLE UTILITIES COMMISSION
COMBINED GRADE COMPARISON**

Org.	Position Title	Proposed Title	Current Pay Range				Proposed Pay Range - At Market				Geo Adjusted Market Value
			Grade	Min	Mid	Max	Grade	Min	Mid	Max	
			COG PURCHASING MANAGER	27	59,197	73,986	88,712	118	61,064	76,330	
GUC SUBSTATION/COMMUNICATIONS SUPERVISOR	27	59,197	73,986	88,712	118	61,064	76,330	91,596			
COG SYSTEMS ANALYST IV	26	53,352	66,747	80,163	118	61,064	76,330	91,596			
GUC SYSTEMS ANALYST IV	26	53,352	66,747	80,163	118	61,064	76,330	91,596			
COG TELECOMMUNICATIONS ANALYST	27	59,197	73,986	88,712	118	61,064	76,330	91,596			
GUC UG ELECTRIC DISTRIBUTION SUPERVISOR	27	59,197	73,986	88,712	118	61,064	76,330	91,596	79,592		
GUC WATER RESOURCES ENGINEER II					118	61,064	76,330	91,596			
COG WEB SYSTEMS ANALYST	26	53,352	66,747	80,163	118	61,064	76,330	91,596	69,564		
GUC CHEMIST											
GUC CHEMIST/INTERIM PRE-TREATMENT COORDINATOR	27	59,197	73,986	88,712	117	56,541	70,676	84,811	75,525		
GUC ENERGY SERVICES SUPERVISOR	26	53,352	66,747	80,163	117	56,541	70,676	84,811			
GUC GIS APPLICATION DEVELOPER	25	48,318	60,320	72,384	117	56,541	70,676	84,811	80,945		
GUC GIS SYSTEMS COORDINATOR	26	53,352	66,747	80,163	117	56,541	70,676	84,811	67,773		
COG PARKS FACILITIES MANAGER	26	53,352	66,747	80,163	117	56,541	70,676	84,811	62,977		
COG PARKS PLANNER	26	53,352	66,747	80,163	117	56,541	70,676	84,811			
COG RECREATION MANAGER	26	53,352	66,747	80,163	117	56,541	70,676	84,811			
COG RECREATION MANAGER	26	53,352	66,747	80,163	117	56,541	70,676	84,811			
COG SENIOR PLANNER	27	59,197	73,986	88,712	117	56,541	70,676	84,811	60,569		
GUC STORES MANAGER	27	59,197	73,986	88,712	117	56,541	70,676	84,811			
GUC SYSTEMS ANALYST III	25	48,318	60,320	72,384	117	56,541	70,676	84,811			
COG TRANSPORTATION PLANNER	27	59,197	73,986	88,712	117	56,541	70,676	84,811			
GUC WATER RESOURCES ENGINEERING SUPPORT MANAGER	27	59,197	73,986	88,712	117	56,541	70,676	84,811			
GUC WTP OPERATIONS COORDINATOR (WTP)	27	59,197	73,986	88,712	117	56,541	70,676	84,811			
GUC WWTP OPERATIONS COORD.	27	59,197	73,986	88,712	117	56,541	70,676	84,811			
COG ACCOUNTING SUPERVISOR	24	43,805	54,704	65,624	116	52,352	65,441	78,529	63,200		
GUC ACCOUNTING SUPERVISOR	25	48,318	60,320	72,384	116	52,352	65,441	78,529	63,200		
COG ASST STREET SUPERINTENDENT	26	53,352	66,747	80,163	116	52,352	65,441	78,529			
COG BLDG & GROUNDS SUPERVISOR	25	48,318	60,320	72,384	116	52,352	65,441	78,529	59,180		
GUC BUILDING/GROUNDS SUPERVISOR	25	48,318	60,320	72,384	116	52,352	65,441	78,529	59,180		
COG CEMETERY SUPERVISOR	24	43,805	54,704	65,624	116	52,352	65,441	78,529			
COG CIVIL ENGINEER I	25	48,318	60,320	72,384	116	52,352	65,441	78,529			
GUC CONTROL SYSTEMS SUPERVISOR	25	48,318	60,320	72,384	116	52,352	65,441	78,529	69,090		
GUC CREDIT SUPERVISOR	25	48,318	60,320	72,384	116	52,352	65,441	78,529			
GUC ENGINEER I	25	48,318	60,320	72,384	116	52,352	65,441	78,529			
GUC ENGINEERING COORDINATOR (Electric)	26	53,352	66,747	80,163	116	52,352	65,441	78,529			
GUC ENGINEERING COORDINATOR (Electric)	26	53,352	66,747	80,163	116	52,352	65,441	78,529			
GUC FINANCIAL ANALYST	25	48,318	60,320	72,384	116	52,352	65,441	78,529	64,080		
GUC GAS ENGINEER I	25	48,318	60,320	72,384	116	52,352	65,441	78,529			
GUC GAS ENGINEERING COORDINATOR	25	48,318	60,320	72,384	116	52,352	65,441	78,529			
GUC GAS ENGINEERING COORDINATOR	25	48,318	60,320	72,384	116	52,352	65,441	78,529			
GUC GAS SYS SUPERVISOR	25	48,318	60,320	72,384	116	52,352	65,441	78,529			
COG HR Specialist III					116	52,352	65,441	78,529	69,428		

