

5.26.15

City Council Meeting

Item 1: Report and recommendations regarding Pay Study

3 Scenarios

- Scenario #1
 - Increases pay of only Refuse Collectors
- Scenarios #2 & #3
 - Establishes a new minimum starting salary threshold for pay plan

Scenario #1

Increase pay of Refuse Collectors by 5%

- Refuse Collector classification would move from PG 103 to 104
- All 21 Refuse Collectors impacted
- Total cost to implement: \$31,828.51

Scenario #1 (cont'd)

- Refuse Collector position included as benchmark position in 5-Year True-Up Market Study
- Analysis concluded that the average base salary for a City of Greenville Refuse Collector is 14% above market

Scenario #2

- Addresses positions in the 2 lowest pay grades (PGs 102 & 103)
- Collapses PGs 102 & 103 into PG 104
- Pay of current employees in PGs 102 and 103 would increase to at least \$12.66/hour (5% above minimum of PG 104)
- Employees making at least \$12.66/hour would see no change in pay
- 12 employees impacted
- Total cost to implement: \$5,137.60

Scenario #2 (cont'd)

- Some compression would occur because new hires who complete 6-month probationary period and longer tenured employees would be earning the same or very close to same hourly rate of pay
- City would be paying “above market” pay rates for positions moved to PG 104

Scenario #3

- Addresses positions in the 3 lowest pay grades (PGs 102 - 104)
- Collapses PGs 102 - 104 into PG 105
- Pay of current employees in PGs 102 - 104 would increase to at least \$13.29/hour (5% above minimum of PG 105)
- Employees making at least \$13.29/hour would see no change in pay
- 22 employees impacted
- Total cost to implement: \$26,893.15

Scenario #3 (cont'd)

- Some compression would occur because new hires who complete 6-month probationary period and longer tenured employees would be earning the same or very close to same hourly rate of pay
- City would be paying “above market” pay rates for positions moved to PG 105

Item 2: Resolution directing publication of Notice of Intent to make an application to the Local Government Commission (LGC), making certain findings and authorizations relating to the authorization and issuance of General Obligation Public Improvement Bonds of the City of Greenville

Bond Project List Approved 3/19/2015

Street Improvements	\$ 8.0 M
West 5 th St. Streetscape	1.95 M
10 th St. Connector	1.75 M
Sidewalks	1.40 M
East Side Greenway	.75 M
TOTAL	\$ 13.85 M

Item 3: Update on TIGER Grant Application



TIGER Download

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Projects	Local	TIGER	Other federal	Total
A Transportation Improvements				
Greenville Transport and Activity Center (GTAC)	\$ 1,656,700	\$ -	\$ 6,600,000	\$ 8,256,700
Stormwater Management (10th Street Connector)	4,300,000	-	10,000,000	14,300,000
B. Streetscape Improvements				
W. 5th Streetscape Projects	1,950,000	8,850,000	-	10,800,000
Dickinson Ave Phase I Road/Streetscape	600,000	2,400,000	-	3,000,000
C. PED & Bike Improvements				
PED & Bike Improvements 1	200,000	800,000	-	1,000,000
PED & Bike Improvements 2	200,000	800,000	-	1,000,000
Total Project Cost	\$ 8,906,700	\$ 12,850,000	\$ 16,600,000	\$ 38,356,700
Percentage of Total	23.22%	33.50%	43.28%	100.00%

City/TIGER Match Breakdown	
TIGER Request	\$12,850,000
City match	\$8,906,700
TOTAL (City + TIGER)	\$21,756,700
COG match percentgage (City/TOTAL)	0.409
Bond portion of City Match	\$2,950,000