

MINUTES OF THE MEETING OF THE GOLDSBORO CITY COUNCIL
AUGUST 5, 2024

WORK SESSION

The Mayor and City Council of the City of Goldsboro, North Carolina met in a Work Session in the Large Conference Room, City Hall Addition, 200 North Center Street, Goldsboro, North Carolina at 5:00 p.m. on August 5, 2024.

Call to Order. Mayor Gaylor called the meeting to order at 5:00 p.m.

Roll Call.

Present: Mayor Charles Gaylor, IV, Presiding
Mayor Pro Tem Brandi Matthews
Councilwoman Hiawatha Jones
Councilman Chris Boyette
Councilwoman Jamie Taylor
Councilwoman Beverly Weeks
Councilman Rod White

Also Present: Matthew Livingston, Interim City Manager
Ron Lawrence, City Attorney
Laura Getz, City Clerk

Adoption of the Agenda. Mayor Gaylor requested to move the appointed committee report (item b) to a future agenda. Councilwoman Weeks made a motion to adopt the amended agenda. The motion was seconded by Councilwoman Taylor and unanimously approved. Council adopted the amended agenda.

New Business

Work Session Item c. Compensations & Classification Study Presentation. Bernadette Dove, Human Resources Director introduced Dr. Russell Campbell with Management Advisory Group, Inc. Interim City Manager Livingston made comments regarding the study. Dr. Campbell shared the presentation attached as *Exhibit A*.

Council held discussion based on the presentation. Dr. Campbell offered to meet with individual Council members for further questions. Dr. Campbell shared the deliverables of the proposed phase 2 proposal.

Interim City Manager Livingston shared comments in support of the proposed study.

Council discussed the proposal of the \$45,000 Organization and Management Structure Review study which is beyond the original budgeted amount for the Pay and Compensation Study. Mayor Gaylor asked for an example of the study to be sent to Council for review. Staff will bring this item back at the next meeting for approval.

Closed Session.

Councilwoman Weeks made a motion to go into closed session to discuss Potential Litigation. The motion was seconded by Councilman Boyette and unanimously carried.

After the Closed Session was held, Council came out of Closed Session and back into Open Session.

Mayor Gaylor recessed the meeting at 7:01 p.m.

CITY COUNCIL MEETING

The City Council of the City of Goldsboro, North Carolina, met in Regular Session in Council Chambers, City Hall, 214 North Center Street, at 7:10 p.m. on August 5, 2024.

Mayor Gaylor called the meeting to order at 7:10 p.m.

Roll Call.

Present: Mayor Charles Gaylor, IV, Presiding
Mayor Pro Tem Brandi Matthews
Councilwoman Hiawatha Jones
Councilman Chris Boyette
Councilwoman Jamie Taylor
Councilwoman Beverly Weeks
Councilman Rod White

Also Present: Matthew Livingston, Interim City Manager
Ron Lawrence, City Attorney
Laura Getz, City Clerk

Invocation and Pledge of Allegiance.

Father David Wyly, Police Chaplain provided the invocation. The Pledge of Allegiance followed.

Approval of Minutes. Councilwoman Weeks made a motion to approve the minutes of the Minutes of the Work Session and Regular Meeting of June 17, 2024. The motion was seconded by Councilwoman Jones and unanimously approved.

Presentations.

Item B. Employee Performance Awards. Interim City Manager Livingston presented the following awards:

The Supervisor of the Quarter Award: Richard Hamilton. On May 14, 2024, around 10:30 p.m., Deputy Public Utilities Director, Richard Hamilton, received a distress call from Case Farms, reporting difficulties in processing chickens due to a brown water issue resulting from hydrant flushing conducted by the Wayne County Water Service. The flushing process initiated in front of Case Farms at approximately 10:00 a.m., and by 12:30 p.m. the water quality had deteriorated and turned yellow, necessitating the facility to shut down. Wayne Water District affirmed the safety of the water but, it was unsightly, and not to the standard needed to process chickens.

In response to Case Farms' plea for help, Richard promptly contacted the City Distribution crew but, due to staffing constraints after hours, the crew was unable to provide immediate assistance. In a display of professionalism and dedication, Richard went to Case Farms at 11:20 p.m., and began flushing the hydrant on the building's side. By 12:10 a.m., the water quality had noticeably improved. Richard departed at 12:20 a.m., leaving Case Farms back in operation.

Richard's exemplary professionalism, integrity, and commitment to customer service shone through as he extended his expertise to assist a local company in need. The estimated economic loss of damaged products at Case Farms was \$37,000, a figure that could have increased substantially if not for Richard's quick action and assistance. Richard is an outstanding example of commitment and adherence to the highest levels of customer and public service.

Richard demonstrates professionalism and integrity. He leads by example and dedicates himself to finding solutions in a timely manner. Richard's work ethic and accomplishments reflect well on himself and the City of Goldsboro.

The Employee of the Quarter Award: Michael Braswell. Michael Braswell is performing the duties of a Senior Maintenance Technician, training four maintenance technicians, filling the role of a supervisor, and he performs superintendent duties when needed. Michael also strives to improve his knowledge and skill set, recently completing certification for Facilities and Grounds Manager through the American Public Works Association.

Michael has spearheaded numerous large projects including the re-installation of street light poles and rewiring food truck poles at The Hub, saving the city several thousand dollars. He was also responsible for leading the Building and Grounds Maintenance crews in preparation for the Main Street Conference. Michael's leadership and assistance led to the changing of 168 banners on Center Street and in the John Street parking lot, 26 window/door coverings installed at Goldsboro Union Station, hanging a new sign at The Hub, and numerous other improvements to ensure Downtown Goldsboro shined; all accomplished in a 2-week timeframe.

Michael is a volunteer on the ART Steering Committee, providing guidance on the installation process of the artwork for both the artist and the City. As a volunteer with the Arts Council, he has assisted in numerous projects helping to improve the aesthetics of our downtown.