**CITY OF GREENVILLE AND GREENVILLE UTILITIES COMMISSION
COMBINED GRADE COMPARISON**

Org.	Position Title	Proposed Title	Current Pay Range			Proposed Pay Range - At Market			Geo Adjusted Market Value		
			Grade	Min	Mid	Max	Grade	Min		Mid	Max
COG	LIBRARIAN IV		26	53,352	66,747	80,163	116	52,352	65,441	78,529	56,219
GUC	LOAD MANAGEMENT SYSTEMS DISPATCHING SUPERVISOR		25	48,318	60,320	72,384	116	52,352	65,441	78,529	62,341
COG	MECHANIC SUPERVISOR		25	48,318	60,320	72,384	116	52,352	65,441	78,529	62,341
COG	MECHANIC SUPV.		25	48,318	60,320	72,384	116	52,352	65,441	78,529	62,341
COG	NETWORK ANALYST II	Added Position	26	53,352	66,747	80,163	116	52,352	65,441	78,529	62,341
GUC	NETWORK SPECIALIST	Network Analyst II	26	53,352	66,747	80,163	116	52,352	65,441	78,529	62,341
GUC	OH CONSTRUCTION/LINE CREW LEADER		25	48,318	60,320	72,384	116	52,352	65,441	78,529	66,391
GUC	OH ELECTRIC SERVICE CREW LEADER		25	48,318	60,320	72,384	116	52,352	65,441	78,529	66,391
COG	PARKS COORDINATOR		25	48,318	60,320	72,384	116	52,352	65,441	78,529	66,391
COG	PUBLIC SAFETY SYSTEMS ADMINISTRATOR		25	48,318	60,320	72,384	116	52,352	65,441	78,529	66,391
GUC	SUBSTATION CREW LEADER		26	53,352	66,747	80,163	116	52,352	65,441	78,529	67,414
COG	SYSTEMS ANALYST II		24	43,805	54,704	65,624	116	52,352	65,441	78,529	68,236
GUC	SYSTEMS ANALYST II		24	43,805	54,704	65,624	116	52,352	65,441	78,529	68,236
COG	TRAFFIC SERVICES SUPERVISOR		24	43,805	54,704	65,624	116	52,352	65,441	78,529	68,236
GUC	TROUBLESHOOTER CREW LEADER		24	43,805	54,704	65,624	116	52,352	65,441	78,529	68,236
GUC	UG ELECTRIC CREW LEADER		25	48,318	60,320	72,384	116	52,352	65,441	78,529	63,560
GUC	UG MAINTENANCE CREW LEADER		24	43,805	54,704	65,624	116	52,352	65,441	78,529	63,560
GUC	WATER MAINTENANCE ENGINEER I		24	43,805	54,704	65,624	116	52,352	65,441	78,529	63,560
GUC	WATER RESOURCES ENGINEERING COORDINATOR		25	48,318	60,320	72,384	116	52,352	65,441	78,529	63,560
GUC	WATER RESOURCES SYSTEMS SUPERVISOR		25	48,318	60,320	72,384	116	52,352	65,441	78,529	63,560
GUC	WTP CHIEF OF MAINTENANCE (WTP)		25	48,318	60,320	72,384	116	52,352	65,441	78,529	63,560
GUC	WWTP CHIEF OF MAINT		25	48,318	60,320	72,384	116	52,352	65,441	78,529	63,560
GUC	ACCOUNTANT		25	48,318	60,320	72,384	115	48,475	60,593	72,712	47,983
COG	ACCOUNTING SPECIALIST		25	48,318	60,320	72,384	115	48,475	60,593	72,712	47,983
GUC	BENEFITS ADMINISTRATOR		23	40,872	51,085	61,360	115	48,475	60,593	72,712	47,983
COG	COLLECTIONS SUPERVISOR		25	48,318	60,320	72,384	115	48,475	60,593	72,712	47,983
COG	COMMUNITY SERVICES SUPERVISOR		24	43,805	54,704	65,624	115	48,475	60,593	72,712	47,983
COG	GIS TECHNICIAN II		25	48,318	60,320	72,384	115	48,475	60,593	72,712	47,983
GUC	GIS TECHNICIAN II		25	48,318	60,320	72,384	115	48,475	60,593	72,712	47,983
COG	LANDSCAPE SUPERVISOR		25	48,318	60,320	72,384	115	48,475	60,593	72,712	47,983
COG	LEAD PLANNER		24	43,805	54,704	65,624	115	48,475	60,593	72,712	47,983
GUC	LINE CLEARING COORDINATOR	(F: Lvesay) Added Position (Andy Thomas)	24	43,805	54,704	65,624	115	48,475	60,593	72,712	47,983
COG	RECYCLING COORDINATOR		23	40,872	51,085	61,360	115	48,475	60,593	72,712	47,983
COG	RECYCLING COORDINATOR		24	43,805	54,704	65,624	115	48,475	60,593	72,712	47,983
COG	SANITATION ROUTE SUPERVISOR		25	48,318	60,320	72,384	115	48,475	60,593	72,712	47,983
COG	SYSTEMS ANALYST I		25	48,318	60,320	72,384	115	48,475	60,593	72,712	47,983
COG	TRAINING OFFICER	Utility Training Officer	25	48,318	60,320	72,384	115	48,475	60,593	72,712	47,983
GUC	TRAINING OFFICER	Utility Training Officer	25	48,318	60,320	72,384	115	48,475	60,593	72,712	47,983
COG	ADMINISTRATIVE SVCS SPECIALIST	Executive Assistant to City Manager	23	40,872	51,085	61,360	114	44,884	56,105	67,326	58,888
GUC	CHIEF UTILITY LOCATOR	Executive Assistant to City Manager	23	40,872	51,085	61,360	114	44,884	56,105	67,326	58,888
COG	COMMUNITY PROJECTS COORDINATOR		23	40,872	51,085	61,360	114	44,884	56,105	67,326	58,888
GUC	COST ANALYST		23	40,872	51,085	61,360	114	44,884	56,105	67,326	58,888
GUC	CUSTOMER SERVICE SUPERVISOR	New Title	25	48,318	60,320	72,384	114	44,884	56,105	67,326	58,888
GUC	CUSTOMER SERVICE/TRANSACTION ANALYST	Branch Supervisor	22	36,920	46,176	55,390	114	44,884	56,105	67,326	58,888

**CITY OF GREENVILLE AND GREENVILLE UTILITIES COMMISSION
COMBINED GRADE COMPARISON**

Org.	Position Title	Proposed Title	Current Pay Range			Proposed Pay Range - At Market				Geo Adjusted Market Value	
			Grade	Min	Mid	Max	Grade	Min	Mid		Max
COG	FINANCIAL ANALYST		25	48,318	60,320	72,384	114	44,884	56,105	67,326	
COG	GREENS SUPERVISOR		24	43,805	54,704	65,624	114	44,884	56,105	67,326	50,035
GUC	I. T. SUPPORT SPECIALIST II		23	40,872	51,085	61,360	114	44,884	56,105	67,326	50,035
COG	IT SUPPORT SPECIALIST II		23	40,872	51,085	61,360	114	44,884	56,105	67,326	
COG	LIBRARIAN III		24	43,805	54,704	65,624	114	44,884	56,105	67,326	
COG	MECHANIC I	Master Mechanic	22	36,920	46,176	55,390	114	44,884	56,105	67,326	
COG	MECHANIC II	Master Mechanic	24	43,805	54,704	65,624	114	44,884	56,105	67,326	
GUC	MECHANIC II	Master Mechanic	24	43,805	54,704	65,624	114	44,884	56,105	67,326	
GUC	METER CREW LEADER		24	43,805	54,704	65,624	114	44,884	56,105	67,326	
COG	MWBE COORDINATOR		22	36,920	46,176	55,390	114	44,884	56,105	67,326	
COG	NETWORK ANALYST I		24	43,805	54,704	65,624	114	44,884	56,105	67,326	
COG	NETWORK ANALYST I		24	43,805	54,704	65,624	114	44,884	56,105	67,326	
GUC	OH LINEMAN I	Added Position	114	44,884			114	44,884	56,105	67,326	
GUC	OH LINEMAN I	New Title	114	44,884			114	44,884	56,105	67,326	
GUC	PIPE CREW LEADER II (Gas)	OH Lineworker First Class	114	44,884	54,704	65,624	114	44,884	56,105	67,326	60,004
GUC	PIPE CREW LDR II (Water Resources)	Gas Systems Crew Leader II	114	44,884	54,704	65,624	114	44,884	56,105	67,326	
COG	PLANNER II		24	43,805	54,704	65,624	114	44,884	56,105	67,326	
COG	RECREATION SUPERVISOR		25	48,318	60,320	72,384	114	44,884	56,105	67,326	49,794
COG	SAFETY SPECIALIST		24	43,805	54,704	65,624	114	44,884	56,105	67,326	53,635
GUC	SAFETY SPECIALIST		24	43,805	54,704	65,624	114	44,884	56,105	67,326	56,995
GUC	SAFETY SPECIALIST		24	43,805	54,704	65,624	114	44,884	56,105	67,326	56,995
GUC	SUBSTATION LINEMAN I	Substation Lineworker First Class	23	40,872	51,085	61,360	114	44,884	56,105	67,326	58,592
COG	SURVEYOR	Surveyor/Floodplain Coordinator	24	43,805	54,704	65,624	114	44,884	56,105	67,326	
GUC	SYSTEMS ANALYST I		23	40,872	51,085	61,360	114	44,884	56,105	67,326	
GUC	UG LINEMAN I	UG Lineworker First Class	23	40,872	51,085	61,360	114	44,884	56,105	67,326	
COG	ACCOUNTING TECHNICIAN I (C. Sicley)	Administrative Services Specialist	22	36,920	46,176	55,390	113	41,559	51,949	62,339	46,901
COG	ADMINISTRATIVE SVCS SPECIALIST		23	40,872	51,085	61,360	113	41,559	51,949	62,339	50,754
COG	ADMINISTRATIVE SVCS SPECIALIST	HR Specialist II	23	40,872	51,085	61,360	113	41,559	51,949	62,339	
COG	ADMINISTRATIVE SVCS SPECIALIST (Police)	Police Research Specialist	23	40,872	51,085	61,360	113	41,559	51,949	62,339	
GUC	ASSISTANT STORES MANAGER		22	36,920	46,176	55,390	113	41,559	51,949	62,339	
GUC	BILLING SUPERVISOR	New Title	113	41,559			113	41,559	51,949	62,339	
COG	BUILDING INSPECTOR		24	43,805	54,704	65,624	113	41,559	51,949	62,339	
GUC	CALL CENTER LEADER		21	33,426	41,787	50,086	113	41,559	51,949	62,339	
GUC	CHIEF CASHIER		20	30,493	38,147	45,802	113	41,559	51,949	62,339	
GUC	CHIEF CREDIT OFFICER		22	36,920	46,176	55,390	113	41,559	51,949	62,339	
GUC	CLAIMS SPECIALIST II	Claims Administrator	22	36,920	46,176	55,390	113	41,559	51,949	62,339	
GUC	COMMUNICATIONS SPECIALIST		23	40,872	51,085	61,360	113	41,559	51,949	62,339	
COG	COMMUNITY RELATIONS OFFICER		24	43,805	54,704	65,624	113	41,559	51,949	62,339	
GUC	CONSTR. INSP. II	Construction Inspector II	23	40,872	51,085	61,360	113	41,559	51,949	62,339	50,566
GUC	CONTROL TECHNICIAN III		22	36,920	46,176	55,390	113	41,559	51,949	62,339	
GUC	CROSS CONNECTION CONTROL OFFICER	Environmental Control Officer	23	40,872	51,085	61,360	113	41,559	51,949	62,339	
GUC	CUSTOMER SERVICE/TRANSACTION ANALYST		22	36,920	46,176	55,390	113	41,559	51,949	62,339	
COG	DEPUTY CITY CLERK		23	40,872	51,085	61,360	113	41,559	51,949	62,339	48,860
GUC	ELECTRIC COMMUNICATIONS TECHNICIAN		23	40,872	51,085	61,360	113	41,559	51,949	62,339	
COG	ELECTRIC INSPECTOR	Building Inspector	24	43,805	54,704	65,624	113	41,559	51,949	62,339	
GUC	ENERGY SERVICES OFFICER		23	40,872	51,085	61,360	113	41,559	51,949	62,339	

