

CITY OF GASTONIA

City Council Special Meeting

Tuesday, March 14, 2023



CITY OF GASTONIA

Employee Survey Results

Adrian Miller, Assistant City Manager

Tuesday, March 14, 2023



City of Gastonia Employee Engagement Survey Executive Summary

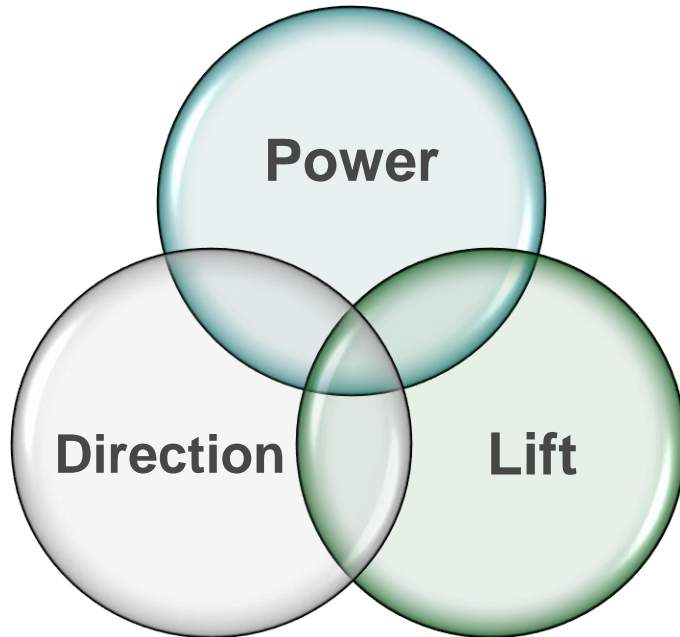
Presented by: MYgroup



MYgroup Pulse Methodology

The **Pulse** provides a snapshot of the overall health of the organization, measuring its ability to adapt and create long term sustainability

Three Key Components of Organizational Health



Does your organizational climate and culture support the human capital engine needed to drive your success?

How engaged are your employees?

Is the direction of the organization clear and compelling?



Elements of Power

Does your organizational climate and culture support success?

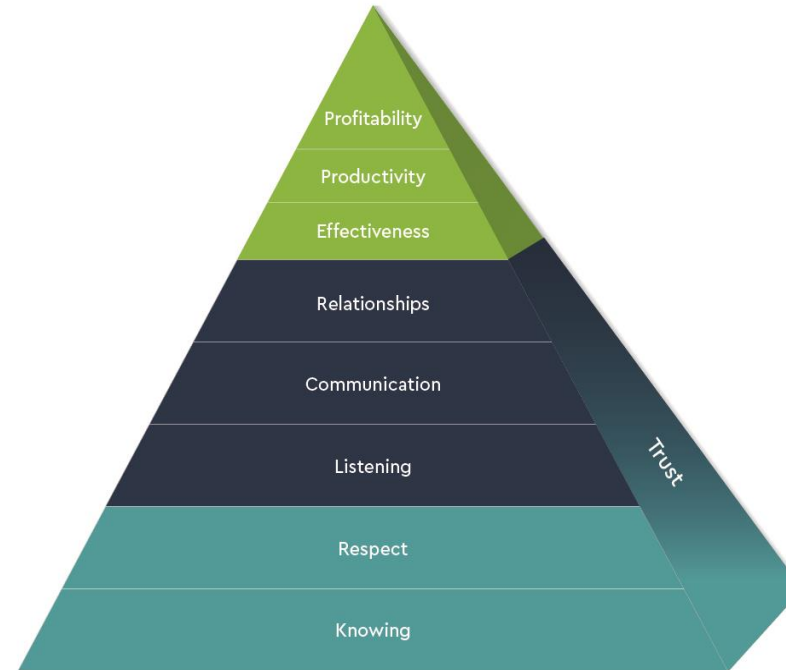
1. We consistently exceed the expectations of our internal/external customers.
2. Quality work is emphasized, acknowledged, and rewarded.
3. Employees with diverse perspectives and ideas are valued in our organization.
4. Flexibility and adaptability are part of our culture.
5. I feel safe suggesting new ideas to my leaders.
6. The leaders in our organization are effective and respected.



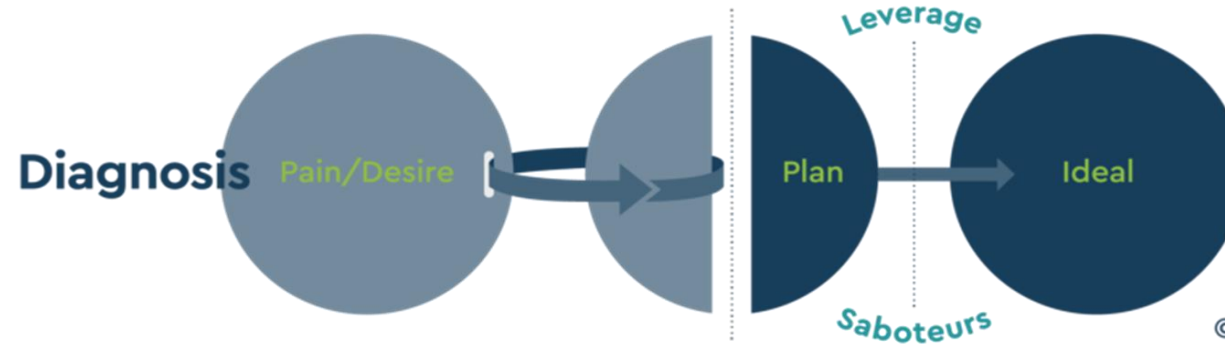
Elements of Lift

How engaged are your employees?

1. I feel my supervisor cares about my personal and professional needs and goals.
2. I feel my supervisor treats me with respect.
3. I feel that my voice is heard.
4. I feel well informed about what is happening in our organization.
5. I have a clear understanding of what is expected of me.
6. I enjoy working with my team and co-workers
7. I have the time and resources to do my job well.
8. I feel comfortable raising concerns regarding my workload to my supervisor.



Elements of Direction



Is the direction of the organization clear and compelling?

1. I'm excited about my future opportunities in the organization.
2. Leadership and employee actions are based on our organization's core values.
3. Leaders are able to convey a plan of action and the intended outcome of that plan.
4. Our leaders effectively remove roadblocks and barriers to ensure organizational and employee success.
5. Leaders recognize that employees are critical to our organization's success.
6. Our leaders are passionate about the future of the organization.
7. I feel positive about the future of our organization.
8. *How likely are you to recommend working at the City to talented people you know?*

