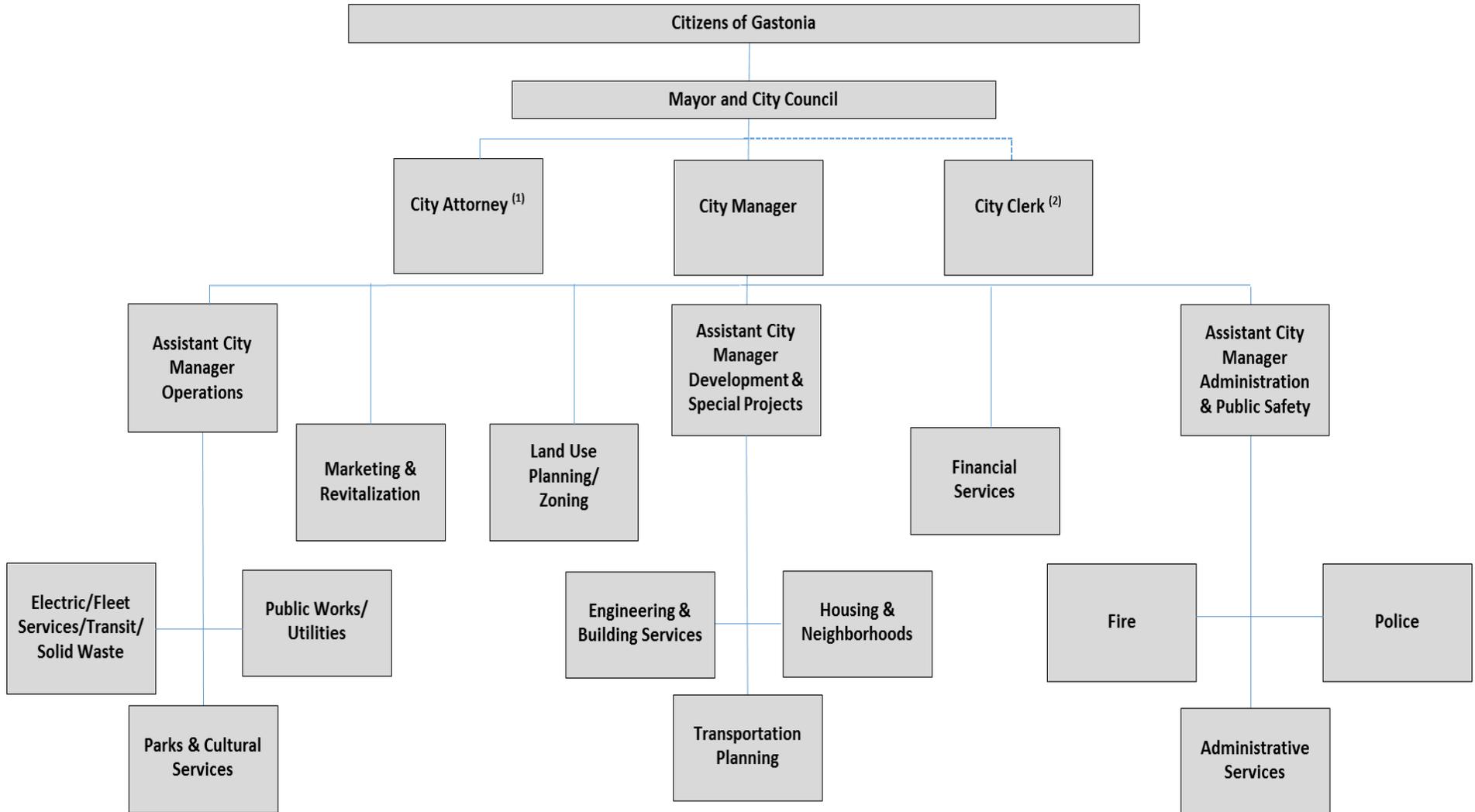


# City of Gastonia, North Carolina Organizational Chart



(1) Appointed by the City Council

(2) Appointed by the City Council and supervised by the City Manager

# Human Resources

The Fiscal Year 2017 Budget contains funding for an organization whose workforce size has decreased over the past decade.