**CITY OF GREENVILLE AND GREENVILLE UTILITIES COMMISSION
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Org.	Position Title	Proposed Title	Current Pay Range			Proposed Pay Range - At Market			Geo Adjusted Market Value		
			Grade	Min	Mid	Max	Grade	Min		Mid	Max
COG	ENGINEERING ASSISTANT II		23	40,872	51,085	61,360	113	41,559	51,949	62,339	50,717
GUC	ENGINEERING ASSISTANT II (Electric)		23	40,872	51,085	61,360	113	41,559	51,949	62,339	50,717
GUC	ENGINEERING ASSISTANT II (Water Resources)		23	40,872	51,085	61,360	113	41,559	51,949	62,339	50,717
COG	F/R ADMIN ASSISTANT		25	48,318	60,320	72,384	113	41,559	51,949	62,339	50,717
GUC	GAS ENGINEERING ASSISTANT II		23	40,872	51,085	61,360	113	41,559	51,949	62,339	50,717
GUC	GAS ENGINEERING ASSISTANT II		23	40,872	51,085	61,360	113	41,559	51,949	62,339	50,717
GUC	GAS INSTRUMENTATION TECHNICIAN		23	40,872	51,085	61,360	113	41,559	51,949	62,339	50,717
GUC	GENERATOR TECHNICIAN		23	40,872	51,085	61,360	113	41,559	51,949	62,339	50,717
COG	GIS TECHNICIAN I		23	40,872	51,085	61,360	113	41,559	51,949	62,339	50,702
COG	GIS TECHNICIAN I		23	40,872	51,085	61,360	113	41,559	51,949	62,339	54,027
COG	HITS COORDINATOR		23	40,872	51,085	61,360	113	41,559	51,949	62,339	
GUC	LABORATORY TECHNICIAN II (WTP)		23	40,872	51,085	61,360	113	41,559	51,949	62,339	
GUC	LNG PLANT OPERATOR II		22	36,920	46,176	55,390	113	41,559	51,949	62,339	
COG	NEIGHBORHOOD LIAISON/COMM OMBU		23	40,872	51,085	61,360	113	41,559	51,949	62,339	
GUC	OH LINeworker II		23	40,872	51,085	61,360	113	41,559	51,949	62,339	
COG	PAINT/BODY TECHNICIAN		24	43,805	54,704	65,624	113	41,559	51,949	62,339	
COG	PARTS MANAGER		24	43,805	54,704	65,624	113	41,559	51,949	62,339	
GUC	PARTS MANAGER		24	43,805	54,704	65,624	113	41,559	51,949	62,339	
COG	PLAN REVIEWER/CODE CONS		24	43,805	54,704	65,624	113	41,559	51,949	62,339	
COG	PUBLIC WORKS COORDINATOR		24	43,805	54,704	65,624	113	41,559	51,949	62,339	
GUC	PURCHASING TECHNICIAN		24	43,805	54,704	65,624	113	41,559	51,949	62,339	
GUC	RELAY TECHNICIAN		21	33,426	41,787	50,086	113	41,559	51,949	62,339	50,026
GUC	REMOTE FACILITIES OPERATOR		23	40,872	51,085	61,360	113	41,559	51,949	62,339	50,026
GUC	RIGHT-OF-WAY CREW LEADER		21	33,426	41,787	50,086	113	41,559	51,949	62,339	
COG	SANITATION SUPERVISOR		23	40,872	51,085	61,360	113	41,559	51,949	62,339	
COG	STREETS SUPERVISOR I		23	40,872	51,085	61,360	113	41,559	51,949	62,339	
COG	STREETS SUPERVISOR II		24	43,805	54,704	65,624	113	41,559	51,949	62,339	
GUC	SUBSTATION LINeworker II		22	36,920	46,176	55,390	113	41,559	51,949	62,339	
GUC	TREE TRIMMER CREW LEADER		22	36,920	46,176	55,390	113	41,559	51,949	62,339	52,634
GUC	UG LINeworker II		22	36,920	46,176	55,390	113	41,559	51,949	62,339	
COG	WATER RESOURCES INSTRUMENT TECHNICIAN		22	36,920	46,176	55,390	113	41,559	51,949	62,339	
COG	WELDER		23	40,872	51,085	61,360	113	41,559	51,949	62,339	
GUC	WTP OPERATOR III		23	40,872	51,085	61,360	113	41,559	51,949	62,339	48,128
GUC	WTP OPERATOR III		23	40,872	51,085	61,360	113	41,559	51,949	62,339	47,296
COG	ADMINISTRATIVE SECRETARY (in ACM office only)		22	36,920	46,176	55,390	112	38,840	48,550	58,260	47,296
COG	ANIMAL CONTROL SUPERVISOR		21	33,426	41,787	50,086	112	38,840	48,550	58,260	48,772
COG	CRIME ANALYST II		23	40,872	51,085	61,360	112	38,840	48,550	58,260	
COG	HOUSING REHAB SPECIALIST		22	36,920	46,176	55,390	112	38,840	48,550	58,260	
GUC	I. T. SUPPORT SPECIALIST I		22	36,920	46,176	55,390	112	38,840	48,550	58,260	
GUC	I/INSPEC CREW LEADER		22	36,920	46,176	55,390	112	38,840	48,550	58,260	
GUC	INDUSTRIAL SERVICES TECHNICIAN		23	40,872	51,085	61,360	112	38,840	48,550	58,260	
GUC	INDUSTRIAL SERVICES TECHNICIAN		23	40,872	51,085	61,360	112	38,840	48,550	58,260	
COG	IT SUPPORT SPECIALIST I		22	36,920	46,176	55,390	112	38,840	48,550	58,260	
COG	LIBRARIAN II		23	40,872	51,085	61,360	112	38,840	48,550	58,260	43,780