Michael is a consummate team player, a benefit to Building and Grounds, Public Works, and the City of Goldsboro. He has a deep desire to improve the aesthetics, distinction, and reputation of the City of Goldsboro. Michael's work ethic and accomplishments reflect well on himself and the City of Goldsboro.

Old Business.

Work Session Item a. Progress Review of Big Ditch Design Project and Consultant Selection. Jonathna Perry, Engineering Services Manager shared information regarding the agenda item which is on the consent agenda for approval.

Travis Klondike and Leslie Bartlebaugh with NC State University Coastal Dynamics Design Lab shared the presentation attached as *Exhibit B*.

Public Comment Period. Mayor Gaylor opened the public comment period. The following person spoke:

1. Nancy Fallen shared concerns regarding her neighborhood and a judicial candidate. (Full comments are available on YouTube at 2:40.)

No one else spoke and the public comment period was closed.

Consent Agenda – Approved as Recommended. Interim City Manager Matt Livingston presented the Consent Agenda. All items were considered to be routine and could be enacted simultaneously with one motion and a roll call vote. If a Councilmember so requested, any item(s) could be removed from the Consent Agenda and discussed and considered separately. In that event, the remaining item(s) on the Consent Agenda would be acted on with one motion and roll call vote. Councilwoman Weeks moved the items on the Consent Agenda, Items C- G be approved. The motion was seconded by Councilwoman Taylor and a roll call vote resulted in all members voting in favor of the motion.

The items on the Consent Agenda were as follows:

Item C. Resolution Authorizing the Interim City Manager to Enter into a Contract with GS-NC P.C., an affiliate of Gresham Smith, for Professional Engineering Services in reference to the Big Ditch Stream Restoration and Infrastructure Improvements Project. Resolution Adopted. The item was submitted by Jonathan Perry, Engineering Services Manager.

The City of Goldsboro recently submitted Federal Emergency Management Agency Building Resilient Infrastructure (FEMA BRIC) subapplication for the project titled: “Goldsboro Floodprint: Big Ditch Stream Restoration and Infrastructure Improvements” (total project cost is \$7,587,040).

The City Council adopted Resolution No. 2023-90 on November 20, 2023 accepting and allocating the \$2,000,000 awarded grant from the State Emergency Response and Disaster Relief Fund (SERDRF) to fulfill the local cost match requirement of the FY2023 FEMA BRIC subapplication for the Big Ditch project.

Request for Qualifications (RFQs) for design, engineering, and permitting services for the Big Ditch Stream Restoration and Infrastructure Improvements Project was advertised in the Goldsboro New-Argus on May 2, 2024. Staff received four (4) RFQs on June 3, 2024 from the following engineering firms: GS-NC P.C., an affiliate of Gresham Smith, Kimley-Horn, Timmons Group, and Wildlands Engineering, Inc. After thorough review of the submittals, GS-NC P.C. and Kimley-Horne firms were selected and interviewed by staff.

Staff recommends GS-NC P.C., an affiliate of Gresham Smith, to provide engineering services required for this project based on the overall evaluation of their demonstrated capabilities and collaborative approach.

It was recommended that Council adopt the following entitled resolution authorizing the Interim City Manager to enter into an engineering services agreement with GS-NC P.C., an affiliate of Gresham Smith, to provide design, engineering, and permitting services for the Big Ditch Stream Restoration and Infrastructure Improvements Project. *Consent Agenda Approval. Weeks/Taylor (7 Ayes)*

RESOLUTION NO. 2024-84 “RESOLUTION AUTHORIZING THE INTERIM CITY MANAGER TO ENTER INTO AN ENGINEERNG SERVICES AGREEMENT WITH GS-NC P.C., AN AFFILIATE OF GRESHAM SMITH, IN REFERENCE TO ENGINEERING SERVICES FOR THE BIG DITCH STREAM RESTORATION AND INFRASTRUCTURE IMPROVEMENTS”

Item D. Operating Budget Amendment FY24-25. Ordinance Adopted. The item was submitted by Catherine Gwynn, Finance Director.

Council adopted the FY24-25 annual operating budget on June 17, 2024.

Non-recurring Capital Outlay (7315) General Fund

Council approved the economic development incentive for Team Foods USA, Inc. at the July 15th meeting for \$57,843.00. The funds will be paid from the General Fund to the Utility Fund on behalf of Team Foods USA, Inc. for the company’s system development fees. These expenditures were not anticipated at the time of budget preparation, and must be appropriated in order for the agreement to be preaudited by the Finance Director. The expenditure will be funded with an appropriation of fund balance in the General Fund.

Analysis of Fund Balance Appropriation General Fund

Date	Description	Adopted
6/17/2024	Ord 2024-34 FY24-25 Adopted Budget	\$ 1,992,251.94
	Current Year Appropriations	\$ 1,992,251.94
	Team Foods USA, Inc. Economic Development Incentive	\$ 57,843.00
	Proposed	\$ 57,843.00
	Current Year with Proposed	\$ 2,050,094.94

It was recommended that Council adopt the following entitled ordinance to amend the FY24-25 Operating Budget for the General Fund. *Consent Agenda Approval. Weeks/Taylor (7 Ayes)*

ORDINANCE NO. 2024-38 “AN ORDINANCE AMENDING THE BUDGET ORDINANCE OF THE CITY OF GOLDSBORO FOR THE 2024-25 FISCAL YEAR”

Item E. NC Freedom Fest – Street Closure. *Approved.* The item was submitted by Mike West, Police Chief.

NC Freedom Fest celebrates our military and first responders with an inclusive, family-friendly festival honoring all who serve and protect our nation at home and abroad.

