

**From:** PRowe@ashevillenc.gov <PRowe@ashevillenc.gov>  
**Sent:** 5/9/2017 1:52:37 PM  
**To:** ashevilleblade@gmail.com  
**Cc:** LLowman@ashevillenc.gov  
**Subject:** RE: Budget discussion/clarification

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David,

Good to meet you this morning. The Finance Department has experienced around 30% turnover in their professional ranks. Other departments have experienced similar numbers in prior years. That was the reference in the document.

I will get the break down for you on the other question.

Best,

Peggy

**From:** Asheville Blade [mailto:ashevilleblade@gmail.com]  
**Sent:** Tuesday, May 09, 2017 10:55 AM  
**To:** Peggy Rowe <PRowe@ashevillenc.gov>  
**Subject:** Budget discussion/clarification

Thanks for your time today and the information. I've found the budget paragraph I was searching for. It was a little earlier in the budget than I remembered, on page ix of the city manager's message, and reads as follows:

"The City initiative to right-size staff continues. High turnover has placed increasing burdens on staff. Turnover in some professional positions has reached 30%, and ongoing turnover in the Police Department continues to drive high overtime costs and employee burnout, in turn driving turnover and creating an unhealthy cycle. The Human Resources Department is working with departments facing turnover challenges to review positions and evaluate total compensation against benchmarks. Included in the base budget is a merit/step increase of 2.5% for all employees who meet or exceed performance expectations. This increase will be implemented during the pay period beginning on July, 1, 2017. An additional funding pool has been allocated to address the turnover issues and to provide for a cost of labor adjustment in February, 2018. This pool will allow the City to adjust the compensation plan salary range minimums and maximums, based on 2017 cost of labor indices."

What specific professional positions is this paragraph referring to (besides police and fire)?

Thanks again.

Best,

David Forbes  
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