**CITY OF GREENVILLE AND GREENVILLE UTILITIES COMMISSION
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Org.	Position Title	Proposed Title	Current Pay Range			Proposed Pay Range - At Market				Geo Adjusted Market Value	
			Grade	Min	Mid	Max	Grade	Min	Mid		Max
COG	LIBRARY BUSINESS MANAGER		23	40,872	51,085	61,360	112	38,840	48,550	58,260	
COG	PARKS FACILITY MANAGER II		22	36,920	46,176	55,390	112	38,840	48,550	58,260	
GUC	PIPE CREW LEADER I (Gas)	Gas Systems Crew Leader I	22	36,920	46,176	55,390	112	38,840	48,550	58,260	
GUC	PIPE CREW LEADER I (Water Resources)		24	43,806	54,704	65,624	112	38,840	48,550	58,260	
COG	PLANNER I		22	36,920	46,176	55,390	112	38,840	48,550	58,260	
COG	PROPERTY & EVIDENCE CUSTODIAN		23	40,872	51,085	61,360	112	38,840	48,550	58,260	
GUC	SEC. TO GEN. MANAGER	New Title	19	27,934	34,902	41,891	112	38,840	48,550	58,260	
GUC	SENIOR ADMINISTRATIVE ASSISTANT	Stores Warehouse Supervisor	23	40,872	51,085	61,360	112	38,840	48,550	58,260	
GUC	STOCK CREW LEADER	Engineering Assistant II	23	40,872	51,085	61,360	112	38,840	48,550	58,260	
GUC	SUBSTATION/CONTROLS ENGINEERING ASSISTANT II		23	40,872	51,085	61,360	112	38,840	48,550	58,260	
COG	TRAFFIC SIGNAL TECHNICIAN II		21	33,426	41,787	50,086	112	38,840	48,550	58,260	42,177
GUC	UTILITY LOCATOR II		22	36,920	46,176	55,390	112	38,840	48,550	58,260	47,328
GUC	WATER RESOURCES SYS MAINTENANCE CREW LEADER		22	36,920	46,176	55,390	112	38,840	48,550	58,260	47,328
GUC	WTP MAINTENANCE MECHANIC II		22	36,920	46,176	55,390	112	38,840	48,550	58,260	
GUC	WWTP MAINTENANCE MECHANIC II		22	36,920	46,176	55,390	112	38,840	48,550	58,260	
COG	ACCOUNTING TECHNICIAN II		22	36,920	46,176	55,390	111	36,299	45,374	54,449	
GUC	ACCOUNTING TECHNICIAN II		22	36,920	46,176	55,390	111	36,299	45,374	54,449	
COG	ADMINISTRATIVE SECRETARY	Administrative Assistant	22	36,920	46,176	55,390	111	36,299	45,374	54,449	41,867
GUC	ADMINISTRATIVE SECRETARY	Administrative Assistant	22	36,920	46,176	55,390	111	36,299	45,374	54,449	41,867
GUC	ADMINISTRATIVE SECRETARY	Administrative Assistant	22	36,920	46,176	55,390	111	36,299	45,374	54,449	41,867
COG	ASST GREENS SUPERVISOR		21	33,426	41,787	50,086	111	36,299	45,374	54,449	
COG	BLDG & GROUNDS CREW LEADER		22	36,920	46,176	55,390	111	36,299	45,374	54,449	46,892
GUC	CADD SPECIALIST		22	36,920	46,176	55,390	111	36,299	45,374	54,449	45,761
GUC	CLAIMS SPECIALIST I	Claims Specialist	20	30,493	38,147	45,802	111	36,299	45,374	54,449	
COG	COLLECTIONS OFFICER		22	36,920	46,176	55,390	111	36,299	45,374	54,449	
COG	COMMUNICATIONS TECHNICIAN		21	33,426	41,787	50,086	111	36,299	45,374	54,449	
GUC	CONST. INSP. I		22	36,920	46,176	55,390	111	36,299	45,374	54,449	
GUC	CONTROL SYSTEMS TECHNICIAN II	Construction Inspector I	20	30,493	38,147	45,802	111	36,299	45,374	54,449	
COG	CUSTODIAL CREW LEADER I	Parks Facility Supervisor	18	25,584	31,970	38,397	111	36,299	45,374	54,449	55,068
COG	CUSTODIAL CREW LEADER II	Parks Facility Supervisor	18	25,584	31,970	38,397	111	36,299	45,374	54,449	38,491
GUC	CUSTOMER CONTACT REPRESENTATIVE II	New Title	21	33,426	41,787	50,086	111	36,299	45,374	54,449	38,491
GUC	ELECTRIC METER TECHNICIAN		21	33,426	41,787	50,086	111	36,299	45,374	54,449	52,424
GUC	ELECTRIC SHOP TECHNICIAN		20	30,493	38,147	45,802	111	36,299	45,374	54,449	
COG	ENGINEERING ASSISTANT I		21	33,426	41,787	50,086	111	36,299	45,374	54,449	
GUC	ENGINEERING ASSISTANT I (Electric)	Engineering Assistant I	21	33,426	41,787	50,086	111	36,299	45,374	54,449	
GUC	ENGINEERING ASSISTANT I (Water Resources)		21	33,426	41,787	50,086	111	36,299	45,374	54,449	
GUC	EQUIPMENT OPERATOR V		22	36,920	46,176	55,390	111	36,299	45,374	54,449	
GUC	GAS ENGINEERING ASSISTANT I	Gas System Technician IV	21	33,426	41,787	50,086	111	36,299	45,374	54,449	
GUC	GAS SERVICE WORKER III	Engineering Assistant I	22	36,920	46,176	55,390	111	36,299	45,374	54,449	
GUC	HUMAN RES. TECHNICIAN	Gas Service Worker Sr.	22	36,920	46,176	55,390	111	36,299	45,374	54,449	
GUC	LABORATORY TECH I (WTP)	HR Specialist I	22	36,920	46,176	55,390	111	36,299	45,374	54,449	
COG	LIBRARIAN I		22	36,920	46,176	55,390	111	36,299	45,374	54,449	40,587
GUC	LNG PLANT OPERATOR I	Gas Systems Operator	21	33,426	41,787	50,086	111	36,299	45,374	54,449	
GUC	LOAD MANAGEMENT TECHNICIAN II		20	30,493	38,147	45,802	111	36,299	45,374	54,449	