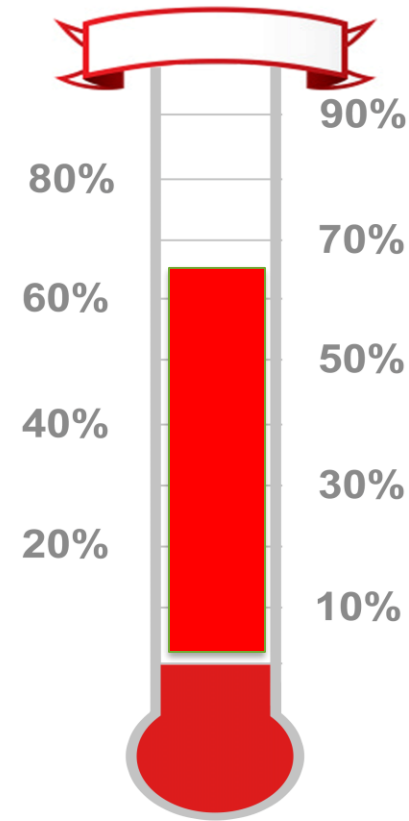


**City of Gastonia
Employee Engagement Survey
Overview**

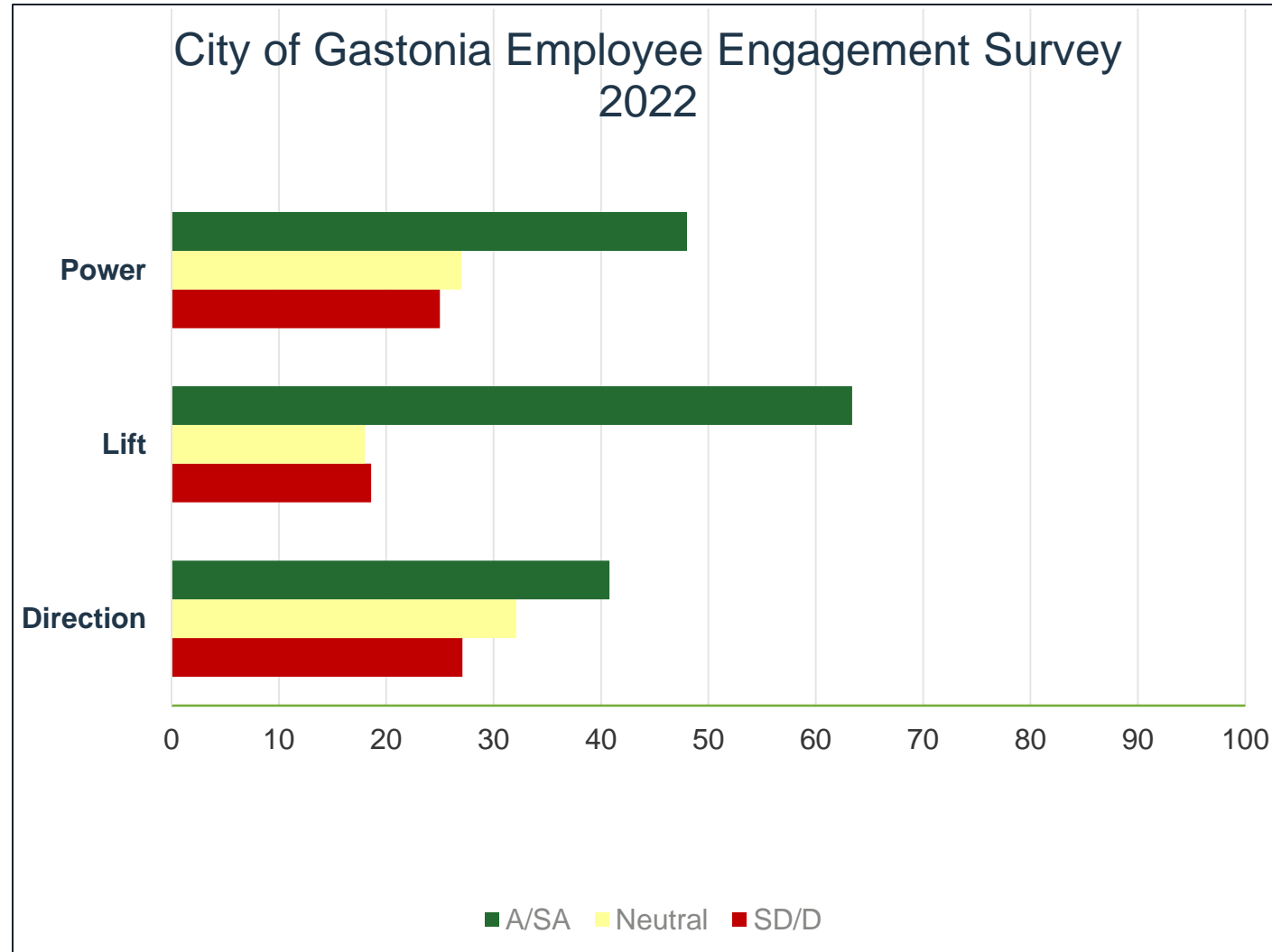


City of Gastonia Survey Participation

- Survey conducted November 18-December 9, 2022
- 589 respondents out of 930 potential participants (63%)
- A good level of participation and engagement in the survey
- 22 questions + 1 open-ended question
- 610 open-ended responses and 15,200 votes: 24-25 votes per respondent – exceptional



High Level Snapshot



Power, Lift and Direction



Power: How Strong is Our Foundation?

Questions	All
Highest	
I feel safe suggesting new ideas to my leaders	59
Flexibility and adaptability are a part of our culture	54
We consistently exceed the expectations of our internal/external customers.	53
Lowest	
Employees with diverse perspectives and ideas are valued in our organization	46
The leaders in our organization are effective and respected	39
Quality work is emphasized, acknowledged and rewarded	37



Lift: How Engaged are We?

Questions	All
Highest	
I enjoy working with my team and co-workers	85
I have a clear understanding of what is expected of me	78
I feel my supervisor treats me with respect	75
I feel my supervisor cares about my personal and professional needs and goals	64
Lowest	
I feel comfortable raising concerns regarding my workload to my supervisor	63
I have the time and resources to do my job well	59
I feel that my voice is heard	46
I feel well informed about what is happening in our organization	37



Direction: How Clear and Compelling are We?

Questions	All
Highest	
I am excited about my future opportunities in the organization	45
Leaders are able to convey a plan of action and the intended outcome of that plan	43
Leaders recognize that employees are critical to our organization's success	43
Lowest	
Our leaders are passionate about the future of the organization	41
Leadership and employee actions are based on our organization's core values	40
I feel positive about the future of our organization	40
Our leaders effectively remove roadblocks and barriers to ensure organizational and employee success	33
Net Promoter Score	-32



Open-Ended Comments

Top Overall



Top Organization Open-Ended Responses

What one thing could our organization do to improve your experience here as an employee?

1. More people, more money. Hiring process takes way too long to hire people.
2. As difficult as it is to hear, I believe that the city needs to investigate salary ranges, raises and benefits that are closer to the current industry standard. While we did have pay adjustments last year no COLA has been given to compensate for the current levels of inflation. Medical costs are increasing, and an in-depth and competitive insurance is critical. Perhaps family access to medical care like the clinic could reduce the burden on employees. In the same vein an in depth look at industry standard salaries can help retention and morale.
3. Our Department has promoted degrees over experience for advancement. They have made the Department weaker by promoting people who don't have the experience and hands on knowledge that comes from doing the job and it is starting to show. The promotion process is broken because it is not allowing more knowledgeable and experienced personnel the opportunity to test because they did not have the finances or time to get a degree, this only hurts the Department because they are not tapping one of the most valuable resources that can't be taught in class or a book, on the job experience.
4. Continue to give pay raises to keep up with inflation.
5. Another cost-of-living adjustment.
6. In spite of efforts in January, we continue to lag surrounding and nearby organizations in salary rates and ranges. Valuable and experienced employees continue to leave to seek higher compensation on a regular basis.
7. I think city management, and consequently city council, have no idea how the employees at each department feel about their daily duties, their pay, their benefits, and the impacts of political correctness training that is forced upon employees, whether they like it or not. There is a workforce shortage, which means attracting and more importantly, retaining employees, is crucial. Increase pay to attract and retain employees, value employees from the top down, and respect them for who they are, not who the city management thinks they should be.