The chart at the lower right of this page depicts changes in budgeted positions and human resources costs. The net change in the number of budgeted positions reflects a decrease of 20 positions since Fiscal Year 2010. During this same period, the City has continued to grow geographically and in population. This clearly demonstrates a rather remarkable effort at controlling the increase of staff resources.

In the budget, the average cost of salary and fringe benefits for each full time employee is approximately \$63,491 per year. Consistent management of the size of the City's work force is a critically important factor in controlling not only the cost of human resources but the entire City budget.

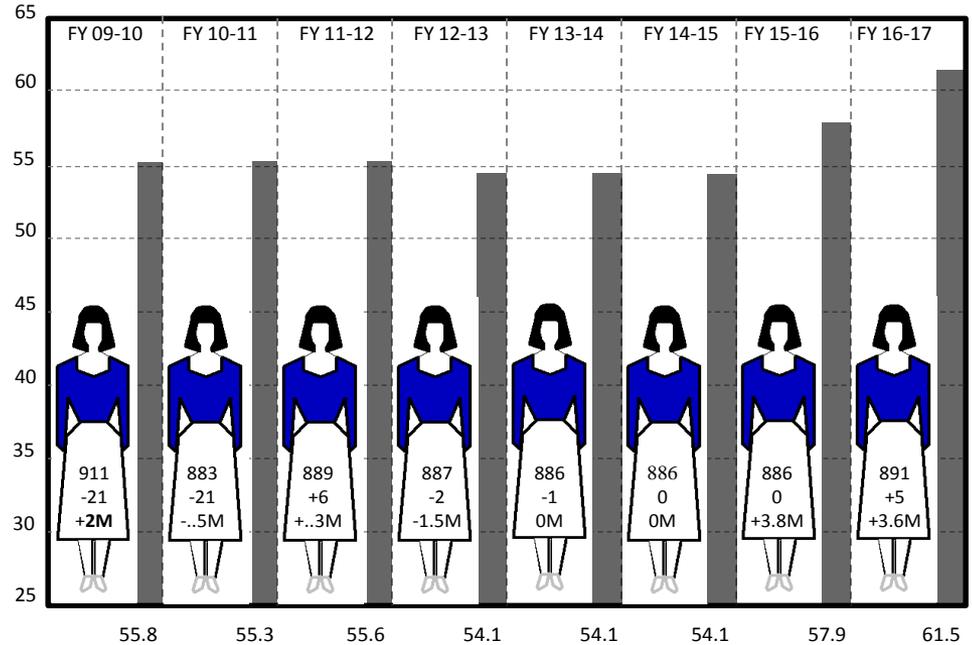
The Fiscal Year 2017 human resources budget is comprised of the following components:

\*All employee medical, life and dental insurance coverages are included as well as funding for retirement, F.I.C.A. and all budgeted overtime.

\*A Christmas Bonus of 3.50% of salary with a \$350.00 maximum.

\*A salary increase of 3% was given to all full-time and part-time employees in March, 2016. No additional increases are budgeted for Fiscal Year 2017.