**CITY OF GREENVILLE AND GREENVILLE UTILITIES COMMISSION
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Org.	Position Title	Proposed Title	Current Pay Range			Proposed Pay Range - At Market			Geo Adjusted Market Value		
			Grade	Min	Mid	Max	Grade	Min		Mid	Max
GUC	MAINTENANCE MECHANIC II (WTP)		22	36,920	46,176	55,390	111	36,299	45,374	54,449	40,062
GUC	MAINTENANCE TECHNICIAN II		22	36,920	46,176	55,390	111	36,299	45,374	54,449	
GUC	MECHANIC		22	36,920	46,176	55,390	111	36,299	45,374	54,449	
GUC	OH LINEMAN III		21	33,426	41,787	50,086	111	36,299	45,374	54,449	47,566
GUC	PARKS PROGRAM ASSISTANT		22	36,920	46,176	55,390	111	36,299	45,374	54,449	
GUC	PT SUBSTATION/CONTROLS ENG. ASST.		99				111	36,299	45,374	54,449	
GUC	PURCHASING TECHNICIAN		21	33,426	41,787	50,086	111	36,299	45,374	54,449	43,514
GUC	SECRETARY I (HR)		19	27,934	34,902	41,891	111	36,299	45,374	54,449	
GUC	SUBSTATION LINEMAN III		22	36,920	46,176	55,390	111	36,299	45,374	54,449	
GUC	SYSTEMS DISPATCHER II		21	33,426	41,787	50,086	111	36,299	45,374	54,449	
GUC	TRAFFIC CONTROL CREW LEADER		21	33,426	41,787	50,086	111	36,299	45,374	54,449	
GUC	TREE TRIMMER II		21	33,426	41,787	50,086	111	36,299	45,374	54,449	
GUC	TREE TRIMMER III		20	30,493	38,147	45,802	111	36,299	45,374	54,449	35,819
GUC	UG LINEMAN III		22	36,920	46,176	55,390	111	36,299	45,374	54,449	35,819
GUC	WTP OPERATOR II		22	36,920	46,176	55,390	111	36,299	45,374	54,449	
GUC	WWTP OPERATOR II		22	36,920	46,176	55,390	111	36,299	45,374	54,449	
GUC	CEMENT FINISHER		20	30,493	38,147	45,802	110	34,245	42,806	51,367	41,506
GUC	CODE ENFORCEMENT OFFICER		21	33,426	41,787	50,086	110	34,245	42,806	51,367	
GUC	CRIME ANALYST I		22	36,920	46,176	55,390	110	34,245	42,806	51,367	
GUC	EQUIPMENT OPERATOR V		22	36,920	46,176	55,390	110	34,245	42,806	51,367	38,801
GUC	EQUIPMENT OPERATOR V		21	33,426	41,787	50,086	110	34,245	42,806	51,367	38,801
GUC	GAS SERVICEWORKER II		21	33,426	41,787	50,086	110	34,245	42,806	51,367	37,089
GUC	LEAD TELECOMMUNICATOR		21	33,426	41,787	50,086	110	34,245	42,806	51,367	
GUC	PESTICIDE CONTROL OFFICER		21	33,426	41,787	50,086	110	34,245	42,806	51,367	
GUC	TRAFFIC SIGNAL TECHNICIAN I		21	33,426	41,787	50,086	110	34,245	42,806	51,367	
GUC	UTILITY LOCATOR		21	33,426	41,787	50,086	110	34,245	42,806	51,367	42,436
GUC	ACCOUNTING TECHNICIAN I		21	33,426	41,787	50,086	109	32,306	40,383	48,459	34,847
GUC	ACCOUNTING TECHNICIAN I		21	33,426	41,787	50,086	109	32,306	40,383	48,459	34,847
GUC	BILLING CLERK II		18	25,584	31,970	38,397	109	32,306	40,383	48,459	
GUC	CONTROL SYSTEMS TECHNICIAN I		20	30,493	38,147	45,802	109	32,306	40,383	48,459	
GUC	EQUIPMENT OPERATOR IV		20	30,493	38,147	45,802	109	32,306	40,383	48,459	
GUC	EQUIPMENT OPERATOR IV		20	30,493	38,147	45,802	109	32,306	40,383	48,459	
GUC	EQUIPMENT OPERATOR IV		20	30,493	38,147	45,802	109	32,306	40,383	48,459	
GUC	EQUIPMENT OPERATOR IV (Sanitation)		20	30,493	38,147	45,802	109	32,306	40,383	48,459	
GUC	LOAD MANAGEMENT TECHNICIAN I		20	30,493	38,147	45,802	109	32,306	40,383	48,459	
GUC	MAINTENANCE MECHANIC I (WTP)		18	25,584	31,970	38,397	109	32,306	40,383	48,459	
GUC	MAINTENANCE MECHANIC I (WWTP)		20	30,493	38,147	45,802	109	32,306	40,383	48,459	
GUC	MAINTENANCE TECHNICIAN I		20	30,493	38,147	45,802	109	32,306	40,383	48,459	
GUC	METER TECHNICIAN II		21	33,426	41,787	50,086	109	32,306	40,383	48,459	
GUC	PAL/OFF-DUTY COORDINATOR		19	27,934	34,902	41,891	109	32,306	40,383	48,459	
GUC	PARK RANGER		19	27,934	34,902	41,891	109	32,306	40,383	48,459	40,264
GUC	PARKS CREW LEADER		20	30,493	38,147	45,802	109	32,306	40,383	48,459	38,208
GUC	PARKS CREW LEADER		19	27,934	34,902	41,891	109	32,306	40,383	48,459	

**CITY OF GREENVILLE AND GREENVILLE UTILITIES COMMISSION
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Org.	Position Title	Proposed Title	Current Pay Range				Proposed Pay Range - At Market				Geo Adjusted Market Value
			Grade	Min	Mid	Max	Grade	Min	Mid	Max	
COG	PERMIT OFFICER		21	33,426	41,787	50,086	109	32,306	40,383	48,459	34,909
GUC	REVENUE PROTECTION SPECIALIST		21	33,426	41,787	50,086	109	32,306	40,383	48,459	
GUC	SYSTEMS DISPATCHER I		20	30,493	38,147	45,802	109	32,306	40,383	48,459	34,970
COG	TELECOMMUNICATOR		20	30,493	38,147	45,802	109	32,306	40,383	48,459	
GUC	WATER DISTRIBUTION SYSTEM QUALITY TECHNICIAN		20	30,493	38,147	45,802	109	32,306	40,383	48,459	
GUC	WTP MAINT MECH I		20	30,493	38,147	45,802	109	32,306	40,383	48,459	35,569
GUC	WTP OPERATOR I		20	30,493	38,147	45,802	109	32,306	40,383	48,459	
GUC	WWTP MAINT MECH I		20	30,493	38,147	45,802	109	32,306	40,383	48,459	
GUC	WWTP OPERATOR I		20	30,493	38,147	45,802	109	32,306	40,383	48,459	35,569
COG	BOOKING OFFICER/PROPERTY-EVIDE		20	30,493	38,147	45,802	108	30,478	38,097	45,716	
COG	COLLECTIONS TECHNICIAN		20	30,493	38,147	45,802	108	30,478	38,097	45,716	
GUC	CREDIT OFFICER	Customer Contact Representative I	20	30,493	38,147	45,802	108	30,478	38,097	45,716	
GUC	CUSTODIAN CREW LDR		19	27,934	34,902	41,891	108	30,478	38,097	45,716	
COG	CUSTODIAN CREW LEADER	Custodial Crew Leader	19	27,934	34,902	41,891	108	30,478	38,097	45,716	
GUC	CUSTOMER SERVICE REPRESENTATIVE	Customer Contact Representative I	20	30,493	38,147	45,802	108	30,478	38,097	45,716	
GUC	EQUIPMENT OPER. III	Gas Systems Technician II	20	30,493	38,147	45,802	108	30,478	38,097	45,716	33,724
COG	EQUIPMENT OPERATOR III/III (Sanitation)	Sanitation Crew Leader I	19	27,934	34,902	41,891	108	30,478	38,097	45,716	
COG	FAMILY SERVICES VICTIMS ADVOCA		18/19								
COG	LOAN ADMINISTRATOR		19	27,934	34,902	41,891	108	30,478	38,097	45,716	
GUC	METER TECHNICIAN II - Incumbent Candler only		22	36,920	46,176	55,390	108	30,478	38,097	45,716	
GUC	PIPE LAYER II (Gas)	Staff Support Specialist III	19	27,934	34,902	41,891	108	30,478	38,097	45,716	
GUC	PIPE LAYER II (Water Resources)	Pipe Layer III	19	27,934	34,902	41,891	108	30,478	38,097	45,716	
COG	RECREATION PROGRAM ASSISTANT	Pipe Layer III	19	27,934	34,902	41,891	108	30,478	38,097	45,716	
GUC	REVENUE PROTECTION REPRESENTATIVE	Recreation Assistant	18	25,584	31,970	38,397	108	30,478	38,097	45,716	
COG	SECRETARY II	Staff Support Specialist III	20	30,493	38,147	45,802	108	30,478	38,097	45,716	
COG	TRAFFIC CONTROL WORKER		20	30,493	38,147	45,802	108	30,478	38,097	45,716	
COG	TRANSIT DRIVER		20	30,493	38,147	45,802	108	30,478	38,097	45,716	
COG	TREE TRIMMER I	ROW Maintenance Tech.	20	30,493	38,147	45,802	108	30,478	38,097	45,716	36,603
GUC	TREE TRIMMER I		20	30,493	38,147	45,802	108	30,478	38,097	45,716	
COG	ANIMAL CONTROL OFFICER		18	25,584	31,970	38,397	107	29,026	36,283	43,539	33,768
GUC	BILLING CLERK	Billing Clerk I	19	27,934	34,902	41,891	107	29,026	36,283	43,539	36,277
GUC	CASHIER II		18	25,584	31,970	38,397	107	29,026	36,283	43,539	
GUC	EQUIPMENT OPER. III		19	27,934	34,902	41,891	107	29,026	36,283	43,539	34,642
COG	EQUIPMENT OPERATOR II	Parks Maintenance Technician II	18	25,584	31,970	38,397	107	29,026	36,283	43,539	
COG	EQUIPMENT OPERATOR III		19	27,934	34,902	41,891	107	29,026	36,283	43,539	34,642
COG	EQUIPMENT OPERATOR III (Bldg and Grounds)	Grounds Maintenance Tech II	19	27,934	34,902	41,891	107	29,026	36,283	43,539	
COG	FALSE ALARM COORDINATOR		19	27,934	34,902	41,891	107	29,026	36,283	43,539	
GUC	GAS SERVICEWORKER I		19	27,934	34,902	41,891	107	29,026	36,283	43,539	INSF Data
GUC	HUMAN RESOURCES CLERK - Applications	HR Recruitment Clerk	18	25,584	31,970	38,397	107	29,026	36,283	43,539	
GUC	PIPE LAYER I (Gas)	Gas Systems Technician II	18	25,584	31,970	38,397	107	29,026	36,283	43,539	29,921
GUC	PIPE LAYER I (Water Resources)	Pipe Layer II	18	25,584	31,970	38,397	107	29,026	36,283	43,539	29,921
COG	SECRETARY I	Staff Support Specialist II	19	27,934	34,902	41,891	107	29,026	36,283	43,539	34,604
GUC	SECRETARY I	Staff Support Specialist II	19	27,934	34,902	41,891	107	29,026	36,283	43,539	34,604