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Summary Observations

Core Themes, Considerations and Recommendations



Core Themes

Strengths to build on:

- The City ranked highest in a key area of Organizational Health – “Lift” (Engagement), scoring around 64% positive. This high level of employee engagement provides a foundation that the City can draw from and build upon.
- You have a high level of participants in the Culture and Direction areas who are neutral which provides a great opportunity for moving the needle to the positive going forward.
- Your overall participation rate for the Engagement Survey was 62% which is a reasonably strong participation level. This speaks well for the interest your employees have in being heard and their trust level in feeling able to share their thoughts without reprisal. The level of voting per participant was very high which also speaks to the high level of engagement employees felt throughout the Engagement Survey process (approximately 24-25 votes/participant) and gives you confidence that the responses which rose to the top truly represent the voice of your employees.
- Employees across the board feel positive about several critical areas that can be built upon. First, they enjoy working with their team and co-workers. They are also positive around some key areas supporting foundational trust in leadership. They feel their leaders treat them with respect and they have a clear understanding of expectations. They also feel safe suggesting ideas to their leaders. The top-rated items are not the same across all departments but those items in general reflect the employee view that they can trust their leaders and their leaders are willing to listen to them.
- Several departments had positive Net Promote Scores: City Management, Finance, HR and the Museum, meaning these areas are willing to promote employment at the City to talented people they know.

Challenges to tackle:

- There is an opportunity to review scores and set improvement targets in the areas of “Power” (Culture) and “Direction” (Purpose). Both have a fairly large number of neutral respondents who can trend toward the positive or negative depending upon how issues are addressed and tackled.
- The Net Promoter scores were negative in several department groupings: Finance, The Garland Center, IT, Police, Public Utilities, Public Works and Recreation. There wasn’t a consistent tenure group scoring low across all departments, so the situations and opportunities will be unique to each group. In some cases, the newest employees were the most negative, in some cases it is the most experienced employees. Digging into the views of these groups through targeted mini pulses or focus groups could provide more detailed information.
- The ability of “leaders to effectively remove roadblocks and barriers” received the lowest marks fairly consistently across all departments. There is an opportunity to clarify what the perceived roadblocks are and whether they are systemic or department specific. If defined this area could provide an opportunity for some quick wins.
- From both the organizational open-ended comments and the individual department comments, there is a very clear and consistent theme around pay. The topic came up in multiple formats and was tied to the pay grade study, recent changes, and overall benefits coverage. Some of the pay comments were tied to a desire for a promotional growth path.
- Employees also indicated that they are stretched thin with challenges to hiring and want the City to remain competitive so that these hiring challenges can be solved.



High Level Observations

Overall Organizational Health:

- **The “Power” (Culture) component** is a valuable area of focus for the City. One area: “the emphasis and rewarding of quality work” scored the lowest. Some of this may be coming from the concerns around pay, both pay levels and the equity of pay. Additionally, employees are feeling stretched thin with hiring challenges adding to the individual workloads. We recommend looking at any organizational systems or processes that might be negatively impacting the culture and leader effectiveness. Do leaders know how to recognize and reward employees in ways beyond just pay and do they have the skills to do so?
- **The “Lift” (Engagement) component** received the highest scores of the three Organizational Health elements. The high level of employee engagement gives the City an opportunity to identify what is working well so that those actions can be continued and leveraged to increase positivity in the other areas. The Engagement Survey participation at 62% is good for a first-round survey and can definitely be built upon. The lowest rated statement overall was the ability of employees to feel “well informed about what is happening at the City”. We recommend taking a look at how communication flows through the organization and the ability of leaders to pass on communication effectively to their teams. It should be noted that “feeling their voice is heard” did come up as well in pockets of the City. The participation level for the Survey indicates employees seemed to be very engaged in the dialogue process and appreciated having a voice. The extremely high voting levels in the Engagement Survey are significant because they indicate employees have taken the chance to share their thoughts and ideas without fear of reprisal. The high voting level also gives confidence that the open-ended comments which rose to the top definitively represent the broad-based voice of the employees.
- **The “Direction” (Purpose) component** is the most valuable areas of focus for the City. It had the lowest ratings overall and the largest number of neutral votes. Specifically, employees don’t uniformly seem to be excited about the future of the City. This may reflect the views of longer-term employees as this block in several departments skewed more negative. It can also be the result of staffing challenges, pay and the impact of the COVID period. The COVID period has been particularly challenging for leaders and employees may have become frustrated and disillusioned if leaders were unable to step up over the past two years. The lowest rated statement in this section focused on the feeling that “leaders don’t effectively remove roadblocks and barriers to success so that employees can be effective”. Uncovering specific roadblocks through a mini-pulse or focus groups could give you an opportunity to have some quick wins in this area and help you prioritize focus and next steps. These factors may also be impacting your NPS scores in some key operational areas although some of your departments had very strong and positive NPS scores. What are the key differences between these areas? Is it operational, leadership, staffing, pay challenges or a combination of all? It is often the small things that create the impression an organization is not moving forward in a positive direction. The City’s employees are engaged and care about the City and its customers but need to feel encouraged and excited about its future direction.



Observations and Recommendations

General Considerations:

There were a few themes that came out in the Engagement Survey which deserve some additional consideration and thought. We recognize these topics may not have immediate or easy answers, but we believe they warrant some thoughtful consideration.

- **Pay and benefits.** Most of the open-ended comments reflected some aspect of pay and/or benefits, specifically the health benefits. During this time of increased inflation and prices, the concern around pay is not unusual. There seems to be some negative pushback on the latest pay grade study and concerns about competitiveness with surrounding areas as it impacts the ability to hire and retain talent. It would be worth looking at opportunities to impact pay and benefits but, if that isn't possible due to budget constraints, it is important to be sure communication around these areas is clear and transparent. Overcommunicating to avoid confusion is helpful and ensuring leaders know how to share specific messages around pay helps prevent rumors and potential misunderstanding. There were also comments suggesting employees want to have a clearer path to advancement. This may be pay motivated but often, pay is not the only motivator and continued personal growth can be a positive motivator in and of itself.
- **Staffing levels and turnover.** The comments touching on this theme primarily focused on the ability to attract and retain top talent with the concern that younger talent would not stay if they did not see a pay progression based on performance over time. Adding to this challenge is the negative NPS score in several of the departments. I am not sure if the low NPS score areas align with those areas experiencing the highest turnover, but, if so, it will be even more challenging to staff those areas. Given the leaner staff in some departments, employees don't appear to feel burned out, which is good to see. Many comments indicated that, due to lean staffing, additional work is being taken on to get things done but this is often not recognized or rewarded through additional pay or advancement. This area is definitely a key challenge that I am sure the City is focused on and working to solve.
- **Remove roadblocks to enable success.** This comment was consistently low across all departments/divisions and there can be many reasons for roadblocks and the inability to remove them. Sometimes the source of the roadblock is organizational, how things are structured and get done. It is worth evaluating the processes that are in place for getting work done and determining if things can be streamlined or improved. In some cases, "the way things have always been done" at the City may no longer be the most effective way to work. Sometimes the issues in this area center around technology. Does the City have the right technology software and systems in place? Do they work? Are improvements focused on making employees' day-to-day work lives easier? If not, this is often a source of frustration. Concerns in the area of roadblocks can also stem from a frustration with leadership in general. Are City leaders aware of the roadblocks that are frustrating their teams and preventing success? If so, do they have the leadership and organizational skills to communicate those roadblocks so that they can be removed? Are they willing and able to go to bat for their teams? When things can't be changed, do they have the communication skills to help their teams understand why or why not and keep them focused on the positive?
- **DEI training and focus.** The DEI topic was a bit of an "elephant in the room" based on the open-ended comments. Clearly some felt that there is a need for the training because there are long standing existing biases reflected in the lack of diversity across department and City leadership. Others were very vocal in their feelings that it had been a waste of money and a distraction. Having a diverse and inclusive workforce is a long-term strength for the City but it is a journey and doesn't happen overnight. There are many pieces to this puzzle but continuing to understand everyone's perspective and using that information to move the City forward is a worthwhile effort. Based on feedback there may be a need to lighten up on the existing plan or adjust it in some way to make sure there isn't continued negative backlash.
- **Emphasize, acknowledge and reward quality work.** This was the lowest rated statement in the Culture section. Based on additional open-ended comments, it may be tied specifically to pay. Employees are stretched thin; they are taking on additional responsibilities to cover leaner staff and they are not receiving any additional pay or monetary consideration. The low score for this statement could also reflect the employees' desire for more direct leader recognition. When workloads are heavy and people are stretched thin, particularly leaders, it can be challenging to pause and recognize good work in the moment. It may be worth exploring where leaders are able to spend their time and ensure there are rhythms in place, time for 1x1's or check ins that support recognition of current work. This can have a powerful impact on employee engagement and support time for effective two-way communication. Are leaders held accountable for engaging their employees, listening to them and providing effective feedback and encouragement?