NC Freedom Fest is a free, family-friendly event, committed to recognizing our military families and first responders. Through a committed team of sponsors and partners, this award-winning event is able to bring high-quality musical entertainment, family amenities, and more, at no cost to event-goers.

Beginning on Thursday night (September 5th), the event will kick off with the Taste of Wayne at the Hub, which will feature food vendors & live entertainment.

Friday night, the event will drive visitors to the downtown businesses to continue the weekend celebration.

On Saturday, the festival will kick off featuring food trucks, live entertainment on North Center Street and Freedom Field, static displays, art contest awards, street fair vendors, a free kid’s zone with inflatables, a car and bike show, the Mt. Olive Pickle Train, and a downtown flyover by the airmen of the United States Air Force.

NC Freedom Fest, Inc, along with the City of Goldsboro, is requesting the following street closures:

- 09/05/2024

The Northbound Lane of South Center Street from Spruce Street to Chestnut Street from 12:00pm – 8:30pm.
- 09/07/2024

The North and Southbound lanes of Center Street from Ash Street to Chestnut Street from 7:00am – 5:00pm.

The North and Southbound lanes of Center Street from Spruce Street to Chestnut Street from 7:00am – 10:00pm.

Spruce Street between Center and James Street from 7:00am – 10:00pm.

Chestnut Street from John Street to James Street from 7am – 10pm.

It is correct on the impact statement and map, just not on the first page.

As with all downtown events, affected city departments will be contacted and the following concerns are to be addressed:

1. All intersections remain open for Police Department traffic control.
2. A 14-foot fire lane is to be maintained to provide access for fire and emergency vehicles.
3. All activities, changes in plans, etc., will be coordinated with the Police Department.
4. The Police and Fire Departments are to be involved in the logistical aspects of the Event.

It was recommended that Council grant the requested temporary street closings of Center Street, Spruce Street, and Chestnut Street as stated above. *Consent Agenda Approval. Weeks/Taylor (7 Ayes)*

Item F. Adopt and Approve the Water and Sewer System Capital Improvement Plan. *Resolution Adopted.*

The item was submitted by Robert Sherman, Public Utilities Director.

A capital improvement plan is a strategic roadmap that outlines capital projects and equipment purchases over a short-term period, typically spanning five to ten years. This plan not only establishes a clear planning schedule but also presents various financing options to support the implementation of the identified projects.

The City of Goldsboro submits applications for clean water and drinking water state revolving funding and grants on a biannual basis. In recent applications, scoring for "system management" has been consistently low, receiving a score of zero (0). Council approval is required every two years, and without an approved capital improvement plan, asset management plan, and assessment of the affordability of water and sewer services, the city's applications may be at risk of being denied.

In order to make the City of Goldsboro more competitive during application awards, an approved plan of at least five years is necessary. Utility fund staff has created an internal 10-year working plan for approval.

Staff recommends that Council approve the following entitled Resolution authorizing the Mayor to approve the water and sewer system capital improvement plan. *Consent Agenda Approval. Weeks/Taylor (7 Ayes)*

RESOLUTION NO. 2024-85 "RESOLUTION TO ADOPT AND APPROVE THE WATER AND SEWER SYSTEM CAPITAL IMPROVEMENT PLAN"

Item G. Advisory Boards and Commissions Appointments. Resolutions Adopted. The item was submitted by Laura Getz, City Clerk.

There are currently several vacancies on Advisory Boards and Commissions. Citizen involvement is vital to the performance of City government. It is necessary that additional appointments be made in an effort to fill these vacancies.

The City Council met during the Work Session on July 15, 2024 to review vacancies and applications received to fill the current vacancies. With these appointments, two Alternate Position vacancies on the Historic District Commission, and one Student Position vacancy on the Recreation Advisory Commission remain.

It is also customary for the City of Goldsboro to express its appreciation by Resolution to those members whose terms have expired, who have moved, or have resigned.

It was recommended that Council adopt the following entitled Resolutions appointing members to Advisory Boards and Commissions of the City of Goldsboro and commending those individuals who have served on Advisory Boards and Commissions of the City of Goldsboro. *Consent Agenda Approval. Weeks/Taylor (7 Ayes)*

RESOLUTION NO. 2024-86 "RESOLUTION APPOINTING MEMBERS TO ADVISORY BOARDS AND COMMISSIONS"

RESOLUTION NO. 2024-87 "RESOLUTION COMMENDING INDIVIDUALS WHO HAVE SERVED ON ADVISORY BOARDS AND COMMISSIONS OF THE CITY OF GOLDSBORO"

End of Consent Agenda.

City Manager's Report. Interim City Manager Livingston shared an update on the agenda management software, upcoming parking update by a consultant, city department meetings are being held to discuss best practices and there are meetings being held with individual council members to discuss their priorities.

Mayor and Councilmembers' Comments.

Councilwoman Jones shared the following: We are expecting a really bad storm, and I would like for everybody to try to be safe. Check on your parents and also in my district there are some streets that flood easily like Dupont Circle and some other areas, so you've got to move your cars.

Councilman Boyette shared the following: I'd like to thank our hardworking city employees that are out there making it happen for our city each day especially those that will be out during this storm taking care of the city.

Councilwoman Taylor had no comment.

Mayor Pro Tem Matthews had no comment.

Councilwoman Weeks shared the following: I have a lady in my district celebrating her 102nd birthday, so I just wanted to congratulate Ms. Sudie McCandless on a beautiful life. I wanted to thank everyone who invited the council to the Goldsboro Wayne Purple Heart Banquet.

Councilman White shared the following: Be prepared for the storm, we don't know how much or when we will get it. I also would like to say the city had the sprinkler systems over at W.A. Foster and they discontinued it because of the lack of participation. I would like to say to our constituents and our citizens that when we do have those type of programs, we need to take full advantage of those things. Worrell Contracting will be doing a back-to-school bash across the street.