**CITY OF GREENVILLE AND GREENVILLE UTILITIES COMMISSION
COMBINED GRADE COMPARISON**

Org.	Position Title	Proposed Title	Current Pay Range			Proposed Pay Range - At Market			Geo Adjusted Market Value		
			Grade	Min	Mid	Max	Grade	Min		Mid	Max
COG STORES CLERK		Warehouse Technician II	19	27,934	34,902	41,891	107	29,026	36,283	43,539	35,166
GUC STORES CLERK		Stores Warehouse Technician II	19	27,934	34,902	41,891	107	29,026	36,283	43,539	35,166
COG AUTO SERVICE WORKER		Pro Shop Associate	17	23,629	29,494	35,360	106	27,644	34,555	41,466	
GUC BUILDING MAINTENANCE TECHNICIAN			18	25,584	31,970	38,397	106	27,644	34,555	41,466	
COG COLLECTIONS TECHNICIAN (Davis)			20	30,493	38,147	45,802	106	27,644	34,555	41,466	
COG COMMUNITY SERVICES CLERK			18	25,584	31,970	38,397	106	27,644	34,555	41,466	
GUC CUSTOMER RECORDS CLERK			18	25,584	31,970	38,397	106	27,644	34,555	41,466	
GUC CUSTOMER RECORDS CLERK (Electric)			18	25,584	31,970	38,397	106	27,644	34,555	41,466	
GUC CUSTOMER RECORDS CLERK (Water Resources)			18	25,584	31,970	38,397	106	27,644	34,555	41,466	
GUC HUMAN RESOURCES CLERK		HR Support Clerk	18	25,584	31,970	38,397	106	27,644	34,555	41,466	
COG PARKING CONTROL OFFICER			17	23,629	29,494	35,360	106	27,644	34,555	41,466	
GUC PIPE LAYER I (Gas)		Gas Systems Technician I	18	25,584	31,970	38,397	106	27,644	34,555	41,466	
GUC STOCK WORKER		Stores Warehouse Technician I	18	25,584	31,970	38,397	106	27,644	34,555	41,466	
GUC CASHIER		Cashier I	18	25,584	31,970	38,397	105	26,328	32,910	39,492	
COG CLERK-TYPIST		Staff Support Specialist I	18	25,584	31,970	38,397	105	26,328	32,910	39,492	30,424
COG CLERK-TYPIST (Police)			18	25,584	31,970	38,397	105	26,328	32,910	39,492	30,424
COG COLLECTIONS CLERK			18	25,584	31,970	38,397	105	26,328	32,910	39,492	
COG EQUIPMENT OPERATOR I (R/P)		Parks Maintenance Technician I	17	23,629	29,494	35,360	105	26,328	32,910	39,492	
COG EQUIPMENT OPERATOR II (Building and Grounds)		Grounds Maintenance Technician I	18	25,584	31,970	38,397	105	26,328	32,910	39,492	
COG EQUIPMENT OPERATOR II (Streets)			18	25,584	31,970	38,397	105	26,328	32,910	39,492	
GUC GEN. UTILITY WORKER		Pipe Layer I	17	23,629	29,494	35,360	105	26,328	32,910	39,492	
COG LIBRARY ASSISTANT			19	27,934	34,902	41,891	105	26,328	32,910	39,492	27,419
GUC METER TECHNICIAN I			18	25,584	31,970	38,397	105	26,328	32,910	39,492	34,135
GUC COURIER			17	23,629	29,494	35,360	104	25,074	31,343	37,611	
COG EQUIPMENT OPERATOR I		Fire/Rescue Grounds Maintenance Worker	17	23,629	29,494	35,360	104	25,074	31,343	37,611	29,828
COG EQUIPMENT OPERATOR I			17	23,629	29,494	35,360	104	25,074	31,343	37,611	29,828
GUC RECEPTIONIST		Added Position	17	23,629	29,494	35,360	104	25,074	31,343	37,611	27,877
COG SYSTEMS ANALYST TRAINEE			17	23,629	29,494	35,360	104	25,074	31,343	37,611	
COG CUSTODIAN II			17	23,629	29,494	35,360	103	23,880	29,850	35,820	
GUC CUSTODIAN II			17	23,629	29,494	35,360	103	23,880	29,850	35,820	
COG IT SUPPORT INTERN		Added Position	17	23,629	29,494	35,360	103	23,880	29,850	35,820	
COG LABORER			17	23,629	29,494	35,360	103	23,880	29,850	35,820	
COG LIBRARY CLERK			17	23,629	29,494	35,360	103	23,880	29,850	35,820	25,970
GUC MAINTENANCE WORKER (Water Resources)		General Utility Worker	16	21,861	27,248	32,656	103	23,880	29,850	35,820	27,498
COG REFUSE COLLECTOR			17	23,629	29,494	35,360	103	23,880	29,850	35,820	
COG CUSTODIAN I			16	21,861	27,248	32,656	102	22,743	28,429	34,114	25,876
COG CUSTODIAN I			16	21,861	27,248	32,656	102	22,743	28,429	34,114	24,773
GUC ELECTRIC SYSTEMS INTERN - TEMPORARY			99				101	21,660	27,075	32,490	24,773

**CITY OF GREENVILLE AND GREENVILLE UTILITIES COMMISSION
COMBINED GRADE COMPARISON**

Org.	Position Title	Proposed Title	Current Pay Range			Proposed Pay Range - At Market			Geo Adjusted Market Value		
			Grade	Min	Mid	Max	Grade	Min		Mid	Max
FIRE POSITIONS											
COG	Deputy F/R Chief		30	82,846	103,584	124,259	FR9	82,846	103,584	124,259	Market Min 72,856
COG	Battalion Chief		29	73,736	92,186	110,635	FR8	73,736	92,186	110,635	64,095
COG	EMS Manager		28	65,978	82,410	98,821	FR7	65,978	82,410	98,821	64,645
COG	F/R Captain		27	59,197	73,986	88,712	FR6	59,197	73,986	88,712	53,970
COG	Senior Fire Codes Official		26	53,352	66,747	80,163	FR6	59,197	73,986	88,712	58,316
COG	F/R Lieutenant		25	48,318	60,320	72,384	FR5	51,157	61,771	72,384	51,157
COG	EMS Specialist		24	43,805	54,704	65,624	FR4	46,988	57,381	67,775	
COG	Fire Prevention Specialist		24	43,805	54,704	65,624	FR4	46,988	57,381	67,775	46,988
COG	F/R Officer II	Deputy Fire Marshal	23	40,872	51,085	61,360	FR3	42,560	51,085	61,360	42,560
COG	F/R Officer I		21	33,426	41,787	50,086	FR2	35,453	49,971	52,488	35,453
COG	F/R Trainee II(SH)		20	30,493	38,147	45,802	FR1	31,612	32,402	33,192	31,612
POLICE POSITIONS											
COG	Police Major	Deputy Police Chief	30	82,846	103,584	124,259	P7	82,846	103,584	124,259	Market Min 76,632
COG	Police Captain		29	73,736	92,186	110,635	P6	73,736	92,186	110,635	64,288
COG	Police Lieutenant		27	59,197	73,986	88,712	P5	60,062	74,387	88,712	60,062
COG	Police Sergeant		25	48,318	60,320	72,384	P4	52,372	62,378	72,384	52,372
COG	Master Police Officer		24	43,805	54,704	65,624	P3	43,805	54,704	65,624	38,082
COG	Police Corporal		24	43,805	54,704	65,624	P3	43,805	54,704	65,624	42,993
COG	Police Officer		23	40,872	51,085	61,360	P2	40,872	51,116	61,360	38,334
COG	Police Officer Trainee		21	33,426	41,787	50,086	P1	33,426	34,261	35,097	32,804