We recommend assessing current organizational processes in each of these areas to better understand those that are working and opportunities for change and improvement. Support leadership skill development through training, development and coaching where needed so that they can continue to build trust with their teams. Assess areas where roadblocks may exist with a focus on current cultural norms, technology, process, and leadership collaboration.



Next Steps

- HR and City Manager met with all department heads between February 6-10 to review survey results.
- Four-question open-ended “mini-pulse” survey being sent to all city employees soon.
- City management to meet with all staff to review employee survey this spring.
- Suggestions from survey results are being incorporated into draft budget for FY23-24.



Thank You



CITY OF GASTONIA

Financial Report

Crystal Certain, Director of Financial Services

Tuesday, March 14, 2023



January Monthly Financial Info (General Fund)

Category	Total Budget	January	Year to Date Amount	Year to Date %
Ad Valorem Taxes	\$39,584,256	\$8,710,164	\$36,607,757	92.48%
Fees	\$4,620,175	\$354,880	\$2,539,090	54.96%
Investment Earnings	\$611,000	\$192,150	\$693,444	113.49%
Grants & Other Revenues	\$2,365,221	\$319,394	\$1,433,491	60.61%
Sales Tax	\$18,697,390	\$1,708,746	\$9,279,635	49.63%
State Transfers	\$5,554,000	\$0	\$1,473,108	26.52%
Appropriated Fund Balance	\$5,207,682	\$0	\$0	0.00%
Transfers In	\$2,500,000	\$208,334	\$1,458,338	\$58.33%
Total Revenues & Other Financing Sources	\$79,139,724	\$11,493,668	\$51,661,419	65.28%
Contracted Services	\$2,640,813	\$201,876	\$1,048,469	39.70%
Debt Service	\$2,490,539	\$202,545	\$1,417,814	56.93%
Equipment Lease & Utilities	\$3,140,480	\$260,393	\$1,779,315	56.66%
Equipment/Capital Outlay	\$265,041	\$0	\$49,167	18.55%
Maintenance	\$1,962,120	\$149,630	\$909,878	46.37%
Operational Support	\$9,915,634	\$736,752	\$5,535,969	55.83%
Personnel Costs	\$58,115,522	\$4,418,832	\$31,222,149	53.72%
Purchases – Resale	\$115,100	\$31,276	\$61,203	53.17%
Travel/Training	\$385,696	\$26,933	\$164,353	42.61%
Reimbursement of Services	(\$8,773,238)	(\$642,644)	(\$4,787,102)	54.56%
Transfers Out	\$8,882,017	\$733,535	\$6,173,791	69.51%
Total Expenditures & Other Financing Uses	\$79,139,724	\$6,119,128	\$43,575,006	55.06%
Net		\$5,374,540	\$8,086,413	

CITY OF GASTONIA

Tax Revaluation

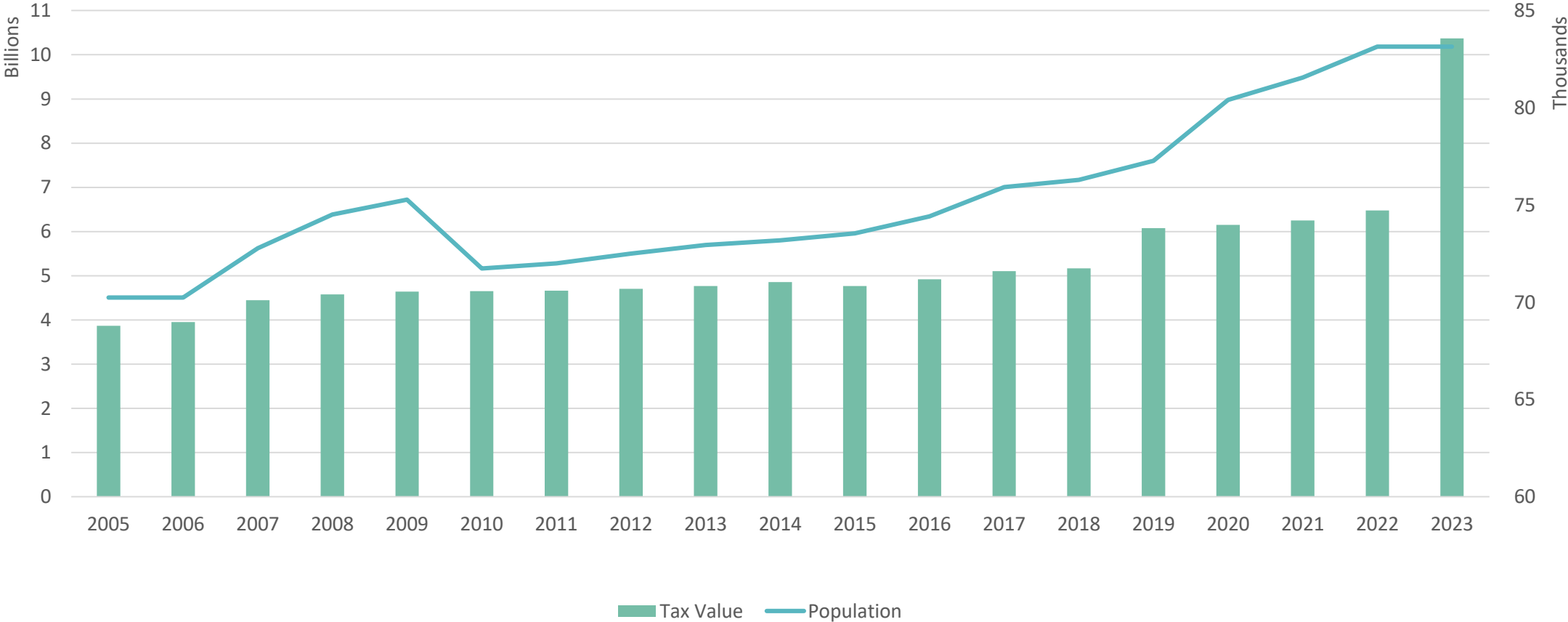
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History of Tax Values and Populations