Cost of Human Resources for Recent Fiscal Years in Millions of Dollars

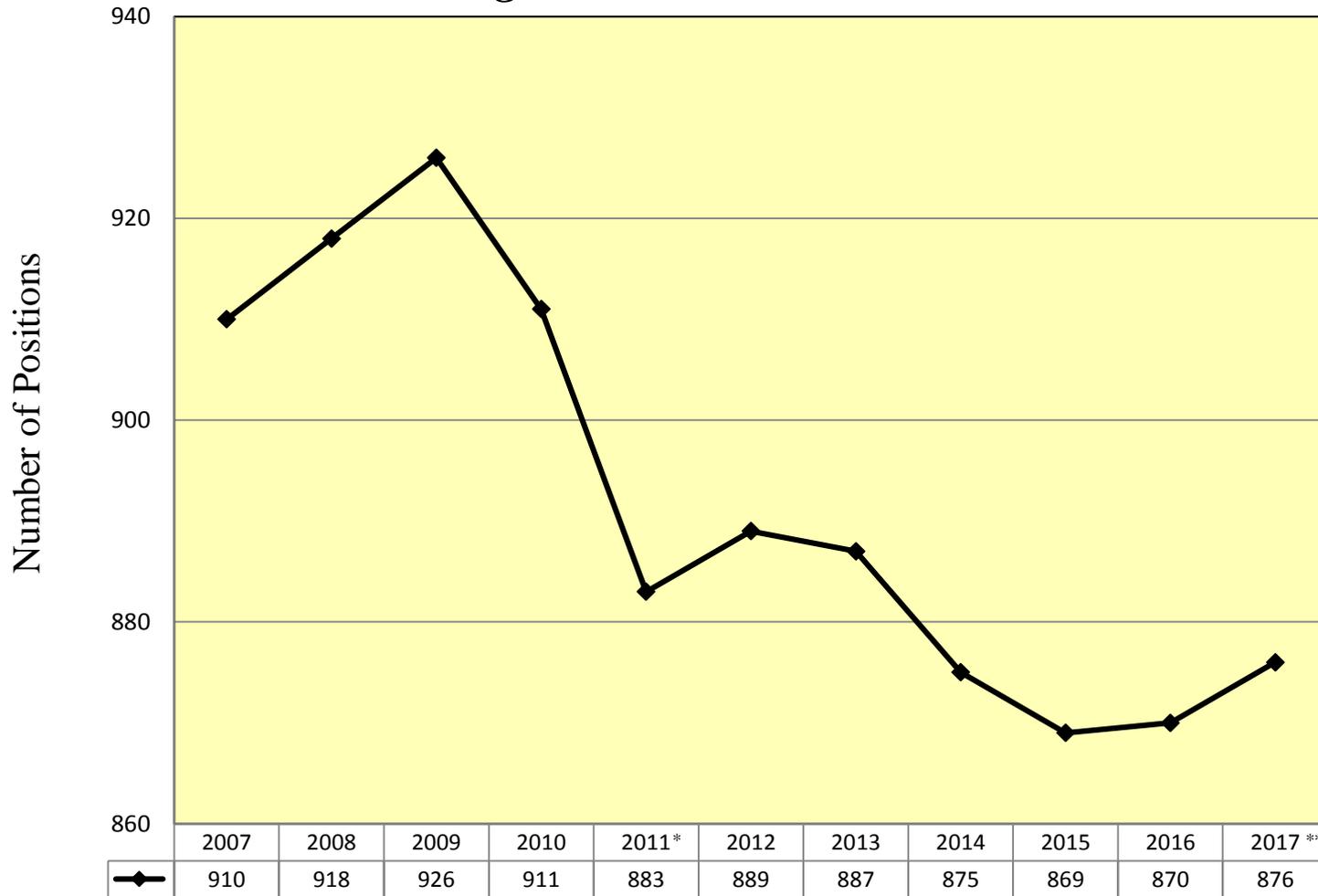


Top number is the number of authorized positions for each fiscal year  
 Middle number is the change in employee count from previous year  
 Bottom number is the change in dollars from the previous year



FY 09-10 thru FY 14-15 are actual expenditures  
 FY 15-16 is budgeted  
 FY 16-17 is proposed

## *City of Gastonia Budgeted Full Time Positions*



• Original budget funded 905 slots, during the fiscal year 2 slots were deleted and 8 ARRA grant Police Officers were added. The revised 2010 budgeted slots were 911.

\*\* Excludes fifteen (15) \$0 budgeted positions. Total authorized positions is 891.



