The City Council of the City of Goldsboro, North Carolina, met in a Special Meeting to discuss the FY22-23 Budget in the Large Conference Room, City Hall Addition, 200 North Center Street, at 5:30 p.m. on Monday, May 23, 2022.

**Call to Order.** Mayor Ham called the meeting to order at 5:30 p.m.

**Roll Call.**
- Present: Mayor David Ham, Presiding
- Mayor Pro Tem Taj Polack
- Councilwoman Hiawatha Jones
- Councilman Bill Broadaway
- Councilwoman Brandi Matthews
- Councilman Charles Gaylor, IV (participated via Zoom)
- Councilman Gene Aycock
- Tim Salmon, City Manager
- Laura Getz, City Clerk

**Budget Discussion.**

Ron Stempien, Fire Chief presented the following information:

### FIRE DEPARTMENT BUDGET

**Ron Stempien, Fire Chief**
**May 23, 2022**

#### Recruitment & Retention

- **Current status**
  - We have lost 19 firefighters since 2021.
  - 3 are from other departments.
  - 16 from reduced service by citizens.
  - Currently have 19 active vacancies. 3 of which are civilian
  - 3 staff members in pre-service training.
  - 10% of the department has less than 1 year experience.
  - 38% of our Firefighters have less than 1 year experience.
  - Surrounding departments have started hiring process - more are expected to know.

#### Proposed Salary Plan

<table>
<thead>
<tr>
<th>Rank</th>
<th>Salary (base)</th>
<th>Hours</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Firefighter</td>
<td>$65,000</td>
<td>2880</td>
<td>$66,200</td>
</tr>
<tr>
<td>Engineer</td>
<td>$75,000</td>
<td>2880</td>
<td>$77,200</td>
</tr>
<tr>
<td>Captain (IF)</td>
<td>$80,000</td>
<td>2880</td>
<td>$82,200</td>
</tr>
<tr>
<td>Captain (FR)</td>
<td>$85,000</td>
<td>2880</td>
<td>$87,200</td>
</tr>
<tr>
<td>Chief Officer</td>
<td>$90,000</td>
<td>2880</td>
<td>$92,200</td>
</tr>
<tr>
<td>Total Salary</td>
<td>$350,000</td>
<td></td>
<td>$365,200</td>
</tr>
</tbody>
</table>

#### Proposed Salary Plan / Adjustment

- Starting salary would be increased to $75,425.
- Implementation of Engineer 5 and Captain 2 based on Career Development Plan.
- The plan is in line with surrounding departments.
- Will keep salaries from becoming stagnant.
- Goldsboro Fire Department could become more competitive increasing recruitment while retaining experienced personnel.

#### Fire Truck Need

- NFPA states that an apparatus should be taken out of service after 25 years of use.
- 15 years will be reima. 15 years in service after retirement.
- Apparatus Replacement Schedule:
  - 3-6 years will have a new 3-6 year fire truck.
  - An apparatus should be replaced early to cover the 20-year maximum service time.
- 4 apparatus are currently over 20 years old and one is over 30.
- As the fleet ages, downtime and maintenance costs increase.
- In the next six years we will currently use service.
- Engine 3 has been down since September 2021 (over 300 days)
- Pat two weeks Efflux Volunteer Department tested OFR an apparatus to cover the city's needs. Two separate occasions.
Chief Stempfen shared information regarding recruitment, retention, salary comparisons, fire inspections of businesses (including hospitals, jails and schools), and fire department equipment needs. Council discussed the ages of current fire trucks, manpower, longevity, retention and current staffing with Chief Stempfen. Council discussed implementing fees for fire inspections. Council discussed the fire department’s proposed budget. Chief Stempfen shared his request in the budget for a fire truck for 1.1 million dollars, skid unit, and discussed the department’s equipment needs. City Manager Salmon asked Council for consensus to move forward with charging for the fire inspection fee. Council discussed the fee amounts. Mayor Ham stated that council would take this as consensus to approve and will come back at the next meeting and make it formal.

Mike West, Police Chief presented the following information:

**GOLDSBORO POLICE DEPARTMENT**

Michael D. West, Chief of Police

May 23, 2022

**SALARY COMPARISONS**

<table>
<thead>
<tr>
<th>Position/Location</th>
<th>Base</th>
<th>Shift</th>
<th>Benefit</th>
<th>Probable</th>
<th>Additional (Local)</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parking Enforcement</td>
<td>$37,782.91</td>
<td>8%</td>
<td>$31,312.11</td>
<td>$3,121.70</td>
<td>$44,016.72</td>
<td>$44,016.72</td>
</tr>
<tr>
<td>1 Year Experience in Police</td>
<td>$35,038.32</td>
<td>8%</td>
<td>$28,427.36</td>
<td>$2,713.44</td>
<td>$37,140.80</td>
<td>$37,140.80</td>
</tr>
<tr>
<td>2 Year Experience in Police</td>
<td>$32,304.70</td>
<td>8%</td>
<td>$26,095.50</td>
<td>$2,519.60</td>
<td>$34,513.80</td>
<td>$34,513.80</td>
</tr>
<tr>
<td>3 Year Experience in Police</td>
<td>$31,009.94</td>
<td>8%</td>
<td>$25,224.69</td>
<td>$2,451.55</td>
<td>$34,114.58</td>
<td>$34,114.58</td>
</tr>
<tr>
<td>4 Year Experience in Police</td>
<td>$29,715.19</td>
<td>8%</td>
<td>$24,500.70</td>
<td>$2,391.27</td>
<td>$32,685.56</td>
<td>$32,685.56</td>
</tr>
<tr>
<td>5 Year Experience in Police</td>
<td>$28,565.60</td>
<td>8%</td>
<td>$23,871.16</td>
<td>$2,342.88</td>
<td>$31,393.56</td>
<td>$31,393.56</td>
</tr>
</tbody>
</table>

In addition to higher starting salaries:
- Includes offers higher insurance benefits (health, dental, vision, etc.)
- Offers higher tuition reimbursement for education
- Offers higher compensation for longevity
- Offers higher compensation for experience and education
- Offers higher compensation for language and education

**QUESTIONS**

Thank you for your time.

Chief Michael D. West
mwest@goldsborongov.org
Office: 919-580-4231

Chief West shared information about frozen positions, current vacancies, not providing funeral escorts, salary comparisons, seniority, retention and longevity. Council discussed the presentation and the four proposals. Council discussed working with the Sheriff’s Department and the requested increase in salaries, lapsed salaries and attrition. City Manager Salmon discussed the proposed salary increase and increasing the tax rate. Council discussed street paving. Mayor Ham asked if Council agreed to one of the four proposals made by Chief West. Council discussed the proposals. Councilman Aycock proposed to raise the less than seven years of experience to three percent and keep the greater than seven years’ experience at seven for a total of $450-460,000. Council consensus was not to raise taxes this year just to use street paving improvement funds to pay for police department salaries. City Manager Salmon will come back to the next meeting with further proposals.

Council went through each department’s proposed budget and made the following changes:

- Removed the renovation of the dais in Council Chambers for $8,000 from the Mayor and Council’s budget.
Council took a break at 7:15 pm and returned at 7:25 pm.

Council continued discussion on the community survey, discussed using Survey Monkey versus spending $7,000 and had a consensus to conduct a community survey that was free.

Council discussed staff retention and longevity with Ms. Bernadette Dove, Human Resources Director. Ms. Dove will come back to Council with the cost of longevity and a 401K increase for a future budget year.

Council went through each department’s proposed budget, made the following changes and/or discussed the following:

- Council discussed the Summer Youth Program in the Community Relations budget.
- Contract Services in the Downtown Development fund was replicated in the General Fund and MSD. The amount ($4,140.00) should be removed from the General Fund and remain in the MSD fund.
- Council discussed the increase in Information Technology’s Building Maintenance line.
- Rick Fletcher, Public Works Director shared he could come up with an extra 2% in his budget for his department employees. Department heads discussed the proposal of finding an additional 2% in their budgets. Council discussed salary increases. Council discussed proposed Public Works department equipment (trucks). City Manager Salmon discussed replacing a front-end loader after insurance pays out with the garbage packer. He also recommended removing the purchase of a street sweeper from the stormwater fund. Council discussed the city’s future growth and equipment.
- Catherine Gwynn, Finance Director shared information regarding the FY21 audit. She shared she hopes the audit will be issued at the end of September or beginning of October.
- Bobby Croom, Engineering Director shared information regarding Carolina Street resurfacing. He also shared the department is researching impact-development fees.
- Felicia Brown, Parks and Recreation Director shared information regarding city pools and tennis courts repair. City Manager Salmon shared that the roof at the T.C. Coley Center is not budgeted in this year’s budget. Ms. Brown discussed the T.C. Coley Center. Obie Agbasi, Golf Director shared information regarding the Golf Course.
- Bert Sherman, Interim Public Utilities Director shared information regarding employee retention issues.
- Amanda Justice, Tourism Director shared information regarding year-end revenues in occupancy tax funds.

City Manager Salmon requested Council direction on employee bonuses. He stated that he would work with department heads the rest of the week to find the additional 2% from their budgets; we will take the $500,000 from paving and some of the other savings we found here and see what we can do. He asked if Council wanted to pay that 5% COLA up front or put it into a bonus. Councilman Aycock stated he thought there was a consensus with 3% then do a bonus with the rest of it.

City Manager Salmon requested clarification and restated the last decision as a 3% COLA that we currently have funded, 1% merit and find more for a bonus. Council discussed the middle option for police and the manager will come back with an additional 2%.

Mayor and Council discussed the date of the next special meeting to be held on June 7, 2022 at 5:30 pm.

The meeting adjourned at 9:30 pm.

David Ham
Mayor

Laura Getz, MMC/NCCMC
City Clerk