Mayor Gaylor shared the following: With the storm coming up, don't forget there are certain streets in the city that are going to get a few inches of water on them. If you're looking for information on the storm, visit hurricane.gov or WRAL. The back-to-school bash is a huge event every year. To the schools taking back in this week, I wish those families good luck and those students a safe and enjoyable academic year. National Night Out tomorrow night has been cancelled due to the weather. I so appreciate all the work of the men and women in our Police Department.

Detailed comments from the Mayor and Council are available on YouTube and Facebook.

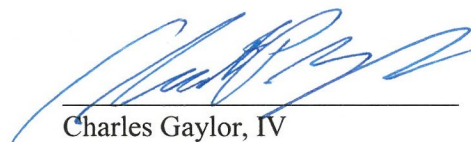
Closed Session.

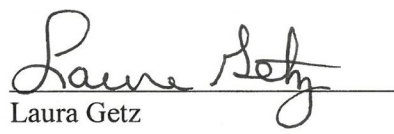
Councilwoman Weeks made a motion to return to closed session to discuss Personnel. The motion was seconded by Councilwoman Taylor and unanimously carried.

After the Closed Session was held, Council came out of Closed Session and back into Open Session.

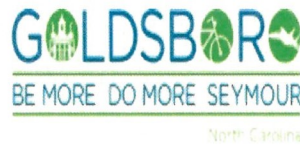
There being no further business, Mayor Gaylor adjourned the meeting at 8:22 p.m.




Charles Gaylor, IV
Mayor


Laura Getz
City Clerk

Classification & Compensation Study Presentation



August 5, 2024

MAG Experience for Success

- The Principals of MAG International, Inc. have a proven track record in providing in-depth management and human resource consulting services for over 25 years in more than 40 states.
- Our clients range from various state and local government agencies, to school districts, and numerous other types of governmental organizations nationally.
- MAG principals have completed over 600 similar studies over the years, including in North Carolina (City of Winston-Salem, Durham County, Town of Chapel Hill, Charlotte-Mecklenburg, and Town of Carrboro).

Facilitators for Success

- **Dr. Russell Campbell, Ed.D. Senior Vice President**— more than 20 years of public sector experience in human resource management, organizational development, and strategic planning. Served as State-wide Director for two national consulting firms and has directed scores of studies in the areas of management and operational reviews as well as compensation and classification.
- **Steve Foster, Senior Consultant** — a retired military veteran who brings years of detailed project management skills to public sector projects. Extensive experience in market and benefits analysis as well as with on-site support.
- **Dr. Donald Long, Ph.D. President**, founding partner, with extensive experience in classification and compensation. Over 250 compensation and management studies completed for public sector agencies. Taught HR and finance at Master's level for years.



Facilitators for Success

- **Deirdre Kyle, Senior Consultant** – brings 20 plus years of public and private sector operational management and has worked on MAG projects since 1998. She leads MAG's efforts in data analysis and job/class description preparation.
- **Carolyn Long, Executive Vice President, CPC, founding partner** – hundreds of pay equity, compensation philosophy and policy development studies for cities, counties, boards and authorities. Recognized by Federal District Court as an expert witness in compensation, classification and pay equity. Served as project director for more than 300 HR management studies.
- **Tracy O'Shields, Administrative Services Director** – with 25 years of business experience, she has provided administrative, marketing, and market/benefits survey work on scores of MAG projects.
- **Tatia Prieto, Prismatic Services** – scores of complex agency studies – 25 years of consulting including state, city and municipalities. Comprehensive Management, Performance, Efficiency Reviews, Organizational Assessments, Human Resources Reviews, Operational and Equity Audits and Strategic Planning.



This project **IS** designed to:

- Capture current job data from Job Profile Questionnaires;
- Ensure Internal Equity by conducting a Job Analysis & Evaluation for each position;
- Establish External Equity based on labor market data;
- Provide an implementation plan that is affordable;
- Provide a process for future evaluation of positions.

This project **IS NOT** designed to:

- Identify staffing levels.
- Reorganize departments or functions.
- Evaluate individual employee performance/capabilities.
- Guarantee salary increases.
- Recommend salary decreases.

Why is the Study needed?

- Change in organizational turnover
 - 2019: 8.0% to 2023:13.0%
 - Recruiting difficulties
 - Retention challenges
 - Negative impact on succession planning
 - Low salaries negatively impact morale
 - Lack of Pay Philosophy
- 

Project Scope

- Study and evaluate full-time and part-time positions as identified by the Human Resources Director within the city for purposes of determining the proper classification and salary for each employee;
 - Conduct a comprehensive salary study of appropriate public and private sector organizations to determine that the cities salaries, are competitive within the appropriate job market;
 - Prepare or update job descriptions/class specifications for each class position as needed and based upon current job duties and requirements outlining appropriate ADA information;
- 

Project Scope – ...Cont.

- Identify those classes of positions that are exempt and non-exempt in compliance with the Fair Labor Standards Act of 1983 as amended in 1985;
 - Develop a salary structure and a pay plan in order to support recruitment and retention of valued employees;
 - Develop and present final recommendations and implementation plan including impact of implementing, recommended adjustments to current salaries both immediately and in the future;
 - Review and make recommendations concerning the effectiveness of the city's overall compensation system including compression issues; and
 - Assist the HR staff by providing information to maintain the compensation classification system.
- 

Steps to Success

Step 1 - Project Initiation – Meet with HR staff and top management to finalize goals, objectives and timeline. Gather employee and organizational data needed for project

Step 2 – Employee Communication – Conduct employee information/orientation meetings to communicate process. Department Head one-on-one interviews.