***CITY OF GASTONIA***  
***Summary of Authorized Positions***

<b>Department</b>	<b>FY 13-14 Budget</b>	<b>FY 14-15 Budget</b>	<b>FY 15-16 Budget</b>	<b>FY 16-17 Budget</b>	<b>Prior Year Change</b>
<b>City Management</b>					
110-420 City Manager	3	3	3	3	
110-471 City Attorney	3	3	3	3	
110-419 Assistant City Manager - Public Infrastructure	1	1	1	1	
110-432 Assistant City Manager - Administration & Public Safety	1	1	1	1	
110-411 Marketing/Communications	1	1	1	1	
<b>Administrative Services</b>					
<b>Human Resources</b>					
110-421 Human Resources	7	8	8	8	
<b>Technology Services</b>					
881-423 Administration	1	1	1	1	
881-424* Data Processing	1	2	2	2	
881-426* Telephone Communications	1	1	1	1	
881-427 Computer Support	3	5	6	6	
881-428* Database Administration	2	2	2	2	
881-429* GIS Administration	3	2	2	2	
881-430 Mobile Data Systems	1	0	0	0	
881-438* CIS Applications	3	4	4	4	
881-439 Support Administration	3	2	2	2	
881-444* Radio Communications	11	11	11	11	
881-453 Core Server/Domain Support	3	2	1	1	
881-516* M.I.S.	5	5	5	5	

**CITY OF GASTONIA**  
**Summary of Authorized Positions**

<b>Department</b>	<b>FY 13-14</b>	<b>FY 14-15</b>	<b>FY 15-16</b>	<b>FY 16-17</b>	<b>Prior Year</b>
	<b>Budget</b>	<b>Budget</b>	<b>Budget</b>	<b>Budget</b>	<b>Change</b>
<b>Parks and Recreation</b>					
110-620 Administration	2	3	3	4	
110-596 Downtown Cleaning	2	2	2	2	
110-621 Athletics	7	7	7	7	
110-626 Landscape/Maint. & Development	6	6	6	6	
110-628 Adult Recreation Center	2	2	2	2	
110-622 Roland Bradley Community Center	3	3	3	3	
110-624 Erwin Community Center	3	3	3	3	
110-625 Phillips Community Center	3	3	3	3	
110-630 T. Jeffers Community Center	3	3	3	3	
110-633 Martha Rivers Park	5	5	5	4	-1
110-636 Rankin Lake	1	1	1	1	
<b>Schiele Museum</b>					
110-707 Collect/Research	2	2	2	2	
110-708 Education	6	6	6	6	
110-709 Exhibits	2	2	2	2	
110-712 Administration	3	3	3	3	
110-713 Operations	4	3	3	3	
110-715 Programs	1	1	1	1	
<b>Public Infrastructure</b>					
<b>Planning</b>					
110-490 Planning	5	7	7	7	
110-541 Zoning Administration	2	0	0	0	

**CITY OF GASTONIA**  
**Summary of Authorized Positions**

<b>Department</b>	<b>FY 13-14 Budget</b>	<b>FY 14-15 Budget</b>	<b>FY 15-16 Budget</b>	<b>FY 16-17 Budget</b>	<b>Prior Year Change</b>
<b>Transportation Planning</b>					
110-491 Transportation	4	5	5	5	
<b>Housing &amp; Neighborhoods</b>					
110-493 Housing & Neighborhoods	2	2	2	2	
110-590 Keep Gastonia Beautiful	2	2	2	2	
621-720 Community Development Administration	1	1	1	1	
621-721 Community Development Housing Rehab	1	1	1	1	
624-719 Community Development Home Program	1	1	1	1	
<b>Engineering</b>					
110-552 Engineering	16	15	15	15	
110-540 Building Support	9	10	10	11	1
110-551 Land Development	9	9	9	9	
<b>Enterprise Services</b>					
110-553 Equipment Services	16	17	17	16	-1
331-720 Administration	9	9	9	9	
331-820 Utility Locator	2	2	2	2	
331-832 Electric Service	10	10	10	10	
331-833 Electric Substations	4	4	4	4	
331-834 Electric Street Lights	3	3	3	3	
331-837 Electric Underground Construction	4	4	4	4	
331-838 Electric Line Maintenance	5	5	5	5	
331-839 Electric Line Construction	8	8	8	8	

