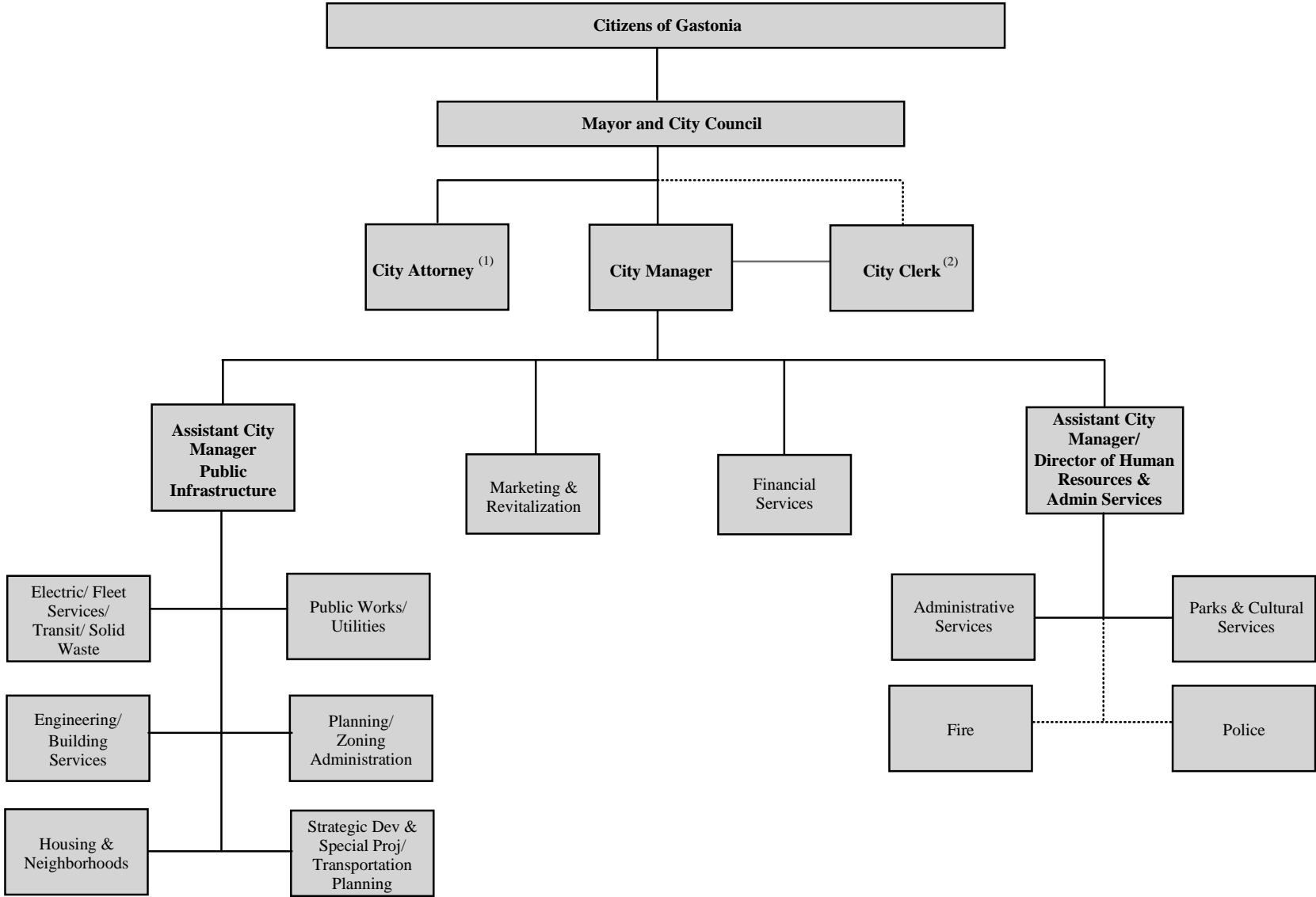


# City of Gastonia, North Carolina

## 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 2014 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 114 positions since Fiscal Year 2002. 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 \$59,894 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.