PART-TIME POSITIONS:

GUC	PART-TIME DRAFTING TECHNICIAN (Electric)		99	23,880	29,850	35,820	103	23,880	29,850	35,820	35,820
COG	P-T CUSTODIAN		103	23,880	29,850	35,820	103	23,880	29,850	35,820	35,820
COG	P-T LABORER		104	25,074	31,343	37,611	104	25,074	31,343	37,611	37,611
COG	P-T RECEPTIONIST (Aquatics & Fitness Center)		105	26,328	32,910	39,492	105	26,328	32,910	39,492	39,492
GUC	PART-TIME ADMINISTRATIVE SUPPORT TECHNICIAN		99	26,328	32,910	39,492	105	26,328	32,910	39,492	39,492
GUC	PART-TIME CASHIER		99	26,328	32,910	39,492	105	26,328	32,910	39,492	39,492
GUC	PART-TIME METER TECHNICIAN		99	26,328	32,910	39,492	105	26,328	32,910	39,492	39,492

**CITY OF GREENVILLE AND GREENVILLE UTILITIES COMMISSION
COMBINED GRADE COMPARISON**

Org.	Position Title	Proposed Title	Current Pay Range			Proposed Pay Range - At Market			Geo Adjusted Market Value	
			Grade	Min	Mid	Max	Grade	Min		Mid
		Part-Time Admin Support Technician	99							
GUC	PART-TIME SAFETY TECHNICIAN		99							
COG	GYM ASSISTANT (PART-TIME)		105	26,328	32,910	39,492	105	26,328	32,910	39,492
COG	GYM ATTENDANT (PART-TIME)		106	27,644	34,555	41,466	106	27,644	34,555	41,466
COG	P-T TRANSIT DRIVER		106	27,644	34,555	41,466	106	27,644	34,555	41,466
GUC	PART-TIME CAD TECHNICIAN		106	27,644	34,555	41,466	106	27,644	34,555	41,466
GUC	PART-TIME SECRETARY		107	29,026	36,283	43,539	107	29,026	36,283	43,539
COG	P-T COLLECTIONS TECHNICIAN		107	29,026	36,283	43,539	107	29,026	36,283	43,539
GUC	PART-TIME CREDIT OFFICER		108	30,478	38,097	45,716	108	30,478	38,097	45,716
GUC	PART-TIME CUSTOMER RECORDS CLERK (Electric)		108	30,478	38,097	45,716	108	30,478	38,097	45,716
GUC	PART-TIME CUSTOMER SERVICE REP		108	30,478	38,097	45,716	108	30,478	38,097	45,716
GUC	PART-TIME COMMUNICATIONS TECHNICIAN		108	30,478	38,097	45,716	108	30,478	38,097	45,716
COG	P-T COMMUNICATIONS TECHNICIAN		111	36,299	45,374	54,449	111	36,299	45,374	54,449
GUC	PART-TIME TRAINER		112	38,840	48,550	58,260	112	38,840	48,550	58,260

PART-TIME SEASONAL POSITIONS:

COG	Adaptive Aquatics Swim Instructor									
COG	Adult Basketball Official									
COG	Adult Basketball Scorekeeper									
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									

Annual
Hourly

PTS

\$15,080
\$7.25

\$22,620
\$10.88

\$30,160
\$14.50

**CITY OF GREENVILLE AND GREENVILLE UTILITIES COMMISSION
COMBINED GRADE COMPARISON**

Org.	Position Title	Proposed Title	Current Pay Range				Proposed Pay Range - At Market				Geo Adjusted Market Value	
			Grade	Min	Mid	Max	Grade	Min	Mid	Max		
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											
COG	Youth Soccer Referee											

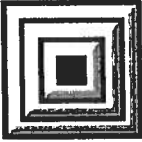
PUBLIC WORKS EQUIPMENT OPERATORS DEMOTED DURING THE PAST YEAR

EMPLOYEE	DIVISION	CLASSIFICATION BEFORE DEMOTION	CLASSIFICATION AFTER DEMOTION	RACE	DATE OF HIRE	LENGTH OF TIME W/CITY	DATE OF HIRE AS EQUIPMENT OPERATOR	DATE OF DEMOTION AS EQUIPMENT OPERATOR
DARTY, JOSHUA	Bldg & Grounds	Equipment Operator II	Resigned as a Laborer Refuse Collector (lateral transfer-not a demotion)	White	4/22/2009	1 YRS/9 MTHS	7/17/2010	1/15/2011
MORRING, ANDRE	Bldg & Grounds	Equipment Operator I		Black	3/13/2006	4 YRS/11 MTHS	4/12/2008	1/20/2010
WALKER, SAMUEL	Bldg & Grounds	Equipment Operator II	Laborer	Black	7/9/1986	24 YRS/7 MTHS	8/26/2000	4/29/2010

COG-#890638-v1-DEMOTED_EQUIPMENT_OPERATORS_DURING_PAST_YEAR_IN_PWD

EMPLOYEE	CLASSIFICATION	RACE	DATE OF		LENGTH OF TIME WITH CITY	DATE OF HIRE AS EQUIPMENT OPERATOR
			HIRE			
CARTER, ERIC	Equipment Operator II	Black	6/1/2006		4 YRS/9 MTHS	2/13/2010
STEVENSON, GARRY	Equipment Operator II	Black	7/1/2008		2 YRS/8 MTHS	8/14/2010
DIXON, JOHNNY	Equipment Operator III	Black	4/20/2009		1 YR/10 MTHS	8/1/2009
GORHAM, ARTHUR	Equipment Operator III	Black	7/16/2009		1 YR/7 MTHS	7/16/2009
HOPKINS, MACK	Equipment Operator III	Black	8/4/2003		7 YRS/6 MTHS	11/8/2008
JOYNER, CHARLIE	Equipment Operator III	Black	2/1/1995		16 YRS/1 MTH	3/3/1996
MCDANIEL, WILLIAM H	Equipment Operator III	Black	11/6/2006		4 YRS/3 MTHS	4/12/2008
PARKS, CALVIN	Equipment Operator III	Black	3/15/1999		11 YRS/11 MTHS	3/23/2002
ROBERSON, EDDIE	Equipment Operator III	Black	6/21/2007		3 YRS/8 MTHS	6/21/2007
SANTOS, RICARDO	Equipment Operator III	Hispanic	5/9/2005		5 YRS/9 MTHS	4/12/2008
SIMPSON, ROY	Equipment Operator III	Black	11/17/1998		12 YRS/3 MTHS	12/14/2002
SMITH, CARLTON	Equipment Operator III	Black	1/12/2004		7 YRS/1 MTH	2/16/2008
SMITH, MARK K	Equipment Operator III	Black	7/16/2001		9 YRS/7 MTHS	3/8/2003
TAFT, TORIUS S.	Equipment Operator III	Black	6/2/2003		7 YRS/8 MTHS	2/28/2009
WARD, DANIEL	Equipment Operator III	Black	9/10/2002		8 YRS/5 MTHS	4/19/2003
WHITEHURST, ANTOINE	Equipment Operator III	Black	3/26/2001		9 YRS/11 MTHS	3/8/2003
WILLIAMS, KELLY	Equipment Operator III	Black	1/4/2004		7 YRS/1 MTH	11/25/2006
WILLOUGHBY, ANTHONY	Equipment Operator III	Black	9/3/2008		2 YRS/5 MTHS	7/4/2009
DANIELS, LARRY	Equipment Operator IV	Black	8/30/1984		26 YRS/6 MTHS	6/27/1985
HARRIS, JERALD	Equipment Operator IV	Black	5/23/1994		16 YRS/9 MTHS	12/10/1994
MILLS, MARION	Equipment Operator IV	White	10/6/1986		24 YRS/4 YRS	10/6/1986
MITCHELL, BARRIE	Equipment Operator IV	Black	8/5/1982		28 YRS/6 MTHS	3/24/2001
PHILLIPS, ROBERT	Equipment Operator IV	Black	6/27/1992		18 YRS/8 MTHS	8/20/1994
SPRUILL, ALBERT	Equipment Operator IV	Black	7/3/1995		15 YRS/7 MTHS	11/11/1995
STAATS, WILLIAM	Equipment Operator IV	White	11/3/1997		13 YRS/3 MTHS	1/13/2001