**CITY OF GASTONIA**  
**Summary of Authorized Positions**

<b>Department</b>	<b>FY 13-14 Budget</b>	<b>FY 14-15 Budget</b>	<b>FY 15-16 Budget</b>	<b>FY 16-17 Budget</b>	<b>Prior Year Change</b>
<b>Enterprise Services - cont'd</b>					
332-494 Transit Administration	3	2	2	2	
332-495 Transit Operation	11	11	11	11	
332-496 Transit Maintenance	4	3	3	4	1
332-498 ADA Paratransit	3	4	4	4	
335-580 Administration	3	2	2	2	
335-581 Refuse Collection	43	43	43	46	3
<b>Public Works/Utilities</b>					
110-502 Building & Grounds	14	14	14	14	
110-559 Traffic Services	8	8	8	8	
110-560 Street Supervision	3	3	3	3	
110-570 Powell Bill	29	29	29	29	
110-572 Landscape Maintenance	7	6	6	6	
110-640 Cemeteries	4	4	4	4	
330-572 Water & Sewer Landscape	3	3	3	3	
330-720 Water & Sewer Administration	5	5	5	5	
330-811 Water Supply & Treatment	21	21	21	21	
330-812 Water & Sewer Customer Service	7	7	7	7	
330-814 Water & Sewer Facility Maintenance	13	13	13	13	
330-815 Water & Sewer Street Maintenance	5	5	5	5	
330-818 Water Line Maintenance	20	20	20	20	
330-822 Sewage Treatment	43	43	43	43	
330-828 Sewer Line Maintenance	21	21	21	21	
336-578 Stormwater Utilities - Operations	5	5	5	5	
336-720 Stormwater Utilities - Admin	3	3	3	3	

**CITY OF GASTONIA**  
**Summary of Authorized Positions**

<b>Department</b>	<b>FY 13-14</b>	<b>FY 14-15</b>	<b>FY 15-16</b>	<b>FY 16-17</b>	<b>Prior Year</b>
	<b>Budget</b>	<b>Budget</b>	<b>Budget</b>	<b>Budget</b>	<b>Change</b>
<b>Fire</b>					
110-530 Administration	4	4	4	4	
110-531 Fire Prevention	6	6	6	6	
110-532 Operations	130	130	130	130	
110-533 Training	1	1	1	1	
<b>Financial Services</b>					
110-415 Budget	2	2	2	2	
110-440 Accounting	6	6	6	7	1
110-441 Accounts Receivable	6	6	6	6	
110-442 Meter Services	12	12	12	12	
110-443 Purchasing	3	3	3	3	
110-445 Warehouse	2	2	2	2	
110-449 Administration	2	2	2	2	
110-451 Parts Inventory	2	2	2	2	
110-452 Revenue Administration	2	2	2	2	
110-460 Customer Service	9	9	9	9	
<b>Police</b>					
110-509 Investigations	42	42	41	41	
110-510 Administration	6	6	6	6	
110-514 Field Services	118	124	127	129	2
110-515 Problem Analysis Research Center (PARC)	4	4	4	4	
110-518 Support Services	8	8	8	6	-2
110-520 ABC Enforcement	1	1	1	1	

**CITY OF GASTONIA**  
*Summary of Authorized Positions*

<b>Department</b>	<b>FY 13-14 Budget</b>	<b>FY 14-15 Budget</b>	<b>FY 15-16 Budget</b>	<b>FY 16-17 Budget</b>	<b>Prior Year Change</b>
<b>Police - cont'd</b>					
110-525 Police Records Bureau	13	13	13	13	
611-514 GF Stimulus COPS Hiring Grant	8	2	0	0	0
<b>TOTAL</b>	886	886	886	891	4

\* These cost centers moved from the General Fund (110) to Technology Internal Services Fund (881) for FY 2015