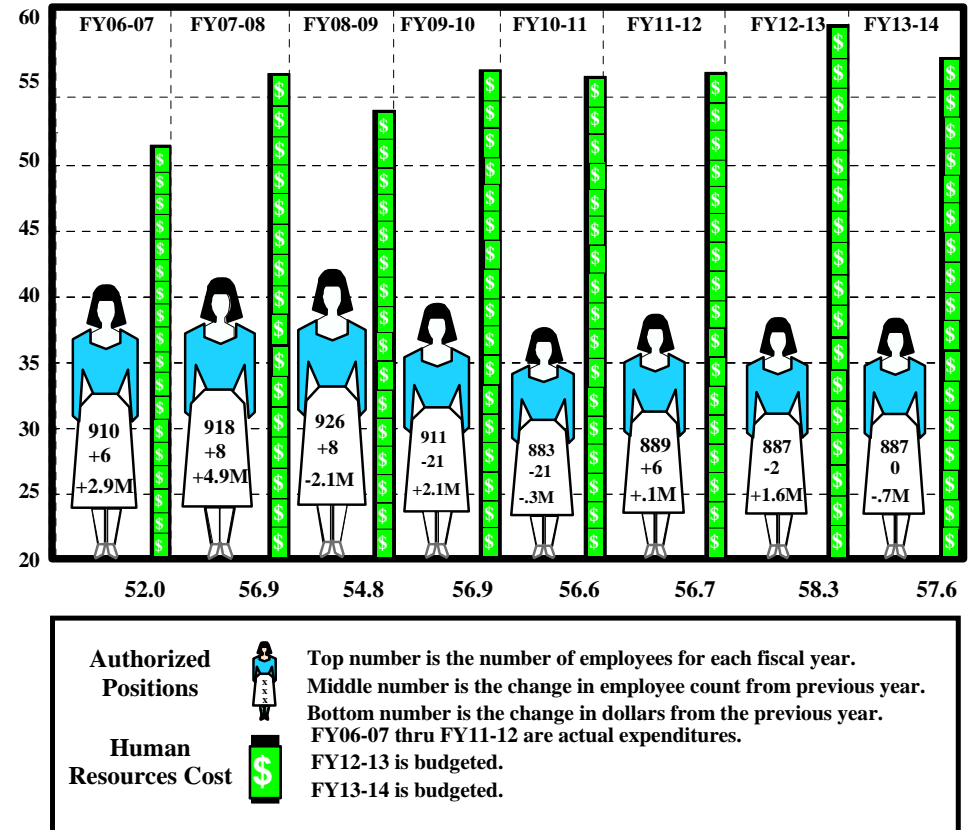
The Fiscal Year 2014 human resources budget is comprised of the following components:

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

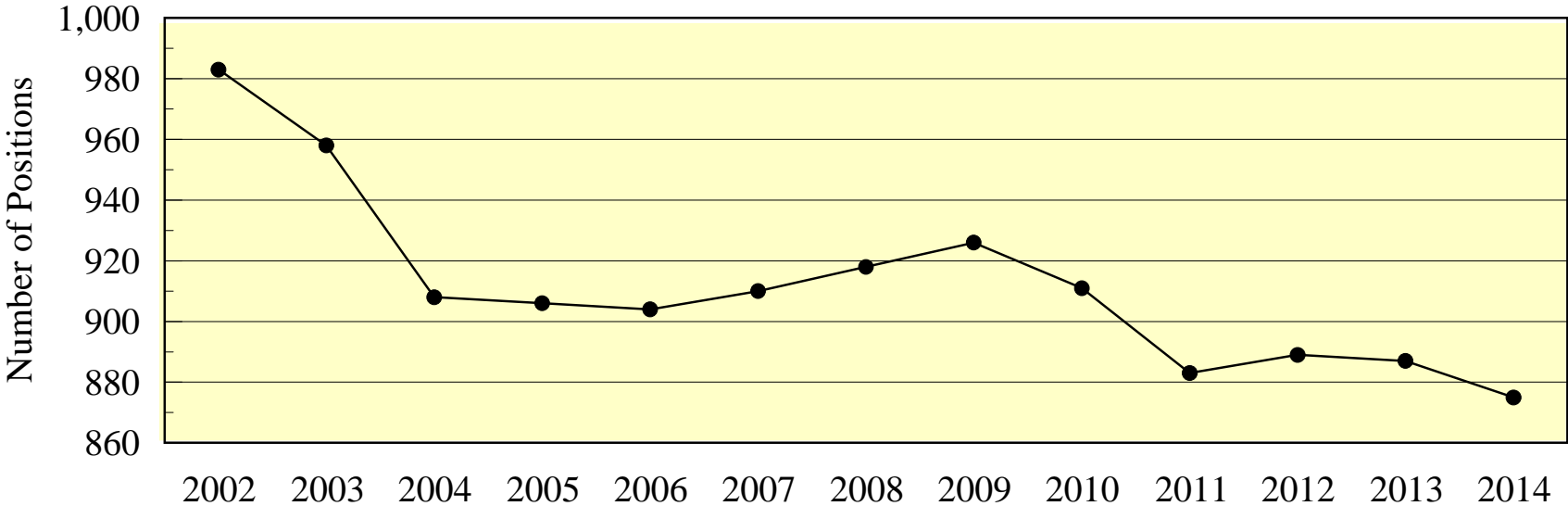
\*A Christmas Bonus of 3.00% of salary with a \$300.00 maximum.

\*An Additional One-time Bonus of \$750.00 for full-time employees and \$250.00 for part-time employees..

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



# CITY OF GASTONIA BUDGETED FULL TIME POSITIONS



2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
983	958	908	906	904	910	918	926	911*	883	889	887	875**

\* 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 twelve (12) \$0 budgeted positions. Total authorized positions remains at 887.