COG-#890572-v1-SANITATION_EQUIPMENT_OPERATOR_POSITIONS



THE WATERS
CONSULTING
GROUP, INC.

To: Wayne Bowers, City Manager, City of Greenville, NC
Ron Elks, General Manager/CEO, Greenville Utilities Commission

From: Ruth Ann Eledge, V.P. and Senior Consultant
The Waters Consulting Group, Inc.

Date: May 4, 2011

Re: Update on Revisions to Proposed Pay Structures

The Greenville City Council and Greenville Utilities Commission are scheduled for a joint meeting on Tuesday, May 10 and will discuss the Compensation and Classification Study. The study recommendations were presented to Council in March, 2011 and I wanted to provide a summary of the updates that have been made to the structure since that meeting. After the March meeting, Waters Consulting Group (WCGI) consultants continued to receive feedback from department directors from both organizations that identified some issues for further review.

The issues were reviewed by the WCGI consultants and several changes have been made to grade assignments within the proposed structures. The actual structures and proposed ranges have not changed. The following is a summary of revised grade changes and justification of the proposed change:

- **Substation/Control Engineering Assistant II:** is listed in pay range 112 with a title change to Engineering Assistant II, but all Engineering Assistant II's are in pay range 114. Revised grade placement to 114,
- **Substation/Control Engineering Assistant I:** is not listed in the pay plan study. Position added at grade 111.
- **Fire/Rescue Administrative Assistant and Public Works Coordinator:** are listed at grade 113. Re-evaluated to recognize supervisory responsibilities. Revised grade placement to 114.
- **Water/Wastewater Treatment Plant Lab Technician I and II:** are not included in the pay plan. Were added to the plan at grade 111 and 113, respectively, the same grade assignments as the Water Treatment Plant Lab Technician I and II.
- **Surveyor/Floodplain Coordinator:** is listed in grade 114. Review of ratings to include technical skill requirements for both surveying and floodplain coordination. After review of the ratings changes revised placement to grade 115.
- **Pipe Layer II (Gas):** is incorrectly shown to become Pipe Layer III. Revised to become Gas System Tech II in 108.

- **Facilities Maintenance Supervisor**: Not included in initial recommendations. Review of evaluation for Facilities Maintenance Supervisor results in placement of position at 111.
- **Sanitation Route Supervisor**- is currently proposed for grade 115. Review of ratings in comparison to Assistant Superintendent of Streets. Revised placement to 116.
- **EMS Manager** – Is currently one grade below Battalion Chief. Reviewed in comparison to Battalion Chief EMS Manager position should be at same level as Battalion Chief since would typically be a Battalion Chief level position. Market data will support the EMS Manager position at the Battalion Chief level. Revised placement of EMS manager at grade FR8.
- **Parks Crew Leader**: is currently in Grade 109. However, employees being supervised are also in grade 109. Review of ratings to reflect differences between positions moves position to grade 110. This will eliminate the classification issue/inequity between the Parks Crew Leader (currently 109) who supervises the Maintenance Tech 1 positions (109).
- **Greens Supervisor**: is currently in grade 114. However, the “Mechanic I” supervised by the Greens Supervisor is also grade 114. Greens Supervisor position is also considered at least as complex as the Landscape Supervisor (115). After review of job evaluation ratings, Greens Supervisor placement revised to grade 115.
- **Landscaping Supervisor**: is currently in grade 115. Review of Landscape Supervisor ratings results in movement of job down one level to 114 after changes to job evaluation ratings. Revised placement to 114.
- **Engineering Coordinator (Electric) and Engineering Coordinator (Electric Substation Controls)**: are currently in grade 116. Current grade placement violates supervisor/subordinate relationship. Revisions to job evaluation results in placement of position in grade 117. Retain all other Engineering Coordinators in grade 116.
- **Electric Communication Technician, Generator Technician, and Relay Technician**: Currently assigned to 113. Should reflect the current career ladder in relation to Control Technician III (113). The market data for the Relay Technician is about \$54,000, which is midway between Grade 113 and 114. All three specialty technicians are the top classification in the career ladder, going from Control Tech I, II, III and then the specialist techs. Revisions to job evaluation ratings results in placement to grade 114.
- **Substation/Controls Eng. Asst. II and Electric Eng. Assistant II**: are currently in grade 113. All of the engineering assistants throughout GUC are required to design systems according to state specifications and requirements, work with the public and developers, and assist internal crews with construction work. They also utilize GIS software. Changes in job evaluation ratings to reflect this level of technical skill results in placement in grade 114.
- **Chemist**: is currently in grade 117. The Chemists at the Water Treatment Plant are responsible for water and effluent quality, working with the operations staff on process changes, etc. Market data shows \$75,525.

Midpoint of grade 118 is \$76,330. Changes in job evaluation result in placement in grade 118.

- **Gas Supervisors, Water Resource Supervisors and Chief of Maintenance:** are currently assigned to grade 116. Should be higher than the Electric Crew Leaders. Gas Supervisors, Water Resource Supervisors and Chief of Maintenance at the treatment plants have multiple responsibilities and functions, where the Electric Crew Leaders are over one crew. Review of job evaluation ratings results in revised placement to grade 117. Also revised **City's Assistant Street Superintendent's** ratings to be consistent, resulting in revised grade placement to 117.
- **Public Information Specialist:** is a new position. Job evaluated and placed at grade 112.
- **Communication Specialist:** is currently proposed in grade 113. After rating Public Information Specialist, review this position's ratings to ensure consistency. Revisions to ratings results in revised placement to 112.
- **GIS Technician Supervisor:** is a new position. Job evaluated and placed at grade 116, one grade above GIS Technician II.

These changes will be reflected in the revised documents being updated. There are other revisions that have already been made that are considered "housekeeping", such as the elimination of duplicate job titles, spelling corrections, and title changes to provide consistency in job titles. These are not included in this summary.

After the Council and Commission make final decisions on study recommendations, employees will still have an opportunity to request a review of their job placement if/ when new structures are adopted. There will also be a recommended procedure on a process to maintain the structures and allocate new positions as they are created as well as re-evaluate current positions when they have substantial changes in duties and responsibilities.

Please let me know if you need additional information.

Ruth Ann Eledge (electronic signature)

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Personnel Expense Items

<u>Item</u>	<u>Budget</u>	<u>Revised</u>
Classification & Compensation Study	\$100,000	\$212,639
Merit Program	647,076	426,724
Retirement	378,797	83,712
Health Insurance	344,831	171,616
Retiree Health Insurance	160,992	160,992
OPEB	<u>250,000</u>	<u>250,000</u>
Total	\$1,881,696	\$1,305,683