Area Name	1970	1980	1990	2000	2010	2020	2030	2040	2050		
Gastonia	47,322	47,218	54,725	66,355	71,741	80,411					
Growth %	Base	-0.22%	15.90%	21.25%	8.12%	12.09%					
Tax Value				3,175,503,000	4,654,137,000	6,149,598,000					
Growth %					46.56%	32.13%					
1980-1989											
Area Name	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	10-Year Change
Gastonia	47,218	47,447	47,362	48,254	50,482	53,252	52,989	54,606	55,480	55,047	7,829
Growth %	Base	0.48%	-0.18%	1.88%	4.62%	5.49%	-0.49%	3.05%	1.60%	-0.78%	16.58%
1990-1999											
Area Name	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	10-Year Change
Gastonia	54,725	55,332	55,198	56,219	56,901	57,181	61,898	62,204	62,077	62,739	8,014
Growth %	-0.58%	1.11%	-0.24%	1.85%	1.21%	0.49%	8.25%	0.49%	-0.20%	1.07%	14.64%
Tax Value					2,092,401,000	2,167,387,000	2,374,480,000	2,807,668,000	2,886,973,000	3,035,866,000	
Growth %					Base	3.58%	9.55%	18.24%	2.82%	5.16%	
2000-2009											
Area Name	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	10-Year Change
Gastonia	66,355	68,148	68,246	68,513	68,802	70,243	*	72,779	74,518	75,280	8,925
Growth %	5.76%	2.70%	0.14%	0.39%	0.42%	2.09%	*	3.61%	2.39%	1.02%	13.45%
Tax Value	3,175,503,000	3,232,926,000	3,282,001,000	3,695,303,000	3,789,029,000	3,866,703,000	3,953,154,000	4,447,446,000	4,577,344,000	4,642,758,000	1,467,255,000
Growth %	6.04%	1.40%	1.04%	13.42%	1.52%	2.34%	2.39%	12.41%	3.02%	1.31%	46.21%
2010-2018											
Area Name	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	10-Year Change
Gastonia	71,741	72,003	72,507	72,947	73,186	73,539	74,413	75,919	76,298	77,273	5,532
Growth %	-4.70%	0.37%	0.70%	0.61%	0.33%	0.48%	1.19%	2.02%	0.50%	1.28%	7.71%
Tax Value	4,654,137,000	4,660,947,000	4,705,750,000	4,769,223,000	4,855,977,000	4,769,087,000	4,920,611,000	5,107,025,000	5,167,983,000	6,080,528,000	1,426,391,000
Growth %	0.10%	.34%	1.05%	1.35%	1.61%	-1.68%	3.52%	3.42%	1.19%	17.66%	30.65%
2020-2029											
Area Name	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	10-Year Change
Gastonia	80,411	81,558	83,147	83,147							
Growth %	4.06%	1.43%	1.95%	0.00%							
Tax Value	6,149,598,000	6,253,839,277	6,476,452,000	10,370,416,000							
Growth %	1.14%	1.70%	3.56%	60.12%							

History of Tax Values and Populations

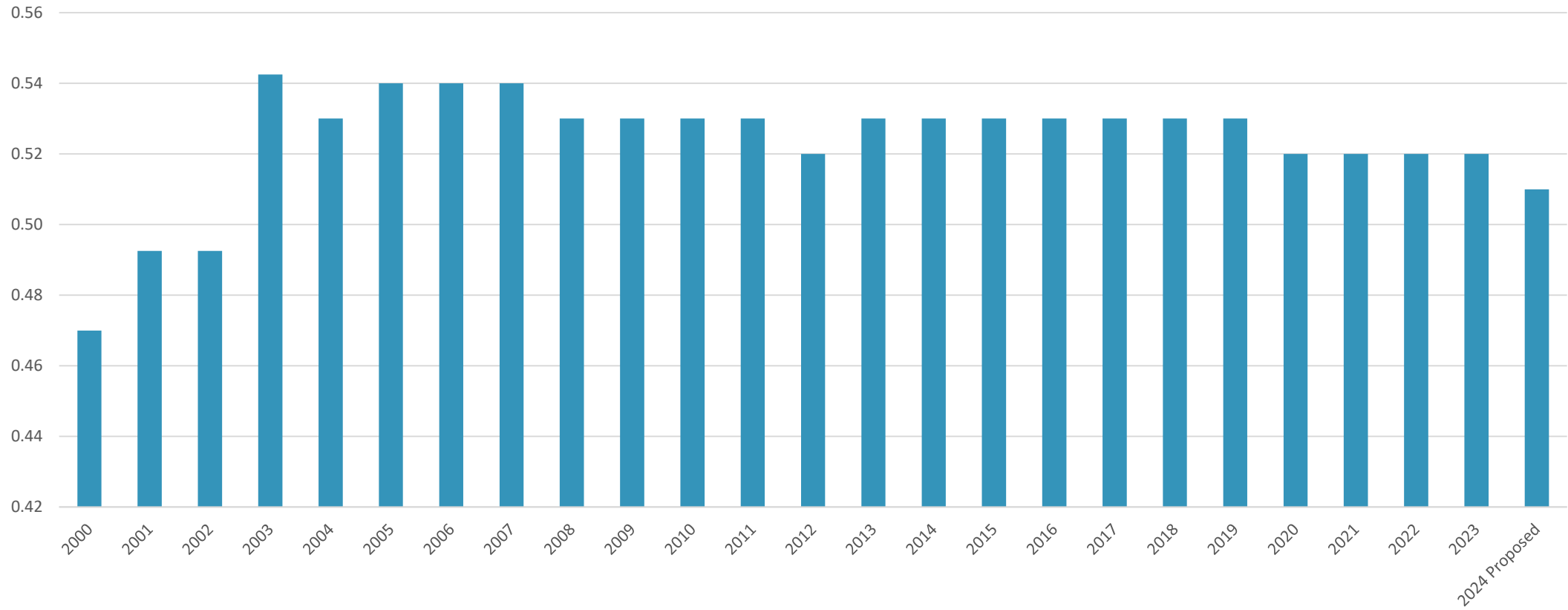


Historical Tax Rates-City

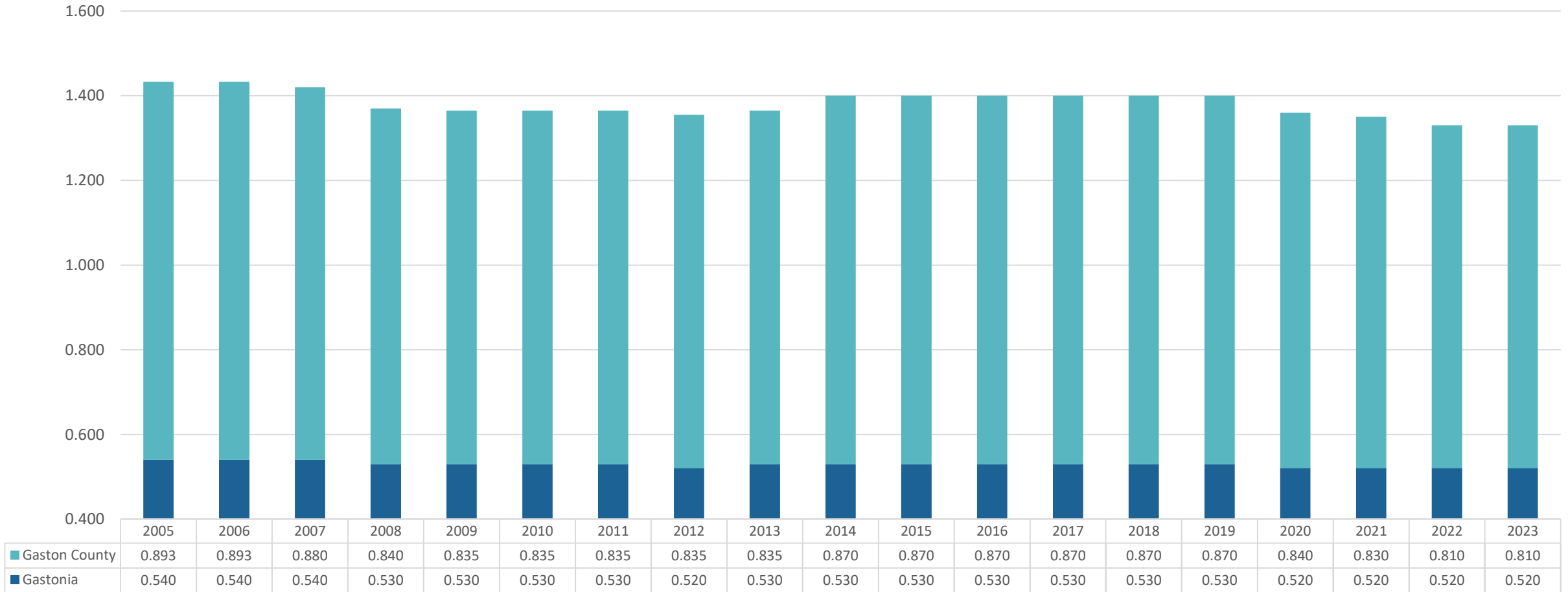
Year	Rate	Change
2000	.4700	
2001	.4925	2.25¢
2002	.4925	0.00¢
2003	.5425	5.00¢
2004	.5300	(1.25¢)
2005	.5400	1.00¢
2006	.5400	0.00¢
2007	.5400	0.00¢
2008	.5300	(1.00¢)
2009	.5300	0.00¢
2010	.5300	0.00¢
2011	.5300	0.00¢