Step 3 – Classification Plan Review/Development – Review/analyze the City's current classification and compensation system and evaluate in relation to job information gathered from the Job Profile Questionnaires (JPQ's). Recommend updated classification structure based on objective job profiles created from SME input, thus ensuring equitable internal relationships

Step 4 – Market Salary Survey – Collaborate with HR to identify relevant labor market peer and competitor organizations and survey benchmark class titles. Analyze/evaluate survey results and/or published data to facilitate developing a compensation structure that ensures a competitive status in the local market.



Steps to Success

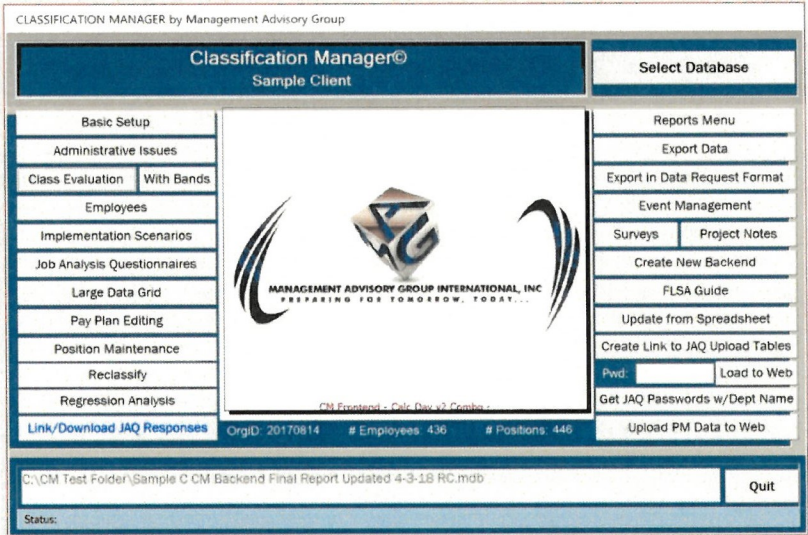
Step 5 – Develop Proposed Compensation & Classification Plan – Integrate the results of Steps 3 and 4 to create a classification/compensation structure that maximizes equitable internal relationships and facilitates establishing and maintaining the City's ability to attract and retain highly skilled employees; establishes job placement based in direct input from employees, immediate supervisors and departmental leadership

Step 6 – Preliminary Analysis Results/Recommendations – Submit preliminary analysis results/recommendations to HR for technical review. Review results with project team, and Leadership to identify issues and obtain pertinent information not available through the JAQ and market survey processes; prepare up to date descriptions

Step 7 – Presentation of Final Results/Recommendations – Present analysis results/recommendations for an updated classification/compensation structure ensuring equitable internal relationships and market competitiveness to governing body for adoption/implementation



MAG's custom software - Classification Manager



Job Factors

- Data Responsibility
- Judgment
- People Responsibility
- Complexity of Work
- Assets Responsibility
- Impact of Decisions
- Education
- Equipment Usage
- Physical Demands
- Communications
- Math
- Unavoidable Hazards
- Safety of Others
- Experience

Job Profile Questionnaire[®] (JPQ)

- The Essential Data-Gathering Instrument of the Study.
- Used for Job Analysis of the Classified Positions.
- Employees in Scope of Study Completed Questionnaires.
- MAG provides JAQ Completion Progress List.
- Supervisors Review Completed JAQs.
- Evaluation & Analysis performed by MAG Consultants.

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Labor Market Competitors

Proximity Market Competitors (Over 20k Pop. 60-mile radius)

- City of Cary
- City of Apex
- City of New Bern
- City of Wilson
- City of Kinston
- City of Jacksonville
- City of Rocky Mount
- Craven County

Primary Market Competitors (Recruiting away Staff)

- City of Fayetteville
- City of Raleigh
- City of Greenville
- Wilson County
- Wake County
- Wayne County
- Pitt County
- Craven County
- Johnston County
- O*NET

Note: O*NET is source for private sector data derived from the Federal DOL.

Market Manager® lets you see exactly how your compensation structure compares to the identified peer/competitor organizations.



Salary Surveys





Survey Class ID

51

Class Title

ACCOUNTANT II

▼

Class Code

P1012

Normal Annual Hours

2080

☐ Normalize

Description

This is the second level job in a series of four. This is professional accounting and supervisory work in directing or coordinating major accounting or fiscal operations. Employees in this class are responsible for assigned phases of accounting work and for supervising subordinate accounting and clerical personnel in this activity. Work frequently includes development of accounting procedures and techniques designed to meet the specialized need of the department. Employees in this class are expected to exercise independent professional judgment in solving most problems that arise within their assigned work areas. Work is reviewed through periodic audits of records, statements, and reports, and by general observation of the activities of the unit for which the employees are responsible.

Qualifications

Graduation from an accredited four-year college or university with major or governmental accounting work, or any equivalent combination of relevant training.

Salary Survey Results for Valued Client

ACCOUNTANT II

Overview: This is the second level job in a series of four. This is professional accounting and supervisory work in directing or coordinating major accounting or fiscal operations. Employees in this class are responsible for assigned phases of accounting work and for supervising subordinate accounting and clerical personnel in this activity. Work frequently includes development of accounting procedures and techniques designed to meet the specialized need of the department. Employees in this class are expected to exercise independent professional judgment in solving most problems that arise within their assigned work areas. Work is reviewed through periodic audits of records, statements, and reports, and by general observation of the activities of the unit for which the employees are responsible.

Notes: Graduation from an accredited four-year college or university with major course work in accounting, experience in governmental accounting work, or any equivalent combination of relevant training and experience.

