

**MINUTE BOOK 26, PAGE 079  
CITY OF STATESVILLE SPECIAL COUNCIL MEETING –May 10, 2016  
CITY HALL – 227 S. CENTER STREET, STATESVILLE, NC – 7:00 P.M.  
STATESVILLE, NORTH CAROLINA**

**Mayor Costi Kutteh presiding:**

**Council Present:** J. Johnson, Morgan, Williams, Watt, M. Johnson, Schlesinger

**Council Absent:** West, Phifer

**Staff Present:** Pressley, Fugett, Davis, Barone, Staley, Smyth, Styers, Byerly, Gregory, Shelton

**Media Present** Amy Fuhrman-Statesville Free News, Nina Mastandrea – Statesville Record and Landmark

**Others:** Matt Reese

Mayor Kutteh announced that a closed session will be held following the meeting to discuss an economic development matter and a personnel issue.

**Pay Study Report**

Matt Reese with COG presented the following information regarding the pay study. The first part of the process was the job analysis. This described how you would approve the assignment of the grades. He further explained the method of classification.

Mr. Reese noted that the City's labor market exist in between influential markets. Piedmont/Hickory/Winston-Salem/Mooresville, Charlotte. As it gets closer to 3% unemployment rate the labor market gets smaller. We are currently at 6%. The Statesville labor force has been flat since 2000. 14% of the labor force are living and working in Statesville while 73% live elsewhere but work in Statesville. Basically what we are saying is that we have a community population. Our entry level pay is close to Charlotte but the average is not. Statesville probably could not pull an officer from Mooresville.

Statesville is fairly competitive in protective services, building, grounds, cleaning and market occupations, construction and extraction occupations, installation-maintenance and repair occupations.

There was considerable discussion trying to determine what attracts police officers. Options such as cars to take home were discussed as a good benefit.

Chief Barone noted that the current experience level of Statesville officers is two years. Council member M. Johnson noted there is a \$6,000 differential in pay between Statesville and Mooresville. Statesville is currently short nine officers.

Mr. Reese explained that Statesville only has one level of police officers. Some towns have numerous levels for a police officer.

There was a lengthy discussion of how to draw police officers and how to retain the officers.

Mayor Kutteh stated than another possible incentive is to give the officer mortgage assistance and bring them into the City.

Mr. Reese moved to the Electric Department. Regarding the Line Technician, the City needs to know what Duke and Energy United are paying.

Mr. Reese discussed the career development ladder in electric. Previously there have been a limited number of positions for the Lineman 3 spot. Lynn Smyth explained the difference between a Lineman 2 and 3 and their responsibilities.

Asst. Manager Smyth listed benefits that have been put in place in an effort to retain employees long term.

1. Family oriented employer
2. Affordable insurance

3. Lot of leave time
4. Retirement plan
5. Flextime
6. Health insurance at reasonable rates
7. Call back pay is paid at overtime rate

The City pays up to 60 days (480 hours) of sick pay if saved until retirement and the employee has served a minimum of twenty years but does not offer retiree health insurance.

Regarding the overall findings, 110 classes were benchmarked. 51 Positions scored below the target. The total cost of implementation is \$ 688,191.88.

Council member M. Johnson noted specific problems, especially with the Police Department. Some positions are more critical and should be addressed differently. He asked Mr. Reese to provide Council with further information on Mooresville and Iredell County salaries and benefits.

There was some discussion of possible dates for the budget meeting. Mayor Kutteh emphasized that Council needs to make a final decision regarding the pay study before approving the budget. He recommended reserving the first hour of the budget workshop to cover the pay study analysis.

There being no further business, Mayor Kutteh asked for a motion to retire to closed session.

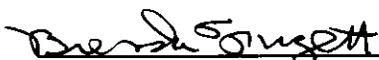
**Council member M. Johnson made a motion to move to Executive Session in accordance with N.C.G.S. 143-318.11(a)(4) to discuss an economic development matter, N.C.G.S. 143-318.11(a)(6) to discuss a personnel matter, and N.C.G.S. 143-318.11(a)(3) to preserve the attorney-client privilege for all, seconded by Council member Williams. The motion carried unanimously.**

Upon returning from closed session Mayor Kutteh advised that no action was taken.

There being no further business, Mayor Kutteh asked for a motion to adjourn.

**Council member West made a motion to adjourn, seconded by Council member Morgan. The motion carried unanimously.**

Attest:

  
Brenda Fugett, City Clerk



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Constantine H. Kutteh, Mayor