Year	Rate	Change
2012	.5200	(1.00¢)
2013	.5300	1.00¢
2014	.5300	0.00¢
2015	.5300	0.00¢
2016	.5300	0.00¢
2017	.5300	0.00¢
2018	.5300	0.00¢
2019	.5300	0.00¢
2020	.5200	(1.00¢)
2021	.5200	0.00¢
2022	.5200	0.00¢
2023	.5200	0.00¢

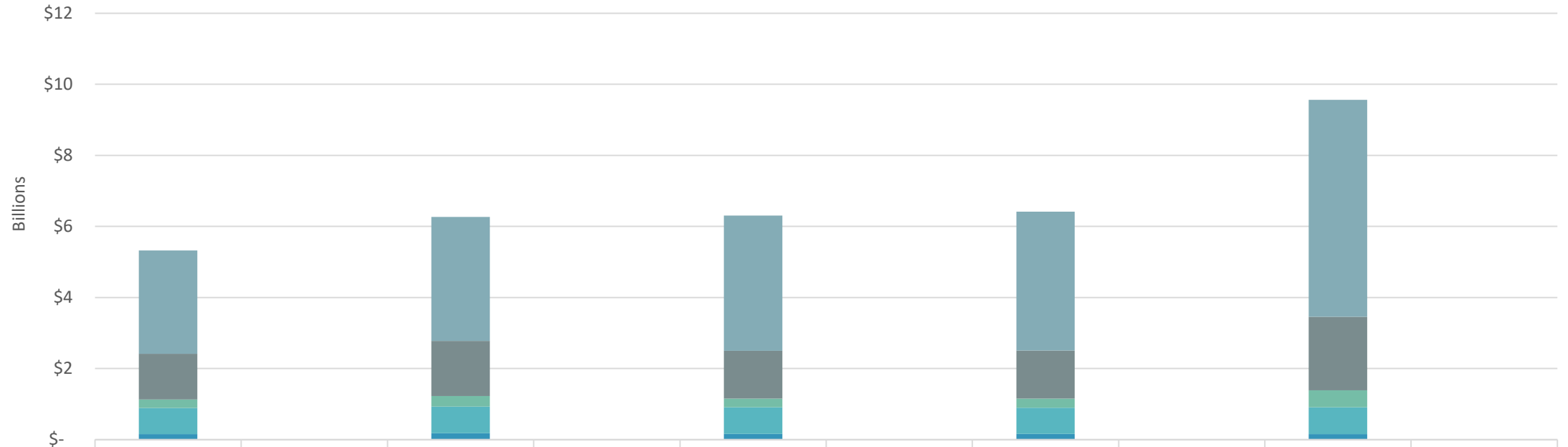
Historical Tax Rates-City



Historical Tax Rates-City and County Combined



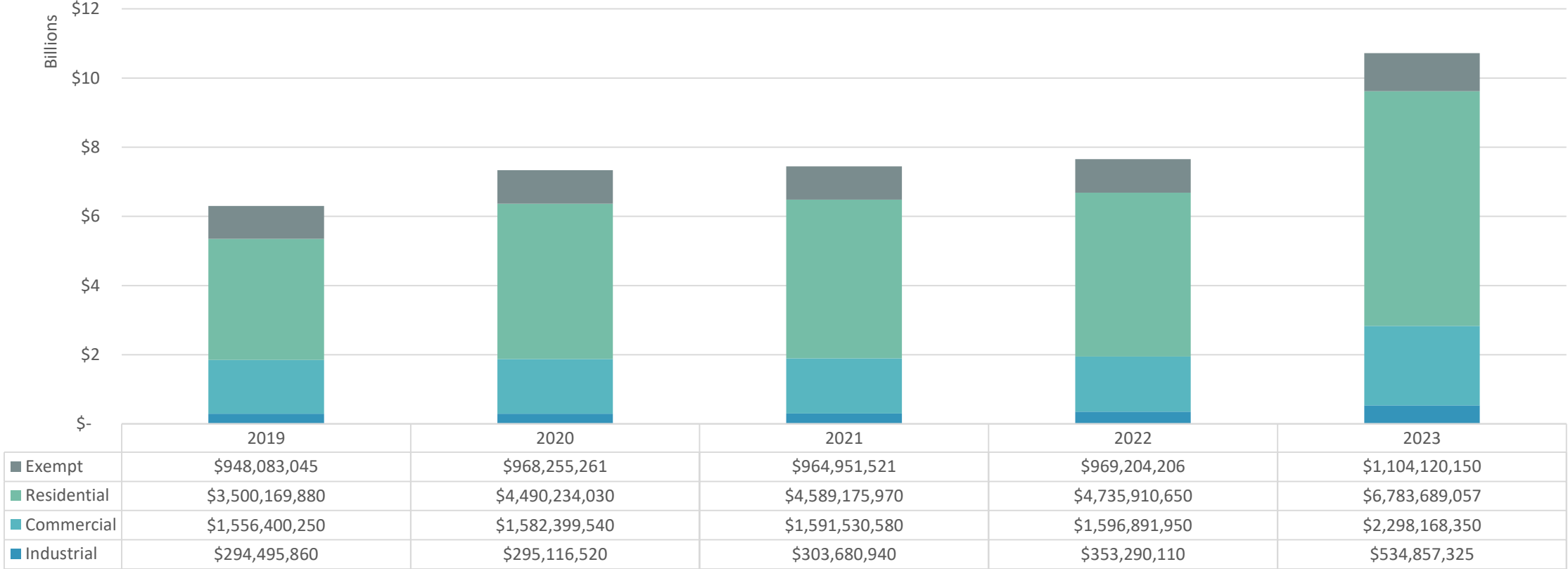
Breakdown of Taxable Property (Real, Personal and Public Service Companies)