Represent	Matching Title	Match	Min	Min	Max	Range Width	Comp	Avy Pay	Actual Pay
MISSISSAUGA VALUED CLIENT	ACCOUNTANT II	Good	\$41,766	\$56,889	\$76,432	\$19,746	☐		
BRIDGEDALE VALUED CLIENT	ACCOUNTANT II	Good	\$48,711	\$138,344	\$171,017	\$112,643	☐		
CITY OF CORK VALUED CLIENT	ACCOUNTANT	Good	\$44,623	\$51,162	\$61,668	\$11,046	☐		
GRACE COUNTY, IL	SENIOR VALUED CLIENT ACCOUNTANT	Good	\$48,863	\$61,680	\$121,015	\$72,152	☐		
CITY OF IRLAND VALUED CLIENT	SENIOR ACCOUNTANT	Good	\$17,142	\$45,717	\$56,268	\$19,126	☐		
CITY OF IRLAND VALUED CLIENT	ACCOUNTANT SENIOR	Good	\$45,627	\$59,892	\$65,957	\$17,330	☐		
WALTON VALUED CLIENT	ACCOUNTANT	Good	\$49,251	\$68,372	\$82,456	\$19,185	☐		
WALTON VALUED CLIENT	ACCOUNTANT	Good	\$52,212	\$69,669	\$85,668	\$19,746	☐		
CITY OF IRLAND VALUED CLIENT	ACCOUNTANT II	Good	\$59,842	\$71,742	\$81,744	\$16,224	☐		
Average			\$48,473	\$62,388	\$76,311	\$2,439			
BRIDGEDALE VALUED CLIENT	ACCOUNTANT II		\$47,087	\$64,237	\$73,287	\$12,966			
% Difference			-3.0%	-1.2%	-0.6%				

Proposed Pay Plan:

DRAFT

Proposed Pay Plans

Large Client Sample

	Code	Proposed Class Title	Ann Min	Ann Max	Hrly Min	Hrly Max		
Unified					#Positions	#Ees		
101			\$18,333	\$22,000	\$29,260	\$8.81	\$10.58	\$14.07
	Z5521	SCHOOL CROSSING GUARD				0	0	
103			\$21,186	\$25,424	\$33,814	\$10.19	\$12.22	\$16.26
	W4007	LIBRARY AIDE				241	241	
	W9615	Recreation Aide				26	26	
	Z4123	STUDENT SEASONAL LIFE GUARD				144	144	
	Z5000	Student Worker				200	200	
105			\$24,484	\$29,380	\$39,076	\$11.77	\$14.13	\$18.79
	B4106	CONCESSION ATTENDANT				12	12	
	B7505	Custodian				33	33	
106			\$26,320	\$31,584	\$42,007	\$12.65	\$15.18	\$20.20
	W6395	Driver				8	8	
	B7541	GROUNDKEEPER				48	48	
	B4181	RANGE ATTENDANT				28	28	
	B5505	Security Guard				18	18	
	B4154	Stable Attendant				8	8	
107			\$28,294	\$33,953	\$45,157	\$13.60	\$16.32	\$21.71
	B7111	BRIDGETENDER				18	18	
	B6430	Cook				8	8	
	W3105	Data Aide				5	5	
	B7515	Maintenance Worker				181	181	
	B6403	Mosquito Control Inspector				7	7	
	B4103	Park Aide				86	86	
	B0203	Print Shop Assistant				1	1	
	W3151	Survey Technician				4	4	
	B7931	WEIGHSTATION OPERATOR				2	2	

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Implementation Report Detail:

DRAFT

Large Client Sample Implementation Report

Proposed Pay Plan	Unified
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Dep't Name: Aviation Dep't Code: 400

Unit Name: Aviation Unit Code: 300

Original Proposed	Class	Code	Grade			#	Experience				Adjustments					Comp Ratio	Position #
			Min	Mkt	Max		Step	FTE	Hire Date	Promotion	Salary	Flat %	Mkt %	Step %	Chg		
CONTRACTGRANT ADMIN III	P2356		47,087	59,327	71,567	P170	1,000	04/16/2007	01/09/2012	45,470				0	36.73%	83,393	01294
ContractGrant Administrator, Senior	P2352		62,688	75,226	100,050	118	0	260	01/10/2010	04/15/2012	69,834	13,218	4,954	0	0	EDWARDS, DANIELLE	
CONTRACTGRANT ADMIN III	P2356		47,087	59,327	71,567	P170	1,000	12/27/1994	11/28/2010	53,361				0	27.93%	90,901	07951
ContractGrant Administrator, Senior	P2352		62,688	75,226	100,050	118	0	260	11/29/2010	10/69	69,831	8,727	6,343	0	0	REGISTE, JIGERE	
HUMAN RESOURCES OFFICER	N2317		60,856	79,175	97,494	N108	1,000	09/18/2004	04/26/2014	77,219				0	0.00%	97,531	07952
HUMAN RESOURCES OFFICER	N2317		62,688	75,226	100,050	118	0	260	03/19/2014	06/3	77,219		0	0	0	BRUCE, DEBORAH	
SPECIAL PROJ COORD IV	N2364		52,641	68,352	84,062	N108	1,000	06/19/2003	09/13/2015	55,460				0	13.70%	81,146	10149
ProgramProject Coordinator, Senior	N2363		62,688	75,226	100,050	118	0	260	09/14/2015	10/9	63,650	7,228	372	0	0	DRISCOLL, SEAN	
SPECIAL PROJ COORD IV	N2364		52,641	68,352	84,062	N108	1,000	09/26/2005	02/15/2015	54,220				0	17.63%	79,336	05217
ProgramProject Coordinator, Senior	N2363		62,688	75,226	100,050	118	0	260	02/16/2015	3/19	63,777	8,468	1,088	0	0	FORESTER, LISA	
SPECIAL PROJ COORD IV	N2364		52,641	68,352	84,062	N108	1,000	05/10/2006	10/1/2015	58,465				0	7.71%	85,521	01077
ProgramProject Coordinator, Senior	N2363		62,688	75,226	100,050	116	0	260	10/12/2015	8/1	62,945	4,232	276	0	0	WILLMAN, KAROLYN	
AIRPORT OPER SUPERVISOR	J7728		50,088	65,863	81,639	X100	1,000	08/28/2006	09/30/2013	52,624				0	15.77%	79,901	07939
AIRPORT OPERATIONS SUPERVISOR	J7728		58,315	69,977	93,070	117	0	260	10/01/2013	8/22	60,924	5,691	2,609	0	0	ADDERLEY, DWYANE	
AIRPORT OPER SUPERVISOR	J7728		50,088	65,863	81,639	X100	1,000	03/01/2015	3/01/2015	51,340				0	15.47%	77,950	05617
AIRPORT OPERATIONS SUPERVISOR	J7728		58,315	69,977	93,070	117	0	260	03/02/2015	305	59,283	6,974	968	0	0	ALVERO, JASON	
AIRPORT OPER SUPERVISOR	J7728		50,088	65,863	81,639	X100	1,000	02/27/2006	07/07/2013	52,624				0	30.89%	79,901	05870
AIRPORT OPERATIONS SUPERVISOR	J7728		58,315	69,977	93,070	117	0	260	11/21/2006	3328	60,878	5,691	10,563	0	0	BAUWHART, HEATHER	
AIRPORT OPER SUPERVISOR	J7728		50,088	65,863	81,639	X100	1,000	06/24/2000	03/09/2008	52,624				0	28.02%	79,901	05435
AIRPORT OPERATIONS SUPERVISOR	J7728		58,315	69,977	93,070	117	0	260	03/10/2008	2853	67,370	5,691	9,055	0	0	BAUHN, ROY	
AIRPORT OPER SUPERVISOR	J7728		50,088	65,863	81,639	X100	1,000	08/27/2002	02/07/2002	52,752				0	17.58%	95,281	00428
AIRPORT OPERATIONS SUPERVISOR	J7728		58,315	69,977	93,070	117	0	260	08/28/2002	4874	73,785	0	11,033	0	0	CATALANO, ANGEL	
AIRPORT OPER SUPERVISOR	J7728		50,088	65,863	81,639	X100	1,000	11/07/1994	10/21/2007	52,624				0	28.87%	90,901	10161
AIRPORT OPERATIONS SUPERVISOR	J7728		58,315	69,977	93,070	117	0	260	10/22/2007	2993	67,814	5,691	9,500	0	0	CHAVEZ, MANUEL	
AIRPORT OPER SUPERVISOR	J7728		50,088	65,863	81,639	X100	1,000	01/03/2006	12/21/2010	52,624				0	21.94%	90,901	07534
AIRPORT OPERATIONS SUPERVISOR	J7728		58,315	69,977	93,070	117	0	260	12/13/2010	1845	64,171	5,691	5,856	0	0	CHERY, GUERDIE	
AIRPORT OPER SUPERVISOR	J7728		50,088	65,863	81,639	X100	1,000	05/19/1996	12/26/2010	52,624				0	21.86%	79,901	05619
AIRPORT OPERATIONS SUPERVISOR	J7728		58,315	69,977	93,070	117	0	260	12/27/2010	1321	64,126	5,691	5,812	0	0	COPPING, TERESE	

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Implementation Cost Summary:

Summary for Large Client Sample

Current Payroll	\$247,796,766	# Positions	5,148
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2,387
Adjustment To Minimum	\$3,765,123	# Adjusted To Minimum	1,219
Adjustment Toward Mkt	\$0	# Adjusted Toward Market	0
Adjustment Toward Maximum	\$8,134,515	# Adjusted Toward Maximum	2,385
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$11,899,638		
Proposed Payroll	\$259,696,404	% Change in Total Payroll	4.80%
FICA Rate: 0			
Proposed Payroll plus FICA	\$259,696,404		

What Sets MAG Apart...

- Excellent references in NC.
- Extensive experience with county and municipal government functions.
- We communicate extensively with supervisors and employees.
- MAG’s tools and software are the most advanced in the field.
- You receive customized attention and reports.
- You can be assured of accuracy, timeliness and supportable reports.
- MAG will provide all follow up services; most are provided for the first year at no additional cost. We leave you in a position of success.



Any Questions?

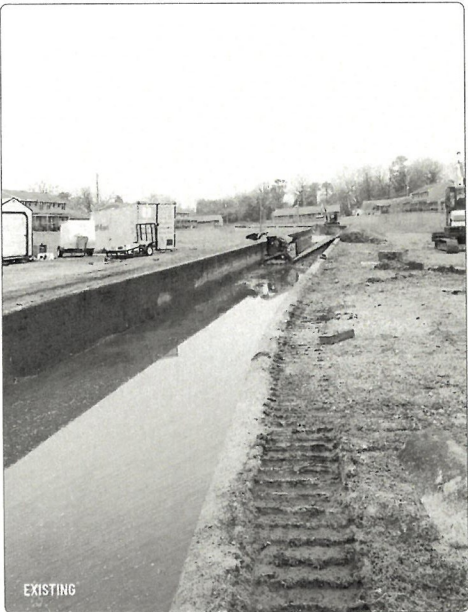


STREAM RESTORATION + INFRASTRUCTURE IMPROVEMENTS

BIG DITCH

This project will: (i) restore approximately 2,300 linear feet of stream (ii) upgrade three (3) culvert/bridge conditions and (iii) create a "floodplain park" within the Elmwood Terrace community.

Hydraulic modeling of the proposed scope of work indicates that these improvements will reduce flood-related damages throughout the project area. Specifically, (14) single-family residential units, (53) multi-family residential units, and (3) public/private entities will benefit from reductions in projected flood heights, and, two (2) of the three (3) road crossings will be able to withstand flood conditions equivalent to modeled 100- and 500-year flood events.