	2019		2020		2021		2022		2023	
Residential	\$2,907,341,220	54.6%	\$3,486,678,795	55.7%	\$3,807,466,544	60.4%	\$3,906,253,745	60.9%	\$6,105,320,151	63.8%
Commercial	\$1,286,152,016	24.2%	\$1,550,000,000	24.7%	\$1,341,786,033	21.3%	\$1,354,692,205	21.1%	\$2,068,351,515	21.6%
Industrial	\$233,693,649	4.4%	\$298,050,000	4.8%	\$250,242,252	4.0%	\$258,489,719	4.0%	\$481,371,592	5.0%
Personal Property	\$740,796,144	13.9%	\$746,325,740	11.9%	\$750,103,135	11.9%	\$734,403,308	11.4%	\$753,232,504	7.9%
Public Service Companies	\$153,419,394	2.9%	\$183,143,358	2.9%	\$159,112,558	2.5%	\$161,543,013	2.5%	\$156,760,409	1.6%

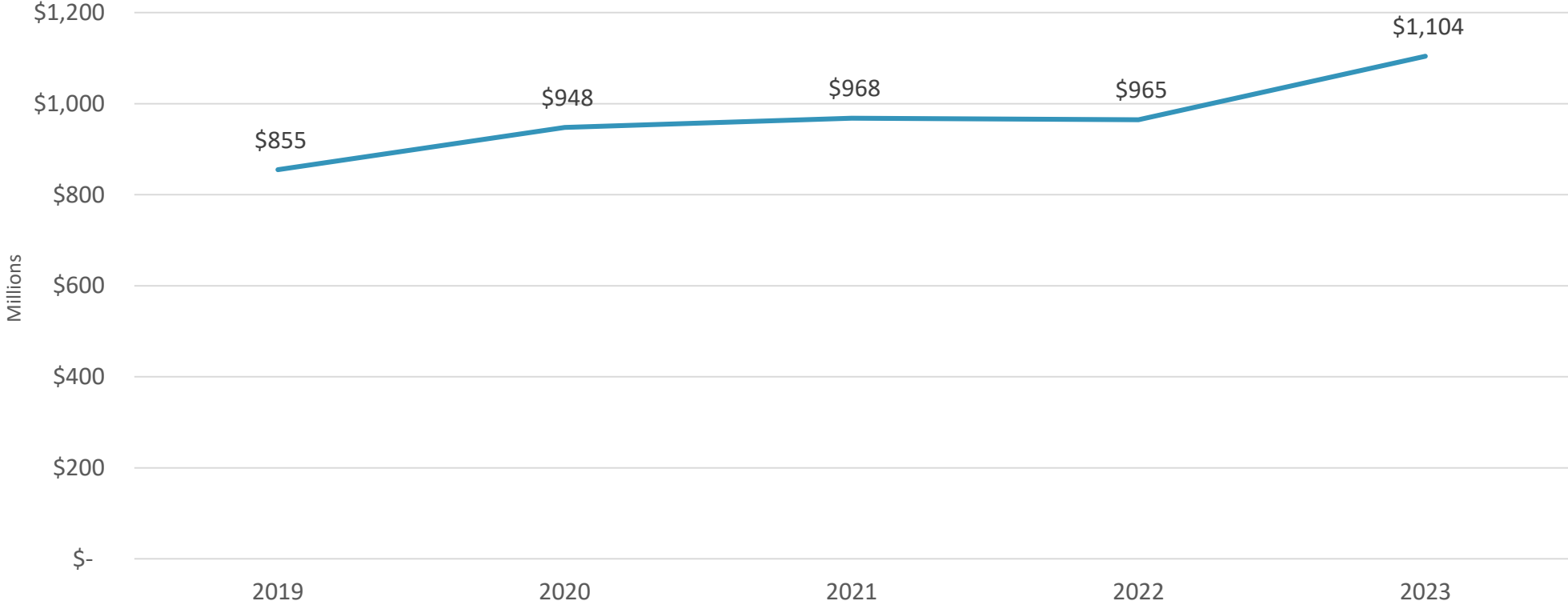
■ Public Service Companies ■ Personal Property ■ Industrial ■ Commercial ■ Residential

Real Property Tax Values 5 Years



■ Industrial ■ Commercial ■ Residential ■ Exempt

Real Property Tax Exclusions



Revaluation

Growth due to revaluation = 14.3¢

1¢ ≈ \$1,000,000



Proposed
Tax Rate
Reduction

GO Bond Debt Service

Fund Balance
Appropriated to balance
FY 2023 budget

Remainder available for
other uses

Additional Statutorily Mandated or Council Approved Uses:

- Pension Increase (State mandated w/o raises) = \$353K
- Council Approved Police Recruitment and Retention Incentives = \$625K
- Additional Equipment Annual Loan Payment = \$675K

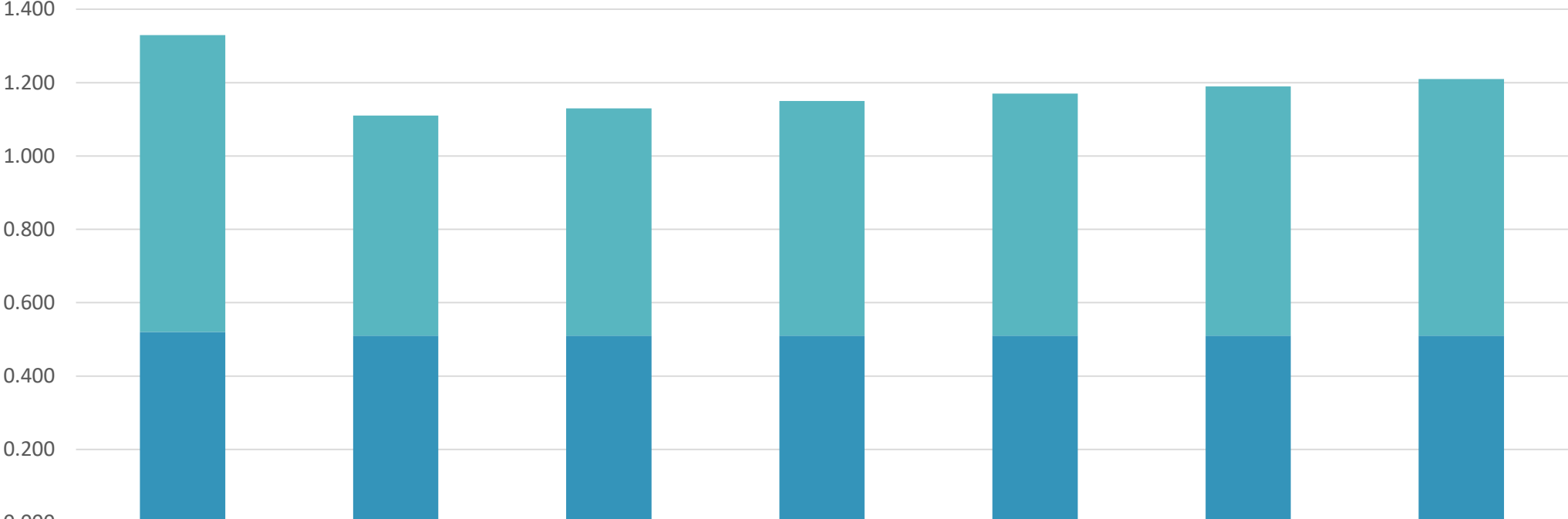
Additional Needs:

- Proposed Salary Increases (including fringe benefits) = \$2.65M
- Building Maintenance Capital (roofs and other projects) = \$1.25M
- Transit Required Match (Loss of COVID funding subsidy) = \$800k
- New Positions (5 in FY23 & 6 in FY24) = \$555K
- Customer Care Center Personnel (7 positions) = \$372K

*Five new positions added in FY23 are fully funded. Six new positions are budgeted at 75% for FY24.

*Customer Care Center supervisor is fully funded in FY23. Six new positions are budgeted at 75% for FY24.