PROJECT IMPACTS

MULTI-PRONGED BENEFITS

This proposal draws upon FEMA guidance ("Building Community Resilience with Nature-Based Solutions," 2021) for implementing several "watershed-scale" practices (i.e., "floodplain restoration" and "stormwater park") as part of an interconnected suite of nature-based solutions.

The cumulative benefits of these practices are primarily intended to better control and manage floodwaters throughout the project area, but will also offer a wide breadth of ancillary benefits, such as: improving water quality, increasing available habitat for wildlife, and addressing existing inequities in access to recreational amenities.



\$2,000,000 GRANT ANNOUNCEMENT FROM “SERDRF”

SEPTEMBER 2023: STATE EMERGENCY RESPONSE AND DISASTER RELIEF FUND

CITY COUNCIL ADOPTION OF “GOLDSBORO FLOODPRINT” PROJECTS

NOVEMBER 2023: RESOLUTION NO. 2023-84

FINAL “FEMA BRIC” SUBAPPLICATION SUBMITTED

FEBRUARY 2024: BUILDING RESILIENT INFRASTRUCTURE AND COMMUNITIES PROGRAM

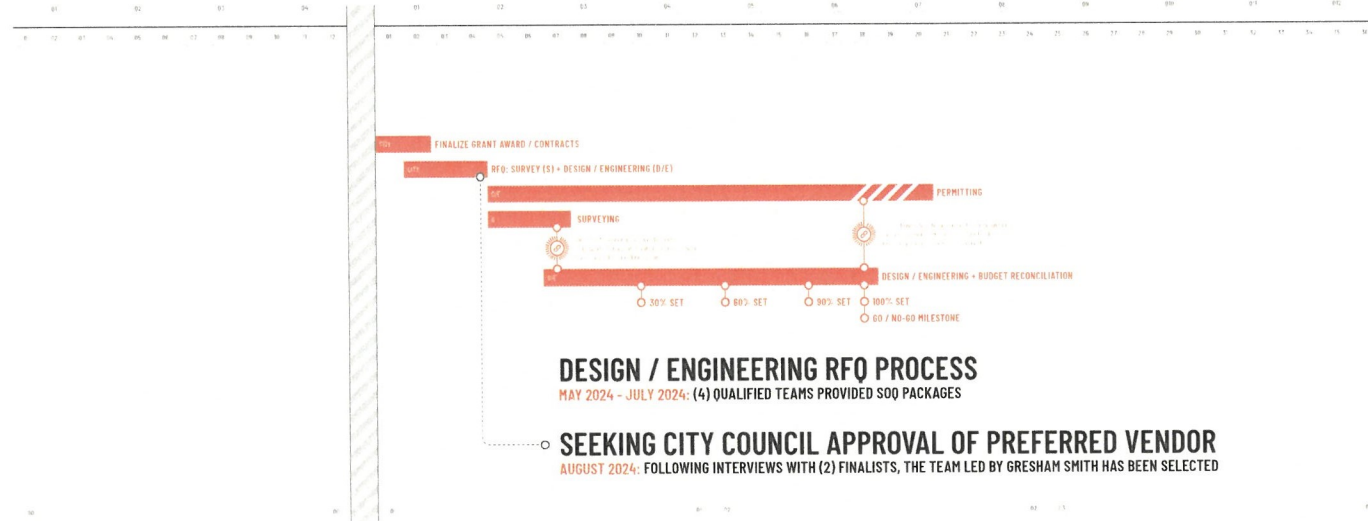
\$5,587,040 SELECTION ANNOUNCEMENT FROM “FEMA BRIC”

JULY 2024: GRANT MONIES HAVE BEEN DESIGNATED FOR THE PROJECT PENDING RESULTS OF FEDERAL REVIEW

PROJECT DELIVERY

PLANNING / RESOURCE PROCUREMENT + DESIGN + CONSTRUCTION

Planning methods and processes strategically aligned project deliverables with potentially viable external grant programs to support implementation. This strategic alignment allowed project teams to add critical capacity, infrastructure, and resilient post-planning projects to the project, ensuring the delivery of the TID. The result of funding support...



DESIGN / ENGINEERING RFQ PROCESS

MAY 2024 - JULY 2024: (4) QUALIFIED TEAMS PROVIDED SOQ PACKAGES

SEEKING CITY COUNCIL APPROVAL OF PREFERRED VENDOR

AUGUST 2024: FOLLOWING INTERVIEWS WITH (2) FINALISTS, THE TEAM LED BY GRESHAM SMITH HAS BEEN SELECTED

PROJECT DELIVERY

PLANNING / RESOURCE PROCUREMENT + DESIGN + CONSTRUCTION

Planning methods and processes strategically aligned project deliverables with potentially viable external grant programs to support implementation. This strategic alignment allowed project teams to add critical capacity, infrastructure, and resilient post-planning projects to the project, ensuring the delivery of the TID. The result of funding support...

AUGUST 2024:
SEEKING APPROVAL TO NEGOTIATE WITH PREFERRED VENDOR



CONTRACT PARAMETERS

BUDGET: “The City has established the following budget maximum for completing the requested Services for this Project: \$70,320.00 (from posted RFQ).

SOURCE OF FUNDS: SERDP&E Grant Funds.

GRANT ALIGNMENT: Matches the line item budget as specified in FEMA BRIC proposal, and will serve as part of the local cost share requirement.

SCOPE: All survey, hydraulic modeling, design / engineering, permitting, and cost estimating necessary to satisfy a “phase one” FEMA review.

VENDOR SELECTION PROCESS
CITY OF GOLDSBORO (COG) + HOUSING AUTHORITY (HACG) + CDDL

All teams were evaluated based on the following metrics: Cover Letter (10 points), Project Team (30 points), Relevant Experience (50 points), and Equity (10 points). The teams led by Gresham Smith and Kimley-Horn scored the highest and were invited to participate in interviews - during which, **the Gresham Smith team emerged as the preferred vendor.**