Tax Rate Scenarios-City and County Combined



	2023	2024 A	2024 B	2024 C	2024 D	2024 E	2024 F
Gaston County	0.810	0.600	0.620	0.640	0.660	0.680	0.700
Gastonia	0.520	0.510	0.510	0.510	0.510	0.510	0.510

■ Gastonia ■ Gaston County

Homeowner Impact-Scenario A

County Rate 60¢ + City Rate 51¢ = \$1.11

	Home Value	Property Tax Due
2022	\$100,000	\$1,330.00
2023	\$153,900	\$1,708.29
Annual Tax Increase		\$378.29
Monthly Impact		\$31.52

	Home Value	Property Tax Due
2022	\$150,000	\$1,995.00
2023	\$230,850	\$2,562.44
Annual Tax Increase		\$567.44
Monthly Impact		\$47.29

	Home Value	Property Tax Due
2022	\$200,000	\$2,660.00
2023	\$307,800	\$3,416.58
Annual Tax Increase		\$756.58
Monthly Impact		\$63.05

	Home Value	Property Tax Due
2022	\$300,000	\$3,990.00
2023	\$461,700	\$5,124.87
Annual Tax Increase		\$1,074.87
Monthly Impact		\$94.70

Homeowner Impact-Scenario B

County Rate 62¢ + City Rate 51¢ = \$1.13

	Home Value	Property Tax Due
2022	\$100,000	\$1,330.00
2023	\$153,900	\$1,739.07
Annual Tax Increase		\$409.07
Monthly Impact		\$34.09

	Home Value	Property Tax Due
2022	\$150,000	\$1,995.00
2023	\$230,850	\$2,608.61
Annual Tax Increase		\$613.61
Monthly Impact		\$51.13

	Home Value	Property Tax Due
2022	\$200,000	\$2,660.00
2023	\$307,800	\$3,478.14
Annual Tax Increase		\$818.14
Monthly Impact		\$68.18

	Home Value	Property Tax Due
2022	\$300,000	\$3,990.00
2023	\$461,700	\$5,217.21
Annual Tax Increase		\$1,227.21
Monthly Impact		\$102.27

Homeowner Impact-Scenario C

County Rate 64¢ + City Rate 51¢ = \$1.15

	Home Value	Property Tax Due
2022	\$100,000	\$1,330.00
2023	\$153,900	\$1,769.85
Annual Tax Increase		\$439.85
Monthly Impact		\$36.65

	Home Value	Property Tax Due
2022	\$150,000	\$1,995.00
2023	\$230,850	\$2,654.78
Annual Tax Increase		\$659.78
Monthly Impact		\$54.98

	Home Value	Property Tax Due
2022	\$200,000	\$2,660.00
2023	\$307,800	\$3,539.70
Annual Tax Increase		\$879.70
Monthly Impact		\$73.31

	Home Value	Property Tax Due
2022	\$300,000	\$3,990.00
2023	\$461,700	\$5,309.55
Annual Tax Increase		\$1,319.55
Monthly Impact		\$109.96

Homeowner Impact-Scenario D

County Rate 66¢ + City Rate 51¢ = \$1.17

	Home Value	Property Tax Due
2022	\$100,000	\$1,330.00
2023	\$153,900	\$1,800.63
Annual Tax Increase		\$470.63
Monthly Impact		\$39.22

	Home Value	Property Tax Due
2022	\$150,000	\$1,995.00
2023	\$230,850	\$2,700.95
Annual Tax Increase		\$705.95
Monthly Impact		\$58.83

	Home Value	Property Tax Due
2022	\$200,000	\$2,660.00
2023	\$307,800	\$3,601.26
Annual Tax Increase		\$941.26
Monthly Impact		\$78.44

	Home Value	Property Tax Due
2022	\$300,000	\$3,990.00
2023	\$461,700	\$5,401.89
Annual Tax Increase		\$1,411.89
Monthly Impact		\$117.66

Homeowner Impact-Scenario E

County Rate 68¢ + City Rate 51¢ = \$1.19

	Home Value	Property Tax Due
2022	\$100,000	\$1,330.00
2023	\$153,900	\$1,862.19
Annual Tax Increase		\$532.19
Monthly Impact		\$44.35

	Home Value	Property Tax Due
2022	\$150,000	\$1,995.00
2023	\$230,850	\$2,793.29
Annual Tax Increase		\$798.29
Monthly Impact		\$66.52

	Home Value	Property Tax Due
2022	\$200,000	\$2,660.00
2023	\$307,800	\$3,724.38
Annual Tax Increase		\$1,064.38
Monthly Impact		\$88.70

	Home Value	Property Tax Due
2022	\$300,000	\$3,990.00
2023	\$461,700	\$5,586.57
Annual Tax Increase		\$1,596.57
Monthly Impact		\$133.05

Homeowner Impact-Scenario F

County Rate 70¢ + City Rate 51¢ = \$1.21

	Home Value	Property Tax Due
2022	\$100,000	\$1,330.00
2023	\$153,900	\$1,831.41
Annual Tax Increase		\$501.41
Monthly Impact		\$41.78

	Home Value	Property Tax Due
2022	\$150,000	\$1,995.00
2023	\$230,850	\$2,747.12
Annual Tax Increase		\$752.12
Monthly Impact		\$62.68

	Home Value	Property Tax Due
2022	\$200,000	\$2,660.00
2023	\$307,800	\$3,662.82
Annual Tax Increase		\$1,002.82
Monthly Impact		\$83.57

	Home Value	Property Tax Due
2022	\$300,000	\$3,990.00
2023	\$461,700	\$5,494.23
Annual Tax Increase		\$1,504.23
Monthly Impact		\$125.35

Municipal Survey

Rank	Municipality	Population	Real Property Tax Base	Tax Rate	1¢ on Tax Rate Generates
1	Charlotte	874,579	\$142,308,384,016	.3481	\$14,230,838.40
2	Raleigh	467,665	\$73,305,028,525	.393	\$7,330,50.85
3	Greensboro	299,035	\$26,943,680,331	.6625	\$2,694,368.03
4	Durham	301,719	\$36,394,919,924	.5517	\$3,639,491.99
5	Winston-Salem	249,545	\$24,105,590,672	.6124	\$2,410,559.07
6	Fayetteville	208,501	\$12,796,206,407	.4995	\$1,279,620.64
7	Cary	174,721	\$31,935,242,838	.345	\$3,193,524.28
8	Wilmington	115,451	\$20,184,416,065	.3808	\$2,018,441.61
9	High Point	114,059	\$9,390,996,705	.6175	\$939,009.67
10	Concord	105,240	\$13,522,212,054	.480	\$1,352,221.21
11	Asheville	94,589	\$18,774,314,606	.403	\$1,877,431.46
12	Greenville	87,521	\$6,896,651,937	.4895	\$689,665.19
13	Gastonia	80,411	\$6,415,382,290	.520	\$641,538.23
*	Gastonia	80,411	\$9,617,183,932		\$961,718.39
14	Jacksonville	72,723	\$3,382,913,320	.642	\$338,291.33
15	Chapel Hill	61,960	\$9,041,050,766	.514	\$904,105.08
16	Huntersville	61,840	\$9,554,981,025	.240	\$955,498.10
17	Rocky Mount	54,341	\$3,698,243,661	.685	\$369,824.37
18	Burlington	57,303	\$4,839,762,699	.5973	\$483,976.27
19	Apex	58,780	\$10,338,964,705	.390	\$1,033,896.47
20	Wilson	47,851	\$4,088,097,423	.575	\$408,809.74
	Hickory	43,532	\$4,866,488,715	.6275	\$486,648.87